LEGEND

PRODUCT BROCHURE · OCTOBER 2026 · EDITION 3

HR & Payroll, built for a generation.

A complete, multi-company HR and Payroll platform for Tanzania — payroll calculated to the shilling, every approval enforced in code, and twenty-six connected modules covering the whole employee lifecycle from requisition to final settlement — now with HESLB, SACCOS and salary-loan deductions tracked to the shilling, 24/7 shift rosters, clock-in confirmed by each employee's own fingerprint or face, journals straight into QuickBooks or Tally Prime, and reports laid out like financial statements.

26
connected modules, one shared database

5
enforced roles — Admin, HR, Payroll, Manager, Employee

175
automated regression tests

1
deployment, unlimited client companies

PREPARED FOR

Legend HRIS clients & prospects

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Everything in this brochure

–	**Executive Summary**	What Legend HRIS is, and who it replaces the spreadsheet for.
01	**Payroll Engine**	Pay calculated from hours actually worked, to the shilling.
02	**Attendance & Time**	Clock-in on a registered phone or floor PC — no special hardware — plus device and activity imports.
03	**Leave Management**	Working-day calculations, live balances, and a two-tier approval chain.
04	**Final Settlement & Exit**	Resignation to last payslip — and every company asset back — one connected chain.
05	**Loans & Advances**	Employee-initiated, supervisor-approved, HR-finalized — then deducted automatically.
06	**Training & Development**	Course catalog, self-service enrollment, signed attendance, and a certificate on file.
07	**Expenses, Procurement & Imprest**	Three related money workflows, each with the right tiering and evidence rules.
08	**Document Register**	Contracts, permits and IDs — with expiry status that actually tracks itself.
09	**Recruitment & Careers**	Requisition to hire, closing the loop straight into Employee Master.
10	**Performance & Appraisals**	Five real management purposes in one cycle, not one blended comments box.
11	**Succession Planning**	Confidential by design — not even Managers get a look in.
12	**Employee Relations**	Grievances and discipline, with visibility boundaries that hold up under real testing.
13	**Accounting Integration**	Balanced journals straight into QuickBooks Enterprise or Tally Prime.
14	**Multi-Company Platform**	One deployment, several completely separate companies — by construction, not convention.
15	**Security, Roles & Audit**	Enforced in code at every layer, and tested from the attacker's side.
16	**Asset Register & Issuance**	Every company asset, who holds it, and the approval that put it there.
17	**Asset Maintenance & Condition**	Fault to repair record, and a condition history that writes itself.
18	**Tasks**	Small pieces of work — assigned, completed, and reported on.
19	**Shift Management & 24/7 Rosters**	Rotations, crews and rest rules — the paper roster, replaced.
20	**Shift Swaps, Overtime & Shift Pay**	Swaps approved in two steps; night and holiday hours paid automatically.
21	**Clock Stations & Mobile Clock-in**	Any PC, tablet or phone becomes a time clock — own login, no hardware.
22	**Device Registration & Fingerprint Clock-in**	One phone, one employee — confirmed by its owner's fingerprint or face.
23	**Employee Self-Service**	Payslips, leave, rosters, swaps and claims — on any phone, no app to install.
24	**Approval Matrix & Unified Inbox**	Who approves what, set per workflow — and one inbox for everything waiting.
25	**Reports & Financial Statements**	Every report laid out like a P&L — in Excel with live formulas, PDF or CSV.
26	**Payroll Deductions — HESLB, SACCOS & Salary Loans**	Deducted, tracked, remitted and recovered on exit — HESLB first.
–	**Statutory Compliance**	PAYE bands, NSSF, SDL, WCF and shift-work rules — exactly as calculated.
–	**Technology & Deployment**	How it's built, and how it gets installed.
–	**Getting Started**	Contact details and next steps.

One shared database, instead of two files that drift apart.

Legend HRIS was built to replace a real two-file Excel payroll system, and it solves the two problems that system could never fix on its own: a single shared database instead of files that quietly drift out of sync with each other, and real user accounts with roles and permissions enforced in code — not a colour-coding convention that only works if everyone follows it.

Every payroll figure in this platform was cross-checked against the hand-verified Excel workbook it replaces, to the shilling — and every enforcement claim in this brochure (a locked run that truly can't be edited, an Employee who truly can't see another salary, a Manager who truly can't approve their own team's over-limit request) was tested by actually attempting the blocked action and confirming it failed, not merely designed to fail in theory.

The same discipline now extends beyond pay: company assets are issued only through an approved request and must come back through an inspected clearance before a leaver's settlement can close; day-to-day tasks are assigned and reported on in the same system; and factories running round the clock get a digital shift roster — rotations, swaps, night and holiday pay — with workers clocking in on their own phones or any PC on the floor, no biometric hardware required. Each phone is registered to one employee and every clock-in on it is confirmed by that employee's own fingerprint or face, so a colleague can't clock in for a late friend; and the books close faster, because every journal goes straight into QuickBooks Enterprise or Tally Prime. HESLB loan repayments, SACCOS contributions and salary loans are deducted automatically — HESLB first, at 15% of contract basic — with each balance tracked to zero and recovered from the final settlement when someone leaves. And every report — the Payroll Summary, headcount, asset and maintenance statements and 23 lists — reads like a financial statement and opens in Excel with live formulas, as a PDF or as CSV.

What follows is a module-by-module tour of the platform as it stands today, illustrated with real screenshots from a live running instance — not mockups. Figures like "John Mushi, Net Pay 979,692" are genuine output of the payroll engine acting on real seeded attendance data, calculated the same way any employee's real pay would be.

26
Connected HR, payroll, deduction, shift, asset, task and reporting modules, one data model

5
Roles enforced on every route, not just hidden from a menu

175
Automated tests, run before every change ships

195
Standard monthly hours — pay is calculated from actual hours worked, not calendar days

∞
Client companies per deployment, each with fully isolated data

0.00
Net imbalance on every journal exported to QuickBooks or Tally Prime

01 Payroll Engine

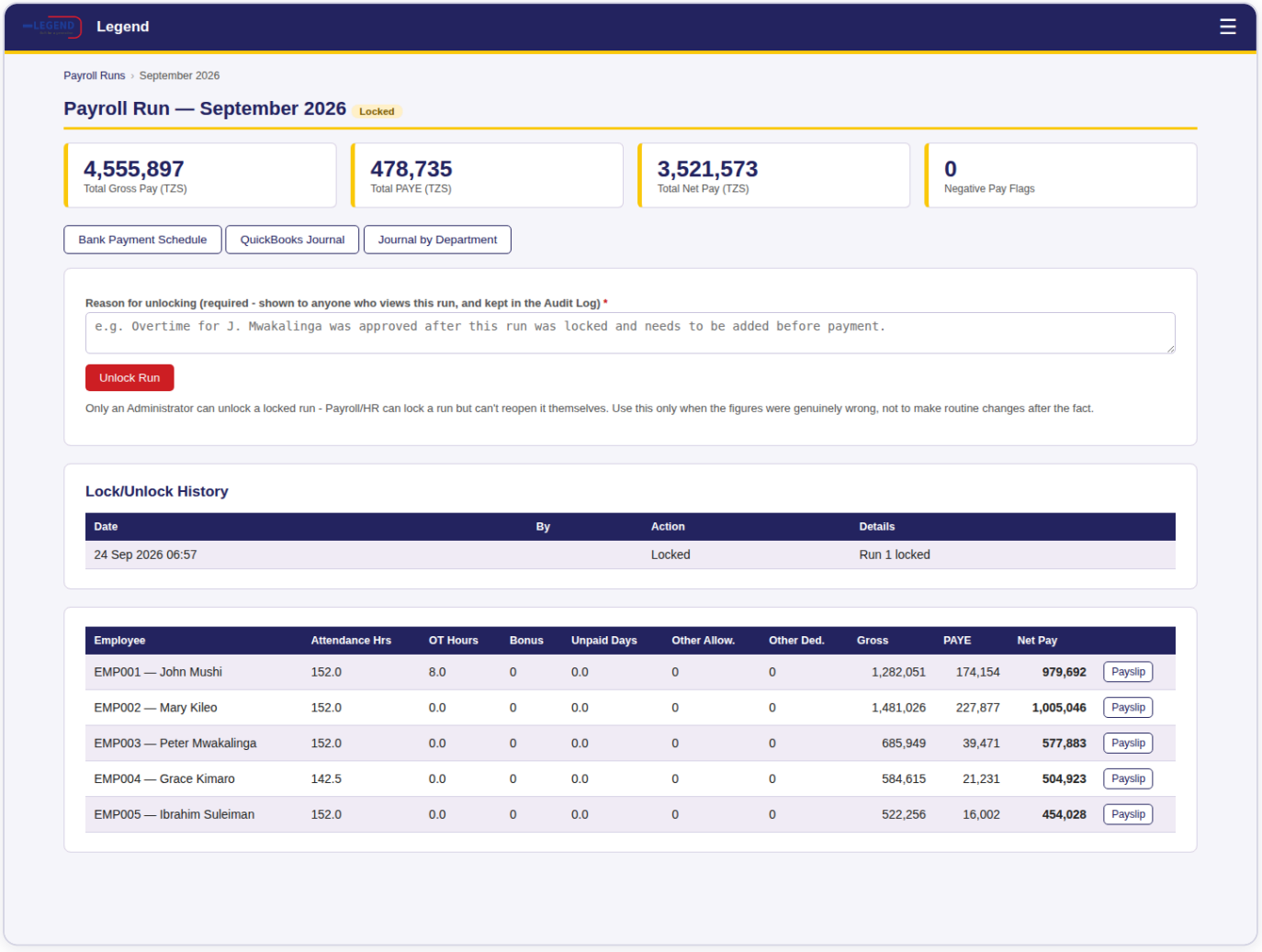
Pay calculated from hours actually worked, to the shilling.

Legend's payroll engine treats a basic salary as exactly what it is: an hourly rate in disguise. Every employee's `basic_salary` is divided by the company's standard monthly hours (195 by default) to get an hourly rate, and what actually gets paid is that rate multiplied by however many hours Attendance shows the person actually worked — GPS clock-in/out at the office, a biometric device import, or a manual HR entry, all counted the same way.

This replaces the old calendar-day proration that every spreadsheet payroll relies on (days employed ÷ days in month), which only ever handled someone joining or leaving mid-month and never ordinary absence. Hours actually worked handles both automatically: a employee out sick for a week simply has fewer attendance hours that period, and Basic, Housing, Transport and Other Fixed Allowance all scale down together — no separate manual deduction, no double-counting. The screenshot alongside shows this in practice: Grace Kimaro's 142.5 attendance hours (against a 195-hour standard) versus everyone else's full 152, each line landing at a different Gross Pay without a single manual override.

On top of the hours-based basic, the engine runs overtime (hours × hourly rate × a configurable multiplier, 1.5× by default), a progressive PAYE calculation against Tanzania's five statutory bands, NSSF at 10% employee / 10% employer, SDL at 3.5% and WCF at 0.5% of adjusted gross, and any active loan installment — every one of these formulas a direct, hand-verified port of the QB Tanzania Payroll Engine spreadsheet it replaces, cross-checked figure for figure.

> BUILT-IN SAFEGUARD
>
> A run cannot be **Locked** while any employee's net pay is negative — tested and enforced at the database level, not a spreadsheet honor system. And once locked, no field on that run can be edited again: not by accident, not by a stray click.

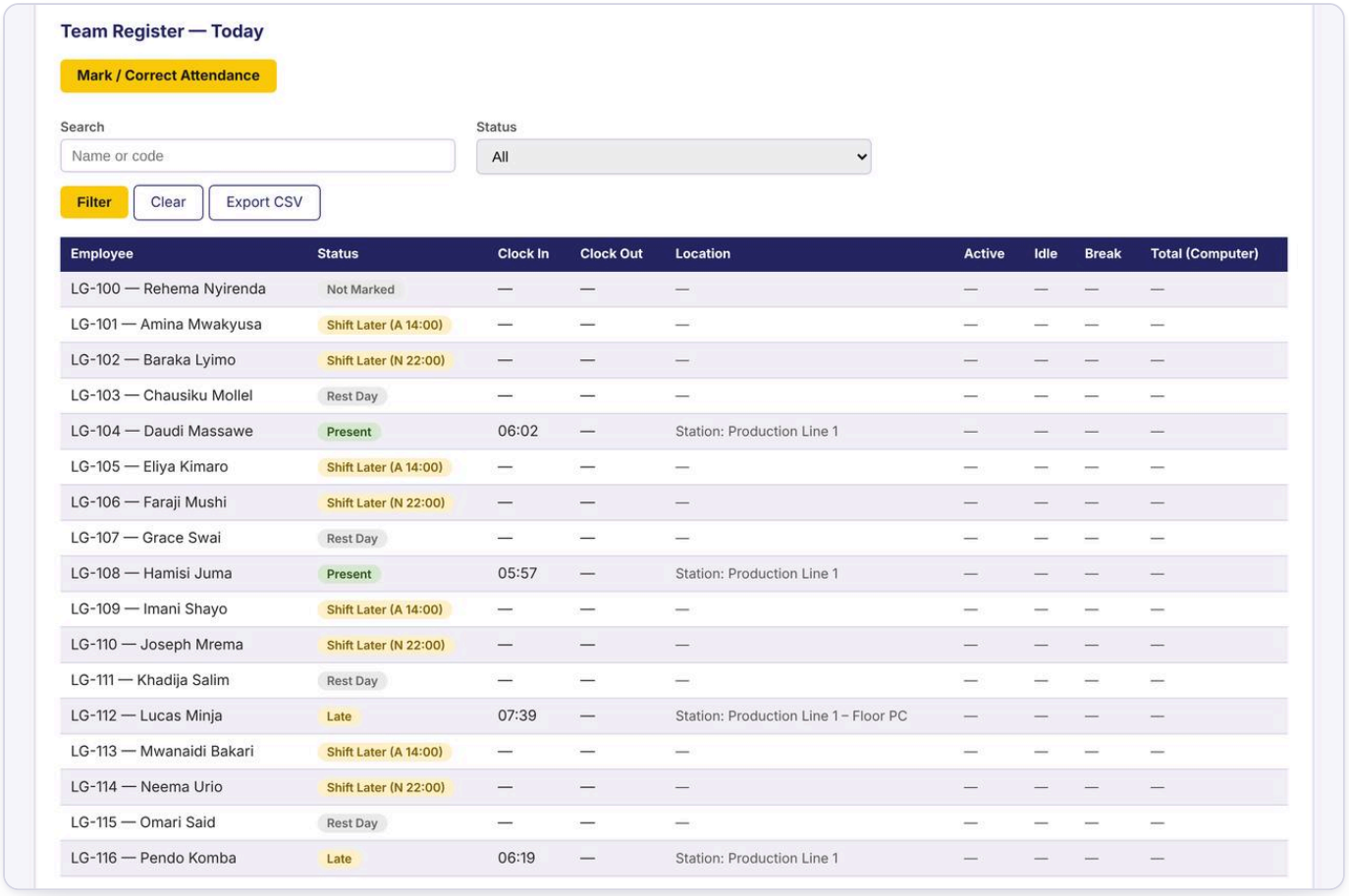


02 Attendance & Time

`Clock-in on a phone or floor PC — no special hardware — plus device and activity imports.`

Legend HRIS keeps hardware to a minimum. Employees clock in and out on their own phone — one tap on **Clock In/Out**, confirmed with the phone's fingerprint or face and checked against the GPS location of their branch or office, so nobody clocks in from home or for a colleague — or, on a factory floor, at any shared PC or tablet registered as a **Clock Station**, using their own login. Managers and HR mark or correct attendance for their own teams, and weekends, public holidays, approved leave and roster rest days are detected automatically, so nobody has to mark a day that's already accounted for elsewhere.

Shift workers clock in against their rostered shift: lateness is measured from the shift's own start time, a night shift stays one record even though it ends the next morning, and time past the end of the shift becomes an overtime request for the supervisor. Where a site already owns a biometric device, its CSV/Excel export can still be imported (column mapping on-screen, any brand), and a computer-activity export (FlexiServer-style) can be merged into the same day's record.



A supervisor's register at 07:39 — the morning crew clocked in at the floor station, late arrivals flagged, and the afternoon and night crews shown as not due yet rather than missing.

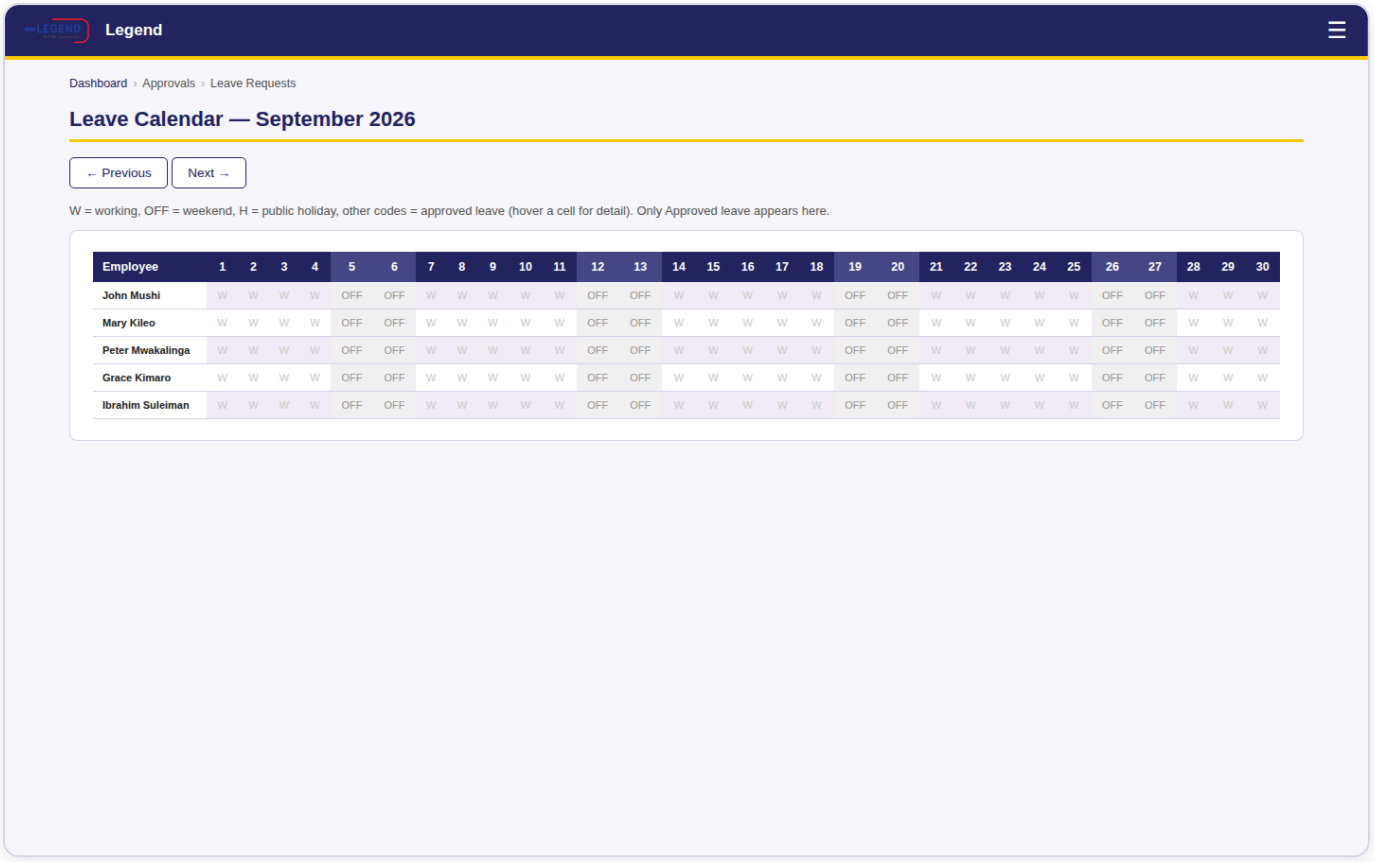
- Every punch records where it came from — GPS distance from the site, the Clock Station's name, a manual entry, or the device API.
- Feeds Payroll directly: the hours on this page are exactly what basic pay is calculated from.
- Every import writes a full history — rows read, records created, skipped and why, and unmatched device IDs.

03 Leave Management

Working-day calculations, live balances, and a two-tier approval chain.

Every leave application is costed in real working days — weekends and public holidays are excluded automatically from the count, not left to whoever is filling in the form to calculate by hand. Balances are computed live from actual applications (Used / Pending / Balance), the same arithmetic the original Excel SUMIFS formulas performed, rather than a starting entitlement figure that never moves — a request that would push a balance negative is flagged with the exact numbers at submission time, without being silently blocked.

Approval runs through the same supervisor-then-management tiering used across the platform's other workflow modules, and every decision — approve, reject, or return — is logged with a comment that flows back to the employee, not just a status flip.



The team Leave Calendar — approved and pending requests laid out by employee and date.

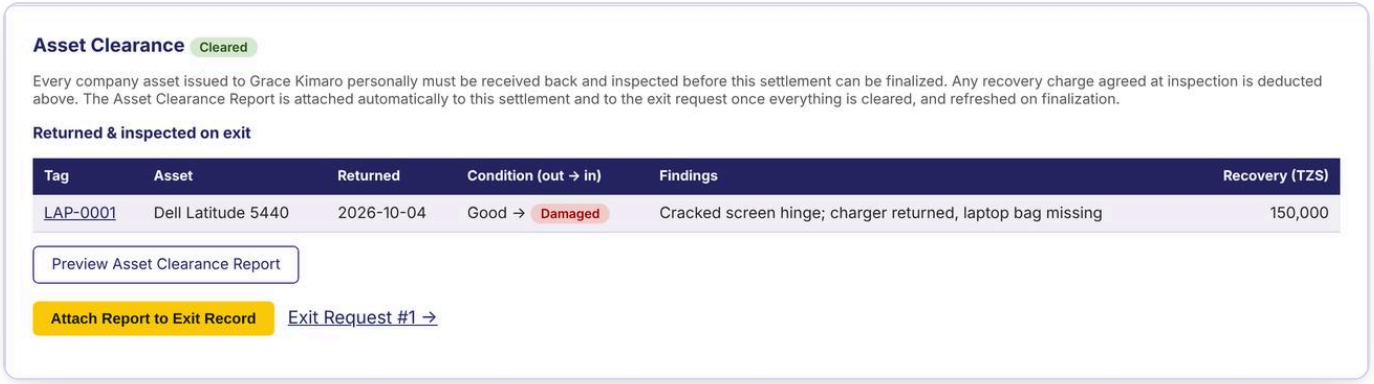
04 Final Settlement & Exit

Resignation to last payslip — and every company asset back — one connected chain.

An employee submits their own intended exit date through self-service; it routes to their supervisor, then HR, and only once HR acknowledges does a Draft Final Settlement auto-create itself with the right employee, exit date and reason already filled in — no separate manual step. The settlement calculation itself pulls real, live data rather than requiring anything to be re-typed: notice pay, severance (correctly excluded on a resignation, included on redundancy), and the employee's actual current leave balance encashed at their real daily rate, with any outstanding loan balance deducted straight from the database.

Company assets are part of the same chain. Every asset issued to the leaver personally appears on their exit request and in an Asset Clearance section of the settlement, and the settlement cannot be finalized until each one has been received back and inspected — or formally recorded as lost. Any damage or loss charge agreed at inspection is deducted from the payout, and an Exit Asset Clearance Report PDF is attached automatically to both the settlement and the exit request.

Finalizing a settlement automatically marks the employee Inactive with the exit date set, and a settlement can never be finalized twice — both enforced in code, closing the loop the old spreadsheet version left as a manual afterthought.



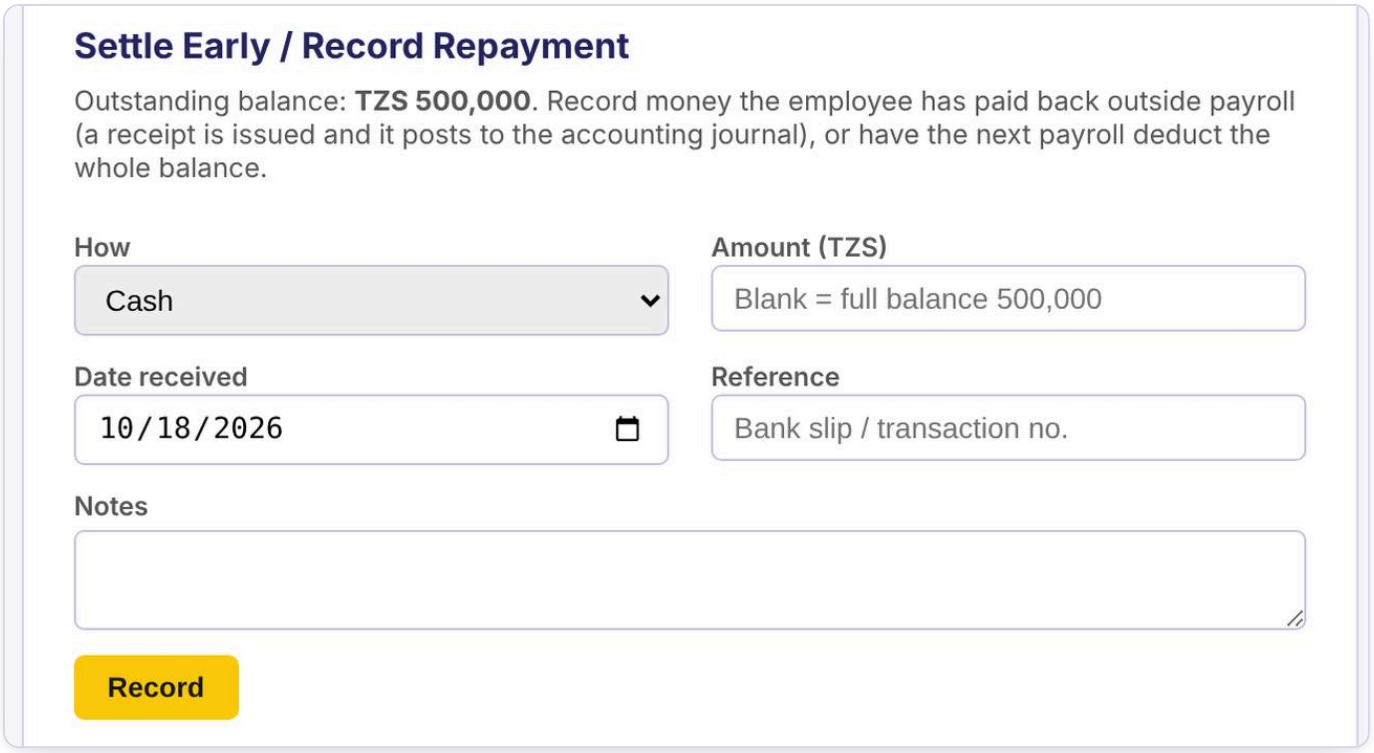
Asset Clearance on a real settlement — a laptop returned with a cracked hinge and a missing bag, TZS 150,000 recovered and deducted.

- Redundancy and resignation both handled by the same calculator with the correct legal distinctions baked in (severance applies to one, not the other).
- Finalizing is blocked while any company asset is still out — tested by attempting it and confirming the refusal names the outstanding asset tags.
- Asset recovery charges flow into the settlement journal alongside other deductions, so the exported books still balance to 0.00.
- A printable settlement PDF for the employee's file, now listing every asset cleared on exit.
- An outstanding HESLB balance (and any other deduction set to recover on exit) comes off the terminal dues automatically, ahead of the staff loan — see module 26.

05 Loans & Advances

Requested, approved, deducted — and settled early, with a receipt.

The employee requests a loan, their supervisor approves it, and HR/Finance gives the final approval and sets the actual terms — principal, monthly instalment and start date. From then on every locked payroll run takes the instalment and brings the balance down; unlocking a run puts it back, so nothing is ever deducted twice. A printable Loan Approval document carries the full schedule and digital signatures, and an employee can't be given a second loan until the first is closed.



Settle early in cash, by bank transfer or mobile money — or take the full balance in the next payroll. Each repayment gets a numbered PDF receipt.

WHEN THE EMPLOYEE…	WHAT LEGEND DOES
Pays off early in cash, bank or mobile money	Records the repayment with its reference, issues a numbered PDF receipt, reduces the balance and closes the loan at zero.
Wants it cleared from salary	**Deduct full balance in next payroll** — the next run takes everything outstanding instead of the instalment, still within the net-pay floor.
Needs smaller instalments	Reschedule: new instalment or balance correction, with a required reason, kept in the loan's history and the audit log.
Leaves the company	Any balance left is recovered from the final settlement automatically.

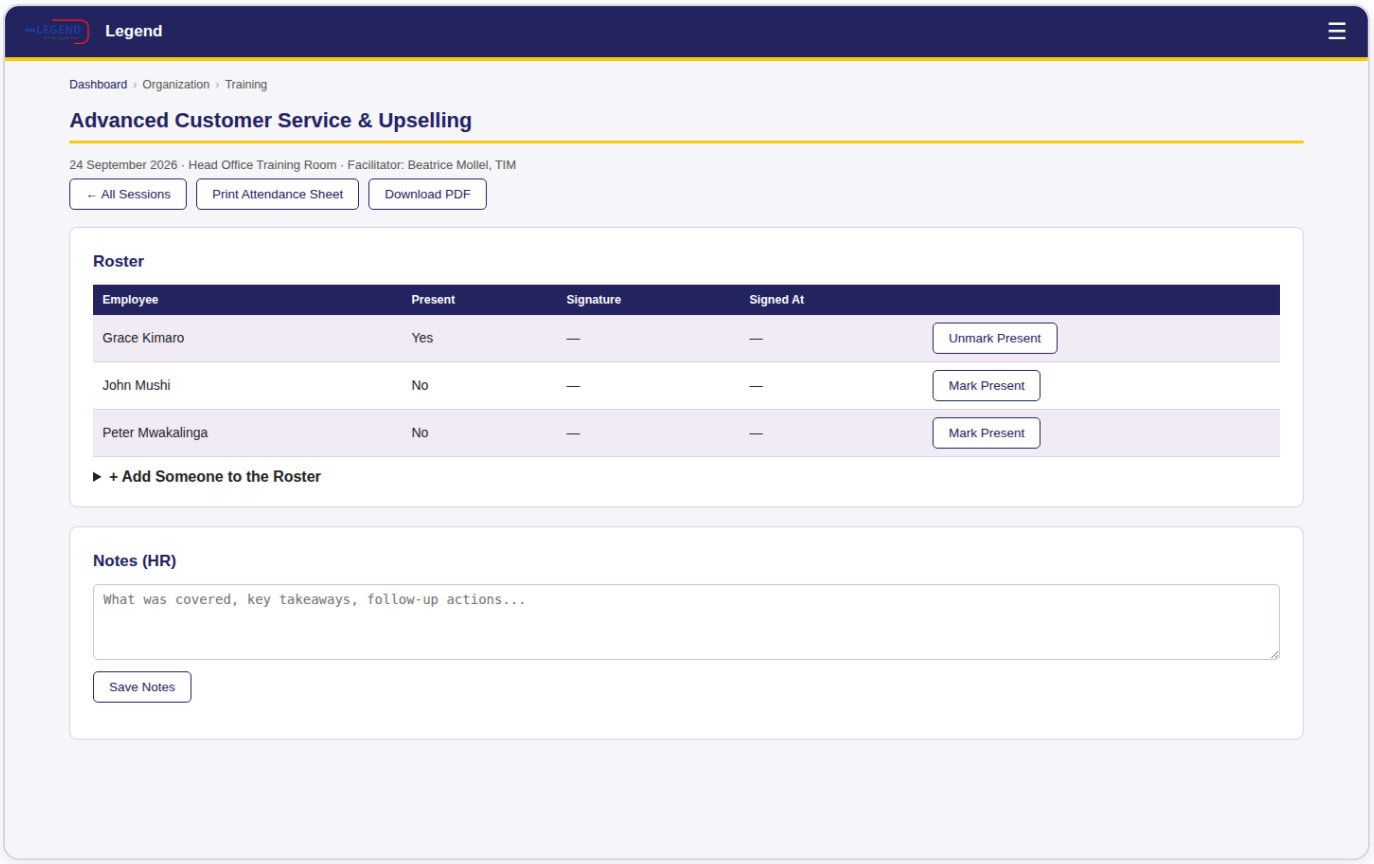
- Every early repayment posts to the books as **Dr Bank / Cr Staff Loans** in the month's QuickBooks or Tally journal; payroll instalments are already in the payroll journal.

06 Training & Development

`Course catalog, self-service enrollment, signed attendance, and a certificate on file.`

HR/Admin maintain a course catalog (title, provider, delivery method, duration, cost); employees request enrollment themselves, and their actual supervisor or HR/Admin approves it — a duplicate request for a course the employee is already pending on is blocked, not silently accepted as a second entry. Only HR/Admin can mark a course complete, record a score or result, and attach a certificate — deliberately kept separate from whoever approved the enrollment, so approving someone's request doesn't also let you sign off that they finished it.

Sessions carry a full roster with digital signatures and timestamps per participant, and a standalone printable attendance sheet (blank Time In/Out/Signature columns) for sessions that need a physical signature first, with the scanned sheet re-attached afterward through the same generic attachment system used everywhere else in the platform.



A scheduled training session with its roster — attendance signed and timestamped per participant.

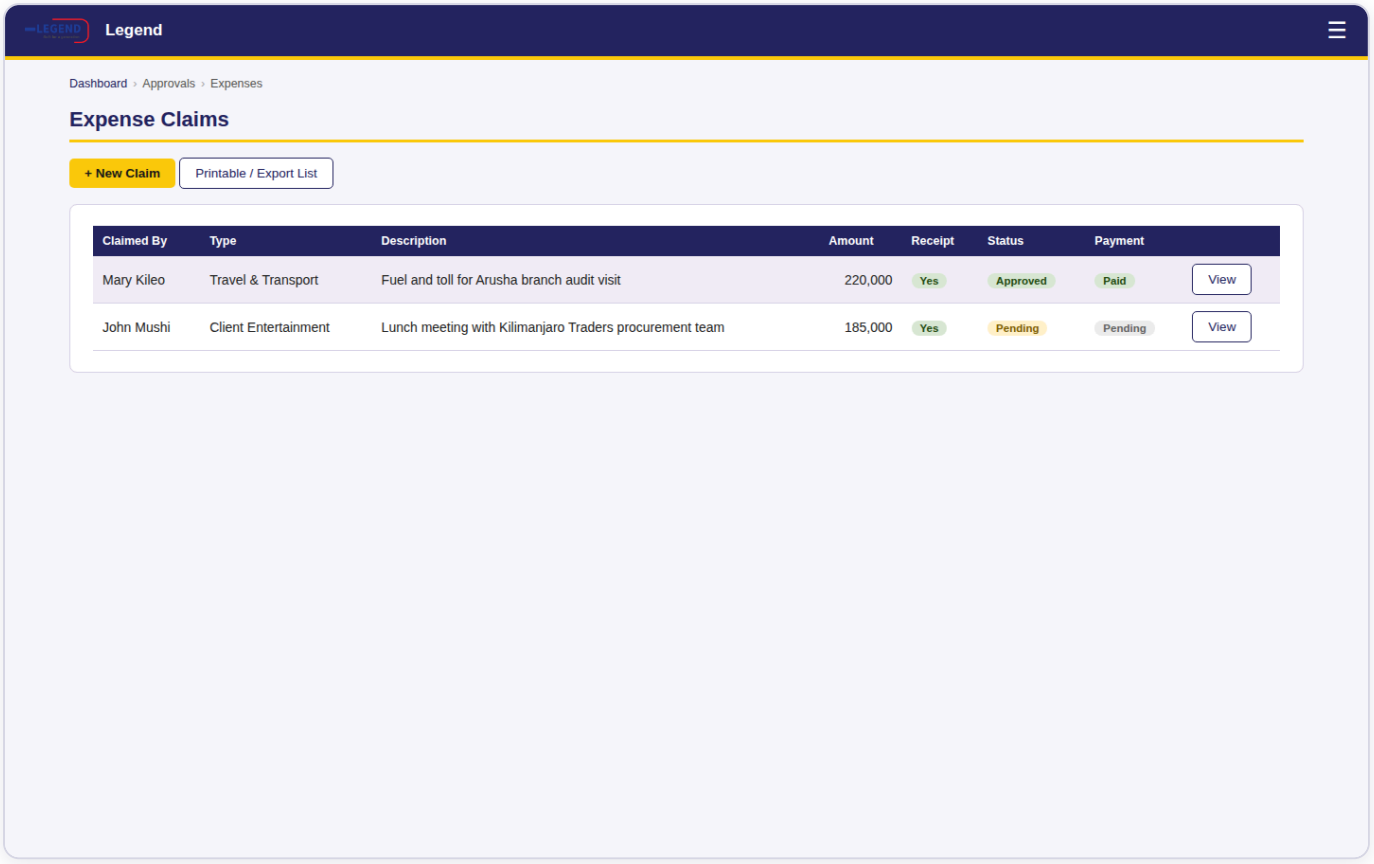
- Deactivated courses move to a Previous Courses archive rather than disappearing, keeping enrolled/completed counts visible for deciding what's worth running again.
- Reachable directly from Performance appraisals and Succession plans — a manager can recommend a course, or send a succession candidate for training, in one click that creates a real, pre-approved enrollment.
- Certificate upload and download verified byte-for-byte, not just "the button works."

07 Expenses, Procurement & Imprest

`Three related money workflows, each with the right tiering and evidence rules.`

Expense Claims reimburse money already spent, routed through a tiered approval matched to the amount — a small claim needs only a supervisor's decision, a larger one needs a second Management-level approval before it can be marked Paid. **Procurement** follows the identical tiered pattern for purchase requests before money goes out at all, with a third tier that requires Admin specifically once the amount is large enough that even HR can't approve it alone. **Imprest** is the odd one out by design — a cash advance given *before* spending happens (Request → Approve → Disburse → Retire with receipts → Review), with the variance between what was advanced and what was actually spent computed automatically once the employee retires it.

All three now enforce their evidence requirements rather than just labeling them: an expense claim cannot be approved without a real uploaded receipt, and a procurement request cannot be approved without the Purchase Requisition Form actually attached — checked at both approval stages, on both modules. Rejection still works without any attachment, since you don't need a receipt to say no.



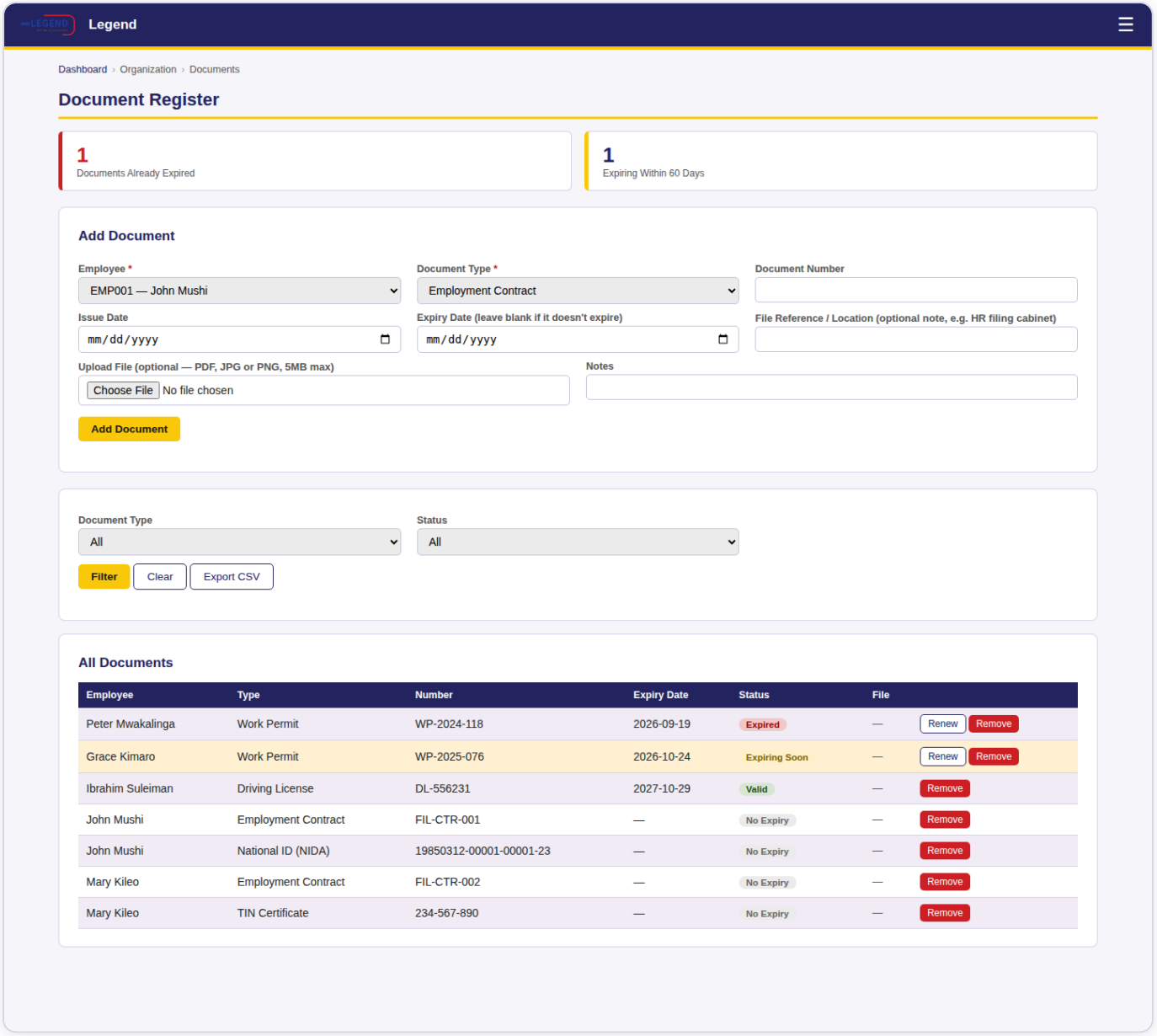
Expense Claims — Mary's travel claim approved and paid; John's client-entertainment claim still awaiting a decision.

08 Document Register

`Contracts, permits and IDs — with expiry status that actually tracks itself.`

Every filed document — work permit, contract, national ID, professional certificate — carries an expiry date the system watches on its own. A permit five days past expiry shows **Expired**, one thirty days out shows **Expiring Soon**, and the dashboard's own expired/expiring counts stay in sync with the register automatically — no separate spreadsheet of renewal dates to maintain by hand.

Proactive contract-expiry reminders run on the same scheduler that drives payroll and escalation sweeps, so HR is notified ahead of a lapse rather than discovering it after the fact.



The Document Register — automatic Expired / Expiring Soon / Valid status against real staggered dates.

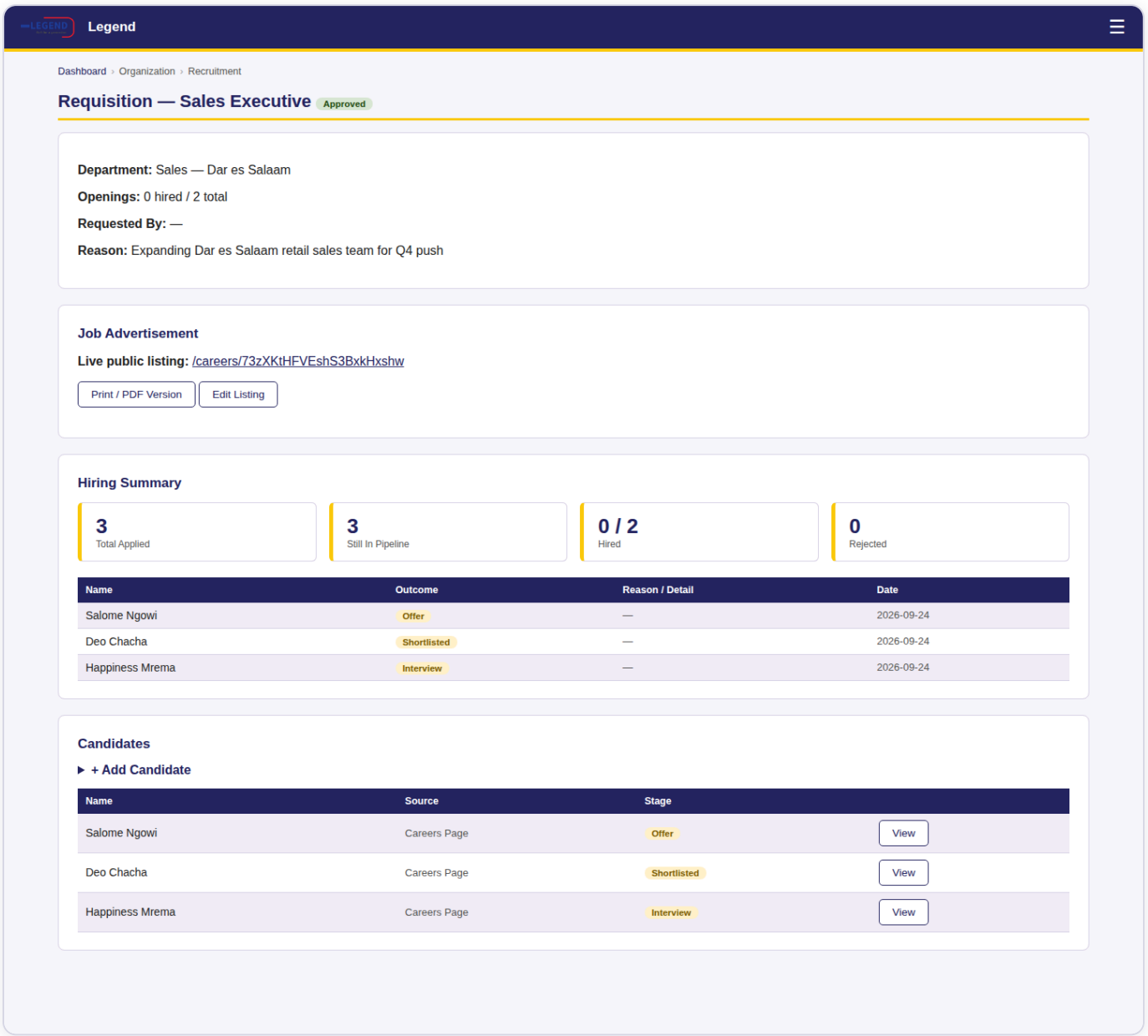
- CSV export for compliance reporting and audits.
- Reuses the platform's single generic attachment system, the same one behind receipts, CVs, certificates and hearing letters — one upload/download/permission model, not five different ones.

09 Recruitment & Careers

`Requisition to hire, closing the loop straight into Employee Master.`

A Manager submits a requisition; HR/Admin approves it, and only then can it be advertised — a real public careers page URL is generated per requisition, so candidates can apply without ever touching the internal system. From there the pipeline moves Applied → Screening → Interview → Offer → Hired/Rejected, with interview notes and a rating captured at the interview stage and an offered salary checked against the position's salary band at the offer stage, the same guardrail used when adding any employee directly.

Hiring a candidate creates a genuine Employee record — job title, department, supervisor and salary all pulled straight from the requisition and the accepted offer, not a stub left for someone to finish onboarding later by hand. The candidate flips to Hired and links permanently to that new employee record, and the requisition auto-closes the moment its openings are filled.



A live requisition: public careers listing, hiring funnel, and every candidate's current stage.

10 Performance & Appraisals

`Five real management purposes in one cycle, not one blended comments box.`

HR/Admin create a cycle ("H2 2026 Mid-Year Review") and generate one appraisal per active employee in a single action, snapshotting each person's actual supervisor at that moment so the review stays accurate even if reporting lines change mid-cycle. Each appraisal moves through a strict sequence — self-assessment first, manager review only unlocking once the self-assessment is submitted, then employee acknowledgment — and every stage is gated behind the one before it.

Manager Review captures five distinct management purposes separately rather than one blended text box: goals achieved and a rating (checking goals), Strengths and Areas for Improvement (giving feedback), a pay recommendation with notes visible only to management and never the employee (planning pay), a training-needs field with a one-click "Recommend a Course" button that creates a real pre-approved enrollment (finding training needs), and a genuinely forward-looking goals field distinct from the retrospective one (setting future targets).

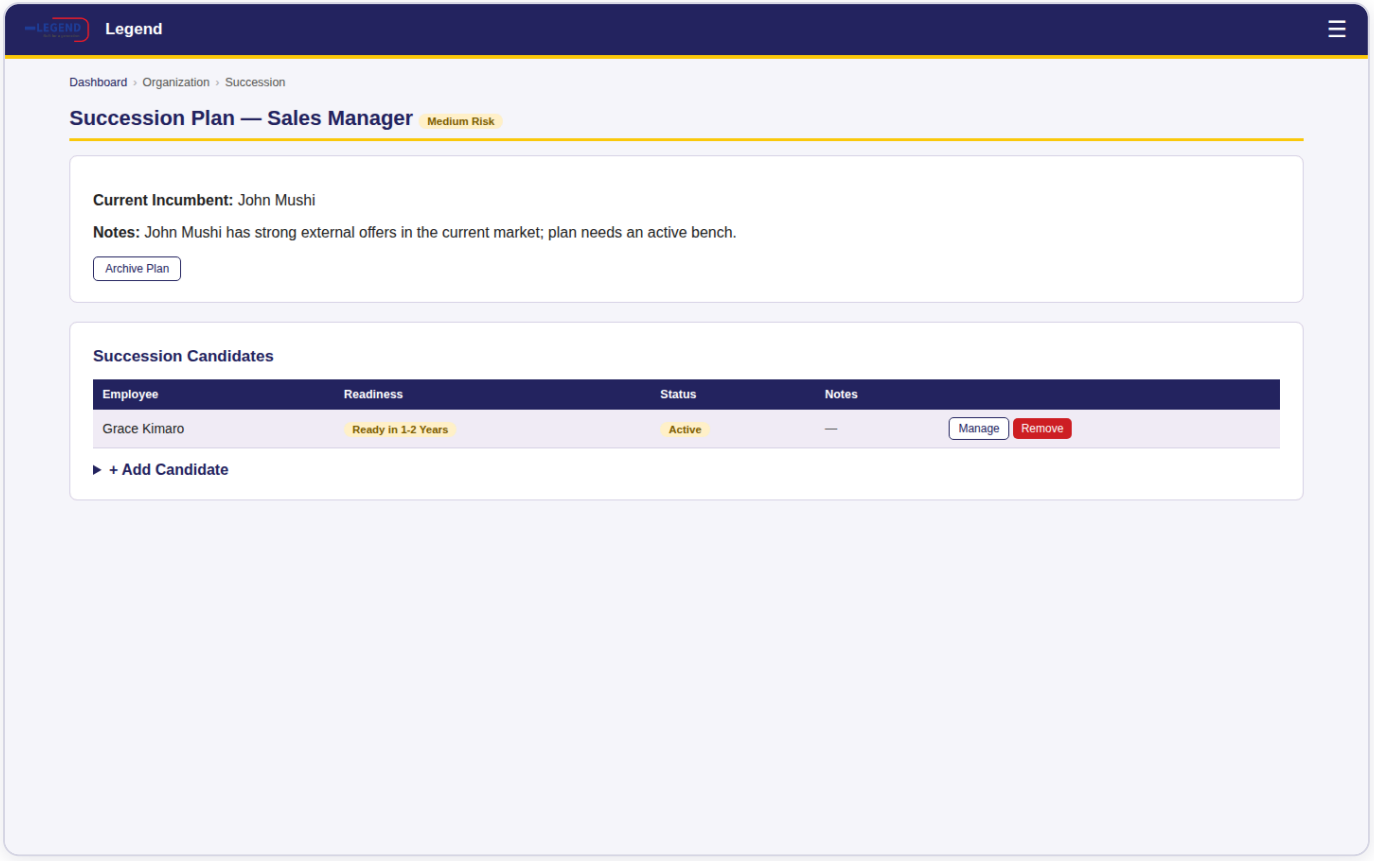
> PRIVACY, VERIFIED NOT ASSUMED
>
> An employee viewing their own completed appraisal sees zero mention of Pay Planning or its confidential notes anywhere on the page; their supervisor viewing the identical record sees the full recommendation and the Recommend-a-Course action. Tested from both sides, not just documented.

11 Succession Planning

`Confidential by design — not even Managers get a look in.`

Succession is deliberately restricted to HR/Admin only — a Manager and an ordinary Employee are both completely blocked from the module, not merely from editing it but from knowing it exists at all, since this is confidential career-planning discussion rather than operational team data. One plan exists per key position, and the current incumbent is looked up live from Employee Master every time the plan is viewed rather than stored as a snapshot, so it can never go stale if someone changes role.

Candidates carry a readiness level (Ready Now / Ready in 1-2 Years / Ready in 3-5 Years / Development Needed) and development notes, and the plan is genuinely actionable: Send for Training creates a real, HR-pre-approved enrollment straight from the succession record, and Promote to This Position — available once readiness reaches Ready Now — updates the candidate's actual Employee record (job title, position, salary), the same closing-the-loop pattern Recruitment uses for a new hire. Promoting someone into a role currently held by someone else visibly names that incumbent as a warning rather than silently leaving two people pointed at the same position.



A succession plan for Sales Manager: live incumbent lookup, a ready-in-1-2-years candidate, and a risk-of-loss flag.

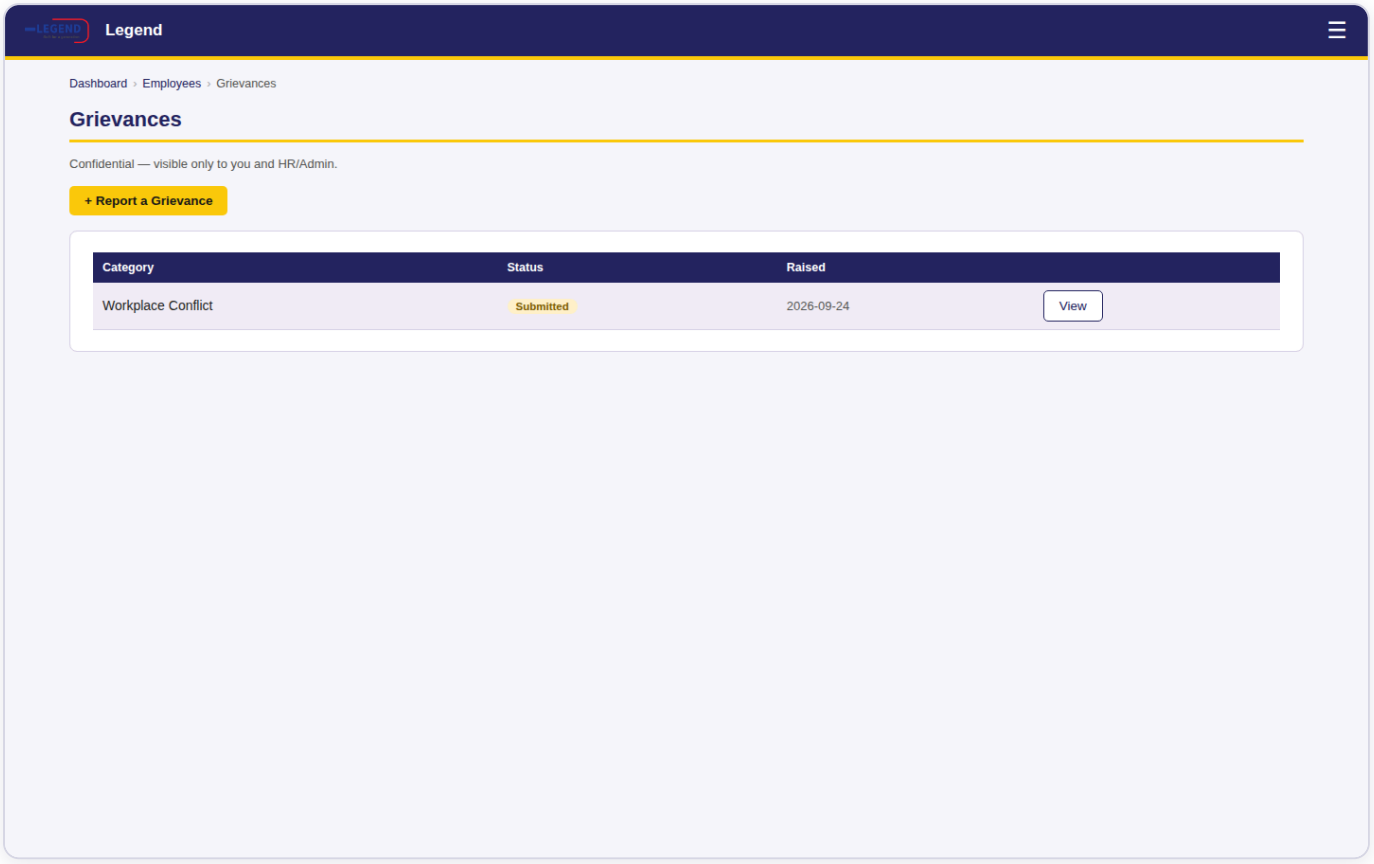
- An append-only Follow-Up Log, separate from the single overwritable plan summary, so a development history is never lost to an edit.
- One plan per position, one candidate entry per person — both enforced, not just conventions.

12 Employee Relations

`Grievances and discipline, with visibility boundaries that hold up under real testing.`

This is treated as the most sensitive module in the platform, and its access rules were tested adversarially, not just documented. Any employee can raise a grievance confidentially, optionally naming who it concerns — visibility is deliberately narrow: the person who raised it, plus HR/Admin, and never automatically the person it's about, and never a manager just because they happen to manage that team. In the actual test that mattered most here, an employee named in a real grievance was given a login and tried to open it directly by its ID; correctly blocked, with their own grievance list staying empty since they never raised one themselves.

A Manager can report a disciplinary matter, but only about their own direct reports; only HR/Admin can schedule a hearing or decide an outcome, even when the Manager was the one who originally filed it — filing a report never grants authority to rule on it, verified by specifically trying and being blocked. The subject employee can always see their own case at every stage, because due process means not being kept in the dark about something happening to them.

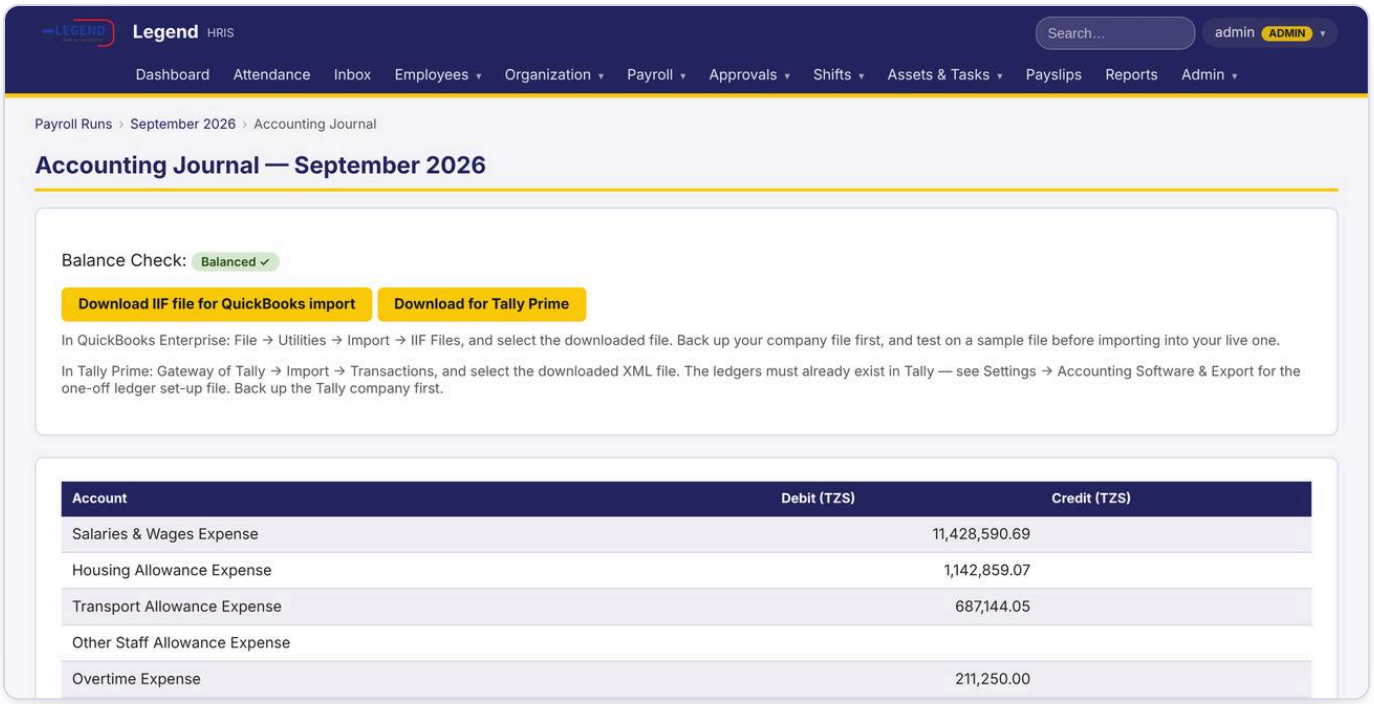


Grievances — visible only to the employee who raised it and to HR/Admin.

13 Accounting Integration

Payroll that posts — straight into QuickBooks Enterprise or Tally Prime.

Every locked payroll run — and each month's expense claims, procurement, imprest and final settlements — becomes a balanced double-entry journal mapped to the client's own chart of accounts: a **QuickBooks Enterprise** IIF file, **Tally Prime** XML vouchers, or both. Export is blocked before a run is locked and if a journal is ever out of balance, so every file sums to exactly 0.00. Each package keeps its own mapping, and a one-off set-up file creates any missing account or ledger.



The locked September payroll as one balanced journal, with a download for each package.

	QUICKBOOKS ENTERPRISE	TALLY PRIME
File / import	IIF · File → Utilities → Import	XML vouchers · Gateway of Tally → Import
Your accounts	Account names and types	Ledger names and Tally groups
By department	QuickBooks Classes	Tally Cost Centres
HESLB, SACCOS…	Each to its own payable account	Each to its own ledger

- Every download is written to the audit log. Legend HRIS prepares the entries and QuickBooks or Tally stays the book of record — so nothing is ever posted twice. Purchase orders, supplier invoices and payments stay in the accounting system, where finance already runs them.

14 Multi-Company Platform

One deployment, several completely separate companies — by construction, not convention.

One running installation of Legend HRIS can serve several client companies at once — each with its own users, employees, payroll, leave, everything — sharing the same database and the same server process but never seeing each other's data. Every table in the schema carries a `company_id`, and the current request's company (set at login from the Company Code field) drives which rows any query can ever return — enforced by a single SQLAlchemy event hook that scopes every query automatically, not by a discipline of remembering a WHERE clause in every route.

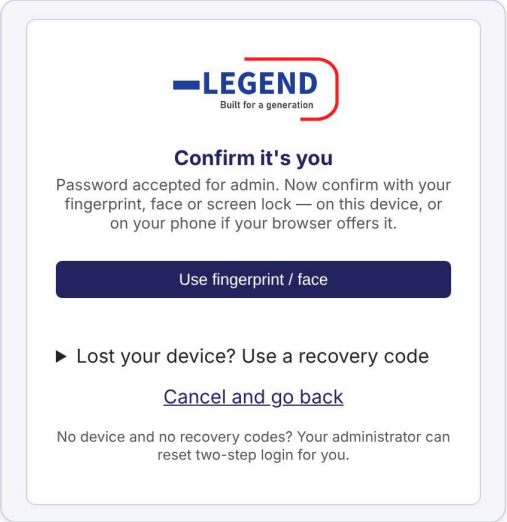
Logging in always takes three things: Company Code, Username, Password. Usernames only need to be unique within a company, not across the whole deployment, so two different client companies can both run an account named `admin` with zero conflict. A dedicated Companies admin page — reachable only by the platform operator's own Admin, never by any client company's Admin — provisions a new company with one form, hands back a one-time password for its first Admin, and shows a live usage-versus-plan overview per company (employee/admin seats used against seats purchased, last-login activity, a red "FULL" badge the moment a company hits its purchased quota) so the operator always knows who needs a plan bump before they ask.

> TENANT ISOLATION, AUDITED NOT ASSUMED
>
> Cross-company data leaks were specifically audited for, not merely designed against: every tenant-scoped query path was checked to confirm one company's Admin can never provision, view, or manage another company's data through this page or any other route in the system.

15 Security, Roles & Audit

Two-step login, access reviews, tested backups — and a plan for incidents.

Five roles — Admin, HR, Payroll, Manager, Employee — are checked on every request, not just hidden from a menu. Each company's data carries its own company_id on every table, and an automated suite tries to open, export, edit and delete another company's records by ID on every release. Only one session per user is live at a time, a temporary password must be changed at first sign-in, and the system signs out after 15 idle minutes.



After the password: the user's own fingerprint, face or screen lock.

- **Two-step login.** A passkey on the user's phone or laptop. Require it for Admin, HR and Payroll, or for everyone. The biometric never leaves the device.
- **Lost phone?** Eight one-time recovery codes, or an Admin reset. Every reset is in the audit log.
- **Audit log.** Every sign-in, approval, payroll lock and unlock, settings change and download, with who and when.
- **Nightly backup.** The full database and uploaded files, checked and kept 14 days. Tested restore: at most 24 hours of data at risk, back in about 30 minutes.
- **Incident response.** A written procedure: contain, preserve evidence, investigate, inform the client, report under the Personal Data Protection Act.

Legend

USER ACCESS REVIEW (ROLES, LAST SIGN-IN, TWO-STEP LOGIN)

As of 18 October 2026

Grouped by Review · 23 records

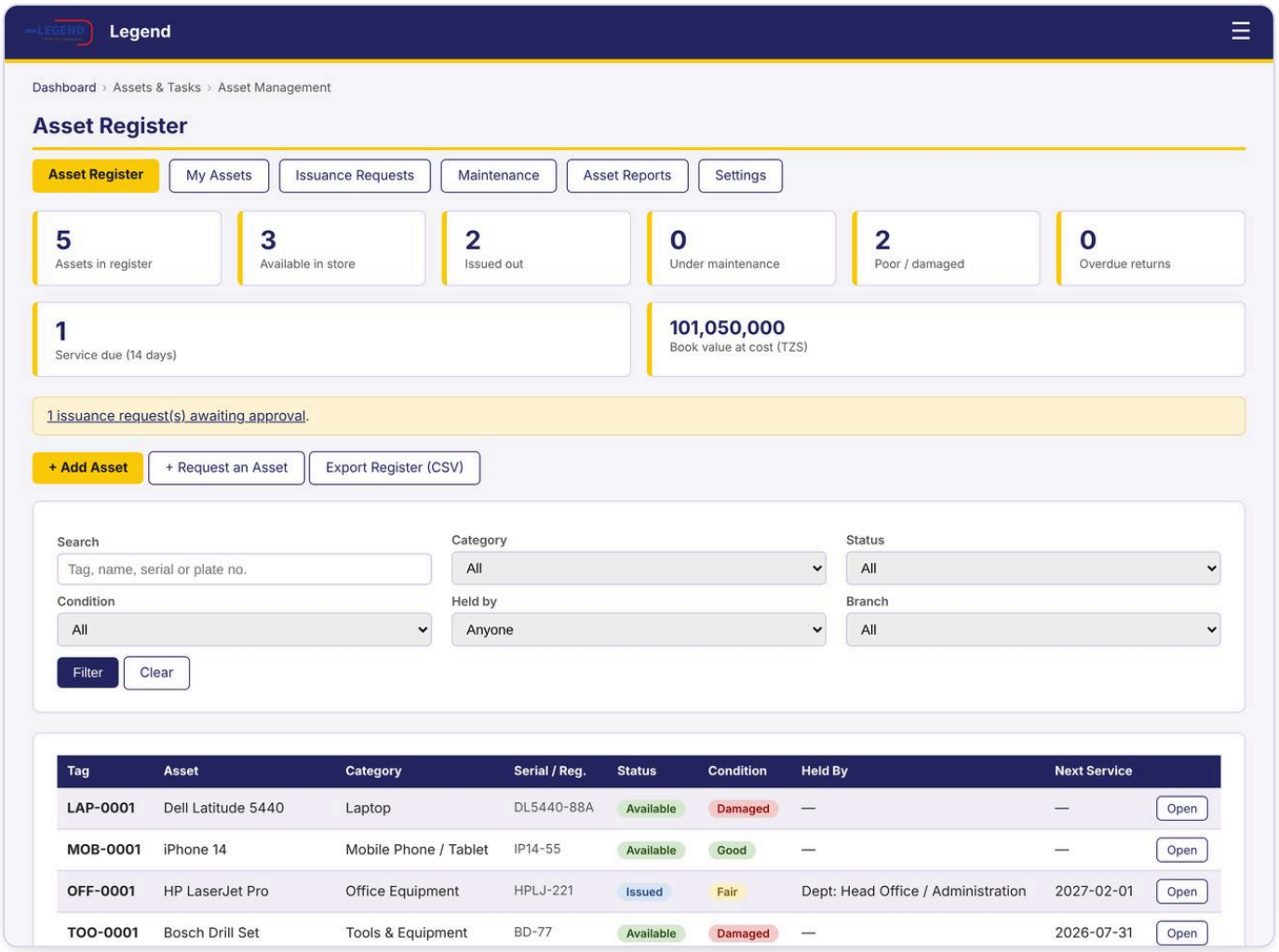
Username	Role	Employee	Employee Status	Account	Last Sign-in	Days Since	Two-Step Login	Findings
Needs review (17)								
chausiku	Employee	Chausiku Mollel	Active	Active			Off	Never signed in
daudi	Employee	Daudi Massawe	Active	Active			Off	Never signed in
eliya	Employee	Eliya Kimaro	Active	Active			Off	Never signed in
faraji	Employee	Faraji Mushi	Active	Active			Off	Never signed in
imani	Employee	Imani Shayo	Active	Active			Off	Never signed in
joseph	Employee	Joseph Mrema	Active	Active			Off	Never signed in
khadija	Employee	Khadija Salim	Active	Active			Off	Never signed in
lucas	Employee	Lucas Minja	Active	Active			Off	Never signed in
mwanaidi	Employee	Mwanaidi Bakari	Active	Active			Off	Never signed in
neema	Employee	Neema Urio	Active	Active			Off	Never signed in
omari	Employee	Omari Said	Active	Active			Off	Never signed in
pendo	Employee	Pendo Komba	Active	Active			Off	Never signed in
peter	Employee	Peter Nnko	Active	Active			Off	Never signed in
rose	Employee	Rose Lema	Active	Active			Off	Never signed in
salma	Employee	Salma Kessy	Active	Active			Off	Never signed in
victor	Employee	Victor Temba	Active	Active			Off	Never signed in
rehema	HR	Rehema Nyirenda	Active	Active	15 Oct 2026 15:42	2	Required - not set up	Privileged account without two-step login

User Access Review: leavers who can still sign in, accounts never or no longer used, and privileged users without two-step login — grouped for sign-off and exported to PDF or Excel.

16 Asset Register & Issuance

Every company asset, who holds it, and the approval that put it there.

Laptops, phones, vehicles, tools, machinery and furniture live on one register — tag, serial or plate number, cost, supplier, warranty and branch — with status (Available, Issued, Under Maintenance, Lost, Disposed) kept separate from physical condition. An asset only leaves the store through an approved request with a stated purpose and duration; the Operations Director or an Admin decides, HR issues a specific asset with its condition and accessories recorded, and the holder acknowledges receipt from My Assets.



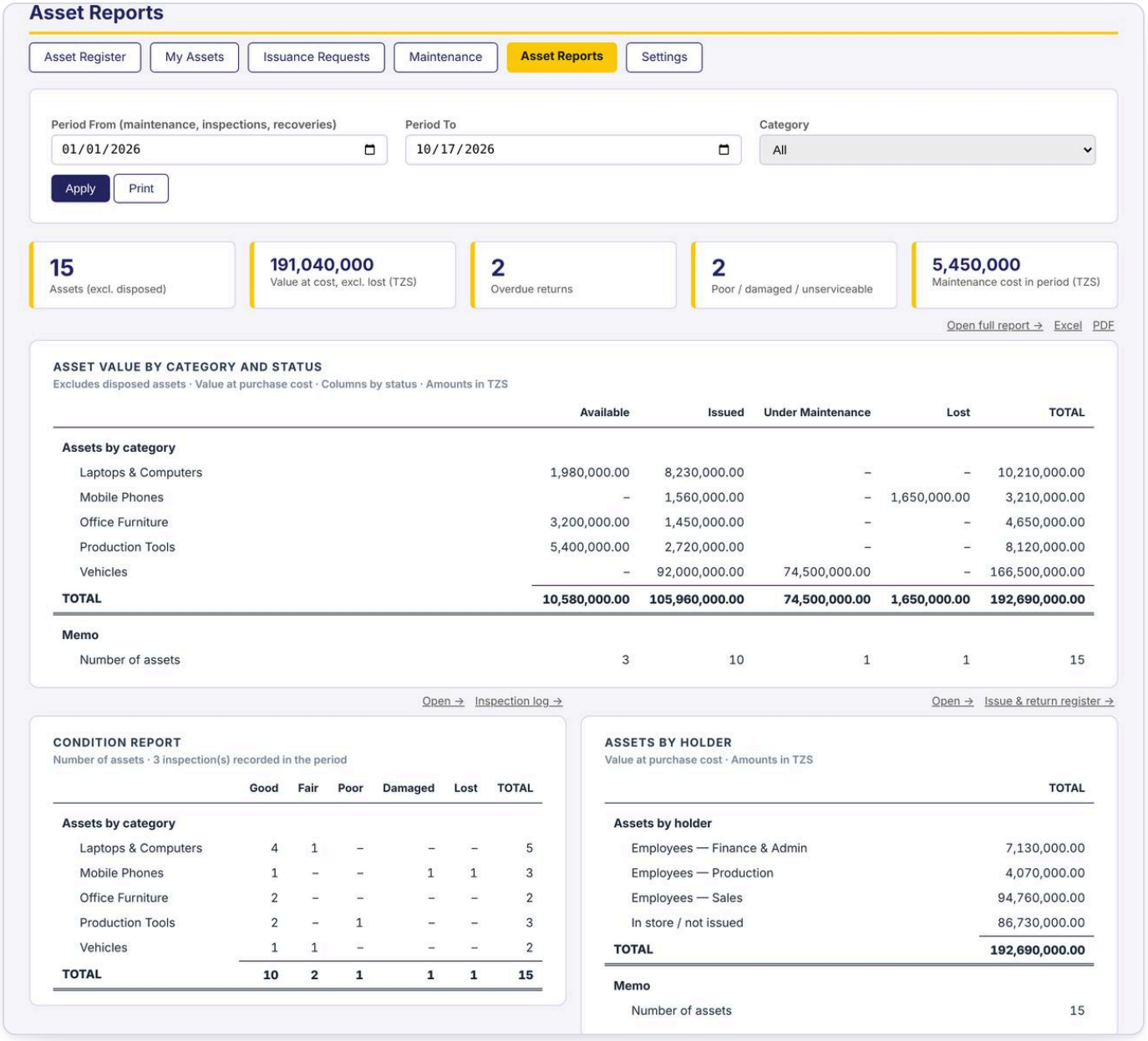
The Asset Register — status, condition and current holder for every asset, with overdue returns and service dates up front.

- No “issue directly” shortcut: HR can't hand over an asset without an approved request — tested by attempting it.
- Issue to a person, a whole department or a branch; overdue returns are flagged automatically against the agreed duration.
- Invoices, logbooks, warranty cards and photos attach to the asset itself.

17 Asset Maintenance & Condition

A fault report, an approval, a repair record — and a condition history that writes itself.

Whoever holds an asset — or HR on their behalf — reports a fault or requests servicing; the Operations Director approves, the asset switches to Under Maintenance automatically, and HR records the work done, vendor, cost, condition afterwards and the next service date. Every handover, return, inspection and repair adds a dated row to the asset's condition history, which the asset statements are built from.



Asset Reports — value by category and status, the condition report and assets by holder, each with subtotals and a ruled total.

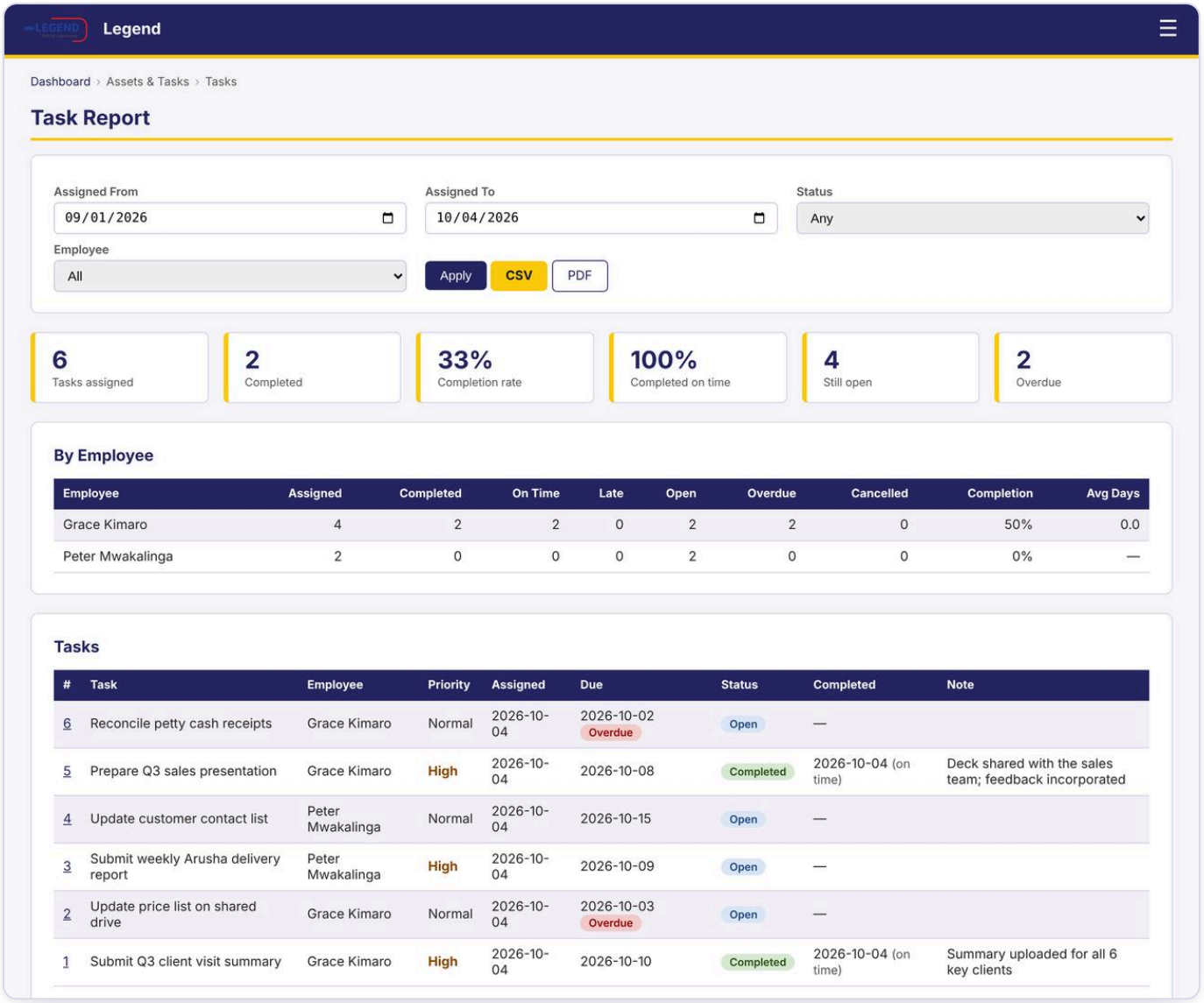
- Asset Summary and Maintenance Cost statements — by category, condition, holder, branch or month — in Excel, PDF or CSV (module 25).
- A one-click Detailed Asset Report PDF per asset; disposal restricted to Admin or the Operations Director with a reason on record.

18 Tasks

Small pieces of work — assigned, completed, and reported on.

Admin and HR can assign a task to anyone; a Manager to their own department, and any supervisor or department head to their own team. A task carries a title, instructions, a priority and a start and due date, and can go to several people at once — each gets their own copy to complete.

The assignee sees it in their Inbox and on the Tasks page, starts it, and marks it Completed with a short note on what was done — attaching evidence where needed. Whoever assigned it is notified, and can reopen it with a reason or cancel it. Every step is kept in the task's own history.



The Task Report — completion and on-time rates per employee, overdue work flagged, every completion note on file.

- Overdue tasks are flagged automatically against the due date, in the list, the Inbox and the report.
- Open tasks show on the employee's profile alongside the company assets they hold.
- The Task Report downloads in Excel, PDF or CSV for any date range, department or employee.

19 Shift Management & 24/7 Rosters

Rotations, crews and rest rules — the paper roster, replaced.

HR defines the shifts once — Morning, Afternoon, Night or 12-hour days and nights, each with its break and late grace — then a rotation such as *2 mornings, 2 afternoons, 2 nights, 2 off*. Crews follow it from a start date, offset so the plant is covered around the clock; ready-made 8- and 12-hour four-crew templates load in one click. The roster projects itself, every change is checked against the labour rules (12 hours' rest, six days in a row, no night work under 18), and **Publish & Notify** sends every worker their shifts.



Employee	Crew	Mon 5	Tue 6	Wed 7	Thu 8	Fri 9	Sat 10	Sun 11	Mon 12	Tue 13	Wed 14	Thu 15	Fri 16	Sat 17	Sun 18	Hrs
Amina Mwakyusa LG-101	Crew A	A	A	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	75.0
Eliya Kimaro LG-105	Crew A	A	A	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	75.0
Imani Shayo LG-109	Crew A	A	A	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	75.0
Mwanaidi Bakari LG-113	Crew A	A	A	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	75.0
Baraka Lyimo LG-102	Crew B	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	75.0
Faraji Mushi LG-106	Crew B	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	75.0
Joseph Mrema LG-110	Crew B	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	75.0
Neema Urio LG-114	Crew B	N	N	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	75.0
Chausiku Mollel LG-103	Crew C	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	A	A	75.0
Grace Swai LG-107	Crew C	OFF	OFF	D	D	A	A	N	OFF	D	OFF	D	D	A	A	75.0
Khadija Salim LG-111	Crew C	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	A	A	75.0
Omari Said LG-115	Crew C	OFF	OFF	D	D	A	A	N	N	OFF	OFF	D	D	A	A	75.0
Daudi Massawe LG-104	Crew D	D	D	A	A	N	N	OFF	OFF	D	D	A	A	N	N	90.0
Hamisi Juma LG-108	Crew D	D	D	A	A	N	N	OFF	N	OFF	D	A	A	N	N	90.0
Lucas Minja LG-112	Crew D	D	D	A	A	N	N	OFF	OFF	D	D	A	A	N	N	90.0
Pendo Komba LG-116	Crew D	D	D	A	A	N	N	OFF	OFF	D	D	A	A	N	N	90.0
D on duty		4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	
A on duty		4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	
N on duty		4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	4/4	

Two weeks for four crews of a 24/7 line: public holiday highlighted, swapped days marked, and staffing against the minimum under every day.

- The Shift Dashboard shows who is on shift now, who hasn't clocked in, coverage for the next seven days and open requests.
- Approved leave and public holidays overlaid on the roster; CSV export and a print layout for the notice board.

20 Shift Swaps, Overtime & Shift Pay

Swaps approved in two steps; night and holiday hours paid automatically.

A worker asks a colleague to swap or cover from their phone; the colleague agrees first, then the supervisor approves — with the rest rules re-checked at the moment of approval. Staying past the end of a shift raises an overtime request automatically. Shift workers are paid against the hours they were *rostered*, so working every shift of a rotation earns full basic; night hours (20:00–06:00) earn 5% of the hourly rate and public-holiday hours are paid double, as the ELRA requires — all as settings, not code.

Employee	Attendance Hrs	OT Hours	Bonus	Unpaid Days	Other Allow.	Other Ded.	Gross	PAYE	Net Pay	
LG-100 — Rehema Nyirenda No attendance data	—	0.0	0	0.0	0	0	1,610,000	262,700	**1,186,300**	Payslip
LG-101 — Amina Mwakyusa Shift: rostered 180.0h · night 75.35h · +12,558	171.88	4.5	0	0.0	0	0	755,999	52,080	**628,319**	Payslip
LG-102 — Baraka Lyimo Shift: rostered 165.0h · night 72.09h · +12,015	157.0	2.5	0	0.0	0	0	742,909	49,724	**618,894**	Payslip
LG-103 — Chausiku Mollel Shift: rostered 165.0h · night 68.93h · +11,488	148.9	6.5	0	0.0	0	0	725,318	46,557	**606,229**	Payslip
LG-104 — Daudi Massawe Shift: rostered 165.0h · night 63.36h · +10,560	156.98	1.25	0	0.0	0	0	735,112	48,320	**613,281**	Payslip
LG-105 — Eliya Kimaro Shift: rostered 180.0h · night 80.51h · +13,418	179.07	2.0	0	0.0	0	0	774,517	55,413	**641,652**	Payslip
LG-106 — Faraji Mushi Shift: rostered 165.0h · night 70.42h · +11,737	149.15	1.0	0	0.0	0	0	699,211	41,858	**587,432**	Payslip
LG-107 — Grace Swai Shift: rostered 165.0h · night 76.31h · +12,718	164.79	2.0	0	0.0	0	0	776,757	55,816	**643,265**	Payslip

A locked payroll run: each shift worker's rostered hours, night hours and shift allowance beside ordinary pay.

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PAYSLIP — September 2026

Confidential — Employee Copy

Employee	Amina Mwakyusa (LG-101)
Job Title	Machine Operator
Department	Production
Bank	— — —

Earnings	
Basic Salary	620,678
Housing Allowance	62,068
Transport Allowance	38,196
Other Fixed Allowance	0
Overtime	22,500
Night Shift Allowance (75.35 night hrs)	12,558
Bonus	0
Other Allowance	0
GROSS PAY	**755,999**

Deductions	
Absence Deduction	0

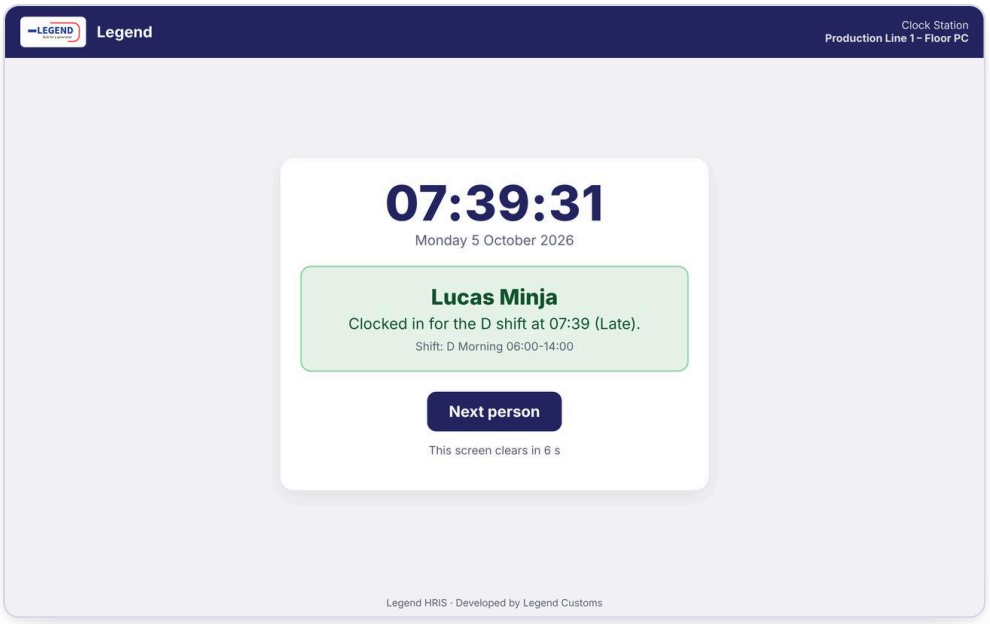
Approved overtime and night allowance on a machine operator's payslip.

- Rostered, night and holiday hours on every shift worker's payroll line.
- Ordinary hours capped at the shift's paid hours — anything beyond goes through overtime approval.
- Shift allowances post to their own account in QuickBooks or Tally Prime.
- Shift Attendance report: rostered vs worked, late, absent, night and holiday hours, in Excel, PDF or CSV.

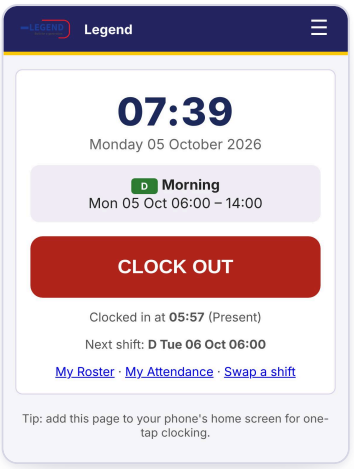
21 Clock Stations & Mobile Clock-in

Any PC, tablet or phone becomes a time clock — own login, no hardware.

No fingerprint readers to buy or repair. Any PC or tablet on the floor becomes a **Clock Station** with a one-time activation code: workers type their own username and password and tap Clock In or Clock Out; the screen confirms name, shift and lateness, then clears itself. On their own phones, staff tap one button and their location is checked against their branch, so clocking in from home is refused.



The Clock Station on Production Line 1 — cleared after six seconds for the next person.



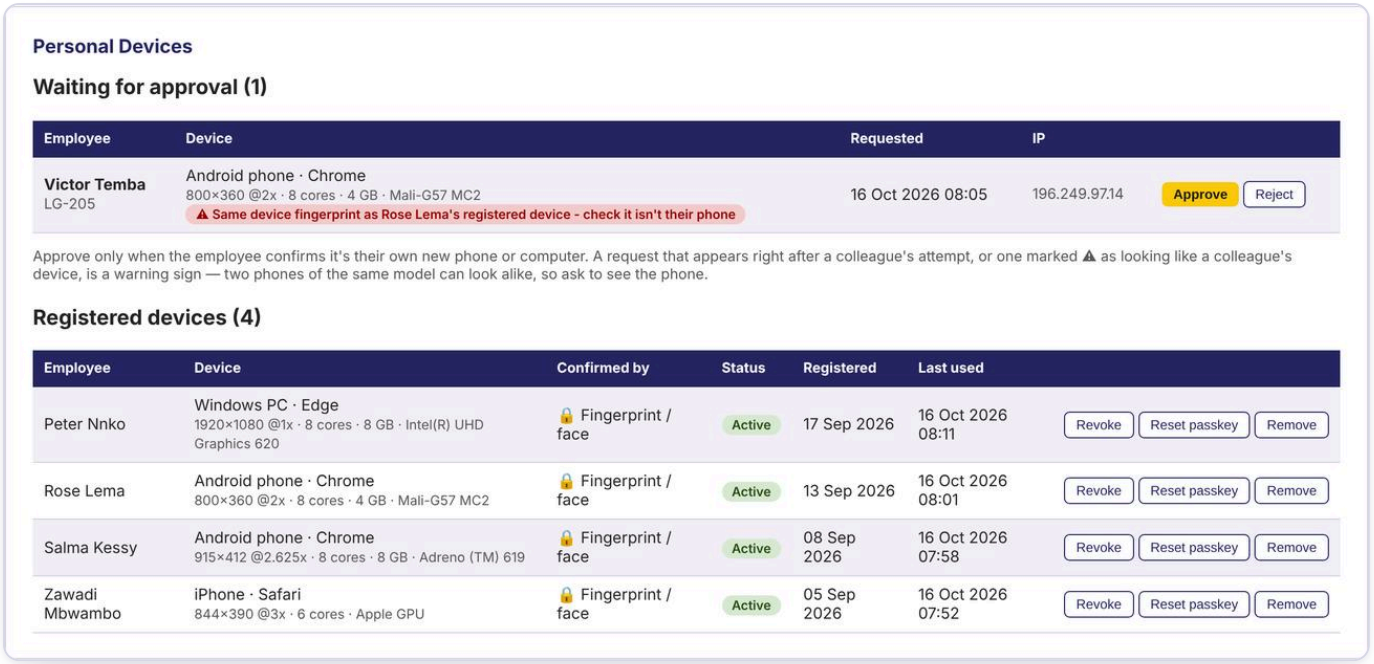
One big button on the worker's own phone.

- Phones, stations, the device API and biometric imports all apply the same roster rules for overnight shifts, lateness and overtime.
- A forgotten clock-out is left open for the supervisor to correct — never a 30-hour shift.
- Wrong passwords count toward the normal lockout; every activation and punch is in the audit log.

22 Device Registration & Fingerprint Clock-in

One phone, one employee — confirmed by its owner's fingerprint or face.

Browsers can't read a phone's IMEI or serial number, so Legend recognises devices the way banking apps do. The first clock-in on a phone registers it to that employee and creates a **passkey** in its security chip; from then on every clock-in on it needs the owner's fingerprint, face or screen lock. A colleague's phone can't clock anyone else in, and a new phone, private window or look-alike device waits for HR approval.



Personal Devices

Waiting for approval (1)

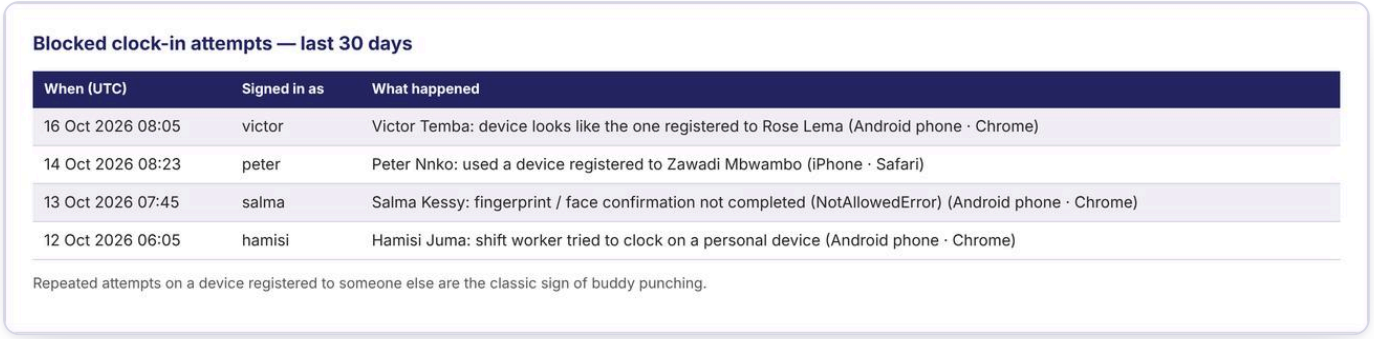
Employee	Device	Requested	IP	
Victor Temba LG-205	Android phone · Chrome 800×360 @2x · 8 cores · 4 GB · Mali-G57 MC2 ⚠ Same device fingerprint as Rose Lema's registered device - check it isn't their phone	16 Oct 2026 08:05	196.249.97.14	Approve Reject

Approve only when the employee confirms it's their own new phone or computer. A request that appears right after a colleague's attempt, or one marked ⚠ as looking like a colleague's device, is a warning sign — two phones of the same model can look alike, so ask to see the phone.

Registered devices (4)

Employee	Device	Confirmed by	Status	Registered	Last used	
Peter Nnko	Windows PC · Edge 1920×1080 @1x · 8 cores · 8 GB · Intel(R) UHD Graphics 620	🔒 Fingerprint / face	Active	17 Sep 2026	16 Oct 2026 08:11	Revoke Reset passkey Remove
Rose Lema	Android phone · Chrome 800×360 @2x · 8 cores · 4 GB · Mali-G57 MC2	🔒 Fingerprint / face	Active	13 Sep 2026	16 Oct 2026 08:01	Revoke Reset passkey Remove
Salma Kessy	Android phone · Chrome 915×412 @2.625x · 8 cores · 8 GB · Adreno (TM) 619	🔒 Fingerprint / face	Active	08 Sep 2026	16 Oct 2026 07:58	Revoke Reset passkey Remove
Zawadi Mbwambo	iPhone · Safari 844×390 @3x · 6 cores · Apple GPU	🔒 Fingerprint / face	Active	05 Sep 2026	16 Oct 2026 07:52	Revoke Reset passkey Remove

Personal devices: phones confirmed by fingerprint or face, and a new device flagged because it looks like a colleague's phone.



Blocked clock-in attempts — last 30 days

When (UTC)	Signed in as	What happened
16 Oct 2026 08:05	victor	Victor Temba: device looks like the one registered to Rose Lema (Android phone · Chrome)
14 Oct 2026 08:23	peter	Peter Nnko: used a device registered to Zawadi Mbwambo (iPhone · Safari)
13 Oct 2026 07:45	salma	Salma Kessy: fingerprint / face confirmation not completed (NotAllowedError) (Android phone · Chrome)
12 Oct 2026 06:05	hamisi	Hamisi Juma: shift worker tried to clock on a personal device (Android phone · Chrome)

Repeated attempts on a device registered to someone else are the classic sign of buddy punching.

Blocked attempts in the last 30 days — the record HR needs to spot buddy punching early.

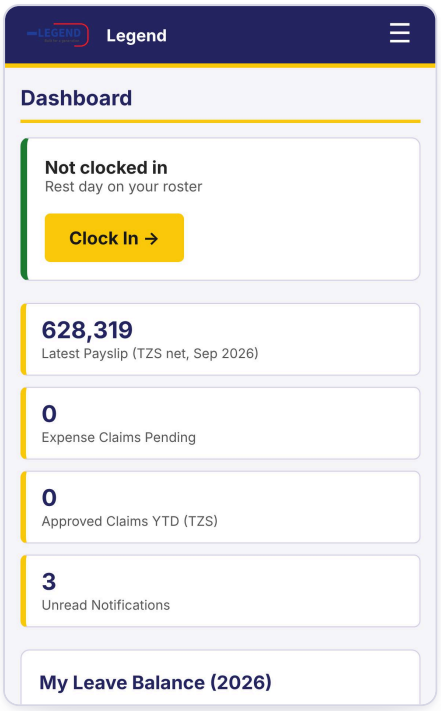
- No fingerprint, face image, IMEI, serial or MAC address is collected — only a public key and a hashed device key.
- Works in Chrome, Safari and Edge on Android, iPhone and Windows Hello laptops; the rules are company settings.

23 Employee Self-Service

Payslips, leave, rosters, swaps and claims — on any phone, no app to install.

Every employee gets their own login, and everything that concerns them is in it: their payslips going back to their first month, leave balances by type, their roster and next shift, the company assets they hold, and the status of every request they have raised. Legend HRIS is a **Progressive Web App**: staff install it on Android phones, iPhones and laptops straight from the browser — no app store, nothing for IT to manage — and it opens full-screen from the home screen with shortcuts to Clock in, Payslips, Leave and Inbox. Payslips and personal records are never stored on the phone.

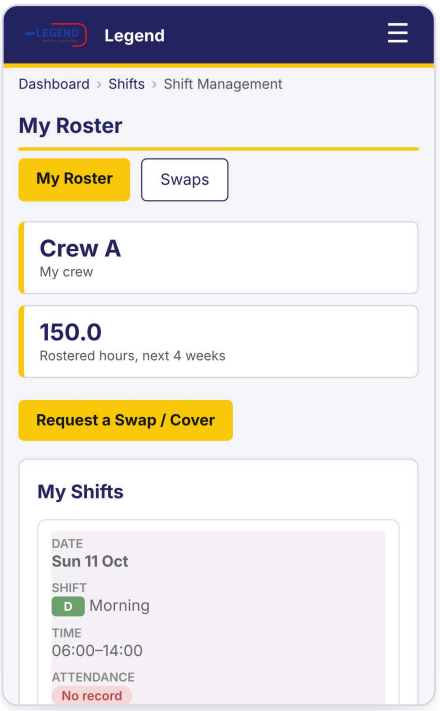
Employees raise their own requests — leave, loans, salary advances, expense claims, imprest, training, asset requests, shift swaps and profile updates — and watch each one move through its approval chain. HR stops re-typing paper forms, and nobody has to ask payroll for a copy of last month's payslip.



My dashboard — clock-in, latest net pay and leave balances.



A machine operator's September payslip, on her phone.



My Roster — crew, hours and the next shifts.

- An Employee sees only their own payslips and records — enforced on every route, not just hidden from the menu.
- Profile changes (bank account, address, next of kin) are requests for HR to approve, never silent edits to the employee master.

24 Approval Matrix & Unified Inbox

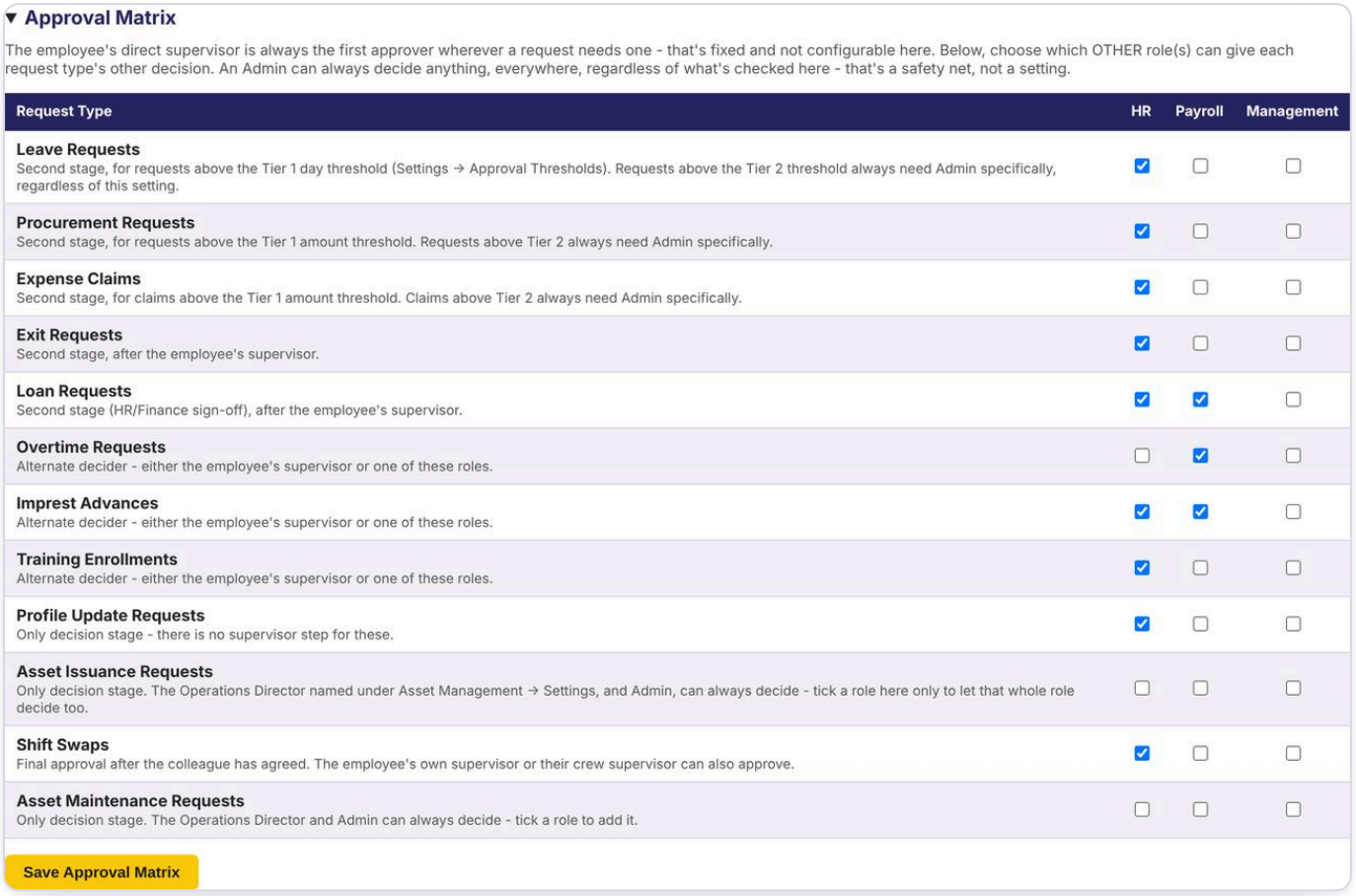
Who approves what, set per workflow — and one inbox for everything waiting.

Every request type follows the same rule: the employee's own supervisor decides first, and the **Approval Matrix** under Settings names which roles — HR, Payroll or Management — make the second decision for leave, loans, claims, procurement, imprest, training, overtime, swaps, asset requests and maintenance. Amount and day thresholds decide when a request also needs an Admin, so small things move quickly and large ones get the right eyes.

Whatever is waiting for a person — an overtime claim, a shift swap, a leave request or a new clock-in device — lands in one **Inbox**, oldest first, showing who raised it, what it is and how long it has waited. Every decision is notified to the requester in-app and by email, and written to the audit log.



Pending My Approval — overtime claims, a shift swap and a new clock-in device that looks like a colleague's phone, each with how long it has waited.

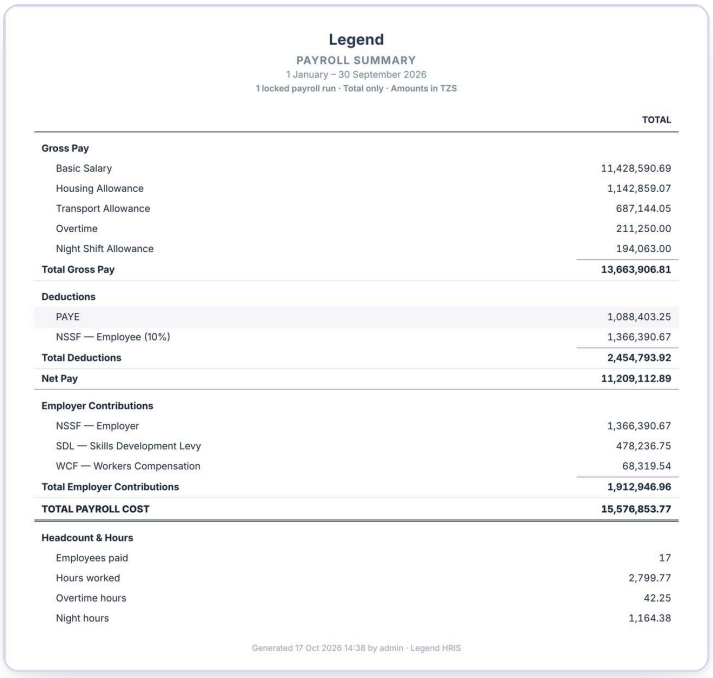


The Approval Matrix — the second decision for each request type, set per company by ticking roles.

25 Reports & Financial Statements

Every report laid out like a P&L — in Excel with live formulas, PDF or CSV.

Reports read the way accountants and auditors already read a QuickBooks or Xero Profit & Loss: company, title, period and basis at the top; lines grouped under bold headings with indented detail; a "Total" under every group; a double rule under the grand total. Group, sort, collapse and choose columns on any report, save it to My Reports, and export the same layout to Excel (live SUBTOTAL formulas), print-ready PDF or CSV.



Legend

PAYROLL SUMMARY

1 January – 30 September 2026

1 locked payroll run · Total only · Amounts in TZS

	TOTAL
Gross Pay	
Basic Salary	11,428,590.69
Housing Allowance	1,142,859.07
Transport Allowance	687,144.05
Overtime	211,250.00
Night Shift Allowance	194,063.00
Total Gross Pay	**13,663,906.81**
Deductions	
PAYE	1,088,403.25
NSSF — Employee (10%)	1,366,390.67
Total Deductions	**2,454,793.92**
Net Pay	**11,209,112.89**
Employer Contributions	
NSSF — Employer	1,366,390.67
SDL — Skills Development Levy	478,236.75
WCF — Workers Compensation	68,319.54
Total Employer Contributions	**1,912,946.96**
TOTAL PAYROLL COST	**15,576,853.77**
Headcount & Hours	
Employees paid	17
Hours worked	2,799.77
Overtime hours	42.25
Night hours	1,164.38

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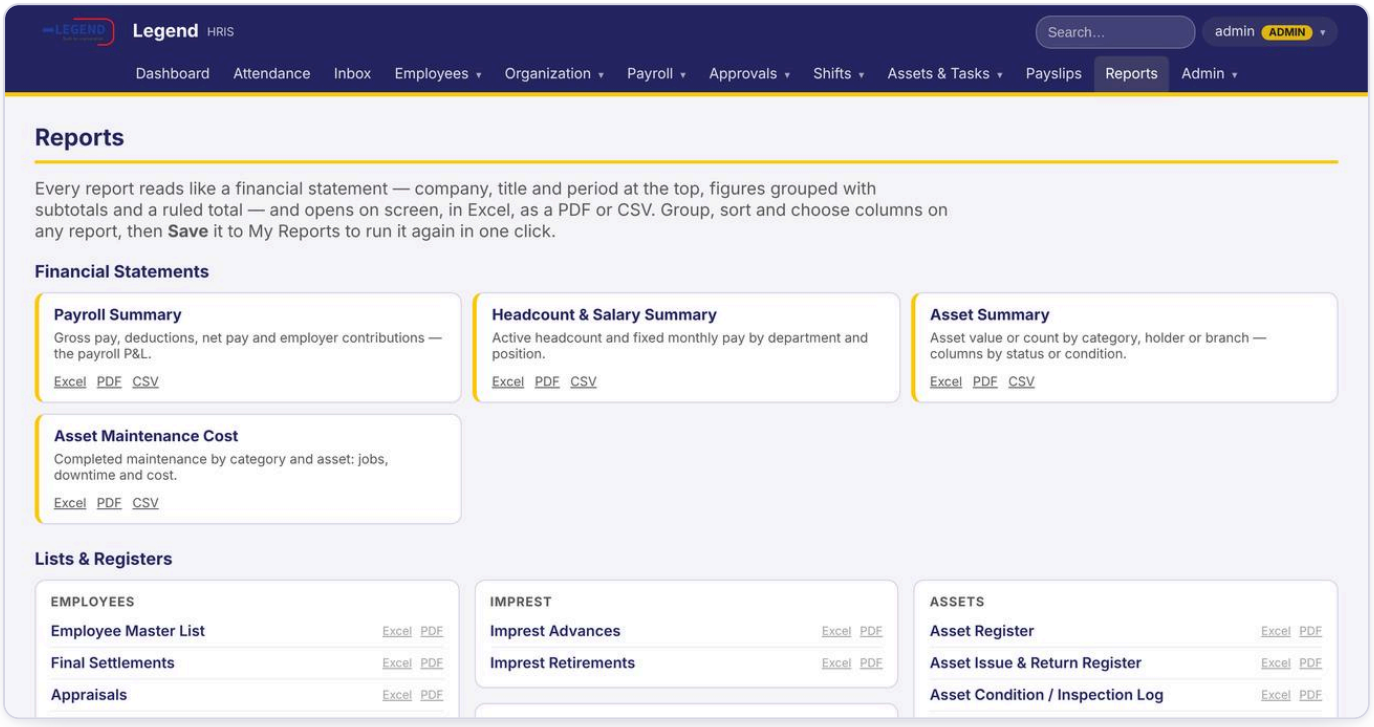
The Payroll Summary — it reconciles to the payroll journal and the net pay paid, to the shilling.

Four financial statements

- **Payroll Summary** — gross pay, every deduction (HESLB and SACCOS on their own lines), net pay and employer cost; by department, month or employee.
- **Headcount & Salary** by department and position.
- **Asset Summary** and **Maintenance Cost**.

Plus 24 lists & registers

Employees, leave, attendance, shifts, loans, claims, imprest, procurement, assets, tasks — and the deduction remittance schedule. Salary statements open only for Admin, HR and Payroll, on screen and in every download.



The Reports centre — My Reports, the financial statements, and every list and register by module.

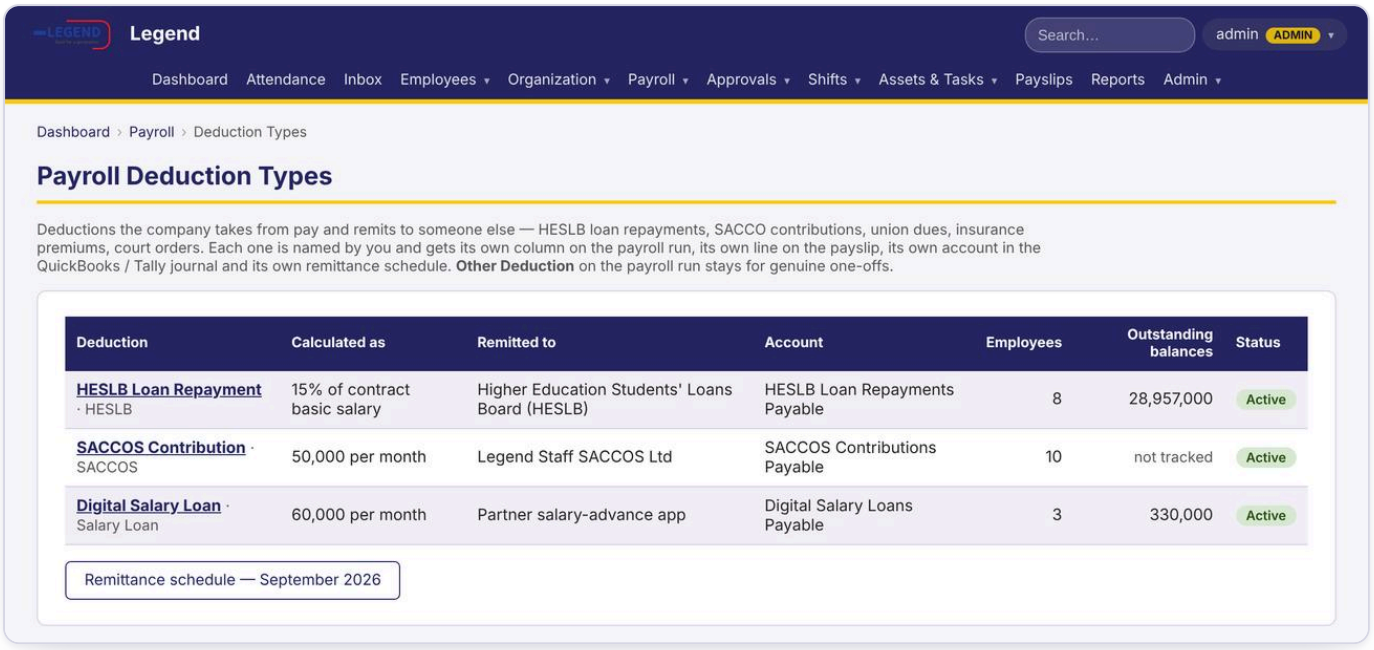
26 Payroll Deductions — HESLB, SACCOS & Salary Loans

Deducted, tracked, remitted and recovered on exit — HESLB first.

THE PROBLEM EVERY TANZANIAN EMPLOYER KNOWS

Your workers aren't just paying PAYE and NSSF. They're repaying student loans to HESLB, salary-linked loans from digital lenders and banks, and credit with your own company SACCOS. Managing those changing balances by hand is a compliance nightmare.

With Legend you open **Payroll → Deduction Types**, switch on the HESLB, bank, lender or SACCOS line, set its rule — 15% of contract basic, a percentage of gross, or a fixed amount — and let the payroll engine handle the rest. It deducts the exact amount every month, brings each employee's balance down, stops when the loan is cleared, and records every shilling on an auditor-style remittance schedule. If the government, a bank or the SACCOS stops a line, switch it off with one click — no empty columns, no mess.



Three deduction lines on a live company: HESLB at 15% of contract basic, the staff SACCOS, and a digital salary loan — each with its payee, account, enrolled staff and outstanding balances.

RULE	HOW LEGEND APPLIES IT
HESLB 15%	On the employee's full **contract** basic, every month — however many hours were worked.
HESLB first	A priority line is taken in full before staff loans and other deductions; if pay is short, the loan instalment is reduced and flagged.
Balances	Fall with every locked run, never go below zero, and stop the deduction when cleared. Unlocking a run puts them back.
Leaving staff	The outstanding HESLB balance — or one month's share, your choice — comes off the final settlement automatically.

LEGEND

LEGEND
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PAYSLIP — September 2026

Confidential — Employee Copy

Employee	Amina Mwakyusa (LG-101)
Job Title	Machine Operator
Department	Production
Bank	— — —

Earnings	
Basic Salary	620,678
Housing Allowance	62,068
Transport Allowance	38,196
Other Fixed Allowance	0
Overtime	22,500
Night Shift Allowance (75.35 night hrs)	12,558
Bonus	0
Other Allowance	0
GROSS PAY	**755,999**

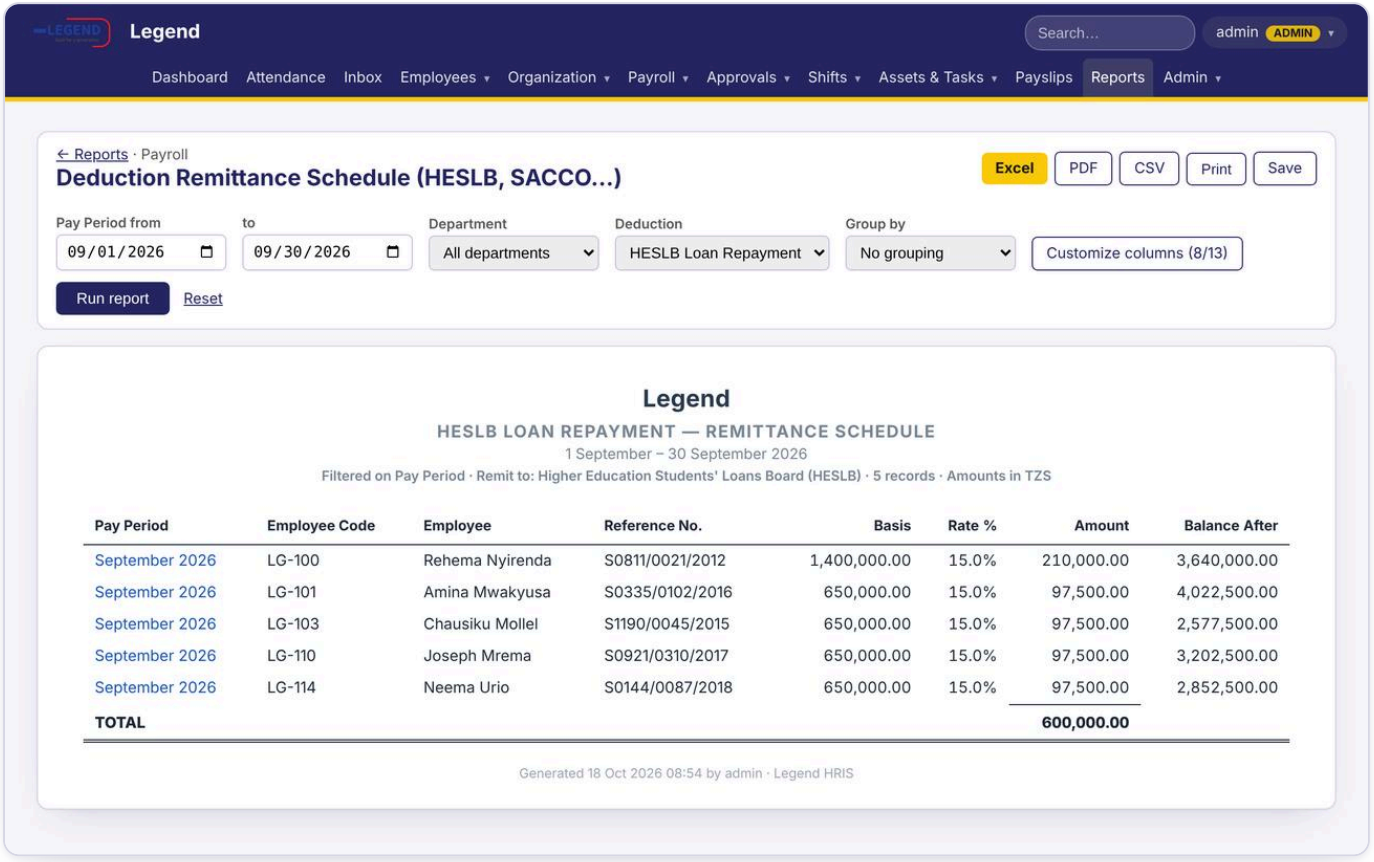
Deductions	
Absence Deduction	0
NSSF Employee Contribution	75,600
PAYE	52,080
Loan / Advance Deduction	0
HESLB Loan Repayment (S0335/0102/2016) 15% Balance after this deduction: 4,022,500	97,500
SACCOS Contribution (SAC-401)	50,000
Other Deduction	0
TOTAL DEDUCTIONS	**275,180**

NET PAY	**TZS 480,819**

This payslip is system-generated and does not require a signature to be valid.

Amina's payslip: HESLB with her Form IV index number and the balance left, and the SACCOS contribution.

- **Enrol in seconds** — paste or upload the list the payee sends you: employee code, reference (Form IV index, member or loan number) and balance.
- **Its own column** on the payroll run, its own line on the payslip and on the Payroll Summary — calculated on every Recalculate.
- **Its own account** in the QuickBooks or Tally Prime journal — HESLB Loan Repayments Payable, SACCOS Contributions Payable — created by the set-up files.
- **Per-employee** rate or amount, start and end dates; stop or resume any line for one person.
- **Safe by design** — payroll refuses to lock if a balance changed since the run was calculated, so nobody is ever deducted twice.
- **Ready-made presets** for HESLB, SACCOS and union dues — every field stays editable; nothing is hard-wired.



The HESLB remittance schedule for September: references, basis, rate, amount and balance left — totalling exactly what the journal credited, in Excel or PDF for the HESLB employer portal.

Tanzania payroll law, encoded exactly.

Every band and rate below is a live, configurable row in the database — not a value baked into the code — so a future rate change is a Settings update, not a code release.

PAYE — Progressive Income Tax Bands

MONTHLY TAXABLE INCOME (TZS)	MARGINAL RATE	TAX DUE
0 – 270,000	0%	—
270,001 – 520,000	8%	on the excess over 270,000
520,001 – 760,000	20%	20,000 + 20% of the excess over 520,000
760,001 – 1,000,000	25%	68,000 + 25% of the excess over 760,000
1,000,001 and above	30%	128,000 + 30% of the excess over 1,000,000

Statutory Contributions & Engine Constants

ITEM	RATE / VALUE
NSSF — Employee	10% of adjusted gross pay
NSSF — Employer	10% of adjusted gross pay
SDL (Skills Development Levy)	3.5% of adjusted gross pay, where applicable
WCF (Workers Compensation Fund)	0.5% of adjusted gross pay
Standard monthly hours	195 hours (configurable per company)
Overtime multiplier	1.5× the hourly rate (configurable per company)

Shift Work — Employment and Labour Relations Act, 2004

RULE	HOW LEGEND HRIS APPLIES IT
Night work allowance	5% of the hourly basic rate for each hour worked 20:00–06:00
Work on a public holiday	Paid at double the hourly rate (100% premium on top of basic)
Rest between shifts	At least 12 hours — checked on every roster change and swap
Weekly rest	No more than 6 consecutive working days — checked on the roster
Young workers	No night work for employees under 18 — checked from date of birth

VERIFIED, NOT ASSUMED

Every one of these formulas — PAYE, NSSF, SDL, WCF, overtime, the loan-deduction interaction — is a direct, hand-checked port of the QB Tanzania Payroll Engine spreadsheet it replaces, matched to the shilling across five employees. The shift rules are covered by the automated test suite: a night shift clocked through, a swap refused for breaking the 12-hour rest, and a night allowance recomputed by hand.

Built on a standard, portable Python stack.

Application: FastAPI + SQLAlchemy 2.0, with Alembic-managed schema migrations that upgrade an existing installation's data in place — nothing is deleted or re-keyed when the schema changes.

Database: PostgreSQL for production (SQLite supported for light single-user evaluation). Multi-company tenant isolation is enforced at the ORM query layer through a single shared event hook, not repeated by hand in every route.

Deployment: documented, tested paths for a Contabo/Ubuntu VPS, cPanel/Verpex shared hosting, and Windows Server — plus a scheduler process kept separate from the web process specifically to avoid duplicate-run bugs under multi-worker deployment. Updates ship as a package that backs up the database first and rolls itself back if anything fails.

Accounting exports: QuickBooks Enterprise IIF journals (with an account set-up file and department Classes) and Tally Prime XML vouchers (with a ledger set-up file and Cost Centres) — plus a Bank Payment Schedule.

Reports: one report engine renders every statement and list identically on screen, in Excel (real numbers, live SUBTOTAL formulas, frozen headings), as a print-ready PDF (landscape when wide, page x of y) and as CSV.

API access: Admin-issued, revocable API keys for programmatic integration — including a clock-in endpoint for any existing time-clock device.

No special hardware: clock-in runs on employees' own registered phones — GPS-checked and confirmed with standard WebAuthn passkeys (fingerprint, face or screen lock) — or on any shared PC or tablet registered as a Clock Station.

Progressive Web App: installable from Chrome, Edge or Safari on Android, iPhone, Windows and Mac, with a full-screen Clock Station app for floor tablets; an offline screen, but no pay data ever cached on the device.

Responsive layout: a mobile layer (collapsing nav, single-column grids, horizontally-scrolling tables) built into the shared page template, so it applies uniformly rather than being retrofitted page by page.

Quality & verification discipline

This platform is developed the same way throughout: every feature is reproduced and verified against the real running application over genuine HTTP requests — not asserted from reading the code — and every fix to a reported bug is verified against the exact original failure before being considered done. A 175-test automated regression suite runs across all five roles before anything ships, and cross-company tenant isolation is tested on every release: the suite signs in as one company and tries to open, export, edit and delete another company's records and reports by ID.

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Every screenshot in this brochure came from a real running instance of Legend HRIS. We can set up a live walkthrough on your own company structure, or a trial environment seeded with your own departments and pay scales.

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