



PAYE Modernisation:

The ins & outs of increasing fees without losing clients



An Introduction to PAYE Modernisation

PAYE Modernisation is the most significant change ever to happen to the Irish PAYE system and introduces a new and improved way of reporting to Revenue. Employers will need to submit information to Revenue in real time, every time an employee is paid, and as a result, the PAYE system will be more efficient. All employers with at least one employee will need to comply with the new system by law.

[PAYE Modernisation](#) does not change the way PAYE is calculated; it just means that employers will need to make more regular submissions to Revenue each time the payroll is processed. Every time you pay your employees, a file known as a Payroll Submission Request (PSR) will need to be submitted to Revenue.

PAYE Modernisation as a profitable service?

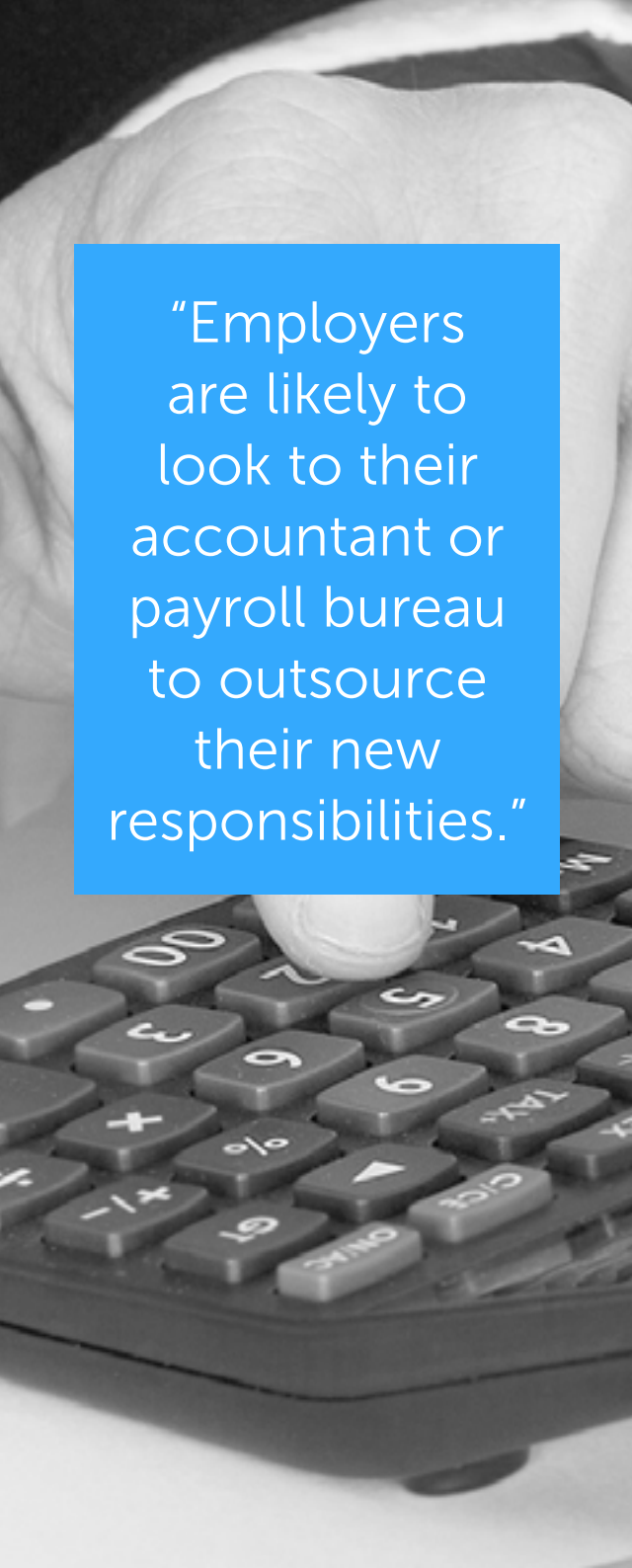
For employers who submit a yearly P35 return or those with little payroll experience, the changes to the payroll legislation will be complex and hard to understand. If your clients outsource their payroll processing to you, they will expect you to deal with PAYE Modernisation on their behalf. It is important that you work with your clients to make sure they are fully ready for PAYE Modernisation and understand the additional work required on your behalf.

The new PAYE legislation will be a big change for all employers - it will abolish the once a year P35 submission system, forcing them to submit their payroll information to Revenue each pay period. **With the added workload required to process PAYE Modernisation, it is inevitable that these types of clients should expect to pay more for the extra work provided.**

Payroll bureaus will now need to prepare, process, finalise the payroll and submit the information to Revenue each and every pay period. [PAYE Modernisation](#) is the perfect platform to re-align your payroll services as a viable growth area of your accounting firm or payroll bureau.

This guide will examine practical tips to ensure PAYE Modernisation will be a smooth and profitable process.

Be ready to offer PAYE Modernisation as a service that your clients will be happy to pay for.



“Employers are likely to look to their accountant or payroll bureau to outsource their new responsibilities.”

Planning

PAYE Modernisation can play an integral part of your business growth plan by providing it as an additional chargeable service to your clients. This January, there will undoubtedly be a high demand from employers looking for help with their payroll and PAYE Modernisation obligations. It will be important to be ready. Payroll bureaus will have an additional workload as they will be submitting the new PSR file to Revenue. Revenue is urging accountants, bookkeepers and payroll bureaus to be prepared, as many employers are likely to ask for help with PAYE Modernisation.

Clients processing payroll manually

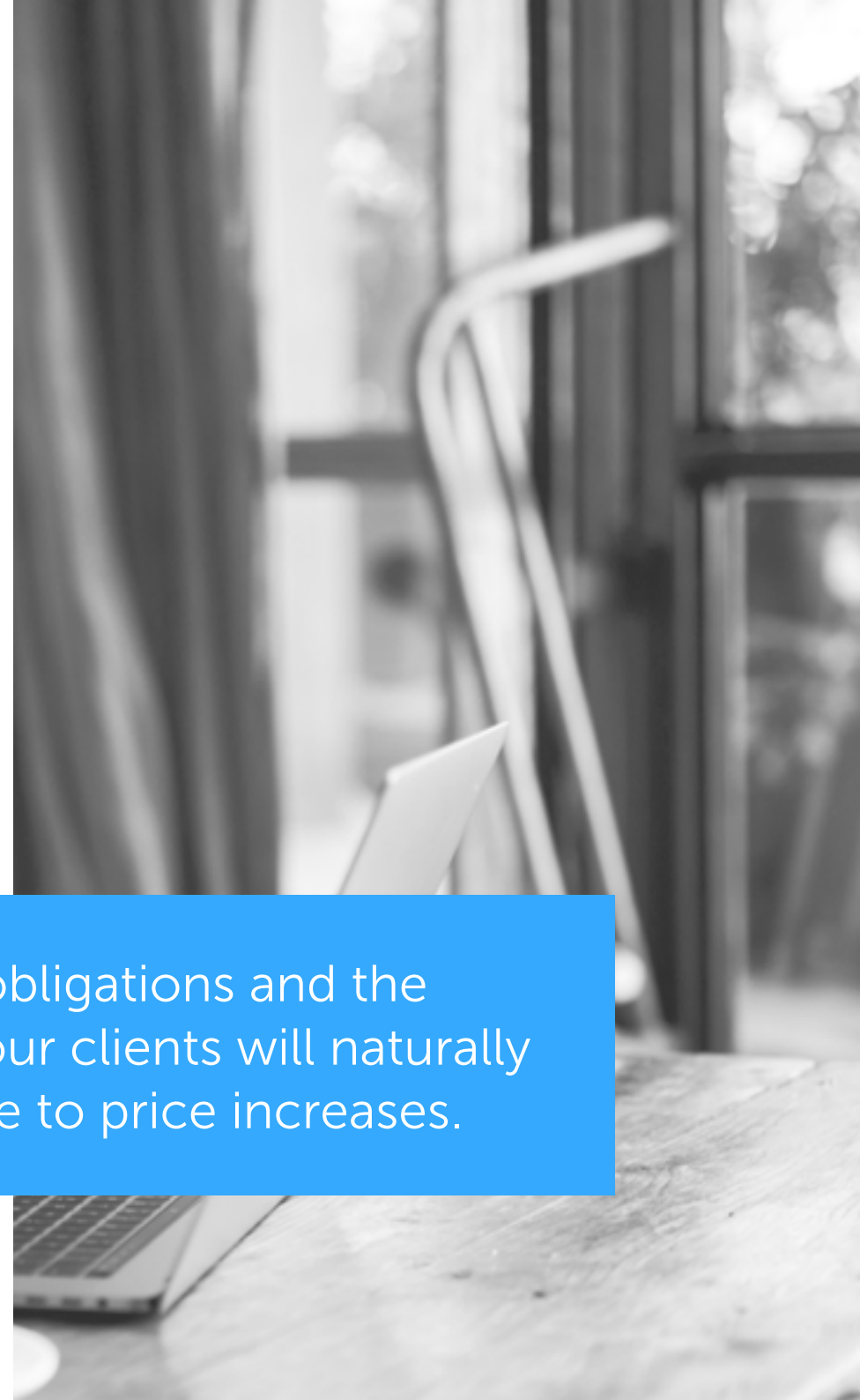
According to Revenue, a significant number of small employers are still processing their payroll using a manual, spreadsheet or paper-based system. A [manual approach](#) may seem like an attractive option but it can result in inaccurate payroll processing. Manual records are very difficult to maintain, store securely under GDPR and are subject to greater human error. Some employers may decide to purchase payroll software to process PAYE Modernisation in-house. However, most employers are likely to look to their accountant or payroll bureau to outsource their new responsibilities. Learn more about the disadvantages of [manually calculating PAYE Modernisation](#).

Communicating with Payroll Clients

Revenue has recently started to send letters to employers informing them about the upcoming legislation changes. Your clients may have begun to ask questions regarding what is involved with [PAYE Modernisation](#) for their business. Many payroll bureaus have already commenced communicating with their clients about PAYE Modernisation and the additional workload required.

The way in which you communicate with clients about your PAYE services will play a big part of your success strategy.

By explaining the new PAYE obligations and the additional processing required, your clients will naturally be more adaptive and receptive to price increases.





Opportunity or Threat?

It is natural for clients to be cautious when they are told that the prices are increasing. However, you must be confident in outlining the additional tasks and expertise required to process payroll once PAYE Modernisation is introduced. Transparency will be the key to your success and you will find that your clients will be less likely to complain if they have a greater level of understanding regarding the new system.

PAYE Modernisation presents an opportunity for payroll bureaus to increase revenue and build strong client relationships.

If you want to drive your business forward, you will recognise PAYE Modernisation as an opportunity to increase profits and not a threat.

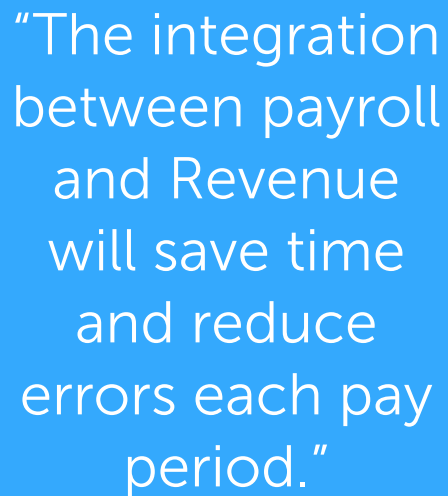
Charging for PAYE Modernisation

A clear pricing structure will allow any bureau to accurately cost and schedule the work involved for each client depending on their pay cycle. You will need to determine what level of services you will provide to clients. For example, you may find it easier and more profitable when processing the payroll and submitting the PSR to Revenue on a monthly basis.

For clients who operate on a weekly payroll run, you may decide to charge a higher fee as you will need to prepare and make the submissions to Revenue on a more regular basis.

By outsourcing this kind of payroll work, your clients will ultimately be saving on staff resources and software investment, while simultaneously increasing efficiencies.





"The integration between payroll and Revenue will save time and reduce errors each pay period."

Integrated Payroll Software


The [PAYE Modernisation](#) process is something that will require additional processing. Fortunately for bureaus, it should be seamlessly handled and automated by your payroll software. Revenue has developed an integration feature which allows both payroll software and Revenue to be electronically connected to each other. **This integrated technology will allow users to submit their payroll file to Revenue by simply clicking a button within the payroll software.** This direct integration between payroll and Revenue will additionally save time and reduce errors each pay period. If you have the correct payroll tools in place, the ongoing reporting to Revenue will be automated and the workload minimal.

Check with your current payroll provider to be certain that the software will cater for the requirements of PAYE Modernisation. Ensure your [payroll software](#) can automatically prepare the required Payroll Submission Request (PSR) file and then allow to submit the file instantly and electronically to Revenue. Integrated payroll and PAYE Modernisation tools, such as Thesaurus Payroll Manager, allow bureaus to boost their productivity and efficiency building a more profitable business model. **Payroll bureaus will save money and increase profits if they have the correct payroll tools in place to automate the PAYE Modernisation requirements.** Revenue will penalise any employer for not submitting their payroll information on time or if your payments are late.

Increase Profits

For maximum profits, it is recommended to purchase payroll software that offers no restrictions on the number of clients or the number of employees that can be set up. Recently, more and more accountants and bureaus are moving away from software providers that charge on a per client or per employee basis. By choosing payroll software with unlimited clients and unlimited employees as standard, payroll bureaus are now making real profits from their payroll offering. It's simple, the more clients you have the more profits you make.

Thesaurus Software offers a bureau payroll software package for just €339 per tax year which includes unlimited employers, unlimited employees, [PAYE Modernisation integration](#) plus free customer support. Ultimately, PAYE Modernisation is a service that you can offer to clients and feel confident charging the appropriate amount for it. It does require some effort on your part but it can create competitive advantages, boost sales and profits, whilst saving time, stress and money.

A black and white photograph of several tall stacks of coins on a reflective surface. A hand is visible at the top right, dropping a coin into the top of one of the stacks. The image is used as a background for the quote box.

"PAYE Modernisation is a service that you can offer to clients and feel confident charging the appropriate amount for it."



PAYE Modernisation Training

Payroll bureaus will need to understand and explain to clients what they are getting in return for the additional fees, therefore, communication will be fundamental to your success. Many payroll software providers are already offering free online [PAYE Modernisation webinars](#) in conjunction with the Revenue Commissioners Office.

Thesaurus Software is running a series of free CPD accredited PAYE Modernisation webinars with guest speaker Sinead Sweeney, the PAYE Modernisation Change Manager for the Revenue Commissioners.

[Register here for free CPD accredited events.](#)

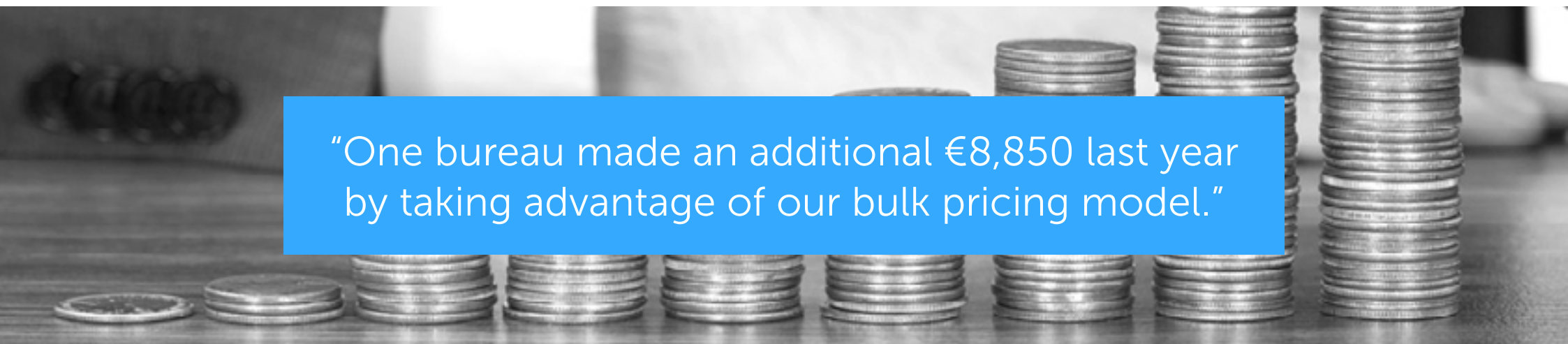
GDPR & Self-Service Portals

An increasing number of payroll bureaus are moving to cloud self-service portals to further increase the revenue from payroll services. Secure online self-service solutions give clients and employees online remote access to view their personal payroll data 24/7. **This remote access portal is tailored to help you and your clients overcome some of the key challenges GDPR presents and gives you another opportunity to increase profits.** An online facility, such as [Thesaurus Connect](#), will improve your payroll productivity with automated payslip distribution, up-to-date employee records, safe document upload, easy leave management and a secure backup of clients' payroll records.

[Watch Thesaurus Connect video for payroll bureaus.](#)

Thesaurus Connect significantly increases the efficiency and effectiveness of payroll work within the remit of the [GDPR](#) guidelines. There is a considerable business opportunity to increase revenue while safeguarding client's personal data. Our pricing model offers significant discounts to payroll bureaus for bulk purchases. One bureau made an additional €8,850 last year by taking advantage of our bulk pricing model. He purchased a 200 employer pack for €2,950 which works out at €14.75 per client. He then charged each client €59 for them to use the self-service features.

[Book a Thesaurus Connect demo today.](#)



"One bureau made an additional €8,850 last year by taking advantage of our bulk pricing model."

Why Thesaurus is the answer


Integrated payroll and PAYE Modernisation solutions (such as [Thesaurus Payroll Manager](#)) now allow payroll bureaus to improve efficiency, thus creating a more profitable business model. With integrated payroll systems, the road to profit and success is easy. Payroll bureaus who switched to Thesaurus Payroll Manager are reaping the benefits. With a 99% customer satisfaction rate and 99% of customers describing the interface as user-friendly. Thesaurus makes perfect sense, ensuring your [PAYE Modernisation](#) journey is a seamless one.

Get started today

Don't forget to let your clients know well in advance that PAYE Modernisation will result in an increase in pricing. Get organised and start engaging with your clients today!

Integration and automation are bringing huge changes to the world of payroll. Thesaurus Software gives you the tools to automatically create your PSR file and send it directly to Revenue. Talk to one of our team today to start building a more efficient and profitable payroll service.

**All prices quoted are exclusive of VAT.*



"Integrated payroll and PAYE Modernisation solutions allow payroll bureaus to improve efficiency"

Get in touch today to see how Thesaurus can help you prepare for PAYE Modernisation

Thesaurus Software the number one payroll software provider across Ireland and the UK. With over twenty years of industry experience we have grown to a team of thirty talented individuals.

Our products are currently used by over 120,000 employers across Ireland and the UK. As a customer-focused company, we strive to look after each and every one of them.

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