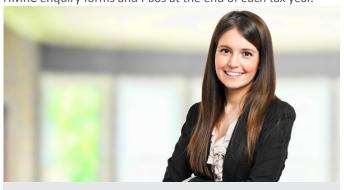# K3 equator adds up significant rise for Greenpay

A UK payroll bureau is leading the way in an expanding market after enjoying significant growth in the last 12 years, all thanks to an equator Payroll Solution from leading software solutions provider K3 Syspro (K3.)

The UK outsourcing market is already worth £80 billion to the country's economy and the National Outsourcing Association expects this to grow by a further 25% in the next few years. More and more businesses are looking for a way to access the rich information that payroll holds without having to manage endless administration tasks behind the scenes. This is where the BACS accredited Greenpay Payroll Bureau (Greenpay) is filling a widening market gap.

Greenpay provides a comprehensive outsourced payroll administration service to companies large and small across the globe. Key to its service is the Equator Payroll solution which it implemented back in 2001. The software is able to provide security and detailed open payslips, payroll analysis reports, monthly PAYE and NIC statements and payment processing, HMRC enquiry forms and P60s at the end of each tax year.

"The flexibility of Equator has been a huge benefit to us and is one of the reasons we chose the software over other solutions. It is easy to use and intuitive" Carole, Greenpay Payroll

At a glance

Company

Greenpay Payroll

Industry sector

Payroll Bureau

The challenge

• Numerous different Payrolls
• Labour intensive manual data uploading
• Keeping up to date with legislation

Solution & services

Equator
• Payroll

The benefits

• Enabled growth
• Data Import facility created to reduce time spent
• Ability to process unlimied payrolls for unlimited employees
• Import of data to Equator from spreadsheets
• Automatic updates in Equator to keep up with changing legislation and requirements
• Improving efficiencies
• Saving on labour time
• No need to operate additional accounting software

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All work is carried out within the Equator solution, which means that Greenpay has never had to operate additional accounting software. This has been key to its recent period of growth.

Managing Director of Greenpay, Carole Wilson says: "The flexibility of Equator has been a huge benefit to us and is one of the reasons we chose the software over other solutions. It is easy to use, intuitive and is just as useful when working with small clients with just one employee as it is processing information for larger clients with hundreds of employees. We work with all sorts of different companies so having a one size-fits-all solution like equator is really helping us to continue to grow our business and add new clients from all over the world."

Equator software is crucial to Greenpay's success and the expense of having to implement, manage and continuously update IT software is a major factor in a company's decision to outsource their payroll duties to Greenpay. Based on managing a payroll for approximately 1,000 payslips a month, it is widely estimated that the average annual cost of maintaining software, combined with the cost of administration, works out at more than £100,000 for a business. This makes outsourcing a sensible option because it eliminates the costs associated with purchasing hardware and software, managing a licence, maintaining software and operating regular upgrades.

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It is also a more cost efficient way of solving skills shortages amongst a company's existing employees.

Greenpay is able to process unlimited payrolls with unlimited employees at any one time with equator and is handling the entire payroll process for hundreds of companies in the UK Where the cost of owning software is removed for Greenpay's clients, it is also reduced for Greenpay because of the flexibility and scalability of Equator software. It supports add-on functionality and can be scaled up to cope with larger, more bespoke tasks. The company previously imported payroll data into Equator manually, which took a lot of time and manpower. After approaching K3 about a faster and more effective process for data imports, an additional facility to import payroll data directly from spreadsheets and static, end of year data when new payrolls are acquired was developed and incorporated into the existing solution.

equator
hr software and more

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Carole Wilson continues: "We chose K3 equator predominantly for the functionality of the software but the approachability of the K3 staff involved in the project was also a contributing factor. Our relationship with the K3 team has always been first class. Whenever we ask for a specific request – either for ourselves or from a client – we turn to K3 and if it is something they can do themselves to aid our use of the software, they make it happen. We have never been turned down for bespoke functionality."

Under each of the payrolls that Greenpay processes, each client has its own additional requirements, including pension salary sacrifice, childcare vouchers, union payments, student loans and Child Support Allowance (CSA). Where this might cause a real administration headache to companies managing payroll themselves, it is not a problem for Greenpay because Equator has the capability to process individual employee payrolls separately and modify them as many times as required. It also creates a pre-list report which enables Greenpay to check employee's accumulation of data prior to processing. Where across the board changes are made such as tax code updates, pension details or percentage pay increases, equator's Global Update feature processes the changes, eliminating the need for numerous manual updates. The software also comes complete with automatic updates handled by K3, which means that Greenpay is always able to use the most up-to-date payroll modules.

Software updates are particularly beneficial when new legislation is passed. Under HMRC's new Real Time Regulations, from April 2013 all employers must submit tax, NI contributions and other deduction information on or before the date normal payments are made, as part of the payroll process instead of waiting until after the end of the tax year. Companies that outsource payroll duties to Greenpay have this provision included in their contract and because equator is constantly updated in line with new legislation, the software is able to automatically check payroll data to ensure it meets the requirements of HMRC Payroll Standards. This makes the payroll process as stress-free as possible for Greenpay.

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Carole Wilson says: "Due to the nature of business we are in, we always have to stay up-to-date with changes in payroll and employment legislation to ensure that our client's staff are paid accurately and within the law. Having equator helps us to do this because we receive automatic updates in line with these changes, therefore the payroll process remains streamlined."

Not only is equator helping Greenpay to improve efficiencies across the board and aiding the company in growing its client base, it is also saving Greenpay's clients significant labour time. One example where Greenpay have saved clients labour time was by making payments via BACS for not only the salaries and PAYE but pension, union and AEO payments. The versatile reporting system within Equator makes this easy to manage.

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It is benefits like this that have made Equator software an integral part of operations at Greenpay and helped the company to grow alongside its clients.

Carole Wilson says: "We knew we made the right choice when we first implemented equator from K3 12 years ago. Since then the software has grown along with our company and our client base and the functionality of the software and helpfulness of the K3 team means that we can continue to evolve Equator whenever we need to. We continue to have a great relationship with K3 today and Equator remains an important part of our daily duties."

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