

Zellis Managed Pay Services



ENTERPRISE GRADE PAYROLL YOU CAN RELY ON EVERY SINGLE CYCLE



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UNLIMIT
WHAT'S
NEXT 



Payroll is one of the most visible proof points of how well your organisation runs. When it falters, trust erodes – with your people, your unions, your regulators and your board. When it performs brilliantly, it becomes a quiet but powerful engine for confidence, resilience and better decision-making.

Zellis Managed Services is designed specifically for complex UK and Ireland enterprises that can't afford for payroll to fail. It combines an integrated payroll platform, managed services, consultancy* and business intelligence in one solution – so you minimise risk, control cost and turn payroll into strategic value, not just a back-office process.

*Chargeable extra

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We're really assured that the way it's processed is always accurate and on time. We never have to worry about it.

Petra Kaszás, HR Operations Lead
Vodafone Ireland

WHY HR AND FINANCE LEADERS CHOOSE ZELLIS



COMPREHENSIVE PAYROLL THAT MINIMISES RISK

- Compliant, always on and cost efficient across the UK, Ireland, Guernsey, Isle of Man and Jersey jurisdictions payroll, designed for organisations with complex workforce structures.
- End-to-end service that delivers accurate, timely payroll outputs every cycle, enabling you to focus on the core business metrics.
- Operational resilience and business continuity that go beyond technology, giving your leadership transparency and peace of mind every pay period.



TRUSTED AT ENTERPRISE SCALE

- Trusted by CEOs, CFOs, CPOs, IT leaders and Payroll Managers to deliver high-performance payroll at scale.
- Proven track record: 3.5 million employees paid every month, £17.1bn processed annually and over 60 years of payroll heritage.
- Strong customer satisfaction and positive NPS across Managed Services, reflecting consistent delivery, a partnership mindset and a relentless focus on customer outcomes and success.



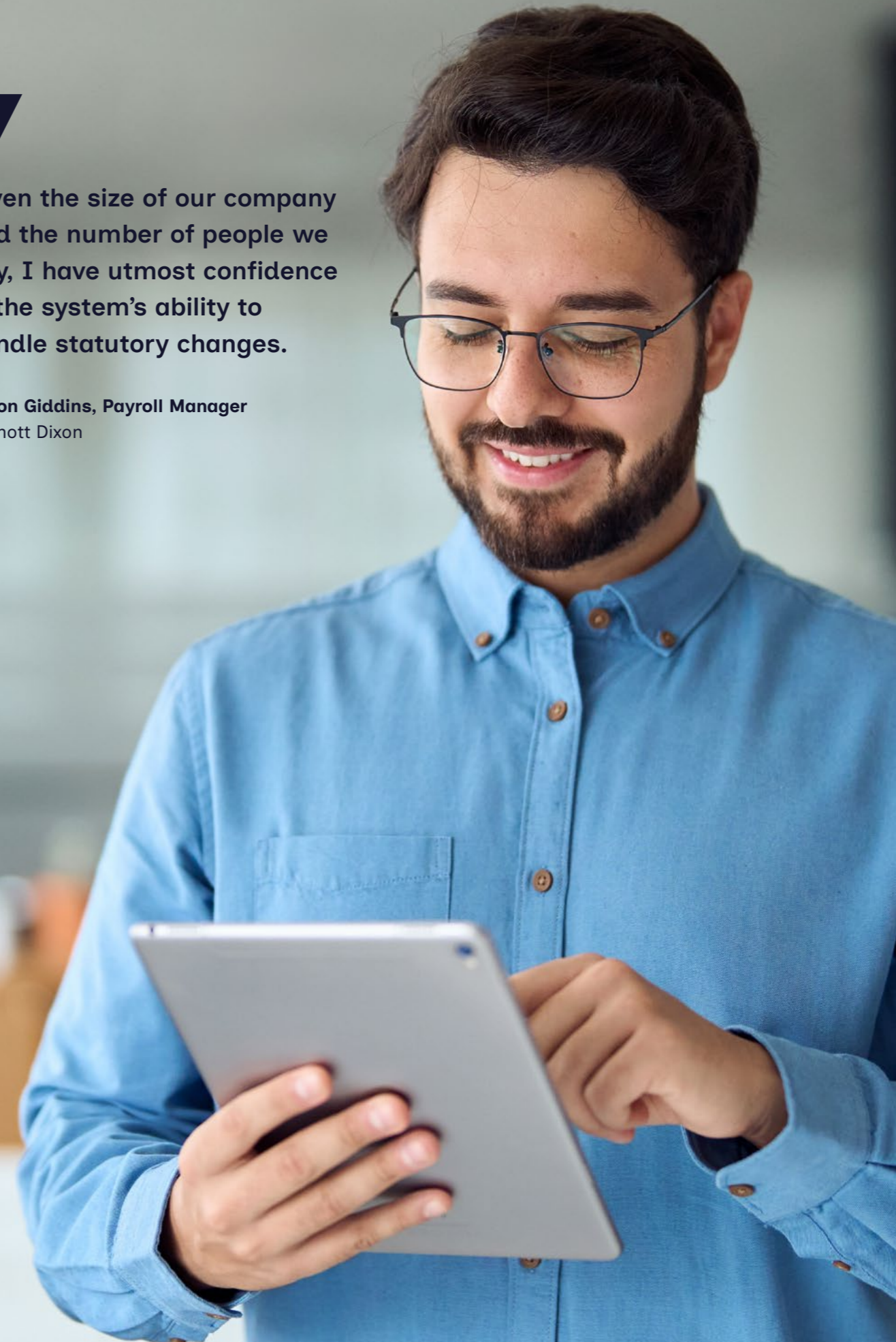
PREDICTABLE, OPTIMISED COST OF PAYROLL

- Predictable spend through transparent pricing and clear service definitions – no surprise extras buried in the small print.
- Optimised total cost of payroll through automation, cloud delivery and delivery at scale with personalisation.
- Reduced internal effort so you can focus on growth, transformation and strategic workforce planning.



Given the size of our company and the number of people we pay, I have utmost confidence in the system's ability to handle statutory changes.

Alison Giddins, Payroll Manager
Wilmott Dixon



KEY OUTCOMES FOR HR AND FINANCE LEADERS

REDUCING RISK AND COST

- Strengthen payroll accuracy and timeliness to reduce errors, overpayments, adjustments, complaints and compliance risks.
- Reduce operational issues across your organisation – from employee relations to finance rework and audit queries.
- Proactive controls and analytics help reduce overpayments and highlight anomalies before they reach employees.

ALWAYS ON - EVEN WHEN YOU ARE UNDER PRESSURE

- Consistent delivery even during staff shortages, unplanned absences, cyber incidents, IT outages or seasonal peaks.
- Built-in continuity plans and specialist teams enable payroll runs when your internal capacity is stretched.
- Flexible service design supports peak calendars, large change events and periods of rapid organisational change.



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

BUILT FOR COMPLEX, HIGH-VOLUME ENVIRONMENTS

- Engineered for demanding workforce structures, multi-location organisations and unionised environments.
- Handles intricate pay rules, allowances, shift patterns, overtime, deductions and local agreements with confidence.
- Scales with you as your workforce grows, restructures or expands across the UK and Ireland.

SPECIALIST SUPPORT WITHOUT INCREASING HEADCOUNT

- Built on deep payroll expertise, without the cost and risk of recruiting and retaining large in-house teams.
- Zellis acts as a strategic partner to your operation, not just a processor of payroll inputs.
- Continuous access to good practice, legislative updates and expert guidance on how to optimise your processes.



Zellis doesn't just support us; they empower us to focus on the bigger picture.

Petra Kaszás, HR Operations Lead
Vodafone Ireland

AI-ENABLED CONTROL, INSIGHT AND CONTINUOUS IMPROVEMENT

REAL-TIME CONTROL ACROSS EVERY CYCLE

- AI-enabled capabilities provide anomaly detection and real-time validations across the payroll cycle.
- Issues are surfaced earlier in the process, reducing month-end pressure and last-minute firefighting.
- Stronger operational confidence for HR and Finance leaders, with fewer surprises reaching employees or the board.

REAL-TIME INSIGHT AND DATA-DRIVEN DECISIONS

- Embedded analytics and BI highlight risks, trends, variances and saving opportunities in your payroll data.
- Live dashboards support smarter workforce and financial decisions, from overtime control to organisational design.
- Insight-driven service means Zellis doesn't just run payroll; it helps you understand and improve it.

CONTINUOUS IMPROVEMENT, NOT A STATIC SERVICE

- Specialist consultancy* works alongside the managed service to optimise processes, controls and system design.
- Focused on improving accuracy, cycle efficiency and employee experience over time – not just maintaining the status quo.
- Elevates payroll from a cost centre to a source of strategic insight that supports data-led planning and transformation.

*Chargeable extra



Having someone who knows the system as well as our services and policies inside out is invaluable. They know exactly how your payroll should work and that is really comforting.

Tracey Binnie
People Services Manager, esure

ONE INTEGRATED SOLUTION

PLATFORM + MANAGED SERVICES IN ONE

- Integrated payroll platform and managed services delivered as a single, cohesive solution.
- No need to stitch together separate software, bureaus and consultancies with fragmented responsibilities.
- Reduces integration complexity, hand offs and finger pointing when something goes wrong.

INTEGRATED DIGITAL EXPERIENCE

- The integrated Zellis Portal acts as a secure, digital workspace for payroll collaboration, a single access point for visibility, control and communication.
- Real-time dashboards, workflow, approvals and audit trails give HR, Finance and Payroll teams shared, up-to-date, transparent information across the payroll cycle.
- Designed for modern, hybrid working, the portal enables teams to track progress, manage tasks and maintain transparency from anywhere.
- Robust security and access controls protect sensitive payroll data while keeping it easily accessible to authorised users.
- Its intuitive, self-service interface streamlines interactions, reduces back and forth, and supports faster, more confident decision-making.



INTEGRATED VALUE BEYOND TECHNOLOGY



ONE CONNECTED SERVICE

Managed Pay Services, consultancy and BI work together as an integrated solution, maximising the return on your payroll investment rather than operating as separate, siloed components.



INSIGHT THAT DRIVES BETTER DECISIONS

Embedded analytics highlight risk, trends and opportunity, helping you shift from reactive fixes to proactive management.



PEOPLE, PROCESS AND TECHNOLOGY ALIGNED

By combining expert service with modern tooling and good practice guidance, you can consistently deliver a high-trust employee pay experience while freeing internal teams to focus on strategic work.



CONTINUOUS IMPROVEMENT BUILT-IN

Specialist consultants work alongside the service to streamline processes, optimise controls, and adapt your operations as legislation, workforce demands or organisational priorities change.

SERVICE HIGHLIGHTS AT A GLANCE



UK AND IRELAND SPECIALIST

Deep local expertise, legislation and good practice knowledge for both markets.



EXPERT LED IMPLEMENTATION

Structured onboarding supports a smooth transition, reduced risk and rapid time to value.



HIGH VOLUME PROVEN

3.5 million employees paid monthly and £17.1bn processed annually.



POSITIVE EXPERIENCE

Strong satisfaction and positive NPS across Managed Services.



AI ENABLED CONTROLS

Anomaly detection and real-time validations helping surface issues earlier and reduce rework.



SECURE, MODERN PORTAL

Real-time visibility, collaboration and audit trails for HR and Finance teams.



FLEXIBLE FOR COMPLEXITY

Supports peak calendars, multi-location organisations and unionised environments.



BUSINESS CONTINUITY AND COMPLIANCE

Robust processes and resilient infrastructure support uninterrupted service and regulatory compliance.



WHEN ZELLIS MANAGED PAY SERVICES IS THE RIGHT CHOICE

Zellis is a strong fit if your organisation:

SCALE

OPERATES AT SCALE IN THE UK AND/OR IRELAND WITH COMPLEX, HIGH VOLUME PAYROLL.

RISK

FEELS EXPOSED TO PAYROLL RISK THROUGH SINGLE POINTS OF FAILURE, LEGACY SYSTEMS OR STRETCHED INTERNAL TEAMS.

AUTOMATION

WANTS TO MOVE AWAY FROM SPREADSHEETS, MANUAL CHECKS AND LAST-MINUTE FIXES.

TRANSPARENCY

NEEDS BETTER TRANSPARENCY, AUDITABILITY AND INSIGHT FOR BOARDS, REGULATORS OR UNIONS.

DATA-DRIVEN TRANSFORMATION

WANTS PAYROLL TO SUPPORT BROADER TRANSFORMATION AND DATA-DRIVEN PLANNING, NOT HOLD IT BACK.

YOUR NEXT STEPS



Explore your current risk and opportunity

Arrange a discovery session with Zellis to discuss systems, processes, risks and identify opportunities for improvement.



See the integrated solution in action

Request a tailored walkthrough of the Zellis platform, Managed Pay Services and BI capabilities, focusing on your specific complexity – multi-site, unionised, multi-country or other.



Build a business case with confidence

Work with Zellis specialists to quantify the potential impact on cost, risk reduction, operational efficiency and employee experience – and shape a compelling case for your executive team.

READY TO DE-RISK AND ELEVATE PAYROLL?

Speak to Zellis about Managed Pay Services today and discover how an integrated, AI-enabled and expert-led solution can turn payroll into a strategic asset for your organisation.

- Book a consultation with a Zellis payroll specialist.
- Request a demonstration tailored to your HR and Finance priorities.

Give your people and your board the confidence that payroll is accurate, compliant and always on – and give your HR and Finance teams the freedom to focus on what comes next.

SPEAK TO ZELLIS TODAY

Call: +44 (0)800 042 0460

Visit: www.zellis.com



ABOUT ZELLIS

Zellis is the UK and Ireland's leading provider of payroll and HR solutions, serving over 5 million employees across the region. With over 60 years of specialist expertise, we help organisations deliver accurate, compliant and resilient payroll operations through our integrated platform, managed services and consulting.

UNLIMIT WHAT'S NEXT

By combining deep payroll expertise with modern technology and continuous innovation, we help organisations unlock what comes next, improved resilience, better employee experiences and data-driven workforce planning.

For further information
please visit zellis.com