



Payroll Analytics:

Accessing Actionable Insights Through Leveraging Your Data

28 May 2020

Introductions



Adrian Morrissey, Commercial Director EMEA, Immedis

Adrian has over 10 years experience in global business roles, with a keen focus on business development and customer relationship management.

As part of his international experience, Adrian spent two years in New York managing the compliance and legal division for a major, global firm for their North American operations. Prior to his current role, Adrian was an Associate Director with an international executive search firm where he supported major global asset managers and banks on exclusive mandates at Director and Managing Director level across the US, Europe and APAC.

Now fully immersed in the Payroll industry, and backed by extensive global business knowledge, Adrian is responsible for new customer growth; consulting global businesses of the multitude of benefits that come with a global unified payroll platform – ultimately advising on the best approaches for global payroll success.

Agenda

1 The Power of Payroll Data

2 Global Payroll Challenges

3 Assessing the Here & Now

4 Moving the Dial - What to Look For

5 Key Reports



The Power of Payroll Data

Aligning Payroll with Corporate Strategy



**Status of
Payroll**



**Leveraging Your
Data**



**Corporate
Alignment**



**Predictive Analysis -
Future Focused
Group Wide**



**Cost of
Payroll**

A satellite view of Earth at night, showing the curvature of the planet and numerous city lights glowing across the dark surface. The lights are concentrated in major urban centers and along coastlines, creating a pattern of golden-yellow spots against the deep blue and black of the night sky and the planet's surface.

Global Challenges

Payroll Analytics: Global Challenges



Patchwork Quilt Approach



Absence of Real-Time



Service Provider Reliance



One Provider / Multiple Platforms



Manual Manipulation



Haphazard –
If you can't make sense of it, how will the C-Suite



Dashboard ▶ Summary of Survey Results

Over 57%

Rely on their service providers to deliver on reporting requests



Over 15%

Must manually consolidate reports from multiple sources



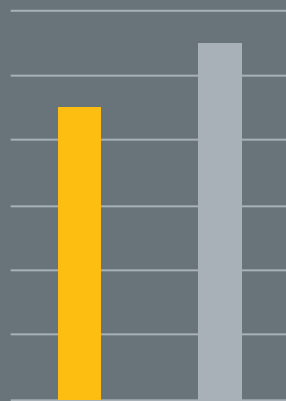
Only 28%

Have access to a real-time dashboard



7

Average number of payroll providers used



Over 45%

Believe that their payroll provider does not understand their business requirements

Over 55%

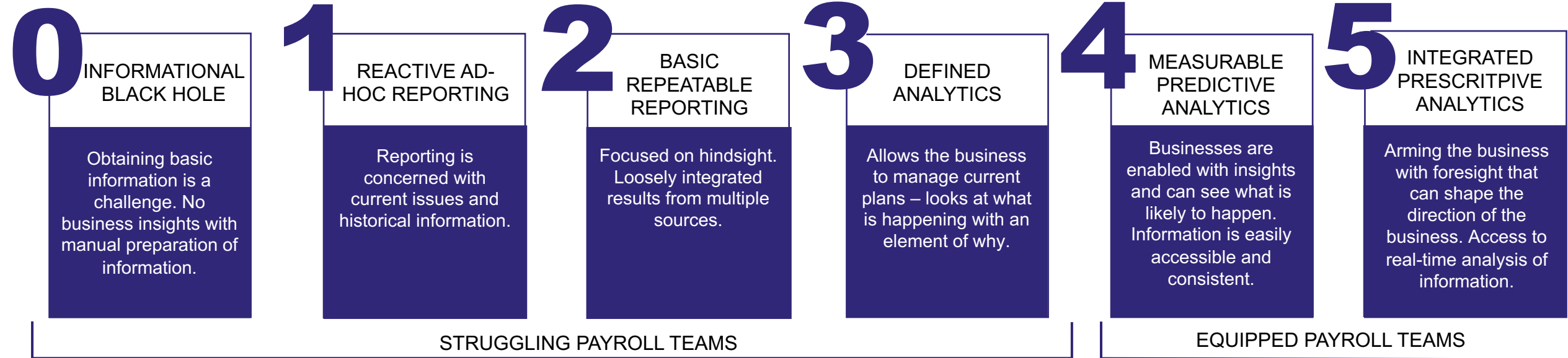
 Say their provider has failed to deliver on a service promise



Assessing the Here & Now

Assessing Your Reporting & Analytics Maturity

Where are you on the scale?



ERRORS

PERFORMANCE

RELEVANCE

SPEED

SECURITY

INTEGRITY

DATA PROTECTION

CONFIDENCE



Moving the Dial: What to Look For

What to Look For...



Single Platform



Control and Structure



Future Focused Technology



Single Global Currency



Global Control



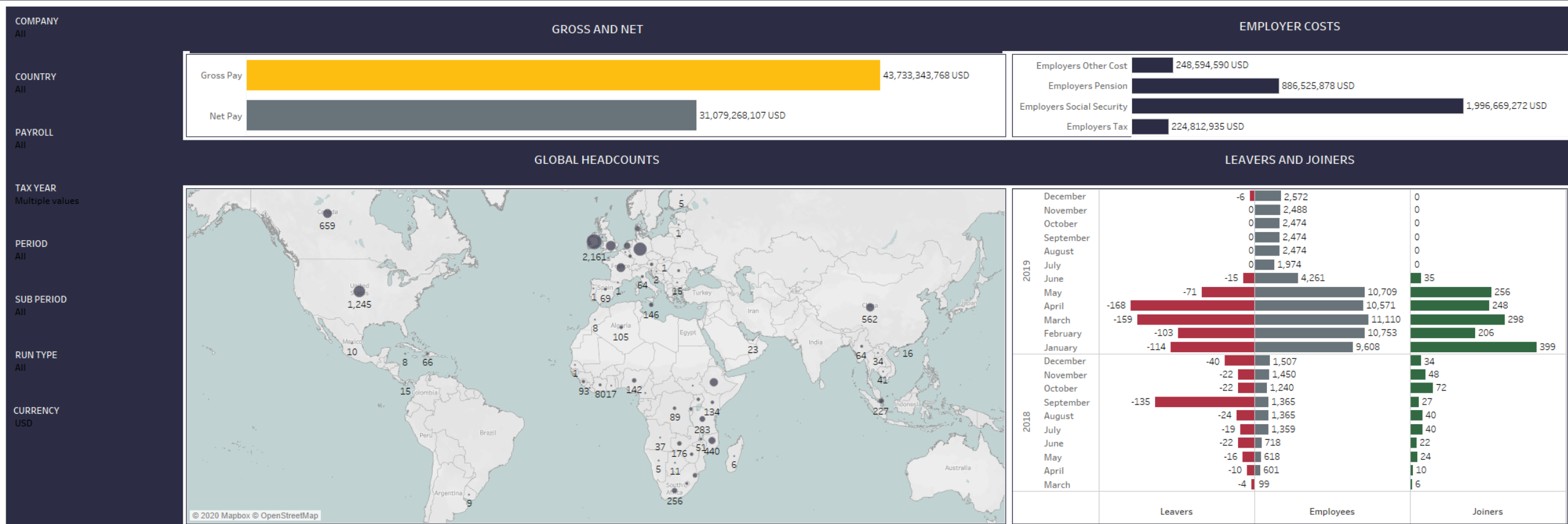
Clarity on True Payroll Output

A close-up, high-angle photograph of a silver laptop keyboard. The keys are black with white characters. A dark blue rectangular banner is overlaid horizontally across the middle of the keyboard, containing the text 'Key Reports' in white. The background shows the silver body of the laptop and a light-colored wooden desk surface.

Key Reports

Global Payroll Cost Summary Dashboard

Complete analysis through the drop downs on the left showing gross and net pay contributions and employer costs on the right.



Variance Analysis

Ranked variance analysis and deep dive - Ability to compare month on month variances, severity of variances and the identification of those variances at wage element level per employee.

FIRST PERIOD		VARIANCE ANALYSIS : Gross Pay				DETAILED COMPONENTS														
January 2019		January 2019 - February 2019																		
SECOND PERIOD						Element Description														
February 2019						First Period														
COMPANY						Second Period														
Aific						Variance														
COUNTRY																				
All																				
PAYROLL																				
All																				
TAX YEAR																				
All																				
INCLUSIONS																				
Gross Pay																				
EXCLUSIONS																				
All																				
RUN TYPE																				
All																				
THRESHOLD																				
0%																				
% VARIATION																				
-20.00% 20.00%																				
Vietnam	Ashley Petersen (77-6219)				1978.09%															
Romania	Bailey Johnson (77-6597)				622.73%															
Vietnam	Ashley Hubbard (77-6106)				362.83%															
Vietnam	Ashley Hebert (77-6088)				246.35%															
Vietnam	Ashley Marks (77-6152)	-194.17%																		
Vietnam	Ashley Mills (77-6173)				176.88%															
Vietnam	Audrey Miller (77-6374)	-157.76%																		
Vietnam	Audrey Campbell (77-6350)				133.82%															
Vietnam	Ashley Winters (77-6328)				121.97%															
China	Benjamin Hendricks (77-7014)				118.47%															
Malaysia	Barbara Tran (77-6767)				111.21%															
Vietnam	Ashley Watkins (77-6313)				110.96%															
Romania	Barbara Arroyo (77-6618)	-100.00%																		
Vietnam	Ashley Higgins (77-6093)	-100.00%																		
	Ashley Hunter (77-6112)	-100.00%																		
	Audrey Short (77-6387)	-100.00%																		
Vietnam	Ashley Saunders (77-6263)				75.09%															
Vietnam	Ashley Harrison (77-6081)	-67.69%																		
Vietnam	Ashley Murray (77-6188)	-66.41%																		
China	Benjamin Hart (77-7013)				59.58%															
China	Benjamin Hernandez (77-7015)				59.30%															
China	Benjamin Herrera (77-7016)				59.29%															
China	Benjamin Hobbs (77-7019)				58.54%															
Malaysia	Barbara Wann (77-6777)				54.55%															
13th month salary		6,000,000																		-6,000,000
Annual Bonus		34,489				199,750														165,261
Annual Leave Pay		55,637				44,032														-11,605
Arrears/Overtime		-2,519																		2,519
Back Pay		3,030																		-3,030
Backpay						3,744														3,744
Bank holiday paid						-166														-166
Bank Holiday Pay 6th Jan		7,336																		-7,336
Basic Pay		29,535				29,535														0
Basic Salary		1,283,475				1,287,168														3,693
Basic salary		690,278				697,802														7,524
Bonus		60,041,453				590,418,717														530,377,264
Car Allowance		9,908				10,100														192
Communication Expenses Rei..		95,000				95,000														0
Company Sick Leave Pay						3,185														3,185
Deductions for parental leave		-2,138				-1,249														889
Especie		202				202														0
Expenses		18,682				4,253														-14,429
Extra Payment for Law 104		568				608														41
Gehalt		10,683				10,683														0
Gift/Funeral allowance		6,000,000				12,000,000														6,000,000
Gross payment adjustment						-102														-102

Gross-to-Net Variance Analysis

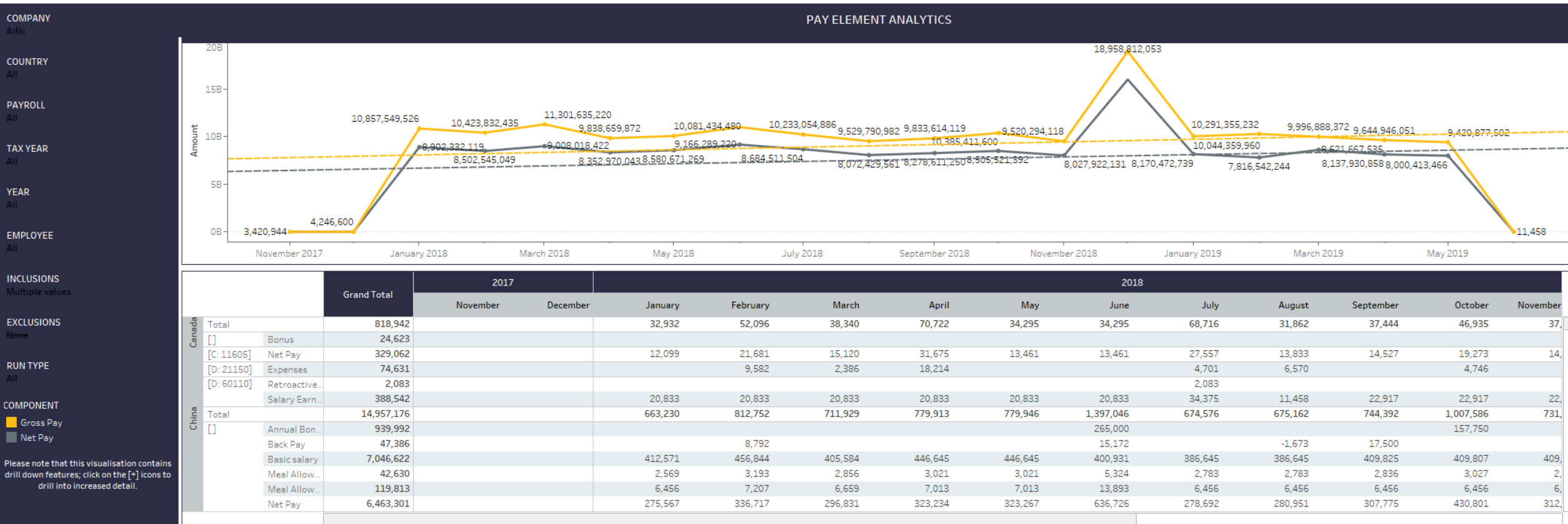
Variance threshold and tolerance (group and employee level) at a wage element level globally.

COMPANY		GROSS TO NET VARIANCE ANALYSIS																		
Afric																				
COUNTRY	All	2017		2018												2019				
		November	December	January	February	March	April	May	June	July	August	September	October	November	December	January	February	March		
Canada	CAD	Employees Pension			1,017	1,017	560											1,154	1,154	
		Employees Social Security			346	346	167											371	371	
		Employees Tax			7,372	7,372	7,372	7,372		7,372	7,372	13,602	4,195	8,390	8,390	8,390	8,390	8,390	8,390	8,390
		Employers Pension			1,017	1,017	560												1,154	1,154
		Employers Social Security			484	484	233												520	520
		Gross Pay			20,833	30,416	23,219	39,047	20,833	20,833	41,159	18,028	22,917	27,662	22,917	22,917	22,917	41,599	27,170	
		Net Pay			12,099	21,681	15,120	31,675	13,461	13,461	27,557	13,833	14,527	19,273	14,527	14,527	14,527	31,684	17,255	
		Employees Social Security			42,625	42,625	39,211	44,484	44,484	39,611	41,923	40,250	40,250	40,250	40,250	40,250	40,250	40,250	40,250	40,246
		Employees Tax			70,852	92,465	75,952	85,690	85,701	78,453	72,285	73,372	85,555	102,506	63,033	72,813	15,329	50,136		
		Gross Pay			387,663	476,035	415,099	456,679	456,679	760,320	395,884	394,211	436,617	576,785	418,917	520,917	451,291	617,000		
Net Pay			275,567	336,717	296,831	323,234	323,267	636,726	278,692	280,951	307,775	430,801	312,779	404,999	394,972	525,435				
Net Pay Adjustment																				
Notional Pay			245	250	250	250	206	206	201	201	201	201	201	201	201	201	201	201		
Employee Deduction (by Thir..			504	504	504	504	504	504	504	504	504	504	504	504	504	504	504	504		
Employees Pension			605	605	605	605	605	605	605	605	605	605	605	605	605	605	605	605		
Employees Social Security			41	41	41	41	41	41	41	546	546	546	546	546	546	546	546	546		
Employees Tax			5,456	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794	2,794		
Employers Pension			605	605	605	605	605	605	605	605	605	605	605	605	605	605	605	605		
Employers Social Security			222	222	222	222	222	222	222	660	660	660	660	660	660	660	660	660		
Gross Pay			16,693	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683	10,683		
Net Pay			10,086	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739	6,739		
Employee Deduction (by Thir..		982,049	1,106,800	1,088,077	1,066,286	254,095	207,269	218,413	222,200	215,913	213,916	210,489	194,076	180,548	176,907	176,691	178,591			
Employees Tax		3,400	3,400	3,200	175,800	909,898	542,377	543,402	543,404	545,088	516,926	502,742	552,836	445,178	445,178	445,178	585,727			
Employers Other Cost		242,533	250,918	241,228	240,088															
Employers Pension							26,250	26,250	28,750	28,750	28,010	27,500	22,500	21,250	20,000	20,000	20,000	20,000		
Employers Social Security						282,893	186,639	189,167	199,833	192,699	191,523	188,426	176,862	164,152	162,168	161,520	161,520			
Gross Pay		3,420,944	4,246,600	3,431,445	3,356,928	3,824,837	2,834,009	3,191,496	3,150,387	2,997,366	3,032,952	3,037,950	2,793,619	2,819,211	2,526,641	2,574,911	2,534,625			
Net Pay		2,435,494	3,136,401	2,340,168	2,114,842	2,660,844	2,626,740	2,430,706	2,384,785	2,238,049	2,273,948	2,310,535	2,096,801	2,085,827	1,904,556	1,953,042	1,770,307			

Please note that this visualisation contains drill down features; click on the [+] icons to drill into increased detail.

Pay Elements Analytics

Detailed pay element analysis and exclusions - Ability to assess costs at wage element, employee, department, entity, country, regional or global level.



Global Harmonised Gross-to-Net

COMPANY				HARMONISED GROSS TO NET														
Bellile				Employer				Employee										
COUNTRY				Other		Employee		Employer	Other			Employee						
All				Employers Pension	Employers Social Security	Gross Pay	Notional Pay	Net Pay Adjustment	Employee Deduction (by Third Party)	Employees Pension	Employees Social Security	Employees Tax	Net Pay					
PAYROLL	All	Ireland	EUR	Bellile - Ireland	May 2019	198	2,186	19,959			786	198	798	7,168	11,009			
					April 2019	672	5,077	45,118			13,740	403	1,811	13,139	16,025			
			TAX YEAR	All	Ireland	EUR		March 2019	453	5,819	52,439		-280	-832	390	2,098	15,054	35,450
								February 2019	123	2,399	22,213			1,000	246	816	3,589	16,561
PERIOD	All	Netherlands	EUR	Bellile - Netherlands	May 2019		174	934						319	615			
					April 2019			6,046	-1,833	1,833					740	5,306		
					March 2019		841	51,189	-2,534	2,534					18,215	32,974		
SUB PERIOD	All	Swi..	CHF	Bellile - Swi..	February 2019	608	550	5,476	999	-2,041	-21	294	486	938	2,737			
RUN TYPE																		
All																		
CURRENCY																		
Local																		

Please note that this visualisation contains drill down features; click on the [+] icons to drill into increased detail.

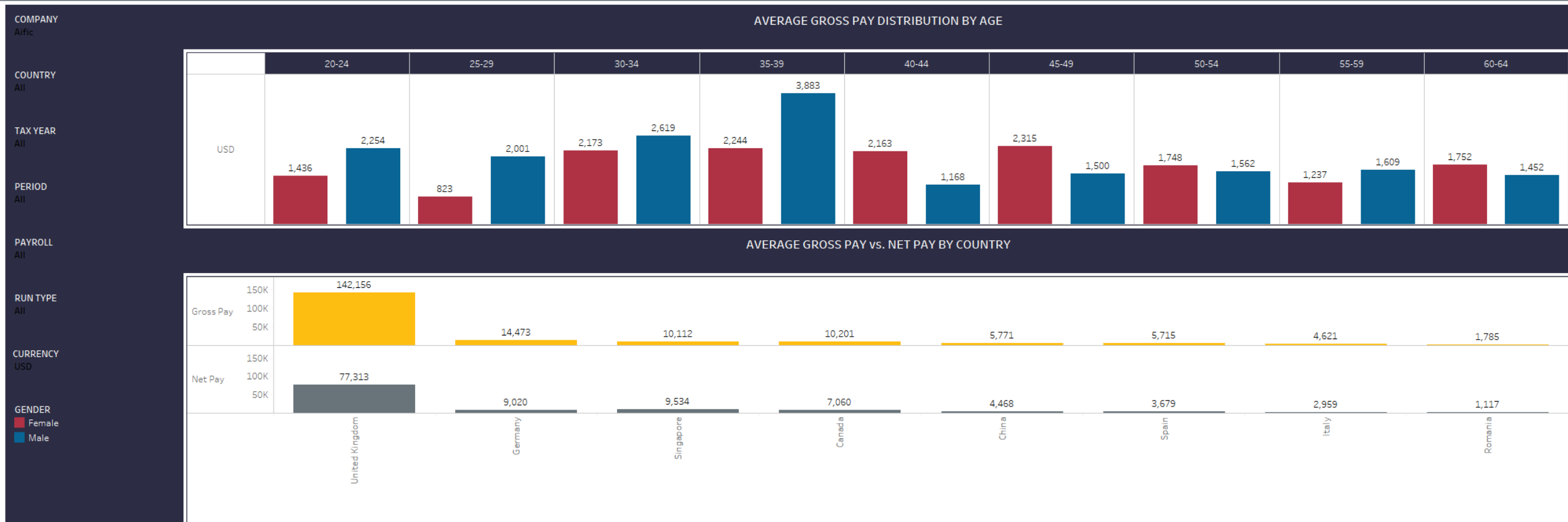
Joiners/Movers/Leavers Analysis Reporting

COMPANY		PAYROLL ON-BOARDING, PROCESSING AND OFF-BOARDING TRACKING											
Viveo		9 Employees				1 Joiners				1 Leavers			
COUNTRY													
All													
PAYROLL		2018											
All		January	February	March	April	May	June	July	August	September	October	November	December
Germany	Angela Jennings (58-4258)	●	●	●	●	●	●	●	●	●	●	●	●
Netherlands	Angela Jensen (58-4259)	●	●	●	●	●	●	●	●	●	●	●	●
	Angela Jimenez (58-4260)	●	●	●	●	●	✘						
2018	Angela Johnson (58-4261)	●	●	●	●	●	●	●	●	●	●	●	●
	Carl Osborn (58-10684)										+	●	●
United Kingdom	Angela Jones (58-4262)	●	●	●	●	●	●	●	●	●	●	●	●
	Angela Joseph (58-4264)	●	●	●	●	●	●	●	●	●	●	●	●
	Angela Kelley (58-4265)	●	●	●	●	●	●	●	●	●	●	●	●
	Angela Kelly (58-4266)	●	●	●	●	●	●	●	●	●	●	●	●

KEY
■ Joiner
■ Neither
■ Leaver

Average Gross Pay Distribution by Age/Gender

Average gross pay by age and gender across your organization - Supports gender pay gap reporting which is a legal requirement in some countries. Also, the ability to analyse the average gross and net pay in each country normalized to a single currency (E.g. USD)



See Immedis Reporting & Analytics in Action



Book A Demo

Contact: Adrian Morrissey, Commercial Director EMEA
E-mail: adrian.morrissey@immedis.com



Questions?



Thank You



THE ALTERNATIVE WAY TO BRING IN PROGRAMME & PROJECT RESOURCES.

“ How to win over Stakeholders and
get their support in your corner ”

about Bob and the associate team...

Started life in Finance

- Trainee Accountant
- Payroll Administrator
- Payroll Manager
- Finance Manager
- Management Accountant

Held a variety of roles across industries

- Operations Director
- Business Development Director
- Head of Shared Services
- Transformation Director

Last 20 years as an independent consultant

- Advisory and Programme Leadership
- Leveraging a global associate network



Me ↓



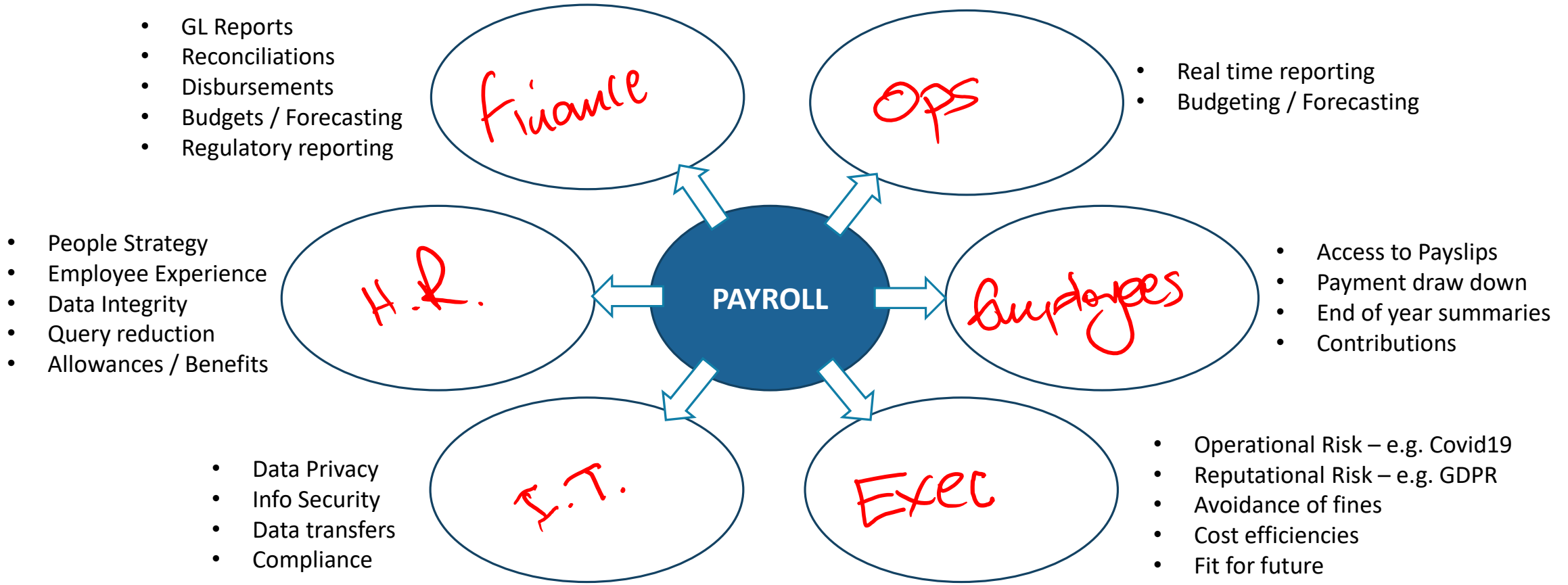
“How to win over Stakeholders and get their support in your corner”



It's about what's in it for everyone else...

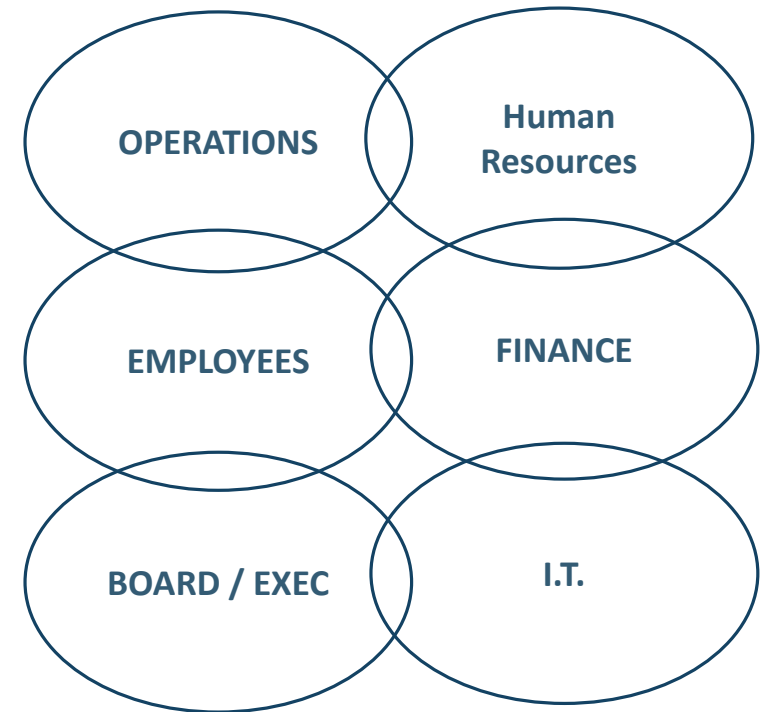


How are you going to help everyone else? e.g.



In summary

- ✓ “What’s in it for your stakeholders”
- ✓ “Highlight compliance benefits”
- ✓ “Highlight risk avoidance”
- ✓ “Highlight cost efficiencies”
- ✓ “Highlight cost avoidance”
- ✓ “Highlight strategic aspects”
- ✓ “Highlight experience benefits”



THANK YOU FOR LISTENING



<https://www.linkedin.com/in/bobrehill>



@bobrehill

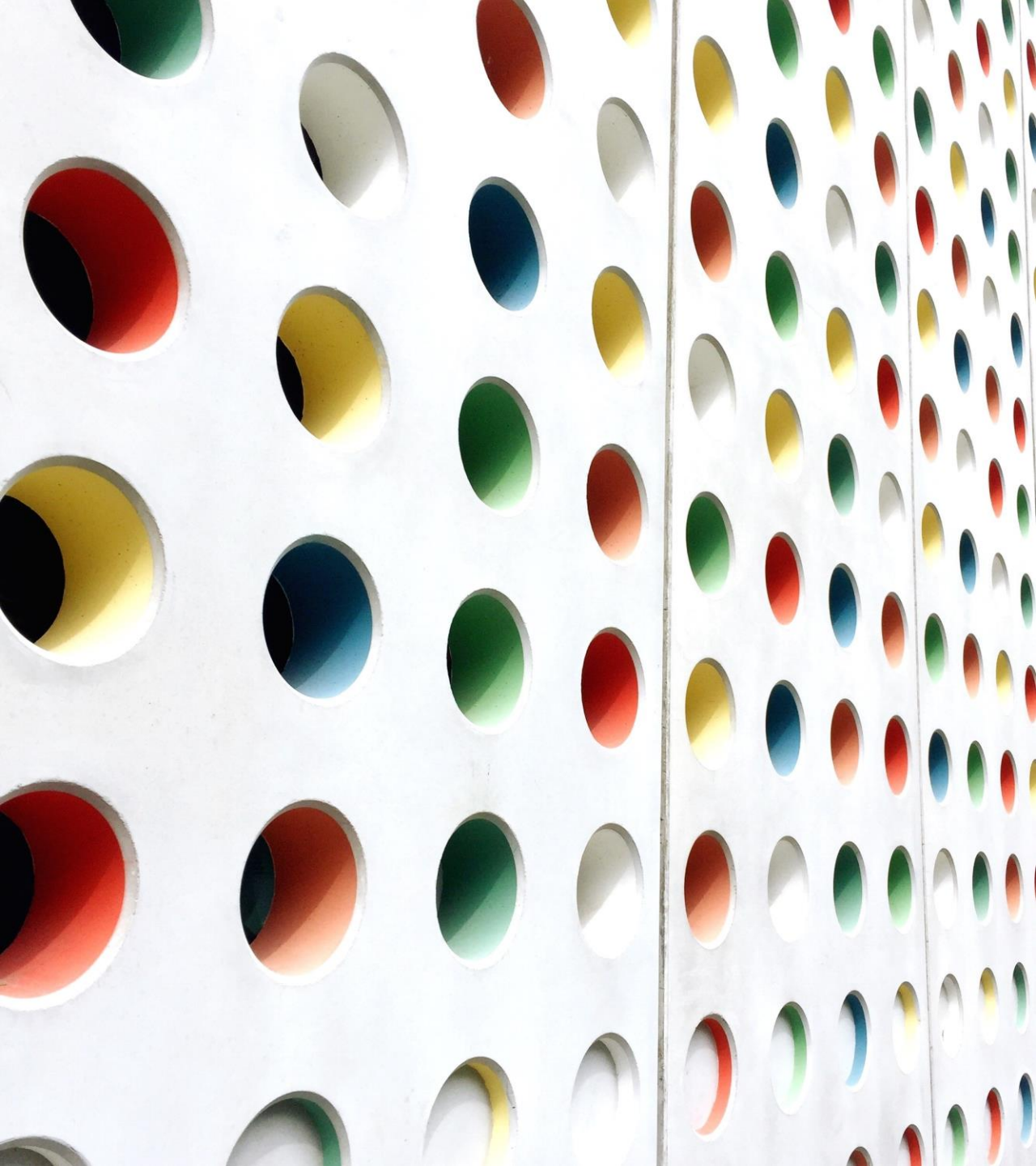


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How to work effectively with Procurement

JULIE SMITH

28 MAY 2020

My thoughts on

- ❑ What Procurement is and is not
- ❑ Ways to work effectively with Procurement
- ❑ What Procurement can do for you
- ❑ A checklist of key considerations

What Procurement is...

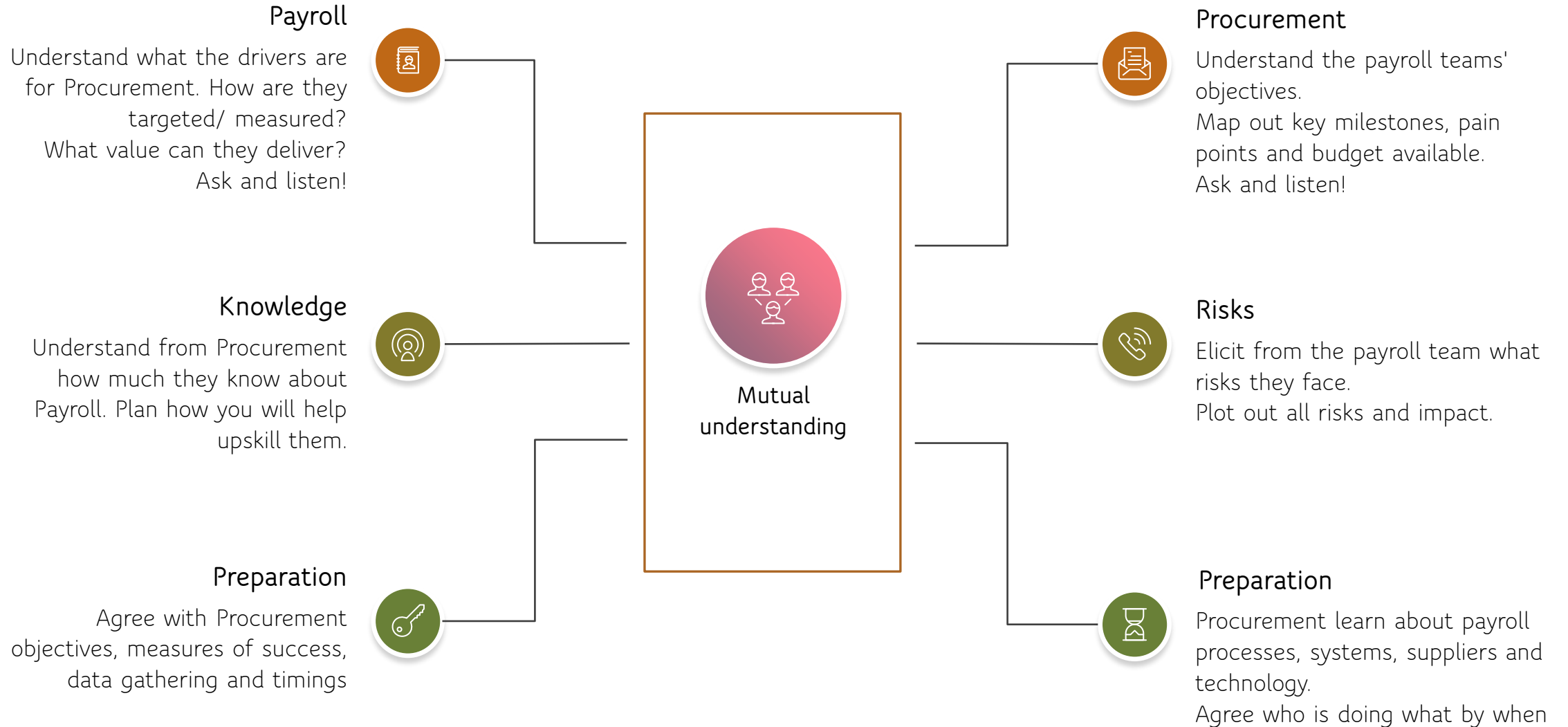


-
- helps you **manage your third party spend** by assessing quality, service, risk and cost
 - **commercial** subject matter experts
 - **bring insights** on trends, threats, disruptors and opportunities
 - **solution providers**, changing the way the business does business
 - delivering ongoing **risk & compliance management**
 - there to **business partner & collaborate** with you, our customers

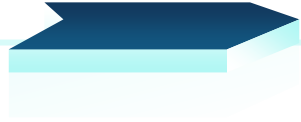
What Procurement is not...

- the “money police”
- budget owners
- taking decision making power from senior management and/or the functions
- trying to slow you down with complex processes
- there to deliver one size fits all

How to work effectively with Procurement

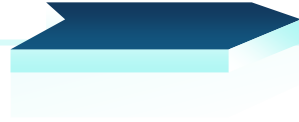


The key steps to always consider



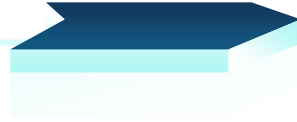
PREPARATION

Spend the bulk of your time here! Understand & agree the purpose, objectives, outcomes and outputs.



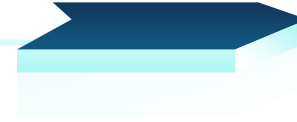
ANALYSIS

Data will be key. Gather, analyse, prepare. Mutually agree actions that address the problem you are trying to solve.



SOURCE/SOLVE

This could be a range of activities: sourcing or a review to find the solution. Be involved!



REVIEW RESULTS

Make the time to review any results and agree on next steps. Important: you need this for any decision making and/or approvals.



FINAL RESULT

Have you met the measures of success? Who is going to do what to implement the solution? Did you get the value that you agreed in the preparation phase?

What Procurement can do for you



Supplier Market

- Find the right providers
- Supplier mapping
- Supplier Relationship Management (SRM)
- Run “Innovation Days”



Speed & Simplicity

- E&E: eliminate/automate/simplify tasks
- Source the best technology
- Optimise resourcing
- Faster and simpler buying
- Help open up new markets



Experience

- Ensure company is a customer of choice – brand
- Improve user experience
- Sustainable pricing while increasing quality & service performance



Compliance

- Data fully protected
- Data integrated to other systems
- Support sustainability, CSR, D&I agendas
- Compliance & regulations: GDPR, SoX, ABAC, IR35, etc.

Your checklist



Payroll - be specific on what you want - defining the scope is critical

Agree who is doing what and by when



Know who is paying for what

Agree with Procurement on what good looks like and how success will be measured



Have the joint & open discussion on "what's next"



Keep risk in focus & solution build for it



Need help or to discuss further?

Please feel free to get in touch if you would like help in upskilling and improving your Procurement experience.

Julie Smith

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LinkedIn: www.linkedin.com/in/juliesmithuk