



More than Software as a Service

Software as a Service (SaaS) is a concept that has increased in popularity over recent years, offering an effective alternative to loading and hosting a multitude of software programs on a company's IT network or individual computers.

However, like many buzz words SaaS is a term that is frequently misunderstood and is often used as a 'catch all' term for any service incorporating a web based element - when many actually offer additional value.

ADP's UK payroll and HR solution, ADP freedom, is an example of a web based system that goes further than SaaS, offering added value behind the online technology. So you get all the benefits of SaaS but with a personal element and added level of expertise.

Software as a Service explained

SaaS is a model whereby a company licenses an online software application, which they can then use as and when they require. Because the application is web based, all maintenance and upgrades are carried out by the provider remotely and users don't need to host any software on their system. This means no IT footprint, no extra work for the IT department applying upgrades and maintaining the system, and flexibility because the application becomes a variable expense rather than a fixed cost as and when software is purchased.

The ADP Difference

Accessed through the web, ADP freedom incorporates all the benefits of SaaS and therefore provides numerous advantages over traditional in-house software providers.

Firstly, traditional software providers often charge a maintenance fee of 25 to 30% per annum of the original cost of the software, require installation of version upgrades, additional user licenses and operating system costs. Being web native, ADP freedom offers an affordable scalable alternative which is based upon the number of paid employees.

In addition, any upgrades are carried out by ADP, statutory changes take place automatically and payroll data is regularly backed up and secure. Plus there is no need for any payroll hardware such as printers or a dedicated server that needs to be maintained and upgraded.

But while it offers the benefits associated with SaaS, where ADP freedom differs is that it is backed up by expert payroll processing and output teams working behind the scenes. The level of support provided varies depending on whether a processing or managed service option is chosen. But the processing option acts much like an in house solution whereby the payroll team retains control of the payroll and data submission. They can run the payroll whenever they like, as many times as they like and with instant results whilst ADP freedom output services provide payslip printing, BACS submission and manage payments to employees, third parties and HMRC.

A managed service on the other hand means handing over the whole end-to-end management of the process to ADP, along with responsibility for day to day execution of payroll tasks such as adding new starters, pension, benefits payments and the handling of employee queries. This removes the need for a dedicated payroll expert in-house and further reduces the administrative burden on the organisation.

Business benefits

Through this model and the functionality it makes possible, ADP freedom provides measurable benefits to the entire business, particularly through the payroll, finance, HR and IT teams which are directly affected.

Accuracy of payroll is improved through the introduction of streamlined procedures which significantly reduce time consuming processes, such as personal and variable data collection and input. The risk of inaccuracies and last minute data entry are also minimised through employee self service (ESS) and manager self service (MSS) capabilities.

In addition, the system gives access to up-to-the-minute information, delivers fast processing speeds and fast turnaround of management information. It also provides real-time visibility, analysis and reporting of payroll, general ledger and financial HR costs, supporting strategic decision-making across the organisation.

The technology and service also support growth, enhance compliance and reduce business risk. Plus because it's a scalable solution based on number of employees it will also grow and adapt in line with an evolving business.

As with a traditional SaaS service, ADP freedom leaves no IT footprint and requires no IT infrastructure support, whilst removes the responsibility to maintain, legislatively update and support a payroll/HR application by internal IT resource team.

Time and Labour Management

ADP freedom can also import payroll information from ADP's web based, Time and Labour Management solution, ezLaborManager. As well as including all the functionality of a traditional time and attendance system allowing employers to record *when* employees are working, ezLaborManager also captures *what* they are doing and how long it is taking them. It works by taking the concept of a timesheet and integrating the results into an on-line payroll and HR management system. As it is web based it enables employees to input and amend data from anywhere they have access to the internet.

Being integrated into the payroll and HR system means this data is available for analysis by payroll staff or managers and it ultimately allows for more efficient management of teams, smoother, and more compliant payroll and empowered employees managing their working time effectively removing the risk associated with double keying the required data.

Demand more

The SaaS model provides huge advantages over traditional software and has revolutionised the way that applications are accessed and used, leading to real business benefits. However, when it comes to a function as crucial as payroll, it is important to have that added layer of service and expertise that can't be provided by a web based service alone.

This is why ADP has taken the best of SaaS and combined it with knowledge and personal support that companies can rely on. So they get ease and efficiency through the online application and the support and knowledge of real payroll experts - the best of both worlds.

About ADP

With over £8.8 billion in revenues, 47,000 employees, over 600,000 clients and paying 33 million people world-wide every pay day, ADP is recognised as the world's leading payroll and human resource solutions provider.

Present in over 30 countries, ADP provides industry leading Payroll, Human Resources and Benefit Administration solutions around the world and has been at the vanguard of technical and business innovation, consistently redefining the market and expanding the value it delivers to clients. Through single-minded commitment to providing high quality, employment related services such as payroll, ADP has grown steadily and now serves a world-wide client community in over 50 countries including Argentina, Australia, Belgium, Brazil, Canada, France, Germany, Hong Kong, Ireland, Italy, Netherlands, North Africa, Poland, Portugal, Puerto Rico, Spain, Switzerland, the United Kingdom and the United States.

Since the late 1960's ADP has been present in Europe, and now boasts 26,000 clients across all European countries and generates 9 million payslips in the UK alone - making ADP the leading supplier of Payroll and Human Resource solutions across Europe too.

Formed in 1949 and listed since 1961 (NASDAQ-ADP), ADP has declared 50 years of consecutive growth and enjoyed 164 consecutive quarters of double-digit growth. ADP is one of only a handful of companies to be triple A-rated by Standard & Poor's and Moody's; together with an annual client revenue retention rate of approximately 90 percent and average client tenure of over 10 years, ADP is a sound partner of choice for organisations around the world.

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