



# How to assess the performance of your global payroll process



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# Agenda



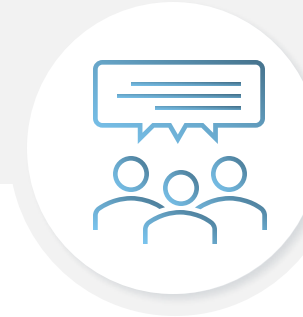
## > Introduction

An overview of the webinar



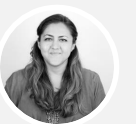
## > How to assess

The performance of your global payroll process



## > IRIS FMP and Q&A

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





# Introduction

An introduction into how to assess the performance of your global payroll process



Many payroll professionals and teams will be familiar with the performance review process, where you assess:

- How well an individual is performing in their role based on the core competencies and skillsets that are established requirements
- An appraisal of their role in action
- Measuring the success of achieved objectives

We believe the same framework can be applied to your global payroll cycle.



It is often said that "a payroll cycle is going well if no one is talking about it".



The premise of the saying is that if the payroll cycle is going smoothly, and no one is complaining, then it's a good process. Don't let this saying apply to your business!!

It allows one of the most important functions in your business to continue to be under-valued, inefficient (in cost and time) and out of sync with the growth of the business.

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# Are these high performing payroll processes?

You may think you have a high performing payroll process, but you need to regularly assess your processes



You have high accuracy and make no mistakes

**But**

It takes you 3x the hours it should do to get there



Your employee pay documents are compliant

**But**

You give no value to the employee experience



Your payroll cycle runs like clockwork due to your procedures

**Until**

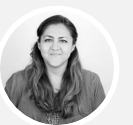
An event (like a global pandemic) occurs



You don't think there's any risk with your global pay cycle

**But**

You will never know if you don't regularly assess



# How can I assess my global payroll cycle?

Start by establishing the core competencies and skillset required from the process

## Establish Competencies

Managing change effectively

Building collaborative relationships

Future thinking

Technical Expertise

Fostering innovation

Results orientation

## Establish Skillset

Global payroll knowledge

GDPR compliance (and similar for other territories)

Technical proficiency

Accuracy and reliability

Quick learning and adaptability

Pensions and benefits knowledge (and similar for other territories)



# Assessing Your Global Payroll Cycle

## Questions to Ask Yourself!

# Data

Ask yourself pertinent questions about your global payroll cycle



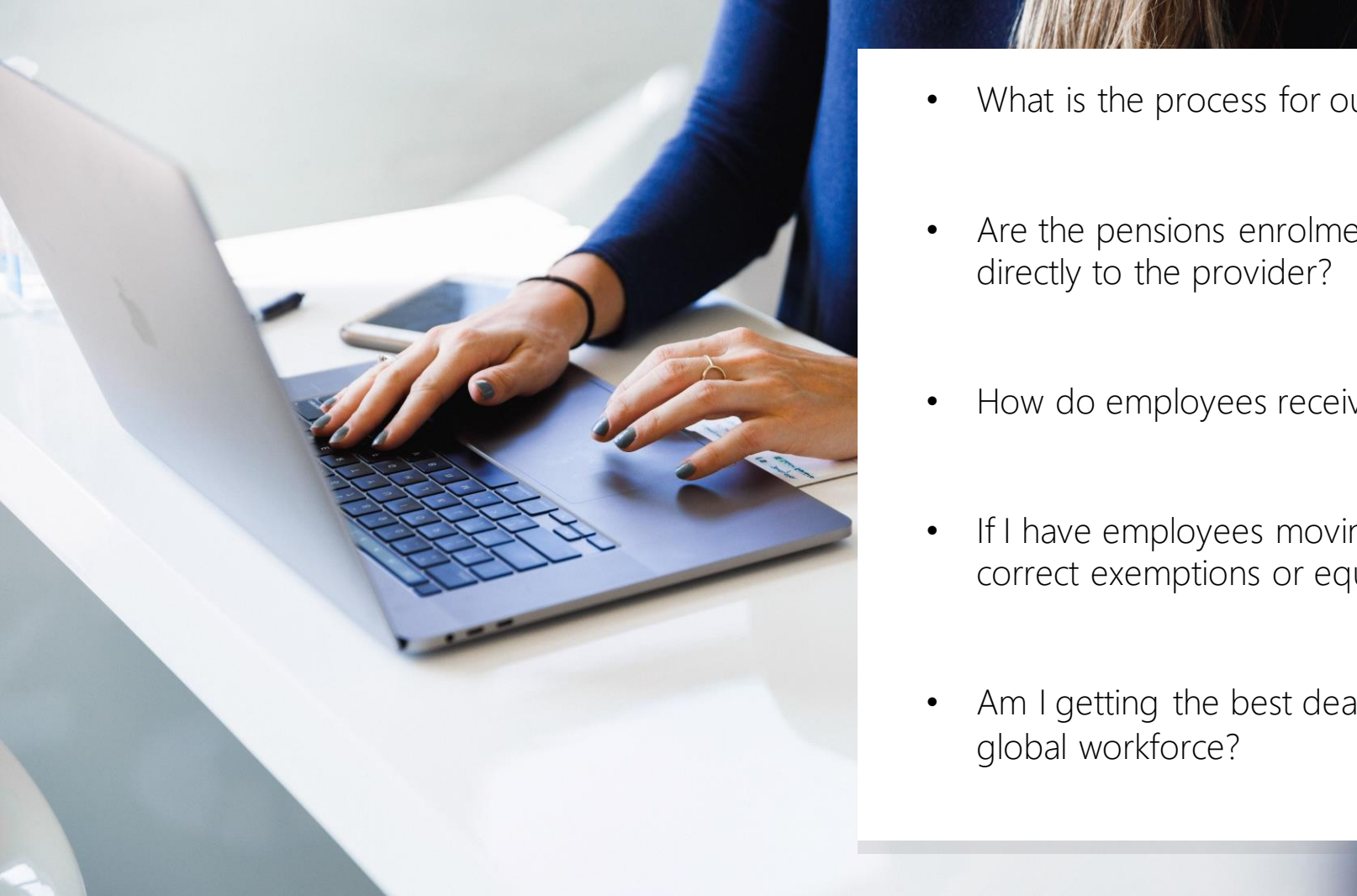
- How are we collating data for our payrolls?
- Does it suit us internally?
- Is it in the best format for payroll processing?
- Do we have several streams of data to amalgamate?
- Can this be done with integrations to ensure accuracy?
- Is our data being stored securely and within the relevant laws for each territory?





# Pensions/Social Security & Benefits

Ask yourself pertinent questions about your global payroll cycle

- 
- What is the process for our pensions administration?
  - Are the pensions enrolments and contributions uploaded directly to the provider?
  - How do employees receive their pensions communications?
  - If I have employees moving between countries, have I got the correct exemptions or equalised their benefits?
  - Am I getting the best deal for benefits provision across my global workforce?



# Risk & Compliance

Ask yourself pertinent questions about your global payroll cycle

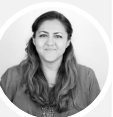


- Are we 100% compliant with employment law and payroll legislation in every country?
- Do we know what are the Business Continuity or Disaster Recovery plans/options in the case of a catastrophic event?

# Value



- Are there areas that could have added value?
- Do our employees understand their payslips?
- Do our reports give us all the information we need for the whole business?



# Payments

Ask yourself pertinent questions about your global payroll cycle

- How are our employees paid?
- Are we getting the best currency options in the way we make our payments?
- Does everyone get paid on time and accurately?



# Cost

- What is the total cost?

Make sure you factor in processing hours, software, training, pay documents, payments, pensions, benefits and if appropriate, translation fees.



What to do now  
you have answered  
these questions?



# Setting Objectives

SMART - Specific,  
Achievable,  
Measurable, Timely,  
Realistic

## Examples

- > Reduce payroll cycle time from start to finish by 25% (be specific but also realistic about what is achievable)
- > Reduce queries by 50% from new employees (for example through using a self-service portal)
- > Increase accuracy to 99.9% (perhaps the data from your HR/Finance system to Payroll can be automated or imported?)
- > Save finance and HR X% of time each month (produce custom reporting such as employee information and accounting journals)
- > Consolidate multiple pensions schemes or have an IFA assess the market for salary sacrifice options to create savings, or a global benefits provider
- > Create outbound employee engagement - inform employees of upcoming legislation changes to they are prepared and empowered





AN INTRODUCTION TO

# IRIS FMP

# About IRIS FMP

Trusted market leader in global payroll, benefits, payment & HR solutions for organizations expanding globally

## 118,000

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

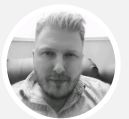
## EST. 1978

OVER 40 YEARS OF HELPING ORGANIZATIONS GROW WITH OUR PAYROLL & HR SOLUTIONS



# Our promise is to simplify global payroll & HR

Enabling global companies to manage their employees from payroll, payments to HR, in 135 countries worldwide



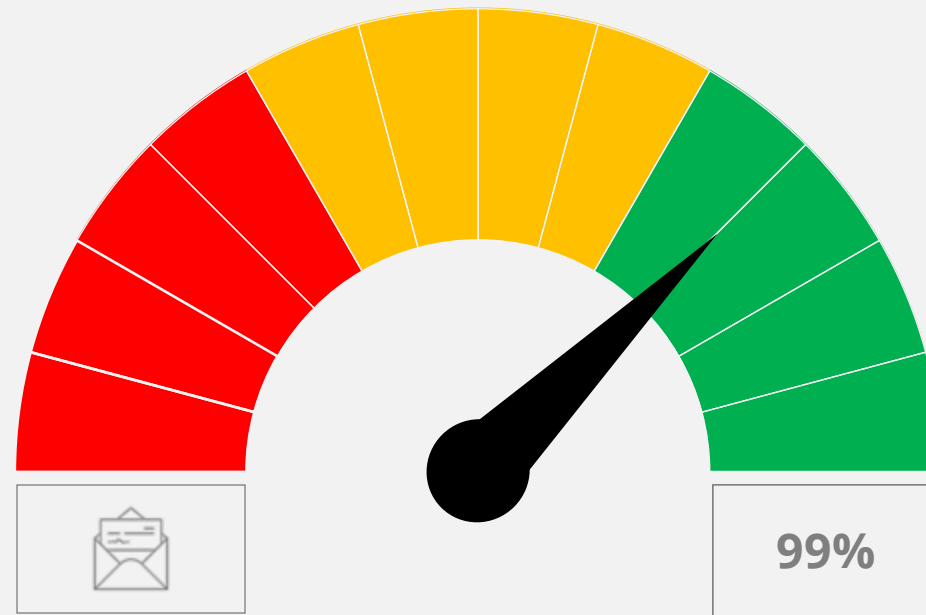
# Trusted Excellence in Global Payroll & Benefits

Taking the complexity away from global payroll, ensuring your growing global workforce are paid accurately on-time, every time

## Global Payroll Complexity









 Times Zones	 Contacts
 Languages	 Legislation
 Input Formats	 Processes
 Currencies	 Deadlines

## Global Payroll Accuracy



Getting payroll done is only one part of the complexity

## Global Payroll Simplification

 Global & Local Experts	 Single Contact
 One Language	 Unique Perspectives
 Flexible Input Options	 Standardized Processes
 Simplified Commercials	 Managed Timetable



# Cloud-based global payroll portal

Simplified global payroll solutions for businesses with an international headcount

## Easy to Use

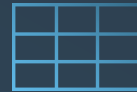
Simple dashboards with clear tasks and deadlines



## One single view of your global payroll

## Standardized Processing

Global payroll data in one platform under a unified format



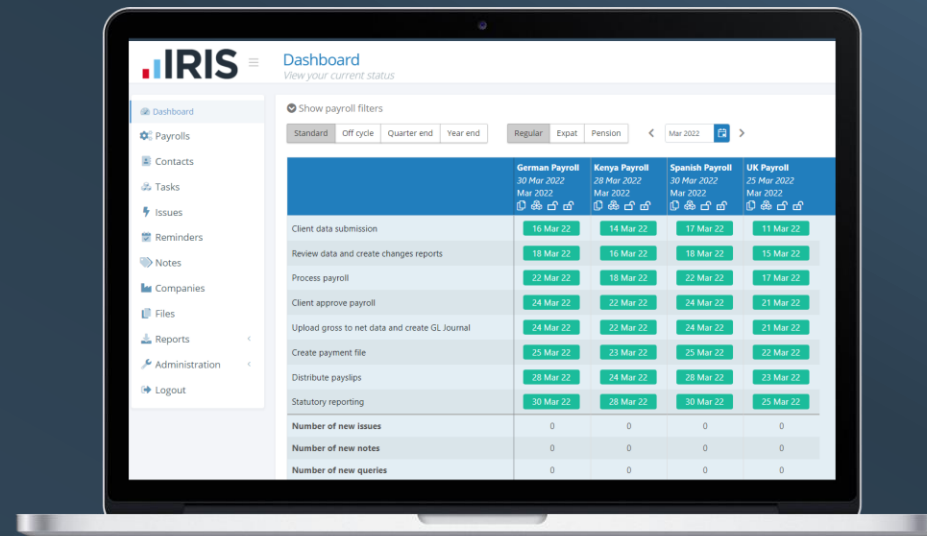
## File Management

Keep data secure with our file storage and document exchange



## Detailed Reports

Easily export in any reporting currency



Employer

Employee

IRIS FMP

Local Partners

## Issue Tracking

Enable swift issue resolution with the issue management system



## Safe & Secure

Create and safely store employee records in one place



## Collaborative

Enabling open communication and giving you full transparency



## Connected

Save time and eliminate errors by integrating with 3<sup>rd</sup> party applications














# Solutions that flex with your growth

Enjoy worry-free, compliant global payroll, benefits & HR solutions that scale with your growth

Model



	 <b>Benefits</b> Positioning you as an employer of choice to attract top talent	 <b>Recruitment</b> Helping you to identify, source and hire top global talent	 <b>Onboarding</b> Seamlessly & compliantly onboarding new hires	 <b>Payroll</b> Processing In-country complex & compliant payroll calculations	 <b>Payments</b> Ensuring you pay your global workforce on time every time	 <b>People Relations</b> Supporting you with Daily & Life Employee Relations Issues	 <b>Absence &amp; Leave</b> Managing global statutory & company leave processes	 <b>Annual Processes</b> Supporting you with compliance, performance processes	 <b>Separation</b> Mitigating risk when exiting an employee or divestment
Consultancy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Services	✓	✓	✓	✓	✓	✓	✓	✓	✓
Software	-	✓	✓	-	-	✓	✓	✓	✓



Seeing beyond horizons to  
realize your global potential



# Q&A

Thank You