

#### **NOTES FROM TRACY**



With almost 30 years in the payroll industry in Australia, I frequently receive requests for advice about payroll technology. These systems could include rostering, time and attendance, biometric devices, payroll, ESS, mobile apps, or a combination of these. I am often asked, "What is the best system for my company?"

My answer is always the same: "It depends."

Selecting the right system depends on various factors, such as the size and complexity of the employer, the desired employee experience, the industry, the employee distribution, the IT and security environment, and the required functionality to support the payroll operation.

Employers spend a significant amount of time and money evaluating the market and making decisions that impact all employees and management. However, these decisions are often made without sufficient information, which can result in a costly payroll service or technology transition with little return on investment.

At Australian Payroll Association, we work with employers to evaluate payroll services and technology, and we have found that spending more time with potential vendors that can deliver what the employer is looking for is critical to a successful outcome. It is recommended to create shortlist of potential vendors early on, as a thorough comparison of a small number of potential vendors is far better than a desktop review of many.

To assist employers in this process, we have produced the Payroll Software and Services Directory, which outlines the features and functionality of some of the best suppliers in Australia. We hope this resource will enable employers to reduce the risk of changing payroll suppliers and-ensure a successful outcome for their next payroll project.

If you have any questions or need assistance, please do not hesitate to reach out to me.

All the best

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	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Clients													
Minimum employee numbers	50	50	200	1	5	20	100	1	1	500	20	N/A	100
Maximum employee numbers	5,000	10,000+	N/A	Unlimited	85,000	10,000	200,000+	10,000	5,000	200,000	10,000+	N/A	Unlimited
Quality													
ISO27001 or equivalent	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Security													
Single Sign on	×	✓	✓	×	✓	✓	✓	×	✓	✓	✓	✓	✓
Data centre used	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Data centre location	<b>√</b>	✓	Australia	<b>√</b>	Australia	✓	✓	✓	✓	✓	<b>√</b>	✓	Sydney, Australia
Customised access levels by user	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	✓	<b>√</b>
Custom password rules	✓	✓	✓	<b>√</b>	✓	✓	✓	×	✓	✓	✓	✓	<b>✓</b>
Two factor authentication	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓
Audit trail	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓
Data encryption	✓	<b>✓</b>	✓	✓	✓	<b>✓</b>	✓	<b>✓</b>	✓	<b>✓</b>	<b>√</b>	✓	✓
Integration													
API	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Non API	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delivery													
On premise installation	✓	×	×	×	✓	×	✓	×	×	✓	×	*	×
Software as a Service	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Frequency													
Pay on demand	✓	×	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	Roadmap
Weekly	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fortnightly	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Bi-monthly	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓
Monthly	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Quarterly	✓	✓	×	×	✓	×	✓	×	✓	✓	✓	✓	✓
Annually	✓	✓	×	×	✓	×	✓	×	✓	✓	✓	✓	✓
Functionality													
Multi company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ESS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
MSS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employee app	×	✓	✓	✓	✓	✓	✓	<b>√</b>	×	<b>√</b>	✓	✓	✓
Integrated Award interpretation	×	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	<b>√</b>	✓	✓	✓
Pre-configured modern awards	×	×	×	✓	×	✓	✓	<b>√</b>	×	×	✓	×	✓
Integrated time & attendance	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Onboarding	<b>√</b>	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓	✓	✓
Visa validation	×	×	×	×	External	✓	✓	✓	✓	✓	*	×	×
STP2 Ready	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Online timesheets	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Online timesheets showing live gross to net calculation	×	×	✓	×	×	×	✓	×	×	×	×	✓	✓
Percentage splits for costing salaries	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Preview gross pay in real time	✓	✓	✓	✓	×	✓	✓	✓	×	✓	✓	✓	✓
Date driven	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Period driven	✓	×	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓
Rate tables based on award	✓	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Rate tables based on location	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓
Rate tables based on department or employee type	×	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	<b>✓</b>
Annual leave in days or hours	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Personal Carers leave in days or hours	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Long service leave in weeks	✓	×	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Long service leave average week calculations automated by state	×	×	✓	✓	✓	✓	✓	×	×	✓	✓	✓	✓
Long service leave average week calculations include commission/bonus	×	×	✓	<b>√</b>	✓	✓	✓	×	×	✓	✓	✓	<b>√</b>
Automatically pay rolling average of 12 months, 5 years or all employment for long service leave	×	×	<b>√</b>	<b>√</b>	<b>√</b>	✓	✓	×	×	✓	✓	✓	✓
Additional leave automatically calculated based on customised requirements	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓
Automation of leave loading	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Leave projection functionality	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Employees able to forecast their leave	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Prevent invalid leave requests based on policy	✓	×	✓	*	✓	✓	✓	×	✓	✓	✓	✓	✓
Automatically approve leave requests that meet specified criteria	✓	×	✓	×	×	✓	✓	×	×	✓	×	✓	✓
Multiple bank accounts per employee	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Overtime calculated on base rate without loading	✓	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓
Manage RDOs	<b>√</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Manage TOIL	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Validation of TFN	✓	✓	✓	<b>✓</b>	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓
Management of salary sacrifice	✓	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓
Extra tax	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bulk changes to rates	✓	✓	✓	✓	<b>√</b>	✓	✓	<b>√</b>	✓	<b>√</b>	✓	✓	✓
Multiple positions for single employee	✓	✓	✓	×	✓	✓	✓	<b>√</b>	✓	✓	×	✓	✓
Customised payslip	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Employee changes using ESS or app	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Customised allowances	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Customed deductions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reducing balance deductions	<b>√</b>	×	✓	<b>✓</b>	✓	✓	✓	×	✓	✓	✓	✓	✓
Garnishees	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Backpay functionality	✓	✓	✓	Being developed, ETA May	✓	✓	✓	✓	✓	✓	✓	✓	✓
Workflow	✓	✓	✓	×	✓	✓	✓	✓	×	✓	✓	✓	✓
Workplace giving	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓	✓	✓
Automatic management of superannuation quarterly caps	<b>√</b>	✓	<b>√</b>	<b>√</b>	<b>✓</b>	✓	<b>√</b>	✓	×	✓	<b>√</b>	✓	✓
Inbuilt superannuation clearing house facility	<b>√</b>	✓	<b>√</b>	<b>√</b>	Super Interface File and Integration with 3rd parties.	✓	<b>√</b>	✓	×	✓	<b>✓</b>	✓	<b>√</b>
Automatic management of superannuation for employees under 18 that work over/under 30 hours in a week	<b>√</b>	✓	✓	<b>√</b>	<b>√</b>	✓	<b>√</b>	✓	✓	✓	<b>√</b>	✓	✓
Annualised Salary Cal	culato	r											
Manage outer limit calculations	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Complete BOOT calculations per pay period	×	×	✓	✓	✓	✓	✓	✓	×	✓	×	✓	<b>✓</b>
Complete BOOT calculations annually	×	×	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓
Automatically make additional payments required	×	×	✓	×	✓	×	✓	×	×	✓	✓	×	<b>✓</b>
Automated Annualised Salary Comparison	×	×	✓	×	✓	×	✓	✓	×	✓	×	✓	✓
Integrated Rostering													
Same database as payroll	×	✓	✓	✓	✓	×	✓	✓	×	✓	✓	×	×
View rosters on mobile device	*	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	×
Fill shifts based on skills		✓	×	✓	<b>✓</b>	✓	✓	<b>√</b>	×	×	✓	✓	×
Fill shifts based on cost	×	✓	×	✓	×	✓	✓	✓	×	×	✓	✓	×
Limit consecutive days worked	×	×	✓	✓	×	✓	✓	✓	×	✓	✓	✓	×
Enforce consecutive days off	×	×	✓	×	×	✓	✓	×	×	✓	×	✓	×
Enforced rest periods	×	×	✓	×	×	✓	✓	✓	×	✓	×	✓	×
Set capacity limits for positions and shifts	×	×	×	×	*	×	×	×	×	✓	✓	✓	×
Rotating rosters	×	✓	✓	×	✓	✓	✓	✓	×	✓	✓	✓	×
Breaks rostered automatically	×	✓	✓	×	✓	✓	✓	✓	×	✓	✓	✓	×
Allow adhoc breaks	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×
Management of shift bids	×	×	×	✓	*	✓	✓	✓	×	×	×	✓	×
Automated callouts to fill shifts	×	×	×	✓	×	✓	✓	✓	×	×	✓	✓	×
Notifications when thresholds are reached	×	✓	✓	✓	×	✓	✓	✓	×	✓	✓	✓	×
Flag exceptions to policies	×	✓	✓	✓	×	✓	×	✓	×	✓	✓	✓	×
Visa validation	×	×	×	×	External	✓	✓	✓	✓	✓	✓	✓	×
Cost rosters	×	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	×

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Maintain skills, competencies and licenses	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×
Swap shifts	×	×	×	✓	×	✓	✓	✓	×	×	✓	✓	×
Shift offers sent to mobile	×	✓	✓	✓	×	✓	✓	✓	×	×	✓	✓	×
Multiple positions for single employee	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×
Provide notification for shift changes	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×
Forecast labour	×	✓	✓	✓	×	✓	✓	✓	×	×	✓	✓	×
Notification for rostering of overtime	×	✓	✓	✓	×	✓	✓	✓	×	✓	×	✓	×
Preview gross pay in real time	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×
Time & Attendance													
Same database as payroll	×	✓	✓	✓	✓	×	✓	✓	×	✓	✓	×	✓
Facial recognition	×	×	✓	×	3rd Party Product	✓	✓	✓	×	✓	✓	✓	×
Biometric clocking	×	×	✓	×	3rd Party Product	✓	✓	✓	×	✓	✓	✓	×
Import attendance data from POS	×	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓
Import attendance date from security system	×	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Customized award interpretation	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓
Job costing	✓	✓	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓
Individual timesheet view	✓	✓	✓	✓	✓	<b>√</b>	✓	<b>√</b>	<b>√</b>	✓	✓	✓	✓
Group timesheet view	✓	×	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Allocate overtime to relevant cost centre	<b>✓</b>	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Pre-configured modern awards	✓	×	×	✓	×	✓	✓	✓	×	×	✓	×	✓
Exception based approvals	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
Preview gross pay in real time	<b>✓</b>	✓	✓	✓	✓	✓	✓	×	×	✓	✓	✓	✓
Multiple EBAs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Multiple awards	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Customised span of hours for different employees	<b>✓</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>✓</b>
Overtime based on day	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on week	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on fortnight	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Overtime based on four weeks	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓
Countries													
Australia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Zealand	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓	✓
UK	×	×	×	✓	✓	✓	×	×	×	✓	×	×	✓
Hong Kong	*	×	×	×	✓	×	×	×	×	✓	×	×	✓
Singapore	×	✓	×	✓	✓	×	×	×	×	✓	×	×	✓
Reporting													
Inbuilt report writer	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓	✓	✓
Integration with third party BI tool	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	×	✓	✓
Data extraction tool	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dashboard reporting	✓	✓	✓	×	✓	✓	✓	✓	×	✓	✓	✓	✓
Variance reporting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Save reports as excel files	✓	✓	✓	✓	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓
Support													
User guide	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	×	✓

	Access MicrOpay	Access Definitiv	Affinity	Employment Hero Payroll	Frontier Software	Humanforce	Inzenius	Microkeeper	Paygroup	Ramco	Readytech	UKG	Zalaris
On screen help	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	×
Support Australian Eastern time	✓	<b>√</b>	✓	✓	✓	<b>√</b>	✓	✓	✓	✓	✓	✓	✓
Support Australian Western time	✓	<b>√</b>	×	✓	✓	×	✓	×	✓	✓	<b>√</b>	✓	✓
User Group	✓	✓	×	✓	✓	×	✓	✓	×	✓	×	✓	✓
Standard support < 4 hours	✓	✓	✓	✓	✓	✓	✓	✓	×	✓	✓	✓	✓

## Australia's trusted payroll partner for over 35 years



#### True All-in-One Payroll & Workforce Management

- Onboarding
- Rostering & Scheduling
- Time & Attendance
- TimeClock
- Mobile Employee Service

- Award Interpretation
- Date Based Payroll
- Recruitment
- Local Training & Support
- Payroll Outsourcing



For more information, scan the QR code, visit **www.theaccessgroup.com** or call us on **1800 660 670** 



	Access Definitiv	Affinity	Frontier Software	Paygroup	Ramco	Readytech	Zalaris
Clients							
Minimum employee numbers	50	200	5	5	500	2	200
Maximum employee numbers	10,000+	N/A	85,000	85,000	200,000	10,000+	Unlimited
Processing							
Australian processing	✓	✓	✓	✓	✓	✓	Service Delivery onshore
Offshore processing	✓	×	×	×	✓	×	✓
Cert IV minimum qualified staff	✓	✓	✓	✓	✓	✓	×
Registered with Tax Practitioners Board	✓	×	×	×	✓	✓	×
Service Options							
Fully managed (no internal expertise required)	✓	✓	✓	✓	✓	×	✓
Outsourcing (required internal payroll resource)	✓	✓	✓	✓	✓	✓	✓
Security							
Single Sign on	✓	✓	✓	✓	✓	✓	✓
Data centre used	✓	✓	✓	✓	✓	✓	Australia SAP DC
Data centre location	✓	✓	Australia	Australia	✓	✓	Sydney, Australia
Audit trail	✓	✓	✓	✓	✓	✓	✓
Integration							
API	✓	✓	✓	✓	✓	✓	✓
Non API	✓	✓	✓	✓	✓	✓	✓
Frequency							
Pay on demand	✓	✓	×	×	✓	×	Roadmap
Weekly	✓	✓	✓	✓	✓	✓	✓
Fortnightly	✓	✓	✓	✓	✓	✓	✓
Bi-monthly	✓	✓	✓	✓	✓	✓	✓
Monthly	✓	✓	✓	✓	✓	✓	✓
Quarterly	✓	×	✓	✓	✓	✓	✓
Annually	✓	×	✓	✓	✓	✓	✓
Functionality							
Multi company	✓	✓	✓	✓	✓	✓	✓

	Access Definitiv	Affinity	Frontier Software	Paygroup	Ramco	Readytech	Zalaris
ESS	✓	✓	✓	✓	✓	✓	✓
MSS	✓	✓	✓	✓	✓	✓	✓
Employee app	✓	✓	✓	✓	✓	✓	✓
Integrated Award interpretation	✓	✓	✓	✓	✓	✓	✓
Pre-configured modern awards	✓	×	×	×	×	✓	×
Integrated time & attendance	✓	✓	✓	✓	✓	✓	✓
Onboarding	✓	✓	✓	✓	✓	✓	✓
Visa validation	×	×	External	External	✓	×	×
STP2 Ready	✓	✓	✓	✓	✓	✓	✓
Online timesheets	✓	✓	✓	✓	✓	✓	✓
Annual leave in days or hours	✓	✓	✓	✓	✓	✓	Both
Personal Carers leave in days or hours	✓	✓	✓	✓	✓	✓	Both
Long service leave in weeks	✓	✓	✓	✓	✓	✓	✓
Long service leave average week calculations automated by state	✓	✓	✓	✓	✓	✓	✓
Long service leave average week calculations include commission/bonus	✓	<b>√</b>	✓	✓	<b>√</b>	<b>√</b>	✓
Additional leave automatically calculated based on customised requirements	✓	<b>✓</b>	✓	✓	<b>√</b>	✓	<b>√</b>
Employees able to forecast their leave	✓	✓	✓	✓	✓	✓	✓
Multiple bank accounts per employee	✓	✓	✓	✓	✓	✓	✓
Overtime calculated on base rate without loading	✓	✓	✓	✓	✓	✓	✓
Manage RDOs	✓	✓	✓	✓	✓	✓	✓
Manage TOIL	✓	✓	✓	✓	✓	✓	✓
Management of salary sacrifice	✓	✓	✓	✓	✓	✓	✓
Extra tax	✓	✓	✓	✓	✓	✓	✓
Multiple positions for single employee	✓	✓	✓	✓	✓	×	✓
Customised payslip	✓	✓	✓	✓	✓	✓	✓
Employee changes using ESS or app	✓	✓	✓	✓	✓	✓	✓
Customised allowances	✓	✓	✓	✓	✓	✓	✓

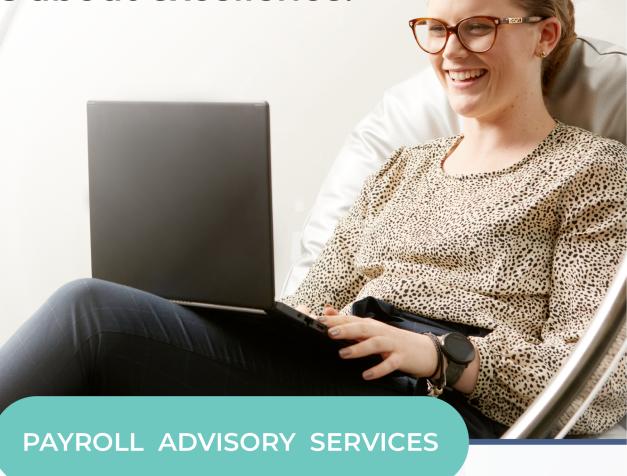
	Access Definitiv	Affinity	Frontier Software	Paygroup	Ramco	Readytech	Zalaris
Customed deductions	✓	✓	✓	✓	✓	✓	✓
Reducing balance deductions	✓	✓	✓	✓	✓	✓	✓
Garnishees	✓	✓	✓	✓	✓	✓	✓
Backpay functionality	✓	✓	✓	✓	✓	✓	✓
Workplace giving	✓	✓	✓	✓	✓	✓	✓
Automatic management of superannuation quarterly caps	✓	✓	✓	<b>√</b>	✓	✓	✓
Inbuilt superannuation clearing house facility	✓	<b>√</b>	Super Interface File and Integration with 3rd parties.	Super Interface File and Integration with 3rd parties.	✓	✓	Superstream Compliant File
Automatic management of superannuation for employees under 18 that work over/under 30 hours in a week	<b>√</b>	<b>√</b>	✓	<b>√</b>	<b>√</b>	<b>√</b>	✓
Annualised Salary Management							
Manage outer limit calculations	✓	✓	✓	✓	✓	✓	Roadmap
Complete BOOT calculations per pay period	✓	✓	✓	✓	✓	*	Roadmap
Complete BOOT calculations annually	✓	✓	✓	✓	✓	✓	Roadmap
Automatically make additional payments required	✓	×	✓	✓	✓	*	Roadmap
Automated Annualised Salary Comparison	✓	✓	✓	✓	✓	✓	Roadmap
Integrated Rostering							
Same database as payroll	✓	✓	✓	✓	✓	✓	N/A
View rosters on mobile device	✓	✓	✓	✓	✓	✓	N/A
Fill shifts based on skills	✓	×	✓	✓	×	✓	N/A
Fill shifts based on cost	✓	×	×	×	×	✓	N/A
Limit consecutive days worked	✓	✓	×	*	✓	✓	N/A
Enforce consecutive days off	✓	✓	×	×	✓	×	N/A
Enforced rest periods	✓	✓	×	×	✓	×	N/A
Set capacity limits for positions and shifts	✓	×	×	×	✓	<b>√</b>	N/A
Rotating rosters	✓	✓	✓	✓	✓	✓	N/A
Breaks rostered automatically	✓	✓	✓	✓	✓	✓	N/A

	Access Definitiv	Affinity	Frontier Software	Paygroup	Ramco	Readytech	Zalaris
Allow adhoc breaks	✓	✓	✓	✓	✓	✓	N/A
Management of shift bids	✓	×	×	×	×	×	N/A
Automated callouts to fill shifts	✓	×	×	×	✓	✓	N/A
Notifications when thresholds are reached	✓	✓	×	×	✓	✓	N/A
Flag exceptions to policies	✓	✓	×	×	✓	✓	N/A
Visa validation	✓	×	External	External	✓	✓	N/A
Cost rosters	✓	✓	✓	✓	×	✓	N/A
Maintain skills, competencies and licenses	✓	✓	✓	✓	✓	✓	N/A
Swap shifts	✓	×	×	×	×	✓	N/A
Shift offers sent to mobile	✓	✓	×	×	×	✓	N/A
Multiple positions for single employee	✓	✓	✓	✓	✓	✓	N/A
Provide notification for shift changes	✓	✓	✓	✓	✓	✓	N/A
Forecast labour	✓	✓	×	×	×	✓	N/A
Notification for rostering of overtime	✓	✓	×	×	✓	×	N/A
Preview gross pay in real time	✓	✓	×	×	✓	✓	N/A
Time & Attendance							
Same database as payroll	✓	✓	✓	✓	✓	✓	✓
Facial recognition	✓	✓	3rd Party Product	3rd Party Product	✓	✓	×
Biometric clocking	✓	✓	3rd Party Product	3rd Party Product	✓	✓	×
Import attendance data from POS	✓	✓	✓	✓	✓	✓	✓
Import attendance date from security system	✓	✓	✓	✓	✓	✓	✓
Customised award interpretation	✓	✓	✓	✓	✓	✓	✓
Job costing	✓	✓	✓	✓	×	✓	✓
Individual timesheet view	✓	✓	✓	✓	✓	✓	✓
Group timesheet view	✓	✓	✓	✓	✓	✓	✓
Allocate overtime to relevant cost centre	✓	✓	✓	✓	✓	✓	✓

	Access Definitiv	Affinity	Frontier Software	Paygroup	Ramco	Readytech	Zalaris
Pre-configured modern awards	✓	×	×	×	×	✓	×
Exception based approvals	✓	✓	✓	✓	✓	×	✓
Preview gross pay in real time	✓	✓	✓	✓	✓	✓	✓
Multiple EBAs	✓	✓	✓	✓	✓	✓	✓
Multiple awards	✓	✓	✓	✓	✓	✓	✓
Customised span of hours for different employees	✓	<b>√</b>	✓	✓	✓	✓	✓
Overtime based on day	✓	✓	✓	✓	✓	✓	✓
Overtime based on week	✓	✓	✓	✓	✓	✓	✓
Overtime based on fortnight	✓	✓	✓	✓	✓	✓	✓
Overtime based on four weeks	✓	✓	✓	✓	✓	✓	✓
Countries							
Australia	✓	✓	✓	✓	✓	✓	✓
New Zealand	✓	✓	✓	✓	✓	✓	✓
UK	×	×	✓	✓	✓	×	✓
Hong Kong	*	×	✓	✓	✓	×	✓
Singapore	✓	×	✓	✓	✓	×	✓
Reporting							
Inbuilt report writer	✓	✓	✓	✓	✓	✓	✓
Integration with third party BI tool	✓	✓	✓	✓	✓	✓	✓
Data extraction tool	✓	✓	✓	✓	✓	✓	✓
Dashboard reporting	✓	✓	✓	✓	✓	✓	✓
Variance reporting	✓	✓	✓	✓	✓	✓	✓
Save reports as excel files	✓	✓	✓	✓	✓	✓	✓
Support							
Support Australian Eastern time	✓	✓	✓	✓	✓	✓	✓
Support Australian Western time	✓	×	✓	✓	✓	✓	✓
User Group	×	×	✓	✓	✓	×	SAP User Group
Standard support < 4 hours	✓	<b>√</b>	✓	✓	✓	✓	No - P1 is 8 hours turn around/









Payroll Health Check



Payroll Compliance and Process Review



Remediation and Backpays



Payroll Technology Procurement

	Access Definitiv	Affinity	Frontier Software	Humanforce	Inzenius	Microkeeper	Peoplekey	UKG
Clients								
Minimum employee numbers	50	200	5	20	100	1	20	N/A
Maximum employee numbers	10,000+	N/A	5,000	10,000	200	10,000	2,000	N/A
Quality								
ISO27001 or equivalent	✓	✓	✓	✓	✓	✓	Not yet Getting there	✓
Security								
Single Sign on	✓	✓	✓	✓	✓	✓	×	✓
Data centre used	✓	✓	✓	✓	✓	Australia	Microsoft Azure	✓
Data centre location	✓	✓	Australia	✓	Australia	Australia	Sydney/ Melbourne	✓
Customised access levels by user	✓	✓	✓	✓	✓	✓	✓	✓
Custom password rules	✓	✓	✓	✓	✓	✓	✓	✓
Two factor authentication	✓	✓	✓	✓	✓	✓	×	✓
Audit trail	✓	✓	✓	✓	✓	✓	✓	✓
Data encryption	✓	✓	✓	✓	✓	✓	✓	✓
Integration								
API	✓	✓	✓	✓	✓	✓	✓	✓
Non API	✓	✓	✓	✓	✓	✓	×	✓
Delivery								
On premise installation	*	×	✓	×	✓	*	×	*
Software as a Service	✓	✓	✓	✓	✓	✓	✓	✓
Rostering								
View rosters on mobile device	✓	✓	✓	✓	✓	✓	✓	<b>✓</b>
Fill shifts based on skills	✓	×	✓	✓	✓	✓	×	✓
Fill shifts based on cost	✓	×	×	✓	✓	✓	×	✓
Limit consecutive days worked	✓	✓	×	✓	✓	✓	×	✓
Enforce consecutive days off	✓	✓	×	✓	✓	✓	×	✓
Enforced rest periods	✓	✓	×	✓	✓	✓	×	<b>✓</b>

	Access Definitiv	Affinity	Frontier Software	Humanforce	Inzenius	Microkeeper	Peoplekey	UKG
Set capacity limits for positions and shifts	✓	×	×	×	×	✓	×	✓
Rotating rosters	✓	✓	✓	✓	✓	✓	✓	✓
Breaks rostered automatically	✓	✓	✓	✓	✓	✓	✓	✓
Allow adhoc breaks	✓	✓	✓	✓	✓	✓	✓	✓
Management of shift bids	×	×	×	✓	✓	✓	×	✓
Automated callouts to fill shifts	✓	×	×	✓	✓	✓	×	✓
Notifications when thresholds are reached	✓	✓	×	✓	*	✓	No	✓
Flag exceptions to policies	✓	✓	×	✓	×	✓	No	✓
Visa validation	×	×	External	✓	✓	✓	No	✓
Cost rosters	✓	✓	✓	✓	✓	✓	No	✓
Maintain skills, competencies and licenses	✓	✓	✓	✓	✓	✓	No	✓
Swap shifts	×	*	×	✓	✓	✓	No	✓
Shift offers sent to mobile	×	✓	×	✓	✓	✓	No	✓
Multiple positions for single employee	✓	✓	✓	✓	✓	✓	✓	✓
Provide notification for shift changes	✓	✓	✓	✓	✓	✓	*	✓
Forecast labour	✓	✓	×	✓	✓	✓	*	✓
Notification for rostering of overtime	✓	✓	×	✓	✓	✓	No	✓
Employee or Manager shift swaps	✓	×	×	✓	✓	✓	No	✓
Fair and predictive rostering including overtime equalisation	✓	×	×	✓	*	✓	No	<b>✓</b>
Rostering to clients by appointment	×	×	×	×	✓	×	No	3rd party support
Event based rostering	×	×	×	✓	✓	✓	No	✓
Preview gross pay in real time	✓	✓	✓	✓	✓	✓	No	✓
Time & Attendance								
Facial recognition	✓	✓	3rd Party Product	✓	✓	✓	✓	✓
Biometric clocking	✓	✓	3rd Party Product	✓	✓	✓	✓	✓

	Access Definitiv	Affinity	Frontier Software	Humanforce	Inzenius	Microkeeper	Peoplekey	UKG
Import attendance data from POS	<b>√</b>	<b>√</b>	<b>√</b>	<b>√</b>	<b>√</b>	<b>√</b>	No but possible on request	✓
Import attendance date from security system	✓	<b>√</b>	✓	✓	<b>✓</b>	<b>√</b>	No but possible on request	✓
Customised award interpretation	✓	✓	✓	✓	✓	✓	✓	✓
Job costing	✓	✓	✓	✓	✓	✓	✓	✓
Individual timesheet view	✓	✓	✓	✓	✓	✓	✓	✓
Group timesheet view	✓	✓	✓	✓	✓	✓	✓	✓
Allocate overtime to relevant cost centre	✓	✓	✓	✓	✓	✓	✓	✓
Pre-configured modern awards	✓	×	×	✓	✓	✓	*	Partial
Exception based approvals	✓	✓	✓	✓	✓	✓	×	✓
Preview gross pay in real time	✓	✓	✓	✓	✓	✓	×	✓
Multiple EBAs	✓	✓	✓	✓	✓	✓	✓	✓
Multiple awards	✓	✓	✓	✓	✓	✓	✓	✓
Customised span of hours for different employees	✓	✓	✓	$\checkmark$	✓	✓	×	✓
Capture employee geolocation	✓	✓	✓	✓	✓	✓	✓	✓
Rules-based engine for complex and unique rules and pay calculations	✓	✓	✓	✓	✓	✓	✓	✓
Job costing - to five levels or more such as projects, tasks, cost centres etc	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on month	✓	✓	✓	✓	✓	✓	✓	✓
Notification when warning thresholds are reached	✓	✓	×	✓	✓	✓	×	✓
Overtime based on day	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on week	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on fortnight	✓	✓	✓	✓	✓	✓	✓	✓
Overtime based on four weeks	✓	✓	✓	✓	✓	✓	✓	✓
W Salary Management								
Manage outer limit calculations	✓	✓	✓	✓	✓	✓	×	<b>✓</b>

	Access Definitiv	Affinity	Frontier Software	Humanforce	Inzenius	Microkeeper	Peoplekey	UKG
Complete BOOT calculations per pay period	✓	✓	✓	✓	✓	✓	×	✓
Complete BOOT calculations annually	✓	✓	✓	✓	✓	✓	×	✓
Automatically make additional payments required	✓	×	✓	×	✓	✓	*	✓
Automated Annualised Salary Comparison	✓	✓	✓	✓	✓	✓	×	✓
Reporting								
Inbuilt report writer	✓	✓	✓	✓	×	✓	✓	✓
Integration with third party BI tool	✓	✓	✓	Yes, on request	✓	✓	No, but possible on request	✓
Data extraction tool	✓	✓	✓	✓	✓	✓	✓	✓
Dashboard reporting	✓	✓	✓	✓	✓	✓	✓	✓
Variance reporting	✓	✓	✓	✓	✓	✓	×	✓
Save reports as excel files	✓	✓	✓	✓	✓	✓	✓	✓
Support								
User guide	✓	✓	✓	✓	✓	✓	✓	✓
On screen help	✓	✓	✓	✓	✓	✓	×	✓
Support Australian Eastern time	✓	✓	✓	✓	✓	✓	<b>√</b> - 8:30-17:00	✓
Support Australian Western time	✓	×	✓	✓	✓	✓		✓
User Group	×	×	✓	×	✓	✓	×	✓
Standard support < 4 hours	✓	✓	✓	×	✓	✓	✓	✓
Global support	✓	×	✓	✓	×	✓	×	✓

#### COMPLIANT, ACCURATE AND EFFICIENT PAYROLL



Alerts and reminders



Forms and workflow



Pay on demand



Core HR



Workforce management



Real-time labour costs



**Integrations** 



Self-service

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## **CLEARING HOUSE**

	Access	Access Definitiv	Frontier Software	Microkeeper
Clients				
Minimum employee numbers	1	50	5	1
Maximum employee numbers	250,000	10,000+	85,000	10,000
Processing				
Submit STP via API (JSON)	API XML file	✓	STP is submitted in ATO approved format	✓
Submit STP via file (CSV, XML)	XML	×	STP is submitted in ATO approved format	×
Submit STP Manually into website	✓	×	STP is submitted in ATO approved format	×
Submit STP by YTD values	✓	✓	✓	✓
Submit STP by pay period values	✓	✓	✓	✓
Can work with any payroll process including manual	✓	✓	✓	×
Data encryption at rest	✓	✓	✓	✓
Data encryption In Transit	Yes TLS1.2	✓	✓	✓
Automatic accumulation of YTD from Period Values	✓	✓	✓	✓
STP Submissions to Payroll Reconciliation Reporting	✓	✓	✓	✓
Submit STP to ATO at any time	✓	✓	✓	✓
STP2 Ready	✓	✓	✓	✓
User guide	✓	✓	✓	✓
On screen help	✓	✓	✓	✓
Support Australian Eastern time	✓	✓	✓	✓
Standard support < 4 hours	Depends on issue	✓	✓	✓
Reporting Suite	✓	✓	✓	<b>√</b>
Single Sign on	In can be	✓	✓	×
Data centre used	Macquire	<b>√</b>	<b>√</b>	<b>√</b>
Customised access levels by user	<b>√</b>	<b>√</b>	<b>√</b>	<b>√</b>
Custom password rules	<b>√</b>	<b>√</b>	<b>√</b>	*
Two factor authentication	<b>√</b>	<b>√</b>	<b>√</b>	<b>√</b>
Audit trail	✓	✓	✓	<b>√</b>
Listed on the ATO Sending Service Supplier Product Register	✓	✓	✓	×
Multi user	✓	✓	✓	✓
Registered Tax Agent Support	No, but they hold AFS licenses for moving data and money regulated by ASIC as well as SSP obligations to the ATO	✓	×	<b>✓</b>
Data Centre Location				
Open-Ended Response	AU	AU	AU	Sydney, Brisbane, Melbourne

## **BIOMETRICS**

	Access Definitiv	Frontier Software	Humanforce	Inzenius	Microkeeper	Peoplekey	UKG
Biometric							
Facial recognition	AU	3rd Party	✓	✓	✓	✓	✓
Eye recognition	×	3rd Party	×	✓	×	×	3rd party support
Finger scan	×	3rd Party	✓	✓	✓	✓	✓
Hand scan	×	3rd Party	×	✓	×	×	3rd party support
Mobile clocking	×	✓	✓	✓	✓	✓	✓
Integration							
API	×	3rd Party	✓	✓	✓	✓	✓
Non API	✓	3rd Party	✓	✓	✓	×	✓
Support							
User guide	✓	3rd Party	✓	✓	✓	✓	✓
On screen help	✓	3rd Party	✓	✓	✓	✓	✓
Support Australian Eastern time	✓	3rd Party	✓	✓	✓	✓	✓
Support Australian Western time	✓	3rd Party	✓	✓	×	*	✓
User Group	✓	3rd Party	×	✓	✓	×	✓
Standard support < 4 hours	×	3rd Party	×	✓	✓	✓	✓
Attendance Reporting Devices							
Mobile	✓	✓	✓	✓	✓	✓	✓
Tablet	✓	✓	✓	✓	✓	✓	✓
Desktop/Laptop	✓	✓	✓	✓	✓	✓	✓
InTouch Device	✓	3rd Party	×	✓	×	*	✓
Telephony	✓	3rd Party	×	✓	×	*	3rd party support
Other (please specify)	×	3rd Party	×	Time tracking to jobs	×	×	See UKG Marketplace
				Job billing export			
				Unit productivity reporting			
				Event based rostering			
				Client time worked capture			



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Email: sales@yourpayroll.com.au Website: www.employmenthero.com



#### Inzenius

Phone: (03) 9954 51533 Email: sales@inzenius.com Website: www.inzenius.com



#### Microkeeper

Phone: 1800 940 838

Email: info@microkeeper.com.au Website: www.microkeeper.com.au



#### **PayGroup**

Phone: (03) 8657 3454

Email: sales@paygrouplimited.com Website: www.paygrouplimited.com



#### **PeopleKey Nexus**

Phone: 1800 015 458

Email: sales@peoplekey.com.au Website: www.peoplekey.com



#### PeopleHub Payroll

Phone: 0499 999 654

Email: info.au@zalaris.com Website: www.zalaris.com



