



Zellis HCM Cloud

<November 2023>



Agenda

Industry challenges

Introducing Zellis HCM Cloud

Summary



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

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Financial Wellbeing

Asda signs up to financial wellbeing App Wagestream

Additional News

Asda updates on Blue Light


World of Work

PERSONNEL TODAY

Working from home Hybrid working Tax Companies and Latest News

Hybrid working: the tax implications to consider

by Nick Bustin and Dinesh Panchoi | 11 Feb 2022



Smart Use of Data

HR

Q Search

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Jo Gallacher 09 February 2023 News

HR struggling to get grip on data amid workforce challenges



Data Security

ITProPortal

News Reviews Features Websites Security Business Cat

The 'Great Resignation' is creating increased security risk

By Sead Fadipasic published 9 days ago

When employees leave, they take data with them

f t p r o

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

"Solid product, professionally produced."

Royal Holloway, University of London

"Fully **customisable** – [I] can do quite a bit with the system, functionality wise".

Staffordshire University

"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

"Zellis' solution can successfully **support the complexity** and multiplicity of contractual types **across our workforce**, with automated payroll calculations based on predetermined rules, delivering efficiency.

London Borough of Islington

"I would recommend **the HCM experience** as everything so far is well supported and I'm looking forward to going live."

Aga Rangemaster

"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

"Powerful business partner and trusted source of management information."

South Derbyshire CC

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 recruit top talent

Onboarding

Seamless background checking, and smooth onboarding

People Management

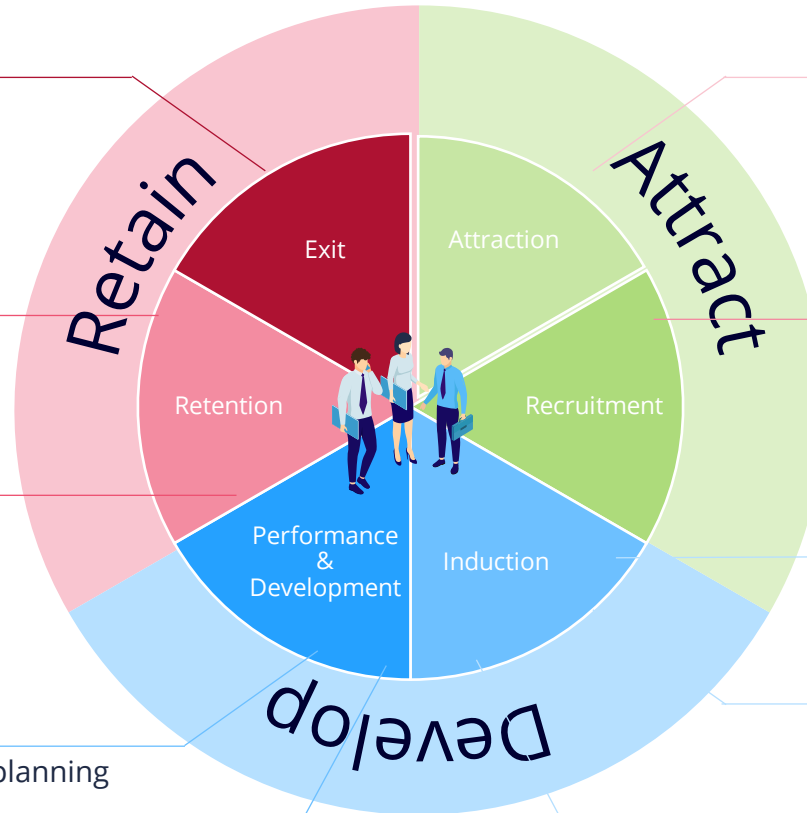
Empower employees to manage and maintain their own personal information

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 Cloud.

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

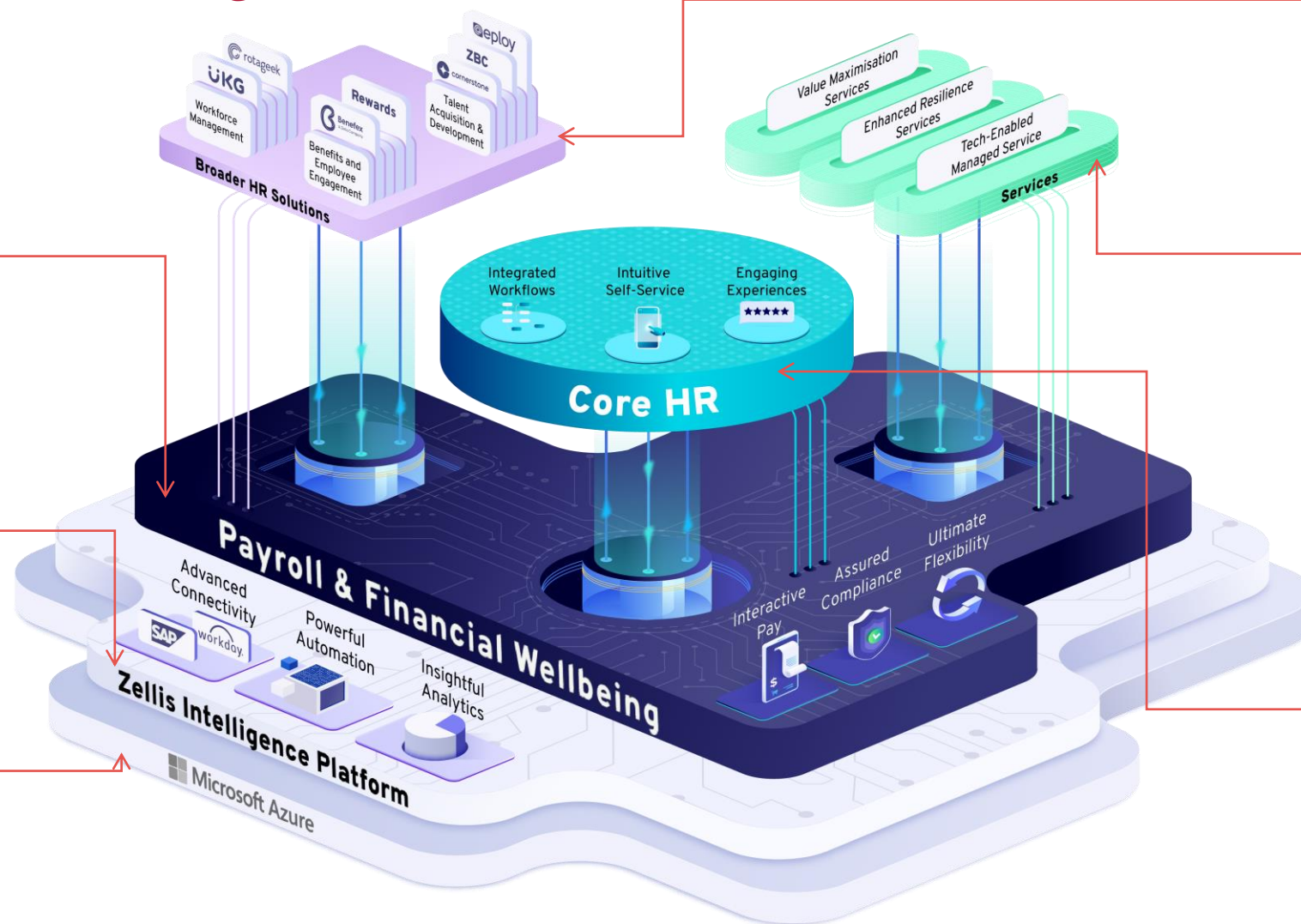
- The most advanced payroll on the market with highly-automated compliance, unparalleled configurability and financial wellness capabilities
- Out of the box integration with existing HCM & ERP technology

Intelligent Platform

- Unified view of data for reporting, analytics and flexible process automation
- 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

- Tech-enabled Managed Service underpinning risk reduction and ROI
- 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.

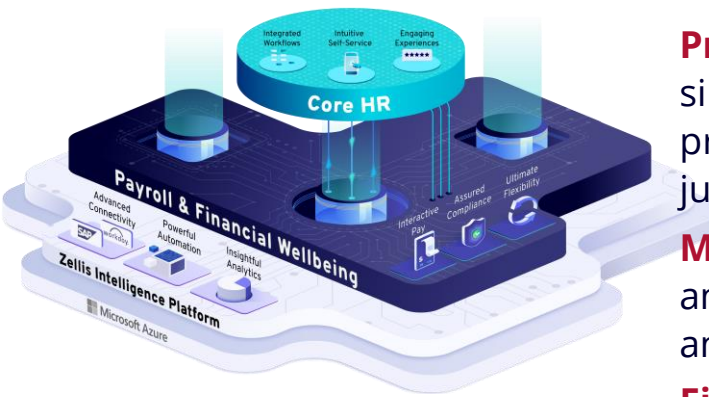
Compliant core. Market-leading levels of automation of payroll compliance built into the core product. For example, Zellis were the only provider in the UK and Ireland to develop software updates for the pandemic including approximately 300 functionality changes eliminating the need for “off-system” 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 Cloud products and third-party applications. Leverage our pre-defined, real-time 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.

Zellis Intelligence Platform



Both editions are built on the Zellis Intelligence Platform giving 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

Tech enabled Managed Service

- Digitally enabled managed service solutions mitigate process, people and control risks for our Customers
- Optimise your return on investment through use of Zellis shared service centres, automation and innovation, enabling you to focus on your business priorities
- Highly configurable, scalable and resilient solutions adaptable from medium enterprises up to complex corporate environments

Resilience services

- Scalable Customer Support solutions to reflect evolving customer needs
- Outsourcing of your application management to Zellis experts
- 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 cloud with Customer Learning



**Zellis
Services**

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.