

Unlocking payroll's strategic potential

Business leaders in the United Kingdom and Ireland agree: It's time for payroll to elevate its value and impact.

Rising payroll complexity and the supercharged pace of business change are prompting many organisations across the region to rethink how they handle payroll. To better understand their top challenges and priorities, **Workday** and **Vanson Bourne** recently asked 100 decision-makers in the United Kingdom and Ireland about what they think today and where they expect payroll to head tomorrow. Here are a few highlights:

Payroll's strategic potential is tremendous

92%

of UKI business leaders recognise the strategic impact of payroll.

90%

agree that leadership should be more invested in elevating payroll.

Leaders value payroll's potential to drive a wide array of organisational improvements, including:

- Real-time workforce planning
- Better pay transparency and equity
- Increased operational efficiency
- Improved executive decision-making
- Better processes for international expansion

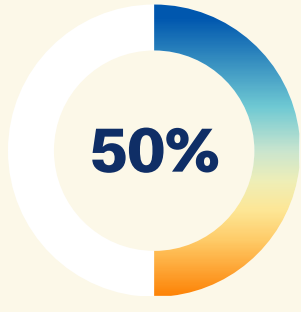
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Organisations are waking up to the fact that payroll is more – way more – than just a check or even just an employee experience. The strategic value that it can return to the business is tremendous.

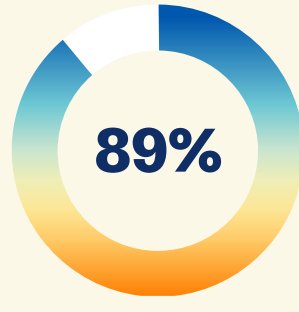
Pete A. Tiliakos
3Sixty Insights

Still, most UKI payroll functions aren't where they need to be

The problem? Fragmented processes and a major lack of alignment.



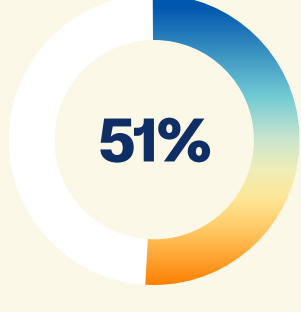
50% of surveyed organisations in the United Kingdom and Ireland use a single, integrated platform for HR and payroll – lagging significantly behind the broader EMEA region, where 73% of businesses operate on one platform.



A consequent need for greater transparency.

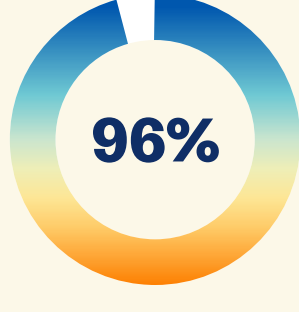
89% of UKI organisations agree they need more transparency into their workforce costs and metrics. This need is more pronounced in UKI than in the broader EMEA region, a fact directly linked to the lower rates of single-platform adoption.

The average UKI organisation juggles **five payroll systems, five integrations and five vendors** across global payroll.



51% of UKI organisations cite the elimination of manual data entry as a crucial feature in a new payroll solution – however, they are not yet reaping the full benefits.

UKI organisations show less significant time savings from automation, with 42% reporting one to two working days saved per week, in contrast to 57% in the EMEA region.



While automation is a key priority for improving payroll, its adoption in UKI comes with unique considerations. The focus is not just on efficiency, but on maintaining crucial human control over the process.

96% of UKI organisations believe it is critical to keep a “human-in-the-loop” for checking and signing off on payroll processes.

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Payroll calculation time has been reduced by more than **50%**.

Shweta Kale
Workday Functional UK Payroll Manager, Centrica

Ready for transformation: Investing in the future of UKI payroll

UKI organisations are uniquely positioned for payroll transformation, primarily due to more readily available budgets for new payroll technology. Only **29%** of UKI organisations cite budget limitations as a barrier, significantly less than the **41%** in the EMEA region. This advantage presents a clear opportunity for UKI leaders to invest in a unified payroll solution, providing the transparency, efficiency and strategic insights necessary to navigate the evolving future of work.

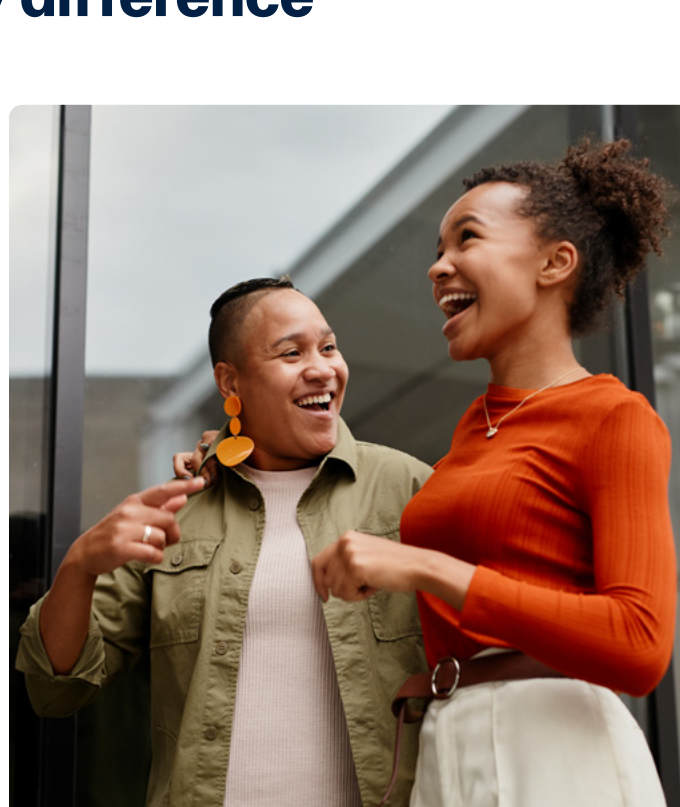
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It made perfect sense to get Workday Payroll onto the platform too, as it would enable us to decommission many legacy systems. It would also ensure we had data in one source platform, with Workday HCM feeding Workday Payroll rather than us needing to pull data out of one source and import it elsewhere.

Tracey Tomkins
UK Payroll Compliance Manager, Centrica

The Workday difference

Workday Payroll for the UK and Ireland is a unified, cloud-based solution that helps organisations transform payroll into a strategic asset. With one connected platform that unifies HR with payroll, you can leverage automation to pay people accurately, on time and compliantly so every pay period is right on the money. Embedded in the AI platform for HR and finance, the solution empowers you to streamline processes, improve accuracy, ensure compliance and unlock valuable insights.



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We're so much more efficient on Workday than we were on our old system. It's been night and day.

Andy Smart
Payroll Officer, Coventry Building Society

No one knows precisely what tomorrow will bring – but everyone agrees that payroll must transform in order to be ready for the future of work.

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