

5-POINT CHECKLIST TO EVALUATE YOUR COMPLIANCE READINESS



Managing compliance can be complex and tricky for any business today. It can feel overwhelming trying to stay current on proposed guideline changes, updates to existing regulations, and rollouts of new legislation. Despite the complexity, a recent survey of 812 HR and payroll managers found that many respondents believe they're prepared and will be able to implement future regulatory changes with ease.¹

Based on their responses, here are the five short but critical questions to ask yourself to determine your organization's compliance readiness:

YES
 NO

Does my HR and payroll system receive regular legislative updates automatically?

Ongoing regulatory changes require regular and frequent updates to your system. Cloud solutions can provide this automatically with no need for user involvement.

YES
 NO

Do I have a single employee master record to manage my employees through the entire employee lifecycle?

Many labor rules and taxes require a combination of payroll, HR, benefit and time data. Having a single master record ensures there is only one version of "the truth," and it is accurate at all times.

YES
 NO

Does my system automate processes, track and manage tasks to completion, and notify me of statuses for compliance-related workflows?

Automating processes ensures fairness across your organization and greatly eases the burden of tracking required steps and compliance-related tasks.

YES
 NO

Does my HR technology vendor provide education, tools and resources to help my organization stay compliant?

Of all the tools available, survey respondents said the HR and payroll vendors are their leading source of insight 61% of the time.

YES
 NO

Is my HR and payroll system capable of, and my HR vendor prepared and available, to configure my system to handle my specific organizational requirements?

Multiple tax jurisdictions, overlapping overtime and leave rules, and complex pay calculations require that systems be backed by expert technical support and knowledgeable frontline service.

¹ All the statistics in this document are based on findings from The \$100,000 Bill, a survey by The Workforce Institute at Kronos Incorporated, conducted by The Future Workplace, July 10-14, 2017, among 812 U.S. HR and payroll leaders.

If you didn't mark "yes" for each question, give us a call.

Quickly adapt to regulatory changes with a unified HR and payroll system, and reduce data-entry complexity and errors that lead to frustration and compliance risk.



PAYNORTHWEST

paynorthwest.com | 866-729-6920

