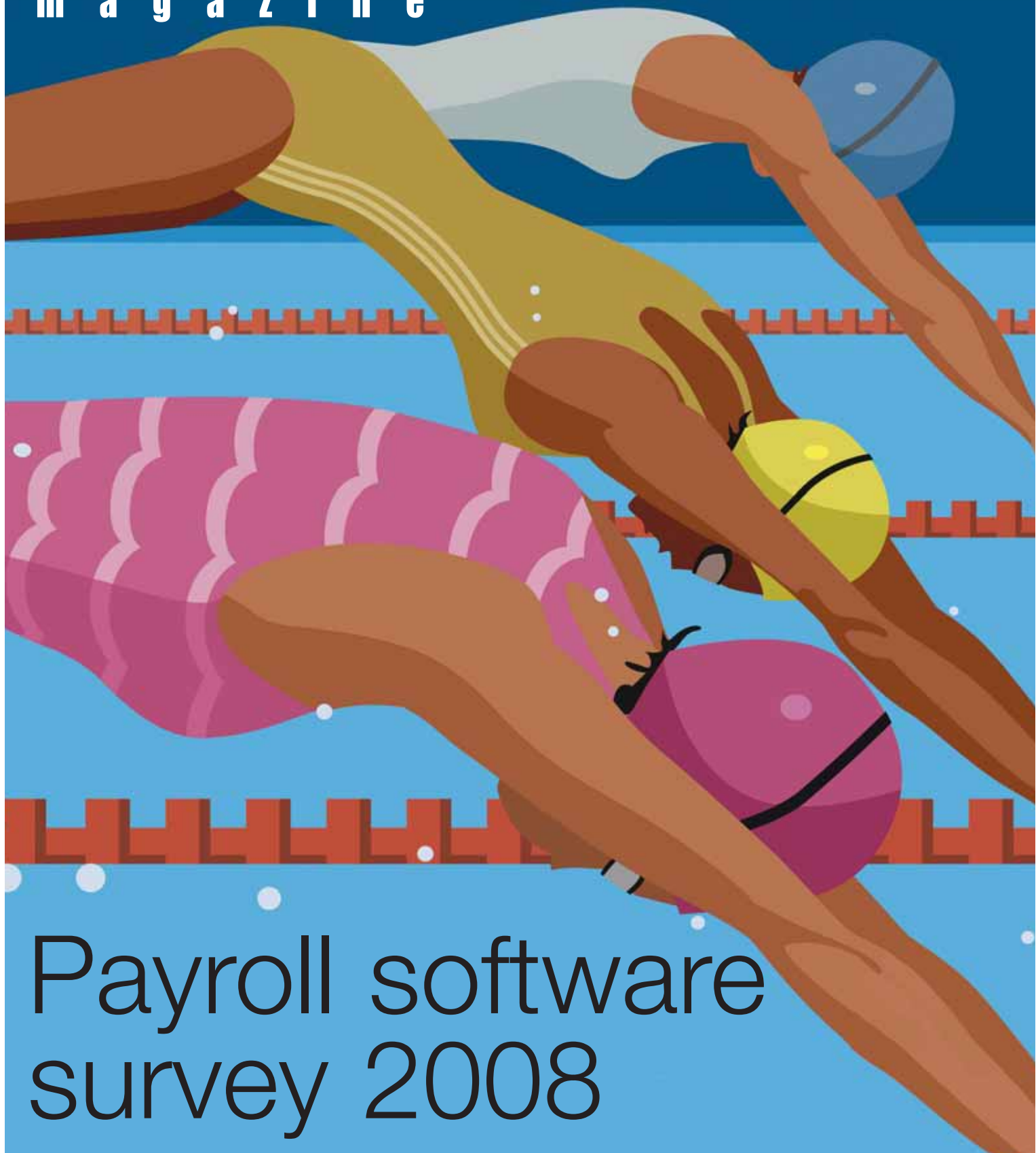


APRIL 2008

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Payroll software  
survey 2008

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magazine



Integration seems to be the key word when it comes to payroll software these days, both in terms of providers and products.

The rash of acquisitions in the past year or so has seen to that from a provider point of view. We've had the larger players snapping up smaller companies, such as Sage's purchases of Snowdrop and KCS Rightsource, and private equity taking over at Northgate, Ceridian and IRIS.

In the feature accompanying the software survey, we look at what the acquisitions mean for purchasers. Does it limit your options?

On the software side integration is focused on databases and systems. Increasingly, you are asking for payroll and HR databases to be integrated — not surprising when the data flow between the two is so important. You also want payroll systems that can integrate with related software, such as T&A, HR and finance.

This move to combined systems or systems that can interact more easily is backed up by a focus on web-based hosted software. All of which means payroll software is likely to look very different in the coming years.

A handwritten signature in black ink that reads "Cathy Heys".

[cathy.heys@thomson.com](mailto:cathy.heys@thomson.com)

## features

### 33 Getting a head start

Cath Janes investigates the software market and the acquisitions that have dominated it in the last year

### 36 Supplier information

Contact details, customer numbers and client size

### 37 Standard features

Detailing the standard features of the software

### 38 System options

Operating systems, integration and accreditation

### 39 Support & maintenance

What is included in the cost and what is extra

### 40 Software security

Passwords, access and activity etc

### 41 Product showcase

Product information and case studies



# Getting a head start

The payroll software market has seen a rash of acquisitions in the last year. **Cath Janes** looks at the implications for buyers

If only buying payroll software was as easy as nipping to the supermarket. Snapping up tasty solutions to shift patterns, benefits and salary increases isn't exactly straightforward. Yet knowing what's in and what's out, understanding who owns who and foreseeing market trends could be what stands between you and the software of your dreams. If you want to win the game, you have to know what game you're playing.

Understanding the marketplace needn't be difficult. The general consensus is that over the last few years the payroll software market has been healthy and has evolved, giving customers more options than ever whether they want to move into the online arena, outsource or integrate in-house functions. Even better, it's the customer who is driving the market thanks to a greater awareness of what's on offer and willingness to make demands on software providers. It's no longer just the big names who have a list of essential ingredients for successful payroll. Now that SMEs know what they want, and aren't scared to ask for it, the market is working hard to keep up the pace.

## Expectations

Eric McDonough, payroll services manager at Snowdrop, explains. "Customers are more aware

of what software is capable of, although they also now think, 'wouldn't it be great if it also did this?'. Their expectations are increasing and software has to keep up."

However, McDonough believes that the pressure is on for software developers. After all, payroll is no longer about making basic monthly calculations. Customers increasingly want added value from payroll and breaking down data to get a clearer picture of anything from costs through to recruitment pools means that software is reinventing itself to keep up with the demands.

Iain Anderson of API Group, manufacturer of packaging materials, is one example of how customers want more from their software. The company uses Oracle because it wanted to

reduce costs by centralising its finance function and the demands upon payroll were particularly complex.

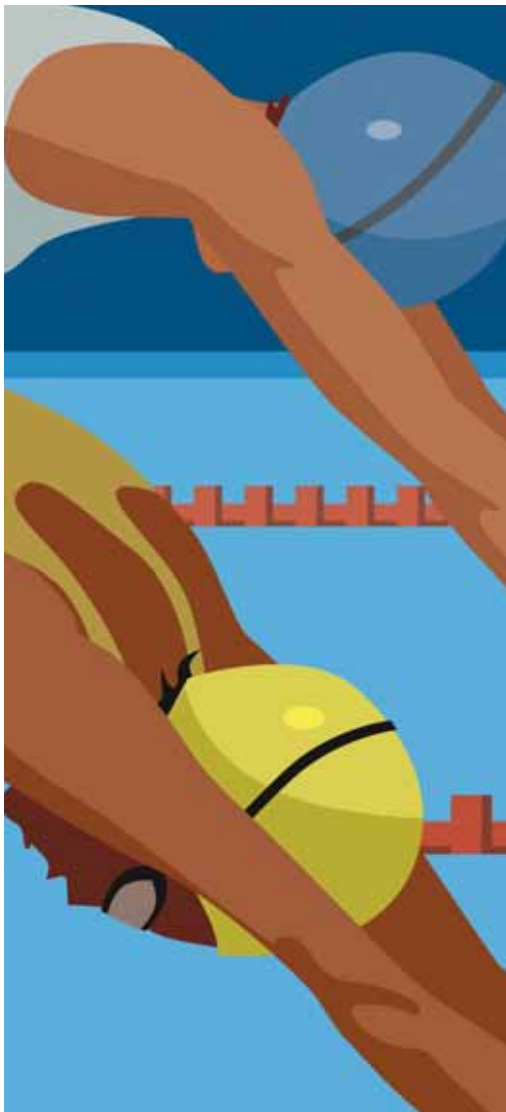
"We had payroll functions in each of our locations," says Anderson, "and each function had different shift allowances and pay dates, for example. We needed an application that could accommodate these elements and chose Oracle because it was integrated, would host the application for us and worked like a one-stop shop."

And the results of API's investment show why it pays to do your homework. The company has rationalised from using payroll clerks in each of its locations to now needing only two for all of its operations and its costs have dropped by 50%.

Yet while customers push forward software development, the endless round of acquisitions determines what software is available to them. Glance at the business page of any newspaper and you'll find the likes of Oracle, Sage and SAP hoovering up big names and minnows alike. This year alone Sage has acquired Snowdrop, KCS and Creative amongst others, while Oracle looks as if it wants global domination by scooping up Hyperion, Interlace Systems, Moniforce and Netsure. And SAP has been just as busy, picking up OutLookSoft, →

## Software trends and issues

- Integration with HR databases or single database architecture for payroll and HR
- Integration with other systems — T&A, HR and financial etc
- Online access to systems and services and increased use of hosted solutions
- On-demand software ('software as a service')
- Employee self-service
- Online access for payslips



movement in the rest of the year.”

Time will tell. But does this mean that the position of smaller companies in the market is becoming weaker? After all, if smaller companies are fodder for those expanding their portfolios won't the marketplace become barren of anything except the big names?

Not according to Carter. For him, it's the smaller software companies that give the market its flexibility. He believes that not all payrollers want to work with the likes of Oracle or SAP simply because they feel too insignificant when they do so and that it's this need for payrollers to match like for like which will support the smaller companies coming through. Add to that the fact that the UK's SMEs are a vital part of the nation's economy and they'll never disappear from view.

There's another factor at play too and that's whether applications such as SAP and Oracle really are suitable for smaller scale payrollers. Adrian Stafford-Smith, managing director of Albany Software, doesn't think that they are.

“There's a market for smaller software companies because you can't take a big solution and water it down for customers. It just won't fit them,” he says. “Smaller payrollers want more flexibility than that and may be happier renting or mixing service-based and purchased solutions if that's what's best for them. This has to be about what customers need and can afford.”

## Customer needs

So what do customers need apart from cost effectiveness and rationalisation? For a start there's an increasing demand for the integration of payroll with HR functions, not to mention added value. Then there's flexibility in dealing with the varied demands upon payroll from managing shift patterns through to childcare vouchers. Outsourcing is gaining ground too, with more and more businesses handing payroll responsibility to software providers, reducing costs and their need to keep up with changing legislation.

“Businesses simply want to spend more time

running their business,” says Stafford-Smith. “They want to do less admin and focus on what the business is good at. Tiresome processes don't generate revenue and technology can free them up from that.”

One payroller who'd agree with that statement is Chris Hayward who works for Novellis, producer of aluminium products and aluminium can recycling. She works with Northgate HR's Empower Payroll, chosen because it promised to reduce the administrative work as well as offer added value to the business.

“Seven years ago, you should have seen the cupboard space we used for our payroll reports,” she says. “Now that's just down to three reports on one shelf.”

“Empower is data driven, has a single point of entry, can import and export data and has an automated time and attendance system too. It also gives us in-depth analysis for reports and even makes offering a pay rise easy.”

## The public sector

Yet does this example of what payrollers are looking for in the private sector translate to the public sector too? Not necessarily. That's one reason why the public sector is served by companies that have developed sector specific solutions, such as Logica, ICS Computing, Northgate HR and MidlandHR. Not only does the public sector work at a different pace to the private but it also has to contend with procurement, lifecycles that last up to 15 years and being process driven.

“The public sector is a different beast to the private,” says James Horkan, strategic accounts manager for MidlandHR. “It doesn't fluctuate as dramatically and it also has to deal with protected earnings and multiple job occupancies and, now, the government's move towards shared services.”

According to Horkan, this isn't doing the market any harm. He thinks that the public sector payroll market is “fierce” with everyone wanting a piece of the action, especially when large county councils or

Business Objects and MaXware.

Add to that the private equity purchases of Ceridian, IRIS and NorthgateHR (which also snapped up Arinso last year) and it has been an active market recently.

But what does this mean for payroll customers? Doesn't this narrow down the market?

## The market

Not necessarily, says Snowdrop's McDonough.

“When you get a company buying several others you could say that there is less choice for the customer. Yet within the smaller range of suppliers there are more options because the company doing the acquiring has to integrate the positive elements of its products with the positive elements of the company acquired. That's better for the customer.”

And word has it that the rate of acquisitions won't be this frenetic forever. Thanks to the changes to Capital Gains Tax in April 2008 it looks as if there could be a distinct pattern to who buys what and when. Matt Carter, operations director at Bond HR, explains.

“We could see small companies being sold before April because proprietors want to exit the market to take advantage of the old tax regime. The means that if there isn't a lot of movement before then there won't be a great deal of

Cost of a 'standard' software package		
Less than £5,000	Between £5,000 and £20,000	Between £20,001 and £50,000
COA Solutions	Ceridian	Topaz
Intuit	Cyberaid	
IRIS Software Group	Frontier Software	
K3 Business Technology Group	ICS Computing	
Kalamazoo Security Print	KV Computer Services	
Keytime	Northgate HR	
Qtac Solutions	Payroll Business Services	
	Pyramid HR	
	Snowdrop	
	Star Computers	
	TeamSpirit Software	

*Note: The following companies did not wish to disclose the cost of their product, Cintra HR & Payroll Services, KCS Rightsource, Logica, MidlandHR and Wisbech Computer Services*

central government departments award contracts worth up to £7 million. And for him, there's a place for the smaller payroll providers too.

"Smaller district councils with anything up to 500 staff can't often afford Oracle or SAP. That's when they turn to smaller suppliers because they want simple solutions."

So the marketplace is a healthy one regardless of whether it serves the public or private sectors. But how will it look in a few year's time? There are several trends looming but the biggest buzzword of all is outsourcing. Sparked by the increasing consolidation of payroll and HR databases businesses are learning to shed the responsibilities that don't earn them cash. Conveniently, software providers are giving them a

helping hand.

"Businesses are looking at what is mission critical to what they are doing," explains Chris Britten, director of product strategy at Northgate HR. "Smaller organisations don't often have dedicated payrollers so want to outsource that function. Yet larger companies have great payrollers and don't want them to spend time inputting information when they could be making policy decisions instead."

And that's not the only trend on the horizon. HR outsourcing is also said to be on the increase, albeit cautiously, thanks to security scares, as is software-as-a-service which will initially be web-based. Ceridian, for example, has just launched an online modular solution targeted at

mid-market companies. Rather than paying a licence fee, users pay a subscription fee which reflects the services they buy, such as online recruitment, learning and development and payroll.

Software rental will also become a more likely option for businesses, especially for those who want a flexible approach or simply to be able to mix and match outsourced functions with in-house and rental options.

All of which means that payrollers now have more choice and flexibility than they've ever had before. Purchasing payroll software still isn't as easy as nipping to the supermarket, but at least the market is becoming a more exciting place to be. ■

## HMRC extends the Payroll Standard accreditation scheme

Never one to rest on its laurels for long, HM Revenue & Customs (HMRC) has once again been making changes to the way it works and its most recent efforts have been aimed at taking the pain out of payroll software purchasing. As of 1 January 2008, HMRC's Payroll Standard, the accreditation scheme designed to help employers decide which software best supports their business, has evolved to broaden its remit.

It puts an end to the rumour that the Payroll Standard would change to include two separate levels of accreditation, something HMRC is keen to stress. Instead, following consultations with employers, software developers and trade associations, HMRC has created the Payroll Standard for full payroll software and the Pensioner Payroll Standard for software that only pays pensions and annuities, a subset of the Payroll Standard.

"This is a significant change," says Elaine Gibson, senior policy and research officer for the Institute of Payroll Professionals. "Previously, as the Standard stood it was not one size fits all. However, this has now brought payroll providers, who until now couldn't meet the standard, into its remit. That payroll has been divorced from pensions has helped to allow accreditation in a way that wasn't possible before."

According to HMRC it's a move that can only benefit employers, giving them a greater choice of accredited software while also allowing more software developers and payroll bureaux to apply for accreditation. Gibson agrees that it's a welcome development.

"It's creating that much more flexibility," she explains. "More software will fall within the remit of the Standard and this can only be

positive. HMRC is certainly going in the right direction."

So why the fiddling in the first place? At its most basic, it is to ensure that software developers satisfy all the demands of the Payroll Standard, which now has core requirements as well as a further three optional requirements. These options cover whether the software in question has two or four weekly pay frequencies, if it provides for directors' National Insurance and whether it can support contracted-out pension deductions. The result is that HMRC's website can show employers what aspects of payroll each product supports, allowing them to purchase the software that suits them best. The Pensioner Payroll Standard doesn't have optional requirements at all.

Andrew Dove, vice chair of the Business Application Software Developers Association HR and Payroll Special Interest Group, believes that these optional requirements are vital to the successful purchases. "Now that there are three options in the Payroll Standard, ask yourself if you need all three of them before you make your software choice," he says. "Find the software that handles what you need and don't be blinkered by looking for something that ticks every box. If you want a simple payroll system do you really need to worry about contracting out National Insurance for example?"

This isn't the end of HMRC's changes though. Anyone who faces a fresh cycle of payroll purchasing will also have to get used to the new logo. Issued to software developers who have met the Payroll Standard or the Pensioner Payroll Standard, the logo clearly outlines the options their software covers. It's meant to give an instant indication of what the product contains, much

like checking out nutritional benefits on tins of beans. It is worth remembering, though, that a product doesn't have to carry HMRC's logo in order to meet the standard. The logo is offered to those who have been accredited and not all products would have sought accreditation in the first place.

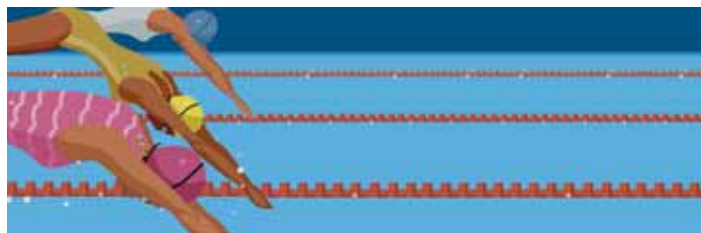
"Purchasers may find that packages aimed at the general market will carry logos but those packages aimed at vertical markets may not," explains Dove. "That's because the latter don't have to seek accreditation, whereas if anything is sold via dealers or advertisements buyers want to see the logo on it."

Dove also predicts that there will now be a short-term rush of companies seeking accreditation and that purchasers may find anything up to 30 new packages listed on HMRC's website.

However, if you're shopping for payroll software it also pays to be familiar with what both the Payroll Standard and the Pensioner Payroll Standard don't do. For a start, mandatory in-year filing requirements won't apply until 6 April 2009, which means that online forms P45(1), P45(3) and P46 won't get recognition until then. It's a big change to the original date of 6 April 2008 and one worth remembering before you start signing those cheques.

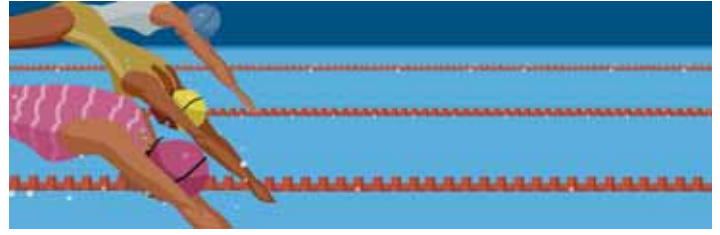
Nevertheless the general consensus is that HMRC has made a positive step forward with the changes to the Payroll Standard. Apart from opening up the accreditation process HMRC has paved the way for future changes. According to Dove, "HMRC has now made it possible for it to introduce more options as and when it needs to. It's created a system that is much easier to use and that's something that everyone should welcome."

# Supplier information



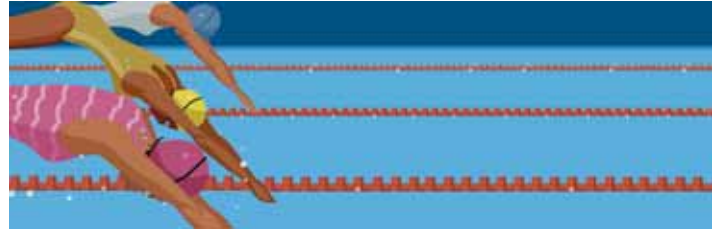
COMPANY	product name	contact details	website	approx number of current users (employers)	names of existing clients	preferred client size	% of staff supporting payroll software	% of helpdesk staff with payroll qualifications
Ceridian	Ceridian HRevolution 3	Ceridian Response Team 0800 733 337	ceridian.co.uk/ payandpeople	New launch	N/A	5 to 500	25	15
Cintra HR & Payroll Services	Cintra	Larry Roberts 0191 478 7000	cintra.co.uk	500	Hiscox Syndicates, Longleat Estate & Safari Park and RNLI	100 to unlimited	80	100
COA Solutions	OpenPeople	Steven Budge 01604 666 801	coasolutions.com	370+	Grampian Country Food Group, Go Ahead and OTTO UK	250 to 20,000	25	25
Cyberaid	TeamTrak	Rachel MacPhail 01440 730 710	cyberaid.com	200	Four Seasons Health Care, De Vere Hotels and Adnams Ales	100 to unlimited	20	0
Frontier Software	chris21	Martin Whitehouse 0845 370 3210	frontiersoftware.com	330	West Lothian Council, Alexon Retail and Cancer Research	200 to 20,000	75	21
ICS Computing	Perito	Trish Whitham 01635 580 802	icspayroll.co.uk	225	Tube Lines, Imperial College Healthcare Trust and Silentnight	500 to 5,000	20	95
Intuit	QuickBooks 2008	Intuit Customer Services 0845 606 2161	http://quickbooks.intuit.co.uk	20,000	N/A	1 to 100	30	5
IRIS Software Group	IRIS Payroll Professional	Justin Carl 0844 815 5700	iris.co.uk	250	Age Concern, First Choice Recruitment and Somerset County Cricket Club	1 to 500	25	40
K3 Business Technology Group	Equator	Ellen Hoefste 0161 876 4498	k3scs.com	600	Turners (Soham) Limited, Greenpay Payroll Bureau and QV Foods	50 to 1,000	20	20
Kalamazoo Security Print	Payeflow	Sales Support 0121 256 2222	payeflow.co.uk	200	Unex Group, Tenby Town Council and Theoco Renault	10 to unlimited	20	50
KCS Rightsource	HR and Payroll Management Software	Emma Barrett 020 8660 2444	kcsrightsource.com	400	HMV, Specsavers and Marie Curie Cancer Care	100 to unlimited	20	100
Keytime	Keytime Payroll	Martin Theaker 0845 456 3103	keytime.co.uk	1,000+	Salvation Army, Calbrook Cosmetics and Bibendum Restaurant	1 to 1,000+	25	25
KV Computer Services	KVPAY	John Young 0191 510 9566	kvcomputerservices.co.uk	100	G4S Security, Greggs Plc and Adams Childrenswear	100 to 25,000	100	0
Logica	Interact/SAP/Oracle	Debbie Bromley 0161 927 8186	logica.co.uk	850	Coca Cola Enterprises, Vodafone and Cheshire Police Authority	500 to unlimited	15	75
MidlandHR	Trent	Rebecca Aspley 0115 945 7712	midlandhr.com	320	Lancashire County Council, Alfred McAlpine and TK Maxx	250 to unlimited	100	42
Northgate HR	ResourceLink Enterprise	Saly Greene 0800 035 0545	northgate-hrs.com	5,000+	On request	250 to unlimited	40	30
Payroll Business Solutions (PBS)	Accord Payroll	Nick Hooper 020 8550 7758	payrollbs.co.uk	250	Kwik Fit, Addleshaw Goddard and P&O Ferries	50 to 15,000	80	80
Pyramid HR	Pyramid	Steve Morris 01926 485 085	pyramidhr.co.uk	100	Goldsmith College, Clinton Cards and Bowie Castlebank	10 to 20,000+	60	50
Qtac Solutions	Payroll Manager	Simon Palmer 0117 935 3500	qtac.co.uk	3,000	IBM (UK) Ltd, Exxon Mobile and Next	1 to 1,000	50	25
Snowdrop	Orchard	William Davidson 01993 862 181	snowdrop.co.uk	60	Dune Retail, G.C. Bateman's Opticians and Four Pillars Hotels	100 to 100,000	20	50
Star Computers	Payroll Professional	Ian Peter Thompson 01869 337 744	starplc.com	600	PricewaterhouseCoopers, Logica and Merrill Lynch	100 to 1,000	5	100
TeamSpirit Software	TeamSpirit	Joanne Ward 01376 519 413	teamspiritsoftware.co.uk	500+	Brighton & Hove City Council, H&M Hennes and HMV Media Group	100 to 25,000	50	65
Topaz	Topaz EMS	Keith Brown 01773 531 551	topaz.co.uk	165	British Sugar, Imperial Tobbacco and NFT Transport	250 to 15,000	25	100
Wisbech Computer Services	Wispay Payroll	Ian Knight 01945 464 146	wispay.co.uk	1,000+	Cambridge University and Capita	10 to 10,000	75	100

# Standard features



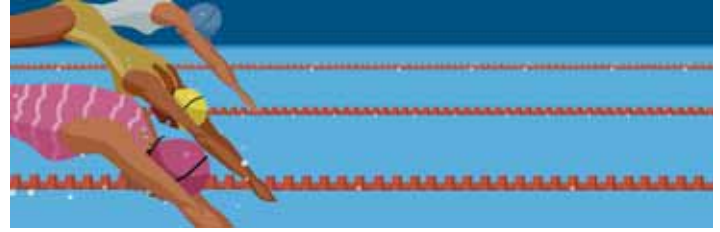
COMPANY	on-screen payslip history	gross-to-net calculation	statutory pay calculations and payment	allows multi-deductions	multi-currency payslips	aggregations of earnings for NICs	output to ledgers	multiple splits of net pay to BACS output file	automatic P45 checking	retrospective pay	developer's own report writer	proprietary report writer	user-defined audit trail reports	electronic data transfer – EDI	electronic data transfer – internet	non-UK payroll	online internet support	in-year online filing
Ceridian	✓	✓	✓	✓	×	✓	×	×	×	×	×	✓	×	✓	×	×	✓	✓
Cintra	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	×	✓	×	✓	×	✓	✓
COA Solutions	✓	✓	✓	✓	×	×	✓	✓	✓	✓	✓	✓	×	✓	✓	×	×	✓
Cyberaid	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓
Frontier	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	×	✓
Intuit	✓	✓	✓	✓	×	×	✓	×	×	✓	×	✓	×	×	✓	×	×	×
IRIS	✓	✓	✓	✓	×	×	✓	✓	×	×	✓	✓	✓	×	✓	✓	✓	✓
K3	✓	✓	✓	✓	×	×	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓
Kalamazoo	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓
KCS	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓
Keytime	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	×	×	×	✓	×	×	×
KV	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓
Logica	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓
MidlandHR	✓	✓	✓	✓	×	✓	✓	×	✓	✓	×	×	✓	✓	✓	✓	✓	✓
Northgate HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
PBS	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	×
Pyramid HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×	✓	✓
Qtac	✓	✓	✓	✓	✓	×	×	✓	✓	✓	×	×	×	×	✓	×	✓	✓
Snowdrop	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Star Computers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	×	✓	×	✓	✓
TeamSpirit	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓
Topaz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×	✓	✓
Wisbech	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	×	✓	×	✓	✓

# System options



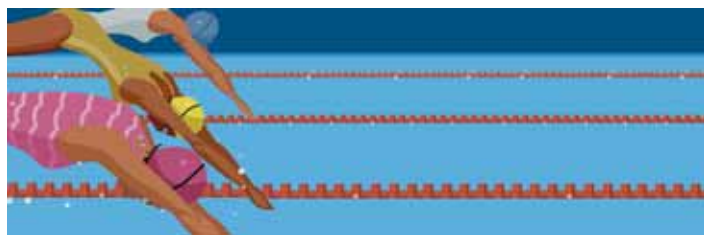
COMPANY	Operating systems etc							Systems which can be integrated with payroll										Accreditation						
	DOS	unix	OS/2	VMS	windows	other	online access	HR	shared database with payroll records	pensions	shared database with payroll records	finance	shared database with payroll records	time & attendance	shared database with payroll records	P11D/class 1A NICs/expenses	shared database with payroll records	construction industry	shared database with payroll records	meets IMIS full standards, accreditation applied for	meets IMIS full standards, accredited	meets HMRC payroll standards, accreditation applied for	meets HMRC payroll standards, accredited	meets HMRC pensions standards, accredited
Ceridian	x	x	x	x	✓	x	✓	✓	✓	x	x	x	x	x	✓	✓	x	x	x	x	x	x	✓	x
Cintra	x	x	x	x	✓	x	✓	✓	x	✓	x	✓	x	✓	x	✓	x	x	x	x	x	✓	✓	✓
COA Solutions	✓	✓	x	x	✓	x	✓	✓	✓	x	x	✓	x	✓	x	✓	x	x	x	x	x	x	x	✓
Cyberaid	x	x	x	x	✓	x	✓	✓	✓	✓	x	x	✓	✓	✓	✓	✓	✓	✓	x	x	x	✓	✓
Frontier	x	✓	x	x	✓	✓	✓	✓	✓	✓	x	x	✓	✓	✓	✓	x	x	x	x	✓	✓	✓	x
ICS	x	x	x	x	✓	✓	✓	✓	✓	✓	x	x	x	x	✓	✓	x	x	x	x	x	x	✓	x
Intuit	x	x	x	x	✓	x	x	x	x	x	x	✓	x	✓	x	x	x	x	x	x	x	x	✓	x
IRIS	x	x	x	x	✓	x	x	✓	x	x	✓	x	x	x	✓	x	✓	x	x	x	x	✓	✓	
K3	x	x	x	x	✓	x	✓	✓	✓	✓	✓	x	✓	✓	✓	✓	x	x	x	x	x	✓	x	
Kalamazoo	x	x	x	x	✓	x	✓	x	x	✓	✓	x	x	x	x	x	✓	✓	x	✓	x	✓	✓	
KCS	x	✓	x	x	✓	x	✓	✓	✓	x	x	x	✓	✓	✓	✓	✓	✓	✓	x	x	x	✓	x
Keytime	x	x	x	x	✓	x	x	x	x	x	x	x	✓	✓	✓	✓	x	x	x	x	x	✓	x	
KV	x	x	x	x	✓	x	✓	✓	✓	✓	✓	✓	✓	x	✓	✓	x	x	x	x	x	x	x	x
Logica	x	x	x	x	✓	x	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x
MidlandHR	x	✓	x	x	✓	x	✓	✓	✓	x	x	x	x	x	x	x	x	x	x	x	x	✓	x	x
Northgate HR	x	✓	✓	✓	✓	x	✓	✓	✓	✓	x	x	✓	✓	✓	✓	x	x	x	x	x	x	✓	✓
PBS	x	x	x	x	✓	✓	✓	✓	✓	x	x	x	x	x	✓	x	✓	✓	x	x	x	✓	✓	✓
Pyramid HR	x	x	x	x	✓	x	✓	✓	✓	✓	x	x	✓	✓	✓	✓	x	x	x	x	✓	✓	✓	✓
Qtac	x	x	x	x	✓	x	x	x	x	x	x	x	x	x	x	x	✓	✓	x	x	x	✓	x	x
Snowdrop	x	x	x	x	✓	x	✓	✓	✓	x	x	x	✓	x	✓	✓	x	x	x	x	x	x	x	x
Star Computers	x	x	x	x	✓	✓	x	x	x	x	x	x	x	x	✓	x	✓	x	x	x	✓	✓	✓	✓
TeamSpirit	x	x	x	x	✓	x	✓	✓	✓	x	x	x	✓	✓	✓	✓	x	x	x	x	x	✓	x	x
Topaz	x	✓	x	x	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	x	x	x	✓	✓
Wisbech	✓	x	✓	x	✓	x	x	✓	x	x	x	x	✓	x	✓	x	✓	x	x	x	x	✓	x	x

# Support & maintenance



COMPANY	online help screens	online tutorials	help desk	technical guide	project management	user guide and documentation	implementation	remote dial up and support	disaster recovery	user group membership	initial training	ongoing training	Software updates	updates are every...
Ceridian	I	I	I	I	A	I	I	I	I	I	I	A	I	quarter
Cintra	I	I	I	I	A	I	A	I	A	A	A	A	I	2-3 times a year
COA Solutions	I	I	I	I	I	I	I	I	I	I	I	I	I	6 months
Cyberaid	I	I	I	I	A	I	A	I	A	I	A	A	I	6 months
Frontier	I	I	I	I	A	I	A	A	A	I	A	A	I	6 months
ICS	I	X	I	X	A	I	A	X	A	X	A	A	I	6 months
Intuit	I	X	A	X	X	I	X	X	A	I	A	A	I	once a year
IRIS	I	I	I	I	A	I	A	I	A	X	A	A	I	6 months
K3	I	A	I	I	A	A	A	A	A	X	A	A	I	3 months
Kalamazoo	I	A	I	I	A	I	A	A	X	X	A	A	I	once a year
KCS	I	I	I	I	A	I	A	I	A	I	A	A	I	6 months
Keytime	I	I	I	I	A	I	A	A	X	X	A	A	I	6 months
KV	I	I	I	I	A	I	I	I	A	I	I	A	I	once a year
Logica	I	I	I	I	A	I	A	A	I	I	A	A	I	6 months
MidlandHR	I	X	I	I	A	I	A	A	A	A	A	A	I	6 months
Northgate HR	I	I	I	I	A	I	I	I	A	A	I	A	I	6 months
PBS	I	I	I	I	A	I	A	I	A	I	A	A	I	once a year
Pyramid HR	I	I	I	I	I	I	I	I	I	I	I	I	I	6 months
Qtac	I	I	I	I	X	I	X	I	X	X	X	X	I	twice a year
Snowdrop	I	X	I	I	I	I	I	I	I	I	I	A	I	once a year
Star Computers	I	X	A	I	A	I	A	I	X	X	A	A	I	6 months
TeamSpirit	I	A	I	I	A	I	A	I	A	I	A	A	I	3 times per year
Topaz	I	I	I	I	A	A	A	I	I	I	A	A	I	once a year
Wisbech	I	I	I	I	A	I	A	A	A	X	A	A	I	twice a year

# Software security



COMPANY	password per user	data ownership definable	company level security access	employee level security access	field level security access	menu level security access	report/query security access	pay run security access	audit trail of amendments	system log of activity	input data validation
Ceridian	✓	×	✓	✓	×	×	✓	✓	✓	×	×
Cintra	✓	×	✓	✓	×	✓	×	✓	✓	✓	✓
COA Solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cyberaid	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Frontier	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Intuit	✓	×	×	×	×	✓	✓	✓	✓	×	✓
IRIS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
K3	✓	×	✓	✓	×	✓	✓	✓	✓	✓	✓
Kalamazoo	✓	×	×	×	×	×	×	×	✓	×	×
KCS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Keytime	✓	✓	✓	✓	×	×	×	✓	×	✓	×
KV	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
Logica	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
MidlandHR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Northgate HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
PBS	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
Pyramid HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Qtac	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
Snowdrop	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Star Computers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
TeamSpirit	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Topaz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisbech	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓

## CARVAL COMPUTING LTD



**Product:** Integrated Payroll & hr Software  
**E-Mail:** [sales@carval.co.uk](mailto:sales@carval.co.uk)  
**Tel:** 0870 787 3256  
**www.carval.co.uk**

### Product profile

Carval's HR Unity Software is a suite of flexible, feature-rich and easy to use modules providing comprehensive HR administration, HMRC-accredited payroll, time and attendance monitoring and employee self-service. Each is a uniquely effective solution but used together our modules form a seamlessly integrated Human Resource Information System designed to streamline and automate processes, reduce operating costs and provide easy access to across function management information. Our customers come from many different market sectors but all benefit from over 20 years experience, regular upgrades and UK-based support. Trust Carval to Bring Unity to Your HR.

### Case Study:

Charles Letts & Co Ltd is a leading global supplier of personal organisers and diaries. Its two principal brands, Filofax and Letts, carry worldwide recognition. Colin Brown, Payroll Manager at Letts' Dalkeith site explains how implementing the HR, Payroll and T&A modules from Carval's HR Unity Software has helped him manage complex shift patterns and drastically reduced operating overheads.

"The demands on payroll changed following a management buyout in 2000 and the acquisition of the Filofax group of Companies in 2001. As our in house controls and information reports were quite poor we decided to go for a fully integrated system. We chose Carval on the recommendation of another print company in Scotland that had similar union requirements placed on payment of wages.

I have 2 payrolls; monthly and weekly. The weekly payroll operates over 200 pay rates, 11 shift patterns, 30 input codes and 3 different rules governing overtime. The monthly payroll is subject to seasonal variations and has 80 shift patterns.

The introduction of the system has meant a reduction in staff employed in payroll; we now only need one part time employee to do the payroll."

## KCS RIGHTSOURCE



**Product:** Integrated Payroll & HR Software  
**E-Mail:** [sales@kcsplc.com](mailto:sales@kcsplc.com)  
**Tel:** 020 8660 2444 [www.kcsrightsource.com](http://www.kcsrightsource.com)  
**Contact:** Emma Barrett

### Product profile

KCS is a leading software and service provider of Payroll and HR Management Solutions, based in the UK. With over 35 years experience, and an extensive user base, we develop, implement and support applications and services for all sizes of organisation, across most industry sectors. Our product line consists of Payroll, HR and Time and Attendance software, as well as Payroll Bureau and Payroll Managed Services. Our applications can be supplied separately or as an integrated solution. Each application provides a range of modular components to address individual user requirements, aiming to add value to the organisation through an individually built solution.

## LOGICA



**Product:** HR and Payroll Services  
**E-Mail:** [hrs.uk@logica.com](mailto:hrs.uk@logica.com)  
**Tel:** 0161 927 8186 [www.logica.co.uk](http://www.logica.co.uk)  
**Contact:** Deborah Bromley

### Product profile

Logica has a unique ability to deliver HR and payroll services across leading software platforms including SAP, Oracle and Logica Interact. This flexibility means that, depending on your organisation's size, industry and budget, we will put forward the right solution to meet your needs. Our range of services include: consultancy, integrated HR and payroll solutions, fully managed and bureau payroll, time and attendance, HR administration, business intelligence, ESS/MSS and international payroll. With more than 40 years' experience, we support over 800 UK public and private sector clients.

**MIDLANDHR**

**MIDLANDHR**

**Product:** HR and Payroll Services

**E-Mail:** [marketing@midlandhr.co.uk](mailto:marketing@midlandhr.co.uk)

**Tel:** 0115 9456000

**www.midlandhr.com**

**Contact:** Jenna Swift

**Product profile**

MidlandHR is a dedicated and established provider of Human Resource management solutions with clients across a range of markets and company sizes.

MidlandHR's innovative and robust software products work hand in hand with our dedicated and experienced team of business consultants and supporting services.

From a simple payslip printing service through to a fully outsourced, 'Software as a Service' HR solution, we cater for the complete range of requirements and outsourcing options.

Our experience in the industry and company wide dedication to HR and payroll offers an unparalleled degree of support and guidance in the full range of HR management areas.

**Express yourself**



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- Outsourcing
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To find out more about the product showcase call Jacqui Roughley

on **020 7429 6953**

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