



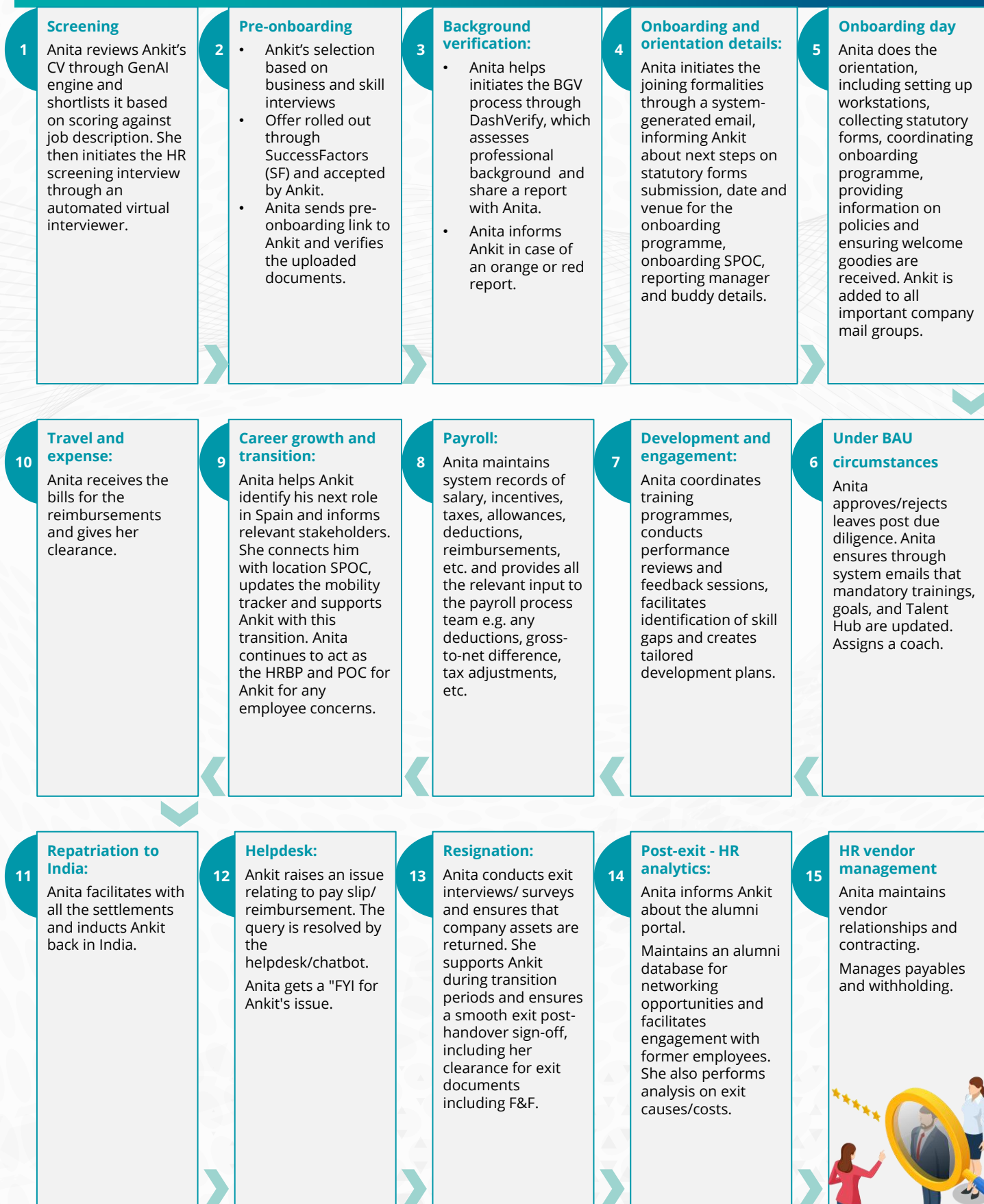
# HR & Payroll Operate

**Private and confidential  
February 2025**



# Lifecycle of an employee from the lens of an HR professional - Hire to Retire<sup>1</sup>

There has been a requisition for a vacancy in the company. Anita, the HR manager, has received the requisition and sourced appropriate CVs. The entire lifecycle from Anita's lens is captured below for Ankit, a potential candidate.



<sup>1</sup>Disclaimer: All scenarios or case studies are based on the general industry understanding and experience of Deloitte teams. The situations portrayed may or may not be applicable to you. Each individual or entity should independently assess the suitability of Deloitte's offering based on their specific circumstances.



## Why HR and Payroll management is the need of the hour?<sup>2</sup>

Simplify, reduce costs, and ensure compliance

### Change drivers



Teams looking to automation and technology to help manage increasing demands for data security and risk management

Having to manage multiple vendors and contracts to deliver HR and payroll services

Complex labour laws, tax, and social security regulations for domestic and mobile employees

Struggle to keep up with money management services

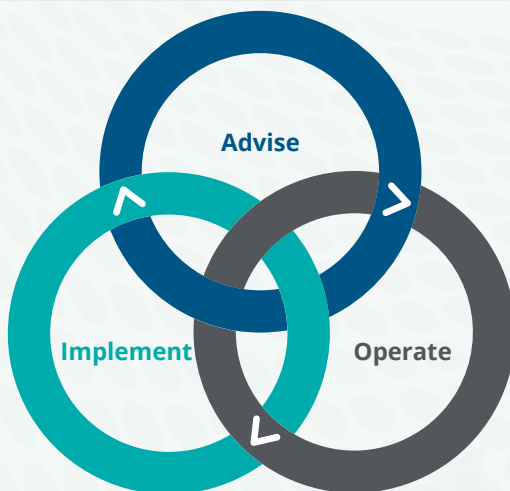
Need for central programme coordination to enable consistency, transparency, and effective oversight over the HR and payroll processes



- In a landscape where HR and payroll functions are becoming more complex and employee expectations are higher than ever, managing this function in-house can strain your resources and divert attention from your core business goals.
- As Deloitte, we bring to you the optimum combination of comprehensive compliance with risk mitigation, a dynamic tax and labour law landscape, change management, and advisory support through the right combination of technology, HR, and payroll specialists.
- From small businesses to multinational corporations, our clients benefit from reduced costs, increased accuracy, and enhanced data security.
- Discover how our HR and payroll outsourcing services can drive efficiency and ensure your processes are always compliant and up-to-date.

## Why Deloitte HR & Payroll Operate services

### What Operate does for clients



Higher efficiency

More digitisation

Greater effectiveness

More cost flexibility

Continuous innovation

### Impact on cost efficiency

- **Labor cost reductions:** Save **20% to 50%** on **labour costs** by outsourcing HR functions, allowing your team to focus on strategic initiatives
- **Operational efficiency:** Experience **15% to 30%** **savings in operational costs** through streamlined processes and reduced overheads
- **Technology investment:** Achieve **20% to 40%** **savings on HR technology** expenses by leveraging advanced systems provided by experts
- **Training and development savings:** **Reduce training costs by 10% to 25%** by utilising the expertise and resources of managed service providers
- **Compliance and risk mitigation:** **Decrease compliance-related costs by 15% to 35%**, minimising the risk of penalties through expert oversight

*These percentages are estimates based on our industry experience and can vary for specific organisations based on current maturity and ecosystems that need to be discovered during due diligence.*

<sup>2</sup>Disclaimer: All views, opinions, or ideas as depicted or presented are based on Deloitte's own understanding of the industry and practice. These may or may not correspond with your business.

## Why Deloitte HR & Payroll Operate services

Deloitte is uniquely positioned to deliver HR and payroll services

### Key differentiators

#### Deep human capital experience and capabilities

We are a **full-suite service partner** providing the entire range of **managed services**, including HR consulting, HR technology implementation, executive trainings, HR services, HR compliance, and payroll services. We have **rich experience** in successfully delivering our comprehensive solution to **multiple firms** in India.

#### Option to rebadge the existing operations team

The Deloitte engagement team has the capabilities and expertise to **deliver similar services to Indian firms**. We can consider options to **rebadge suitable** members onto Deloitte's payroll based on the requirement.

#### Right team and strong programme governance

We would deploy an **experienced team** to act as your **trusted partners**. The engagement team has the capabilities and expertise in working with multiple offshore centres for global organisations.

#### Tech-first approach: customized, scalable, and modular solution

We will leverage **our technology accelerators**, which are customisable for your requirements. Our proposed approach and **solution are scalable** and agile to meet upsurges in transaction volume, and any additional scope can be managed seamlessly.

#### Transparent and flexible pricing

Our commercial arrangement provides **modularity and predictability** in cost structure. The integrated price for the service offerings **provides certainty**, and the rate card factors in **seamless scale-up**.





## Benefits to the client?

Benefits of a fully scalable solution tailored to support you through complex times



### Reallocate team resources to strategic objectives

- Shift focus to strategy, planning, and other high-value tasks
- Robust engagement management offering the benefits of centralised and local delivery



### Risk Management

- A trusted partner for advise, implementation and operate
- Confidence that core activities are completed competently and with reduced risk



### Deep knowledge of the industry

To identify potential opportunities and provide advice on various HR and payroll matters, mitigating the risk of challenges from authorities



### Technology and automation

- Deloitte continues to make significant global investments in technology - developing leading proprietary tools not available in the marketplace.
- Access to multiple HR and payroll technology tools



### Drive value through analytics

- Enabling informed strategic decisions
- E2E insight, analytics, and visibility combined and consolidated based on better data



### Adaptive support model including talent transfers

- Scale up and down as needed
- Access to a large network of practitioners, with deep HR technology and technical skills.



### Operational efficiencies

- Right-size spends and optimise costs
- Alleviate resource constraints
- Reduce/eliminate investment in technology assets
- Eliminate repetitive activities through automation and harnessing data



### Confidentiality

Enabling confidentiality of data with a specialized team focusing on only HR and payroll matters



### Governance by Deloitte

- Reduction in time spent by client leaders
- Better control over the HR and payroll function



## HR & Payroll Operate

### Talent acquisition and BGV

Screening applications

Shortlist applications

Conduct initial screening interview

Onboarding

Employee pre- hiring instant verification

Employee background verification

Moonlighting / dual employment verification

### Employee lifecycle Operate

Pre-onboarding

Employee onboarding

Employee data management

Employee confirmations and transfers

Leave and attendance

Performance management

Asset management

Travel expense management

ESOP – Including accounting & reporting

Employee policy

Staff augmentation

Employee benefit policy review & evaluation

Employee engagement

Exit management

### India Payroll Operate

Monthly payroll processing – including accounting and reporting

CTC reimbursement management

Year-end activities

Helpdesk

Payroll health check

Salary TDS compliances

Payroll compliances

Labour compliances

### Multi-country Payroll Operate

Design

Implement

End to end processing

Last mile support

SOP and process map

Transition

Project management

Advice on regular updates and litigation guidance

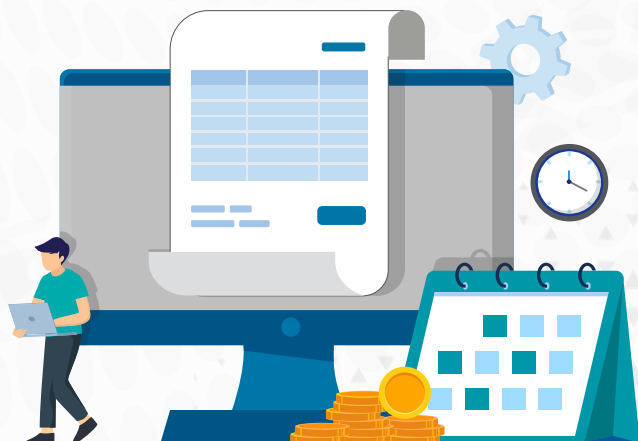
### Employee Mobility

Global workforce management

Immigration

Social security and labour codes

Compliance and litigation support





## Contact us



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