



technology¹

Human Resources

Purpose-built workforce and talent management software with next-generation AI capabilities for structured, compliant and future-ready people operations.



Lead your workforce with clarity and control

End-to-end Human Resources designed for governance, visibility and confident decision-making

Workforces are becoming more complex. Organisations must manage recruitment, performance, workforce planning and compliance while maintaining strong governance and visibility across every role and structure.

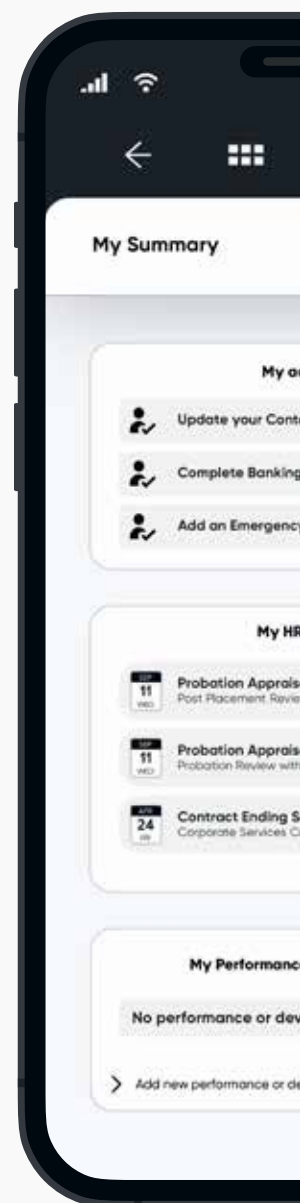
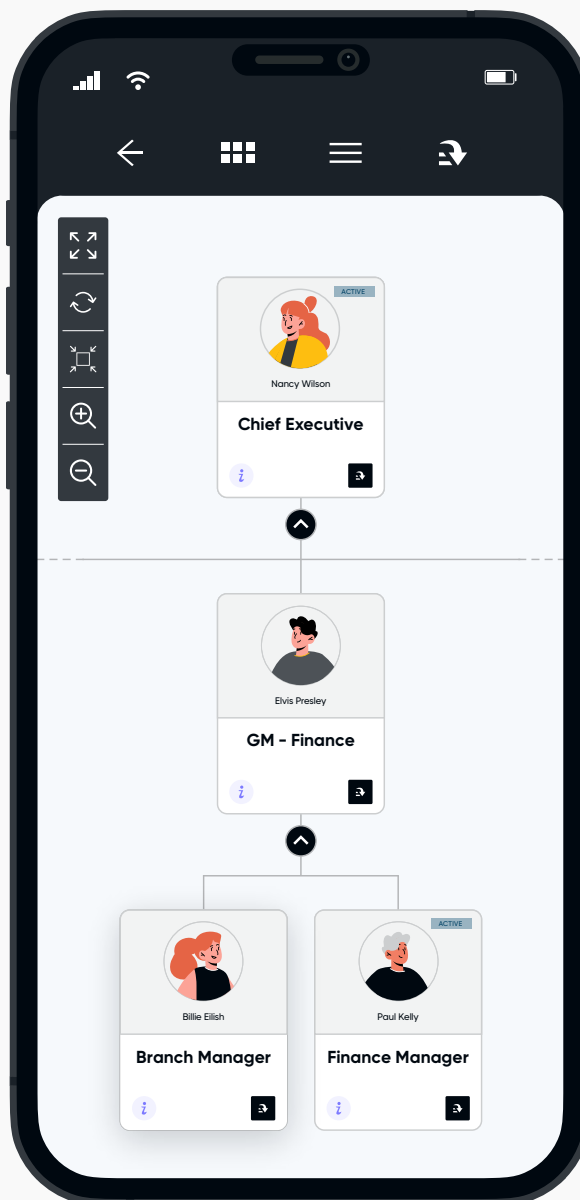
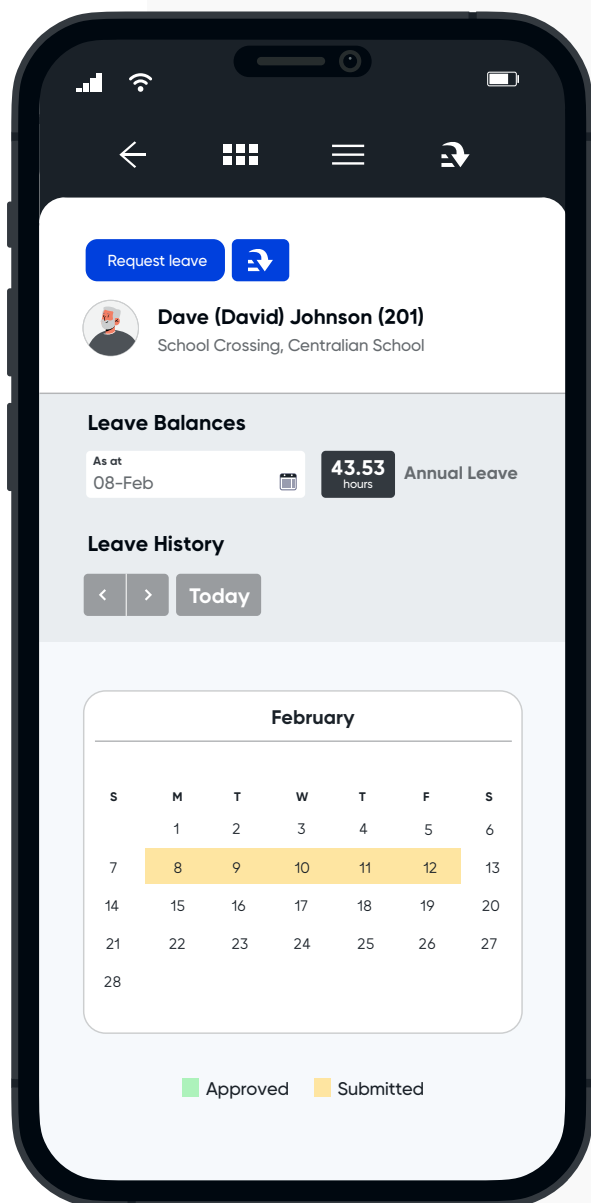
Manual processes and disconnected systems create risk, duplicate data and limit insight into workforce costs and

capability. HR leaders need a single source of truth that supports day-to-day operations and long-term strategy.

TechnologyOne Human Resources provides structured, compliant workforce management within a secure SaaS ERP environment – giving you real-time visibility, controlled processes, and the confidence to align your people

strategy with organisational goals.

AI is embedded directly into the product workflows. Plus, TechnologyOne's agentic AI, allows HR teams to query workforce data, surface insights, and action tasks using natural language – all within the same secure environment your organisation already trusts.



"It's been great for our HR team because others in the organisation are now less reliant on us to do small tasks like updating an organisational chart or manually processing leave."



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.

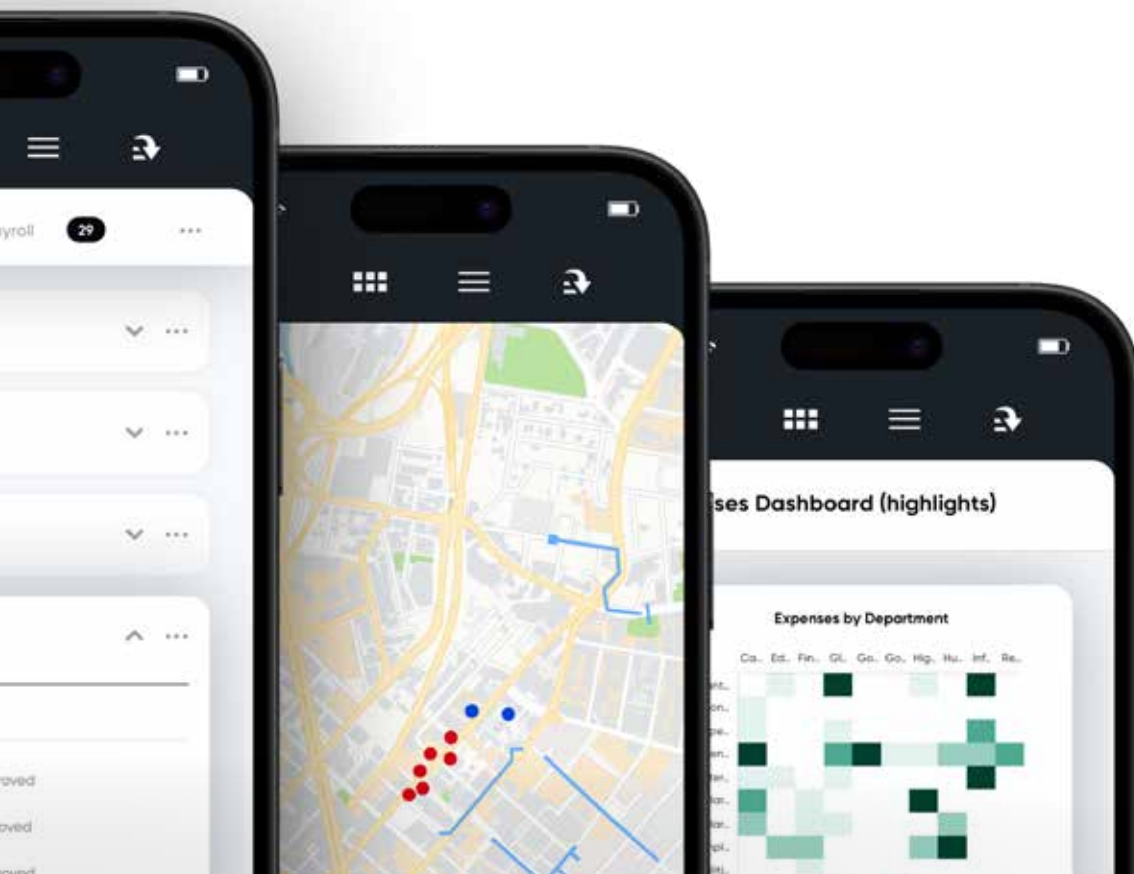
With continual upgrades, including two yearly major releases and weekly patches, empower your community with a best-in-class solution in an ever-changing environment.

A single source of truth for all employee data

Get a complete picture of your workforce with one central location for all employee information, making it simple to access and update.

Hire to retire

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



Empower your employees

Enhance the employee experience by enabling your people to manage their own HR admin with intuitive tools and self-service features available on any device, anywhere, at any time.

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

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

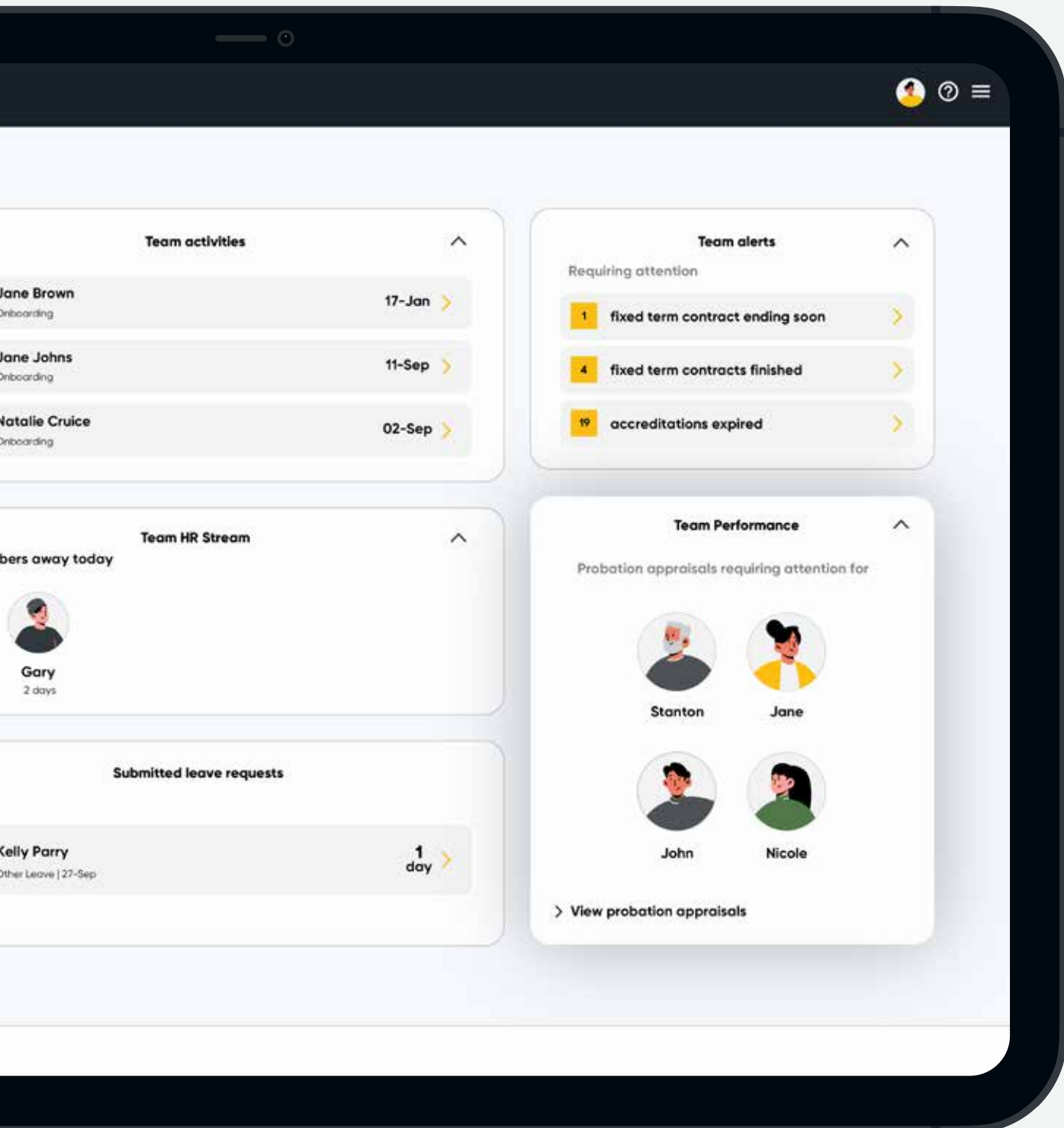
Always up-to-date

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



TechnologyOne Human Resources is a purpose-built product that manages the full workforce lifecycle within a secure SaaS ERP environment, delivering benefits such as:

1. End-to-end workforce lifecycle management

Manage every stage of the employee journey from recruitment and onboarding through development, movement, and separation. Structured workflows guide approvals, enforce policy, and maintain consistent records across your workforce.

Centralised position control keeps organisational structures aligned to strategy, with real-time tracking of changes and clear visibility of workforce composition and cost impacts, reducing duplication and strengthening accountability across the organisation.

2. Compliance and governance by design

Maintain strong governance with controlled processes, secure employee records, and complete audit visibility. Role-based access ensures sensitive information is protected while staying accessible to authorised users.

Every employment change is recorded with full history to support internal controls and external reporting, helping you meet legislative obligations with confidence and ensuring workforce data stays accurate, traceable, and aligned to regulatory requirements.

3. Organisational modelling and vacancy management

Plan and manage your workforce structure with confidence. Model proposed organisational changes, create and manage positions, and assess reporting line impacts before changes are implemented. Vacancy management tools give HR teams and hiring managers clear visibility of approved positions and headcount, helping organisations stay aligned to workforce strategy and prevent unplanned growth.

4. Recruitment and onboarding with control

Streamline recruitment through structured approvals, clear position management, and transparent candidate tracking.

AI-enabled screening helps reduce bias and surface the best candidates faster, with automated resume parsing, candidate summaries, and structured interview questions reducing manual effort at every stage.

Onboarding workflows ensure compliance requirements are completed before commencement, keeping your workforce aligned to strategy.

5. HR Knowledge Base

Give employees instant access to the information they need, when they need it. The HR Knowledge Base centralises policies, guides, and frequently asked questions in a single, secure repository, accessible through Plus using natural language.

Employees can ask questions in plain English and receive accurate, contextual answers without contacting HR directly. This reduces repetitive support queries, accelerates onboarding, and ensures information stays consistent and aligned to approved policies across your organisation.

6. Performance and development

Support continuous improvement with structured performance management and development tracking. Clear goal setting aligns individual goals to organisational priorities.

Managers gain consolidated visibility of review cycles and development plans, enabling early identification of high performers, succession opportunities and capability gaps to support a proactive and structured approach to workforce development.

7. Real-time reporting and workforce insight

Access real-time dashboards and workforce analytics to support executive reporting and operational oversight. Standardised reports provide consistent data across the organisation.

Drill into workforce trends, position movements and cost changes with accurate, up-to-date information, enabling faster responses to workforce risks and informed decision-making at leadership level.

Compatible with Plus

No clicks.

No screens.

Just conversations.

Human Resources connects with Plus, TechnologyOne's agentic AI product, allowing HR teams to query workforce data, surface insights, and action tasks using natural language. From checking headcount trends to reviewing performance data, Plus works across your existing HR 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.

us

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 Human Resources

Organisation and Workforce Management

Manage your entire workforce – employees, contractors, and contingent workers – from a single platform. Restructure in real time, model future scenarios, and execute changes with confidence, maintaining full visibility and control from onboarding through to retirement.

Employee Data Management

Centralise all employee records in a single, secure environment. Maintain accurate, date-effective data across employment history, contracts, qualifications, and personal details – with role-based access ensuring information stays protected and accessible to the right people.

Recruitment and Onboarding

Accelerate time to productivity with smarter recruitment and seamless onboarding. AI-enabled screening helps reduce bias and surface the best candidates faster. Structured, consistent onboarding ensures every new hire has the right access, equipment, training, and connections from day one, creating engaging experiences that improve retention and build high-performing teams.

Performance, Development, and Learning

Align individual performance with business priorities through continuous feedback, structured reviews, and targeted skill development. Identify capability gaps early, create personalised development pathways, and track progress in real time. Give managers the insights they need to grow their teams and ensure your organisation has the skills required to execute on strategy.

Talent and Succession Management

Identify critical roles, assess succession risk, and build robust talent pipelines before gaps become risks. Track high-potential employees, align development investments with future needs, and make confident promotion decisions backed by performance data and capability insights.

Intelligent HR Services at Scale, Personalised by AI

Provide consistent, personalised HR services through AI-enabled knowledge and natural language search. A single, always-current source of policies and procedures delivers instant, relevant answers, reducing enquiry volumes, accelerating resolution, and freeing HR teams to focus on strategic outcomes rather than repetitive questions.

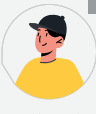
Analytics and Insights

Access real-time insights across performance, capability, and diversity. Spot trends early, model workforce scenarios, and make evidence-based decisions that align people strategy with business priorities. Move from reactive reporting to proactive workforce planning with confidence.

cia

Edit

Manage

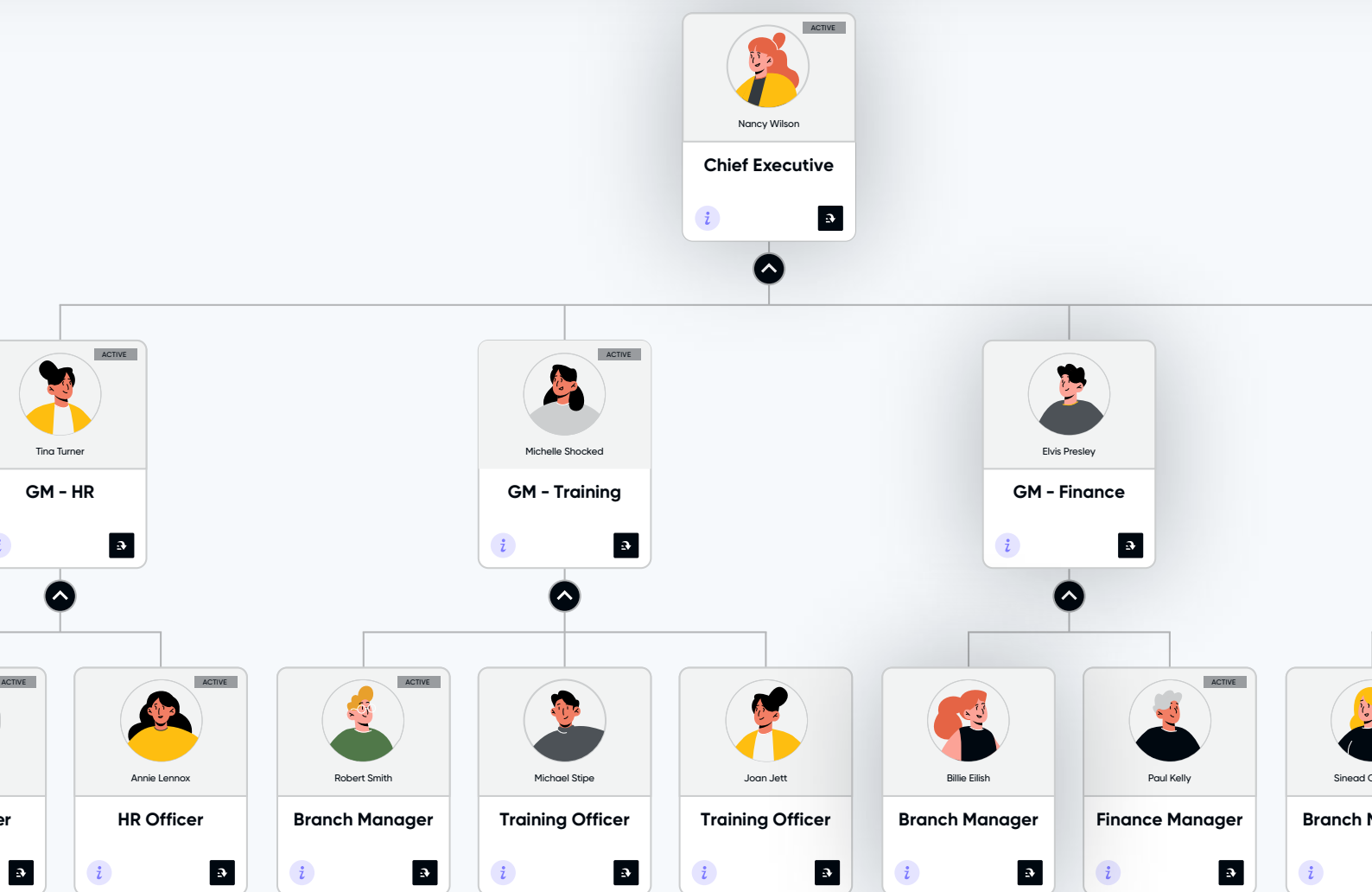


HR Manage



Powered by TechnologyOne | M

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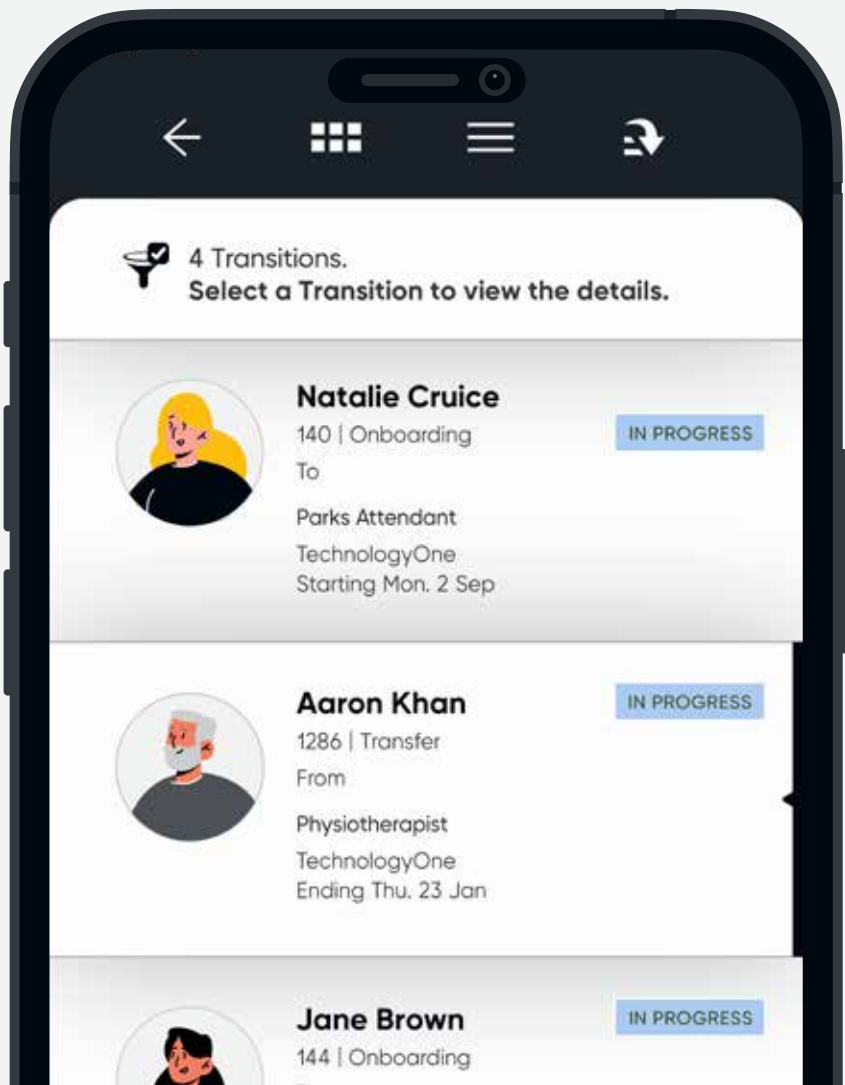
Making life simple for our community

Human Resources

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

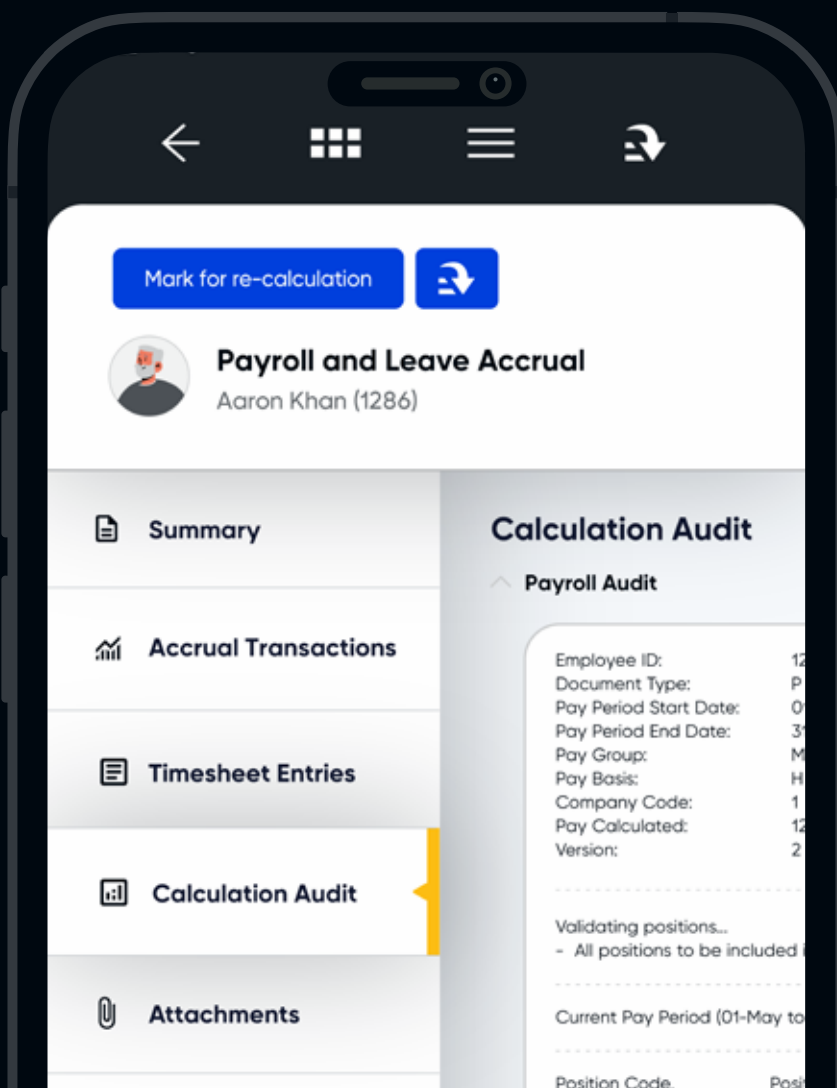
HR teams keep a single source of truth for position, contract, and employment data, while payroll teams benefit from accurate, up-to-date information at every pay cycle. Finance gains real time visibility over workforce costs as they occur.

[Learn more about TechnologyOne Human Resources](#)



with Payroll. Better together.

One ERP environment.
No duplication.
No gaps.



AI-enabled features built into Human Resources



Human Resources includes a set of AI-enabled features built directly into recruitment workflows – doing the groundwork so your people don’t have to. From generating insightful candidate summaries to guiding interviews, these features work across workflows, cutting manual effort and bringing the information that matters to the surface, faster.

ed built into resources

Resume Parsing

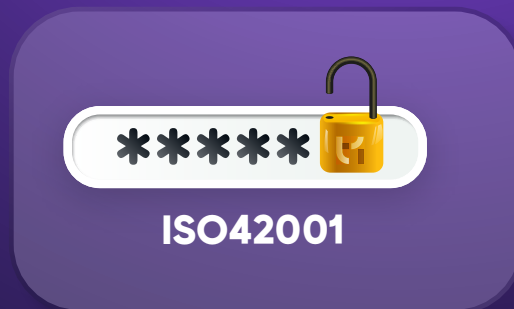
Automatically extracts key information from a candidate's resume to prefill the online application, reducing manual data entry and helping recruiters identify qualified candidates faster.

Interview Question Generation

Generates interview questions tailored to each role, organised into Behavioural and Technical categories to promote consistency and reduce preparation time.

Application Summary

Generates a structured summary of each submitted application, saved for use during shortlisting to enable faster and more informed review decisions.



Interview Guide Generation

Creates a comprehensive interview guide with sections for role overview, key areas to assess, and assessment criteria, helping interviewers stay aligned on evaluation standards.

All AI-enabled features are underpinned by TechnologyOne's ISO 42001:2023 certification and 'human in the loop' philosophy, delivering innovation with the highest standards of trust and security.

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	✓	

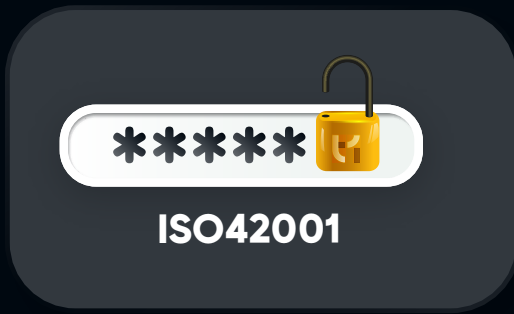
The highest level of cyber security

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.

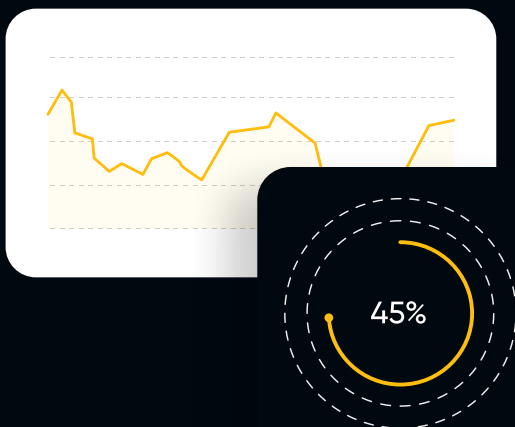
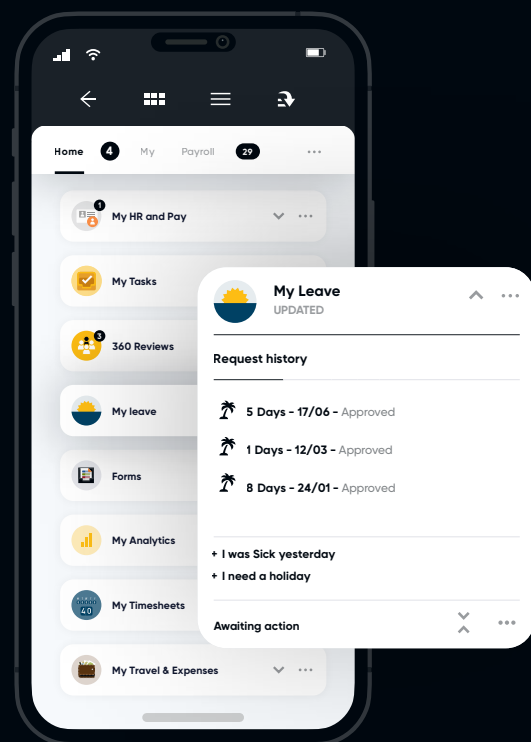
This means TechnologyOne's AI capabilities, including Plus, are built on a foundation of world-class security and compliance - so you can adopt AI with confidence.

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