



QUARTER 1 FY27

Product Roadmap

The Complete AI Workforce Platform™

July 2026

Commercial in Confidence

Product roadmap guide

At ELMO, we're continually enhancing our platform so HR teams can **spend less time on admin** and more time supporting their people.

This product roadmap highlights upcoming features and enhancements, as well as recent releases, so you can see what's in development and how it supports your HR strategy.

See [recent enhancements](#) and discover what's [coming in the next quarter](#).

Roadmaps are designed to be directional only and should not be used as the basis of business decisions, including purchase.

As an agile, customer-centric business, ELMO reserves the right to change priority of development at any time to better meet the needs of our customers and the ELMO business.

Recent enhancements

Apr–Jun 2026

Recent enhancements

	Release	Description	
HR Core	Org chart UI update	View org charts easily on mobile and tablet devices, with clear reporting lines and team hierarchies with no pinch-zooming or excessive scrolling.	Learn more
Recruitment & Onboarding	Team-only contract visibility for managers	A new admin-controlled permission lets managers view Recruitment Offers and Internal Contracts in their direct and indirect reports' profiles, offering a more secure, flexible alternative to the current read-only Contract security profile.	Learn more
Learning	Complete status	Admins can now choose which course activity sets the official completion date, excluding non-essential tasks. For file uploads, they can also choose whether the submission or approval date is used, so completion and retraining records better reflect when the work was actually done.	Learn more
			Learn more
Learning	Course progress	Learners can now pick up lengthy SCORM courses where they left off, with progress saving reliably from start to finish.	Learn more

Apr–Jun 2026

Recent enhancements cont..

	Release	Description	
Performance	Modernised 360 reviews	360 Reviews is now available in modernised Performance, with structured peer and multi-rater feedback, dedicated reviewer workflows, manager controls, and streamlined approvals.	Learn more
Performance	Smoother appraisal workflows	Easier admin through better validation, cleaner skip behaviour, and stronger guardrails for onboarding managers.	
Performance	Visibility on feedback	Checkpoint approval messages now accurately reflect who can see each response.	
Remuneration	Letter hub*	Browse letters across your workforce from the Remuneration Admin Dashboard, drill into any employee's full letter history, and find what you need fast — no more digging through folders or chasing attachments.	Learn more
Remuneration	Salary History*	Bring previous years' salary data into Recommend Remuneration, so managers can see the full picture in employee drill-downs without admins needing another data import.	Learn more

*Eligible for ELMO/REM integrated customers; features can be turned ON/OFF on request

Commercial in Confidence

Apr–Jun 2026

Recent enhancements cont..

	Release	Description	
Remuneration	Activity trail for manager	A clear record of who changed what and when, accessible through employee drill-downs for managers and admins.	Learn more
Integrations	Two way sync with Datacom Payroll (NZ customers)	Enhance efficiency with the extended two-way data flow between ELMO HR and Datacom Payroll. This integration ensures data consistency and accuracy across both solutions, reducing manual admin.	Reach out to your AM for more information
Integrations	Two way sync between ELMO HR & ELMO Payroll (powered by Payroll Metrics)	Streamline your processes and reduce errors. The enhanced two-way data sync between ELMO HR and ELMO Payroll (powered by Payroll Metrics) will help to ensure accurate, consistent data across systems.	In pilot

Coming soon

HR CORE

Coming soon

Security profile user experience update

Manage Security Profiles faster with a simpler, more intuitive experience for creating, assigning and updating access.

New *Employee Record Access* security profile

Protect sensitive HR and payroll data with more granular control over who can view or edit employee records.

E

Company Admin

Administration

Home

ELMO Assist

Profile

My Team

Leave

Documents

Learning

Performance

Remuneration

Survey

Analytics

Recruitment

Contracts

Salary Intelligence

Expenses

Administration > Security profiles

Security profiles

Manage user access and permissions within the system

Search... Filters 0

Create security profile

Profile title	Profile description	Permission type	Status	Total users
Course Builder Admin	This profile gives full access to Course Builder, e.g. ability to crea...	Learning Administrator Page Per...	Active	33
Profile title	Body cell text over multiple lines to illustrate wrapping	Permission type	Draft	10
Profile title	Body cell text over multiple lines to illustrate wrapping	Permission type	Draft	10
Profile title	Body cell text over multiple lines to illustrate wrapping	Permission type	Active	10
Profile title	-	Permission type	Inactive	10
Profile title	Body cell text over multiple lines to illustrate wrapping	Permission type	Inactive	10

1 - 6 of 6 items

Powered by ELMO Software

CAREER EXPLORER

Coming soon

Current role capability analysis

Employees can self-assess against the capabilities for their current role, see alignment and gaps, and send focus areas into their Action Plan.

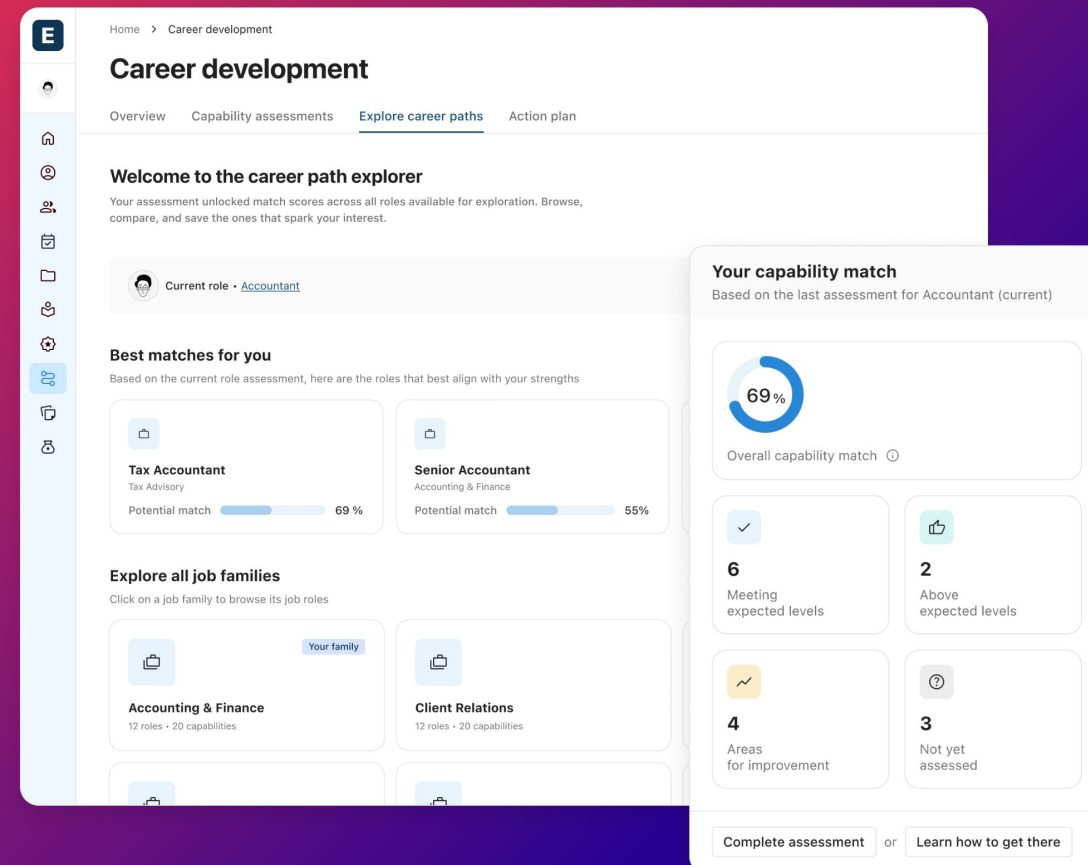
Career path capability analysis

Employees can explore future roles, see capability match and gaps, and add recommended focus areas into their plan.

Coming later

Build an action Plan for career conversations

Employees and managers collaborate to identify and refine focus areas in the Action Plan, using it as a shared foundation for ongoing career and performance conversations.



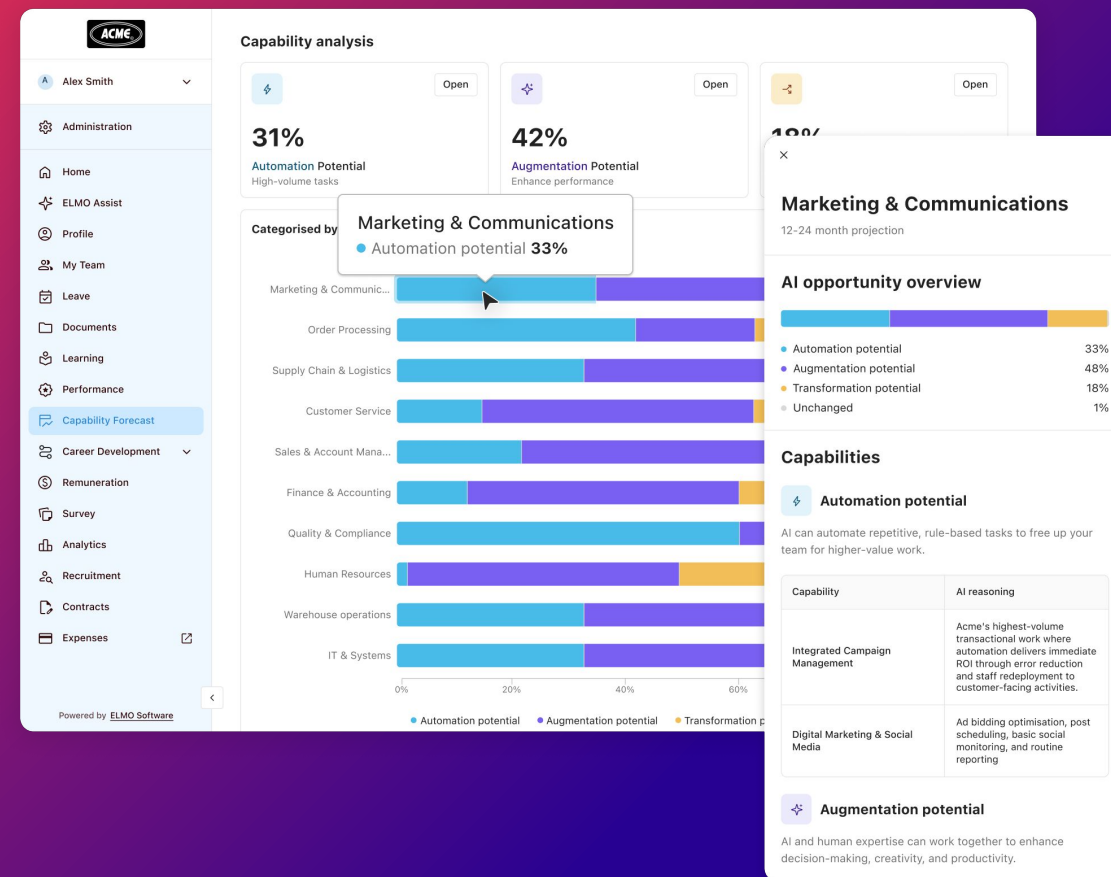
CAPABILITY FORECAST

Coming August

Prepare for how AI will reshape your workforce

Apply an AI lens to your Capability Framework to:

- Forecast role and capability changes over the next 12–24 months.
- Identify where AI will transform work and where human expertise remains critical
- Pinpoint capabilities you need to build next



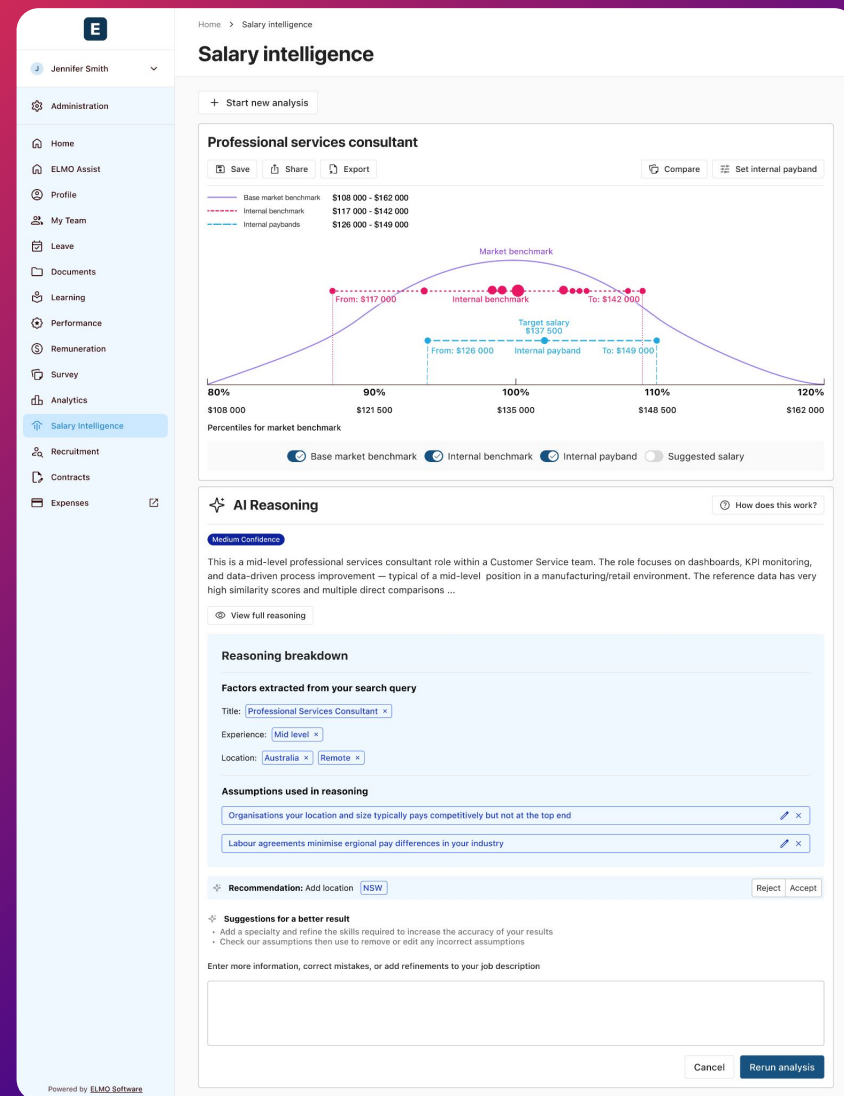
SALARY INTELLIGENCE

Coming soon

Make confident pay decisions with market-backed salary benchmarks

Use AI-powered salary benchmarks to:

- Get recommended salary ranges for each role based on reliable, role-specific market data.
- See how current employee pay compares to the market to spot gaps and risks.
- Support fair, consistent and defensible compensation decisions across your organisation.



MOBILE APP

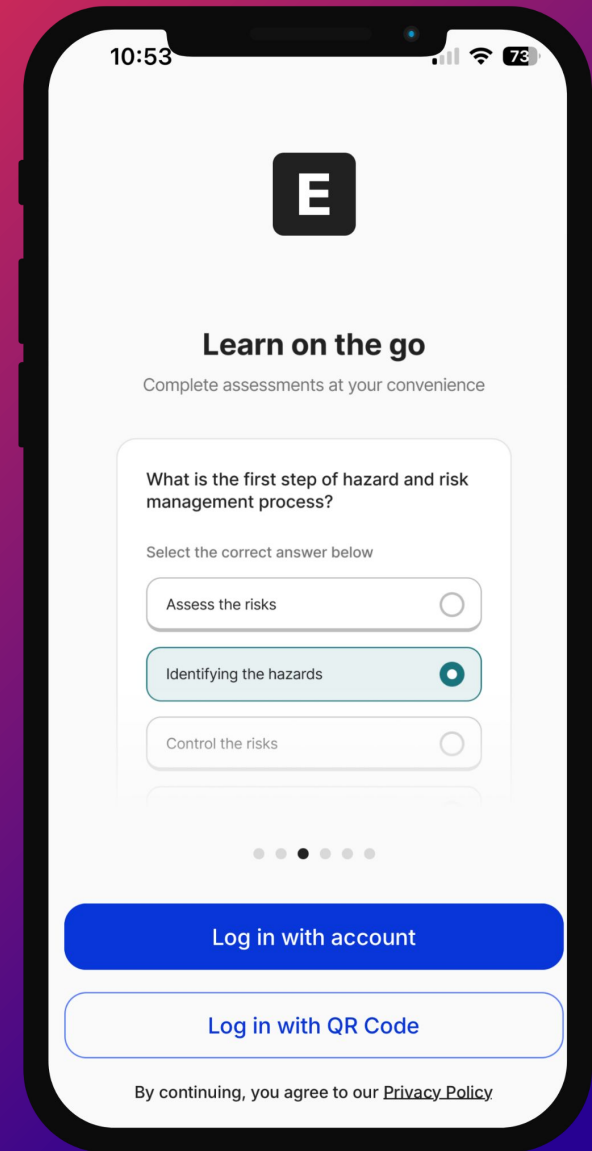
Coming soon

Course catalogue in ELMOHR app

Employees will be able to browse your full course catalogue in the ELMO HR app, supporting self-directed learning and stronger course engagement.

Learning on the go

Employees will be able to complete more learning activities in the ELMO HR app, helping lift course completion across distributed teams.



RECRUITMENT

Coming soon

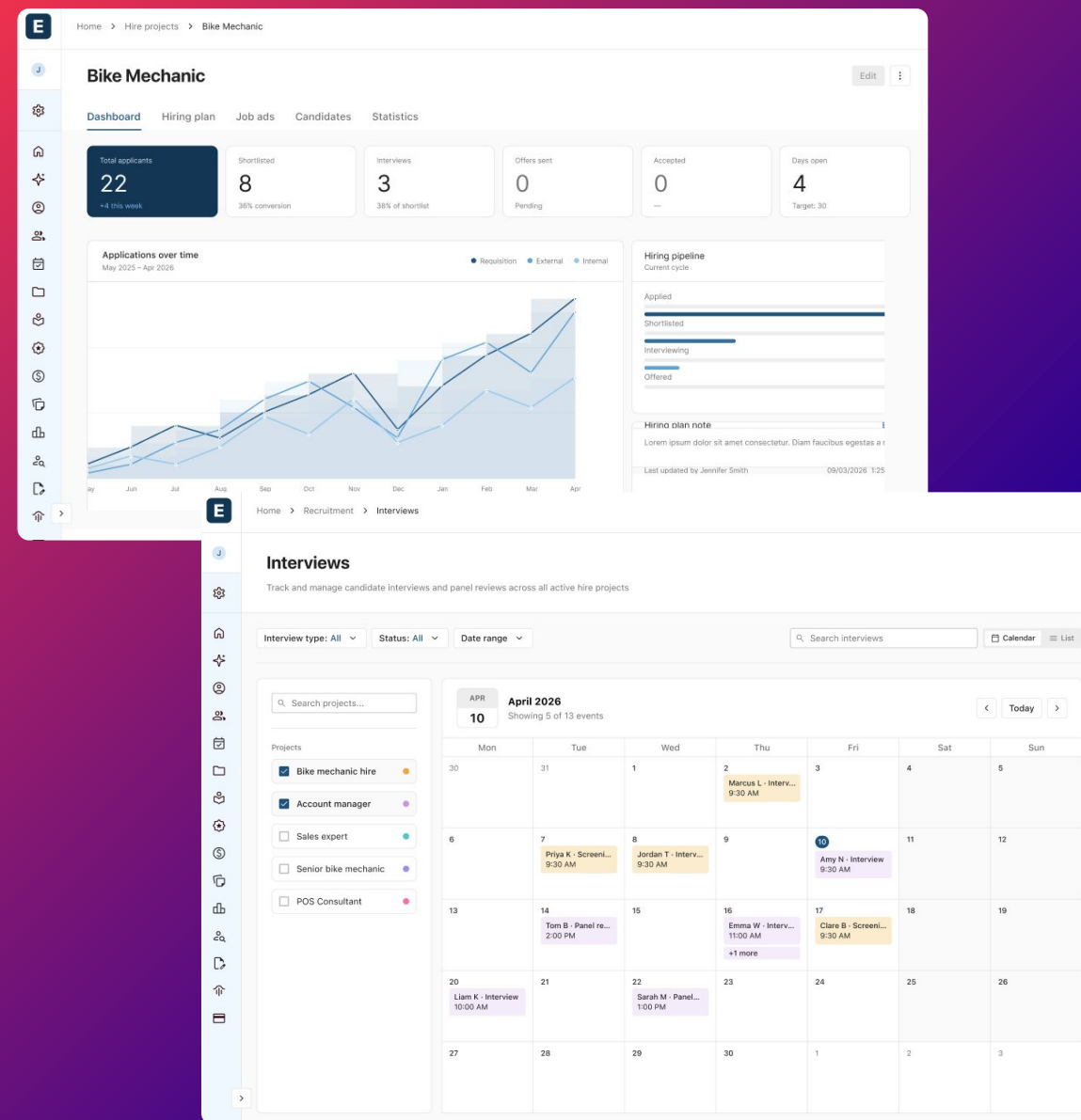
Recruitment modernisation

Find and hire the right talent faster with a more intuitive ELMO Recruitment experience.

Manage requisitions, candidates and offers more easily with simpler navigation, quick candidate preview and a unified calendar.

Employment checks, powered by Referoo – IN PILOT

Complete right-to-work, reference, police and industry accreditation checks in one workflow, so you can build a compliant workforce without leaving ELMO.



CONTRACTS

Coming soon

Contracts modernisation (general and onboarding users)
Create, review and manage contract variations more easily with a more intuitive experience, including draft contracts, editable assignment filters and embedded preview.

Step 3 of 3

Preview and submit

Independent Contractor Agreement

INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("Agreement") is made between **Courtney Lawrence** ("Freelancer"), with an office at **123 Main St, London, UK**, for the purpose of setting forth the exclusive terms and conditions by which Company desires to acquire Freelancer's services.

In consideration of the mutual obligations specified in this Agreement, the parties, intending to be legally bound hereby, agree to the following:

1. Services. Company retains Freelancer, and Freelancer agrees to perform for Company, certain services set forth in **Exhibit A** to this Agreement (the "Services").

2. Consideration / Compensation.

(a) In exchange for the full, prompt, and satisfactory performance of all Services to be rendered to Company (as determined by the Company), Company shall provide Freelancer, as full and complete compensation the sum of **£250 per hour** to be paid at the completion of the Services.

(b) Freelancer is not entitled to receive any other compensation or any benefits from Company. Except as otherwise required by law, Company shall not withhold any sums or payments made to Freelancer for social security or other federal, state, or local tax liabilities or contributions, and all withholdings, liabilities, and contributions shall be solely Freelancer's responsibility. Freelancer further understands and agrees that the Services are not covered under the unemployment compensation laws and are not intended to be covered by workers' compensation laws.

3. Nondisclosure.

(a) Freelancer understands that, in connection with its engagement with Company, it may receive, produce, or otherwise be exposed to Company's trade secrets, business, proprietary and/or technical information, including, without limitation, information concerning customer lists, customer support strategies, employees, research and development, financial information (including sales, costs, profits, and pricing methods), manufacturing, marketing, proprietary software, hardware, firmware, and related documentation, inventions (whether patentable or not), know-how, show-how, and other information considered to be confidential by Company, and all derivatives, improvements and enhancements to any of the above (including those derivatives, improvements and enhancements that were created or developed by Freelancer under this Agreement), in addition to all information Company receives from others under an obligation of confidentiality (individually and collectively, "Confidential Information").

Stack this section above contract

Details

Assignee

Courtney Lawrence

Contract

Independent Contractor Agreement

Status

-

Assigned by

Jennifer Smith (you)

Approvers

TS

SK

Message to approvers

Jennifer Smith (you)

Please review the assigned contracts and provide your feedback. Your approval is essential to proceed with the next steps.

5 March 2025

File name

Please review and edit the file name above to ensure it clearly reflects how the contract will be stored in the employee records

Courtney_Lawrence_Independent_Contractor_Agreement.pdf

Previous

Save and exit

Submit

Step 2 of 3

Fill out contract placeholders

Independent Contractor Agreement

Stack this section above contract

Details

Assignee

Courtney Lawrence

Contract

Independent Contractor Agreement

Status

-

Assigned by

Jennifer Smith (you)

Approvers

TS

SK

Mandatory placeholders

Fill the fields marked with * before proceeding

Start date *

End date *

Salary *

Benefits *

Optional placeholders

Content placed between <DYNAMIC> and <DYNAMIC> in the contract body will be hidden unless at least one placeholder filled. [Learn more](#)

Office

Bonus

View placeholder library

Save and exit

Next

ANALYTICS

Coming soon

Remuneration data in ELMO insights

Make fairer, more strategic pay decisions with access to your remuneration data in ELMO Insights. Build custom dashboards, drill into pay, bonus and budget data, and uncover the insights that matter most.



How can we help you? ⓘ

This is your AI data assistant for faster data access, insightful reports, and quick discoveries.

Users ▾

Ask a business question about your data...



Sample questions ^

give me breakdown of gender...
for new starters this year

Give me a breakdown of those
who received bonuses last year

LEARNING

Coming soon

Easier session bookings for managers and learners

Managers will be able to book team members and mark attendance directly, while learners can easily see unbooked sessions and upcoming dates in the flow of work.

Turn PowerPoint files into courses

Upload a PowerPoint and it's automatically converted into ready-to-use course slides. Then fine-tune any slide with AI; no manual rebuilding, no design skills required.

Build a full course with one prompt

Generate a complete, ready-to-edit course from a simple prompt, turning hours of course creation into minutes.

New module

Choose how you'd like to create your course module.

 **Start from scratch**

Build a module slide-by-slide in the editor.

 **Import PowerPoint**

 Upload a .pptx and AI will convert every slide into a course module.

 **Generate with AI**

 Describe a topic and AI will draft a structured module.

Module name*

Cyber Security Awareness

What should this module cover?*

A workplace induction on cyber security awareness for new office staff. Cover phishing, strong passwords, safe use of USB devices, and how to report a suspected breach. Keep it practical and Australian-workplace focused.

Describe the subject, who it's for, and any must-cover points. The more specific your prompt, the closer the first draft.

Approximate length

Short ~5 slides Medium ~8 slides Long ~12 slides

A guide, not a guarantee — you can add or remove slides in the editor.

Reference material optional

 IT Security Policy 2026.pdf 1.2 MB

 Acceptable Use Guidelines.docx 480 KB

Ground the draft in your own source material — PDF, PPT/PPTX or DOC/DOCX.

☒ I confirm these files are appropriate for the workplace and free of offensive, unlawful, or otherwise unsuitable content. Your files are sent to AI to generate slides. [Acceptable use](#)

 Uses 1 AI action · 42 of 50 left this month

Generate

LEARNING cont..

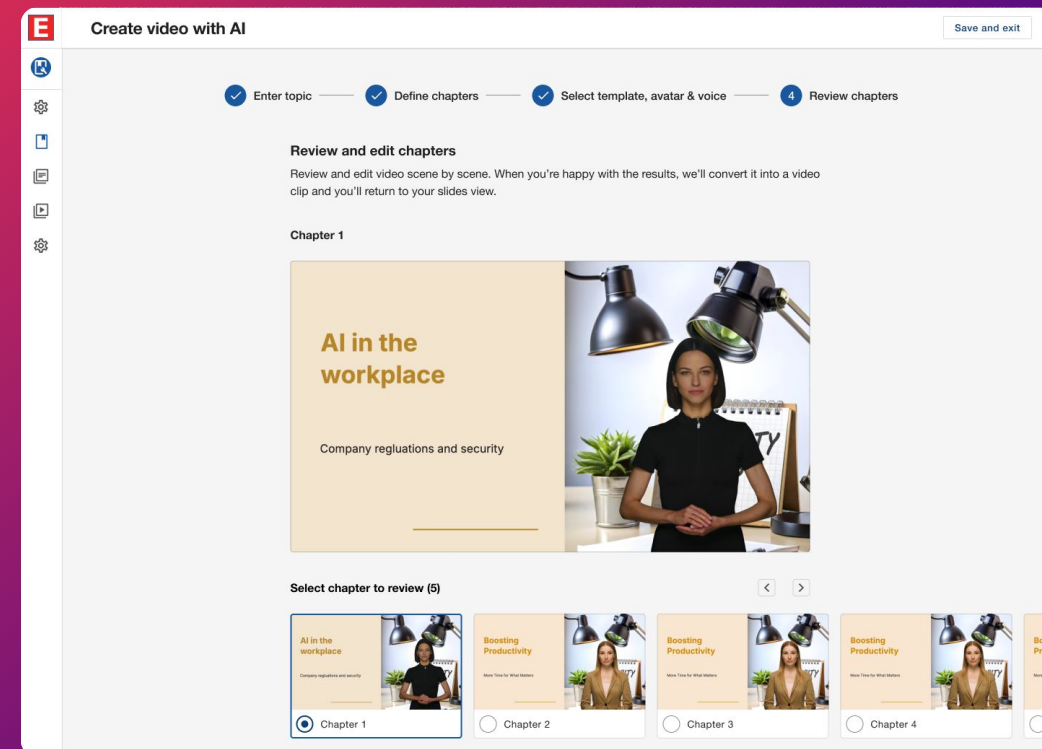
Coming later

Turn a prompt into video learning content

Create professional training videos from a simple prompt, complete with AI avatars and natural voiceovers.

A more intuitive course-building experience

Create polished courses more easily with a modernised Course Builder experience for faster authoring and editing.



INTEGRATIONS

Coming soon

MicrOpay Payroll integration improvements

Updates to reduce manual data entry and keep data consistent across Micropay Payroll and ELMO.

New Payroll Admin security profile

Give payroll teams the access they need while protecting sensitive HR data, helping maintain clear segregation of duties and smoother data syncs.



INTEGRATIONS

Coming later

Definitiv Payroll integration improvements

Better support for position-led HR structures will help reduce manual handling by improving alignment of reporting lines and assignment dates between HR Core and Definitiv Payroll.

Datacom integration improvements

More reliable Datapay NZ updates from HR Core will better support time-based payroll changes and a wider range of KiwiSaver options, reducing manual workarounds.

ELMO API enhancements for position-led support

Keep external systems in sync more easily with API enhancements including better support for position-led data, last-modified timestamps, broader webhook coverage, and write-back support for salary details and leave balances.



Definitiv.

ELMO



DATACOM

ELMO

Join us for

Virtual Edition

ELMO ROADSHOW

Join us for an online event centred on ELMO product Vision, the innovation we have recently delivered and the exciting developments still to come.

Hear directly from ELMO leaders and see some of the platform in action.

Event details: Wednesday 26 August 2026

12:00 pm AEST / 2:00 pm NZST

Online event

[**Register now**](#)