

SMARTER HR AND PAY TO HELP FURTHER EDUCATION THRIVE

Designed to cut complexity,
improve visibility and support
success across further education.



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CONTENTS

Why Zellis?	06
The full platform	07
Smarter HR for further education	08
Next-generation Pay	12
Managed HR and Pay Services	14
Solving the challenges that matter most	16
Your implementation journey	18
Book a demo	20

INTRODUCTION

Further education is changing fast. Colleges and college groups are balancing tight funding, constantly shifting learner demand and evolving local skills priorities, while facing rising costs and widening workforce pressures. Recruitment and retention remain challenging in key curriculum areas. Variable hours, sessional teaching, agency cover and multi-site delivery have grown, making life more complex for HR and payroll teams.

At the same time, staff wellbeing and pay confidence are under strain. Academic and professional services colleagues are carrying heavier workloads with smaller teams, which drives turnover and operational risk. Governance and compliance expectations continue to expand, from safer recruitment and right to work checks to pension scheme obligations and inspection readiness.

Legacy systems were not built for this world. Multiple posts, term-time patterns, split contracts and fluctuating timetables can result in fragmented data, manual workarounds and end of month pressure.

Zellis helps FE providers move beyond these constraints. Our platform brings together real-time payroll, AI-enabled insight and connected data to give you clarity, accuracy and control. With secure cloud hosting and native integrations with Microsoft tools, your teams gain the flexibility and insight to support staff today and prepare confidently for what is next.



WHY ZELLIS?

By combining always-on pay, anomaly detection and real-time insight, Zellis reduces admin, prevents errors and frees HR, payroll and finance teams to focus on strategic priorities, not processes, even as financial and operational pressures grow.

With our AI-powered insights and always-on engine, you get:

- **PAYROLL WITHOUT THE PRESSURE**
Whether colleagues hold multiple posts, teach across departments, or work variable hours and term-time patterns, Zellis handles complexity with ease so pay is right first time.
- **CONFIDENCE BUILT-IN**
Our anomaly detection flags issues early, from missing hours and incorrect cost centre allocations to duplicate entries and potential National Minimum Wage risks.
- **PAYSLIPS THAT EXPLAIN THEMSELVES**
Intelligent payslips explain deductions and changes in plain English, easing financial worries and reducing queries to HR, payroll and business managers.
- **FIT FOR YOUR FUTURE**
Cloud-hosted, AI-enabled and fully scalable, supporting institutional mergers, restructuring and future-proof HR and payroll operations.
- **SMARTER HR DESIGNED FOR FURTHER EDUCATION**
Built for the unique structures of colleges, from curriculum areas and departments to satellite campuses, with recruitment, absence and contracts all in one place.
- **TIME BACK FOR YOUR TEAMS**
Automate repetitive tasks and free specialists to focus on wellbeing, workforce planning and organisational priorities.
- **ONE CONNECTED SPACE FOR COLLEAGUES**
A secure mobile app provides instant access to payslips, updates, policies, rosters and personal details.
- **COMPLIANCE MADE SIMPLER**
Support Ofsted readiness, ESFA requirements, apprenticeship rules, right-to-work and DBS, safeguarding workflows and pension obligations with connected, auditable data.

THE FULL PLATFORM

Everything you need for HR and Pay, connected in one place and shaped around the realities of Further Education.



Real-time pay

Run payroll continuously with an always-in-calculation model. Spread the workload through the month, see live results and act early to avoid costly fixes.



Intelligent anomaly detection

AI and rules identify irregularities as they happen, so your team can check and correct issues quickly and keep confidence high.



Intelligent data entry

Accelerate onboarding and data quality. The system rapidly scans common HR forms and adds details to the right employee record, reducing manual input and errors.



Zellis Intelligence Platform

Unify HR, payroll, benefits and recognition data, integrate with the tools you use and surface the insights leaders need to make better decisions.



Intelligent payslips

Help colleagues understand their pay, deductions and changes with clear, contextual explanations presented in plain English.



Open ecosystem and Microsoft alignment

Connect easily with third-party applications, use Power BI for richer reporting and streamline workflows with Microsoft Power Automate, supported by innovation on Azure.

SMARTER HR FOR MODERN FURTHER EDUCATION

Put people, not paperwork, at the heart of your college.

Colleges thrive when colleagues feel supported, connected and recognised. Zellis gives your teams a joined-up HR experience that fits how FE works across curriculum areas, departments and campuses.

ONE SYSTEM ONE SOURCE OF TRUTH

Gain a single, secure view of every colleague, no matter how many roles, contracts, or cost centres they hold. Track onboarding, performance, absence and role changes with full audit trails for governance and inspection requirements.

EMPOWER STAFF AT EVERY LEVEL

Make life simpler with intuitive self-service. From payslips and policies to leave requests and objectives, colleagues can access everything through a mobile-friendly experience that feels personal, intuitive and joined-up.





COMPLIANCE FOR FURTHER EDUCATION

Compliance in further education is broad, evolving and rigorous. Zellis keeps data accurate, auditable and aligned, so you stay ahead.

We automate the heavy lifting, flag issues before they become risks and maintain a complete, inspection-ready audit trail.

We help your compliance data stay accurate, accessible and aligned with:

- Right-to-work and visa compliance (including UKVI requirements)
- DBS checks and safer recruitment workflows (including SCR support)
- Ofsted preparedness and ESFA funding rule alignment
- Apprenticeship and subcontracting governance workflows
- Pension scheme obligations (TPS, LGPS)
- Qualification and mandatory-training tracking
- Absence and return-to-work management
- Automated reporting for governors and senior leadership



INSIGHT THAT DRIVES IMPROVEMENT

Turn your people data into meaningful action. With real-time dashboards and built-in analytics, Zellis helps leaders see what's really happening across the organisation.

- Live visibility of absence and turnover data
- Instant access to HR and pay data
- Central dashboards for institution-wide reporting

READY FOR CHANGE

As your college expands, merges, or reshapes provision to meet local skills needs, your HR platform should move with you. Zellis' secure, cloud-based technology is flexible by design, so you can add new roles, contracts, or processes without starting again.

THE HUMAN SIDE OF HR

By removing manual admin, Zellis gives your teams time back to do what matters most: supporting your people and your learners. Smarter HR means stronger outcomes. When staff feel valued your learning environment thrives.

NEXT GENERATION PAY FOR FURTHER EDUCATION



Built for FE complexity

Further education payroll is uniquely complex. Colleges rely on a broad, fluid workforce made up of lecturers, assessors, learning support, hourly paid tutors, invigilators, estates teams and agency staff to name just a few, often working across multiple roles, sites and contracts. Add term-time rules, zero-hours arrangements and industry guest lecturers, and payroll becomes a constant operational risk.

Zellis is one of the few providers designed to handle FE grade complexity end-to-end, giving colleges confidence that every scenario is covered.

Typical FE use cases include:

- Lecturers with multiple concurrent posts across faculties
 - Industry specialists teaching occasional sessions on zero-hours contracts
 - Term-time staff with irregular or compressed hours
 - Multi-site delivery with staff moving between campuses
 - Apprenticeship teams working across college and employer locations
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Payroll precision every time

In FE, accuracy underpins trust, wellbeing and financial control. Every payslip, pension and allowance must be right first time – not just for compliance with the likes of Ofsted, but to retain staff in a high turnover environment. Zellis replaces manual calculations with automation and built-in intelligence, removing reliance on spreadsheets and specialist workarounds.



Payroll that never stands still

Zellis runs payroll continuously using a real-time calculation engine, removing the month-end rush. Payroll teams can spot and resolve issues throughout the month – cutting rework, reducing pressure and helping staff to be paid correctly and on time.



Spot and fix errors before they happen

FE payroll errors often originate earlier in the process. Zellis flags issues the moment they arise – including missing hours for hourly paid staff, incorrect role coding for multi post lecturers, pension mismatches across TPS and LGPS, and duplicate or overlapping contracts – allowing teams to act early and stay compliant.



Help staff understand their pay

With multiple roles and variable hours, FE payslips can be difficult to interpret. Zellis delivers intelligent payslips that clearly explain what staff have been paid for, why deductions were made, and how changes affect take-home pay – reducing queries and building trust.



Support the financial wellbeing of your staff

When staff feel financially secure, retention and engagement rise. Zellis includes tools to promote financial health:

- Earned Wage Access for early access to earned pay
 - Personalised guidance with tailored education and resources
 - Money management tools for budgeting, saving and planning
 - Workforce insights to identify and support colleagues who may need help
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Smarter, faster, future-ready pay

Zellis combines AI, automation, and real-time insights to deliver a payroll experience that's transparent, efficient and built for further education. It's pay that works as hard as your people do.

MANAGED HR AND PAY SERVICES

With Zellis managed services, you gain time back for HR and finance, reduce operational risk and help every colleague – from the classroom to student services – to be paid accurately, on time, every time.

FE providers rely on a unique blend of staff: lecturers, assessors, trainers, learning support assistants, invigilators, technicians, estates, apprenticeships teams and large professional services functions. With 60+ years of pay expertise and Centres of Excellence in the UK and Ireland, our specialists support you every step of the way.

Through our secure customer portal, you'll have:

- **Collaboration** – upload data securely and see it verified instantly.
- **Transparency** – track payroll status and checks in real time.
- **Reporting** – access intelligent reports, view a countdown to payroll close and sign off with confidence.



SOLVING THE CHALLENGES THAT MATTER MOST



RECRUITMENT AND RETENTION PRESS

Surface workforce insights and improve staff experience so you keep critical talent for longer.



COMPLEX, MULTI SITE OPERATIONS

Unify HR and payroll across campuses with connected data and live reporting for leaders and managers.



COMPLIANCE AND INSPECTION READINESS

Keep processes auditable and consistent. Bring safer background checking, onboarding, right-to-work and governance records together with HR and pay.



MANUAL ADMIN AND LEGACY SYSTEMS

Replace spreadsheets with automated workflows and a single source of truth that integrates with your core tools.



PAYROLL ACCURACY AND RESILIENCE

Use real-time calculation and anomaly detection to keep pay precise and predictable every cycle.



SUPPORTING ESG GOALS

Digitise processes, elevate fairness and strengthen governance while reducing cost and risk.

- **Environmental:** Paperless payslips, digital workflows and modern cloud hosting reduce printing, waste and on-premise energy use.
 - **Social:** Transparent, accurate pay and financial wellbeing tools enhance inclusion, trust and staff outcomes.
 - **Governance:** Real-time controls, audit trails and analytics support governors, executives and regulators with clear, consistent evidence.
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YOUR IMPLEMENTATION JOURNEY

Rolling out HR and payroll in FE is about building confidence from day one. We make implementation structured, transparent and collaborative, minimising disruption while accelerating time-to-value.



CO-DESIGN WITH YOUR TEAMS

We work side-by-side with HR, payroll, IT, curriculum and finance to shape processes that fit FE realities, from academic calendars to term-time patterns.



DATA MIGRATION AND INTEGRATIONS

Proven toolkits and expert guidance deliver clean data, smooth migration and robust connections to MIS, finance, timetabling and identity systems.



EDUCATION-READY ACCELERATORS

Pre-built templates, safeguarding and right-to-work workflows and FE-specific configurations cut duplication and speed up adoption across campuses.



ENABLEMENT THAT LASTS

Role-based training, playback sessions and change support build confidence fast, equipping your teams to own and evolve the solution.

FAST FACTS

 **4.6 M**

UK EMPLOYEES PAID MONTHLY

 **TRUSTED BY 60+**

UNIVERSITIES AND COLLEGE CUSTOMERS

 **CIRCA 1 M**

PUBLIC SECTOR EMPLOYEES PAID THROUGH OUR SOLUTIONS

 **1 IN 7**

EMPLOYEES ARE PAID OR REWARDED BY ZELLIS GROUPS

 **60+ YEARS**

OF HR AND PAYROLL EXPERIENCE

 **£17 BN**

PAID THROUGH ZELLIS MANAGED PAY SERVICES ANNUALLY



WHAT'S NEXT?

Zellis is flexible, scalable and easy to use.

Whether you're responsible for HR and Pay, or responsible for running a part of the business, experience first-hand how Zellis is helping further education to reduce admin, cut errors and support staff with confidence.

See what the future of HR and Pay looks like for your organisation.

[BOOK A DEMO](#)

For further information please visit zellis.com

zellis.com

UNLIMIT
WHAT'S
NEXT 