



Is Your Business Sinking or Swimming in a Sea of Payroll?

Virtual Payroll Office is an admin lifeline

Efficiency is key for all businesses – small, medium, large – across all operations, including payroll. When strategic and decisive management of your payroll system falls by the wayside, your business is impacted time and time again: from system compliance failure, to legislative and data breaches, unmet tax obligations, and short-changing yourself or employees.

The repeat cycle continues.

Bringing Integrity1's Virtual Payroll Office (VPO) onboard your business doesn't just mitigate problems past and present – it provides future certainty and peace-of-mind for business owner and employees alike.

Integrity1's VPO suite includes a fully managed service with hands-on system management and support. You reap the benefits of a fully-operational day-to-day payroll handling, personal account manager, and legislative & maintenance expertise, all utilising your existing systems in one bundle.

A decisive and streamlined system doesn't just remedy problems of old, it prevents them from happening – saving you time, money, stress and manpower. You and your staff have the freedom to work in your business – not fixing it.

Integrity1

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Payroll, HR, Recruitment and
Business Consultancy

Payroll and your business – How do your operations stack up on the efficiency scale?

Taking steps to walk away from a traditional internal payroll model to a new expert partner approach can be fraught with questions and concerns – don't worry, you are not alone in your thinking.

The best way to determine if your business requires greater payroll efficiencies is to take closer inspection of what's going on in your current processes and address those hurdles holding you back.

If you find yourself answering 'yes' to three or more of our reasons below – VPO could be your ticket to get onto a more efficiently functioning payroll roundabout.

1. You've found yourself in a legislative breach position?

If you've undergone a Ministry of Business, Innovation and Employment (MBIE) investigation, independent audit or had remediation done that's found a breach in your payroll legislation, your system could face ongoing compliance issues if you do not implement robust payroll processes.

2. Your employees are voicing pay concerns?

Calculation mistakes in a payroll system can take a toll on employees – their pockets and morale. The result? Feelings of neglect and lack of confidence can run rife across the workplace.

3. You're finding reconciling payroll payments easier said than done?

It's costing you precious time and energy sifting through ongoing glitches.

4. Is your business financially burdened due to a defunct payroll process / system?

It can cost between 20% and over 100% of an employee's annual salary to recruit a new team member, train them and get them fully functional.

5. Your payroll system and business operations are at odds with one another?

This can result from your payroll person implementing processes into your organisation that are not noncompliant. With no universal payroll policing – your business could be at risk.

6. Wrongdoings have sent your payroll expenses through the roof?

In 2016, MBIE estimated that payroll underpayments alone could affect more than 700,000 NZ employees and add up to more than \$2 billion.

7. Your margin of error in your payroll calculations continues to grow – or just won't budge year-on-year?

Any errors will cost you time and money to resolve. Relying on external partners with a wider level of expertise will help resolve these issues.

8. You're gifting extra holidays – without realising it?

Like many businesses caught unaware, your current payroll system could be over complying with the holidays act – leaving you short-changed.

9. Does your organisation have a high turnover of payroll staff?

A high turnover results in unnecessary expenditure on recruitment of new employees and training.

10. Are you questioning your current payroll functionality?

Let us help you get your payroll strategy and master plan into action.

Work smarter, not harder

Regardless of business size and industry, payroll efficiency can happen for us all. With the typical payroll team only having 70 - 80% of the knowledge actually required to be both efficient, and compliant, every team has something to gain.

So, if you want to close the lid on those common payroll problems above, give us a call, flick us an email and let's get the VPO conversation started. Better processes, greater efficiency – it's about time things rolled your way.

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