

Three big changes to payroll you need to prepare for

Is your payroll keeping pace?

Businesses of all sizes are finding it difficult to keep pace with how quickly payroll and HR functions are evolving. They are having to work tirelessly to support employees through the complexities of remote working and the rising cost of living. All the while dealing with ever-changing regulations, supply chain challenges, increased demand for flexibility, and talent shortages.

It can feel like an uphill struggle for mid-sized businesses in particular. They are having to deal with running payroll for hundreds of employees without the big budgets, teams, or tools of enterprise organisations. Both employers and employees are feeling the fallout. Findings from **ADP's People at Work 2022: A Global Workforce View** research highlight that payment errors are unfortunately becoming more acute. A quarter of workers (24%) say they're always or often underpaid, 23% are always or often paid late and, disturbingly for employers, 20% are always or often overpaid.

The changes to prepare for

To ensure that payroll is able to keep pace, there are three big changes a mid-sized business needs to prepare for:



Major internal shifts and transformation

Companies grow and adapt. Family-run businesses transform into director-led organisations. Some receive investments. Others enter new industries or geographic markets. Many businesses merge or are acquired. These changes, in turn, have a knock-on effect on the people within – inevitably affecting payroll. A payroll must be agile so it can adapt quickly to any unforeseen circumstances.



International expansion

The world is becoming a smaller place. Expanding into new countries is essential to finding new customers and talent. Whether a business is already present in multiple countries or is planning to enter new ones, it's important to ensure that payroll is prepared for the complexity involved in multi-country operations.



Ongoing changes in legislation

One type of change you can always count on is legislation. Of course, every company in every country needs to comply with local government and reporting requirements, including those affecting payroll. The rules change often, and the fines for noncompliance are high.

Making time

Finding the time to think about, let alone prepare for these changes, is often a big ask of whoever is responsible for payroll. Whether they're running it internally or managing one or more providers, payroll people are likely to be pushed to their limits already. An existing payroll partner might have a good range of skills but lack the capacity. Conversely, if a business is building a payroll and HR team in-house, finding the perfect payroll manager with the expertise and experience needed may be proving impossible due to so many skilled professionals retiring.

For businesses looking to streamline and evolve the payroll processes and reporting, they need a partner who:

- Knows exactly how to do it (across multiple countries)
- Can give them total visibility and access to data
- Keeps track of legislation changes
- Can help them automate and standardise their processes

Customised expertise

ADP is that partner. As a world leader in payroll delivery, ADP has the technology, expertise, innovation, and commitment to be the reliable partner a business needs in uncertain times. We make payroll personal, building a custom package of systems and processes to support and bolster specific business goals. With that comes a dedicated team of experts whose mission is to help an organisation get the most out of its payroll tools and teams.

Most importantly, with ADP payroll will be scalable. This means it will flex and adapt as the business evolves. There will be no need for the business to seek a new service provider in the face of unexpected world events or advancements in software. ADP payroll grows as the business grows.

Get future-fit and payroll-ready

When making the decision to prepare the business' payroll for change, a business is taking actionable steps towards eradicating risk, while becoming faster, more agile, more robust, and more strategic. Laying a solid foundation for a future-ready payroll is just the beginning of a long and successful partnership with ADP.

ADP helps businesses unlock invaluable data so that they can use it to boost the productivity, health, and well-being of employees while providing world-class security and protection. Our implementation project team ensure continuity in service excellence and minimise disruption in the face of chaos. We'll scale the service in any direction a business decides to grow. Most importantly, ADP empowers businesses to deliver the most efficient, cost-effective, reliable, and powerful payroll for their people.

Prepare your payroll team for change. To find out more about ADP's payroll and HR services, contact our expert team on **0800 1707 677** or visit **uk.adp.com**.

CIPP Directory readers can download ADP's free guide on how to make their payroll more agile, adaptable, resilient, and ready here:
<https://uk.adp.com/Agile-Payroll-CIPP>



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