

Time and time again we are asked at short notice whether it would be possible to provide someone to help out in the payroll team or even take over the entire payroll process. In most cases, one or more issues have been around for a while already, and the potential customer is aware (or at least should be) that the problem is not merely about a simple payroll run. However, many don't realize that the "problems" of incorrectly processed or accounted data are not only caused by a lack of knowledge or by insufficient resources, but rather by HR processes not running properly or optimally.

For this, you need to think of the entire HR as a chain, with the payroll team being the last link in the chain. Therefore, it is easy to see that, as an external partner or ad interim payroll manager, we do not just make sure that the wages are paid. Often extensive analysis work is required to identify problematic or not properly closing links in the chain. Subsequently, possible solutions need to be found and processes have to be optimized, so that the same problems do not arise again in the future and that further short-term absences and shortages are really "only" a matter of support in processing the payroll run. This may mean that more resources and funding than initially anticipated are needed, to bring order to the chaos and calm to the office. In most cases, an increase in efficiency is also noticed - but only if all links in the chain are ready for change.

We can therefore only recommend that all HR processes are regularly reviewed and, where necessary, adapted or optimized.

Would you like to conduct such an HR process review? We are at your disposal for a primary, non-binding meeting.

Let us guide you through the HR maze.