



technology¹

Payroll

Purpose-built payroll software. Real-time financial visibility.
Zero touch compliance. Built for the future of work.



Turn every pay cycle from back-office burden to strategic advantage

End-to-end Payroll designed for accuracy, compliance, and real-time financial visibility.

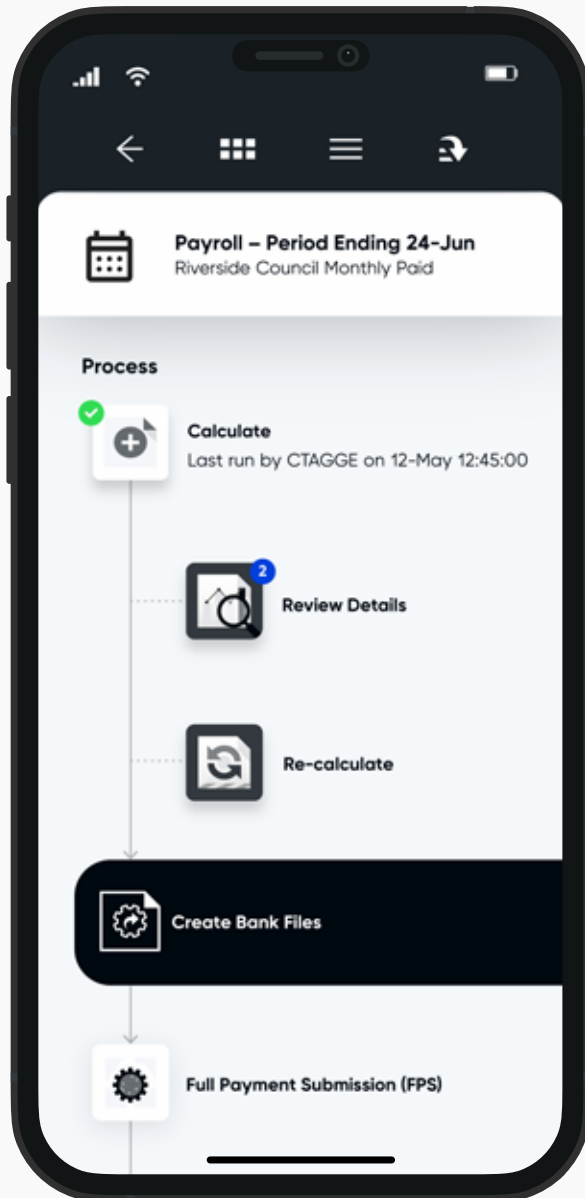
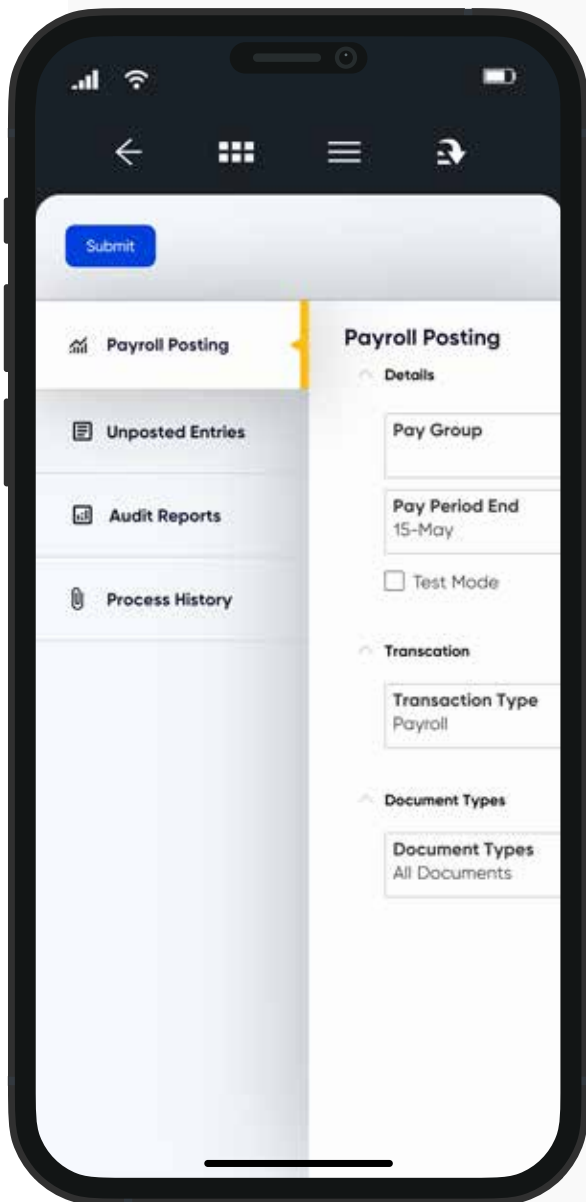
Payroll environments are increasingly complex. Organisations must manage varied employment arrangements, complex pay structures, and strict compliance obligations while ensuring employees are paid accurately and on time.

Manual calculations and disconnected systems increase the risk of error, underpayment,

and audit exposure. Limited visibility of payroll costs can also constrain financial oversight and decision-making.

TechnologyOne Payroll provides structured, automated pay processing within a secure SaaS ERP environment, delivering accurate calculations, embedded compliance controls, and real-time visibility over workforce costs.

AI is embedded directly into the product through Plus, TechnologyOne's agentic AI, allowing payroll teams to query data, surface variances, and action tasks using natural language – all within the same secure environment your organisation already trusts.



"We are no longer chasing disconnected spreadsheets. We're planning ahead. It's not just about paying people anymore, it's about understanding their roles, where they want to go in their career, and how we're investing in them."

gotafe

We solve the complex to simplify life for our community

With more than 38 years' experience, TechnologyOne has pioneered Software as a Service (SaaS) for local government and higher education, empowering communities with mission-critical solutions.

Our deep understanding and engagement with our key markets means we are able to deliver integrated, preconfigured solutions that provide proven practice, streamline implementation and reduce time, cost and risk for our customers.

We are the only company offering true global SaaS solutions, harnessing industry expertise, innovative technology and user-centred design to present unparalleled digital experiences.

Our global software enables our customers to embrace the digital revolution and an exciting new world of possibilities in a cloud-first, mobile-first world.

Over 1,300 large-scale companies, government departments and higher education institutions across the globe are supported by TechnologyOne solutions.

Future-proof your organisation with a **true SaaS** solution

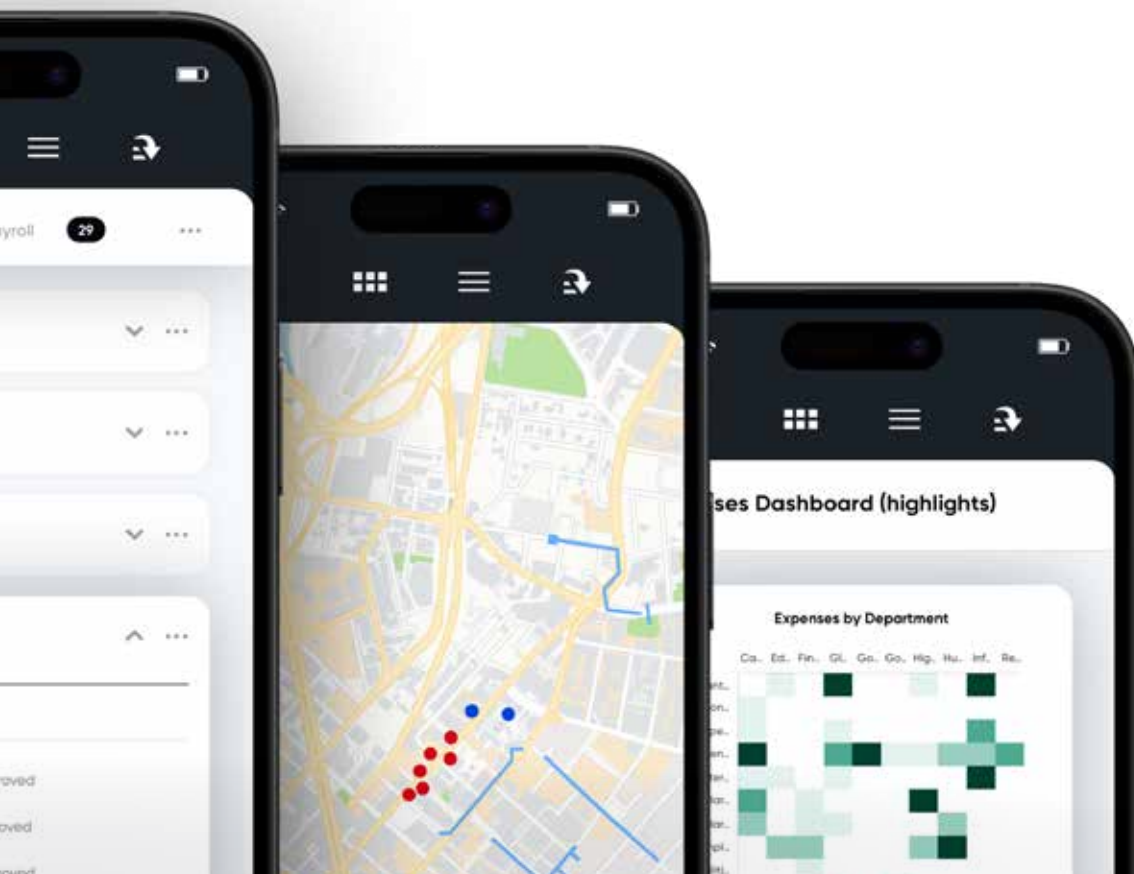


Reinvent your system in a way no legacy software can – Software as a Service (SaaS) leverages the latest technology to deliver speed, security and scalability for your community.

SaaS delivers a mission-critical solution that empowers your organisation to provide compelling digital experiences – on any device, anywhere, at any time.

Only through the power of SaaS can your organisation embrace cutting-edge simplicity that offers a single source of truth and ensures your systems are guarded with defence-level security.

With continual upgrades, including two yearly major releases and weekly patches, empower your community with a best-in-class solution in an ever-changing environment.



Hire to retire

Manage the entire employee lifecycle from hire to retire, including recruitment, talent management, training, and succession planning.

Enhance performance

Unleash the full potential of your organisation and people by empowering your leaders to make confident, data-driven HR decisions using reliable real-time reporting and data insights.

Streamline and automate operations

Free up your HR team so they can focus on your employees by automating routine tasks and workflows, saving time and unlocking efficiency.

Works within your broader ERP environment

Payroll sits within the same SaaS ERP environment as Human Resources, Financials, Enterprise Asset Management, and Enterprise Content Management. Data flows naturally across products, giving your organisation a more complete picture without managing separate systems.

Always up-to-date

Your organisation will be at the forefront of innovation with continual and automatic upgrades and releases all covered by one annual fee.

Secure & scalable

The highest security and privacy measures and scalability for future growth. Trusted by governments, councils, and education institutions across Australia, New Zealand, and the UK, our stringent cyber security safeguards data and protects your systems.

Key benefits

Period Ending 24-Jun

te

Review Details

Recalculate

Bank Files

Details Submission

Review Submission

Advices

Payroll – Period Ending 24-Jun

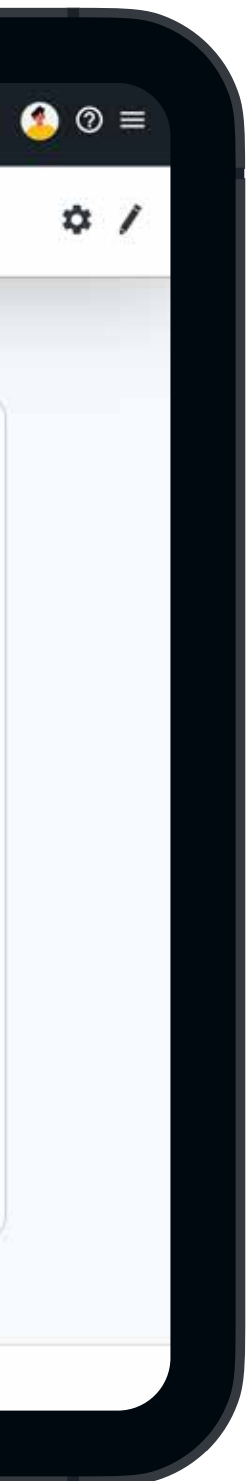
Employees	Excluded	Re-calculate	Calculated
27	0	0	27

Pay Period End Date	Pay Group	Expected Paid Date
24-Jun	Employees - Paid EDM	25 Jun

Totals

Gross	190, 500.00
Deductions	- 13, 150.00
Tax	- 552, 543.00
Nett	116, 607.00
Employer Contributions	16, 197.50

Making life simple for our community



TechnologyOne Payroll is a purpose-built product that manages complex pay environments within a secure SaaS ERP environment, delivering benefits such as:

1. **Automated Payroll management with real-time updates**

Ensure employees are paid correctly and on time with automated calculations embedded in structured pay cycles. Configured pay rules are applied consistently across allowances, deductions, and employment types, reducing manual intervention and processing errors.

Automated workflows guide approvals and validations before finalisation, strengthening control while improving efficiency across every pay run.

2. **Zero touch compliance**

Payroll compliance obligations change – superannuation rates shift, reporting requirements evolve, and legislative updates require prompt action.

With TechnologyOne Payroll delivered via SaaS+, compliance updates are absorbed automatically as part of your subscription. Your team is never running on outdated rules, and compliance risk stays with us, not with you.

3. **Real-time payroll costing and financial visibility**

Gain immediate visibility of payroll costs through direct connection with Financials within the same ERP environment. Payroll transactions flow directly into your general ledger, ensuring accurate cost allocation and timely reporting.

Executives and finance teams can monitor workforce expenses as they occur, supporting informed budgeting and stronger financial oversight.

4. **Reduced risk and audit-ready controls**

Strengthen governance with structured workflows, role-based access, and complete audit history across every payroll transaction. Each change is recorded and traceable, supporting internal review and external audit requirements.

Automated validations reduce the risk of underpayment, overpayment, and compliance breaches before payment is made.

5. **Streamlined pay adjustments and lifecycle changes**

Manage employment changes, allowances, and adjustments within controlled processes that maintain accuracy across the pay cycle. Updates to roles, hours, or conditions are reflected systematically, reducing disruption and inconsistency.

Structured workflows ensure approvals are captured and recorded, with clear visibility of impacts on pay and costing.

6. **Secure, reliable and scalable payroll operations**

Operate payroll within TechnologyOne's secure SaaS ERP environment, designed to protect sensitive pay data at every layer. Continuous updates and proactive security management ensure your system stays resilient.

As your organisation grows or changes, Payroll scales with you without compromising performance or compliance.

Compatible with Plus

No clicks.

No screens.

Just conversations.

Payroll connects with Plus, TechnologyOne's agentic AI product, allowing payroll teams to query pay data, surface variances, and action tasks using natural language. From reviewing pay run results to checking compliance indicators, Plus works across your existing payroll environment without replacing how your team operates.

Plus is built on TechnologyOne's Defence in Depth security architecture, including best practice principles such as 'human in the loop'. It is underpinned by ISO 42001:2023 certification, the world's first global standard for Artificial Intelligence Management Systems, ensuring the highest standards of responsible AI and AI governance across research and development.

Good morning, Chando

In focus

Critical task
Street lamp out

1

new 4hrs ago

Outstanding
applications

3

▲ 300% 7 days

Critical tasks

24

new 4hrs ago

Start something new

Start hiring process

Access job applications

Log work request

Raise purchase requisitions

Create a visual for monthly expenses



Task summary

Priority tasks

2

new 4hrs ago

Time-sensitive
tasks

1

new 30m ago

General tasks

7

new 3d ago

Insights

Overdue
invoices

6

▲ 50% 7 days

Work requests

12

▲ 5.2% 7 days

Purchase
Requests

2

▲ 200% 7 days



Business processes in TechnologyOne Payroll

TechnologyOne Payroll provides deep capability to manage pay processing, compliance, and reporting with structure and control.

Payroll Processing

Automate the calculation of wages, benefits, deductions, tax, superannuation, and on-costs across every pay cycle.

Configured rules apply overtime, penalty rates, and loadings consistently across roles and work patterns.

Built-in validations ensure correct outcomes before finalisation, reducing manual checks and supporting compliant, repeatable pay processing.

Timesheets and leave validation

Capture timesheets and leave requests within controlled processes that validate entries against configured pay rules and entitlements.

Automated checks identify discrepancies before payroll is processed, reducing manual reconciliation and ensuring pay reflects approved hours and leave balances.

Payroll costing and financial visibility

Payroll transactions connect directly to TechnologyOne Financials as each pay run completes, ensuring accurate cost allocation and general ledger posting.

Payroll data flows in real time, giving finance teams clear visibility of workforce expenses without waiting for period-end reconciliation.

Adjustments, allowances and deductions

Manage pay adjustments, allowances, and deductions within structured workflows that maintain approvals and traceability.

Changes are applied consistently across pay cycles without disrupting core processing, reducing the risk of overpayment or missed entitlements.

Compliance reporting and audit history

Maintain a comprehensive audit history across all payroll transactions, including pay runs, adjustments, and employment changes.

Each action is recorded and traceable to support internal controls and external audits, with standardised reports evidencing compliance with legislative requirements.

Workflow and pay cycle automation

Automate approvals, validations, and pay run progression through configurable workflows that guide each stage of the pay cycle.

Structured controls reduce manual intervention and ensure payroll activities are completed efficiently and in line with organisational requirements.



Search with P

Home 43



Payroll Pro

Powered by TechnologyOne | M

My **6**

HR Administrator

Payroll Officer

All Roles



**Auto Enrolment
Report**



Payroll Exceptions



Employees



Payroll Analysis



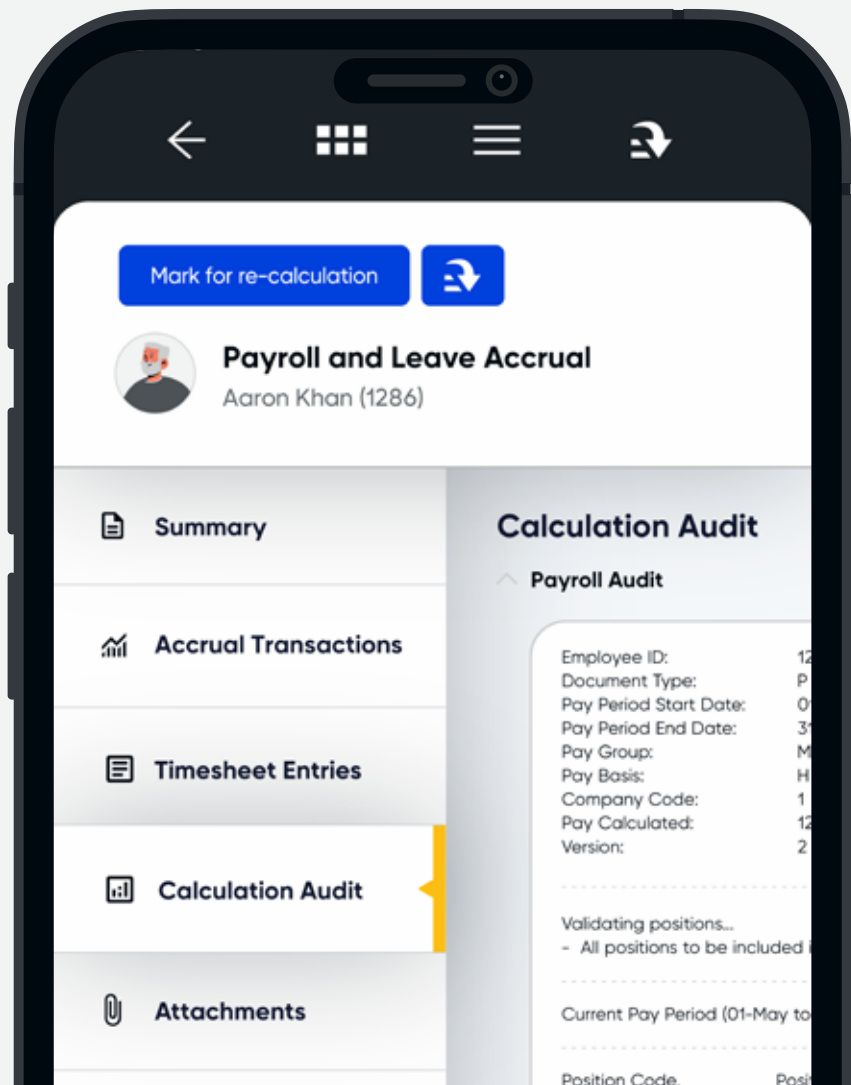
Payroll

TechnologyOne Payroll and Human Resources are designed to work within the same SaaS ERP environment. When both products are in place, employee data flows directly from workforce management into pay processing, eliminating manual handoffs, and reducing the risk of errors between systems.

Payroll teams benefit from accurate, up-to-date position, contract, and employment data at every pay cycle. HR teams maintain a single source of truth for workforce records, while finance gains real-time visibility over labour costs as they occur.

Each product can be implemented independently or together, giving your organisation the flexibility to start where it makes most sense.

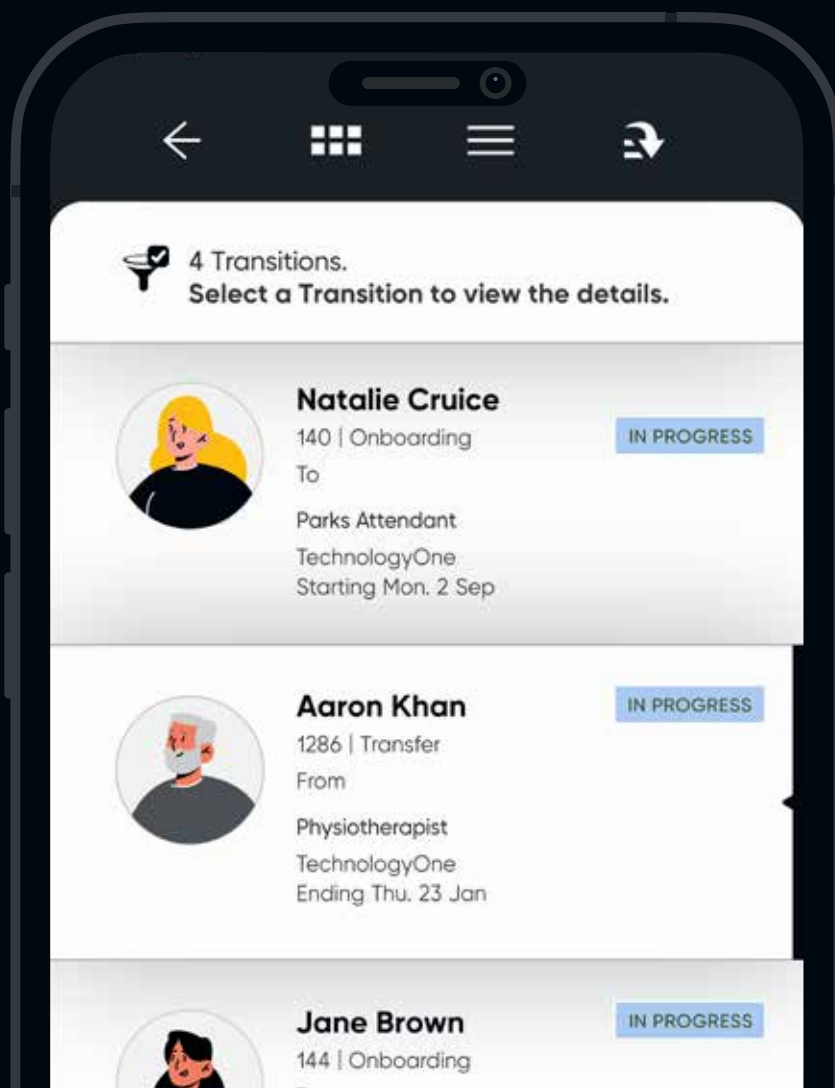
[Learn more about
TechnologyOne Payroll](#)



with Human Resources.

Better together.

One ERP environment.
No duplication.
No gaps.



Supercharge your ERP by connecting up to **20 different products**

Every TechnologyOne product works within the same SaaS ERP environment.

TechnologyOne offers a suite of 20 purpose-built products spanning finance, HR, payroll, assets, students, and more. Because they share a single environment, data flows naturally across your organisation without the complexity of separate systems or custom connections.



App builder



Business Analytics



Corporate Performance Management



Curriculum Management



Enterprise Asset Management



Enterprise Cash Receipting



Enterprise Content Management



Financials



Performance planning



Property and Rating



Spatial



Student Management



Financials

Payroll transactions post directly to your general ledger as each pay run completes. Labour costs, leave liabilities, and cost-centre coding flow in real time into Financials, giving finance teams accurate visibility without manual reconciliation.'



Enterprise Asset Management

Track labour costs against assets and projects within the same environment. Accurate payroll costing supports operational oversight and financial reporting across asset-intensive organisations.



Enterprise Content Management

Manage payroll documents, contracts, and compliance records securely alongside your workforce data. Ensure the right information is accessible to the right people at the right time.



Supply Chain Management

Connect procurement and workforce costs within a single ERP environment, supporting consistent financial oversight and operational planning across your organisation



Enterprise Budgeting



DxP Essentials



DxP Local Government



Human Resources



Payroll

Plus



Supply Chain Management



Timetabling & Scheduling

Guide

Security standard		
IRAP (OFFICIAL)	✓	
IRAP (PROTECTED)	✓	
NZ IRD SPS 13/01	✓	
ISO/IEC 27001:2013	✓	
ISO/IEC 27017:2015	✓	
ISO/IEC 27018:2014	✓	
ISAE 3402 SOC1	✓	
AT-C 205 SOC2	✓	
AT-C 205 SOC3	✓	
SSAE 18	✓	
Cyber Essentials Plus (UK)	✓	
Gov.uk	✓	
PCI DSS 3.2 SAQ-D	✓	

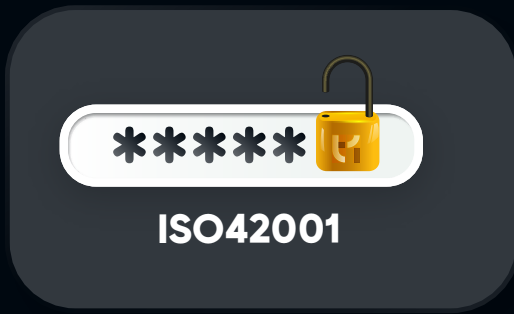
The highest level of cyber security

Protecting sensitive payroll data with enterprise-grade security and governance

Payroll data demands the highest level of protection. TechnologyOne Payroll operates within a secure SaaS environment designed to safeguard employee information through role-based access, encryption and continuous monitoring.

Regular upgrades and proactive threat management ensure your payroll system remains resilient against emerging risks.

Supported by recognised security certifications and compliance standards, you can manage payroll with confidence that sensitive data is protected at every stage.



AI you can trust

TechnologyOne achieved ISO/IEC 42001:2023 certification in 2025, becoming one of the first enterprise software providers globally to be certified under this international standard for Artificial Intelligence Management Systems. It addresses transparency, accountability, bias management, and ethical oversight, defining the controls needed to continuously assess and mitigate AI-related risks.

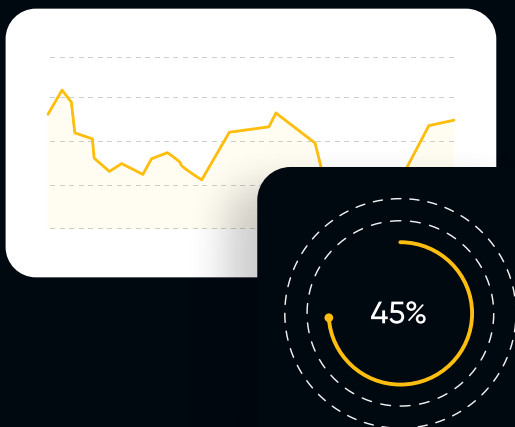
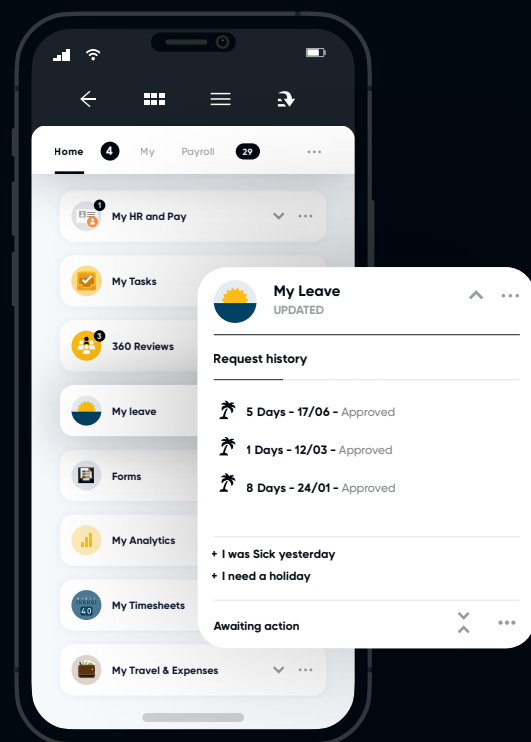
This means TechnologyOne's AI capabilities, including Plus, are built on a foundation of world-class security and compliance – so you can adopt AI with confidence.

Our ~~code~~ no-code configuration

**Tailor our solution for your payroll environment
– no programming or coding needed.**

Configure payroll rules, approvals and workflows to reflect your organisation's specific requirements without custom development. Adjust pay structures, validation controls and reporting frameworks through intuitive tools designed for business users.

This approach enables flexibility while preserving upgrade readiness, ensuring your payroll solution evolves with your organisation without introducing unnecessary complexity.



Real-time dashboards

Make informed payroll and financial decisions with live insight into costs and compliance.

Access interactive dashboards that provide immediate visibility of payroll costs, variances and compliance indicators. Replace static reports with live data that supports timely oversight and informed executive discussions.

With up-to-date insight available on demand, you can monitor trends, assess financial impact, and maintain stronger control over payroll performance.

SaaS+

With SaaS+ TechnologyOne delivers an end-to-end, customer-centric solution so you can focus on serving your community.

One plan, one price, one point of call.

SaaS+ is TechnologyOne's all-inclusive delivery model, designed to simplify implementation and provide certainty across your payroll transformation. Leveraging 38 years of industry expertise, we take full responsibility for delivering and supporting your Payroll solution, not just the software.

Through a single yearly fee, you receive defined scope, agreed outcomes and a structured implementation approach. TechnologyOne remains accountable for upgrades, infrastructure, performance and ongoing support.

SaaS+ delivers:

- Guaranteed scope and defined timeframes for predictable outcomes
- A single partner responsible for implementation, upgrades and support
- Continuous innovation through regular releases and enhancements
- Reduced project and organisational risk through full ownership
- A secure, scalable SaaS foundation built for long-term growth



Our people

At TechnologyOne, we believe in fostering a culture of innovation, creativity, and collaboration, and have created an environment that allows our people to thrive. This culture is built into the fabric of our business, driving high performance, and underpinning our success.

Our global team of more than 1,300 passionate individuals forms the backbone of our operations. At the heart of our workforce are our more than 400 developers, powering one of the largest Australian-owned Research and Development (R&D)

centres for enterprise software. In addition to our R&D centres in Brisbane and Perth, we have offshore centres in Indonesia and Vietnam, extending our capabilities to better support our customers and products.

Our developers are leaders in their field who challenge conventional thinking and go beyond the traditional realms of development methodology.

Driven by a commitment to solving complex business problems for our customers, our team has delivered

a massively broad and deep global SaaS ERP solution, competing and triumphing against multinational giants with tens of thousands of staff.

Our customers are our true north guiding the decisions we make, the people we employ and the processes we create. We continue to invest in our Compelling Customer Experience program, which gives our people the ongoing training and support they need to deliver outstanding customer experiences.



technology¹

About TechnologyOne

TechnologyOne (ASX: TNE) is Australia's largest enterprise software company and one of Australia's top 100 ASX-listed companies, with locations globally.

We provide a global SaaS ERP solution that transforms business and makes life simple for our community. Our deeply integrated enterprise SaaS solution is available on any device, anywhere and any time and is incredibly easy to use. Over 1,300 leading corporations, government agencies, local councils and universities are powered by our software.

Since 1987, we have been providing our customers enterprise software that evolves and adapts to new and emerging technologies, allowing them to focus on their business and not technology.

Ready to learn more?

Technology¹.com