



JANUARY 2010

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Welcome to the launch edition of our comprehensive, new-look newsletter.

As valued customers and industry partners, we are sure you are aware of our strong re-branding campaign. This is not simply us 'applying a fresh coat of paint to our logo and image' – it is, in fact, a focused, deliberate and well thought-out strategy to encourage visibility of what we do and why we do it. We thank those of you who provided us with your input which steered this campaign. Our new look website has generated very favorable responses from many of you and continues to be updated regularly. In addition to this, we also entered the Social Networking scene, with profiles on Linked-In, Twitter and Facebook. Be sure to find us there for all the latest news and updates.

2010 promises to be an exciting year, especially against the backdrop of South Africa's hosting the FIFA World Cup Finals and CRS celebrating 25 years as a major player in HR & Payroll Solutions.

We hope that South Africa will follow Germany's path after hosting the last World Cup, where there was a substantial increase in employment opportunities, not only during the event, but also following the event.

We value your partnership and input and look forward to playing an ever-increasingly relevant role in the market.



**James McKerrell,
Managing Director**

SARS update for February 2010

By now you are all aware of the changes from 2010, including the increase to 80% for the taxable portion of the car allowances, employees will need to keep a logbook from 1 March and the fact that the company contribution to the medical aid can now only be claimed on assessment.

Other changes include:

- SARS will empower employers who use e@syFile to register their employees if they don't have a tax reference number. If the employee does provide a tax reference number, the employer can then verify this with SARS
- Enhancing the EMP501 by adding employers' demographic details
- Rationalisation of existing PAYE, SDL and UIF codes to simplify the reconciliation process.
- Consolidation of source codes

The most impacting change on administration are the changes to the IRP5/IT3(a) form (this is included in your CRS Software Update), as well as the consolidation of source codes.

For more information visit our website at www.crs.co.za/presentations.html, to view the presentations and notes from our Tax Update in November 2009, or speak to your CRS Consultant.

CRS Technologies SA has the right inTouch for its target market

CRS Technologies South Africa has differentiated itself within a competitive marketplace with the launch of CRS inTouch, an eco-friendly high performance technology platform that elevates the role of employee self-service in business to new heights.

The offering from has its origin in CRS DIY, an employee and management self service tool that helps to complete the company's extended range. This specific product was designed for users with limited literacy. Following the success of this solution in the marketplace, decision makers at CRS quickly identified a growing need in the marketplace for technology that would also add value to those with entry level or basic PC literacy skills.

The values, features, principles and expertise represented by CRS DIY were used as benchmarks to develop CRS inTouch. This solution is designed to empower a company with a reliable, high performance and solid solution that can be adapted across the board and allow employees to access and manage their personal and work-related information. It provides all levels of staff with the relevant access to details pertaining to leave, including applications, to view and print current and past pay slips.

As part of its go-to-market strategy and overall marketing plan, CRS Technologies has highlighted a number of key advantages inherent within the solution. Amongst these benefits is the easy-to-use, easily managed technology that promotes ease-of-use and greater access in the market.



This quality is emphasised in the solution's clear, straightforward touch-screen interface with large icons and easy to navigate look and feel.

In addition the company has allocated and implemented a range of what it calls 'Kiosk options', which provide the investor with multiple benefits targeted at specific areas of their business. This adds to the flexibility of the technology and can address requirements in companies across a variety of industry, size and core focus.

“We designed the platform with the idea of promoting computer literacy and to enhance the concept of employee self service within industry. Employees log on with a proximity card (swipe), finger print or pin code. It is extremely simple to use – it was specifically developed to provide a self-service tool to employees with little or no computer literacy skills. The application is driven by touch screen technology and allows

users to view leave balances and apply for leave, view biographical and personal details, and view pay slip history,” says Dave Philp, Operations Director, CRS Technologies.

Developers at the company are aware that amid a climate of global economic pressure, investors in technology continue to adopt a stringent, strict approach to cost implications and potential return.

To this end the company has ensured that its inTouch solution can be used as a base platform for other self-service applications, is geared towards promoting productivity, reducing carbon footprint and encouraging a paperless work environment. In addition cost is calculated on a per-unit basis with licensing per employee and the solution requires an additional CRS product, CRS DIY, and a Web server running IIS for operation.

“We are very proud to have introduced this solution to the local market. It is powerful, cost effective and easily managed technology that we anticipate will make a meaningful difference to human resource management in general,” says Philp.

The solution is now available to the market via CRS Technologies.

Online facelift for CRS Technologies proves a winner

CRS Technologies has launched a new corporate website as part of its medium-to-long-term growth management strategy. The website (www.crs.co.za) has officially gone live and has already received a favorable response from the market says James McKerrell.

“We set a number of objectives as part of the launch of the new website, chief amongst which was that the content, look and feel, and data accurately reflects the progress of the company and its growth,” says McKerrell. “We are pleased to report that we have received very positive feedback from our customers and partners.”

The new site is said to be a lot more user-friendly, with a powerful, neat and crisp finish, with links to practical information – including legislation – pertaining to HR and payroll administration. An effective, relevant website is viewed as being a sound platform through which to engage its target market and the primary component of the company's focus and strategy going forward.

“In addition to its ongoing role in providing the market with critical information about the company, the new site is expected to attract new business and effectively demonstrate the value of our products and services profile, including solutions and training,” adds McKerrell.

CRS Technologies anticipates a vibrant, challenging and positive year ahead as businesses look to acquire and enhance resources ahead of the 2010 FIFA World Cup and the country reportedly shows signs of economic stability.



www.crs.co.za



Representatives from CRS Technologies recently successfully completed a national campaign to discuss tax updates and the impact of legislation on businesses across South Africa.



The company hosted several breakfast seminars as a service to clients and customers.



Join CRS on the following Social Networking sites

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CRS Training Calendar for 2010



Courses offered by our experts

We offer regular training on all the Modules available within the CRS Solution. Our Training Facilitators offers professional training in small, interactive groups, and are all experienced Consultants on the various CRS Modules. Training is available at all our Regional Offices

HR & PAYROLL SOLUTIONS

constantly raising standards

Course	Duration	Region	Dates (from February 2010)
Payroll Operations Module	2 Days	Gauteng	18 – 19 February 2010 11 – 12 March 2010 15 - 16 April 2010
Payroll Operations Module	2 Days	Western Cape	18 – 19 February 2010 18 – 19 March 2010 22 – 23 April 2010
Parameters Module	2 Days	Gauteng	04 - 05 February 2010 04 - 05 March 2010 29 - 30 April 2010
Parameters Module	2 Days	Western Cape	09 - 10 February 2010 17 - 18 March 2010 12 - 13 April 2010
Leave Module	1 Day	Gauteng	16 February 2010 31 March 2010 29 April 2010
Leave Module	1 Day	Western Cape	05 February 2010 03 March 2010 28 April 2010
Report Writer Module	2 Days	Gauteng	22 – 23 February 2010 01 – 02 March 2010 19 – 20 April 2010
Report Writer Module	2 Days	Western Cape	25 - 26 February 2010 25 – 26 March 2010 08 – 09 April 2010
Equity Module	1 Day	Gauteng	10 February 2010 24 March 2010 09 April 2010
Equity Module	1 Day	Western Cape	11 February 2010 05 March 2010 15 April 2010
Employee Relations Module	1 Day	Gauteng	02 February 2010 09 March 2010 21 April 2010
Employee Relations Module	1 Day	Western Cape	02 February 2010 09 March 2010 05 April 2010
Safety Module	1 Day	Gauteng	03 February 2010 03 March 2010 06 April 2010
Safety Module	1 Day	Western Cape	03 February 2010 10 March 2010 14 April 2010
Wellness Module	1 Day	Gauteng	22 February 2010 23 March 2010 26 April 2010
Wellness Module	1 Day	Western Cape	15 February 2010 12 March 2010 26 April 2010

R1200 per person per day. For further info, contact us on info@crs.co.za