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payroll software survey **2006**

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Changing payroll software?
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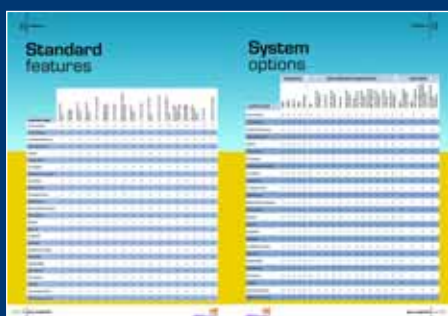
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We have been producing the annual *Pay Magazine* Software Survey for ten years now. This year 23 software providers have responded to the survey.

For every company that responds we provide supplier information, standard features, system options and support and security information. Armed with this detailed information we hope that you, our readers, will be able to compare your current software to other products on the market or use it to aid the purchase process.

With this in mind we asked a former payroll manager to review the responses this year and pick out any relevant trends. Those that stood out for her included integration, report-writing tools, disaster recovery and training – see the feature on page 6.

HR and payroll professionals rightly expect the software they use to meet their day to day needs, but these needs do change. As a result software and the companies which provide it need to be constantly developing and adding to their offering. You can use our annual survey to monitor how the product you use changes from year to year – to see if it is developing with you.

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I was a break with tradition for *Pay Magazine* to ask an ex-payroll manager to analyse this year's payroll software survey results but it was very welcome. After all, we are the ones who either love or hate the software that we have to use every day. If we hate it, it's often because it was in place before we arrived, with our predecessors having been instruments in the selection, or worse still we've had no say because our HR or finance colleagues decided what they felt was their best fit and a payroll module was an afterthought.

I sit very much in the best of breed camp. It seems to me incredibly short-sighted of any business to "make do" with a payroll system that doesn't deliver what is needed. The payroll team manage the company's biggest controllable cost – the salary bill and the company's reputation in terms of legislative compliance. Given that being paid inaccurately or late is the biggest demotivator for employees, investing in a system that is really fit for purpose and where the supplier is committed to continuing to deliver is vital to business success, not just the sanity of the payroll department.

Trends

I was therefore interested in the responses to the questions on integration, where there have been many changes to the options on offer. Nearly a third of the 26 respondees have stopped offering integration with pensions. Is this a strategic decision given that there have been significant changes in the pension arena that has made it non-viable commercially, or simply that legislation was finalised too late for this year's

product launch?

When asked about key trends in payroll software design nearly half of those surveyed saw integration with a variety of other HR and accounting functions as key. It's good to see that even the products aimed at the SME market are now bringing in integration and improved data capture. They also see obtaining HM Revenue and Customs (HMRC) accreditation as an important marketing tool. Don't be alarmed if you are using a supplier that isn't HMRC accredited, it's a long-winded process and for the big players in the market they don't see it as a worthwhile investment. However adherence to the HMRC's Quality Standard is another thing altogether. I was concerned to see that one supplier saw this as a key trend. Without adherence to the Quality Standard, products can't file online returns successfully so this is not a desirable feature it's a legislative must!

Other trends identified are predictable – web enablement, self-service and the extension of online options both in terms of filing and viewing payslips.

Standard features

There have been a number of interesting trends amongst the standard features on offer from suppliers. It's good to see that virtually all products now offer report-writing tools. One of the ways that the payroll department can really add value is to unlock the store of management information held within payroll data by the innovative use of reporting tools. Although Human Capital Management is not quite the buzzword of recent times it still features on the wish list of many HR Directors and if they are holding the

Happy ever after?

Kate Upcraft offers a payroll manager's perspective on *Pay Magazine's* annual software survey

purchase strings then the payroll system needs to be able to deliver.

Conversely, four suppliers have stopped offering aggregation for NICs according to their responses to the survey. One wonders if this is symptomatic of the problem that the software industry has had with trying to get end of year returns correctly validated by HMRC systems in respect of aggregation cases. Perhaps the path of least resistance was to stop offering this functionality at all. It's something to focus on though if you are in a sector that relies extensively on the ability to aggregate and are looking to change software.

Choosing a supplier

If you are using the survey to begin the process of choosing a new supplier you would be best advised to talk to existing clients. Don't be drawn in simply by the numbers of clients that are shown. The figures quoted in some cases have doubled year on year but the names of existing clients are the areas to home in on. In my experience, all payroll professionals are keen to share their views on their current product warts and all.

Few of us can forget the disaster at the Buncefield oil depot. For anyone who has not got an up to date disaster recovery plan for their payroll department and system it ought to have been a wake up call. Nearly a third of the survey respondents don't offer any remote disaster recovery support, relying on the client to take the necessary steps, so do make sure you've done just that and secured off-site backups and the like.

Naturally as the ex-Policy and Research Manager at the Institute of Payroll & Pensions Management (IPPM) I was interested in the commitment that suppliers

have to professional qualifications amongst their support staff. As a client, I would certainly want to understand how helpdesk staff were able to provide the right level of service without demonstrating their payroll expertise by obtaining a qualification. Where there are high numbers of qualified staff it says to me that not only is the supplier committed to high levels of service but also investing in its people to make sure they can deliver that to clients. Three respondents to the survey say that all helpdesk staff have a qualification, although one must be mindful that the size of the supplier can make a huge difference. A helpdesk operation of say three people compared to one of dozens at the biggest suppliers are two very different operations and figures cannot identify that. At the other end of the scale, and perhaps even more alarming, are the three respondents with no qualified staff at all. Whilst I accept that qualifications can easily get out of date, one would hope that all suppliers would encourage their staff, in whom they have invested, to keep up to date through Continuing Professional Development (CPD).

Two contrasting comments stood out for me as I finished analysing the surveys. One company saw keeping pace with HMRC requirements as a key selling feature – to me that is what all payroll software should do. Contrast that with the company that says its developments are driven by its customers, that is what I think we as payroll professionals want from our software suppliers. It's perhaps too easy to hide behind the volume of legislative change and not react to the needs of the market. The successful suppliers going forward will be those who can balance both. [pay](#)

Let's get together...

Integration, including self-service, is top of the shopping list for many software purchasers, as **Janet Paxton** explains

Whether you only sell payroll software or a suite of HR, payroll and financial products, integration is a topic that you cannot ignore. It is the buzzword of the industry and it links in with many other trends, such as shared services and Key Performance Indicator (KPI) reporting.

Years ago HR and payroll departments might purchase a system in isolation, decisions being based on local configuration and ease of use. Although these two items are still important, people processes are shared and therefore the data must be shared. Data should be collected at source, processed and then relayed back to the line in forms such as online payslips and trend reporting. Organisations must also consider the technology lifespan and future development of the product. Clients should look for companies who are investing in current technology and enhancements to their product ranges.

For example, a payroll department may process expense claims. Electronic processes are available to support this. If there is an integrated system the data can be analysed to pick up trends. Maybe there are regular client meetings in a particular city and the company can do a deal with a local hotel for preferential rates? This can be achieved if you chose a supplier who has proven HR/payroll/finance integrated solutions.

More than data

Today much more is expected from HR and payroll departments than simply to process accurate records. They are expected to add value to the organisation and offer a clear return on investment (ROI). During the purchase they will often need to justify the purchase based on this return. This is where a comprehensive performance management tool can help, offering strong analytics to keep them informed of trends and issues.

The growth in reporting services and products with such capability is good news for the industry. Not only

can such software or services identify trends or problems for the business they can also offer a thorough audit of the data. Results from a report will have an expectation by the user, if the results do not match the expectation the data can be questioned and verified. This is a valuable exercise as any software or reporting service is only as good as the data you enter into it.

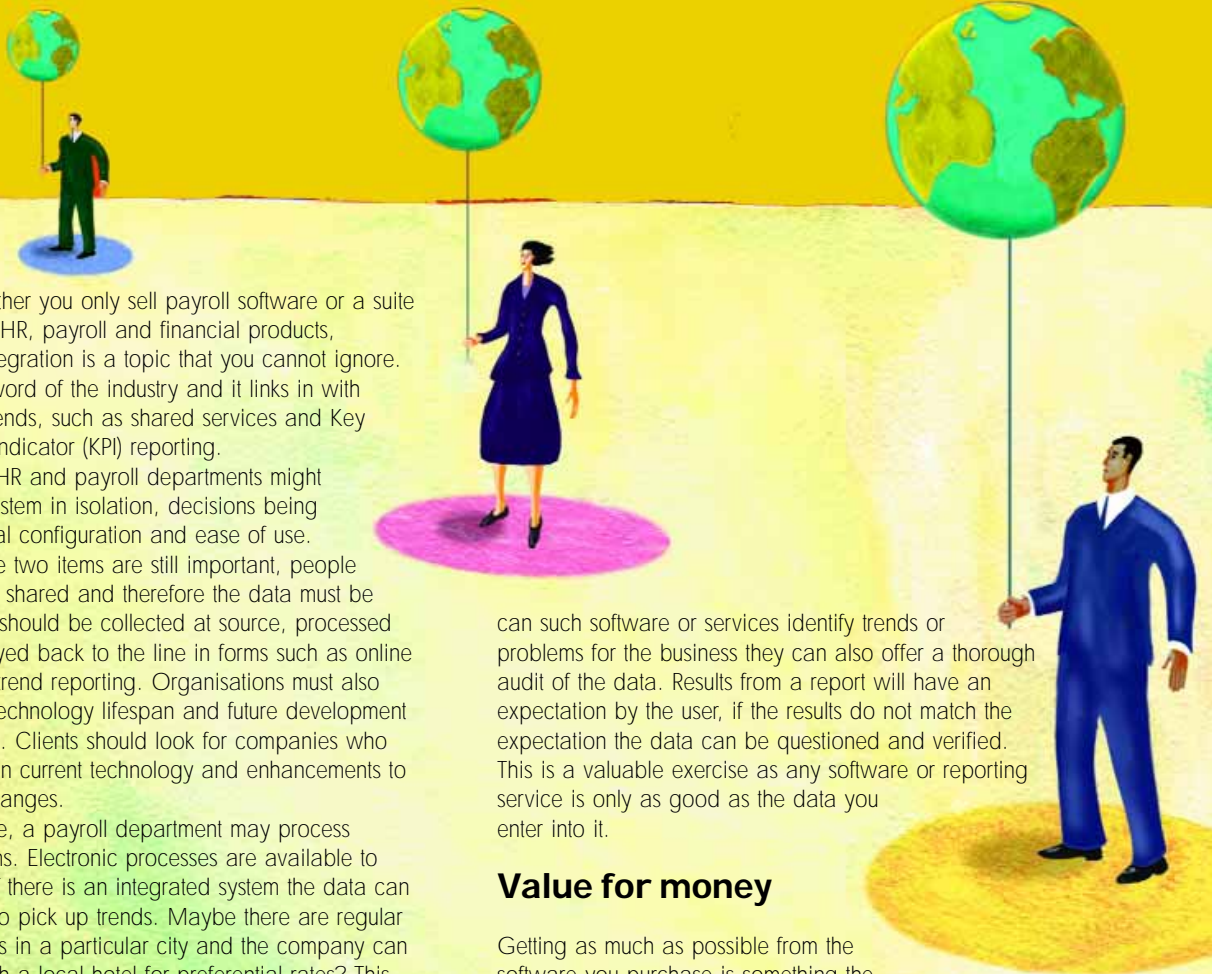
Value for money

Getting as much as possible from the software you purchase is something the public sector is particularly focused on. For example, local government is being pushed to offer shared services, offering payroll services to other local government organisations or smaller organisations in the area.

This trend raises a few interesting issues for the industry, as some companies that offer software also run payroll bureaus. Suddenly local government is offering the same services as the companies it is buying software from.

Integration is not a topic which will go away, with good reason; it offers so many benefits for both payroll and HR teams.

Janet Paxton, Product Manager, Human Capital Management solutions, CedarOpenAccounts



Supplier information

COMPANY NAME	Contact details	Website	Number of current users (companies)	Names of existing clients	Preferred client size	% of staff supporting payroll software	% of helpdesk staff with payroll qualifications
Access Accounting	Barry Anderson 0845 3453300	www.access-accounts.com	10,000+	St Paul's Cathedral, Twenty Twenty Television	5 to 5,000	10%	10%
Carval Computing	John Cannon 01752 764290	www.carval.co.uk	200	Lear Corporation, Royal Mint, Sara Lee	50 to 5,000	25%	50%
Cascade Human Resources	Alan Jones 0113 255 4115	www.cascadehr.co.uk	130+	Cosworth Racing, Expotel, Scottish Wildlife Trust	100 to 3,000	21%	33%
Cintra Payroll Services	Larry Roberts 0191 478 7000	www.cintra.co.uk	500+	London Pension Fund Authority, RHM, RNLI	100+	20%	60%
Cyberaid	Rachel MacPhail 01440 730710	www.cyberaid.com	200+	De Vere Hotels, Eddie Stobart, Office Angels	100 to unlimited	50%	none
Frontier Software	Martin Whitehouse 01922 745065	www.frontiersoftware.com	1,300	Cheltenham BC, Jessops, West Lothian Council	200 to unlimited	50%	100%
ICS Computing	Andy Langley 01635 580802	www.icscomputing.co.uk	25	Hastings Hotels, Silent Night, St Mary's Hospital	500 to 5000	15%	50%
Intellect Business Consultants	P Cullum 01727 848393	www.intellechtrpay.com	25	MMA Insurance, SportsWorld, Williams & Griffin	100 to unlimited	20%	25%
Intex Software	Julie Smith 01642 672244	www.intex.co.uk	8,000+	Bristol Airport, Kings College, Liverpool FC	1 to 15,000	35%	90%
Keytime Systems	Anthony Boggiano 0845 4563103	www.keytime.co.uk	1,000+	Bibendum, Doric Hotels, YMCA	1 to unlimited	30%	25%
KV Computer Services	John Young 0191 510 9566	www.kvcomputerservices.co.uk	100+	British Car Auctions, Coty UK, Electrolux, Securicor	200 to 25,000	100%	none
McGuffie Brunton	Ellen Hoefste 0161 876 4498	www.mcguffie.co.uk	600+	Greenpay, Marley Floors, Puma, QV Foods, Turners	50 to 1,000	30%	20%
Midland HR & Payroll Solutions	Jenna Swift 0115 9457164	www.midlandhr.com	270	Bath University, Lincs Police, Virgin Retail	100 to 150,000	75%	27%
Miracle Software	Mel Dobson 01772 739779	www.miraclesoftware.co.uk	90	Firth Rixson, James Hall, Johnson & Johnson	250 to 20,000	50%	50%
Mitre Finch	Ann Cload 01904 693520	www.mitre Finch.co.uk	185	Baxters, Dataplan, El Al, Haribo Dunhill, Valassis	100 to unlimited	35%	none
Moneysoft	George McHamish 08456 444555	www.moneysoft.co.uk	17,000	SMEs	1 to 250	100%	none
Northgate HR	Sally Greene 08000 350545	www.northgate-hrs.com	2,500+	Credit Suisse First Boston, University of Leicester	150 to unlimited	35%	40%
OpenPeople	Kerry Dunk 01327 301900	www.cedaropenaccounts.com	500+	DFS, Pringle, Quaker Oats, Scottish Coal	99 to unlimited	55%	25%
Payroll Business Solutions	Lili Ghoni 020 8550 7758	www.payrollbs.co.uk	200	Blackpool Pleasure Beach, RHS, Yo! Sushi	500 to 10,000	75%	100%
Qtac Solutions	Mark Smith 0117 935 3500	www.qtac.co.uk	3,500+	Devon County Council, IBM, PwC	1 to 2,000	30%	25%
Rutherford Webb	Andrew Sandilands 01342 834242	www.rutherfordwebb.com	400+	On request	200 to 2,000	30%	100%
Safe Computing	Amanda Stinson 0116 262 9321	www.safecomputing.co.uk	>200	Adecco, Anglian Group, Michael Page	250 to 100,000	90%	10%
Star Computers	Ruth Hoggett 01923 246414	www.starplc.com	600+	Deloitte & Touche, KPMG, PwC	1 to unlimited	40%	50%
TeamSpirit	Joanne Ward 01376 519413	www.teamspiritsoftware.co.uk	530+	Brighton and Hove City Council, Federal Express	100 to 25,000	40%	50%
Topaz Computer Systems	Keith Brown 01773 531551	www.topaz.co.uk	135	British Sugar, Imperial Tobacco, Univ of Chester	200 to unlimited	30%	100%
Wisbech Computer Services	Ian Knight 01945 464146	www.wispay.co.uk	800+	Cambridge Colleges, Capita, Deloitte & Touche	10 to 10,000	90%	100%

Standard features

COMPANY NAME	onscreen payslip history	net-to-gross calculation	SSP calculation & payment	SMP calculation & payment	multi-currency payslips	aggregation 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 via magnetic media	electronic data transfer via EDI	electronic data transfer via internet	Irish payroll	online internet support
Access Accounting	✓	✓	✓	✓	×	×	✓	×	✓	✓	✓	✓	×	✓	×	✓	×	×
Carval Computing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	×	✓
Cascade Human Resources	✓	✓	✓	✓	×	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	×	✓
Cintra Payroll Services	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	×	✓	✓	×	✓	×	✓
Cyberaid	✓	✓	✓	✓	×	×	✓	✓	✓	✓	✓	✓	×	×	×	✓	×	✓
Frontier Software	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
ICS Computing	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓	×	×	✓	✓	×
Intellect Business Consultants	✓	✓	✓	✓	×	×	✓	×	✓	×	✓	✓	✓	✓	✓	✓	×	✓
Intex Software	✓	✓	✓	✓	×	×	✓	✓	✓	×	✓	✓	✓	✓	×	✓	✓	✓
Keytime Systems	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	×	✓
KV Computer Services	✓	×	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	×	✓
McGuffie Brunton	✓	✓	✓	✓	×	×	✓	✓	✓	×	✓	✓	✓	✓	×	✓	×	×
Midland HR & Payroll Solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Miracle Software	✓	✓	✓	✓	×	×	✓	✓	×	×	✓	✓	✓	✓	×	✓	✓	×
Mitrefinch	×	✓	✓	✓	×	×	✓	✓	✓	×	✓	✓	✓	✓	×	✓	×	✓
Moneysoft	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	×	×	×	×	×	✓	×	✓
Northgate HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
OpenPeople	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓
Payroll Business Solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	×	×
Qtac Solutions	✓	✓	✓	✓	×	×	✓	✓	✓	✓	×	×	×	×	×	✓	×	✓
Rutherford Webb	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓
Safe Computing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓
Star Computers	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	×	✓	×	×	✓	×	✓
TeamSpirit	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓
Topaz Computer Systems	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓
Wisbech Computer Services	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×	✓	×	✓

System options

COMPANY NAME	Operating systems					Systems available which can be integrated with payroll										Industry standards					
	DOS	UNIX	OS/2	VMS	Windows	HR	with shared database	pensions	with shared database	finance	with shared database	time & attendance	with shared database	PTTD/class 1A NIC/expenses	with shared database	construction industry	with shared database	IMIS accreditation applied for	IMIS accreditation	Inland Revenue Payroll Standard applied for	Inland Revenue Payroll Standard
Access Accounting	×	×	×	×	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	×	×	×	✓
Carval Computing	×	×	×	×	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	×	×	×	×	✓
Cascade Human Resources	✓	✓	×	×	✓	✓	✓	×	×	×	×	✓	✓	×	×	×	×	×	×	×	✓
Cintra Payroll Services	×	×	×	×	✓	✓	×	×	×	×	×	×	×	×	×	×	×	×	×	×	✓
Cyberaid	×	×	×	×	✓	✓	✓	×	×	×	×	✓	×	×	×	×	×	×	×	×	✓
Frontier Software	×	✓	×	×	✓	✓	✓	×	×	×	×	✓	✓	✓	✓	×	×	×	✓	×	✓
ICS Computing	×	×	×	✓	✓	✓	✓	✓	×	✓	×	✓	×	✓	✓	×	×	×	×	✓	×
Intellect Business Consultants	×	✓	×	×	✓	✓	✓	×	×	×	×	×	×	✓	×	×	×	×	×	×	✓
Intex Software	×	×	×	×	✓	✓	×	×	×	✓	×	✓	×	✓	×	×	×	×	×	×	✓
Keytime Systems	×	×	×	×	✓	×	×	×	×	×	×	✓	✓	✓	✓	×	×	×	×	×	✓
KV Computer Services	×	×	×	×	×	✓	✓	✓	✓	✓	✓	✓	×	×	×	×	×	×	✓	×	×
McGuffie Brunton	×	×	×	×	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	×	×	×	×	×	✓
Midland HR & Payroll Solutions	×	✓	×	×	✓	✓	✓	✓	✓	×	×	×	×	×	×	✓	×	×	×	×	✓
Miracle Software	×	✓	×	×	✓	✓	✓	×	×	×	×	✓	✓	×	×	×	×	×	×	✓	×
MitreFinch	×	×	×	×	✓	✓	×	×	×	×	×	✓	×	×	×	×	×	×	×	×	✓
Moneysoft	×	×	×	×	✓	×	×	✓	✓	×	×	×	×	✓	✓	✓	✓	×	×	×	✓
Northgate HR	✓	✓	×	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	×	×
OpenPeople	×	✓	×	×	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	×	×	✓
Payroll Business Solutions	×	×	×	×	✓	✓	✓	✓	×	✓	×	✓	×	✓	×	✓	✓	×	×	×	✓
Qtac Solutions	×	×	×	×	✓	✓	×	×	×	×	×	✓	×	×	×	×	×	×	×	×	✓
Rutherford Webb	×	×	×	×	✓	✓	✓	✓	×	✓	×	✓	×	✓	✓	×	×	×	×	×	✓
Safe Computing	×	×	×	×	✓	✓	×	×	×	×	×	✓	×	✓	×	✓	×	×	×	×	×
Star Computers	×	×	×	×	✓	×	×	✓	×	×	×	×	×	✓	×	✓	×	×	×	×	✓
TeamSpirit	×	×	×	×	✓	✓	✓	×	×	✓	×	✓	✓	✓	✓	×	×	×	×	×	✓
Topaz Computer Systems	×	×	×	×	✓	✓	×	✓	×	✓	×	✓	×	✓	×	×	×	×	×	×	✓
Wisbech Computer Services	✓	×	×	×	✓	×	×	×	×	×	×	×	×	×	×	×	×	✓	×	✓	×

Support & security

I=included in cost
A=available at additional cost
X=not available

COMPANY NAME	Support and maintenance											
	online help screens	online tutorials	help desk	technical guide	project management	user guide & documents	system implementation	remote dial up & support	disaster recovery	user group membership	initial training	ongoing training
Access Accounting	I	X	I	I	A	I	A	A	A	X	A	A
Carval Computing	I	I	I	I	A	I	A	I	A	I	A	A
Cascade Human Resources	I	X	I	I	I	I	I	I	X	I	I	I
Cintra Payroll Services	I	X	I	X	A	I	A	I	I	X	I	A
Cyberaid	X	X	A	X	I	X	I	I	A	X	I	I
Frontier Software	I	I	I	I	I	I	I	A	I	I	I	A
ICS Computing	I	A	I	I	I	I	I	I	I	X	I	A
Intellect Business Consultants	I	X	I	X	I	I	I	I	X	I	I	I
Intex Software	I	X	I	X	A	I	A	A	A	X	A	A
Keytime Systems	I	X	I	I	X	I	A	A	A	X	X	A
KV Computer Services	I	I	I	I	A	I	I	I	A	I	I	A
McGuffie Brunton	I	A	I	I	A	I	A	I	A	X	I	A
Midland HR & Payroll Solutions	I	X	I	I	I	I	I	I	I	I	I	A
Miracle Software	I	X	I	I	A	I	A	I	A	I	A	A
MitreFinch	X	X	A	I	A	I	I	A	X	I	I	A
Moneysoft	I	I	I	I	X	I	I	X	X	X	X	X
Northgate HR	I	A	I	I	A	I	A	I	I	I	I	A
OpenPeople	I	X	I	A	A	I	A	I	A	I	A	A
Payroll Business Solutions	I	I	I	A	I	I	A	I	A	I	A	A
Qtac Solutions	I	I	I	I	I	I	I	I	X	X	I	A
Rutherford Webb	I	I	I	I	A	I	A	I	A	I	A	A
Safe Computing	I	X	I	I	A	I	A	I	A	I	A	A
Star Computers	I	X	I	I	A	I	A	I	X	X	A	A
TeamSpirit	I	A	I	I	A	A	A	I	A	I	A	A
Topaz Computer Systems	I	X	I	I	A	I	A	I	I	I	A	A
Wisbech Computer Services	I	I	I	I	A	I	I	I	A	X	I	A

Support & security

COMPANY NAME	Software security features										
	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
Access Accounting	✓	×	✓	✓	✓	✓	✓	✓	✓	×	✓
Carval Computing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cascade Human Resources	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cintra Payroll Services	✓	×	✓	✓	×	✓	×	✓	✓	✓	✓
Cyberaid	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Frontier Software	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ICS Computing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Intellect Business Consultants	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Intex Software	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓
Keytime Systems	✓	×	✓	✓	×	✓	×	✓	✓	✓	×
KV Computer Services	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
McGuffie Brunton	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
Midland HR & Payroll Solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Miracle Software	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mitre Finch	✓	×	✓	×	×	✓	✓	✓	✓	✓	✓
Moneysoft	×	×	×	×	×	×	×	×	×	×	✓
Northgate HR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
OpenPeople	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Payroll Business Solutions	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓
Qtac Solutions	✓	×	✓	×	×	×	×	✓	✓	✓	✓
Rutherford Webb	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Safe Computing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Star Computers	✓	×	✓	✓	✓	✓	✓	✓	✓	×	✓
TeamSpirit	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Topaz Computer Systems	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisbech Computer Services	✓	✓	✓	✓	×	✓	×	✓	✓	✓	✓