



TOTAL GUARANTEED PACKAGE (TGP)

An approach that offers an institute more value in their remuneration delivery to employees whom can enjoy maximum flexibility in structuring of their salary packages based on personal, financial, and lifestyle choices.



TGP AND ITS INTEGRATOR

- » This solution is fully integrated with ITS Integrator.
- » The TGP structure is increasingly becoming a norm in South Africa.



OUR FOOTPRINT

- » TGP with the ITS Integration, is currently being used at four universities in South Africa:
 - University of KwaZulu Natal (UKZN)
 - University of Limpopo (UL)
 - Sefako Makgatho Health Sciences University (SMU)
 - University of Zululand (UNIZULU)



BENEFITS OF TGP

Dependable Market Benchmarking

TGP approach aligns employer to approximately 70% to 75% of South Africa's large professional employers. This places the institute in a better position to attract and retain high quality staff through better delivery of compensation.

Promoting Fair Pay Practices

HR operations improve because of a more equitable and defensible approach to remuneration. Policies, business remuneration practices, letters of employment are all standardised. No discriminatory medical aid contribution levels for employees

Tax and Legal Compliance

TGP is compliant with the South Africa Tax Act and the essential statutory bodies in South Africa.

Employee Flexibility

Employees can make informed choices regarding benefits and align remuneration with personal circumstances.



ABOUT ADAPT IT - EDUCATION

With over 33 years of experience in the education sector, our Adapt IT Education division provides a cloud-ready and cost-effective portfolio of fully integrated Education, Enterprise Student, Finance and HR/Payroll (ERP) Management Systems to institutions of higher learning around the world.

Our highly scalable web-based, mobile-friendly, innovative student application and registration platforms allow tertiary institutions better to manage applications, student funding, and accounts. Using the Adapt IT learning solutions, our customers can optimise their IT infrastructure and create a single view of the institution from students to lecturers, payroll, finance, HR, and learning modules.

Our strength lies in our ability to drive institutional and individual performance in a secure, easy-to-use, cost-effective, and compliant manner. Today we service over 2 million students in more than 1000 public and private institutions in South Africa, Ireland, Botswana, Mauritius and Kenya, no matter the organisation's size, or the number of students it serves.



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