Pension Contribution System Developed by Gemspay Solutions Limited

Employer Manual



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• EMPLOYER REGISTRATION

This is the area where the employer gets registered on the solution. Follow the details below to register

	Employer Registration
EMPLOYER DETAILS	EMPLOYER ADMIN ACCOUNT
Employer Code	First Name
Employer Name	Last Name
Email	Staff Email
Contact Number	Staff Phone
Head Office Address	Password
	Confirm Password
By registering, I agree to the <u>Terms of Serv</u>	ice
	BECHTED

Figure 1: Registration Page



- 1. Enter your employer code
- 2. Supply other fields as required
- 3. Agree to the terms of service
- 4. Click register
- 5. The system then sends an email to the employer admin to verify the registration

5	Pencco. Pension contributions made easy.
	Email Verification
	Thanks for signing up! Before getting started, could you verify your email address by clicking on the link we just emailed to you? If you didn't receive the email, we will gladly send you another.
	RESEND VERIFICATION EMAIL
	Log Out

Figure 2: Email verification page

6. Once the verification is done, then the company is ready to start submitting schedule



• EMPLOYER LOGIN

The login screen is where you can enter your credentials to have access to the solution. All you need is to supply your admin email and password and click the login. You can also click employer registration, if you do not currently have an account on the solution.

Pencco.
Pension contributions made easy.
Email
Email Address
Password
Password
Forgot password?
LOGIN
Employer Registration Contact Us
Download User Manual

Figure 3: Login Page



• SOLUTON DASHBOARD

This is where all functionality of the solution is kept. From here you can navigate through and perform all the actions you want.

Pencco.	Dashboard	Contributions 🗸	Approvals 🗸	Payment History	Administration 🗘	Samuel Aramide
Dashboard						
★ You recently paid a schedule of ₩985,000 for January 2021	. Would you like to use the same schedule a	gain?				Pay again →
Dashboard Stat 1 1000	Dashboard Stat 2 N1000		Dashboard Stat 3 1000		Dashboard Stat 4 1000	
Other dashboard blocks here						

Figure 4: Dashboard

• APPROVER SETUP

Schedules created on the solution pass through approval. This approval could be done by the creator or initiator of the schedule, or a designated user on-boarded on the system with the **Authorizer** role. The setup maps a user to an approver and an approver substitute after which all schedules created by the designated user will be approved by the mapped approvers.

Dashboard	c	losed Approvals	
★ Would you like to create a new schedule and pay?	G	General Setup	upload Schedule
User Stats 3 Total Schedule Uploaded		Approval Templates Jser Setups	Pending Payment

Figure 5: Approver setup button

- 1. From the top menu, click Approvals and from the drop-down menu, select User Setup.
- 2. The following screen is displayed from which you see the list of approval setups and can also create a new setup by clicking the **New Setup** button as highlighted in the image below.



Pencco.	Dashboard	Contributions 🗸	Approvals ¥	Payment History	Administration 🌣	Aramide
♣ Home > Approval User Setup						
Approval User Setup						
						New User Setup
USER	APPROVER		SUBSTITUTE		ACTION	
	Samuel Aramide		Opevemi Matti		Edit	

Figure 6: Approver setup list page

3. On the setup page, you select the user and the corresponding approver alongside the approver substitute and click save.

Pencco.		Dashboard	Contributions v	Approvals ~	Payment History	Administration 🚯	Samuel Aramide	
♣ Home > Approva Create Approva	I User Setup > Create User Setup I User Setup							
Create Appro Setup a user for a	val User Setup pproval purposes and administration.	Select the User Samuel Aramide Who is the Approver? Opeyemi Matti Who is the Substitute Search Users Samuel Aramide Opeyemi Matti Ara we31	e ® , @ ?					

Figure 7: Approver setup page



USER MANAGEMENT

1. From the top menu, click Administration and from the drop-down menu, select User

Setup.

Pencco.	Dashboard	Contributions ~ Approvals ~	Payment History	Administration 🌣	Samuel Aramide
Dashboard			Ŷ	Users Company Profile	
★ Would you like to create a new schedule and pay?					upload Schedule –
User Stats 3	Total Schedule Uploaded	Total Payment 2		Pending Payment 0	

Figure 8: New user page button

2. The user list page is displayed. From this page, you can create a new user or update existing user's details.

Pencco.		Dashboard	Contributions ~	Approvals ~	Payment History	Administration 🗘	Samuel Aramide
♣ Home > Users list Users on Gems Consulting						⊏>[+ NEW USER
FIRST NAME	LAST NAME	¢	EMAIL	¢	STATUS	Search:	ACTIONS 🕀
Ara	we31		elemes11@example.con	1	inactive		
Opeyemi	Matti		o.matti@gems-consult.co	m	inactive	🗹 Edit	
Samuel	Aramide		s.aramide@gems-consult.c	om	Active		+ :

Figure 9: User management page

3. On click of the **NEW USER** button, the page below is displayed where you enter the details of the new user and then submit. The system notifies the new user via email containing details of the account created.



Pencco.	Dashboard	Contributions 🗸	Approvals 🗸	Payment History	Administration 🏠	Samuel Aramide
mome > Users list > Create a user						
Create a New User						
User Information	First Name					
create a new user for your organization.						
	Last Name					
	Email Address					
	Employee Number					
	Phone Number					
	Password					
	Confirm Password					
	Role					
	Search Roles!					
				_		
				SAVE		



• UPLOADING A SCHEDULE

To upload a schedule, simply follow the guidelines below.

Pencco.	Dashboar	Contributions 🗸	Approvals 🗸	Payment History	Administration 🔅	Samuel Aramide
Dashboard		All Schedules				
★ Would you like to create a new schedule and pay?	★ Would you like to create a new schedule and pay?					upload Schedule →
No. Con	Test Charles University	Draft Schedules	Total Burners		Den d'en Derenant	
User Stats 3	Total Schedule Uploaded	Pending Payment	1 1 1		Pending Payment 0	

Figure 11: Create Schedule



1. From the menu, click contributions and inside the menu popup, click Create new

Schedule

2. The following screen appears

Pencco.	Dashboard	Contributions ~	Approvals 🗸	Payment History	Administration 🌣	Samuel Aramide	,
A Hama) - Crasto Schadula							
New Schedule							
Schedule Uploader							
		Perio	od Start:		Period End:		
Start Schedule Upload			5		Ē		
Tick if this is an Arrears Schedule				💶 Download Schedu	Ile Template UPLOAD	SCHEDULE	

Figure 12: Create new schedule screen

3. From the screen above, you can download the template by clicking Download Template,

then fill the template as shown below. If you already have your template filled, proceed to

step 4

Α	В	С	D	E	F	G	н	L. L.	J	К	L	М
pfa_code	employer_code	rsa_number	total_amount	employee_name	employee_no	employee_contribution	employer_contribut	employee_avc	employer_avc	contribution_year	contributi	on_month
33	PR000002098	PEN210189381	100000	Queen Olugbiyro	011	70000	30000	0	0	2025	January	
21	PR000002098	PEN100632494	100000	Adebola Ogunley	001	70000	30000	0	0	2025	January	
21	PR000002098	PEN200646382	100000	Oluwatosin Abim	005	70000	30000	0	0	2025	January	
33	PR0000002098	PEN100435186	100000	Chinedu Maduek	006	70000	30000	0	0	2025	January	

Figure 13: Schedule Sample

4. Once you have your schedule in the template, click the **Start Schedule Upload** button



Pencco.	Dashboard	Contributions v	Approvals 🗸	Payment History	Administration 🕻	Samuel Aramide	~
✿ Home > Create Schedule							
New Schedule							
Schedule Oploader		Period Start		Per	iod End:		
Tick If this is an Arrears Schedule				Download Schedule Template		JPLOAD SCHEDULE	

Figure 14: Upload schedule button

		Approvals V Payment History	Administration O Samuel Aramide
♣ Home > Create Schedule New Schedule Schedule Uploader Start Tick if this is an Arrange Schedule	 Upload CSV File Does your CSV contain headers? Choose File Schedule 2Itiple pfa.csv Next > 	×	iod End:
		UPLOAD >>> CANCEL	Template UPLOAD SCHEDULE

Figure 15: Upload schedule popup

- 5. From the popup window as shown above, click **Choose File** and select the template you just created or updated
- 6. Click the **Does your CSV contain headers** if your CSV schedule file has header
- 7. Click Next to continue

A Hone 2 Create Schedule New Schedule Uploader Store 5 Chedule Uploader Store 5 Tack if this is an Arrears Schedule Fin Code PFA Code	
I tone 2 Create Schedule Next Schedule Schedule Uploader Stredtie Uploader Tack if this is an Arrears Schedule RSA Number Total Total Employee Code Employee No Employee No Employee Contribution Employee Contribution Employee AVC	
New Schedule schedule Uploader stretule Stretule <	
Schedule Uploader Start 5 Tack If this is an Arrears Schedule RA Number Total Employee Name Employee Name Employee Contribution Employee Contribution Employee Contribution Employee Contribution Employee Contribution Employee ANC	
Schedule Uploader Imported Fields PFA Code PFA Code Imployer Code Employer Code Total Employee Non Employee Contribution Employee Contribution Employee AVC Employee AVC Employee AVC Employee AVC Contribution Month	
Start 5 Start 5 PFA Code Employer Code RSA Number Total Employee No Employee No Employee Contribution Employee Contribution Employee AVC Employee AVC Employee AVC Employee AVC Contribution Month	
Start 3 Employer Code SAN Number Total Total Employee No Employee No Employee Contribution Employee Contribution Employee AVC Employee AVC Employee AVC Employee AVC Contribution Month	
Employer Code BSA Number Total Total Employee Name Employee No Employee Contribution Employee Contribution Employee AVC Employer AVC Contribution Month	
RSA Number Image: Contribution Total Image: Contribution Employee Contribution Image: Contribution Employee AVC Image: Contribution Employer AVC Image: Contribution Contribution Month Image: Contribution	
Total ~ Employee Name ~ Employee No ~ Employee Contribution ~ Employee Contribution ~ Employee AVC ~ Employee AVC ~ Contribution Year ~ Contribution Month ~	
Employee Name Employee No Employee Contribution Employer Contribution Employee AVC Employee AVC Contribution Year Contribution Month	
Employee No ~ Employee Contribution ~ Employee AVC ~ Employer AVC ~ Contribution Vear ~ Contribution Month ~	
Employee Contribution ~ Employee Contribution ~ Employee AVC ~ Employee AVC ~ Contribution Year ~ Contribution Month ~	
Employer Contribution ~ Employee AVC ~ Employer AVC ~ Contribution Year ~ Contribution Month ~	
Employee AVC Employer AVC Contribution Year Contribution Month	
Employer AVC Contribution Year Contribution Month	
Contribution Year Contribution Month	
Contribution Month ~	

Figure 16: Schedule file field mapping

- 8. Now map the columns on the CSV to the required columns as shown in Figure 10
- 9. Click the "UPLOAD >>>" button

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Pencco.	Dashboard	Contributions ~	Approvals 🗸	Payment History	Administration 🌣	Samuel Aramide	
★ Home > Create Schedule							
New Schedule	Л						
Schedule Uploader				V			
		Period Sta	rt:	Per	iod End:		
Start Schedule Upload							
Tick If this is an Arrears Schedule				💶 Download Schedu	le Template UPL	OAD SCHEDULE	

Figure 17: Schedule period fields

10. You can upload schedules for multiple period as well.



- 11. In the Period Start Date, specify the date the schedule starts
- 12. In the Period End Date, specify the date the period end
- 13. If the upload contains arrears payment, then click the Tick if this is an Arrears Schedule
- 14. Then finally click Upload Schedule

pload Results											
Total Amount: ₦ 400000		Period: [9EC-2024 - DEC-2024		No of PFAs: 2		No of Entri	es: 4			
						> [SAVE DRAFT	su	BMIT SCHEDULE		
Schedule Breakdown											
S/N PFA EMPLOYER CODE TOTAL AMO 1. AIICO PENSION MANAGERS LIMITED	UNT (N) RSA PIN EMPLO	100,000.00	PEN210189381485	CONTRIB. AVC EMPLOYEE AV	O11	30,000.00	70,000.00	0.00	0.00		
2. STANBIC IBTC PENSION MANAGERS LIMITED	PR000002098	100,000.00	PEN100632494319	Adebola Ogunleye	001	30,000.00	70,000.00	0.00	0.00		
3. STANBIC IBTC PENSION MANAGERS LIMITED	PR000002098	100,000.00	PEN200646382519	Oluwatosin Abimbola	005	30,000.00	70,000.00	0.00	0.00		
4. AIICO PENSION MANAGERS	PR000002098	100,000.00	PEN100435186412	Chinedu Madueke	006	30,000.00	70,000.00	0.00	0.00		

Figure 18: Save as Draft or Submit uploaded schedule

- 15. This will upload the schedule and await your decision to either save as draft or Submit Schedule (If you want to update the schedule at a later time, then click Save Draft, If you are okay with the uploaded schedule, then click Submit Schedule)
- 16. Now click Submit schedule and the schedule will be submitted awaiting approval

encco.			Dashboard	Contributions v	Approvals 🗸	Payment History	Administration 🔅	Samuel Aramide
Schedule submitted :	successfully and is pending app	proval						
Home > All Sched	ules							
y Schedules								
All Available Sc	hedules							
COBY	YCEL DDE							+ New Schedule
							Search:	
S/N 🔺	SCHEDULE ID	₹	PERIOD	÷	TOTAL AMOUNT (#)	÷	STATUS	\Rightarrow Action \Rightarrow
1.	PENC-250		Dec-2024 - Dec-2024		400000	F	PENDING APPROVAL	:

Figure 19: Schedule uploaded, awaiting approval

• APPROVE A SCHEDULE

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To approve an already uploaded schedule, you must have been given the rights to approve schedules on the solution then follow the details below

1. Click Approval and from menu popup, click Pending Approval

Pending Approvals	
Schedule submitted successfully and is pending approval Closed Approvals	¢
♠ Home > All Schedules General Setup	
My Schedules Approval Templates	
All Available Schedules	

Figure 20: Pending approval button

- 2. Select the schedule you want to approve, scroll to the right and click the action button
- 3. Select view



Pencco.		Dashboard	Contributions 👻	Approvals 🖌	Payment History	Administration 🌣	Samuel v Aramide
All Sche	edules						
My Schedules							
All Available	Schedules						
						4	New Schedule
COPY CSV	EXCEL PDF					Search:	
S/N 🄺	SCHEDULE ID	\$ PERIOD	\$	TOTAL AMOUNT (N)	\$	STATUS	ACTION 🖗
1.	PENC-237	Dec-2024 - Dec-2024		400000	PE	NDING APPROVAL	
2.	PENC-236	Jan-2025 - Jan-2025		400000	PE	NDING PAYNE	



4. You will see the details of the uploaded schedule categorized into the respective PFAs

Pencco.	Dasht	ooard Contr	ributions 🗸 🖌	Approvals 🗸	Payment History	Administration O	Samuel Aramide
✤ Home > All Submitted Schedules > PENC-250 Submitted Schedule Details							
Schedule ID: PENC-250 [pending approval]						REQUEST CHANGE	AUTHORIZE
Total Amount: N 400000	Period: DEC-2024	- DEC-2024		No of PFAs: 2		No of Entries: 4	
Schedule Awaiting Authorization							
COPY CSV EXCEL PDF						Search:	
S/N 🎍 PFA 🔶	TOTAL AMOUNT (N) 👙 E	MPLOYEES \$	PERIOD	DATE UPL	.OADED 👙 F	PAYMENT STATUS	ACTION
1. AIICO PENSION MANAGERS LIMITED	200,000.00	2	Dec-2024 - Dec-202	4 2025	-02-18	pending	:
2. STANBIC IBTC PENSION MANAGERS LIMITED	200,000.00	2	Dec-2024 - Dec-202	4 2025	-02-18	pending	:





5. To see the employees in the schedule, scroll to the right and click the action button next to any of the PFAs then select Detailed View

Pencco.	Dashboard	Contributions ~ A	pprovals 👻 Payment Hi	story Administration 🗘	Samuel Aramide
★ Home > All Submitted Schedules > PENC-250 Submitted Schedule Details					
Schedule ID: PENC-250 pending approval				REQUEST CHANGE	AUTHORIZE
Total Amount: N 400000	Period: DEC-2024 - DEC-2024		No of PFAs: 2	No of Entries: 4	
Schedule Awaiting Authorization					
COPY CSV EXCEL PDF				Search:	ft
S/N 🔺 PFA 🔶	TOTAL AMOUNT (N)	≜ PERIOD		PAYMENT STATUS \Rightarrow	ACTION
1. AIICO PENSION MANAGERS LIMITED	200,000.00 2	Dec-2024 - Dec-202	4 2025-02-18	pending	:
2. STANBIC IBTC PENSION MANAGERS LIMITED	200,000.00 2	Dec-2024 - Dec-202	4 2025-02-18	pending	Detailed View

Figure 23: View schedule details per PFA button

Home > All Submitted Schedules > Back		
Schedules Grouped by PFA		
Employee schedules grouped under AIICO PENSION MA	IAGERS LIMITED	
PFA	AIICO PENSION MANAGERS LIMITED	
TOTAL AMOUNT	200,000.00	
TOTAL EMPLOYEES	2	
PERIOD	Dec-2024 - Dec-2024	
DATE UPLOADED	2025-02-18	
Schedule Breakdown		
COPY CSV EXCEL PDF		Search:
S/N 🍐 PFA	φ — Total amount (N) $~\varphi$ — RSA PIN $~\varphi$	Employee φ employee no. φ employer contrib. (n) \langle
1. AIICO PENSION MANAGERS LIMITED PR0000002098	100,000.00 PEN210189381485	Queen Olugbiyro 011 30000
2. AIICO PENSION MANAGERS LIMITED PR0000002098	100.000.00 PEN100435186412	Chinedu Madueke 006 30000

Figure 24: Schedule details by PFA



- 6. The above Figure 18 shows the list of employees in the schedule for that PFA
- 7. To approve the schedule, at the top of the schedule, Click Authorize as seen in Figure 17 above.

Pencco.	Dashboard	Contributions 👻	Approvals 🗸	Payment History	Administration 🔅	Samuel Aramide
Document Approved Successfully						×
♠ Home > Approved Schedules						
Approved Schedules						
Schedule Breakdown						
					+	New Schedule
					·	
					Search:	
S/N 🔺 SCHEDULE ID		¢	TOTAL AMOUNT (N)	¢	STATUS	♦ ACTION ♦
1. PENC-250	Dec-2024 - Dec-2024		400000	pending	payment	٢

Figure 25: Approved schedule pending payment

8. The schedule status will then change into Pending Payment as shown in Figure 19 above



• SCHEDULE PAYMENT

To make payment for any schedule, follow the details below.

1. Click Contribution and from the menu popup, click Pending Payment

Pencco.	Dashboard	Contributions v	Approvals 🗸	Payment History	Administration 🍄	Samuel Aramide
		Create New Schedule				
Dashboard		All Schedules				
★ Would you like to create a new schedule and pay?		Submitted Schedules				upload Schedule →
in the first	Test Checkels University	Draft Schedules	Tracil Document		Danadiana Daramanana	
user stats		Pending Payment	1		Pending Payment	

Figure 26: Schedule pending payment page button

2. This will display all schedules awaiting payment

Pencco.		Dashboard	Contributions	 Approvals 	Payment History	Administration	 Samuel Aramide
♣ Home > Approved Approved Sched	l Schedules ules						
Schedule Breal	kdown						
COPY CSV E	XCEL PDF					Search:	+ New Schedule
S/N 🔺	SCHEDULE ID	\$ PERIOD	\$	TOTAL AMOUNT (N)	\$	STATUS	\diamond action \diamond
1.	PENC-250	Dec-2024 - Dec-2024		400000	pending	payment	۲

Figure 27: Schedules pending payment list page

3. From the right-hand side, click the action button to see the details categorized by PFA.

Pencco.	Dashboard	Contributions ·	✓ Approvals ✓	Payment History	Administration 🔅	Samuel Aramide 、
Approved Schedule Details					_	
Schedule ID: PENC-250 (perding payment)						RE-OPEN
Total Amount: N 400000 Pending Amount: N 40000	00	Period: DEC-2024 - D	PEC-2024	No of PFAs: 2	No of Entries: 4	
Schedule Awaiting Authorization						
COPY CSV EXCEL PDF					Search:	
	(N) \$	EMPLOYEES \$	PERIOD	DATE UPLOADED	PAYMENT STATUS	ACTION 👙
1. AILCO PENSION MANAGERS LIMITED 200000 2. STANBIC IBTC PENSION MANAGERS LIMITED 200000		2	Dec-2024 - Dec-2024	2025-02-18	pending	

Figure 28: Schedule payment details per PFA

4. You can decide to pay a single PFA or select all PFAs and make multiple payments

Single Payment

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- 5. Select the PFA you want to pay for
- 6. On the right-hand side, click action and select Pay single

Schedule Awaiting Authorization				
COPY CSV EXCEL PDF				Search:
	♦ EMPLOYEES	♦ PERIOD	DATE UPLOADED	$\ensuremath{\widehat{\varphi}}$ payment status $\ensuremath{\widehat{\varphi}}$ action $\ensuremath{\widehat{\varphi}}$
1. AIICO PENSION MANAGERS LIMITED 200000	2	Dec-2024 - Dec-2024	2025-02-18	pending
2. STANBIC IBTC PENSION MANAGERS LIMITED 200000	2	Dec-2024 - Dec-2024	2025-02-18	r 🖿 Detailed View
			ſ	Pay Single

Figure 29: Pay Single PFA button



Multiple Payment

- 7. From the left-hand side, select multiple PFAs by clicking the checkbox next to the PFAs you would like to pay
- 8. A Bulk Action button will appear at the top pf the schedule lines as shown below

Pencco.		Dashboard	Contributions 🗸 🗛	pprovals 🗸	Payment History	Administration 🗘	Samuel Aramide	~
	word Schodular > DENC 350							
All Appro	oved Schedules > PENC-250							
Approved Schee	dule Details							
Schedule ID: PE	NC-250 people navment					Г	RE-OREN	_
benediate ibi i E	penning payment					L	RE-OF EN	_
Total Amount: N 4	100000 P	ending Amount: N 400000	Period: DEC-2024 - DEC-2024		No of PFAs: 2	No of Entries: 4		
Schedule Awa	iting Authorization							
Bulk Action	コ くコ							
Make Payment	ATTOUNT (N EMPLOYEES PERIOD DATE U	PLOADED PAYMENT STATUS ACTION						
	VICO PENSION MANAGERS	200000 2	Dec-2024 - I	Dec-2024	2025-02-18	pending	:	
✓ 2.	STANBIC IBTC PENSION MANAGERS LIMITED	200000 2	Dec-2024 -	Dec-2024	2025-02-18	pending	:	

Figure 30: Bulk payment option

- 9. Click the Bulk Action and select make payment, this will open the payment gateways available
- 10. Also, a summary of the payment will also be shown as seen below



ibutions v Approvals v Payment History Administration O Samuel v Aramide v
×
How would you like to pay?
Oktopus Oktopus by Gemspay
Kollect Kollect Kollect by Gemspay
I confirm that I want to make this payment through this portal. PROCEED

Figure 31: Payment gateway select display

N/B: Oktopus is a direct debit payment option where with approval your designated account is debited and beneficiaries which in this case are the PFAs credited instantly.

11. Select the gateway you want to use and procced with payment

Pencco.	Dashboard	Contributions ~	Approvals 👻	Payment History	Administration 🌣	Oscar Ekeyekwu
Payment						
- ayment						
		Start Payment 🦄				

Figure 32: Payment confirmation page

12. Click start Payment to open the widget for payment



Gemspay	o.ekeyekwu@gems-consult.com Amount: NGN 400,000.00
PAY WITH \$7 Transfer # USSD	E-TRANSFER Transfer to Pencco SELECT PREFERRED BANK - select -
	Pencco Secured by Gemspay.

Figure 33: Kollect Kollect by Gemspay widget

- 13. Select the channel you would like to use for payment
- 14. After completing payment, the schedule status will be updated to Paid after confirmation of the payment.

encco.		Dashboard	Contributions Y	Approvals 🗸	Payment History	Administration 🏼 🌣	Samuel Aramide
Home > All Sched	ules						
y Schedules							
All Available Sc	hedules						
							+ New Schedule
COPY CSV E	XCEL PDF					Search:	
S/N 🔺	SCHEDULE ID	\$ PERIOD	¢	TOTAL AMOUNT (N)	\$	STATUS	$\ensuremath{\hat{\diamond}}$ action $\ensuremath{\hat{\diamond}}$
1.	PENC-250	Dec-2024 - Dec-2024		400000		PAID	:
8				207200		24/2	

Figure 34: Schedule status updated as PAID

N/B: Upon confirmation of payment and update of the schedule, the schedule details are automatically forwarded to the PFAs and PFCs.

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