

PENSION & SOCIAL SECURITY

In the UAE, pension schemes such as the ADPF (Abu Dhabi Pension Fund) and GPSSA (General Pension and Social Security Authority) play a crucial role in ensuring the financial stability of employees after retirement. These schemes require both employees and employers to contribute regularly to secure retirement benefits. Managing pension contributions and compliance with these schemes can be complex, but DC360 HRMS simplifies the process by automating the calculation, tracking, and reporting of pension contributions.

The system ensures that employee and employer contributions are accurately deducted based on legal guidelines, while also generating necessary reports for timely submission to regulatory authorities. By automating pension management, DC360 HRMS reduces manual errors, enhances compliance, and contributes to the long-term financial security of employees. This streamlined process ensures transparency, adherence to government regulations, and reduces the administrative burden on HR teams.



- **Introduction to UAE Pension Schemes:** The UAE pension schemes, including ADPF and GPSSA, ensure retirement benefits for employees. These schemes are mandatory for employees in both public and private sectors. DC360 HRMS helps streamline the contribution process to these funds, ensuring compliance with legal requirements.
- **ADPF & GPSSA Compliance:** DC360 HRMS ensures full compliance with ADPF and GPSSA regulations by tracking employee and employer pension contributions. The system automatically calculates the necessary contributions to maintain alignment with government guidelines. It helps organizations avoid penalties by ensuring timely and accurate submissions.
- **Employee Contribution Deduction Basis:** Employee contributions are deducted based on a percentage of their monthly salary, as defined by pension authorities. DC360 HRMS automates the deduction process, ensuring accuracy and reducing the risk of manual errors. The system helps track and manage these deductions in real-time.
- **Employer Contributions: Accrual Basis:** Employers contribute to the pension funds on an accrual basis, which is calculated monthly based on employee salary data. DC360 HRMS ensures these employer contributions are calculated and tracked correctly. This reduces administrative overhead and guarantees accurate financial reporting.
- **Automating Pension Calculations:** The system automates pension calculations for both employee and employer contributions. This ensures that all deductions and payments are in line with government regulations. By automating this process, DC360 HRMS reduces the risk of human error and ensures timely, accurate contributions.
- **Reporting and Compliance:** DC360 HRMS generates automated reports to ensure compliance with ADPF and GPSSA reporting requirements. These reports detail the contributions made by both employees and employers. Timely and accurate reporting helps maintain transparency and ensures adherence to government regulations.