



My Payroll 365

Designed for multinational organizations across the world



Our Purpose

Building connected, intelligent operations that drive clarity, speed, and scalable growth with Dynamics 365

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The Payroll Paradox

Most multinational organizations do not stall because of talent or market opportunity, they stall because their payroll operating model cannot scale with cross-border complexity.

Expanding footprints cause manual effort and compliance risks to outpace management capacity. When payroll bottlenecks drain resources and heighten risk, a single, comprehensive solution is essential.

The Impact of Decentralized Payroll

Siloed Employee Data

Disconnected finance systems require constant manual data reconciliation.

Operational Inertia

Spreadsheet reliance causes high error risks and systemic processing inefficiencies.

Reactive Posture

Managing diverse tax laws leads to audit failures and penalties.

Scaling Friction

Lack of real-time data prevents accurate global workforce cost forecasting.





The Software Dynamics Strategic Approach

Transitioning from Friction

To Intelligent Flow







Our approach is built on Intelligent Connection. We go beyond ERP and CRM implementation to unify your payroll into a single, responsive engine that drives smarter, scalable growth.



Payroll Transformation Opportunity

In the global multinational landscape, payroll is often viewed as a cost center. The true opportunity lies in shifting from manual, disjointed processing to Intelligent Connection. By leveraging My Payroll 365 within the Microsoft Dynamics ecosystem, organizations transform operational complexity into a strategic growth engine.

The Digital Advantage

-  **Unified Data Integrity**
Eliminate reconciliation by anchoring all employee master data (Tax IDs, bank details, and contracts) in a single D365 registry.
-  **Localized Compliance Automation**
Turn regulatory risk into a non-event with country-specific tax tables and automated statutory reporting for Africa, UAE, Europe, Australia, USA and Asia.
-  **Operational Precision**
Connect biometric attendance and leave management directly to the earnings engine to ensure every payslip is mathematically perfect.
-  **Financial Intelligence**
Move beyond simple processing to executive-level visibility with Power BI dashboards that track labor costs and simulate budget impacts in real time.





Payroll 365: Core Solution Features

Our approach is built on Intelligent Connection, transforming payroll from a manual back-office burden into a strategic engine. By embedding localized compliance and real-time financial integration directly into Microsoft Dynamics 365, we empower multinationals to eliminate friction, ensure statutory accuracy, and drive scalable organizational growth.



Workforce Master Data Harmony

Anchor employee records in D365 to ensure payroll calculations remain accurate, compliant, and globally synchronized.



Structured Compensation Control

Define complex compensation strategies centrally and execute fixed or variable payments flawlessly across your organization.



Statutory & Regulatory Automation

Embed local legislation into the engine to automate tax tables and statutory reporting across the entire organization.



Payroll to General Ledger Integration

Automate journal postings to reconcile every payslip directly with the General Ledger for absolute integrity.



Time, Attendance & Leave Integration

Integrate biometric attendance and leave management to automate overtime and ensure precise, time-based payroll accuracy.



Self-Service & Digital Payslips

Empower staff with self-service access to encrypted digital payslips, tax certificates, and personal data updates.



Analytics & Executive Reporting

Harness Power BI dashboards and real-time analytics to transform raw payroll data into strategic intelligence.



Multi-Entity & Multi-Currency Power

Process local payrolls independently while consolidating financial reporting across multiple legal entities and diverse currencies.



Security, Controls & Continuity

Secure sensitive data with role-based permissions, segregation of duties, and enterprise-grade Azure cloud encryption.



Workforce Master Data Harmony

Payroll must never operate in isolation. By anchoring all employee master data in Dynamics 365, payroll calculations become accurate, compliant, and globally synchronized.



Unified Employee Registry

Maintain employee records (ID, PIN, tax number, bank details, job position, cost center, union, contract type) centrally in D365



Multi-Country Localization Profiles

Assign country-specific tax rules, statutory contributions, and currency settings per employee.



Contract & Compensation Synchronization

Fixed compensation plans and variable compensation plans flow directly into payroll calculation engines.



Real-Time Data Integrity

Any changes in grade, department, or salary are instantly reflected in the next payroll run.

Maintain a single, unified employee registry that serves as the definitive source for all global workforce information.

THE REAL IMPACT

Eliminate data fragmentation to drive administrative efficiency and guarantee payroll precision across all operations.



Structured Compensation Control

This engine enables centralized compensation strategies, managing diverse earning codes and variable pay structures while maintaining strict organizational control.

Fixed Compensation Plans

Base salary, housing allowance, transport allowance — structured and version-controlled

Variable Compensation Plans

Bonuses, commissions, performance incentives automatically pulled from HR or Projects.

Configurable Earning Codes

Define unlimited earning types:

Overtime | Acting Allowance | Shift Allowance | Risk Allowance

Advanced Deduction Framework

PAYE / Income Tax | Pension | NHIF / Social Security | Garnishees | Loan repayments

Flawlessly execute version-controlled compensation plans, bonuses, and commissions directly from your core business logic.

THE REAL IMPACT

Transform compensation from a manual calculation into a strategic tool that rewards and motivates your workforce.



Statutory & Regulatory Automation

Designed for multinational organizations, this engine embeds country-specific tax laws and statutory rules, automating calculations to ensure seamless compliance across jurisdictions.

Multi-Country Tax Tables

Support progressive tax bands, reliefs, exemptions, and employer contributions.

Statutory Reports

Generate:
Tax returns | Pension submissions | Social security filings | Payroll registers

Audit Trail & Versioning

Every payroll calculation is logged with full traceability.

Advanced Deduction Framework

Localization packs update statutory rules without system redesign.

Automate progressive tax bands, statutory reliefs, and employer contributions with localized regulatory updates for every jurisdiction.

THE REAL IMPACT

Ensure absolute statutory integrity and avoid costly penalties through automated, country-specific legislative updates.



Payroll to General Ledger Integration

Bridging payroll and finance, this integration ensures every payslip reconciles with the General Ledger, enabling instant journal postings and cost allocation.

Automated Journal Posting

Upon payroll posting, the following entries are automatically posted to the D365 General Ledger: Salary expenses | Employer contributions | Accrued liabilities | Net pay payable

Project & Expense Integration

Project-based employees allocate payroll costs directly to project accounting.

Cost Center & Dimension Allocation

Split payroll expenses by:
Department | Project | Branch | Funding source

Bank Payment Files

Generate EFT files for bulk salary payments.

Automatically post salary expenses, employer contributions, and net payables directly to the Dynamics 365 Ledger.

THE REAL IMPACT

Achieve a seamless, automated bridge between payroll events and final financial statements for total transparency.



Time, Attendance & Leave Integration

Accuracy starts with time tracking, integrating biometric data and leave management to automate overtime and unpaid absence calculations.

Biometric Integration

Attendance data flows automatically from biometric systems into D365.

Overtime Automation

Overtime hours convert to earnings based on configurable rates.

Leave Integration

Approved unpaid leave reduces gross pay automatically. Paid leave tracked for reporting. Leave encashment calculated automatically.

Shift & Roster Support

Night shifts, weekend multipliers, public holiday premiums.

Synchronize biometric attendance and leave balances to drive precise earnings based on actual hours worked.

THE REAL IMPACT

Eliminate manual time-entry errors by syncing biometric data directly with your automated payroll calculation engine.



Self-Service & Digital Payslips

Empower employees with a secure self-service portal to access payslips, download tax certificates, and update personal information, reducing HR workload.



Employee Self-Service

Through D365:

View payslips, Download P9 / Tax certificates,
View leave balances, Update bank details
(workflow approval)



Mobile Accessibility

Accessible via browser and mobile devices.



Secure Email Distribution

Payslips encrypted and sent automatically
via email.



Payroll Queries Workflow

Employees raise payroll disputes digitally with
audit tracking.

Provide staff with instant mobile access to
payslips, tax certificates, and automated payroll
dispute workflows.



THE REAL IMPACT

Enhance employee satisfaction and transparency
while freeing HR to focus on strategic human
capital initiatives.



Analytics & Executive Reporting

Transform payroll data into strategic intelligence with Power BI, providing real-time dashboards, headcount trends, and salary increment impact simulations.

Payroll Dashboards

Total payroll cost per entity, Employer contribution trends, Overtime analysis, Headcount cost per department

Power BI Integration

Advanced analytics via Microsoft Power BI.

Forecasting & Budget Control

Simulate salary increments and see financial impact before approval.

Leverage real-time dashboards to analyze labor costs, overtime trends, and department-wise headcount spend across entities.

THE REAL IMPACT

Turn payroll data into actionable insights that inform board-level decisions and long-term financial planning.



Multi-Entity & Multi-Currency Power

Designed for multinationals, this feature processes payroll in local currencies while automatically consolidating reports into a single group currency for visibility.



Multi-Legal Entity Support

Run payroll independently per country but consolidate financially.



Multi-Currency Processing

Local currency payroll with group reporting currency consolidation.



Intercompany Payroll Recharge

Recharge payroll costs between entities automatically.



Localization Packs

Packs for: Africa, UAE, Europe, Australia, USA and Asia. (Expandable)

Run independent multi-country payrolls with seamless intercompany recharges and unified group reporting currency consolidation.

THE REAL IMPACT

Scale globally with a system built for multi-entity complexity and diverse currency processing.



Security, Controls & Continuity

This security layer protects payroll data with role-based permissions, segregation of duties, and Azure encryption, ensuring business continuity and compliance.



Role-Based Security

Granular permissions: Payroll Officer, HR, Manager, Finance Controller, Auditor (Read-only)



Segregation of Duties

Separate: Payroll preparation, Payroll approval, Bank release



Encryption & Data Protection

All payroll data encrypted at rest and in transit.



Disaster Recovery Ready

Cloud-hosted on Microsoft Azure with enterprise-grade backup.

Secure sensitive information with encrypted data protection, role-based security, and cloud-hosted disaster recovery readiness.

THE REAL IMPACT

Protect your most sensitive organizational data with enterprise-grade security protocols and a resilient cloud infrastructure.



Dynamics 365 Payroll ISV is not just a Salary Processor

It is a:

- ✓ Compliance Engine
- ✓ Financial Control System
- ✓ Employee Experience Portal
- ✓ Workforce Intelligence Platform
- ✓ Multi-Country Enterprise Payroll Hub

Fully embedded inside:



Microsoft Dynamics 365
Business Central



Microsoft Dynamics 365
Human Resources



Strategic Industry Accelerators

Eliminating the complexity of traditional development through industry-standard blueprints. We replace "start from scratch" with "start from success." Software Dynamics' suite of Industry Accelerators provides the foundational logic your business needs, pre-configured to meet specific sector demands.

The Software Dynamics Accelerator Advantage:

Industry-First Architecture

Beyond generic platforms with data models and workflows pre-aligned to your specific industry's best practices.

Accelerated Time-to-Market

Bypass months of custom coding. Our pre-engineered solutions allow you to launch core operations in weeks, not years.

Predictable Outcomes

Move from theoretical customization to proven performance. Our ISV integrations are designed for seamless compatibility within the Dynamics 365 ecosystem.

Risk-Mitigated Deployment

Leverage "what has worked before." By utilizing battle-tested logic, we significantly reduce the technical risk of enterprise-scale transformation.



Why Momentum Accelerators?



Microsoft Certified

Vetted for security and seamless D365 compatibility.



Rapid Deployment

Reduce deployment time by up to 85%.



Multinational DNA

Built to handle the unique tax, payment, and regulatory landscape across the world.

Designed to help you move faster, smarter, and with certainty.



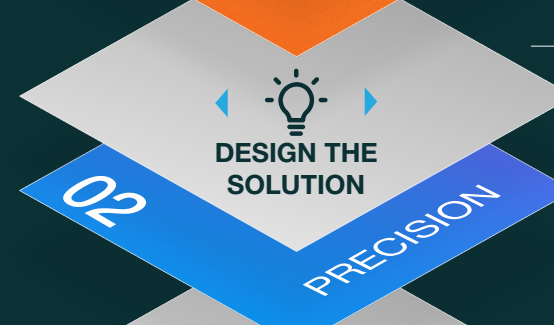
How we Deliver

A Proven Delivery Framework

01
Discover & Align
Assess current systems, identify pain points, inefficiencies, and business needs to build a clear foundation for transformation.



02
Design the Solution
Define optimized processes, future-state architecture, target operating model, and detailed roadmap for Dynamics 365 success.



03
Implement & Activate
Implement Dynamics 365 modules, integrations, customizations, and data migration — delivering a smooth go-live with minimal disruption.



04
Enable & Evolve
Train teams, drive smooth change management, then continuously improve and maximize ROI with ongoing tuning, support, and value tracking.



Transformation is a journey, not a one-time project.



Proof & Impact: The Benchmark for Enterprise Transformation

Trusted Performance. Proven Resilience. Measurable Growth.

We are not just a service provider; we are a strategic Microsoft Solutions Partner with a documented history of navigating complex digital shifts across EMEA. We turn technical debt into operational equity.

Strategic Authority & Global Reach

- **EMEA Implementation Excellence:** Deep technical expertise in executing high-stakes Microsoft deployments across Africa, the Middle East, and Europe.
- **Multi-Sector Mastery:** Proven track record in optimizing high-complexity industries, including Manufacturing, Retail, Financial Services, Logistics, and Non-Profit sectors.
- **Outcome-Focused Engineering:** We move beyond "go-live" to ensure every implementation delivers measurable efficiency and sustainable, long-term growth.
- **Full-Stack Innovation:** Leveraging the total power of the Microsoft ecosystem—Dynamics 365, Power Platform, Azure, and AI—to build secure, compliant, and future-ready enterprises.



A Strategic Microsoft Partnership

Software Dynamics is a deeply integrated Microsoft Solutions Partner for Business Applications. Our elite status grants you direct access to global Microsoft resources, ensuring your transformation is backed by the highest tier of technical excellence.



Why Choose an Elite Partner?

By leveraging Software Dynamics' partnership designation and validated AppSource solutions, you secure a lower-risk implementation, faster time-to-value, and a foundation built on world-class best practices.



Top 1% Global Partnership

Recognized in the elite tier of Microsoft Partners worldwide for exceptional performance and customer success.



Direct Microsoft Incentives

Providing exclusive access to special incentives and offers designed to accelerate your deployment and lower costs.



AppSource Certified Assets

Offering proprietary accelerators validated by Microsoft for security and reliability to ensure seamless ecosystem integration.



Mastery Across the Stack

Leveraging a team of 20+ Certified Experts with advanced specializations in Finance, Supply Chain, and the Power Platform.



Cross-Border Track Record

Utilizing 15+ years of experience and 150+ implementations to transform complex regional challenges into global advantages.



Implementation Consulting Services

To ensure a successful rollout of My Payroll 365, we provide specialized consulting services that guide organizations from initial planning to full deployment. Our consulting approach focuses on aligning payroll processes with your Microsoft Dynamics environment, ensuring a seamless and efficient go-live.

The Expert Team



D365 Human Resources Consultant

Focuses on core HR functional setup, personnel management, and benefits structures.



D365 Finance Consultant

Ensures the payroll data flows correctly into the General Ledger (GL) and handles financial reconciliation logic.



D365 Integrations Developer

Manages data migrations, API integrations, and any custom code or environment configurations.

Implementation Phases



Discovery & Design

Business process mapping, requirements gathering, and solution architecture planning.



Build & Configure

System setup, legal entity configuration, and payroll logic configuration.



Integration & Technical Setup

Integration with Dynamics 365 Finance, technical testing, and legacy data migration.



Deployment & Support

Go-live support, end-user training, and post-launch assistance.

Implementation Complexity Tiers



Standard (Low Complexity)

Best suited for organizations with single-entity Business Central environments and straightforward payroll processes.

Estimated Effort: 256-314 hours

\$45/hr



Advanced (Medium Complexity)

Ideal for organizations with multiple entities or additional financial integrations.

Estimated Effort: 314-640 hours

\$45/hr



Enterprise (High Complexity)

Designed for large-scale deployments requiring complex integrations, customization, and advanced payroll structures.

Estimated Effort: 940+ hours

\$45/hr



My Payroll 365 Pricing Structure

My Payroll 365 offers flexible pricing designed to support organizations of different sizes and operational complexity. Pricing is structured by platform and employee user bands, allowing organizations to scale their payroll capabilities as they grow.



Business Central

- Billing Basis: Per Legal Entity
- Employee Bands: In increments of 500 employees
- Monthly Rate: \$250 per month (per band)
(50% of the D365 HR price).

Employee Count	Employee Band	Monthly Cost	Annual Cost
1 – 500	1	\$250	\$3,000
501 – 1,000	2	\$500	\$6,000
1,001 – 1,500	3	\$750	\$9,000
Employees ÷ 500 (rounded up)	n	\$500 x n	\$6000 x n



Dynamics 365 Human Resources

- Billing Basis: Per Legal Entity
- Employee Bands: In increments of 500 employees
- Monthly Rate: \$500 per month (per band)

Employee Count	Employee Band	Monthly Cost	Annual Cost
1 – 500	1	\$500	\$6,000
501 – 1,000	2	\$1,000	\$12,000
1,001 – 1,500	3	\$1,500	\$18,000
Employees ÷ 500 (rounded up)	n	\$500 x n	\$6000 x n

Key Terms & Conditions

- Legal Entities: Each Legal Entity (Company) is billed as its own subscription.
- Scaling: As soon as an entity crosses the 501st user mark, the next band is automatically applied to the next billing cycle.
- Platform Lock: Pricing is locked based on the host platform (BC or D365 HR) and does not transfer between the two.



Join Software Dynamics in driving smarter,
faster transformation.

Let's talk Solutions.



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DELIVERY CENTRES & REGISTERED ENTITIES

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