Streamlining Payroll Processing with a Staff.Care Payroll Interface

Background

SMI provides advanced workforce management solutions for Healthcare and the Care Sectors. With extensive experience in automating and optimising payroll processes, SMI supports the management of over **100,000 shifts and leave entries per month**, equating to 1 million transactions monthly when applying 52-week averaging.

The Challenge



Many healthcare providers struggle with:

- Manual payroll processing and associated errors
- Complexity in pay rules (e,g. WTD/Annual Leave, Maternity Pay etc)
- Disjointed systems between rotas and payroll
- Heavy administration overheads
- Lack of auditability and real-time validations
- Managing Cost Coding efficiently
- Bank Staff calculations including 'rolled up' percentage uplift
- Multiple Pension Schemes, including NHS Pensions annual accrual systems
- Maternity averaging
- OSP and SSP calculations and determining periods of full and half pay

Clients sought a streamlined, accurate and auditable interface between SMI's Staff.Care rotas and payroll systems to ensure compliance, reduce costs and improve efficiency.

The Solution

The **Staff.Care Payroll Interface** processes shift and leave data directly from staff rotas using predefined pay rules. Key functionalities include:

Automated Validation of input data to flag user errors

Full processing of shifts and leave, applying all relevant pay rules

Formatted output ready for upload into **ANY** payroll provider

Bespoke Interface to each customer's specific pay and enhancement calculations

The Conclusion

The Staff.Care Payroll Interface delivers tangible, measurable benefits:

- Greater accuracy and compliance
- Reduced administrative workload & Customised pay systems
- Real, 'proven' savings in both Time and Cost

"The Payroll Interface has made payroll processing much faster and more accurate. With a single report, we can quickly transfer approved time and attendance data, minimising manual errors and saving time. It also lets us track the reasons behind payments, giving us greater transparency and control over our payroll process"
says Shane O'Gorman, Head of HR.

Supported Payroll Elements

Staff.Care can accommodate a wide range of payments and deductions, including:

Overtime & FTE Calculations

- Part-time/full-time distinctions
- Pension contributions (e.g. NHS annual accruals)

Pay Enhancements

- Local and national rules (e.g. Agenda for Change)
- Medical pay supplements
- On-Call, Standby, Sleep-In shifts
- Fixed-cost shifts

Annual Leave & WTD Payments

- Contract Staff: 52-week averaging
- Bank Staff rolled-up leave & cash values

Other Features

- Unpaid Leave Deductions (e.g. Carers Leave)
- Salary calculations with multi-role staff
- Code coding for detailed internal budget allocation
- Sophisticated SSP/OSP sickness episode tracking
- NHS-style pension scheme calculations
- Full Traceability & Audit Control

Implementation Approach

SMI assigns an experienced consultant to:

- Develop a tailored Specification Document
- Liaise with SMI programming Team
- Support rigorous testing & parallel runs
- Guide payroll integration & staff training

Why SMI and Staff.Care?

We specialise in workforce and payroll interface solutions tailored to the Health & Care sector. With a focus on accuracy, compliance and efficiency, SMI supports organisations in transforming payroll operations through intelligent automation and expert consultancy.

Whether processing NHS-style Pensions, managing complex shift patterns or implementing flexible leave payment mechanisms, SMI's solution scales to meet the needs of care providers of all sizes.

Testimonials:

"Since introducing the Payroll Interface, one full time staff member has been assigned to more productive duties within the HR Team".

"Before we implemented the Staff.Care Payroll Interface we had 3 staff working almost exclusively on payroll processing. We now have the equivalent of a single staff member processing payroll and it isn't their only job! We have completely eliminated paper timesheets".

"SMI provided invaluable help when we introduced new payments, their Consultancy service really helped us to understand the payments and the options available to us"

"SMI introduced options we hadn't considered, which resulted in a 20% saving on WTD/Annual Leave payments"

"We successfully aligned our internal pension processing with NHS calculation models, leading to improved compliance and reduced manual correction efforts".

Case Studies available on request.

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