

SymSure for IDEA sample solution - Payroll Fraud Monitoring

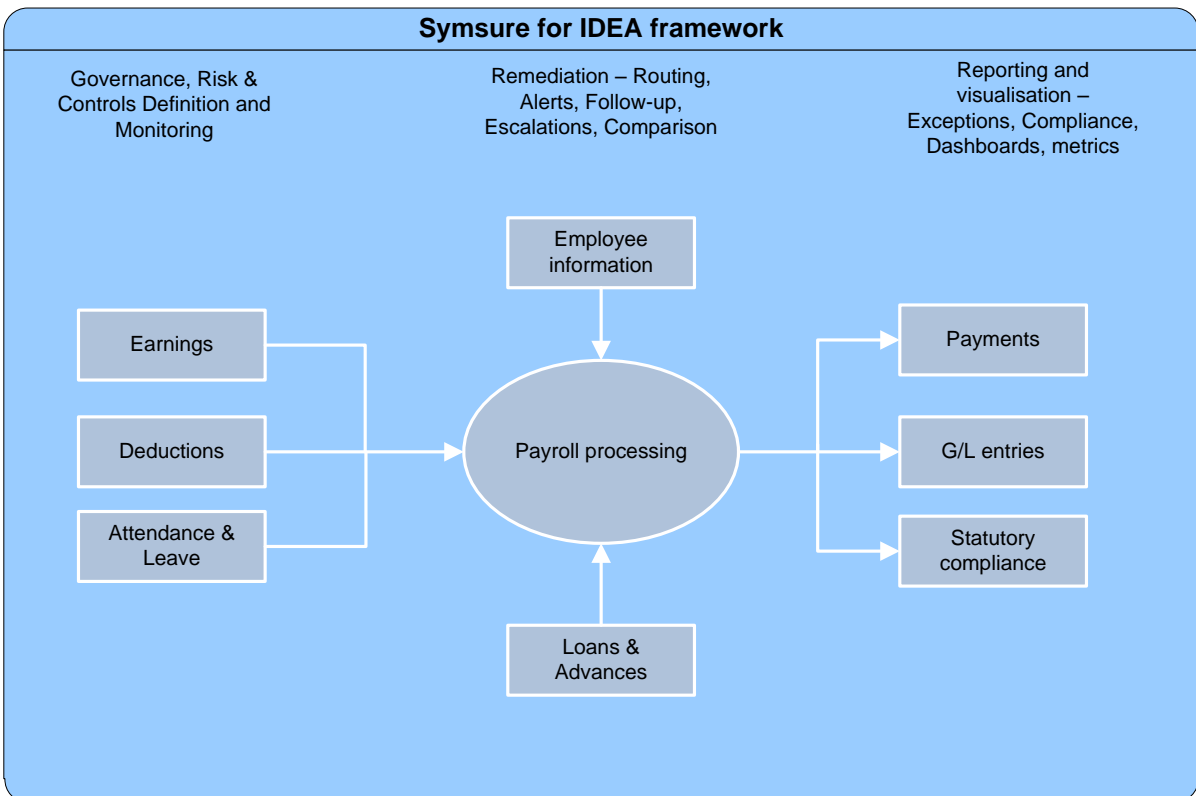
One constant across all businesses is Payroll. As one of the primary expenditures in many organisations, payroll is often the subject of error, fraud and theft. Variables such as complex tax regulations, time tracking, attendance, incentive based pay and changes in contractual salary agreements, added to the high volume and frequency of transactions, make payroll an intricate task to process.

Companies lose 7% of their annual revenues to occupational fraud.
Association of Certified Fraud Examiners

The focus of the **SYMSURE FOR IDEA** Payroll Fraud Monitoring solution is to define and automate tests for the controls within the organization's payroll processes. As outlined in chart below, the organisation is allowed to define the control environment from employee records creation to final payments to employees.

Once completed, the **SYMSURE FOR IDEA** monitoring framework examines all master data and transaction records to detect control breaches and alert the relevant persons automatically.

SYMSURE FOR IDEA is compatible with any source of data, including ERP and bespoke applications. By continuously monitoring the systems and applying a comprehensive resolution workflow, the audit and compliance process becomes independent and auditable. This solution is deployed to all the relevant stakeholders; assigning them fraud mitigation tasks and ensuring that they are addressed in a timely manner. Financial and business process managers can focus on optimizing business performance and maximizing profits while mitigating the risk of fraud.



AuditWare

systems limited

Telephone: +44 1892 512348

www.auditware.co.uk

Sample Payroll fraud monitoring tests

Master Data Amendments

- Changes in Bank account numbers
- Employees added
- Employees removed
- Payroll codes added
- Changes in taxation methods
- Reactivation of payroll codes

Master Data Exceptions

- Duplicate bank account details
- Missing bank account details
- Potentially duplicated payroll codes
- Duplicated payments
- Duplicate tax ID
- Tax ID errors

Segregation of Duties

- SoD conflicts

Overtime Exceptions

- Overtime abuse
- Overtime rate exceptions

Suspicious Activities

- Active employees not paid
- Payments after contract ends
- Ghost employees
- Irregular payments
- Changes in basic pay
- Inconsistent earnings or deductions