



G-Cloud 15

XCD HR & Payroll Pricing Model



W: <https://peoplexcd.com> E: info@peoplexcd.com

Framework Reference: RM1557.15 G-Cloud 15

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1. PRICING SCHEDULE OVERVIEW

There are three elements associated with the implementation and ongoing support of the XCD HR solution:

- Consultancy (one off cost for system implementation and any ongoing consulting for training and system improvement)
- Licenses
- Support (annual support costs)

2. CONSULTANCY

Initial Implementation Consultancy: one off costs covering the set-up, configuration, training, data migration and system roll out:

Set-up: The XCD solution will be set-up for you with your own unique HR database. Set-up includes setting up contract rules for leave, sickness, maternity, benefits, pensions, grades, pay spines, and job roles etc. It also includes setting user level permissions, which define the level of access for user groups based on standard settings for HR Administrator, Payroll Administrator, Recruiter, Manager, Team Leader and Employee.

Scope Requirement: The aim of the scoping phase is to clarify requirements and develop a detailed project plan. This work is normally conducted as on-site workshops with key stakeholders.

Configuration: Configuration is required for client specific workflows, templates, alerts, reminders, performance review forms, reports and dashboards. Configuration uses standard System Admin Tools and can be conducted internally by a trained administrator or by XCD (see Customer Success Plans). Configuration does not require any code changes or development work.

Training: Training of HR and Payroll Administrators will be conducted through a combination of on-site workshops, virtual classrooms and online training as part of the implementation process.



Data Migration: All current data will be uploaded into the system using our standard import templates. Historical data can also be loaded into the system, if required, but there may be additional costs depending on the quantity of data to be uploaded.

A dedicated Project Manager will lead the implementation, and additional expertise will be brought in as required.

The day rates are shown in the table below:

Role	Day Rates	Notes
Project Sponsor Solution Architect Project Director	£1,200	Assigned to Steering Groups and workshops when required
Project Manager	£950	Dedicated Project Manager
Consultant	£850	Assigned as required
Training	£850	Onsite training (max. 6 attendees)

Standards for Consultancy Day Rate cards:

Consultant's Working Day: 7.5 hours exclusive of travel and lunch

Working Week: Monday to Friday excluding national holidays Office Hours - 09:00 – 17:30 Monday to Friday

Travel and Subsistence: Included in day rate within M25. Payable at department's standard T&S rates outside M25

Mileage: As above

Professional Indemnity Insurance: Included in day rate

3. LICENCES

Licenses: The annual license is calculated on a per employee per month basis (pepm) and there is no additional charge for archived employee records. The license fee is paid annually in advance and additional licenses can be added within 48 hours. Additional licenses can be purchased in minimum batches of 10 licenses.



Solution	Overview	Price (per employee per month (pepm))			
		Size of organisation (total number of employees)			
		0-500	500-1000	1000-2000	2000+
XCD Core HR	• Manager and Employee Self-Service • Organisation Design • Post Model • Salary and Role History • Leave Management • Compensation and Benefits • Employee Relations • HR Requests • Training Records • Health and Safety • Equipment and Vehicles • Org Charts • Reporting, Dashboards and Advanced Workflows • Microsoft Teams/Slack and Microsoft Entra Integrations • Mobile App for employees	£3.50	£3.00	£2.50	£2.00
XCD HR Admin	• Access to HR admin functions (required for each HR Admin user)	£85.00	£75.00	£60.00	£45.00
XCD Payroll	• HMRC Certified Payroll Solution • Multiple Payrolls • Multiple Payroll Periods • RTI BACS • Payroll Ledger and Reports	£2.00	£1.83	£1.67	£1.50

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	• Local Government Pensions • Teachers Pensions • Pay Spines and Spinal Points • Monthly and Weekly Timesheets • Bulk Payslips • Retrospective payment calculations • Automated leave and pay calculations for irregular workers				
XCD Performance	• Fully configurable performance review forms • Automated alerts and reminders • Full involvement for manager and employee • Discreet forms • Connect employee objectives to organisational strategy • 360-degree feedback • View real-time progression	£1.00	£0.85	£0.67	£0.50
XCD Learning and Skills	• Set-up and manage all training • Track learning programmes and events • Invite employees to join programmes • Manage enrolment and waiting lists • Enable employees to view courses, enroll	£1.00	£0.85	£0.67	£0.50

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	- and request a place online • Enable managers to approve attendance and budget				
XCD Timesheets & Overtime	• Track employee and project time • Range of timesheets available for different situations, i.e. casual workers, flexible time, overtime and more • Automated alerts and reminders to complete timesheets • Pay people based on logged timesheet hours • Complete visibility and comprehensive reporting • No login required; automate everything with a Thermal Biometric Scanner (TBS) • Simple to make and approve claims • Send information directly to payroll • Complete visibility for employees, management and HR • Bulk overtime data uploads and processing	£1.00	£0.85	£0.67	£0.50
XCD Salary Reviews	• Salary review managed from single screen	£0.75	£0.65	£0.50	£0.40

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	• Previous increases, performance rating and total budget impact presented to facilitate salary review decision-making • Combine salary reviews with annual bonus awards easily				
XCD Documents	• Upload and share relevant policies, documents and more • Upload personal documents, such as drivers' licenses and ID • Request acknowledgement of certain documents to ensure compliance • Mark necessary documents as private or confidential	Included in Core HR	Included in Core HR	Included in Core HR	Included in Core HR
XCD Expenses	• Submit and approve expenses from any mobile device • Multi-currency expenses supported • Multi-role expenses assignment, processing and reporting • Simple approval process, with multilevel available if required • Amend expenses on employee's behalf	£1.00	£0.85	£0.67	£0.50

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	Assign and process expenses for multi-job role employees				
XCD Recruitment	- Online Recruitment Portal - Vacancy Management - Applicant Tracking - Complete Automation of Onboarding - Candidates can log in to enter required information and upload cover letters/CVs - Candidate comparisons against job description, person specification and other candidates - Paperless technology: Contracts sent through the solution, allowing the candidate to sign online	£1.00	£0.85	£0.67	£0.50
XCD Recruitment Portal	Allows candidates to log in to save changes and track their application	£75 per month per 100 logins	£75 per month per 100 logins	£75 per month per 100 logins	£75 per month per 100 logins
XCD Appreciation	- Employee recognition tool - Employees can provide peer to peer recognition aligned to company values	£1.00	£0.85	£0.67	£0.50

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	• Admins and managers have access to dashboards • Can integrate with Microsoft teams				
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3rd Party License costs:

There are a number of Salesforce ISV Partners who have complimentary solutions which can be integrated into the XCD HR solution to extend its functionality. Our approach is to partner with these best of breed applications, conduct robust user testing and, where appropriate, integrate them into our product such as Hireserve and FinancialForce.

The 3rd party applications most widely used by our clients are:

3 rd Party Application	Overview	Pricing
Nintex Drawloop for Salesforce (https://www.nintex.com/resources/salesforce-pricing/)	• Mail merge into Word, Excel, PowerPoint or PDF • Used to generate Contracts of Employment, Offer Letters, Contract Addendums, Salary letters etc	Licences only required for HR Administrators. £180 per admin per annum (minimum of 10 licenses). Current price will be confirmed at time of quote.
Docusign (https://www.docusign.co.uk/products-and-pricing)	• Electronic signatures • Used for contract letters as proof of signature and data storage of signed documents	Licences only required for HR Administrators. £240 per admin per annum. Current price will be confirmed at time of quote.



4. SUPPORT

Service Support:

XCD provides a dedicated support service to all clients as set out in the Service Level Agreement; this is included in the licence charges.

The optional service support costs are as follows:

Service	Notes	Cost
Standard Customer Success Plan	• Customer Portal Access • LMS FOC Modules • Case Management Reviews • Quarterly CS Review Sessions • 7hrs Training Credits p/a • 1 Technical CSM Session	£3,500
Premium Customer Success Plan	• Customer Portal Access • LMS FOC Modules • Case Management Reviews • Quarterly CS Review Sessions • 21 hrs Training Credits p/a • 4 Technical CSM Session p/a • Functional Overview Sessions • 3rd Line Support Access • Support Review Sessions • Premium Support Community • 1 Optimisation Sessions p/a	£8,500



	• Early Adopters Programme	
Platinum Customer Success Plan	• Customer Portal Access • LMS FOC Modules • Case Management Reviews • Quarterly CS Review Sessions • 35 hrs Training Credits p/a • 8 Technical CSM Session p/a • Functional Overview Sessions • 3rd Line Support Access • Support Review Sessions • 2 Optimisation Sessions p/a • Early Adopters Programme • LMS Access All Modules	£16,000
Full Sandbox	Full Sandbox allows for configuration, user testing, training and release management. Required for all payroll customers.	20% of license fee