



**imaginehr**

Meeting the HR and payroll demands  
of small to medium sized businesses



**imagine a solution  
designed to remove the  
complexity of HR and  
payroll administration,  
allowing you to  
concentrate on running  
your business**

## ...imagine a truly integrated HR and payroll solution specifically designed for small to medium sized businesses

imaginehr is an easy to use web-based solution designed to meet the changing HR and payroll demands of small to medium sized businesses. Delivered in optional modules, imaginehr enables you to flex and scale your use to fit your changing size and complexity needs. The modules can be purchased separately or delivered as a single fully integrated solution.

imaginehr is hosted and powered by MidlandHR, the largest independent HR and payroll solutions provider in the UK with over 25 years experience in the industry.

### IMAGINEHR OFFERS:

- Employee and manager self service, reducing administration and paper flow
- Automated workflow and authorisation, ensuring nothing 'slips through the net'
- Full integration, preventing duplication of data input
- Electronic tax year end filing and online payslips
- Powerful online searches and reporting
- 24/7 internet access

imaginehr utilises the latest web technology through a software as a service (SaaS) delivery model. The environment is hosted in a MidlandHR data centre providing you with 24/7 internet access. Upgrades and servicing are automatically applied, ensuring there is no maintenance work for you.

Security, compliance, infrastructure and databases are all taken care of by MidlandHR's specialist engineers, bringing you complete peace of mind.

Delivered as a true pay-as-you-go service, charges are applied per employee per month, ensuring the cost is representative of increases or decreases in your employee numbers.



# ...imagine a competitively priced, high performance, easy to use, secure and stable HR and payroll solution


## HR

Administering people's employment is complex, regulated, time critical, sensitive, high risk and all too often time consuming. imaginehr will improve process control, standardise HR processes, reduce risk in legal compliance and risk management; all on a highly secure platform. Reporting capabilities will be improved along with the speed of data retrieval and data manipulation, easing any auditing requirements.

The additional functionality of manager and employee self service offers a clear return on investment, reducing the administrative workload by allowing employees to access payslips and payslip history, and carry out routine tasks such as booking holidays, submitting expenses and updating personal details.

## PAYROLL

Payroll is one of the most important functions within any organisation. Highly regulatory and compliance driven, it can add an unnecessary burden to small to medium sized businesses. imaginehr's comprehensive gross-to-net and net-to-gross processing and year end procedures, along with organisation structure, absence and leave entitlement functionality remove this pressure, allowing you to concentrate on running your business.



**imagine availability of  
your HR and payroll  
records any place any  
time, with complete  
peace of mind over  
security and hassle-free  
IT infrastructure**

# SaaS - complete peace of mind

In the past, organisations have been required to buy, build and maintain their IT infrastructure despite the exponential costs. Now there is an alternative. imaginehr is delivered software as a service (SaaS), allowing you to access the solution on a secure shared infrastructure over the internet. Unsurprisingly, there is growth in the popularity and adoption of a SaaS delivery model because of the great advantages provided. The following benefits have been realised in particular by small to medium sized businesses.

SaaS will benefit your organisation by:

## 1. REDUCING IT COSTS

Eliminating the overhead costs associated with implementing on-premise software and hardware. No need for installation, service maintenance and secure housing, or the people required to manage it all

## 2. SAVING TIME

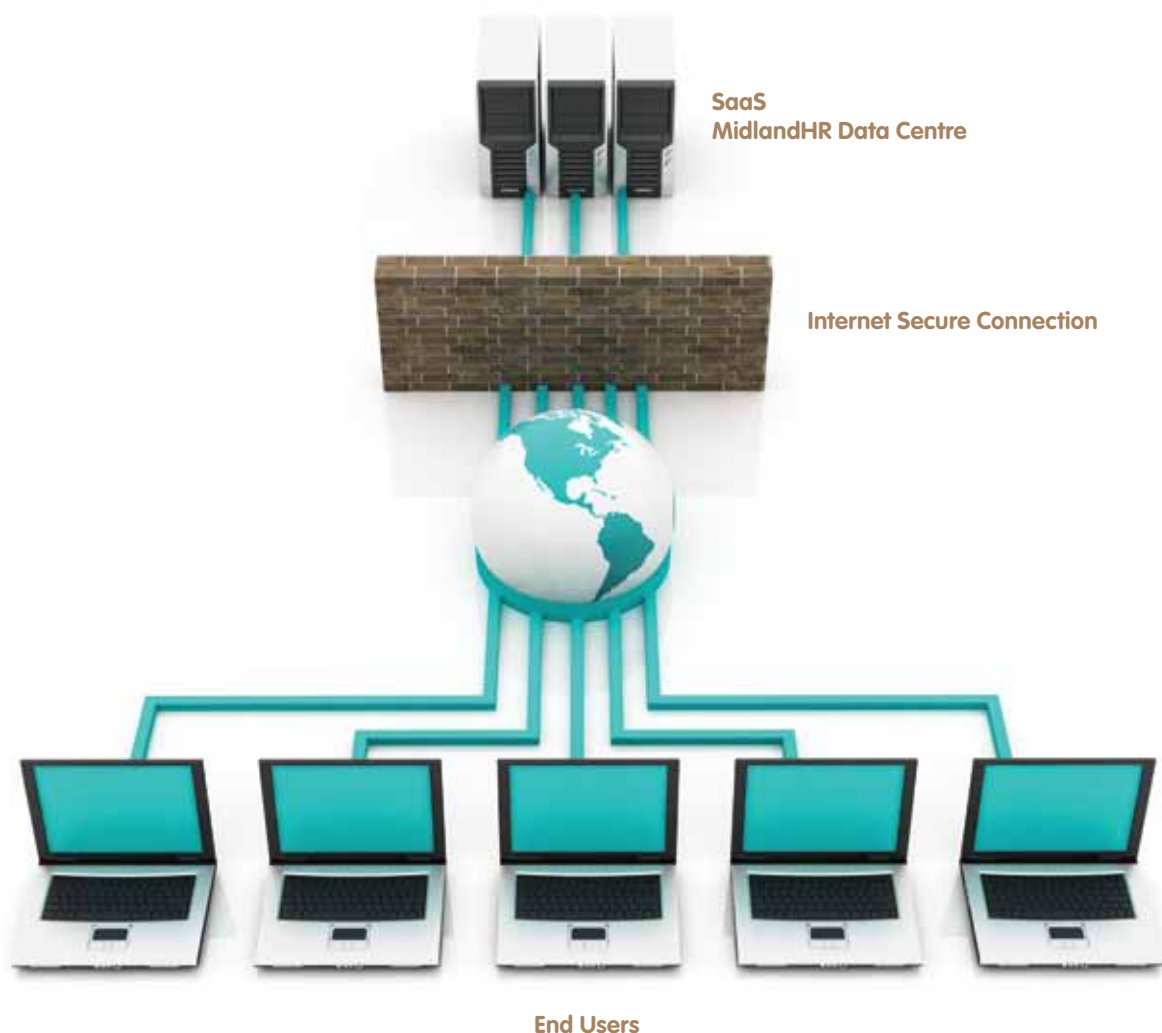
Deployment is quick and easy, with a simple login to a fully hosted secure service from any computer with internet access

## 3. SIMPLIFYING MAINTENANCE

Immediate access to the latest updates and innovations rather than waiting for typical annual upgrades. MidlandHR also manage scalability, eliminating the need for you to add hardware, software or bandwidth as your user base grows

## 4. LEVERAGING PROVEN SECURITY AND PROCESSES

Taking advantage of MidlandHR's certified IT security and disaster recovery procedures



# imaginehr product matrix

FACILITY	HR	SS*	PAYROLL	SS*	PEOPLE DEVELOPMENT	SS*	TIME & EXPENSES	SS*
Personal details	•	•	•	•	•	•	•	•
Employment details	•	•	•	•	•	•	•	•
Advanced search & smart groups	•		•		•		•	
Multi-level organisation structure	•		•		•		•	
Person transfer within structure	•		•		•		•	
Reporting lines & hierarchy	•		•		•		•	
Definable absence schemes	•		•		•		•	
Definable working patterns	•		•		•		•	
Key date reminders	•	•	•	•	•	•	•	•
Self configured alerts & scheduling	•		•		•		•	
Workflow & authorisation		•		•		•		•
Record sickness, maternity, paternity & adoption leave	•		•		•		•	
Holiday recording	•	•	•	•	•	•	•	•
Unpaid absence recording	•		•		•		•	
Reviews & skills					•	•		
Qualifications & memberships					•	•		
Personal learning events					•	•		
Employee turnover reports	•		•		•		•	
Holiday reports	•		•				•	
Absence monitoring reports	•		•		•		•	
Workforce analysis reports	•		•		•		•	
People development reports					•			
Multiple payments & deductions (salary, wages, overtime etc)			•					
Payroll reports			•					
Company pension schemes			•					
Absence payment			•					
Statutory deductions - tax, NI, student loans, attachment orders			•					
SMP, SAP, SPP, SSP calculation & payment			•					
Payroll reconciliation reports			•					
Employee payment via BACS (additional charge for BACS processing)			•					
Electronic filing to the HMRC			•					
Electronic input of tax codes from HMRC			•					
Online payslips			•	•				
Timesheet entry							•	
Expenses entry							•	•
Mileage claims							•	•
Vehicle details							•	•
Audit	•		•		•		•	

\*Self service - manager and employee direct system access

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