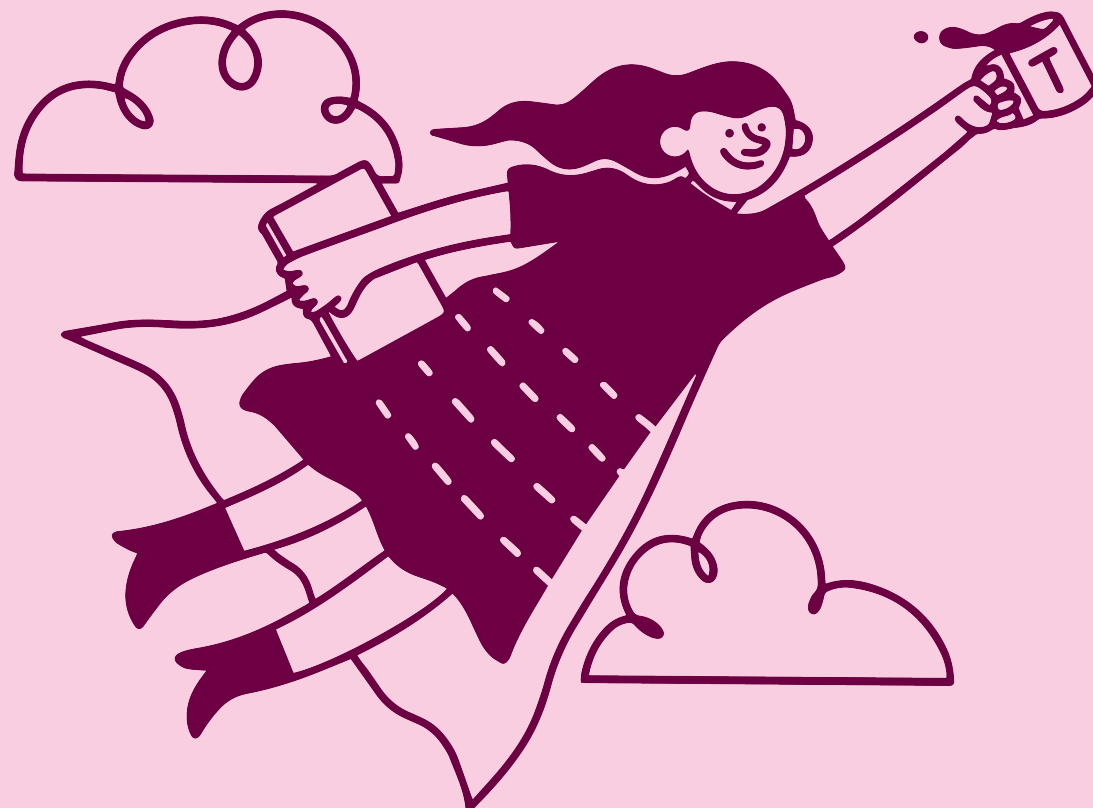


Ciphr G-Cloud pricing *tables and definitions*

Ciphr pricing

One-off service fees

Definitions



Ciphr pricing

	Current Records	1-250	251-500	501-750	751-1,000	1,001-2,000
	Number of system administrator and report designer licences included	2	3	4	5	6
Per annum	Ciphr HR & self-service	£12,500	£19,305	£25,097	£32,432	£41,184
	Ciphr iRecruit (standalone cost is 200% (2x) that shown)	£1.98	£1.78	£1.59	£1.42	£1.26
	Ciphr Outsourced Payroll (part managed/bureau fees subject to service level)	£4.75	£4.36	£4.18	£4.02	£3.78
	Ciphr Payroll	£2.09	£1.79	£1.70	£1.64	£1.52
	Ciphr LMS (standalone cost is 200% (2x) that shown)	£2.37	£2.11	£1.98	£1.72	£1.58
	Ciphr Benefits	£3.90	£3.90	£3.90	£3.90	£3.90
	Talent management (if procured post initial call-off cost is 125% (1.25x) shown)	£1.10	£0.88	£0.66	£0.55	£0.33
	Active directory connector (if added post initial call-off cost is 125% (1.25x) shown)	£0.72	£0.66	£0.61	£0.55	£0.53
	Ciphr Onboarding (if added post initial call-off cost is 125% (1.25x) shown)	£0.83	£0.55	£0.44	£0.39	£0.22
	Timesheets (if added post initial call-off cost is 125% (1.25x) shown)	£0.77	£0.66	£0.53	£0.44	£0.33
	Total reward statement (if added post initial call-off cost is 125% (1.25x) shown)	£0.20	£0.16	£0.12	£0.10	£0.08
	Payments importer (if added post initial call-off cost is 125% (1.25x) shown)	£0.20	£0.17	£0.16	£0.13	£0.10
	Electronic signature (if added post initial call-off cost is 125% (1.25x) shown)	£0.22	£0.17	£0.13	£0.11	£0.10
	Notifications (enhanced) (if added post initial call-off cost is 125% (1.25x) shown)	£0.22	£0.17	£0.16	£0.13	£0.10
	Paylink (3rd party) (if added post initial call-off cost is 125% (1.25x) shown)	£0.55	£0.37	£0.33	£0.31	£0.28
	Payslip uploader (3rd party) (if added post initial call-off cost is 125% (1.25x) shown)	£0.18	£0.17	£0.16	£0.13	£0.10

	Current Records	1-250	251-500	501-750	751-1,000	1,001-2,000
	Number of system administrator and report designer licences included	2	3	4	5	6
Per employee, per month	SMCR (if added post initial call-off cost is 125% (1.25x) shown)	£0.51	£0.39	£0.30	£0.25	£0.20
	Safeguarding (if added post initial call-off cost is 125% (1.25x) shown)	£0.55	£0.44	£0.33	£0.28	£0.22
	Case management (if added post initial call-off cost is 125% (1.25x) shown)	£0.55	£0.55	£0.55	£0.50	£0.44
	Identity and background checks (if added post initial call-off cost is 125% (1.25x) shown)	£0.60	£0.60	£0.50	£0.40	£0.30
	Training administration	£0.18	£0.17	£0.16	£0.13	£0.10
	Communications (if added post initial call-off cost is 125% (1.25x) shown)	£0.55	£0.44	£0.33	£0.28	£0.22
Per annum	Workforce census/Schools census/FE data collection (if added post initial call-off cost is 125% (1.25x) shown)	£0.31	£0.29	£0.26	£0.23	£0.21
	Webexpenses (users)	£3.90	£3.64	£3.51	£3.25	£2.60
	Test system	£2,990	£4,490	£6,490	£7,990	£9,990
	Analytics	£6,250	£9,653	£11,583	£12,870	£20,592
	Enhanced disaster recovery	£8,000	£8,000	£8,000	£8,000	£8,000
	API key - single key	£1,990	£2,490	£3,490	£4,490	£5,990
	API key - enterprise key (up to 4 third party system/service connections)	£6,490	£8,490	£10,490	£14,990	£17,490
	Vacancy Poster	£1,990	£2,990	£3,990	£4,990	£6,990
	Candidate importer	£1,990	£2,490	£3,490	£4,490	£5,990
	SMS Bundles (cost per 10,000)	£1,000	£1,000	£1,000	£1,000	£1,000
	Payrolling Benefits	£2,041	£2,041	£2,041	£2,041	£2,041

		First 50 users	51-100	101-250	251-500	501-750	751-1,000
PEPM	MyTeamBuilder (Tiered pricing on order means the price PEPY reduces on user base)	£12.00	£5.00	£3.00	£1.00	£0.75	£0.30

	Ciphr Learning Content (based on learners/employees)	0-250	251-500	501-750	751-1,000	1,001-2,000
Per annum	Essentials Compliance pack (10 titles)	£2,275	£4,225	£6,175	£7,475	£8,450
	Diversity & Inclusion pack (10 titles)	£2,275	£4,225	£6,175	£7,475	£8,450
	Mental Health & Wellbeing (10 titles)	£2,275	£4,225	£6,175	£7,475	£8,450
	Manager Toolkit (12 titles)	£2,275	£4,225	£6,175	£7,475	£8,450
	Management pack (8 titles)	£1,950	£3,575	£5,200	£6,175	£7,150
	Diversity Microlearning pack (8 titles)	£1,950	£3,575	£5,200	£6,175	£7,150

A-la-carte content bundles (select from course catalogue/library)
1 off the shelf course = £1,000
10 Modules = base on Essentials Compliance pack pricing and user band
20 Modules = 10 Module price x 2 minus 15%
30 Modules = 10 Module price x 3 minus 20%
30+ modules = POA and subject to specification
Content development = Subject to scoping & Professional Service Fees

		0-250	251-500	501-750	751-1,000	1,001-2,000	2,001+
	Hosted content via LearnUpon (if not Ciphr LMS)	£1,000	£1,500	£2,000	£2,500	£3,000	£3,000

	Additional Licensing & enhanced service packs	0-250	251-500	501-750	751-1,000	1,001-2,000	2,001-3,000
	Additional system administrators (al bands)	£1,200 per annum					
	Additional report designer licences (all bands)	£400 per annum					
	Additional Current Records - Ciphr HR & Self Service (pepm)	£4.16	£3.21	£2.78	£2.70	£1.71	Additional modules charged at applicable pepm rate
	Discover service pack - per annum*	£2,990	£3,490	£4,490	£5,490	£5,990	
	Transform service pack - per annum*	£5,490	£5,990	£6,990	£7,990	£8,990	
	Innovate service pack - per annum*	£9,990	£10,990	£11,990	£12,990	£13,990	

*Service packs and Managed service must be contracted for duration of Term.

One-off service fees	
Activation fee	10% of Ciphr HR/Self Service fee

Professional Service Fees	
Project Manager	£1,250 per day
Product Consultant	£975 per day
Technical Consultant	£975 per day
Strategic Consultant	£1,500 per day
Learning Content Development	£1,500 per day

All services will be delivered via remote technologies unless otherwise agreed by the parties

Notes on Pricing

Formal pricing is subject to confirmation of detailed functional requirements and service scoping
Current Records excludes leaver records but includes any people record (e.g. employees, volunteers, students, contractors, governors, trustees etc). Multiple posts related to the same person attract a Current Record License per post.
Ciphr Outsourced Payroll pricing based upon single PAYE
Ciphr Payroll pricing based upon single PAYE
Ciphr iRecruit base annual fee (£1.98 × 125 × 12) = £2,970 (base standalone total annual fee = £5,940, based on £1.98 × 250 × 12)
Ciphr Outsourced Payroll base annual fee = £7,125 (£4.75 × 125 × 12)
Ciphr Payroll base annual fee = £5,016 (£2.09 × 200 × 12)
Ciphr LMS base annual fee = £4,266 (£2.37 × 150 × 12) (base standalone total annual fee = £6,399, based on £2.37 × 225 × 12)
MyTeamBuilder base annual fee = £7,200 (£12.00 × 50 × 12)
Ciphr Benefits base annual fee = £7,020 (£3.90 × 150 × 12)
Analytics based on standard Analytics “Professional”
Subscription fees are payable 100% annually in advance of Start Date unless otherwise agreed and set out in the Call-Off Agreement
Service fees are payable 100% on Start Date unless otherwise agreed and set out in the Call-Off Agreement
All costs exclude VAT and reasonable expenses at cost (if applicable)

Available discounts

Volunteer records are charged at 25% of standard Current Record rate
Professional Service volume discounts - 20 days for price of 15; 30 days for price of 22; 40 days for price of 30

Example pricing

500 Current Records for 3+1 Term:
Ciphr HR and self-service + Analytics + Ciphr iRecruit + Talent Management + Case Management

Costs calculated as follows:
Annual subscription: £19,305 + £9,653 + (£1.78 + £0.88 + £0.55) x 500 × 12 = £48,218
Activation fee: £1,930.50
Total cost for 48-month contract (based on 3+1) = £194,802.50 (excluding VAT)
Note: Excludes Implementation (Professional Services) and associated fees.

Definitions

Please refer to Ciphr Service Definition for further detail.

Employees (Current Records)

The Annual Subscription Fee is based upon the number of current records stored in Ciphr (to include all people records, employees, contractors, active bank staff, volunteers etc.). In addition, multiple posts also impact on record licensing, for example an employee with two job & pay records due to 2 roles/contracts, will count as 2 records.

System administrator

A user who has satisfactorily completed all relevant training and is approved by the customer to exercise system administration rights. Typically, these rights will include system configuration, management of security and role profiles for user roles, code-table management, and other system administrative tasks. The customer is required to ensure that system administrators have undertaken the relevant training as specified by Ciphr.

Report designer licence

A suitably trained system administrator may also be allocated a report designer licence, enabling them to create new reports or modify existing reports provided as part of the standard offering.

Ciphr HR – HR and self-service

Central HR functionality and self-service for all users, including single sign-on (SSO) via Azure credentials or Google, and multi-factor authentication. Security access is governed by user roles, which can have varying levels of page access and security. Access is via browser on desktop, mobile and tablet devices. Key functionality includes: personal details; absence management, including TOIL; job and pay history; variable pay; salary review; basic objectives and reviews; training records, skills and qualifications; development needs; jobs/posts management; document management; letter and email generation and template creation; standard reports library and report design; workflows and automated email notifications (standard pack); configurable dashboards; employee directory; policy acceptance; employee sentiment; internal NPS; live chat; and organisation charting.

Data retention dashboard and subject access request (SAR) functionality is provided at no additional cost to help meet UK GDPR and data protection legislation obligations by highlighting data that exceeds defined retention periods.

Ciphr iRecruit

Comprehensive digital recruitment solution, allowing HR and recruitment teams to publish vacancies to a branded careers site and enabling applicants to apply online after registering. This enables them to create an account and check the process of any application, update details, communicate with the recruitment team, track applications, and partially complete applications and save progress. The recruiters and hiring managers can be given access to relevant vacancies and candidates to manage them through the whole process, with interview scheduling, assessment centres and panellist functionality. Integrated with Ciphr HR and self-service for onboarding functionality and to avoid duplicate data entry. Can be purchased standalone or alongside Ciphr HR.

Ciphr iRecruit includes the following features:

- Up to three recruitment workflows, eg online (external), internal, and offline (postal)
- Pre-configured workflow and up to three interview stages
- One application form is configured as part of the standard implementation
- Internal referrals and talent search
- Pre-employment checks and references
- Bulk sending of CVs and applications to line managers
- Unlimited killer questions, competency questions and job questions
- Access to recruiter/user portal for recruiters and line managers (unlimited)

- Admin portal for maintenance of vacancy questions, email texts, rejection reasons, recruitment sources, users, user groups
- Standard reports pack
- Branding of vacancies page (single corporate branding included)
- Configuration of additional workflows
- Standard authority to recruit (vacancy approval) workflow
- Job offers approval workflow
- Publish vacancies to social media (third party license required)
- Messaging (email as standard, SMS available at extra charge)
- Job boards (separate license with Broadbean or Vacancy Poster required, unless Vacancy Poster procured via Ciphr - see below)
- Interview & assessment centre functionality
- Creation of mail merge documents (offer/contract letters)
- Additional application forms (at additional charge)
- Integration with third party systems/services (e.g. third party HRIS; online testing provider) at additional charge
- Assessor portal
- Agency access

Vacancy Poster

Vacancy Poster’s job board posting software enables multi-posting to job boards quickly and efficiently from Ciphr iRecruit, allowing applicant tracking and candidate management.

Ciphr Outsourced Payroll

We believe every person is entitled to be paid on-time and accurately, every time. We provide a best-in-class payroll service so that business leaders don’t have to worry about workforce dissatisfaction due to issues with their pay. We offer both fully managed and part-managed payroll services, helping customers to improve their organisations’ compliance with the latest payroll legislation, and to mitigate risk. A level of service to suit your needs from full end-to-end payroll processing (outsourced) to payroll processing up to BACs submission, BACs and filing only service & BACs-only service (price subject to agreed level – pricing schedule based upon fully outsourced option). Can be purchased standalone or alongside Ciphr HR.

Ciphr Payroll

Pay your people more quickly, simply, and accurately with Ciphr. Our powerful, reliable, and scalable API-led cloud payroll software (awarded CIPP payroll software of the year 2025) supports real-time integration and calculation and is backed by industry-leading support and expertise. By choosing Ciphr as your provider of payroll software, you avoid duplication of work and manual data entry, while also improving the accuracy and security of your data. Our payroll software is supported by a dedicated team of qualified payroll professionals and account managers, who are always on hand to resolve any difficulties quickly and with the minimum of fuss. Can be purchased standalone or alongside Ciphr HR.

Ciphr Learning Management (LMS)

A platform for all learning content, from interactive, SCORM-based programmes to PDFs, PowerPoint presentations, webinars, videos, and quizzes. Enabling staff to easily view, complete and book training sessions on any device. Includes a suite of reports to measure uptake and return on investment. Leaderboards and online forums transform learning from a solo endeavour into a collaborative experience. Can be purchased standalone or alongside Ciphr HR.

Learning Content

Ciphr offers a range of off-the-shelf eLearning content modules via our own content catalogue, including General Compliance (e.g. Data protection, Anti-money Laundering, Anti-bribery etc.), FCA Compliance (inc. new Consumer Duty legislation), Equality, Diversity, and Inclusion, Mental Health and Wellbeing, Management and Leadership, Workplace Soft Skills, Health and Safety, Microsoft Office Training.

In addition, Ciphr offers tailored courses specific to your organisation's requirements and brand; Micro-eLearning that offers access to material in bite-size, digestible formats; and diversity consultancy. Leverage our expertise and knowledge for your specific needs.

Ciphr Benefits

Ciphr benefits, powered by Avantus, is a premium employee benefits platform, designed from the ground up to satisfy the most demanding employees. Our platform's attractive and succinct presentation, combined with intuitive processes, delivers the first-class experience your employees expect. Our platform can accommodate any type of employee benefits. Whether they are your existing benefits, or chosen from our extensive, constantly updated portfolio. Comprehensive configuration tools allow for tailored views and offerings, dependent on criteria such as service, role or location. Can be purchased standalone or alongside Ciphr HR.

Analytics

An agile, versatile tool that allows users to explore data points more effectively. Using PowerBI (PBI), Analytics takes the hard work out of transforming your data, with ready-made dashboards and datasets around the most common HR needs. Price based on Analytics (Professional) and standard features therein.

MyTeamBuilder

MyTeamBuilder is an innovative AI-powered coaching platform that helps build engaged and driven teams through real-time, psychology-backed insights. Unlike traditional leadership training or generic personality tests, our interactive AI provides ongoing, personalised support to improve communication with individuals and groups, resolve conflicts, and transform business culture.

Always available and tailored to each business's unique opportunities and challenges, it supports managers and HR professionals to confidently build engaged, happier and high-performing teams. Can be purchased standalone or alongside Ciphr HR.

Talent management

Provides organisations with a highly configurable performance review system that enables effective talent planning, from individual career path and development assessments to enterprise-wide succession planning. Create extensive tailored forms with various questions, formats, and sections for a wide variety of reviews or interactions, specifying the required elements in each interaction, such as objectives or development needs. Identify and develop future talent and leaders through performance and potential ratings to visualise talent in a nine-box grid. Highlight individuals and roles at succession risk with the flight-risk grid and build your own talent pool. Dashboards will assist in providing 'traffic light' representations of employees' performance against objectives.

Active Directory integration

Integrate Ciphr with Active Directory (AD) to ensure compliance and avoid IT teams duplicating data entry for new starters, leavers, and changes of common data. New starters can have AD accounts created overnight, with additional processes for creating exchange accounts and passing email addresses back to Ciphr. Leavers can have access rights disabled to ensure compliance and mitigate security risks.

Onboarding

Ensure communication with successful candidates is maintained in the period between acceptance of an offer and their start date. Enable them to provide additional personal details not captured during the recruitment process, including bank details. Share important organisational and induction information with them before they start, including policy acceptance. Underpin, support and communicate the organisational brand, culture and identity to support talent engagement and retention.

Timesheets

Capture time in weekly or four-weekly timesheets, recording time allocation to customers, projects, and tasks. Trigger requests for additional payments, including on-call payments and overtime.

Total reward statements

Configurable listing and visual display of employee reward information, which may include pay, variable and benefits related data.

Payment’s importer

Tool to support the regular import in bulk from pre-defined excel templates of variable pay elements into the Payments area of CiphR HR, including bonus, commission, and overtime, to minimise manual intervention and data entry.

Electronic signature

Enable users to sign documents electronically and automatically, with these signatures tracked and stored securely in CiphR HR against appropriate employee records. Removes the need to print and scan documents and having to chase completion of manual forms – improving time to complete processes and ensuring compliance. Requires separate licence (direct from supplier) for Adobe Sign or DocuSign.

Notifications (Enhanced)

Configurable notifications to users via email or SMS. Notifications can be based upon date parameters, for example notifying users of end of probation periods, absence triggers or leave dates. SMS attracts additional charge for SMS bundles.

Payroll integration (standard pay related change data outputs)

Track changes in CiphR HR and self-service and provide data via standard data outputs (csv and/or API as applicable), and report on all changes to avoid duplicate data entry and reduce errors with payroll. Based upon standard output formats and layouts and not tailored to any specific third-party system/service.

Payslip Uploader

Bring payslips, P11Ds and P60s into CiphR HR, to be made available to users through self-service. Payslips must be provided in a format to be specified by CiphR.

SMCR (Senior Managers Certification Regime)

Module to support customers in meeting their obligations under the Senior Managers Certification Regime applicable to the Financial Services sector. Establish and maintain robust SMCR employee records with CiphR, creating a single source of truth for your people data. Assign functions and responsibilities, record attestations and certifications, manage breaches and disciplinarys, and satisfy external reference requests in a single platform.

Safeguarding and checks

Safeguarding can be used for any compliance, safeguarding or background-checking process, enabling the capture of data and documents, assignment of checking responsibility, automated triggers and alerts, and renewal dates with workflow management, including supporting accommodation of the Single Central Record/Register.

Case management

Our case management functionality helps HR teams record, manage and track cases securely and efficiently, enabling them to provide a consistent level of service and mitigating the risk of non-compliance. Defined workflows, automated reminders, and auditable histories of actions and correspondence help organisations resolve cases more swiftly, while management information reporting enables team to spot trends and make effective strategic interventions.

Identity and background checks (IDBC)

Speed up your time-to-hire by automating admin-intensive, time-consuming background checks such as reference checks and criminal record checks. It works with Ciph HR (Safeguarding) and Ciph iRecruit to automatically identify candidates for whom checks need to be carried out and initiates the checking process. Checks are carried out by our partners Experian and/or TrustID, and then the results are imported back into Ciph’s identity and background checks module (note: direct license required between the customer and checking service provider in respect of the checks service itself).

Communications

Our communications functionality enables you to send business-critical messages via email or SMS to all staff, or specific groups of people. Sends are managed in Ciph but recipients don’t need to log in to view messages – meaning they can be viewed immediately, from any device or location. Intuitive dashboards help you track and report on send rates, error rates and response rates. SMS bundles must be purchased separately.

Multilingual

Technical capability to allow customers to display core Ciph HR fields in different languages (subject to customer translation creation).

Workforce Census Return; Schools Census Return; FE Data Collection

Support required education sector statutory returns via Ciph. Includes initial system configuration to accommodate required data fields, and standard data output and/or reports to support required exports or reports for submission (subject to standard functionality and service delivery).

Webexpenses

Expense management software that transforms how organisations manage employee expenses. Simple and intuitive, Webexpenses turns a complex, manual process into an efficient, automated one, which is proven to save organisations up to 30% in time and efficiency. Costs shown are based on purchase of Webexpenses alongside Ciph HR and/or Ciph Payroll.

Test system/environment

Single iteration test environment to support testing of updates, integration, and user familiarisation/training. Based upon standard facility (including any exclusions).

Enhanced disaster recovery

The standard service offers targeted recovery point objective (RPO) and recovery time objective (RTO) of 24 hours and five days respectively. At Ciph’s absolute discretion, Customers can opt for an enhanced service in this area, for example, an RPO of six hours and RTO guaranteed at 48 hours.

API key

Ciph has a restful API framework that provides access to standard available data endpoints to enable data to be presented to other systems or written to Ciph. Costs shown are for access to a single key which can provide single point (single third-party system or service) access to standard available data endpoints. The enterprise licence provides access to multiple keys as set out in any Call-Off Agreement.

Candidate importer API

Standard pre-defined API to support the import into Ciph HR from third party ATS/recruitment platforms of successful candidates’ basic employee personal data and documents.

CSPs deliverables include:

- Annual System Optimisation Check
- On Demand Services (hours vary by CSP Level), to support with, for example:
 - Annual Salary Review Assistance
 - Holiday roll over process
 - Quarterly Bulk imports and updates of data such as Bonuses
 - User Security Configuration
 - System administration changes