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gpa
Global Payroll
Association

How to Select a New Global Payroll Solution



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What we will cover

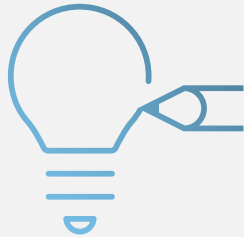


Introduction



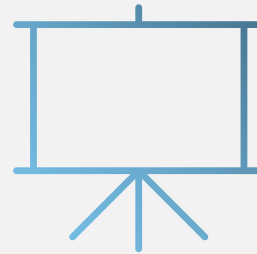
Short introductions and an overview of the webinar

Best Practice



On 'How to Select a New Global Payroll Solution'

IRIS FMP



Short overview of IRIS FMP global payroll & HR Solutions

Q&A

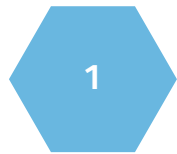


Short Q&A Session with your IRIS global payroll & HR Experts

Selecting your global payroll solution

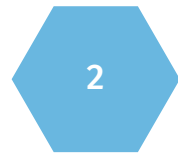
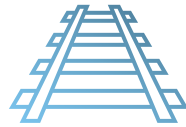
Selecting a Global Payroll Solution

One size does not fit all, so it's important to follow these steps when choosing a Global Payroll Solution



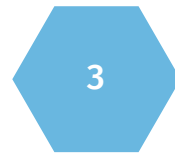
Assess

Assess your current processes and decide what is working and what could be better.



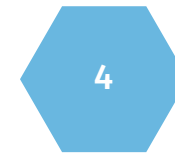
Define

Define your goals including essentials and any desirables. Start researching the marketplace.



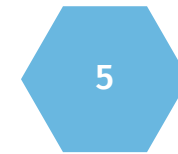
Engage

Engage with potential Global Payroll suppliers and score them on how they achieve your goals.



Choose

Choose a Global Payroll Solution that meets your needs now and in the future.



Onboard

Ensure that the onboarding process is easy. Especially if switching from another provider.

Step 1: Assess your current processes

How do you currently run your payroll?

Review your current payroll & HR processes and suppliers to check that they still meet your current needs



How many suppliers do you have to run your payroll globally?

- External via a global payroll provider
- External via a local in-country service provider
- Internal via a local in-country software provider
- Mixture
- Other?

Do they still meet your needs?

Identify your current challenges

Start by understanding what is working well and what could be improved. Use these to benchmark when beginning your search



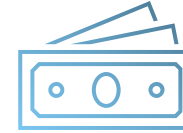
Poor Payroll Accuracy



Poor Customer Service



Limited Functionality



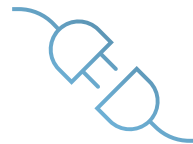
Overall Cost



Limited Reporting



Limited Country Coverage



Limited Integrations



Limited Technology



Rapid Growth or Acquisitions



Consolidation of Suppliers

Questions to ask yourself

To fully understand your current process, start by questioning how your current process works

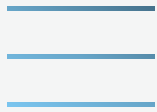


1. What are my payroll requirements?
2. How complex is my payroll?
3. What kind of payroll service do I need?
4. What is my budget?
5. What level of contact do I require from my provider?
6. How secure is my payroll data in-house?
7. What type of reporting does my business need?
8. What would make the payroll process easier?
9. What are your top frustrations with the current process?
10. What would your employees like to see?

Step 2: Define your goals

Define your goals and start researching

Decide on what you would like from your future Global Payroll Solution and how important this is



Create a List

Start with a list of all the essential features to make your global payroll easy. For example, accuracy of the payroll. Add to your list any wants & nice to haves.



Use a Scorecard

Decide how important each feature is for your business. When engaging with potential providers, score each one based on your requirements. This will make it easier to compare.



Look at Reviews

A quick search online will bring up reviews on the provider. Also make sure to request to view testimonials from current clients if these are not already available online.

What to consider with a new payroll supplier

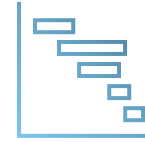
When considering a new supplier, make a list of what is most important to you



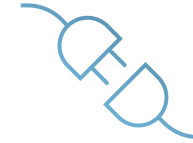
**Improved Payroll
Reliability**



**Improved Service
and Support**



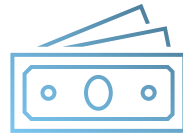
**Improved
Reporting**



**Improved
Integrations**



**Improved Employee
Experience**



**Reduced
Operating Costs**



**Reduced
Errors**



**Improved
Security**

Key considerations for a modern global payroll service

Important modern features for global payroll service offering



Step 3: Engage with potential suppliers

Engage with potential providers

Once you've narrowed down potential providers, get in touch for more information



Get in touch with potential suppliers and score them again based on what you've found out, mark them against your full list of essential/desirable criteria and then select the provider with the highest rating.

Make sure to:

- Ask questions
- Ask for demonstrations
- Ask them how their solution meets your goals



Questions to potential payroll providers

Ensure that your potential global payroll provider and solution can meet your needs



1. Who will be the primary point of contact?
2. Where are they based?
3. Who will be carrying out the work?
4. How quickly will my queries be dealt with?
5. What is your track record with businesses like mine?
6. Do you know what legislation is required for the countries my business operates in?
7. What reports are available and what can be included in them?
8. What is your security and disaster recovery policy?
9. What type of payroll solution is best for my needs?



STEP 4

Choose a solution that suits your needs

Pick the supplier that scores the highest in terms of:

- Functionality
- Service
- Software
- Experience
- Reviews
- Price



Step 5: Onboarding and Transition



Onboarding & Transition

Now you've chosen your Global Payroll provider, here are some key considerations to ensure your switch is seamless.



Timelines

Consider the timing of moving to your Global Payroll provider and how long it takes to get set up



Set up

What is involved? What details are needed? Ensure you understand the process to avoid any hold ups



Training

Is training required? What level of support will you get with your chosen Global Payroll provider?

Checklist

As you set about choosing a new provider, make sure you consider the following:



The length and terms of your existing contract

We recommend that you plan your switch accordingly to avoid any unexpected costs.

Your needs and service preferences

Confirm with your new provider that your needs and preferences will be met.

Reviews and recommendations

Ask for testimonials from current clients and read reviews online.

Who is your point of contact?

Ensure you will have a point of contact with the new supplier who can deal with any queries.

Understand the onboarding process

Some business owners are hesitant to switch to a new payroll provider because of the daunting prospect of moving across all their payroll and employee data. This can take some time, but a quality supplier will be able to make this process as quick and easy as possible.

AN INTRODUCTION TO

IRIS FMP

Trusted Market Leader in Global Payroll & HR Services



IRIS is a trusted leader in international payroll & HR services for businesses looking to expand globally

32,000

HAPPY CUSTOMERS FROM ALL INDUSTRY SECTORS ALL ACROSS THE GLOBE

135

COUNTRIES WHERE WE CAN DELIVER 'IN-COUNTRY' PAY, HR PAYMENTS SOLUTIONS



6.9B

OR 90% OF THE GLOBAL WORKFORCE COVERED BY OUR PAYROLL & HR SOLUTIONS

\$282M

IN GLOBAL PAYMENT DISBURSEMENTS PAID PER ANNUM BY IRIS

EST. 1978

FIVE DECADES OF HELPING ORGANIZATIONS GROW WITH OUR PAYROLL & HR SOLUTIONS

Endorsed by recognised brands, partners & associations



IRIS. Simplifying global payroll & HR

Simplifying global payroll & HR



IRIS FMP is a trusted partner in international payroll, benefits, payments & HR solutions for organizations expanding globally



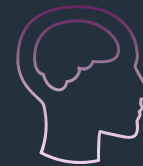
Simplified, Accelerated People Performance

Seamlessly, compliantly onboarding your organization and people to rapidly unlock your talent investment by reducing their time to value.



Trusted Excellence in Global Payroll & Benefits

We take the complexity away from local pay & benefits, ensuring your growing global workforce are paid accurately on-time, every time



Global Expertise, Local Knowledge

Our qualified & experienced global payroll & HR specialists work in partnership with you to maximize your global workforces full potential



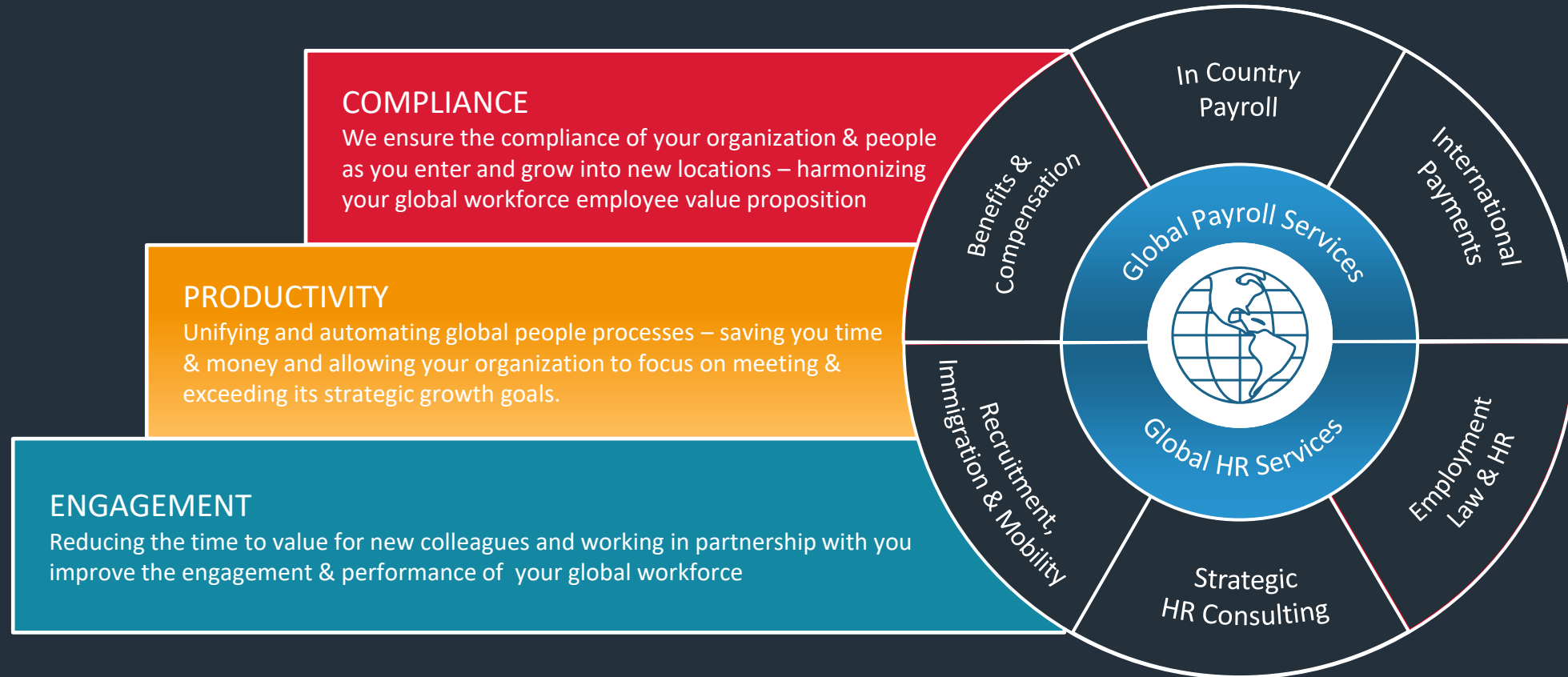
Solutions That Flex With Your Growth

Flexible people-led pay & HR solutions supporting you across the employee & global expansion lifecycle

Simplifying global payroll & HR



IRIS FMP is a trusted partner in international payroll, benefits, payments & HR solutions for organizations expanding globally





Next Generation of Cloud-based Global Payroll

IRIS FMP is your trusted partner in global payroll solutions, underpinned by the very best in people and technology

Simplifying global payroll & HR

Simple User Interface & Dashboards

Quickly view clear task lists and deadlines to ensure you are on top of the payroll process with handy calendars per jurisdiction and reminders

Standardize Global Payroll Processing

Standardized templates across currencies, languages and time zones. Giving you one single view of your global payroll

Comprehensive File Management System

Integrated file storage and document exchange, auto-generated for all payrolls and all pay periods, facilitating collaboration between teams

Detailed Reports & Checking Reports

Build your own global payroll reports and easily export in any reporting currency. You'll gain peace of mind to authorise an accurate & timely pay run



Transparent Issue Tracking

Solve any problems using a secure multi-channel issue management system, enabling swift issue resolution

Secure Connected Experience

Utilise powerful import and export mapping technologies to allow integration with third party applications, such as T&A, HR and Finance platforms

Complete Collaborative Platform

Enabling open communication and giving you full transparency, making sure you are up to date and your payroll is accurate

Employee Record Management

Employee records can be created and safely stored in one place. Easily accessible and secure, you can amend employee records at anytime

Employer

Employees

IRIS FMP

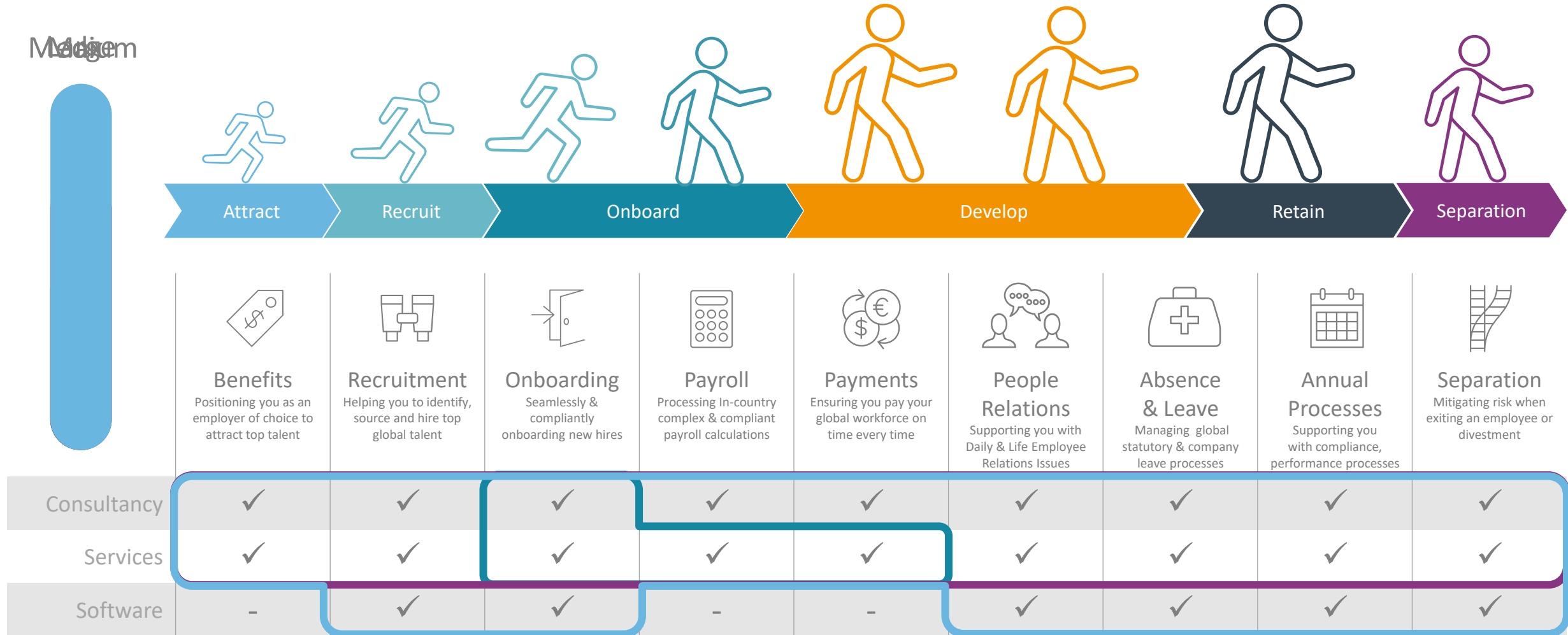
ICP

Supporting your clients across the full employee lifecycle



Flexible people-led pay & HR solutions supporting you across the employee & global expansion lifecycle

Model



Seeing beyond horizons to
realize your global potential

