



RPG Life Sciences

RPG Life Sciences Ltd. formerly Searle (India) Ltd. is a full spectrum, world class, customer focused and innovative pharmaceutical organisation. They develop, manufacture and market, for national and international markets, a broad range of branded formulations, generics and bulk drugs developed through fermentation and chemical synthesis routes.



Requirement

RPG Life Sciences were facing service issues with their outsourced payroll provider. Not only was the service not up to the mark, the payroll solution provided did not include any employee self-service module. This led to a large number of employee queries being unanswered each month. Also the multi-location nature of the business made distribution of reports and payslips a challenge. Delays were encountered in the delivery of reports along with inflexibility of reporting formats. RPG Life Sciences approached TopSource to provide a comprehensive payroll solution that needed to be delivered on time, accurately and be able to respond to their growing needs.

The Solution

TopSource provided employee self-service thru Portico that gave access to employees to their payslips and enabled them to make investment declarations. The Payslip distribution took place thru Portico to the multiple locations. 24X7 access to payslips was provided by Portico from anywhere via the web. Special reports such as Cumulative MSR, CARO Report, Additions and Deletions report and many more were provided to facilitate internal reporting for Finance and HR. A customized JV program was built to provide the journal entries from payroll to SAP. Bonus, Exgratia and Superannuation calculations were provided along with the necessary Journal entries for accounting each month. A Cheque writing service was also implemented in a few cases where required.

Benefits

RPG Life Sciences has to no longer spend time on administrative work and queries related to payroll. They have eliminated the risk of issues caused due to employee dissatisfaction with payroll and are now getting their payroll reports on time. Online availability of information has changed all that. They also have the added benefit of a flexible service provider to meet their adhoc reporting requirements.