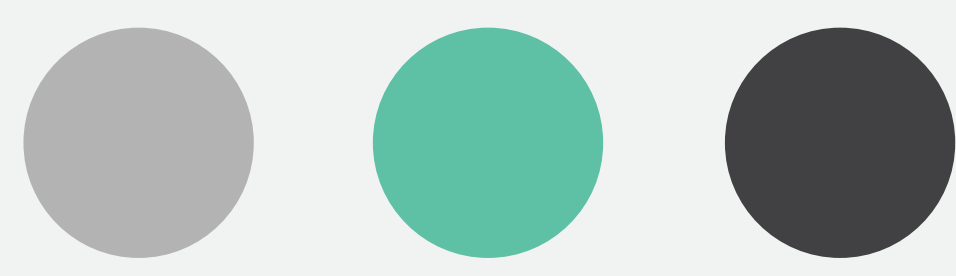
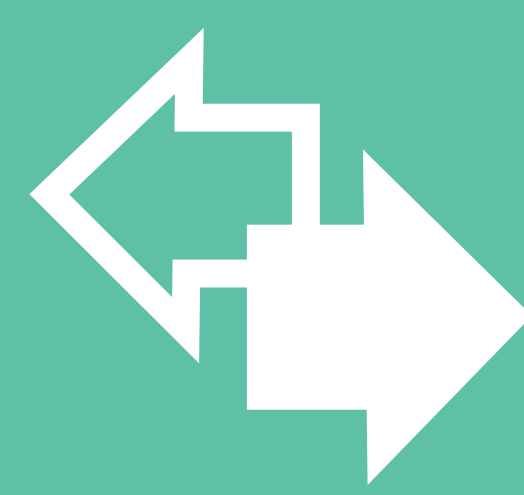


3 REASONS TO AUTOMATE PAYROLL PROCESSES IN AUSTRALIA



1. NAVIGATE COMPLEXITY

The reporting and compliance obligations facing Australian employers is daunting. Technology can help employers meet their obligations by providing the right data to authorities, on time, every time.



2. REDUCE ERRORS

Manual systems, complex spreadsheets, double-handling of data and outdated processes all contribute to the likelihood of payroll mistakes. Automating payroll can alleviate these issues.



3. EASE ADMINISTRATIVE BURDEN

Keen to get back to strategic matters? First, you'll need to deal with the administrative burden placed on HR & payroll teams. Again, technology can help.

AN ORGANISATION'S PAYROLL FUNCTION MANAGES ITS LARGEST EXPENSE, AND THANKS TO TECHNOLOGY IT CAN NOW PRODUCE EMPLOYEE INSIGHTS TO HELP SHAPE ORGANISATIONAL STRATEGY. FOR THOSE EMPLOYERS STILL USING MANUAL PROCESSES, ELMO'S INFOGRAPHIC, "3 REASONS TO AUTOMATE PAYROLL PROCESSES", OUTLINES THE PRIMARY BENEFITS OF AUTOMATION, BACKED WITH KEY STATISTICS.



1. NAVIGATE COMPLEXITY

100+

The number of obligations payroll depts have to entities such as Fair Work Commission, ATO, Department of Immigration, Australian Bureau of Statistics, etc. covering superannuation, employee privacy, PAYG withholding, fringe benefits tax, paid parental leave and much more.¹

74%

74% of employers believe cloud solutions are best suited to handle today's continually changing compliance landscape³

300 million

Estimated payroll transactions each year²

122

Number of Modern Awards

180-200

Number of individual rules per Modern Award

2. REDUCE ERRORS

98.58%

Average payroll accuracy rate⁴

\$3,950,000

Annual cost of payroll errors per large employer (ASX 100), based on a 98.58% accuracy rate⁵

68%

68% have witnessed colleagues cutting corners when it comes to compliance⁶

25%

25% of employees will start looking for another job after two payroll mistakes⁷

25%

25% of employee enquiries to payroll staff relate to pay slip questions, followed by queries about missing pay (22%)⁸



3. EASE ADMINISTRATIVE BURDEN

41%

41% of a HR team's time is spent doing transactional activities such as updating employee records⁹

23 hours

23 hours are spent on compliance-related activities weekly, ranging from tracking regulatory proposals to creating and communicating new policies¹⁰

93%

93% of HR employees' time is spent on repetitive tasks¹¹

65%

65% of HR rules-based processes can be automated¹²

89%

89% of employers offer some type of online payroll self-service functionality¹³

ELMO'S CLOUD-BASED **PAYROLL SOLUTION** HELPS EMPLOYERS NAVIGATE PAYROLL COMPLEXITY, MEET COMPLIANCE OBLIGATIONS AND REDUCE ERRORS. ELMO PAYROLL IS SUPERSTREAM AND STP COMPLIANT AND CAN INTEGRATE WITH THE ENTIRE ELMO CLOUD HR SUITE, ALLOWING ONBOARDING AND LEAVE TRANSACTIONS TO FLOW SEAMLESSLY INTO PAYROLL FOR PROCESSING. FOR FURTHER INFORMATION:

[CONTACT US](#)

IF YOU'D LIKE TO VIEW THIS INFOGRAPHIC WITH NEW ZEALAND STATISTICS, [CLICK HERE](#).

1. PwC – "Make Payroll Pay" whitepaper, March 2017
2. <https://www.westpac.com.au/news/money-matters/2017/04/get-ready-for-single-touch-payroll/>
3. The Workforce Institute, Risky Business Survey, 2018
4. Australian Payroll Association – Benchmarking Report, 2017. This figure comes from the number of errors per pay period as a percentage of the total payslips produced. Errors are defined as those requiring recalculation
5. Ibid
6. The Workforce Institute, Risky Business Survey, 2018

7. The Workforce Institute, "Engaging Employees through Payroll", 2017
8. Mercer Payroll Benchmarking Survey, 2015
9. "The New Disrupted World of Work: Seven Practices for High-Impact HR", Josh Bersin, 2017
10. The Workforce Institute at Kronos Incorporated, Risky Business Survey, 2018
11. "Robotic Process Automation for HR & Payroll", 2016, EY
12. Ibid
13. Payroll Operations Survey, 2018, Deloitte