Infosys HRO - Payroll Services

The Payroll function of an organisation not only ensures that employees are paid accurately and on-time but also strives to achieve optimum efficiency. Organisations are also striving to reduce the operating costs of the payroll function through automation and also be compliant with all legal requirements.

Infosys BPO offers end-to- end, multi-country payroll services, spanning more than 70 countries. Through the outsourcing of the payroll function, Infosys enables its clients to focus on core competencies and manage risk.

Infosys HRO Solutions are geared to leverage global sourcing at each stage of the transformation journey from process definition, process standardisation,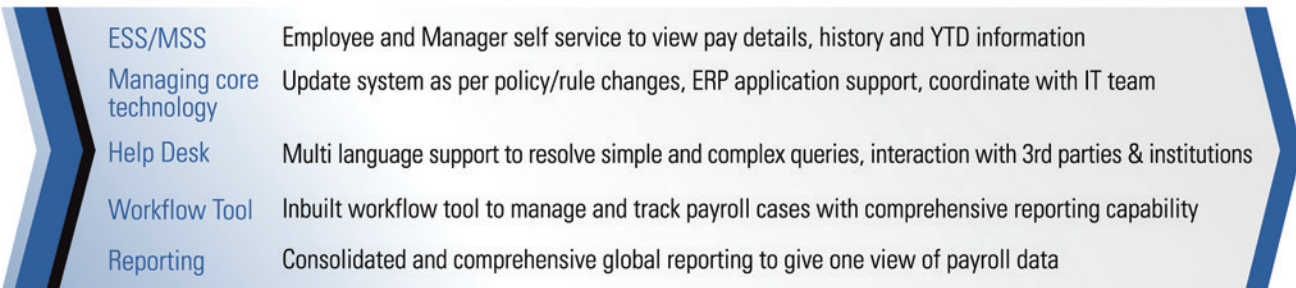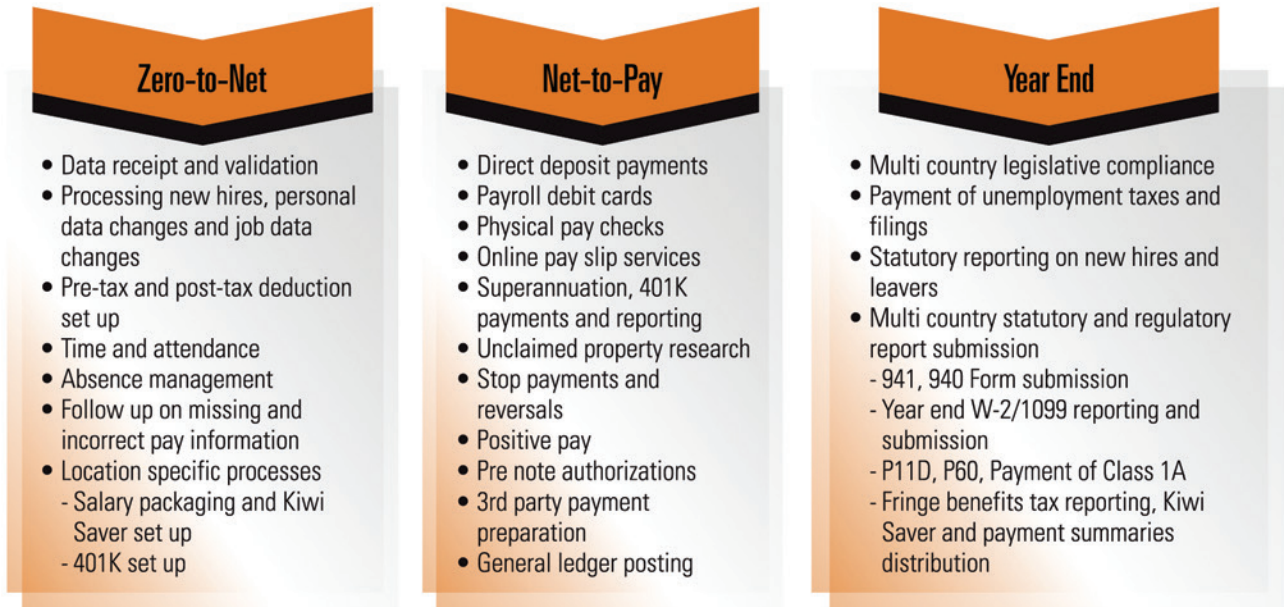 consolidation to re-engineering. The solutions are designed to provide a robust, scalable and flexible delivery engine that influences global skill and economies of scale and that allows organisations to focus on centres of expertise and business partnering.

Infosys uses its capabilities across consulting, technology and BPO to partner with clients in the:

a. Creation of the process delivery backbone

b. Development of underlying technology support

c. Comprehensive payroll service delivery from global delivery centres through our alliance partners:

Infosys Payroll Solution

Zero-to-Net

- Data receipt and validation
- Processing new hires, personal data changes and job data changes
- Pre-tax and post-tax deduction set up
- Time and attendance
- Absence management
- Follow up on missing and incorrect pay information
- Location specific processes
  - Salary packaging and Kiwi Saver set up
  - 401K set up

Net-to-Pay

- Direct deposit payments
- Payroll debit cards
- Physical pay checks
- Online pay slip services
- Superannuation, 401K payments and reporting
- Unclaimed property research
- Stop payments and reversals
- Positive pay
- Pre note authorizations
- 3rd party payment preparation
- General ledger posting

Year End

- Multi country legislative compliance
- Payment of unemployment taxes and filings
- Statutory reporting on new hires and leavers
- Multi country statutory and regulatory report submission
  - 941, 940 Form submission
  - Year end W-2/1099 reporting and submission
  - P11D, P60, Payment of Class 1A
  - Fringe benefits tax reporting, Kiwi Saver and payment summaries distribution

ESS/MSS	Employee and Manager self service to view pay details, history and YTD information
Managing core technology	Update system as per policy/rule changes, ERP application support, coordinate with IT team
Help Desk	Multi language support to resolve simple and complex queries, interaction with 3rd parties & institutions
Workflow Tool	Inbuilt workflow tool to manage and track payroll cases with comprehensive reporting capability
Reporting	Consolidated and comprehensive global reporting to give one view of payroll data

Infosys Payroll services are classified into

Payroll Platform Implementation and Administration Services
Infosys provides organisations with a platform to move away from legacy systems to a state-of-the-art payroll system. Infosys provides the complete hardware and software environment hosted within a secure data centre. Infosys also provides ongoing maintenance, hardware and software helpdesk support and back-up activities.

Payroll Processing Services
Infosys leverages existing client investment on technology to provide services from its delivery centres. This is facilitated through minimal disruption to processes and change management through the Infosys Business Transformation Tool.

Infosys Payroll Services Advantage

- Multi-process HRO practice built on sustainable model for delivering HR services in an offshore centric model
- Flexible and scalable delivery platform to partner with clients in their organic and inorganic growth
- Capability to deliver comprehensive seamless solutions through excellent cross service collaboration across our HR Technology, Consulting and outsourcing practices
- Leverage the deep domain understanding acquired and strengthened through Infosys HR transformation
- Focus on building HR professionals through training certification programs in collaboration with external organisations like SHRM and APA (American Payroll Association)

Client Success Stories

- Servicing over 1,05,000 employees of a global software major with its presence in 65 cities across 26 countries
- Handling a range of payroll administration services from data collation, gross-to-net calculation, disbursements and helpdesk for over 28,000 employees of a leading financial products and services provider in Australia
- Providing end-to-end payroll processing for above 17,000 employees of a leading banking, insurance and investment service provider having presence in Australia and New Zealand
- Servicing more than 4,500 employees of a professional staffing, outsourcing and human capital solution service provider in Australia and New Zealand
- Handling employee helpdesk queries on compensation, benefits, resourcing, performance, new hire and termination support for 50,000+ employees of a leading network equipment manufacturer spread globally

About Infosys

Infosys is a global leader in consulting, technology and outsourcing solutions. We enable clients, in more than 50 countries, to stay a step ahead of emerging business trends and outperform the competition. We help them transform and thrive in a changing world by co-creating breakthrough solutions that combine strategic insights and execution excellence. Visit www.infosys.com to see how Infosys (NYSE: INFY), with US$8.25 billion in annual revenues and 165,000+ employees, is Building Tomorrow's Enterprise® today.

Infosys BPO, the business process management subsidiary of Infosys, provides a broad range of enterprise and industry-specific services. We deliver transformational benefits to clients through our proprietary Process Progression Model™ (PPM). These benefits include cost reduction, ongoing productivity improvements and process reengineering.

Infosys® | Building **Tomorrow's** Enterprise

For more information, contact infosysbpo@infosys.com   www.infosysbpo.com