ZellisONE HR

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REINVENT EVERYDAY HR

Connected HR software that reduces administration, unlocks workforce insights and gives people teams more time for strategic work.

zellis.com

UNLIMIT WHAT'S NEXT

INTRODUCTION

ZellisONE HR takes everyday admin away from people teams, freeing up their time for strategic priorities like retaining employees and developing essential skills, with live workforce data showing exactly where to focus.

This is Worklife Reinvention in practice: changing how the work gets done, not just the system it runs on. It is the HR edition of ZellisONE, the unified platform that combines HR, workforce management (WFM) and pay on one employee record, built for the complexities of the UK and Ireland. Its Applied AI takes on the routine tasks while leaving people in control of every decision that matters.

ZELLISONE HR DELIVERS:

SELF-SERVICE ON ANY DEVICE
Everyday HR tasks handled in the flow of work, whether that's at a desk, on a shop floor or on the road.

APPLIED AI WHERE IT MATTERS MOST
The Zellis Intelligent Assistant works from governed people data with role-based permissions, so people only see the data their role allows.

AUDIT-READY RECORDS
Right-to-work evidence, approvals and employee records are kept in a secure, centralised location with a full audit trail.

CHANGE AS IT'S NEEDED
Workflows, approvals, alerts and reporting are all configured by HR with no need for specialist development or change requests.

A LIVE VIEW OF THE WORKFORCE
Trends and changes are visible as they happen, so leaders can base decisions on live data.

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THE GREAT WORKLIFE SQUEEZE

People teams are being asked to do more, adapt faster and manage ever-increasing complexity.

They're tasked with improving the employee experience, keeping up with changing legislation and supporting employees through constant change, all with tighter budgets and the same team.

Yet most HR systems still rely on people to do the legwork. This means time is spent chasing information, duplicating data entry, reconciling records across systems and answering the same queries over and over again, leaving data that's hard to trust and even harder to use. Every hour lost to the work a system should do is an hour taken from the strategic priorities of the organisation.

FOR EXAMPLE

76%

of HR and payroll leaders say data quality and accessibility are among the areas with the biggest potential to improve how people data drives business outcomes. *(Driving Business Impact Through People Data Report, Zellis 2026)*

ONLY 25%

of HR Directors say people-related success measures are strongly aligned with overall business strategy. *(Driving Business Impact Through People Data Report, Zellis 2026)*

JUST 42%

of workers spend half their time on busy work, not adding strategic value *(Global Human Capital Trends Report, Deloitte 2025)*

MEET ZELLISONE HR

One platform for everyday HR processes, shaped around how each person in the organisation works.

FOR EMPLOYEES

Queries are answered straight away by the Zellis Intelligent Assistant, without having to raise a ticket or wait for a response. Checking documents, booking leave and updating details can all be done in a few clicks on any device.

FOR MANAGERS

Role changes and approvals take minutes, freeing up capacity to focus on their team. A holistic view of absence, with insights that surface patterns for managers to act on.

FOR HR TEAMS

Routine queries are answered before reaching HR's inbox. When a policy or process changes, HR can set it up and turn it live without relying on IT.

FOR LEADERS

Queries on absence or headcount are answered using live data instead of a spreadsheet that was pulled last month.

Since working with Zellis, we've been able to do our HR planning knowing that the technology is underpinned by a market-leading provider. It's amazing to see the partnership of tech and strategy deliver to our employees.

Katie Duxbury
Head of Pay and Reward Services,
Bupa

WHAT MAKES UP ZELLISONE HR

Choose the capabilities that solve today's priorities, then evolve as your organisation changes.

CORE MODULES

HR FOUNDATIONS
Workforce decisions based on data HR can trust. One record per employee with all supporting documents kept in one place.

ENGAGEMENT
Comms and surveys reach people where they work, employees see key updates earlier, answering their questions before they land with HR.

ABSENCE MANAGEMENT
Every leave record is compliant and reliable, giving a live view of who's off. Trends can be surfaced by site, grade or contract type, giving the full picture on where absence is building.

ONBOARDING / OFFBOARDING
New starters are ready to work from day one. Contracts are automatically generated and signed digitally, all with a full audit trail. Leavers are offboarded just as easily.

> **To be able to have just the right data on hand, and for that data to be so up to date is going to be a game changer for us**

Allan Craik
HR Officer,
Perth & Kinross Council

OPTIONAL MODULES

BACKGROUND CHECKING
Pre-employment screening, Right-to-work checks and rescreening are built into onboarding for highly regulated sectors.

COMPENSATION REVIEW
Informed pay decisions made using data, keeping pay outcomes fair and consistent across the organisation.

EXPENSE MANAGEMENT
Claims are submitted, reviewed and approved through one clear workflow instead of a chain of emails.

JOB EVALUATION
Every job has a clear place in the organisational structure, making it easy to make pay comparisons or create progression plans.

WHY ZELLISONE HR?

Every HR system stores records and approves leave requests. What sets ZellisONE apart is what sits beneath it.

BUILT FOR THE UK AND IRELAND

Designed around UK and Ireland legislation, purpose-built for frontline heavy workforces with multi-site operations.

APPLIED AI ON AN HCM-SPECIFIC SECURITY MODEL

The Zellis Intelligent Assistant runs on a security model purpose-built for people data with a full audit trail. It isn't just a chatbot layered on top of the system.

UNIFIED ACROSS HR, WORKFORCE MANAGEMENT AND PAY

One employee record across the entire suite. Make a change in one place and it is automatically updated everywhere.

PROVEN AT SCALE

Proven in organisations with 1,000-20,000+ employees and backed by decades of experience with UK people and pay data.

> Getting recruitment and onboarding right is a real focus for us. In some cases, it can be up to a year between an individual accepting a job offer and the actual start date. So when we do attract talent into the business, we have to do everything we can to retain them.

Darren Bartholomew
Head of HR Planning and Information Systems, Leonardo

START WITH HR, EXPAND WHEN YOU'RE READY

Start with the HR capabilities that matter most today and expand into workforce management and payroll as your organisation evolves, creating a more consistent employee experience across the entire worklife journey.

→ **FLEXIBLE INTEGRATIONS**
Connect ZellisONE HR with your wider technology landscape through secure, controlled integrations.

→ **PROVEN DELIVERY**
Our implementation teams configure the platform to suit your organisation's policies, processes and priorities.

→ **SUPPORT THAT STAYS**
Support that starts at the beginning and stays with you throughout the partnership to maximise the value you get from the system.

ABOUT ZELLIS

Zellis helps organisations unlock better outcomes by creating exceptional experiences for their people.

As the leading provider of AI-enabled HR, workforce management and pay software across the UK and Ireland, we put employees at the heart of every solution. Our tools give teams the insights, flexibility and support they need to perform at their best. By removing barriers and embracing innovation, we empower organisations to reimagine what's possible. Together, we unlimit what's next for both people and performance.

In 2025 we brought together the very best of Zellis, elementsuite and Hastee into a seamless experience, providing a single, coherent system for the modern workplace.

Together, we help organisations simplify HR, workforce management and pay through a connected platform designed for the realities of work in the UK and Ireland. At Zellis we understand the urgency and scale of modern workforce needs and we support the full employee lifecycle with an adaptable, best-in-class, end-to-end solution.

FAST FACTS

5M+

EMPLOYEES SUPPORTED

60+ YEARS

HR AND PAYROLL EXPERTISE

AWARD-WINNING

HR AND PAYROLL SOFTWARE PRODUCT AWARD [THE REWARDS - 2019 / 2021 / 2023 / 2024]

TRUSTED

BY CIRCA 600 ORGANISATIONS ACROSS THE UK AND IRELAND

> The responsiveness of Zellis, their willingness to quickly resolve issues, is greatly appreciated. It is not always the case with other vendors.

John Kennedy
Head of HR Organisational Developments,
Irish Rail

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WHAT'S NEXT?

Discover how ZellisONE HR can help you redesign how work gets done, with connected information, applied AI and flexible ways of working shaped around your needs.

Book a demo today and see how ZellisONE HR can transform your workforce journey, from hire to retire, with one AI-enabled platform.

UNLIMIT WHAT'S NEXT

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