



All-in-one HR and payroll software

Accessible anywhere, any time to engage, manage and pay your people to better contribute to business productivity and growth.

naturalhr.com



Employee file

Aimee Hancock

IN THE OFFICE

Works ID	G7LQE7
Salary	GBP 18.00 per hour
National Insurance	ZC196466K
DOB	07/11/1989
	19/05/2008
	11 years 10 months 4 days
	24.00
	03069 990825
	aimeeh@email.com
	079 6133 1487
	AimeeHancock@mailinator.com

View

Cancel

“The question for most companies is no longer ‘if’ you go to the cloud, but rather ‘when’ and ‘how.’”

Josh Bersin, HR Technology

Is people admin plaguing your passionate HR team? Are you frustrated with the lack of accurate data on your employees? Is your ability to focus on engaging, managing and paying your employees taking a back seat as a result? These are just some of the problems that we help HR and payroll professionals overcome every day.

Natural HR provides software that makes it easy to manage your HR department and enables professionals like you at the frontline of the rapidly evolving modern workplace to engage, manage and pay your people.

With Natural HR, everything becomes easier. Admin is quickly automated, employees can self-serve and you'll have access to all of your centralised data as beautiful reports anytime, anywhere. Natural HR also includes a fully integrated payroll system that ensures costly mistakes in pay are a thing of the past with one single system to manage salary changes, bonuses, new starters and much more, backed up by our friendly team of experts.



Better support your people

Natural HR delivers everything you need to support your people so that they can thrive and better contribute to productivity and business growth.



Superior security for sensitive data

Natural HR is built from the ground up with security in mind. We are ISO 27001 and PCI-DSS certified, take backups every four hours and have a fully resilient infrastructure.



Accessible whenever, wherever

Natural HR spans the whole employee cycle from hire to retire, supported by powerful yet easy-to-use analytics and is accessible anytime, anywhere.

Introducing Natural HR

What we give you

Join hundreds of happy customers who use Natural HR's features every day to help them manage their employees more effectively.



Core HR Database

Say goodbye to spreadsheets and filing cabinets with a complete HR database that stores all your employee information and company documentation in one place.



Payroll*

A fully integrated payroll system that provides a time-saving approach to building up to an employee's total gross pay and submits to HMRC.



Self Service

Employees can manage their own requests such as time off, personal details and documents from anywhere, at any time - leaving you to focus on what matters most, your people.



HR Reporting

Customise your own or choose from standard pre-built reports that can be shared with others to help gain key insights into employee data and make informed business decisions.



People Analytics

Create and share dashboards utilising real-time data in graphs, charts or tables to transform your employee experience and drive accountability with KPIs.



Workflows

Save time and reduce errors by automating your company's processes as step-by-step notifications and tasks that can be assigned for further action.



Organisation Chart

Improve information flow and responsiveness across departments as your organisation chart is automatically generated and updated when new hires arrive.



Total Reward Statements

24/7 access to a live total reward statement that efficiently communicates the value of an employee's total benefits package including pension, health insurance and more.



Expenses and Mileage

Gain complete control over expenses and mileage - receipts can be easily uploaded so claims are seamlessly stored and approved at the click of a button.



Recruitment

Effortlessly manage and assess every step of the recruitment process from raising a requisition to hiring the best candidates and easily converting them into an employee.



e-Recruitment

Streamline recruitment further by embedding vacancies directly onto your website, while automatically having the position advertised on job boards.



Training

Oversee the whole training cycle - from the first initial course to gathering feedback and helping to progress an employee's professional development.



Goal Setting

Set, communicate and refresh targets at both individual and company level, ensuring employees are consistently engaged and productivity levels are raised.



Talent Management

Accelerate employee development and identify your organisation's rising stars with Natural HR's succession planning and competency framework.



Performance Management

A simple way to make a real difference to an employee's performance and engagement via 360 feedback in real-time, one-to-ones and performance appraisals.



Document Management

Streamline HR admin and become paperless - store all your key documentation in one secure system for a multitude of file formats and choose from pre-set templates.



Asset Management

Record and track all company assets such as phones, laptops or tablets within one central repository, helping to improve your onboarding and offboarding processes.



Compliance Matrix

Ensure continued compliance and provide clarity into all mandatory documents, certifications and training records.



SMS Messaging*

Swiftly communicate important business updates, reminders and emergencies with your employees via text message.



GDPR Compliance Rules

Define GDPR compliance rules that automatically delete and anonymise data helping to avoid non-compliance.



Time and Attendance

Track and log everything from holidays and late records to timesheets and remote working; ensuring you have a complete understanding of all employee whereabouts.



Absence Management

Access insightful data that gives you the power to manage employee absenteeism and identify leave related trends or issues.



Rota Building

A timely way to plan, schedule and report on your staff rotas, giving employees a clear vision of their working hours.



QR Code Scanning

Gain valuable insights into late records and absenteeism when employees clock in and out using their QR entry card.



Social Interaction

Natural HR's integrated social stream is built for employees to share, collaborate and celebrate each other's success and give them the recognition they deserve.



Employee Engagement

Give your team a voice with intuitive engagement surveys and gather feedback to gain actionable data based on your employees' morale.



HR Ticketing

Improve communication by allowing employees to log tickets with your HR team and collaborate as a team to promptly respond to queries with ease.



Customer Feedback Portal

Natural HR customers are able to submit feature requests and vote for their favourites online to help improve our product offering.

*Paid add-on

People analytics

Natural HR allows you to put accurate data and information at the centre of your business decision-making, helping to gain key insight into employee information and drive accountability by building dashboards including custom reports and charts.

Choose from a set of standard reports or create your own from data stored across the system. Discover the absence rate or an employee's Bradford Factor, the cost of a department to headcount per site and historical reporting such as headcount at a previous date or the salary bill for department at one location last year. You'll be able to create stunning charts and tables and attach them to your dashboard to quickly make strategic business decisions.

Automate your processes

Save time and adhere to your company's processes with Natural HR's workflows. You'll get step-by-step tasks and notifications that are started automatically based on your set criteria.

Natural HR workflows keeps your company's efficiency high. Whether authorising time-off, approving timesheets or concluding interviews, tasks are automatically assigned – and permission controls ensure the right people get access to the workflows relevant to them.

During your implementation, our experts will help you set up workflows tailored to your business to keep your productivity high. You can set notifications for things like onboarding, offboarding, address changes, when an employee has signed a document or even employee birthdays too.



The workflows that we currently have in place on Natural HR are already saving us time.

Anne Dyer, HR Director
Breyer Group

Example offboarding workflow:

1: Create and send letter confirming leave date

Assigned to: employee

2: Email IT to remove access to systems

Assigned to: IT

3: Send exit interview form for feedback

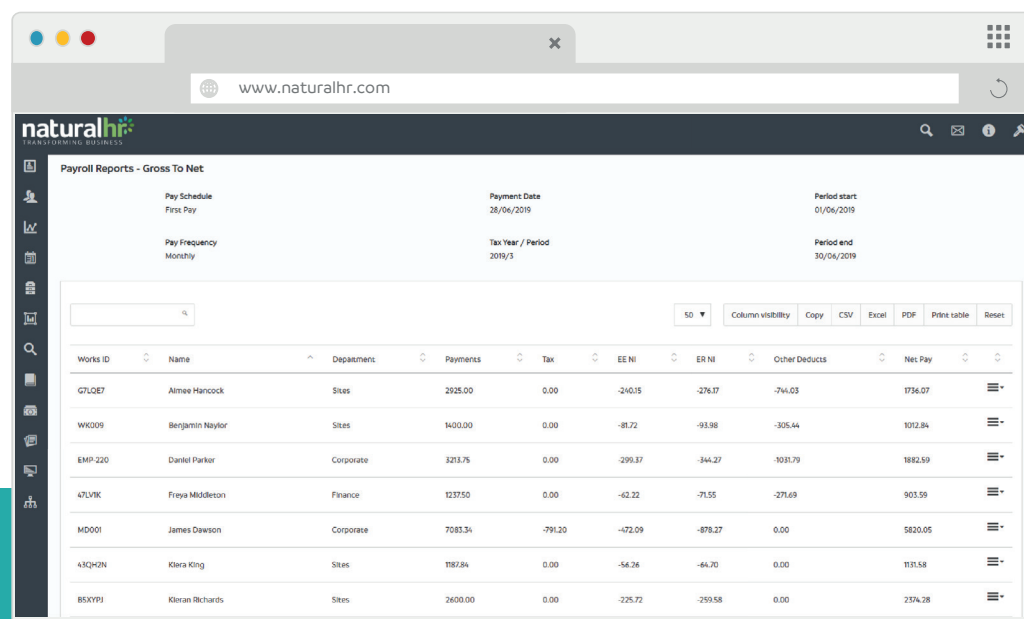
Assigned to: employee

4: Send final salary details to payroll

Assigned to: payroll

Faster, more efficient payroll

Say goodbye to tedious admin, messy spreadsheets and errors in pay with all-in-one HR and payroll software from Natural HR.



The screenshot shows the Natural HR web interface. The browser address bar displays 'www.naturalhr.com'. The page title is 'Payroll Reports - Gross To Net'. It includes filters for 'Pay Schedule' (First Pay), 'Payment Date' (28/04/2019), 'Period start' (01/04/2019), 'Pay Frequency' (Monthly), 'Tax Year / Period' (2019/3), and 'Period end' (30/04/2019). Below the filters is a table with columns: Works ID, Name, Department, Payments, Tax, EE NI, ER NI, Other Deducts, and Net Pay. The table contains 8 rows of employee data.

Works ID	Name	Department	Payments	Tax	EE NI	ER NI	Other Deducts	Net Pay
GTLOE7	Aimee Hancock	Sites	2925.00	0.00	-240.15	-276.37	-741.03	1736.07
WK009	Benjamin Naylor	Sites	1400.00	0.00	-87.22	-93.98	-305.44	1012.84
EMP-220	Daniel Parker	Corporate	3213.75	0.00	-299.37	-144.27	-1031.79	1882.59
47LVK	Fiona Middleton	Finance	1237.50	0.00	-62.22	-71.55	-271.69	903.59
MD001	James Dawson	Corporate	7083.31	-791.20	-472.09	-878.27	0.00	5820.05
43CH2N	Klara King	Sites	1187.84	0.00	-54.36	-44.70	0.00	1111.58
BSKYPJ	Kieran Richards	Sites	2400.00	0.00	-225.72	-259.58	0.00	2154.28

With data available from HR and payroll, any payroll changes such as new starters or salary changes can be included in one main pay run.

- ⌚ Oversee and manage HR and payroll from one system
- ⌚ Ensure complete compliance with HMRC standards
- ⌚ Easily submit payroll information to HMRC
- ⌚ Build up to gross pay and automatically produce payslips

Integrate with your existing tools

Natural HR integrates with some of the very best software and solution providers in the world to further enhance and streamline your HR operation, so you can get more done.



“Every step of the way, Natural HR has helped us customise the system to work for us, for our organisation and for our people.”

Nicola McGirr, Cairn Housing Association

We're loved by many

Natural HR is used by hundreds of companies across multiple countries around the globe.

As an HR professional looking after just under 500 people, Natural HR gives me exactly what I need and importantly, gives me opportunities to develop new practices.

Mark McHugh



“Natural HR is the only HR software we use. We are extremely pleased with its functionality & the easy flow of data. I can't imagine life without it!”

Kelly Marie Ody, Lomond Capital

Natural HR by numbers

1,352

Number of cities globally where we have active users

30,000+

Active daily users across multiple countries

100%

Good or very good rating for our customer satisfaction survey

Your data is safe with us



At Natural HR, the security of your employee data is our top priority. That's why everything we do, from designing a new feature to replying to support tickets begins and ends with security in mind.

Your data is stored in highly secure UK data centres and our two-factor authentication process provides a second layer of security, ensuring only your employees can access Natural HR.

We take back-ups of your data every four hours which are retained for seven days and includes all customer data and documents.

As a business, we are externally audited and certified to ISO 27001 standards - which is very different to simply hosting in an ISO 27001 data centre, like most other vendors - and we are PCI-DSS compliant.



“As modern workplaces continue to thrive and develop, so do we. Our passion stems from developing new approaches that enable you to change the way you work.”

Sarah Dowzell, Assoc CIPD, Co-Founder of Natural HR



Designed for you by HR professionals

As HR people ourselves, we're confident we know what you need – and we've built a platform that delivers it.



World class support

We offer telephone and email technical support from 7am to 11pm UK time, 7 days a week with 96% of tickets actioned within one hour.



Driven by innovation

We thrive on innovation and delivering best-in-class software. Exploiting new technologies to deliver the very best software is part and parcel of what we do.

We're with you every step of the way

Natural HR was built from the ground up as a cloud-based platform with ease of use, simple set-up and quick deployment at its core. There is no need for expensive on-site consultants or changes to your existing processes, and we will be with you throughout. Our customer success team will lead the implementation and roll-out for you and this normally takes as little as four weeks from start to finish.

Every customer is assigned a dedicated project manager that will oversee your implementation. Complete with real-time project statuses and extensive training tailored to your business; Natural HR provides a helping hand every step of the way.



20%

Typical improvement in productivity after 6 months.

4+

Weeks from start to finish to fully implement Natural HR.

1

Point of contact who is with you throughout.

How we support you

HR implementation



On-site kickoff

Team members from sales, implementation and your project manager will join you on-site to start your project.



On-site scoping

We'll work through your setup document and scope out your requirements for workflows and forms.



System setup

We will complete the setup of your Natural HR system to work for your HR processes.



Customisation

We will build up to 15 forms, workflows, reports or dashboards or a combination thereof (3 with core modules and 2 per additional module chosen).



Data uploads

We will upload each data source up to three times – this could be multiple data loads or re-uploads.*



Remote training

HR1 Core Training: 3 hours (foundation and time off), HR2 Scope Dependant Training: 4 hours (modules of your choice), Pilot Group Training: 1 hour and Self-Service Training: 4 sessions (scope dependant).



Additional on-site training

Customers will receive a minimum of 3[†] additional days of on-site training*.



On-site go-live

Your project manager will join you on-site for help and support on your chosen go-live date.



Go-live goodies

We'll supply a package of NHR goodies to make your go-live go with a bang!

*Where applicable based on modules selected.
†The number of additional days of training you are entitled to will increase with the number of NHR

Payroll implementation

Our payroll implementation plan helps you to set up your system and supports you through 2 parallel pay runs and support with your first live payroll. Included with our payroll implementation:

- A dedicated project manager.
- We will upload all employee payroll information such as tax codes, National Insurance letter and student loans.
- System setup including pay schedules, pension schemes, time off rules and payment and deduction types.
- Additional support such as remote training, pay rules set up and upload of YTD payroll data.

Natural HR provides software which enables HR professionals at the frontline of the rapidly evolving modern workplace to engage, manage and pay their people so that they can better contribute to productivity and growth.



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