Payroll power to the people

How a new perspective on payroll can lead to a transformed and scalable operation – at a fraction of the cost

Payreq

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The end of Payroll pain

Digital technology may be simplifying business processes at an incredible pace. But distributing paystubs to large workforces remains a logistical headache for organisations everywhere.

Using post or email links remains the norm – despite the many security risks and time-consuming processes entailed. Meanwhile endless requests from past and present employees for tax information or unreceived paystubs is still a fact of life.

And if you have to communicate with many casual or transient workers, life is even harder.

But there is a simple solution. It doesn't require a complicated digital transformation. Nor the terrifying task of training a whole workforce how to use a new cloud payroll or HR platform.

It starts with a mindset change.

Put your workforce in control of their information

Imagine if your teams had access to all their payroll, tax and HR documents. Wherever they were in the world, at any time. Even after they've left your company (up to seven years after).

Imagine if they were given the power to self-serve and take control of just about all of their payroll affairs – via a super-simple app.

And imagine being secure in the knowledge that your payroll operation had suddenly shot to the top of the charts in terms of security and compliance best-practice.

Your payroll department would be much better off, right? In fact it might just start running like clockwork...

But here's the clincher. Imagine being able to hand over this control to your workforce with virtually no effort or upheaval on your side.

We realise this is starting to sound like a John Lennon song. But you don't have to do any more imagining. Because some of the world's biggest companies have transformed their payroll operations in exactly this way. And they've slashed their costs in the process.
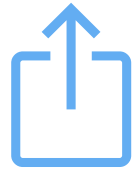
Introducing ... Payreq for payroll.

Payroll document distribution reimagined

The Payreq platform lets you securely share paystubs, tax forms, contracts and other important information with employees and casual workforces.

They get instant, anytime access to their information in a personal, secure-by-design space. And from your point of view it couldn't be easier to share paystubs and tax documents quickly and safely.

Even better, Payreq works with whatever payroll system you already use.

Stop sending. Share securely instead.

It's time to move away from sending important documents across the Wild West of the digital and physical worlds. Instead we should be sharing them, securely, in a space that lets you sidestep security threats. A space that ensures you stay in line with compliance laws and removes any doubt about whether documents have been shared or received.

It's all right there on the platform for you and your employees to see (alongside every payroll and HR-related document you've ever shared with them). What's more, when you need an important document from a worker, they just have to scan it into the app themselves for you to access.

And you'll know it's there because whenever a document is uploaded a notification is triggered.

Empower employees to self-serve

By giving employees access to a personal, secure space where all their payroll documents are stored, you put them in control of their own affairs, eliminating enquiries and requests for reprints.

Once your employee creates a Payreq account (which takes a matter of seconds), it's theirs for life. They have simple and secure access to all documents in one place, so they never need to chase you for a missing paystub or a mislaid tax document.

Your employee can use their Payreq app to receive documents from any organisation. So if they move on to another employer, the account moves with them (but you can still use it to send documentation to them).

It's time to move away from sending important documents across the Wild West of the digital and physical worlds.

And if your business is large enough to need multiple accounts or has subsidiaries with separate payroll? Well, it can cater for that too.

Connect with large and complex workforces

Payreq makes sharing documentation and paying workers easy – even when they're in remote locations. It's ideal for organisations with large workforces. And it's particularly effective for managing payroll for temporary, seasonal or transient workers.

And if your business is large enough to need multiple accounts or has subsidiaries with separate payroll? Well, it can cater for that too.

Crucially, it's quick and easy for workers to sign-up for Payreq. You just need to send them a link to download the Payreq app on their mobile phone.

After a few minutes, you'll have an open and secure line of communication with them.

And as mentioned earlier, employees can access all their information for seven years. So even after they've left your company, you'll be able to share documents with them. And when they come back to work for you, you can carry on interacting through the platform.

Streamline operations, while boosting employee satisfaction

From a business performance point of view, the greatest benefit of switching to the Payreq platform is increased efficiency in payroll document distribution.

By replacing email, you'll be spared the fallout of emails that were undelivered, accidentally deleted, or relegated to spam or junk folders. And you'll sidestep all the email security issues (which we'll come to later).

Move away from print

There are even more obvious cost savings when you switch from print-and-post payroll. If you don't use a contracted printing service, there's the savings on paper, ink and toner, printer maintenance, envelopes, and the postage itself.

Then there's the burden of postal delivery issues and tasks such as:

> Updating addresses

> Dealing with requests for reprints

> Tracking down employees.

And of course by turning to Payreq you'll make the process more sustainable and environmentally friendly.

Make life easier for employees

Giving your workers control over their own payroll documents makes life easier for them.

There's no more remembering to file away printed paystubs, or searching through piles of paperwork to find the right tax documents. There's no more scrolling through endless emails to get the information they need, or calling the HR department to request a resend when they realise they accidentally deleted the message containing the link to their latest paystub.

Whether they're filling out their tax return, applying for a loan, or proving their income for some other purpose – everything they need is right there, in one place, and stored securely so there's no need for them to keep paper records.

Your employees have full ownership of their free personal account, which they can access from anywhere in the world, 24 hours a day, either online or using the mobile app. The account and all the information within it stays with them, no matter how often they change companies.

Employees love Payreq because:

> **They never miss a paystub**

> **All their information is in one place**

> **Documents are easily accessible**

> **They have full account ownership.**

Payroll simplicity may only be one small element of employee satisfaction – but it still contributes towards a happier, more productive and proactive workforce.

More than a payroll solution

Payreq is so easy and convenient, many of your employees will want to use their account for other purposes, such as paying their bills. Because Payreq is more than just a payroll and HR solution, it's also a billing, payments and information-sharing space loved by businesses and consumers across the world.

Explore Payreq for billing & payment >

The secure-by-design solution

As an employer you have a responsibility to protect the personal information contained within a paystub or tax document – think names, addresses, social security numbers, proof of earnings, and pension contributions. This responsibility is only likely to increase as data privacy regulations evolve around the world.

Payreq is a secure-by-design platform that you can trust with your employees' data.

Payroll needs protection

A global payroll survey reveals data security comes top of the wishlist for senior business leaders with payroll responsibility. Six in ten (61%) reported their payroll operations suffered a cybersecurity breach at least once in the last two years.

Put print and post behind you

Concerns over cybersecurity and data privacy have led many companies to stick with traditional print-and-post delivery methods. But this is a flawed strategy.

To begin with, you have to make sure you have the correct, current address for each employee to make mail even vaguely secure. This alone is a monumental challenge if you have a large workforce or workers that move on a regular basis. And even if you do have the correct mailing address, putting your employee's names on the envelope and marking it 'private and confidential' is no guarantee they'll be the one to open it.

Avoid email insecurity

If your business has moved away from print-and-post payroll, there's a good chance you're now delivering paystubs and tax docs as email attachments. Which from a security perspective is worse. Far worse.

Email is transmitted in unencrypted form. It's scarily easy to intercept. Multiple copies are stored on various email servers, which are frequently hacked or breached. In fact, in some countries it's illegal to send paystubs by email without the employee's written consent.

And some businesses are storing paystubs and tax documents on third-party portals, and sending employees an email with a link. But ask yourself, in a world where fraud is rampant and phishing commonplace, would you be comfortable clicking an email link?

Embrace secure sharing

It's time to turn to a secure-by-design sharing space that's only accessible by the individual employee, and meets the highest encryption and data processing standards.

Payreq ensures:

> There's only one copy of each paystub or tax document, stored safely and compliantly on Payreq servers for a period of seven years

> Only the employee can access those documents – either online or via Payreq's easy-to-use mobile app

> The only thing ever sent via email is a notification to tell them their document is available.

Get up and running – fast

We've seen that by handing your customers control over billing and payments, you'll get paid quicker, improve cashflow, and spend way less time chasing late payments. But there are many other business benefits too.

A quick and simple process

It takes between a few hours and two days (depending on the size of your business) to integrate Payreq into your existing systems. Then document sharing becomes a quick and easy process:

1. Simply generate documents as pdfs using any payroll system

2. Upload them directly into the platform

3. They'll automatically be shared in the employee's private, secure space

4. A notification will let them know the documents are available to access.

Share important information

Of course you can use your employees' secure-by-design sharing space for other confidential documents, too. You might want to share employment contracts, benefit entitlements or documents relating to disciplinary procedures.

The platform can even be used to share employees' certifications or licences – with the added benefit that the system guarantees the provenance of any information shared.

Ready to find out more?

If you're ready to explore payroll document delivery that's simple and secure, and puts your employees in control, get in touch with one of our experts to find out more.

Get in touch >

About Payreq

Payreq reimagines the way organisations interact and transact with customers and employees. The Payreq platform provides secure-by-design, private digital spaces — accessed online or via an app — in which two parties can share and manage information.

Payreq works with organisations around the world, including government agencies and multinational corporations, saving them time, money and needless admin by transforming their processes across billing and payments, payroll and documentation sharing. For more information visit www.payreq.com.