

Success Story

Fraser Alexander strikes gold with Sage 300 People

With Sage 300 People, Fraser Alexander has embraced decentralisation in managing payrolls, empowering employees to contribute while maintaining a transparent auditing process to track individual changes.

Leah Botha
HR Systems Manager



The Challenge

As an industry leader in the mining sector, Fraser Alexander needed an HR and payroll system that was effective and efficient, and ensured an excellent user experience.



The Solution

The company did its due diligence and chose Sage as a partner.



The Outcomes

- The reduction of “human intervention” when translating data for reporting.
- Real-time assistance with payroll activities. This includes the digital delivery of payslips to staff resulting in an excellent employee experience, reduction in printing and delivery costs, along with a commensurable reduction in our carbon footprint.
- Employees connected via ESS.

Sage

Company
Fraser Alexander Ltd.

Location
South Africa, Botswana, Namibia,
Zimbabwe, DRC, Zambia, Brazil, Chile

Industry
Mining

Sage Product
Sage 300 People

 **FRASER
ALEXANDER**

About Fraser Alexander

A South African based, Global organisation, Fraser Alexander has been providing customised solutions to the mining industry since 1912, delivering innovative ways that benefit mining and industrial value chains.



Fraser Alexander conducted an extensive investigation to find an HR and payroll solution.

Legacy issues require new-age solutions

Fraser Alexander is a global mining services partner specialising in the tailings and mineral processing sectors. Founded in 1912 as a tailings enterprise in Johannesburg, South Africa, the business is now one of the world's leading hydraulic mining and re-mining companies, and is the largest independent owner and operator of mineral processing plants in South Africa, processing over 20-million tonnes per year.

While its headquarters remain in South Africa's economic hub, Fraser Alexander's operations are based across Africa and South America. And, with operations of this scale, the company needed to adapt modern functions to its ways of working.

As the world experienced drastic changes in 2020, so did Fraser Alexander. That year, the company conducted an extensive investigation to find an HR and payroll solution that would best fit its core business and strategy.

Fraser Alexander selected Red Ember Technology for their expertise in the Sage 300 People solution and their proven track record of successful Sage implementations. Working in partnership, Red Ember's dedication to addressing the specific needs of Fraser Alexander has greatly improved the efficiency and effectiveness of the company's Payroll and HR management, leading to substantial benefits in terms of time, cost savings, compliance, and decision-making capabilities.

Since then, Sage 300 People's HR and Payroll systems have contributed to the setup of Fraser Alexander's terms and conditions of employment, and through the several functions within the platform, Fraser Alexander has been able to decentralise certain points of capture within South Africa.

"The system enables us to effectively pay employees accurately and on time," says Leah Botha, HR Systems Manager at Fraser Alexander.

"Sage 300 People provides us with one data source, ensuring the necessary analytics can be extracted and the correct business decisions made," Leah adds.

Ease of Use and Convenience Empower Employees

Through Sage 300 People, Fraser Alexander is able to manage the company's leave, expense claims, payslips and other documentation, more effectively. Moreover, the platform's reporting functionality has empowered staff across the world to extract and use data more productively, while the auditing capabilities have helped with the managing of decentralised and centralised inputs.

According to Leah, the ease of adding documentation and having it readily available, has enabled Fraser Alexander's teams to minimise the time spent on manual processes, while taking the business's environmental awareness into account.

"This has given us the oversight required – allowing us to empower staff throughout the globe and have the necessary comfort that the correct levels of governance are in place," Leah says.



“Another significant advantage, is the implementation of the Employee Self-Service (ESS) system, which streamlined various processes for the business.”

Leah Botha
HR Systems Manager

Easy solves for global workforce

Fraser Alexander operates more than 80 sites globally and employs just under 3 000 people across their market. Sage 300 People has added another layer of versatility to the company’s new approach, specifically with operating in multiple currencies.

Another significant advantage, according to Botha, is the implementation of the Employee Self-Service (ESS) system, which streamlined various processes for the business.

Through the rollout of our Africa-based payrolls, the system assists in combining our payrolls on one platform, while introducing automated processes in the Africa space.

“We continue to challenge Sage to improve the ESS functionality that will enhance our employee experience,” Leah says.



Sage

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