Payslip

Global Payroll Technology Solution

Business Case

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The business case for global payroll

In this document, we will outline some core reasons why global employers now require innovative technology and a global payroll control platform to deliver and manage multi country global payroll.

Payroll complexity requires an innovative solution

What you have doesn't work very well or is unsustainable

Global payroll professionals at multinational companies are frustrated, overworked and underserved by technology. This is what the current process looks like at many global companies:

- ⊖ Manual spreadsheets - slow processing and high risk
- ⊖ Non standardized data held in multiple systems
- ⊖ Limited or no reporting - no bigger picture insights
- ⊖ Decades old aggregator services model - no longer fit for purpose

- ⊖ No digitization or innovative software
- ⊖ No central governance or clear view of what is actually happening
- ⊖ Data flow connection and integration challenges
- ⊖ Major compliance and data security concerns

It doesn't work for current challenges and now you are also being asked to

Pay and manage hybrid, remote and 'work from anywhere' workforce	Comply with new privacy and data security laws
Locate and set up new In Country Providers (ICPs) quickly to facilitate growth	Deliver more detailed and comprehensive multi country reporting for cost comparisons across countries.
Manage new compliance and regulation responsibilities	Deal with employee payroll data queries from an expanding international workforce
Deal with the explosion of nuanced compensation and benefits packages	

You are being asked to manage all of this without automation, integrated data flows, standardized process and innovative digital tools. it cannot be done. Change is necessary and 100% justified.

Assess your needs

Think about your requirements for the next 5 years.

- **?** How much hiring do you expect to do and is your global payroll delivery service a scalable one that can cope?

- **?** Is your process suited to remote, hybrid-working and 'work from anywhere' workforce?

- **?** Are you prepared for nuanced compensation packages e.g. earned wage access or the need to connect with external benefits providers?

- **?** What countries and regions can you expect to be in- how will you source and manage vendors/local providers there, what are the compliance requirements?

- **?** Do you need your data standardized at a global level?

- **?** What specific payroll reporting will you require? For which stakeholders across the business; finance, HR, C-suite? How much time will it take for report creation & data collection?

- **?** Do you have an employee self service module in place? Do you need one?

- **?** What are your InfoSec, data security, privacy, GDPR and compliance requirements?

- **?** What about data flows from HR/HCM and finance/ERP- do you have integrations which can automate seamless data transfers- data only grows, never shrinks.

Ability to scale

You also need to think about the future and growth efficiency. You need a global payroll process that can support and facilitate company scaling objectives, instead of being a blocker to progress. Is your current process fit for purpose in the long term and is it the right fit when it comes to the strategic growth objectives of your organization- if you need to expand into 5+ countries relatively quickly and pay a growing international workforce in a compliant manner, can you do it?

Outline your current payroll costs and why they represent poor value for money in the long term
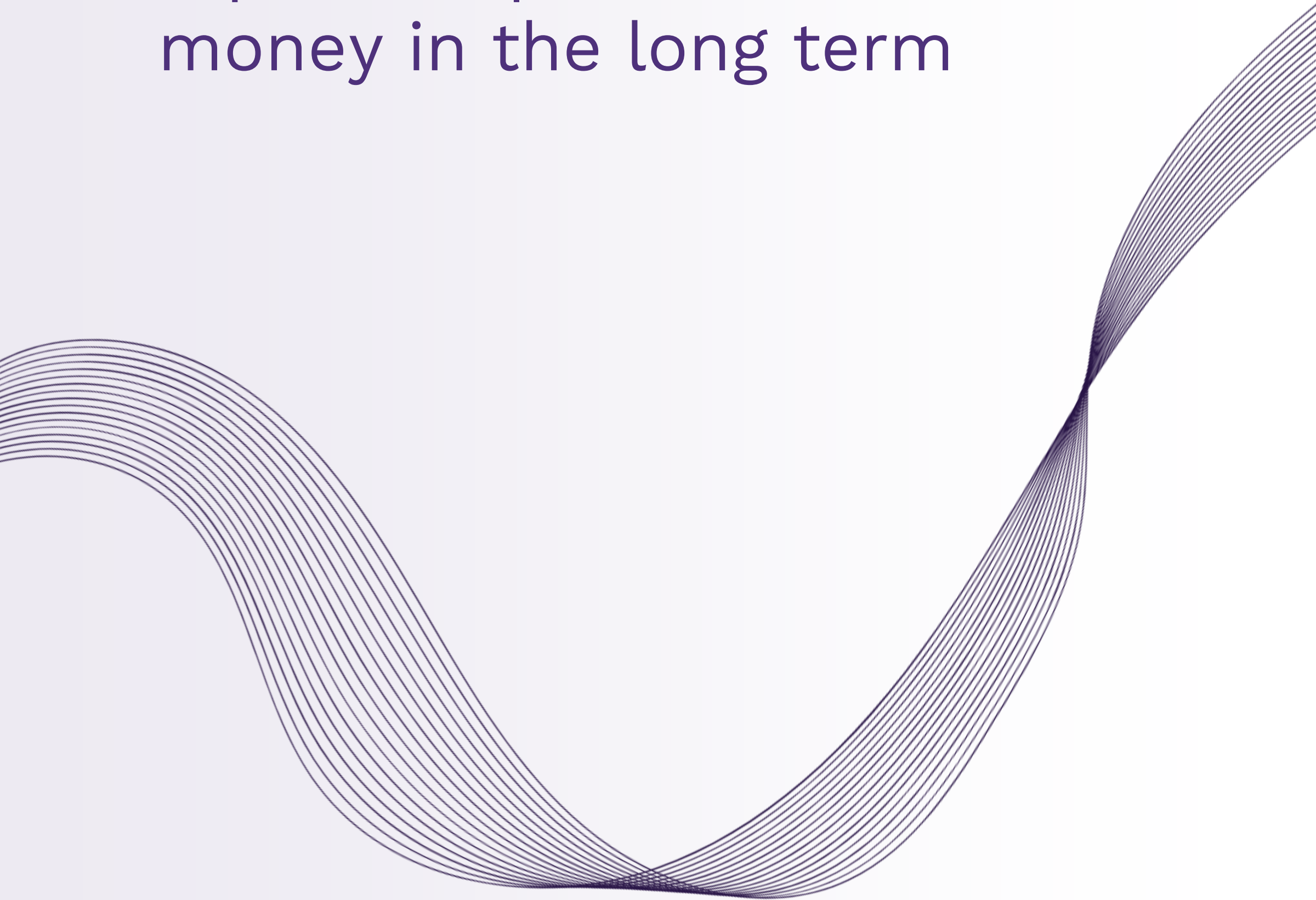
This section is where you piece together the visible and hidden costs of your current global payroll process. This is where you get to justify the upfront expense of a global payroll control platform by showing how the cost inefficiencies of the present solution represent poor value for money in the long term.

Get a picture of what your process is costing

Identify known costs such as ICP contracts, current software lease rates/running costs for a managed service

Monthly fee costs for all your payroll countries- total them

Current onboarding and implementation costs for new providers

Hardware purchases and upgrades

IT bandwidth costs-does your current process require you to maintain servers internally- can you quantify a cost/IT strain?

Look for hidden costs- reporting, tech support, training

How long does it take to produce a GL report?

Any non-compliance financial penalties over the years?

Data security, privacy, GDPR and regulation risks?

Compliance risks, local and global

Growth readiness risk- does your process facilitate or block growth? How long does it take you to onboard a new ICP or country?

Visibility & control risk issues- can you access, view and manage all of your payrolls to your satisfaction?

Remember, 'costs' can also include productivity shortcomings and risk management issues, so you can include information on these here too.

Productivity costs- calculate how much time you spend (weekly hours) on manual tasks that could be replaced by automation

Focus on benefits and long-term business value

This section is about outlining to decision makers what value is gained by switching to a global payroll control platform. Here you show them how it meets the requirements from the 'assess your needs' part earlier as well as how it helps solve the challenges you stated in section 1.

Things to focus on here include:

- Costs savings now and long-term
- Productivity gains- e.g. fewer HR queries due to ESS
- Bank file and GL report cost savings if these are currently outsourced
- Payroll workflow turnaround times if automation is introduced - aim to quantify as a percentage the reduction in manual processes
- Monthly payrun time savings (per country) as a result of a HCM integration
- Time saving with digitized payroll audit trails

- Value of self-serve reporting for GP, HR and finance professionals
- Value of bigger picture insight reporting to C-suite
- Risk reduction- data security, compliance and privacy
- Scaling and growth efficiency readiness
- Increased Corporate control & visibility
- No. of days to onboard a new payroll provider - before and after

Below are some of the identifiable benefits you can talk about when it comes to shifting over to a global payroll controlled platform for the delivery and management of your multi country global payroll.

Global Payroll Control Platform Feature	Payroll Benefits
Automation	Cost & time savings in each pay run.
Standardized data and processes	Streamlined process, increased visibility and control - clearview of what is happening across all payroll countries.
Reporting	Detailed, comprehensive and consolidated multi country reporting – bigger picture insights for leadership teams .
Cloud platform	Increased data security, information protection, local and global compliance – GDPR, SOX and more.
Validations	Faster and more accurate payroll processing – reduction in payroll errors.
Integrations	Fast, automated bi-directional data flows across HR, finance and global payroll.
ICP choice	Choose, manage and control your own vendors, change or swap out when needed – KPI tracking.
Extended workforce	Manage permanent and all extended workforce worker types: EoR, contractors – on a single platform.
Compliance	Digital audit trails for local and global compliance obligations – proven compliance.
Employee self service	24/7 employee access to their payroll data, same experience in all locations.
Business continuity	Remote delivery of global payroll during times of business interruption.

Payslip is the leading technology platform for the delivery & management of global payroll at large multinational companies. We help multinational companies around the world move from legacy outdated payroll processes over to digitized payroll with standardized data, automated processes, integrated systems and consolidated multi country reporting.

> "Payslip positions your team for success and allows you to onboard hundreds of people when you need them very quickly and efficiently, in the same way for each country. The uniformed approach empowered our payroll teams to keep pace with our business.
>
> Payslip also made our payroll process entirely transparent, which is invaluable to our payroll teams as we continue to grow and scale at such a rapid pace."

Travis Saville,

HR Systems Lead

wave

To find out how we can transform your global payroll, contact our team today – hello@payslip.com

> "With Payslip global reporting you can straight away look at any country and you see the data in the exact same format and the same layout. It's just much easier for everyone to review and analyze at that stage."

David Nugent

Senior Manager,
International Payroll

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