

ROBERT WALTERS

Payroll solutions

Smarter payroll that takes care of your people and your budget





He waka eke noa

This is one of my favourite phrases from te reo Maori . It means: ‘We’re all in this together.’

It resonates with me as we have been in the ‘waka’ with so many of our clients and candidates over the years. With every talent challenge they face, a new Robert Walters solution is born.

One of the solutions we’ve crafted over 2 decades, is our Payroll Only solution. We recognise the vital role human resources play in propelling businesses forward, but we also understand the significant risks and costs associated with screening, vetting and payrolling a team. That’s why we offer our clients a comprehensive payroll solution, reducing administrative burdens and allowing our clients the time and flexibility to succeed.

With our Payroll Only solution, our clients and their contractors become part of our community. We support our clients by providing essential data for informed business decisions, reducing their ‘people risk’, contribute to lowering their overheads and providing support and benefits to nurture a happier, more loyal workforce.

We are not an ‘off the shelf’ recruitment agency. We are a tailor-made talent consultancy. So, tell us your unique story, and let’s write the next chapter together.

Shay Peters, CEO - ANZ



Talent experts

Our Payroll Solution has been perfected over time, yet we embrace all challenges without exception. Share your payroll challenges with us, and together we will find the solution.

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Manage your 'people risk' and cost

Every business accepts a certain level of expense and risk associated with their people; but why take on more than necessary?

Human resources typically represent a significant cost for any business, spanning from attraction and retention to payrolling and benefits. Employees play a crucial role to an organisation's success; but how can you leverage a more cost-effective approach?

Robert Walters understands people and the complexities of delivering accurate, compliant and timely payroll services. We have the necessary tools, expertise, and financial resources to provide you with comprehensive payroll support to lower your risk and reduce your administrative costs. By utilising our tailored payroll solutions, we can take care of the behind-the-scenes, allowing you the time and flexibility to grow and succeed.

"We've always found the Robert Walters payroll service to be quick, efficient, painless and well priced. Candidates we've put through the process range from experienced operators to first time contractors and the general feedback we've received is that the team were really helpful and the support to navigate the service was there for whatever level of contracting experience the person had. Having robust compliance measures (including reference check provision) helps considerably on our side and weekly payment has been well received by the candidate. Overall, we've had great success using this service and I know the candidates we've put via it have all commented on the fact they felt well looked after by the Robert Walters team."

- Group Manager Planning & Delivery, Sector Digital Channels



Your end-to-end payroll solution



Risk: We minimise your people risk. We thoroughly vet all candidates including reference checks, right-to-work, MOJ checks and more.



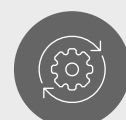
Cost: We assist to reduce your overheads and the time and effort spent on the administrative tasks related to payroll.



Confidence: Our services comply with NZ employment legislation and international health & safety standards (e.g. ISO45001, ISO9001).



Stability: As a plc, we have the financial muscle to ensure your contractors are paid on time, every time.



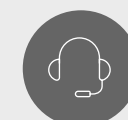
Continuity: Every contractor is paid weekly through our payroll system.



Speed: Our partners utilise our fast and convenient digital platforms for onboarding and timesheet submission and approvals.



Data: We can assist your resource planning and purchasing decisions by analysing and providing you bespoke contractor and temporary workforce data.



Support: We'll provide a dedicated account manager to work with you every step of the way.



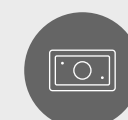
Flexibility: We facilitate whichever engagement method is preferred (e.g. PAYE, Contractor)



Reach: Through us, you can tap into a network for 20,000+ contractors worldwide.



Protection: Our cybersecurity vigilance ensures the safety of your business and contractors' data.



Cashflow: Our flexible payment terms help boost your cash flow.

A happier, more loyal contractor workforce

We care for your contractor's financial, mental and physical wellbeing

When people are living their best lives, they're more likely to stay in their roles and perform at their peak. So, when your Contractor's are paid via our payroll, they become part of our Robert Walters community. This qualifies them for benefits and perks such as weekly pay, premium discounts (from groceries to gym memberships), invites to exclusive events, regular support and updates, access to online lifestyle/wellness tools (from music to meditation to workouts), and more.

“Utilising an approved ‘all of government’ panel provider like Robert Walters for business change services in New Zealand, particularly for payrolling contractors where pace is required, offers significant operational efficiencies.

The approach has enabled my clients to directly access qualified candidates while bypassing an extensive and time consuming procurement process and related costs, a critical advantage in Wellington’s competitive market.

By retaining valuable services (eg candidate vetting, reference check etc.) available it ensures compliance, streamlines hiring, and enhances agility in the government sector, enabling swift access through a trusted partner to specialised talent and fostering a more efficient, effective public service transformation”

- Rosaleen Smith, Payrolled Candidate



Caring for your contractors' cash flow:

Amidst cost-of-living pressures, everyone is feeling the pinch. That's why we pay contractors weekly.



Exclusive perks: We've secured a range of contractor discounts and benefits to help with life's essentials, such as groceries, gym memberships, and much more.



Keeping contractors well: Our online hub gives access to free music, meditations, and workouts and our online magazine shares the latest health insights and wellbeing inspiration.



Keeping everyone informed: Our chatbot Leo, pings contractor's phones with up-to-the-minute support while our culture hub keeps them across Robert Walters news and updates.



Widen their network, deepen their knowledge: Contractors will receive exclusive invitations to our networking events with industry colleagues and peers.



A listening ear: If the going gets tough contractors can access free counselling and support via our Employee Assistance Program (EAP).



Experts on their side: Our industry leading experts are ready to provide our community with advice and tips.



Save time and energy: Our onboarding platform makes contracting easy – from seamless registration, to placement, to ongoing support.

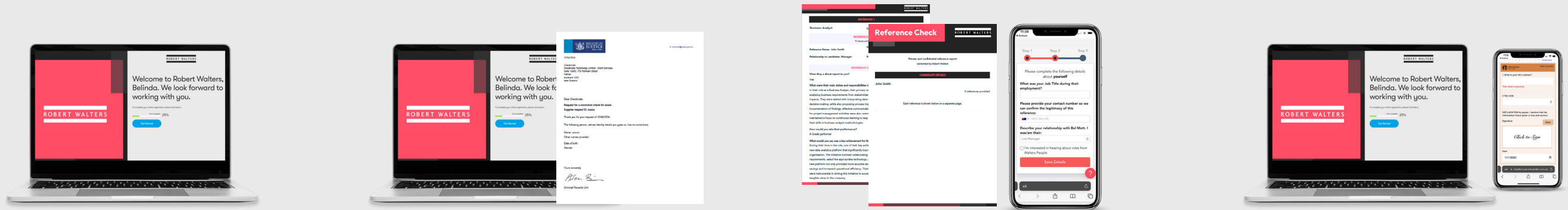


Broaden their horizons: Contractors can tap into our international career experts for connections and advice.



We're in it together: We're here to assist throughout the contracting career journey, whatever that may look like.

Experience powered by tech



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Registration

Our cloud-based onboarding platform, swiftly and securely captures essential registration information, including right to work and disclosure and consent, in just 3 minutes.

Vetting

Our onboarding platform effortlessly integrates with our probity partner for quick and accurate Ministry of Justice (MOJ) checks.

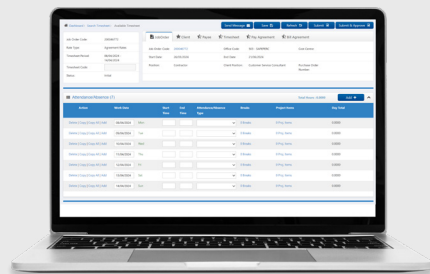
Screening

Our digital reference checking platform ensures accurate and fast collection of reference checks.

Placement

Our onboarding platform securely captures essential details for our payroll team such as bank, tax, and KiwiSaver information. It also integrates seamlessly with our payroll platform, minimising manual handling and human error.

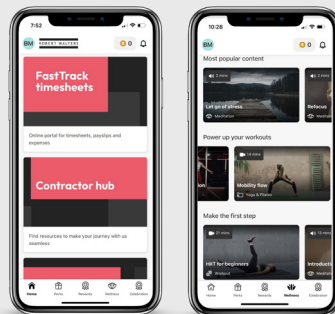
We harness technology to elevate our efficiency, quality of service and the experience for both clients and candidates.



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Time sheeting

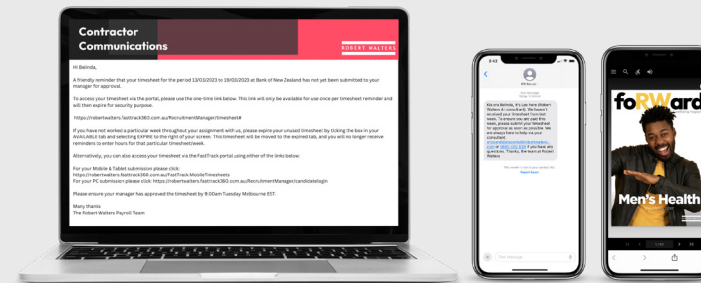
Our online timesheet portal allows our partners to review and approve timesheets or invoices and expenses.



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Benefits

Our digital benefits platform offers 'your workforce' discounts from top brands, a dedicated space for music and workouts, and effortlessly links to other essential platforms required throughout their journey with us.



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Community and Support

Our chatbot Leo, keeps 'your workforce' up to date with timely updates on timesheet status and emergency or BCP updates, while our digital health and wellbeing magazine shares the latest insights.

Make 'data-led' decisions

Leverage data to propel your growth and achieve success.

With our payroll only solution, we can provide detailed reports encompassing recruitment activity, key ratio analysis, placement history, fee/margin breakdown, cost centre analysis, and weekly, monthly, and quarterly billings.

Our reporting on contractor expenditure ensures transparency, cost control, strategic insights, and better decision-making. These reports enable you to maximise your workforce, improve efficiency, and align your workforce with your business goals.

Contractor Name	Hiring Manager	Job Title	Start Date	End Date	Sub-Cat	Hr/Day Rate	Provider Rate	Spend period	Spend period (incl. Admin)	Hrs (period)	Contract Spend	Contract Spend (Incl.)	Contract Hrs
xx	xx	Senior Systems Accountant	11/04/22	13/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Senior Project Manager	24/07/23	26/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Project Coordinator	20/03/23	31/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Procurement Specialist	01/07/23	30/06/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Business Analyst	01/08/23	01/08/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx

We do this for a living...

35%

of our Robert Walters contractor community are engaged through our payroll-only solutions across New Zealand

For more information please contact us

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