



**Industry:** e-Governance

**Technology:** SharePoint

**Country:** South Africa

## Client Profile:

Sebata Municipal Solutions is the leading provider of integrated technology solutions, enterprise management solutions and multi-disciplinary professional services to municipalities, the provincial government, public, and private entities in South Africa, Namibia and Lesotho from over 40 years.

## Challenges:

- Payroll runs with Municipal Standard Chart of Accounts (mSCOA).
- Separate payroll for municipal entry and employee's salary.
- Handling the billing of the municipality.
- Managing employee's payroll considering the paid and non-paid leaves (as there are different types of leaves provided by the government like family leave, occasional leave, etc.)
- Handling municipal taxes as levied on different services provided by the department.
- Supervision of medical aid provided by the municipality (in South Africa some part of medical aid is provided by the municipality).

## Solution:

- We developed an Employee Management System (EMS) for the patron considering the need to manage payroll and taxes.
- We created different dashboards for different solutions like for employee's payroll, for taxes, for leaves, and more.
- Different cycles of payment were defined on the dashboard like weekly, by weekly and monthly cycles.
- Notification section was developed that would provide information about:
  - pending employee income tax
  - payment instruction awaiting approval
  - pending approvals
- Trial run feature was created in the EMS in which the CFO (Chief Financial Officer) would go for a trial run of the payroll and once he finds everything appropriate (in term of taxes, leaves, and attendance) then can release the salaries.

## Outcome

- The solution turned out to be a great help for the municipality of South Africa as they now have an integrated EMS solution to manage their accounting system.
- The separate employee billing account aided in managing employee's salaries seamlessly.
- Along with this, the solution helped in seamless inventory management of the municipality.
- It also aided in providing notification regarding contract expiry and termination.

## Tech Stack



Tool Architecture



Domain Driven  
Architecture for  
billing



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