

Digital Transformation

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Phase 3 specialise in providing comprehensive solutions in digital transformation across HR, Payroll and Finance. Our team is independent and offers impartial and strategic advice to organisations navigating the complex landscape of modern business challenges.

Our team of experts includes professionals who understand the intricacies within the world of HR, payroll and finance. We go beyond typical consultancy, serving as trusted advisors, guiding our clients towards innovative solutions that drive efficiency, growth and sustainability.

We recognise that the digital era demands agility and adaptability. As your dedicated digital transformation partners, we work closely with you to harness the power of technology, streamline operations and propel your business towards unprecedented success.

Health Checks

HR and Payroll Systems are continually evolving with new and improved functionality. Having a system review or health check can help you get the most out of your system and ensure it continues to meet your requirements. You might choose to have a system review following a change in your organisation or just to take stock to see whether you are getting the best from your technology.

A Phase 3 System review will provide a detailed view on the ‘current state’and identify gaps that can be addressed to improve the HR function and digital experience for employees.

Our System review service provides an independent review of your HR Systems, Processes, and overall effectiveness.

Managed Payroll

Payroll is often the largest expense for any organisation and could pose significant compliance and financial risks should something go wrong. However, with our Managed Payroll services, you can rest assured that your payroll will be handled with the utmost care and accuracy.

Our team of expert consultants, who are accredited by the Chartered Institute of Payroll Professionals (CIPP), have vast experience in end-to-end payroll processing and will take care of all your payroll needs.

Whether your in-house team requires assistance with month-end processes or you are seeking a fully managed payroll service, we have got you covered.

In recognition of our exceptional payroll services, Phase 3 was awarded the Payroll Provider of the Year award in 2021 and are fully accredited by the Payroll Assurance Scheme.

System Selection

Let our team of experts guide you through the software selection process to ensure you find the perfect fit for your business, from the full hire to retire product suite, including finance solutions.

Choosing the right software for your business is a crucial decision. We acknowledge that taking the time to understand and consider your options is critical to finding the best product and service to suit your needs.

At Phase 3, we focus on what makes your organisation unique and review the market based on your specific requirements. As independent advisors, we can provide unbiased advice, recommending only the right solutions for your organisation.

Our selection services cover a wide range of specialist software areas, including best-of-class and fully integrated solutions:

- HRIS
- Payroll
- Finance
- Workforce Management
- Applicant Tracking

Consultancy

Our team at Phase 3 specialises in consulting; by utilising a specific software and our expert knowledge of organisational context we help design a system that meets your organisation's unique needs and processes.

Our consultants have gained extensive experience and developed a deep understanding of specific technologies through their daily work with the applications they support. This allows us to constantly push the boundaries of technology and provide the best possible solutions for our clients.

As a professional services provider, we offer a range of applications and software for HR, payroll, and finance. Our consultants are experts in the specifics of both the technology and the services they support.

Our dedication to excellence has not gone unnoticed as Phase 3 was awarded the Best Business at the 2023 Rewards Strategy awards.

Employee Experience

Stay ahead of the competition by identifying areas for improvement with our Employee Experience Review. We will assess various aspects, including:

- The candidate journey
- The on-boarding process - including all documentation and social on-boarding
- The conversion from candidate to employee
- Review of the employer brand
- Integration with other solutions
- Manager experiences, including people management processes in the technology
- The employee experience for business-as-usual activities
- HR support and accessibility

Our Employee Experience Review will translate experiences into system recommendations. By maximising the capabilities of technology for candidate, employee, and manager experiences, we'll provide technical recommendations that achieve the frictionless experience that your employees expect.

People Analytics

People Analytics is a powerful tool that enables you to leverage real-time data from your HR, payroll, and finance solutions to answer critical business questions. Combining machine learning with specialised consultancy makes it possible to derive predictive insights from your business intelligence skills and technologies.

Our team is made up of HR, payroll, and finance strategic consultants and business intelligence big data analysts who work in close collaboration to help organisations understand and optimise their data. We are whole-of-market, meaning we can work with any current system you're using, whether it's HR, payroll, or finance. Additionally, if your system is open to integrating with other reporting tools, such as SQL or Power BI, we can work with that too.

We offer analytics and reporting services as part of ongoing managed services or as a one-off project. This enables us to deliver bite-sized consultancy or ongoing support to suit your specific needs.

Business Continuity

Our Business Continuity packages are designed to keep your business running smoothly, even during unexpected disruptions. We understand that short or long-term staff absences can cause major setbacks, so we provide cover for both. Our services include maternity cover, family leave, and other absences due to injury or illness.

This services is suitable for organisations that don't want a permanent outsourced service but still wish to have peace of mind knowing that their day-to-day business processes can continue uninterrupted, even if a critical person is unavailable. With our services, you can be confident that you have the necessary support to overcome any unforeseen challenges.

We offer a range of benefits, including access to a helpline to report emergencies, expert advice on the best continuity methods based on your unique needs, and planning options to source the right expertise. We can also quickly find the resource you need from our pool of experts, ensuring that you can resume business operations within just two days. In addition, we offer long-term planning solutions to help you avoid repeated risks and ongoing issues.

Technology Review

As businesses continuously evolve, so do their systems, with new and improved functionality. To ensure that your software continues to meet your requirements and maximise its potential, a technology review or health check service is essential.

Technology Review is a critical stage in the development and maintenance of any system. This phase involves fine-tuning and optimising the system to improve its performance, increase reliability and efficiency, reduce costs, and enhance the user experience.

By reviewing a system to perform better, businesses can gain an edge over their competitors. In addition, a faster, more reliable, and more efficient system can help companies to deliver better services and improve overall productivity.

Connections

Connections is a Phase 3 managed service enabling seamless API integration with various systems. It offers no-code development, robust security, pre-built connectors, workflow automation, data mapping and scalability options. It supports real-time and batch integration, handles various data types and provides extensive support and training resources.

User Experience Audit

A User Experience (UX) audit helps you understand how easy it is for your employees to use your system. It's essential to ensure that your team can use the system accurately and to its full potential.

The audit observes everyone who uses your system and identifies opportunities to streamline processes and identify training needs. It can also help identify accessibility improvements, ensuring inclusivity across your diverse workforce.

At the end of the audit, you'll have a comprehensive report outlining opportunities for improvement and any configuration changes that can make your team's work easier.

Change Management

Change Management is a valuable service that helps reduce the impact of change and encourages better adoption of solutions for People, Payroll & Finance technology projects. Phase 3 provides impartial advice and tailors its approach to your unique requirements. If you have a project that involves change, Change Management is likely to be beneficial.

Business Process Review

A Business Process Review can be a valuable tool for any organisation looking to optimise their HR, payroll or finance systems. It can also be a useful project shortly after a new system implementation, to ensure your set up is optimised for your unique business needs.

By mapping out current processes, you can identify areas for improvement and create a better experience for your employees. This can include optimising processes, improving efficiency, automation, compliance, and identifying under-utilised features in your systems. Additionally, a consultant can provide fresh insights and an unbiased perspective on the major HR and finance technology providers.

At Phase 3, our broad knowledge base allows us to bring that objective perspective, making your business process review most effective.

Whether you are seeking to optimise your processes or systems, streamline payroll operations, or embark on a transformative journey towards digital excellence, Phase 3 is committed to being your steadfast partner every step of the way.

Phase 3

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