# The Evolution of EPPMS

From the **Enhanced Payroll and Pensions Management System**, *EPPMS* has evolved over the years to now represent the **Enhanced Payroll, Pensions and MIS for NRC**. *EPPMS* is a LAN-based database application implemented using an SQL relational database management system (RDBMS) as the back-end, and one of the best RAD (rapid application development) client tools today for client/server database access, *PowerBuilder,* both from Sybase. *EPPMS* was designed as different related modules sharing the same user interface and database. This document highlights the functional features of *EPPMS* from inception to the present day.

1. EPPMS at Inception: 1999
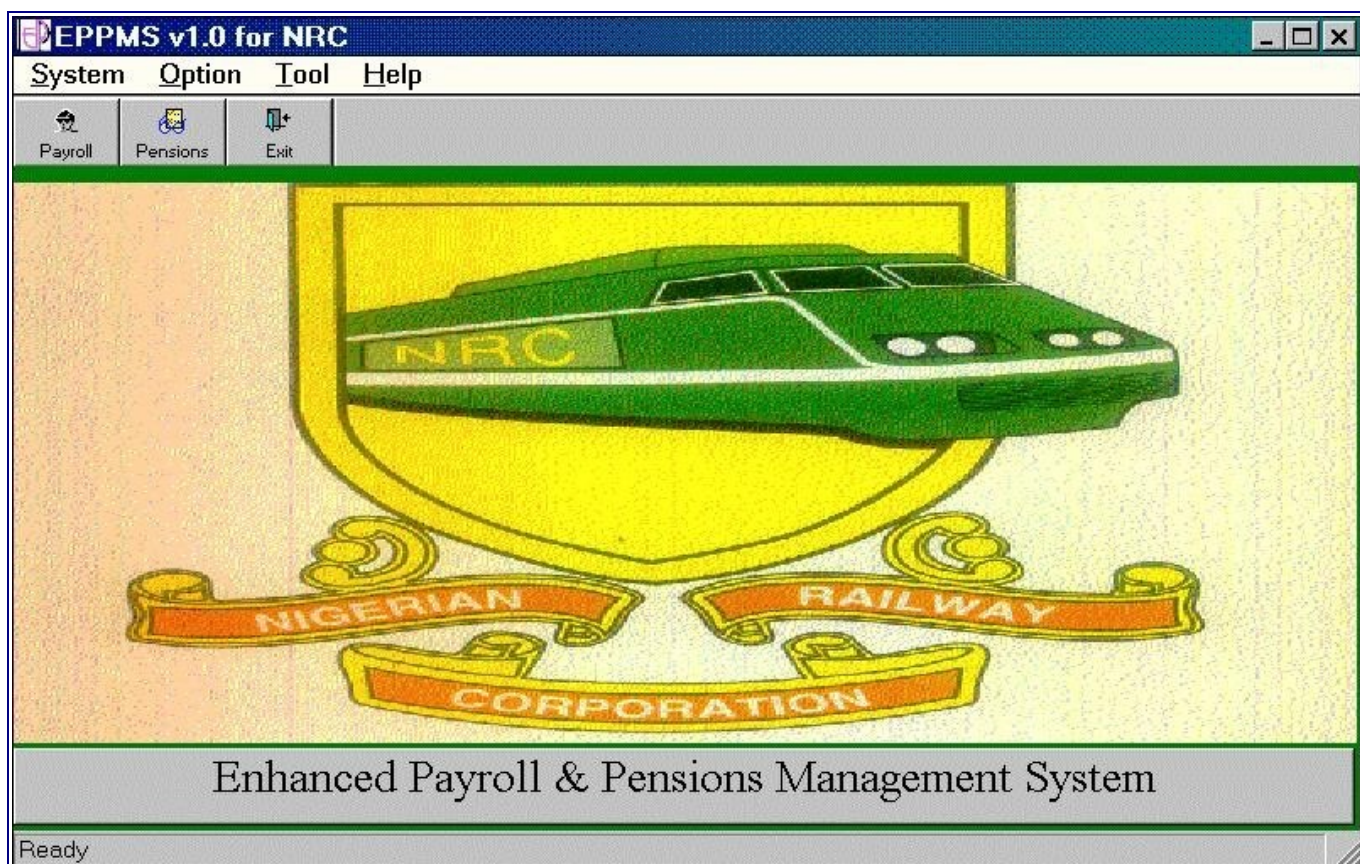
EPPMS started life as a Windows 95 application developed between 1998 and 1999. The RDBMS had a storage capacity of 12 terabytes (12,288 GB). After NRC staff were initially trained in 1999, data entry and live usage began between 2000 and 2001, with the database running on a Netware server.

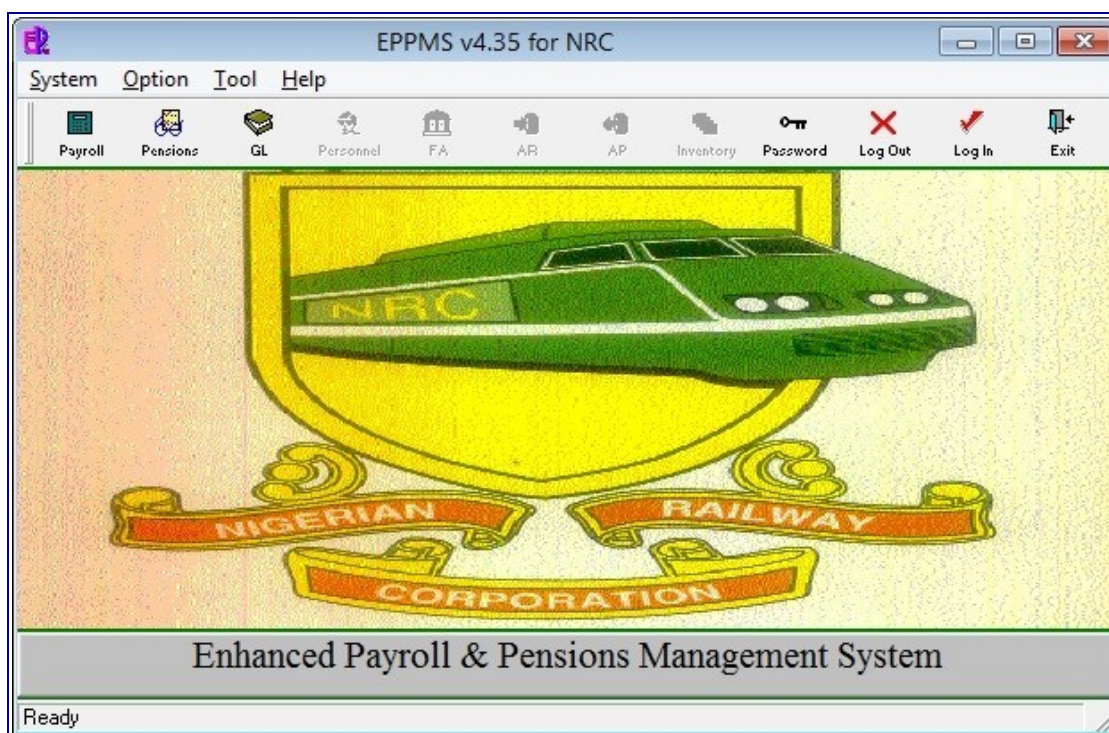| Module	Data Entry, Reporting and Other Features
System Module	■ **Module access**: The System module presents the initial window (shown above) from which other modules are selected. ■ **User list maintenance**: User ID and name with default (changeable) password, settings for supervisor level and access to Payroll and Pensions modules. ■ **General application-wide features** include data querying and filtering, data export to other applications, referential data integrity enforcement, database security (encryption, dba user id & password), saving of generated reports to disk for later display or printing.

Module	Data Entry, Reporting and Other Features
Payroll	■ Designed for processing of the payroll for active staff, initially about 13,000. ■ **Employee master record**: Employee ID, names, sex, marital status; date of employment, birth, last promotion; district, department, section, designation; pay group, pay point; salary grade level and step; employee grade (junior, senior, etc), status (active, inactive). ■ **Permanent payments/deductions**: Fixed payments including basic salary, transport allowance and housing allowance; fixed deductions including taxes and union deductions. ■ **Variable payments/deductions**: Items which vary from month to month such as overtime and bonuses. ■ Alterable tax tables, for automatic tax calculation. ■ **Reference data**: Lists of unlimited allowances and deductions, districts, departments, sections, staff grades, pay points, tax regions, salary level/step tables, user activity rights. ■ **Reporting**: The following main reports are generated among others: Employee master (nominal roll); payroll register; payslip; cash analysis; payroll journal; loan deduction; variable allowances/deduction transactions; permanent allowances/deduction transactions; single deduction/allowance details; staff expenditure. ■ Loan data processing. ■ **Unique features for NRC**: Large number of allowances and deductions; reports have options to give summarized information for districts, departments, sections, type of staff and pay points; ability to cater for several tax regions; option of including or excluding staff of medical (or other department) in reports; complete GL allocation code format; option to export payroll journal in SBT *VisionPoint* format. ■ Option to set increments automatically.
Pensions	■ Designed for processing of the payroll for pensioners, initially over 25,000. ■ **Pensioner master record**: ID card/account number; district, department, section, pay point; type of pensioner (monthly, life, etc); name of the individual and spouse; designation of the individual; terminal salary and allowances. ■ Option for calculation of monthly pension and gratuities according to a chart. ■ **Reference data**: Lists of unlimited districts, departments, designations, pay points, states, pensioner categories, user activity rights. ■ **Reporting**: The following main reports are generated among others: Nominal roll; nominal roll changes; payroll for verification; vouchers for payment.

2. EPPMS over the years: 2000-2014

Module	Major Changes 2000-2014
System Module	■ **Audit trail** facility implemented to log user activities (2001). ■ **Database backup** implemented within the application, to be done by users (2003). In 2011 a facility was created for users to access data in backups by themselves using *EPPMS.* ■ **Report Manager** implemented for opening saved reports in PSR format (2006). ■ **User list**: More user rights created to control printing, data backup and exporting. ■ **General Ledger module** implemented (2012). ■ **Personnel module** partially implemented, via the Payroll and Pensions modules (2012).
Payroll	■ **Employee master record**: The following details were added: Bank account details, state/LGA of origin, qualifications, file number, pension fund administrator and account, contributory pension amount, salary table. Personnel details implemented to store and retrieve phone numbers, contact addresses,

Module	Major Changes 2000-2014
	email addresses and various images. ■ **Other data entry additions**: Next period variable data (2003); deduction allocation; LGA; derived item; qualification details; pension fund administrators; yearly variable item; overtime item (2014). ■ **New reports**: Contributory pension register (2004); department/section/designation listing; promotion listing; overtime listing; deduction register; current item; historicals for payroll journal, cash analysis, payslip, deduction register and nominal roll; allowances (2003) and personnel count (2005) reports in various formats; 2011 CONPSS arrears; PITA-2011 tax differential; comparative payroll summary; net pay listing (2014). ■ Setting of payslip message and period for historical reports. ■ *Navision* account code format, including option to export payroll journal (2007). ■ Automatic posting of payroll journal to EPPMS General Ledger module (2012). ■ Implementation of various salary table structures as they become effective, with arrears computation when necessary: Initial civil service salary scheme (2001), monetized salary (2005), CONHESS and CONMESS (2010), CONPSS (2007, 2010, 2011). ■ **Other changes**: Purging of employee records (2001); validation of fixed item amounts; enrollment of employee in CPS; activating next-period entries; automatic salary incrementing (2008).
Pensions	■ **Pensioner master record**: The following details were added: Gratuity deduction amount; 5-year pension amount, emoluments; sex; grade level/step on retirement; inactive status; monetized and consolidated pension amounts; medical staff GL/step. ■ Banks and branches (also used in Payroll module). ■ Suspension (2001) and then resumption (2014) of **voucher data posting**. ■ **New reports**: Special payslip (2010); consolidated salary listing (2013).

3. EPPMS for the future: 2014 and up

EPPMS now runs on the latest Windows 8.1, with the database also on a Windows server. The main screen now has several additional modules described below. Other modules could also be included.

Module	Details
General Ledger (GL)	■ **Features:** Supports *Navision*-format account codes. Simplified format for entering cash, journal and bank transactions. Automatic or delayed batch posting of transactions. Recurring transaction processing. Business unit structure for consolidated or district-level reporting. Main reports include chart of accounts, journal entries, trial balance, balance sheet, profit & loss statement, statement of account. Includes **budgeting** (with enforcement for certain accounts), account reconciliation and **bank reconciliation** options. Other modules will be able to send information to the GL if desired. ■ **Availability:** Already installed.
Personnel	■ **Features**: Personnel information management including basic data such as name, images, designation, section, department, category, location, etc, as well as detailed data on addresses, emails, leaves, skills, training, medical, resume, appraisals, etc. Classified resume/CV editor and generator offers a detailed view for easy searching of all resume text. Document editor for storing and retrieving image documents like signatures and photos as well as text documents like emails and letters. Leave status monitoring. Medical transaction monitoring. Recording of memos, queries and other notes. ■ **Availability**: Two weeks; partially installed.
Fixed Assets (FA)	■ **Features**: The fixed assets register will be maintained by this module. Net present value calculations as well as depreciation will be automatically made. Unlimited number of asset categories and items. Automatic asset numbering. Straight-line depreciation (or alternative) method. ■ **Availability**: Two weeks.
Accounts Receivable (AR)	■ **Features**: This module will monitor operational debts due the Corporation. Detailed records will be maintained of all debtors and details of outstanding debts. Transaction documents maintained and generated include: waybills,

Module	Details
	invoices, receipts, credit notes. Unlimited number of customer records, each assigned a flexible user-defined 10-character code. Unlimited number of sales products, categories, customer groups, etc. Unlimited number of user-defined price types, with price type specification for individual customers. Generates invoices, receipts, debtors' list, price list, sales ledger and other analysis reports. Invoice generation in multiple colors. Sales/bills can be analyzed by various options, including: Customer, customer group or zone, product, product category, sales department, project, invoice, month, year, quarter. Graph formats for summarized sales analysis figures. Online or batch posting mode available. ■ **Availability**: Two weeks.
Accounts Payable (AP)	■ **Features:** This module will monitor the accounts of contractors and other creditors. Details of contracts, invoices, contract implementation status and execution records will be maintained. Complete purchase order entry and tracking. Know the status of any order at any time. Unlimited number of stock items. Generates purchase orders, order registers and detail listing, payment requests, etc. Online or batch posting mode available. ■ **Availability**: Two weeks.
Inventory Control	■ **Features**: This module will be used for stores management. All entries and exits of items in the various stores would be monitored in the system. Unlimited number of warehouses and stock items. Automatic document reference numbering for each type of transaction. Weighted-average costing, with option for FIFO. Online or batch posting mode available. Supplier product tracking with price history. Generates transaction audit and historical listings, stock history statement or ledger, re-order, stock-taking form, stock master list, and other analysis reports. Alerts for when items go below re-order level. ■ **Availability**: Two weeks.

August 15, 2014