



About us

activpayroll is a leading global professional service organisation, providing integrated global and domestic payroll solutions; expatriate taxation services and online HR people management tools to over 1000 companies in more than 140 countries worldwide.

With global headquarters in Aberdeen, UK, and a number of **key offices** around the globe, activpayroll has one of the largest and most experienced international payroll and expatriate tax teams in the world. activpayroll is an SSAE 16 & ISAE 3402 Type II approved organisation and holds the highest level of BACS accreditation available.

Since its launch in 2001, activpayroll has grown organically through recommendation and without a sales team. Our clients vary from local charities to global multinationals across a number of industries including: Oil & Gas, Aviation, Investment, Construction, Manufacturing, Pharmaceuticals, Technology, Transport, Mining and many more.

We have invested heavily in cultivating international teams of leading global payroll and expatriate tax experts, developing our own brand and accentuating our USPs: Complexity, Flexibility, Global Reporting, Global Mobility, Governance.

Alison Sellar, CEO

[Click to read more...](#)

info@activpayroll.com



Alison Sellar, CEO

“activpayroll is constantly expanding and improving on the services we have to offer. As an innovative company we strive to work seamlessly with our clients, becoming their trusted advisor. We achieve this by using our leading industry experience and knowledge to provide insightful advice and exceptional service to our clients.”

No Sales Team

Dynamic

Scalable

activ8

Trusted Partner

Flexible

over
99.98%



client retention

What makes us different?

What truly makes activpayroll different is the flexibility we offer clients. The vast range of services we provide, from Global Mobility to our unique in-house activ8 system prove that we really are "More Than Payroll". All of our services can be integrated to work within your company and with each other, providing flexible and bespoke solutions. We can manage your entire payroll function, or any individual elements, giving you the option to retain in-house capabilities.

A true advantage for global businesses is consistency across all countries. Utilising just one payroll provider ensures uniformity across all regions, cutting out multiple providers and processes, keeping things as simple as possible.

Our technological capabilities also make us stand out from the crowd. Having listened to our clients' needs, we have created a revolutionary set of web-based people management tools that enhance the efficiency of your organisation's flow and delivery of information to your employees. Following extensive investment, activ8 has been constantly maintained and gone through a number of improvements, taking on board client suggestions and employing new technological capabilities.



International

Tailored Solutions

Dashboard
Reporting

Global Mobility

Technology Driven

Our Vision & Values

Our Vision



To be the leading professional services organisation providing global payroll and employee mobility solutions.

Our Values



1 Passionate: We enjoy our work and continually innovate to improve what we do and how we do it.



2 Knowledgeable: We are experts in our field, we share our knowledge with our colleagues to provide unrivalled expertise and experience to our clients.



3 Accountable: We take ownership and full responsibility for our actions. We work proactively to achieve our commitments.



4 Flexible: We recognise that one size does not fit all. We are committed to delivering the most effective bespoke solution for each client's unique business requirements.



5 Committed to service excellence: We are driven to provide award winning support. We see things from others' point of view, respond quickly and take ownership of enquiries.



Sian Odgers, Business Services Director:

"Having a strong vision and set of values linked to our brand confirms to the world why and how we are different. I believe they are critical as they drive the business forward along with the correct behaviours".

These five values are the qualities we look for in our employees and what we encourage them to work and live by. Our values have led to us being the provider of global payroll and employee mobility solutions to many of the world's leading brands, in more than 140 countries across the globe.

As we continue to expand globally, we remain absolutely focused on our values to continue to be the provider of choice for our clients.

[Click to view video link](#)



Global Payroll

Global expansion poses significant opportunities and challenges for any size of organisation. As companies expand internationally, some decide to remain with established country-specific payroll processes to ensure employees get paid on time and minimise disruption. However, this disjointed approach often overlooks critical elements which may have a significant effect on both compliance and profitability. A global payroll service solution can offer greater efficiency and improved compliance.

activpayroll is able to deliver both centralised and local payroll services to clients' employees and manage payrolls across the globe through our activpayroll offices and extended partnership network.

We have a global network of strategic partners in over 70 countries throughout the world, delivering global payroll in over 140 countries. Our network provides activpayroll services in every continent of the world, with the consistent quality of service delivery that our reputation is built upon.

We offer an integrated international and global payroll service, providing many strategic and synergistic advantages, including economies of scale, alignment of global resources, global methodologies, performance metrics and the advantage of group reporting.

We are part of your international journey...

[click for more information on global-payroll](#)

Like-minded partners that hold the same values and work by those principles in...



Our international and global payroll and taxation services include:

- Multi-currency wage payments
- Tax equalisation agreements
- Pre-contract and pre-assignment tender planning
- Host and home country compliance and advisory services
- Global metrics and reporting, providing decision makers with accurate global information
- Our global payroll and taxation services can be tailored for each country's specific requirements, delivered by experienced, established experts who can interface with the local regulatory bodies. activpayroll can deliver local support for employees in their local language and culture, along with central reporting and integration with the client's ERP systems.
- Local hires and expat employees

One point of contact

Compliance

Quick response time

Global Mobility

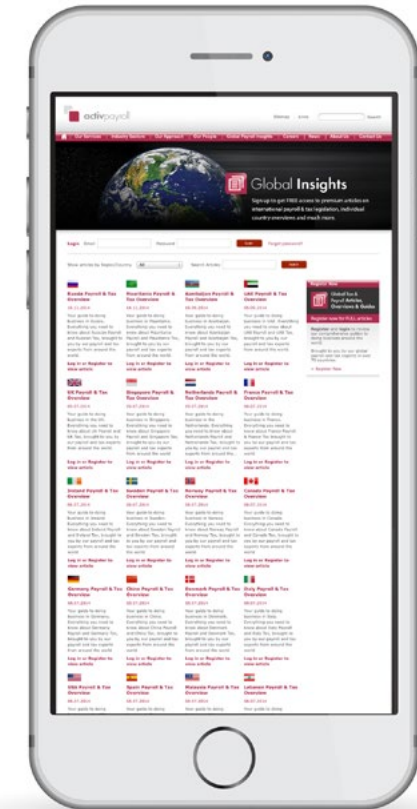
We have helped a significant number of clients expand and realise their international ambitions, as a trusted outsourced partner. With the rise of globalisation, many businesses expand to work in overseas territories and this can bring both challenges and opportunities.

Regardless of whether you are a small organisation taking your first steps in terms of international expansion or a multi-national company; our industry leading experience, built over the years, enables us to review your business structure and make recommendations to ensure that you maximise the efficiency of your international operations.

activpayroll has cultivated a highly qualified Global Mobility Team with extensive “Big 4” accountancy firm expertise and a wealth of experience in the global mobility arena. This team works closely with clients on planning, costing and the structuring of employment relations where individual employees are required to work outside their normal country of residence. The team also handles various employment tax related core compliance services for both employer and employee (including personal income tax return completion and tax consultations to name but two) in jurisdictions where income tax and social security liabilities are triggered and where filings are required.

Cost efficiency

Proactive Planning



Providing...
simple answers
to simple questions





Audit & Compliance

activpayroll's experienced professionals ensure that our clients meet their legislative payroll and tax obligations in all the international territories in which they operate.

We provide a wide range of compliance and audit services, along with practical and up-to-date advice on employment-related issues.

As an SSAE 16 & ISAE 3402 Type II professional service organisation we are fully aware of the need for robust and efficient business processes, supported by structured delivery models. Client audits and external regulatory or professional audits depend upon this paradigm.

Our guidance through the legislation minefield, drawing on our industry leading experience and knowledge, can identify, mitigate and resolve payroll and tax problems which could otherwise have severe implications in terms of additional taxation demands, penalties, interest charges, loss of client confidence and time-consuming compliance audits by tax inspectors.

Mitigate Risk

Reduce Penalties

Cut through red tape

activpayroll's compliance and audit services include:

- PAYE health check and audits
- Internal policy and procedures review
- Internal payroll processes for international workforces
- Offshore payroll scheme compliance review
- Payroll systems review, including system selection, implementation and project management
- Expense policy design and implementation
- P11d return preparation
- Dispensation and PSA negotiation
- Stock option and share plan compliance
- Short-term business visitors
- Audit & Compliance workshops



Graham McKechnie
Global Tax Director

"activpayroll's highly experienced Audit & Compliance team can help streamline and minimise organisations' expenses and benefits, reporting requirements whilst always ensuring that full compliance is achieved."

activTechnology

Providing a flexible approach to payroll services is an important USP for activpayroll, but one that presents a few challenges. Not the least of which is how to provide a highly flexible, possibly complex payroll service without introducing inefficiency or error.

activ8

One of activTechnology's primary roles is the development, implementation and support of our activ8 suite of applications. The result of years of software development activ8 is a revolutionary suite of web based tools, available 24 hours a day responsible for 4 crucial activities within activpayroll:

organise the planning of all our payroll processes and resources, from calendar all the way through KPI reporting / monitoring

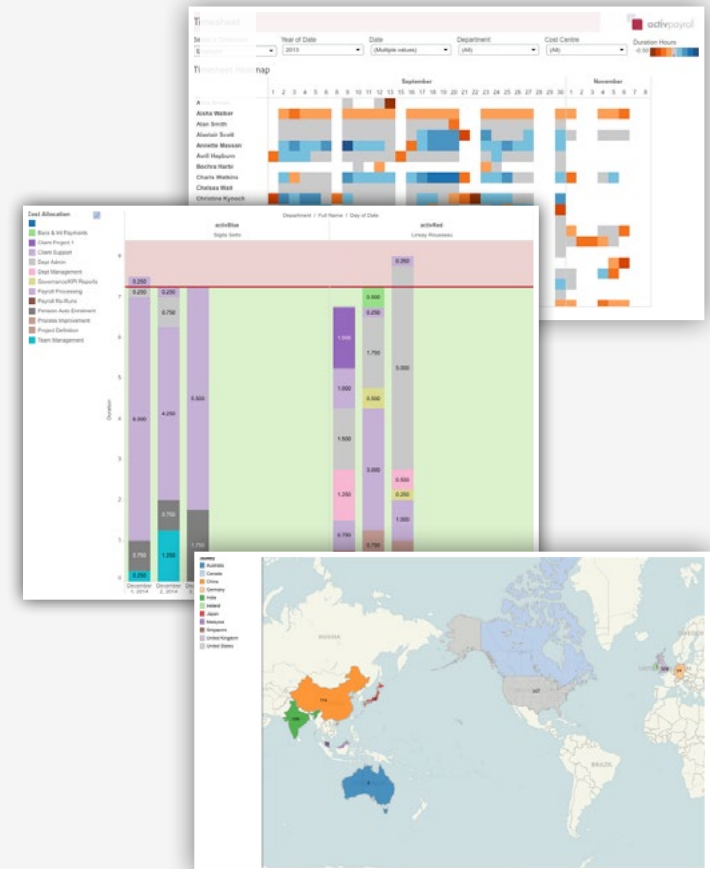
collate the collation of any and all payroll related data from any number of customer systems, data sources or spreadsheets

distribute the secure, encrypted transfer of data throughout our payroll processing network

report the provision of enterprise level reporting, at a global and local level, on all aspects of the payroll results

Our activ8 suite is provided via a SaaS model from our UK data centres and is deployed using a modular approach providing both Employee and Manager Self Service across many functions. This puts the customer in the enviable position of being able to pick and choose the modules required for their payroll service in order to reduce administrative burden and avoid duplication of effort.

Our answer was a relatively simple one - create a highly skilled team of IT professionals with a breadth and depth of experience in areas such as ERPs, databases, information security and of course application development and support. We call that team activTechnology.



activTechnology & activ8

Our activ8 tools are:

Bespoke choose which activ8 tools suit your organisation's people management needs.

Innovative flexible, easy to integrate into your specific business systems.

Online access wherever you are, whenever you need it.

Professional powerful interactive tool allowing you to focus on your core business.

Intuitive carefully designed to be easy to learn and use.

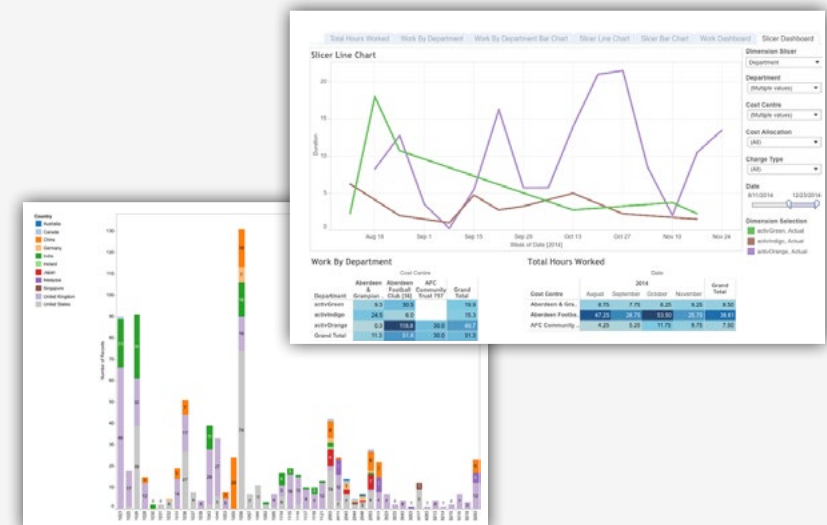
Secure transfer sensitive data safely and securely through a fully encrypted transmission process.

Efficient interactive design reduces administration processes and cost.

Fully supported integrated technical support and training delivery.

Our approach not only minimises any requirements for customer owned or managed IT infrastructure but also allows for a fully flexible approach to the related implementation and ongoing costs, delivering ROI much faster than traditional large scale IT implementations.

Click the tool for more information on our website





Dealing with Data

As a direct result of our modular approach with activ8 our activTechnology team have amassed a huge array of skills and experience in the integration of external systems with our activ8 suite and our payroll processing software engines.

The team have used their experience to develop a Configurable Integration module within activ8, minimising risk and maximising control during the implementation of a new data flow between systems. We currently provide integrations for all manner of external solutions including ERPs, HRIS applications, Time and Attendance solutions, Expense applications and of course Finance systems. Some examples include SAP, PeopleSoft, Workday, Oracle Financials, Sage, PeopleStreme, Time Target, Concur, OpenPeople, and Microsoft Dynamics.





Quality Management

activpayroll's aim is to be a leader in the global payroll industry. As such, we are dedicated to Quality Management and have a number of processes in place to ensure we provide project management, consultation and services of the highest standard to our clients.

Firstly, we believe that an example is set from above; activpayroll management have established a culture of commitment and leadership which has resulted in high quality standards and continuous improvement throughout the company.

activpayroll undertakes training of all project managers, project co-ordinators and senior staff members in accordance with the PMI guidance and principals covering scope management, quality management, cost control, communication management, risk management, change control, scheduling, planning and more.

activpayroll ensures that all of their in-country payroll processing teams comply with and achieve quality standards which are aligned and compatible with those of activpayroll. activpayroll carry out monthly audits of the Key Performance Indicators (KPI's) as well as regular due diligence on their operations.



activpayroll's Quality Management System takes a hands on approach. We do this by following these principles:

- Focus on client requirements
- Allocation of competent and experienced personnel
- Knowledge transfer is of paramount importance
- Individual empowerment and accountability for quality



Quality Management is underpinned by our Project Evolve team. Project Evolve, launched in 2013, is an initiative to ensure that high payroll standards and services are continually implemented within the evolving technological and business trends which influence the profession.

On time

On budget

Exceed client expectations





Here at activpayroll we strongly believe in corporate social responsibility and giving back what you can. In order to support this belief, activpayroll has set up 'Pennies for Promise'.

What is it?

Pennies for Promise is a UK payroll giving scheme that allows an employee to make a donation to a charity directly from their net pay. The employee's net pay is rounded down to the nearest pound and the remaining pennies are donated to a charity of their choice. Their small donation of a few pennies each month is part of a large collective donation. If everyone within your company registers for the scheme, the collective amount of pennies donated will make a significant difference to the charities receiving it.

How is it run?

Pennies for Promise is organised and administrated by activpayroll, who donate the resources and time needed to run the scheme. This donation in kind ensures that 100% of donated funds go directly to charity, unlike other payroll giving schemes that deduct administrative costs from funds.

Why is it good for employers?

Pennies for Promise is an easy to implement scheme which can become the focal point of your corporate social responsibility plan to support the communities that your organisation operates within. It is also a great way for employers to demonstrate their commitment to causes that their employees care about.

A summary of the benefits for your organisation:

- Improves organisational image
- Helps your organisation stand out from the crowd for all stakeholders
- You may use the Pennies for Promise logo, to demonstrate your support
- Major addition to your CSR plan at zero cost
- Feedback from supported causes provides material for your internal and external communications
- 100% funds go straight to the charity

[Click to view video link](#)

2016



Payroll Top 50
Payroll World



Tremendous Training & Development
The CHeRries Awards



Highly Commended Best Payroll Support Team
Payroll World Awards

2015



Female Business Leader of the Year
Scottish Business Awards



Best Company to Work for in Payroll
Payroll World Awards



CIPP International Payroll Provider of the Year
The Chartered Institute of Payroll Professionals



Payroll Top 50
Payroll World



Private Business Woman of the Year Finalist
UK Private Business Awards

2014



International Payroll Award
Payroll World Awards



Payroll Top 50
Payroll World



Alison Sellar,
CEO

“Our people are our most important asset. Without the team, we wouldn’t be able to win awards. Our recipe for success has been our commitment to our vision and core values that internally drive continual improvement and innovation. We’re completely focused on the future and these awards are the best encouragement to keep challenging ourselves”.

? Why activpayroll

