



# ROYAL SOCIETY OF CHEMISTRY DISSOLVES IN-HOUSE PAYROLL TECHNOLOGY

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Chemical Sciences

The Royal Society of Chemistry, (RSC) the largest organisation in Europe dedicated to the advancement of the chemical sciences, has outsourced its entire payroll operation to the world's number one in employee management services, ADP. The shift to outsource with ADP is part of a bigger strategic change to the operational management of the RSC's financial management and business support systems. RSC's Technical Development Manager David Leeming, project manager for the changes, said, "Our business systems are moving more and more towards technologies that are web based. ADP's service, ADP freedom, has the right fit for what we want to do". Initially the payroll review concentrated on whether to upgrade or replace an in-house payroll system. The process of review highlighted the need to think about the amount of physical technology the RSC wanted to maintain internally.

"Before ADP freedom our IT department had to maintain specialist printing machines for payslips as well as the computer servers for pay runs and BACS transfers," explains David. Changing the way that payroll is managed presented the RSC with a tremendous opportunity to reduce the amount of IT kept within the building. "Our IT people want to concentrate their effort on the business critical side of what we do and to support the day to day needs of our users. That is not to say that payroll isn't critical, but it is not core business," said David.

The requirement for a strategic move in technology management, led to the need to find a solution. David Leeming lead the procurement process under pressure to find a good fit that would compliment the RSC's new technology strategy. The first consideration was the degree to which the technology could be managed externally. From that other functional aspects of pay roll management could be reviewed. With ADP freedom, David found a service that not only matched his desire for a system built specifically for delivery using web based technologies, but also a partner organisation that was set up as experts in handling the transactional processes of the actual payroll.

Explaining the degree of control the RSC requires, David says, "What we have are financial and HR people who want to be in control of the input of data, and to manage staff changes, pay and packages. But they don't want to worry about whether the payslips are being done or that the BACS transfers have gone out." With ADP freedom, RSC's Payroll staff have the confidence that the expertise needed to maintain payroll management securely is being looked after by a company whose core business is employee services. This means, for instance, that year end electronic filing and changes in legislation and tax allowances is all handled by ADP. As David says, "We've got the control, but don't have to worry about the technical details anymore."

ADP freedom goes live at the RSC in November 2005 after a short series of parallel pay runs. The service will manage the pay for a total of about 250 staff.

#### **About the RSC**

The RSC is the largest organisation in Europe for advancing the chemical sciences. Supported by a network of over 43,000 members world-wide and an internationally acclaimed publishing business, our activities span education and training, conferences and science policy, and the promotion of the chemical sciences to the public.

#### **About ADP**

ADP is the largest supplier of payroll services in the world. Present in 29 countries, paying 31 million people around the world every payday, and with over 50 years of unrivalled experience, ADP manages a wide range of payroll, benefits and HR administration and helps organisations to control their costs, streamlining their often labour-intensive processes, so freeing up personnel to concentrate on core business activity.

Making a world of difference

