



# Zellis HCM AIR Pitch deck

<July 2024>



# Agenda

<Insert client name>

Introduction

Understanding your business requirements

About Zellis

Industry challenges

Introducing Zellis HCM AIR

Summary



# Introduction.

# Understanding your business requirements.

We listen to what you tell us, and we respond to what you need.

# An HCM solution that delivers real value has never been more essential.

The way we work is changing. Headlines cast a spotlight on the importance to your organisation of having a strong approach to HR and payroll.

## Employee Experience

employee benefits NEWS JOBS TAX & LEGAL BENEFITS EVENTS SUPPLIERS EMAIL SIGN UP

ANALYSIS FUTURE OF WORK THEMED WEEK FEBRUARY 2022

### How can employers ensure reward and benefits enhance the employee experience?

By Sam Barrett 7th February 2022 6:00 am

Registering to Employee Benefits ensures that you keep an expert eye on trends, data, information, and resources for benefits and human resources professionals.

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## Talent

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### The Talent Tug-of-War: Over half of UK employers struggle to land employees

Home HR News The Talent Tug-of-War: Over half of UK employers struggle to land employees View all categories

## Financial Wellbeing

### Asda signs up to financial wellbeing App Wagestream

Additional News

Add updates on Blue Light


## World of Work

PERSONNEL TODAY

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### Hybrid working: the tax implications to consider

by Nick Bustin and Dinesh Pancholi | 11 Feb 2022



## Smart Use of Data

# HR

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Jo Galloway 09 February 2023 News RECRUITMENT SKILLS HR ANALYTICS

### HR struggling to get grip on data amid workforce challenges



## Data Security

ITProPortal

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### The 'Great Resignation' is creating increased security risk

By Sead Fadilpašić published 9 days ago

When employees leave, they take data with them

f t p r w

# Customer voices matter to us.

We listen to what you tell us, and we respond to what you need.

"During the early part of this year, we were experiencing up to 4 hours processing time. We reduced the Calculate process to 20 minutes. We have now set up offline processing ... reducing the processing time by another 15 minutes. 5 minutes is extraordinary for us. **Fantastic result.**"

**Rexel**

"Nice software to use and look at, lots of options within it. **Best payroll software** I have used to date."

**DB Schenker**

"The **MyView app** has provided significant time saving for the payroll team. Data from the app shows a potential **45 plus hours saved** the last month."

**Exertis**

"**Zellis HCM Cloud** has brought a new era of productivity to Severfield".

**Severfield**

"There is no other provider who has the technology and legal compliance that Zellis has. The focus of the exec team means **the service evolves** as the changing role of payroll evolves."

**Bupa**

"ResourceLink has provided us with a **best of class, payroll & HR system** which has catered for our requirements on processing and reporting on, payroll and HR data on time and accurately."

**Isle of Anglesey CC**

"From seven scattered systems to one unified payroll, Zellis **integrated our teams and data with ease**".

**North Yorkshire Council**

"The **MyView** app was a **game-changer** for us, it makes things so much easier for those who are out visiting sites or residents."

**A2 Dominion**

"The Zellis solution supports the range of terms and conditions we have as a complex business. We have easily been able to add new companies to our payroll, ensuring colleagues were **paid accurately and on time.**"

**Halfords**

"Rather than a loss of control, **Zellis Managed Services** gives us so much more visibility of what's going on with payroll processing."

**Esure Insurance**

*All quotes are from current Zellis customers.*

# Employee Lifecycle – CIPD model.

## Managing Leavers

Offboarding employees with care and support

## Financial Wellbeing

Innovative solutions to support employees financial wellbeing

## Employee Wellbeing

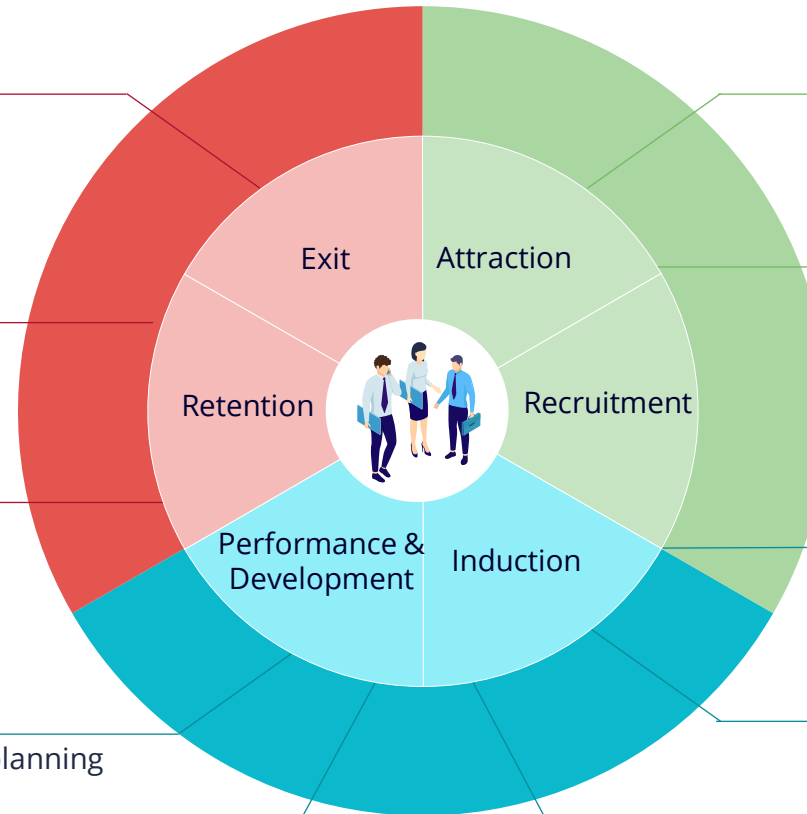
Manage employees' benefits, offer discounts and share recognition

## Managing Talent

Manage performance, talent, learning and succession planning

## Time Management

Accurately capture, approve and pay for the hours worked



## Talent Acquisition

Attract and Recruitment top talent

## Onboarding

Seamless background checking, and smooth onboarding

## People Management

Empower employees to manage and maintain their own personal information

## Payroll and Payments

Reliable, robust and secure payroll with assured payment handling

## Employment and Life Events

Deliver a great flexible experience via self service, linked to automation, approvals and workflow.

# What Zellis can deliver for you.

## **Engaged** colleagues.

Deliver the **exceptional employee experiences** your people expect with consumer-grade tech and support for wellbeing.

## **Empowered** leaders.

Unlock the potential of your people-managers, with workflows and data visualisations that enable **true insight-based decision making**.

## **Efficient** Organisations.

Lead with **best-of-breed accuracy and suite simplicity** through no-compromise solutions grounded in an open, intelligent technology platform.



# Zellis HCM AIR.

Our cloud-based offering delivers a unique combination of the advanced functionality of best-of-breed with the ease of integration of a suite.

## Payroll & Financial Wellbeing

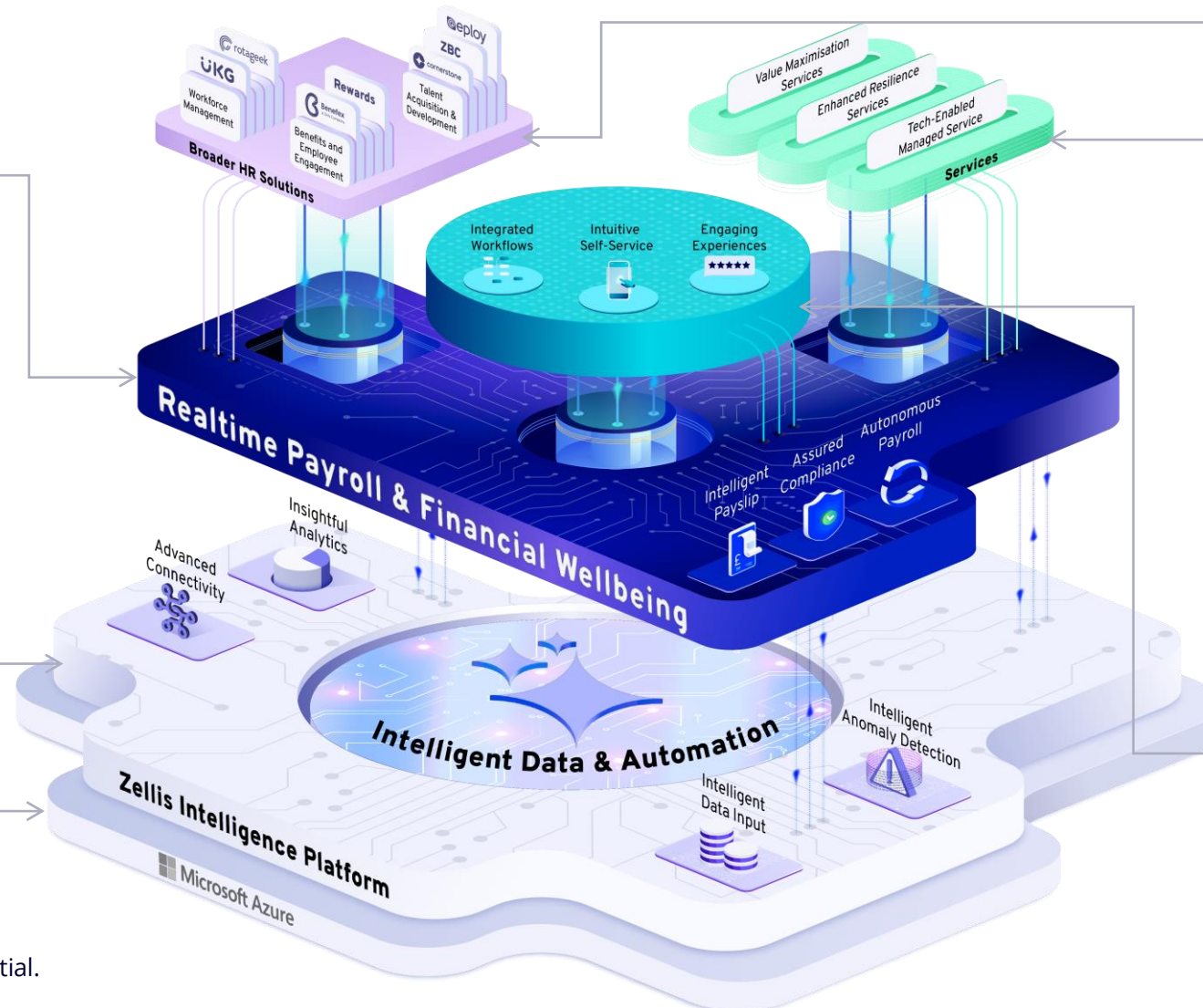
- The most advanced payroll on the market with highly-automated compliance, unparalleled configurability and financial wellness capabilities
- Realtime payroll allows customers to work through the full payroll cycle
- Out of the box integration with existing HCM & ERP technology

## Intelligent Platform

- Unified view of data for reporting and analytics
- Intelligent automation with cutting edge AI powers greater efficiency with
  - intelligent anomaly detection
  - intelligent data input
  - intelligent payslips
- Single point of focus for data integration needs using industry standard APIs

## Cloud Native

- Our Microsoft partnership and use of its public cloud technology gives us a high-performing platform and scalable infrastructure to better serve our customers



## Broader HR Offerings

- Either directly or via our network of go to market partnerships

## A Wide Range of Services

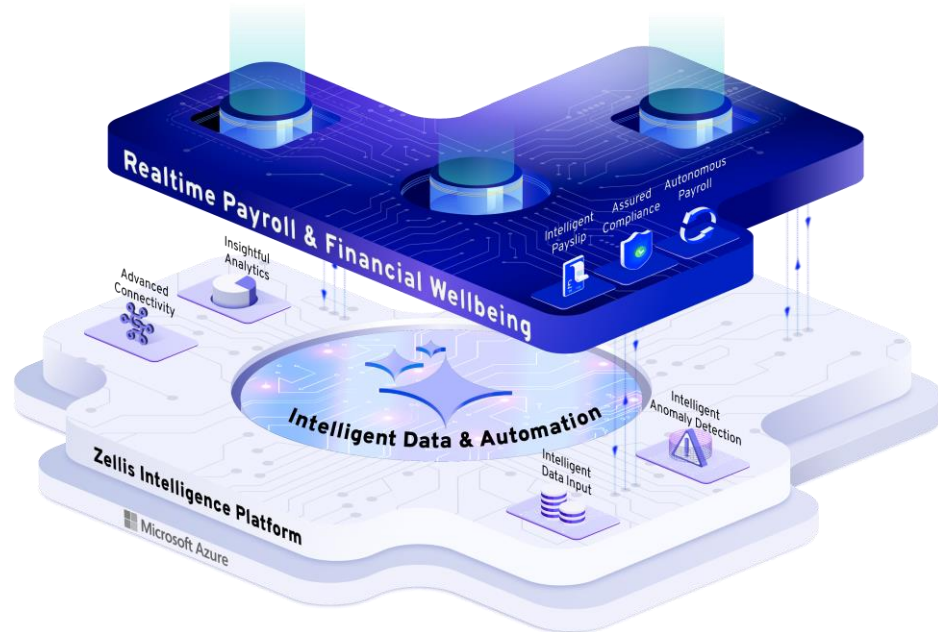
- Managed Service AIR underpinning risk reduction and ROI
- Transformation partners we work with your team to deliver optimised end-to-end solution
- Strategic services offerings that drive incremental value and enhanced resilience

## Core HR

- Delivering fully integrated Core HR capabilities
- Modern engaging HR experiences used by millions of employees in the UK and Ireland

# Payroll Edition.

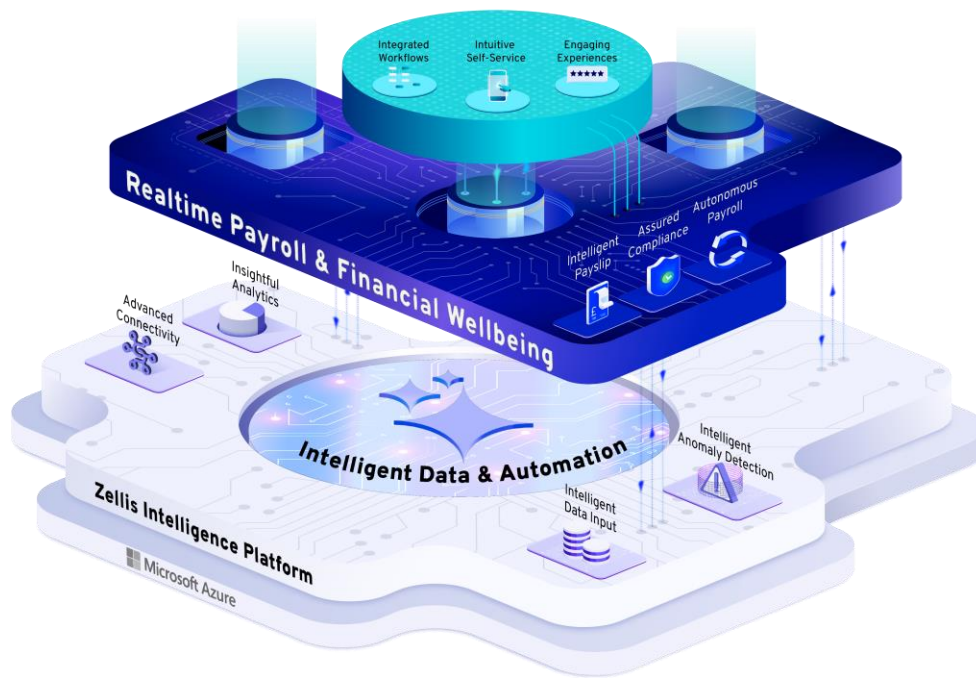
Zellis best-of-breed payroll is highly configurable, and scalable, to meet the most demanding requirements and bring real efficiencies to your operation.



- Proven at scale.**  
 The most advanced payroll engine in the market paying 3 million people every month. Our highly sophisticated, single instance, payroll engine can be easily configured to meet even the most complex requirements in both private & public sector organisations, ensuring you pay your employees on time, every time.
- Compliant core.**  
 Market-leading levels of automation of payroll compliance built into the core product. For example, Zellis were the only provider in the UK and Ireland to develop software updates for the pandemic including approximately 300 functionality changes eliminating the need for “off-system” processing. Unlike others, Zellis’ solution provides multi-territory support catering for UK, the Republic of Ireland, Channel Islands and Gibraltar.
- Interoperability.**  
 Modern open API framework that allows data to flow seamlessly between Zellis HCM AIR products and third-party applications. Leverage our pre-defined, realtime connectors to leading tier-1 HCM suites to provide a best-in-class pairing.
- Financial Wellbeing.**  
 Employee access to tools designed to improve their financial wellbeing, all built around their pay. They can manage budgeting, choose when to get paid (also known as flexible pay), build up a rainy-day fund and get free financial information. Strengthening the bond between employer and employee and supporting employee resilience and productivity.

# Payroll & HR Edition.

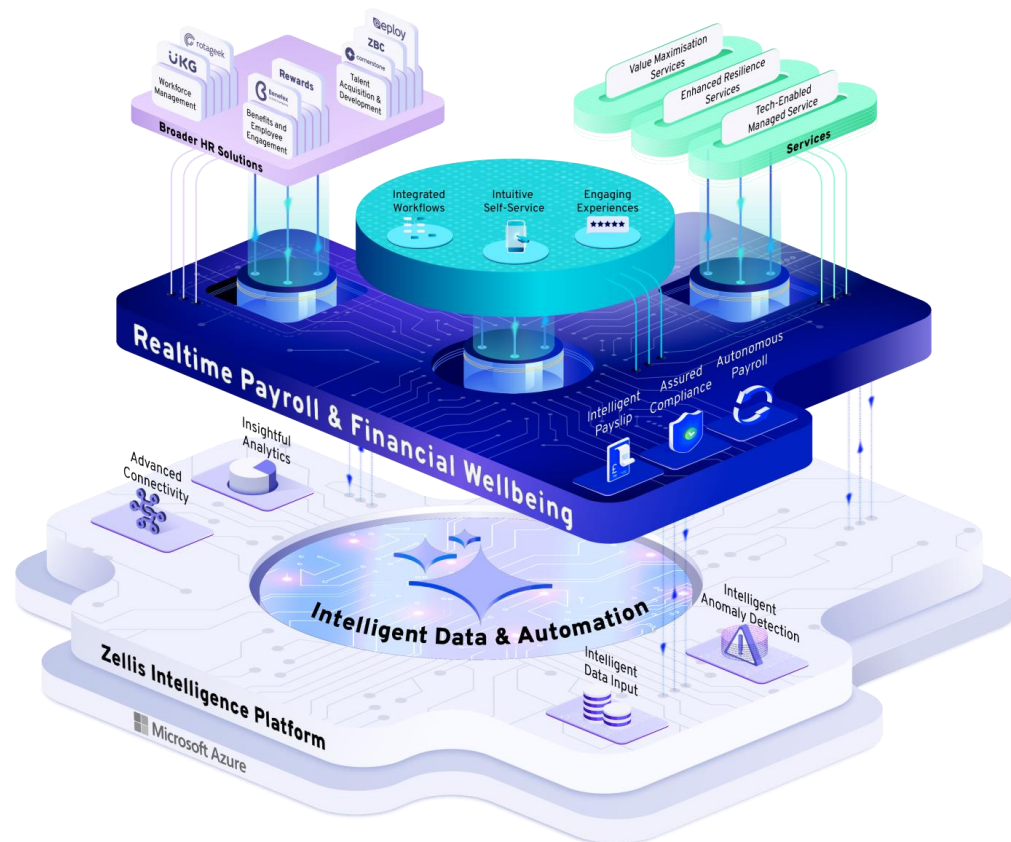
With consumer grade experience at its heart, Core-HR provides function-rich capabilities that provide secure employee self-service and process automations that deliver efficiency gains.



- Engaging colleague experience.**  
 Used by 3 million employees in the UK and Ireland giving instant, secure self-service access to a modern, digital employee experience. Available anywhere at any time via our mobile app, browser and MS365 integrations, enabling your employees to conduct HR activities 'in the flow of work' which supports engaged employees and reduces HR time on manual admin.
- Proven and compliant core.**  
 The most advanced payroll engine in the market. Our highly sophisticated, single instance, payroll engine can be easily configured to meet the most complex requirements in both private & public sector organisations with inbuilt automated compliance spanning multiple tax jurisdictions.
- Manager self-service.**  
 From hire to retire, empowering managers with self-service capabilities to easily and quickly access employee information, manage authorisations, initiate employment related actions and exploit intelligent reports and data driven insights.
- Financial Wellbeing.**  
 Employee access to tools designed to improve their financial wellbeing, all built around their pay. They can manage budgeting, choose when to get paid (also known as flexible pay), build up a rainy-day fund and get free financial information. Strengthening the bond between employer and employee.

# HCM AIR Realtime Payroll & AI.

Leading the industry in payroll innovation The latest enhancements to our HCM platform adds AI-powered real-time data for faster calculations and a more resilient payroll.



- **Realtime payroll.**  
Real-time payroll replaces traditional 'batch' processing with an 'always in calc' model, enabling customers to distribute workloads evenly across the payroll cycle. In addition to eliminating month-end stress, Zellis' real-time payroll engine creates more time for payroll teams to verify data and drive accuracy, which reduces the cost of errors and late leavers.
- **Intelligent anomaly detection.**  
Zellis HCM AIR uses AI to identify irregular or unexpected payroll data, highlighting potential errors in real-time and throughout the payroll cycle so anomalies can be checked and corrected immediately. As well as helping avoid payroll errors, this innovative feature removes much of the manual effort required to identify payroll discrepancies.
- **Intelligent data input.**  
Zellis HCM AIR also applies AI to accurately interpret critical (and even difficult-to-read) information from hand-written documents, significantly reducing the need for manual data entry. Data held within common HR forms such as P45s can be 'read' and entered automatically, enhancing both payroll efficiency and the colleague experience.
- **Intelligent payslips.**  
Interactive and AI-powered payslips, loaded with contextual information and definitions, help employees better understand their pay, as well as variations over time. Employees can access personalised explainer content on-demand, supporting improved financial literacy and wellbeing, with a chat interface also enabling faster response times to pay and employment queries.

# Zellis Intelligence Platform.

**Zellis Intelligence Platform gives a curated and succinct view of data in a user-friendly format for high performing and dedicated analytics, automation and integration**

## Integration Hub

Open ODATA 4.0 API framework and common data model enables you to bring together data from multiple sources and applications.

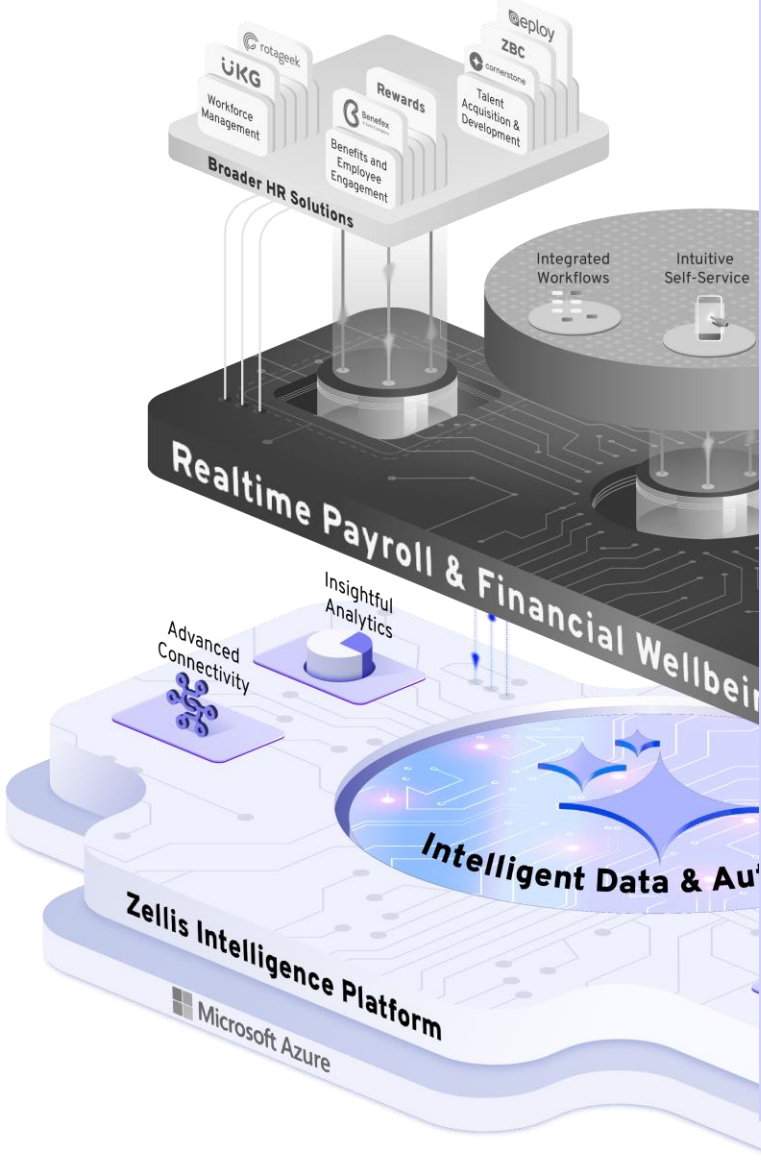
- Out-of-the-box connectors take away the pain of integrating with other applications in the HCM space. The data is then stored in a well-structured, human-readable format to enable a vast range of analytics, automation and integration.

## Best-in-class analytics

- Simplified and unified view of data from across multiple sources
- Embedded and stand-alone Power BI provides HR Director and DEI dashboards, with the ability to create your own engaging and powerful insights and analytics for more informed decision making.

## Customer-driven process automation.

- Microsoft Power Automate connector enables citizen developers to quickly automate simple and repeatable processes for greater efficiencies
- Library of automations for Power Automate



## Flexible services solutions to drive business performance

### Managed Services AIR

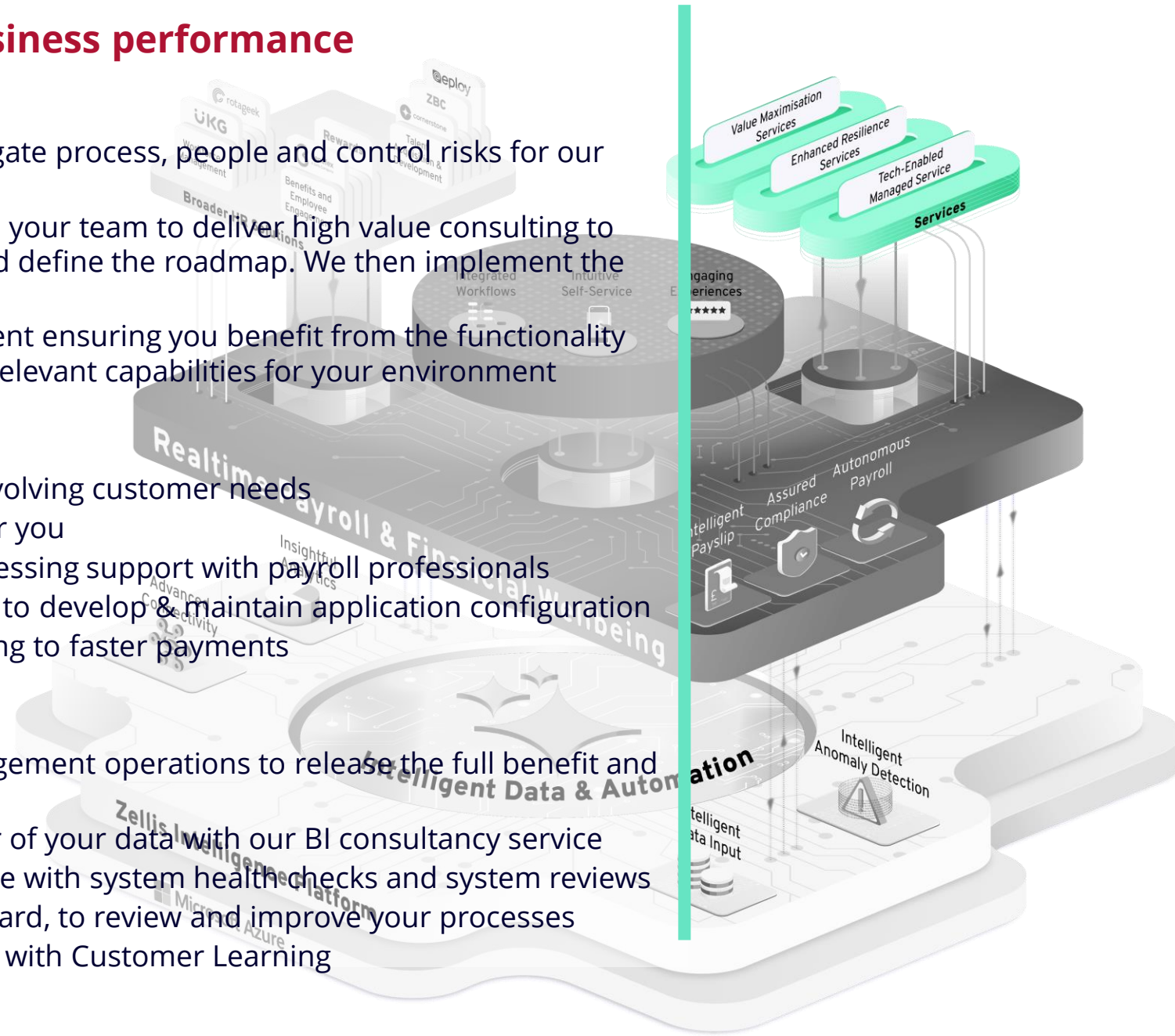
- Digitally enabled managed service solutions mitigate process, people and control risks for our Customers
- Our transformation partnership team works with your team to deliver high value consulting to document the vision, complete a gap analysis and define the roadmap. We then implement the plan to deliver an optimised end to end solution.
- Ongoing virtuous circle of continuous improvement ensuring you benefit from the functionality available in each software release and the most relevant capabilities for your environment

### Resilience services

- Scalable Customer Support solutions to reflect evolving customer needs
- Partner with Zellis to manage your application for you
- Advice and guidance through to emergency processing support with payroll professionals
- Plan for the future with flexible consultancy days to develop & maintain application configuration
- Release days within the payroll calendar by moving to faster payments

### Value maximisation services

- Transform your HR, payroll and Workforce Management operations to release the full benefit and fully embed your applications
- From information to insights - unleash the power of your data with our BI consultancy service
- Enhance performance and maintain good practice with system health checks and system reviews
- Utilise the systems and expertise we have in Reward, to review and improve your processes
- Maintain your knowledge of how to use HCM AIR with Customer Learning



# Broader HR Solutions.

Develop the ideal solution with broader Zellis solutions and our best-in-class partner portfolio integrated via pre-built connectors with real time flow of data

## Workforce management

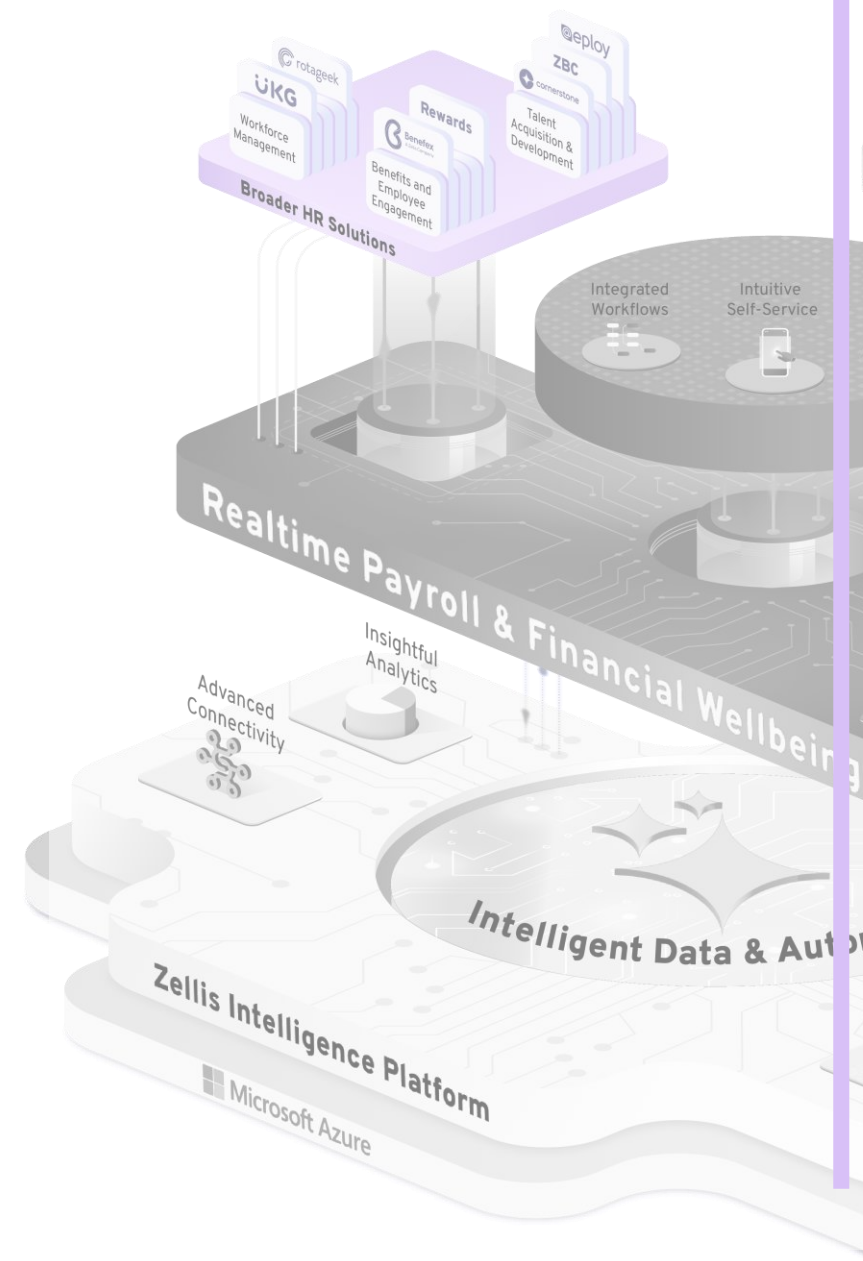
Advanced Workforce Management capabilities provided through Rotageek or UKG  
Brings simplicity to the most complex requirements tailored to your industry and individual needs

## Benefits, discounts, reward and recognition

A flexible, full-service global benefits program across your whole enterprise placing your people at the centre with engaging employee experiences  
Boost company culture, bringing your values to life with a broad recognition program  
Support employee financial wellbeing with savings/ discounts on everyday spend  
Enhance wellbeing with customised, guided support for all employees

## Talent acquisition & development

End-to-end talent acquisition and tracking platform to enhance recruitment activities  
Background checking for new recruits enabling better decision making and reducing risk without slowing the hiring process  
Create a future focused organisation by identifying skills requirements, building training & development plans and tracking team progress



# We are Zellis.

We are proud to be the market leader for human capital management (HCM), powering exceptional employee **experiences in public and private sectors.**

Our payroll and HR solutions are designed to offer employers in the UK and Republic of Ireland the insights and performance they need to overcome challenges today and into the **future.**

**Over 45% of the UK's largest employers trust Zellis** with their most critical HR processes.

We provide what an ever-changing working world needs to engage employees, empower HR teams, and make organisations more efficient.





# Zellis HCM AIR

<January 2024>

