



IRIS Payroll

HR Integration Guide

April 2020

IRIS. Look forward

Contents

Welcome	4
Introduction	4
HR Integration	5
Configuration	5
To create a new company in HR.....	5
How to configure HR Integration in Payroll.....	6
Login Details.....	6
Send to HR.....	7
If you are new to both payroll and HR	8
If you have an existing company in payroll but you are new to HR	9
If you have an existing company in HR but you are new to payroll	10
If you have both payroll and HR with an existing company and employees	11
Using HR Integration in Payroll	13
Get From HR	13
To get data from HR:	13
View & Import Data	14
Validate	14
To validate the data:.....	14
To view the data received from HR:	15
To get data from HR with Final Request selected:.....	15
Importing the Data.....	16
Employee Matching.....	17
Importing Absence	17
Frequently Asked Questions	18
Can I view links for employees?	19
Can I delete links for employees?	19
Can I enter absence in HR to transfer to payroll?.....	19
If I change the Start Date in HR, will it change in payroll?.....	19
Why is the username field disabled when trying to enter my credentials?.....	19

Can I cancel the Send to HR process?	20
Can I amend details in payroll and send to HR?	20
How do I create a pay frequency in HR?	21
How do I assign a Pay Type for an employee in HR?	21
Do employee numbers need to be unique in HR?	21
What happens if data is entered into IRIS HR and payroll at the same time?	21
If I take a copy of a company in Admin that is linked to HR, will I have to link the company again?	22

Welcome

This guide will give you an overview of how HR Integration works within the payroll software. You can read it straight through or jump to the section you are interested in, using the links on the **Contents** page.

If text within the guide looks like **this**, it is a link, which will take you to information on that topic.

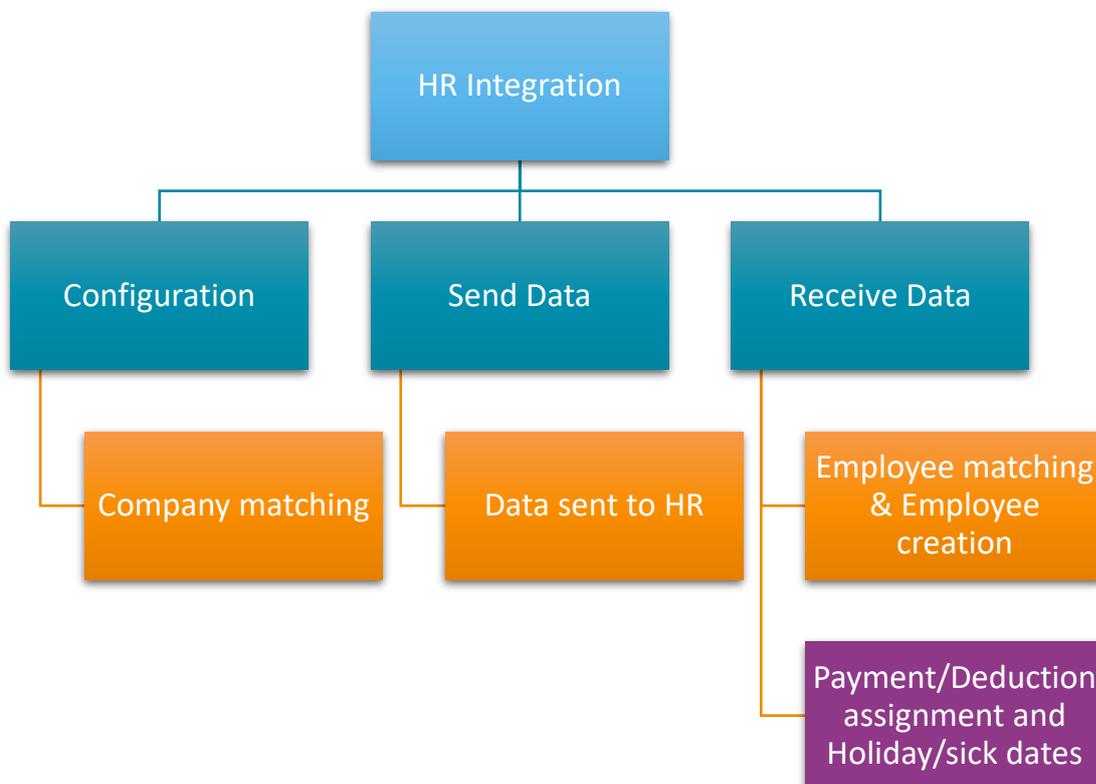
Introduction

HR Integration is a revolutionary feature of the software, which allows you to reduce your workload and free up your valuable time.

With an active HR account, you can send data to payroll and import from payroll into HR. Information inputted into your HR system can be pulled through to payroll and used to pay employees. This time-saving feature removes the need to enter the same information twice, or to use cumbersome export and import processes.

If you have the IRIS AE Suite, you can publish payslips, pension letters and P60s to HR, in a place where your employees can view them. A guide advising employees on how to view these can be found **here**.

Here is an overview of the process:



HR Integration

In your Payroll software, on the **Company** tab card, there is a **HR Integration** section which includes the following options: **Configure**; **Send to HR**; **Get from HR**, **View & Import HR Data** and **View Links**.



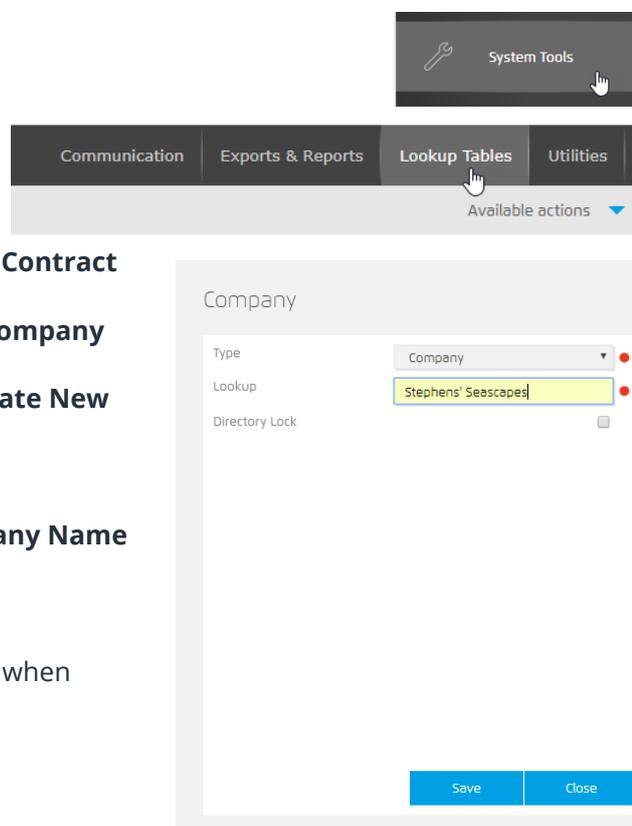
Configuration

Please Note: Before configuring HR Integration in payroll, you **must** have a company in HR for the payroll company to link to. You must also check that each payment/deduction name in payroll is unique before sending data to HR.

To create a new company in HR

As stated above, you must have a company in HR for your payroll company to link to. To create a company in HR:

1. Log into HR
2. Choose **System Tools**
3. Then, from the top right, select **Lookup Tables**
4. From the **Lookup Tables** screen, click **Contract**
5. This opens a drop-down list, choose **Company**
6. From the **Company** screen, select **Create New**
7. Leave **Type** set to **Company**
8. In the **Lookup** field, enter your **Company Name**
9. Click **Save** then **Close**



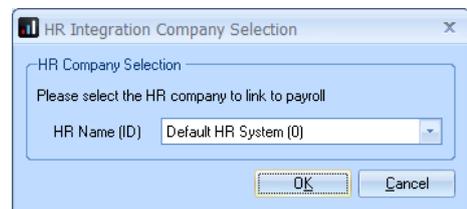
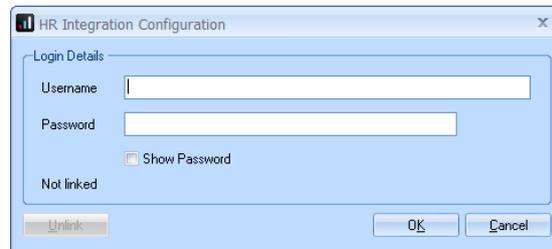
This company will now be available to select when linking payroll to HR.

How to configure HR Integration in Payroll

You **must** complete the configuration process **before** using the HR Integration for the first time. To do this, follow these steps:

Login Details

1. Select **Company | Configure**
2. This will open the **HR Integration Configuration** screen
3. Enter the **Username** and **Password** – these are your HR login credentials
4. Tick **Show Password** if you want to confirm what you have entered
5. Click **OK**
6. If you only have one company in HR, the company will automatically link
7. If you have more than one HR company, the **HR Integration Company Selection** screen will be displayed
 - i. From the drop-down list, select the HR company to link to payroll
 - ii. Choose the **HR Name (ID)** from the list
 - iii. Click **OK**



Each HR Company only links to a single payroll company. Once you have linked a company in payroll to a company in HR, you are unable to link that HR company to a different payroll company. HR has a mandatory company field when set to link to payroll.

Send to HR

Send to HR must be carried out for all companies before you can retrieve data from HR. *

The **Send to HR** option can also be used to export static data to HR such as company pay element data (e.g. hourly rates and payments & deductions), employee details and pay elements (such as bonus payments and expenses) assigned to employees.

Please Note: You must check that each payment/deduction name in payroll is unique before sending data to HR.

* Unless you have been using both HR and payroll prior to integration being added to the software

This section shows the steps you need to take if:

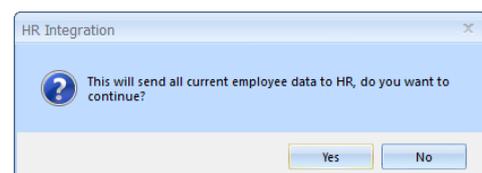
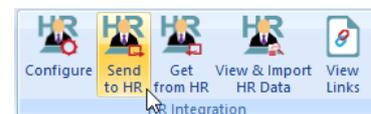
- **You are new to both payroll and HR**
- **You have an existing company in payroll but are new to HR**
- **You have an existing company in HR but are new to payroll**
- **You have both payroll and HR with an existing company and employees**

If you are new to both payroll and HR



If you are creating a new company having purchased both the payroll software and HR, once you have set-up the company in payroll (for help, click [here](#) to view the **IRIS Payroll Getting Started Guide**) and HR:

1. Log into payroll
2. In payroll, select **Company | Configure** and enter your **HR login details**
3. Under **Company | Pay Elements**, create hourly rates and payments and deductions
4. Create your employees and assign any standard pay elements
5. From the **Company | HR Integration** section, choose **Send to HR**
6. A message will be displayed, click **Yes** to continue
7. Once complete, a message confirming data has been successfully sent to HR will be displayed



This process will:

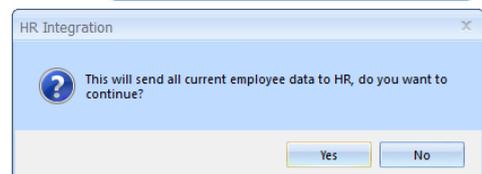
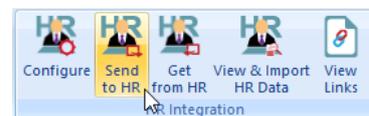
- Send and create the pay elements definitions in HR
- Create the employees in HR, together with the standard pay elements assigned in payroll

If you have an existing company in payroll but you are new to HR



If you have a company in payroll but have just purchased HR, once you have created a company in HR:

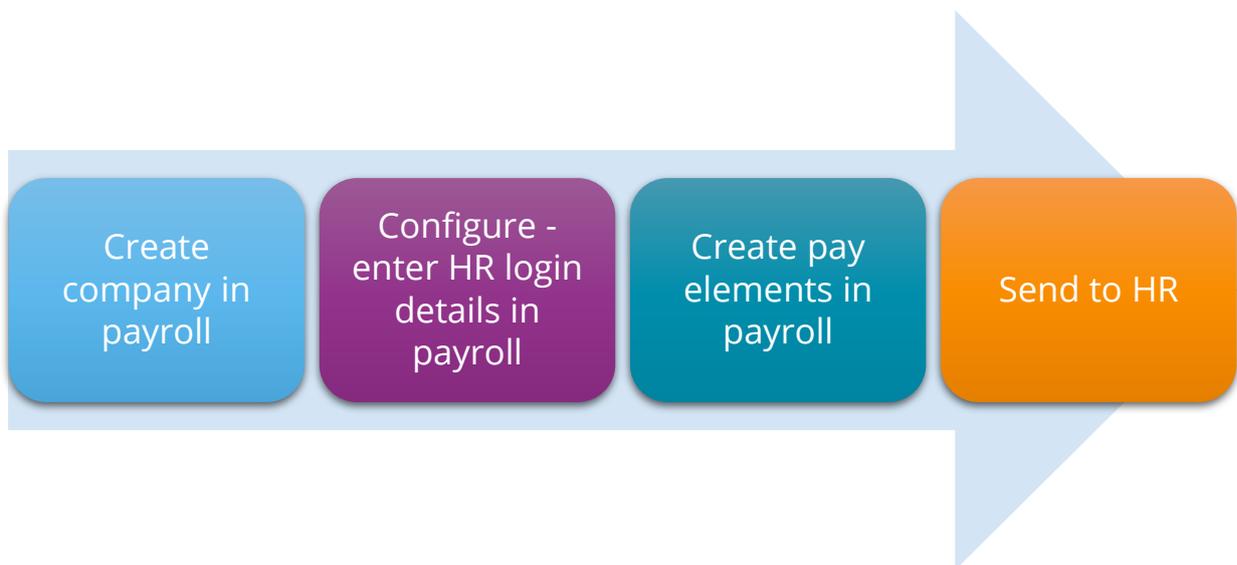
1. Log into payroll
2. Go to **Company | Configure** and enter your **HR login details**
3. From the **Company | HR Integration** section, choose **Send to HR**
4. A message will be displayed, click **Yes** to continue
5. Once complete, a message confirming data has been successfully sent to HR will be displayed



This process will:

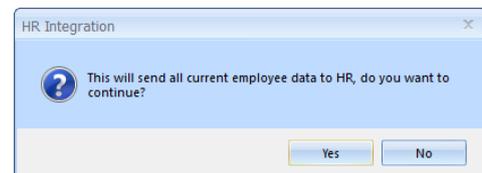
- Send and create the pay elements definitions in HR
- Create the employees in HR, together with the standard pay elements assigned in payroll

If you have an existing company in HR but you are new to payroll



If you are creating a new company, having purchased the payroll software, once you have set-up the company in payroll (for help, click [here](#) to view the **IRIS Payroll Getting Started Guide**):

1. In payroll, select **Company | Configure** and enter your **HR login details**
2. Under **Company | Pay Elements**, create hourly rates and payments and deductions
3. From the **Company | HR Integration** section, choose **Send to HR**
4. A message will be displayed, click **Yes** to continue
5. Once complete, a message confirming data has been successfully sent to HR will be displayed
6. In HR, ensure employees have the **Pay Type** field set



This process will:

- Send and create the pay elements definitions in HR

Please Note: After performing the **Get from HR** process, you need to assign any standard pay elements to employees in payroll

If you have both payroll and HR with an existing company and employees

If you have existing companies in payroll and HR and want to link the products:

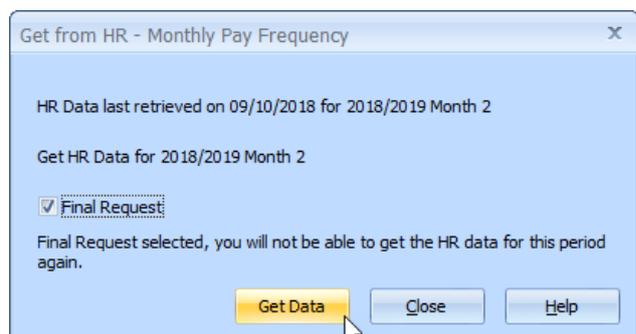
1. Ensure all data in IRIS HR is up to date
2. Prior to running payroll, make a backup of your payroll data, ensuring the last payroll period run for the frequency has been finalised
3. In HR, select an employee and click **Employee | Contract | Company**. Then choose the relevant company for the employee. Next, click **Employee | Payroll | Pay Type** and choose the appropriate pay frequency

For help with creating and assigning a **Pay Type**, see [creating a Pay Type](#) and [assigning a Pay Type](#)

4. Repeat step 3 for all employees in the HR system
5. Log into payroll and in **Company | Configure**, enter your **Username** and **Password**, see [HR login details](#)
6. If there are multiple frequencies configured, select the frequency to link to HR in payroll
7. Select **Company | Get from HR** and retrieve the data from HR for the active period for the frequency
8. After performing **Get from HR**, the retrieved data is listed on the **Company | View & Import HR Data** screen
9. Highlight the **Period** and click **Validate**
10. Ignore any **"Error - Pay/Ded does not exist"** messages, however, if other validation errors/warnings appear, amend these in HR and repeat step 7

11. When you are happy with the data from HR, select **Company | Get from HR** and choose **Get Data** for the active period with the **Final Request** option selected

12. Select **Company | View & Import HR Data**, highlight the period you have just closed and click **Import**, ignoring any **"Error - Pay/Ded does not exist"** messages



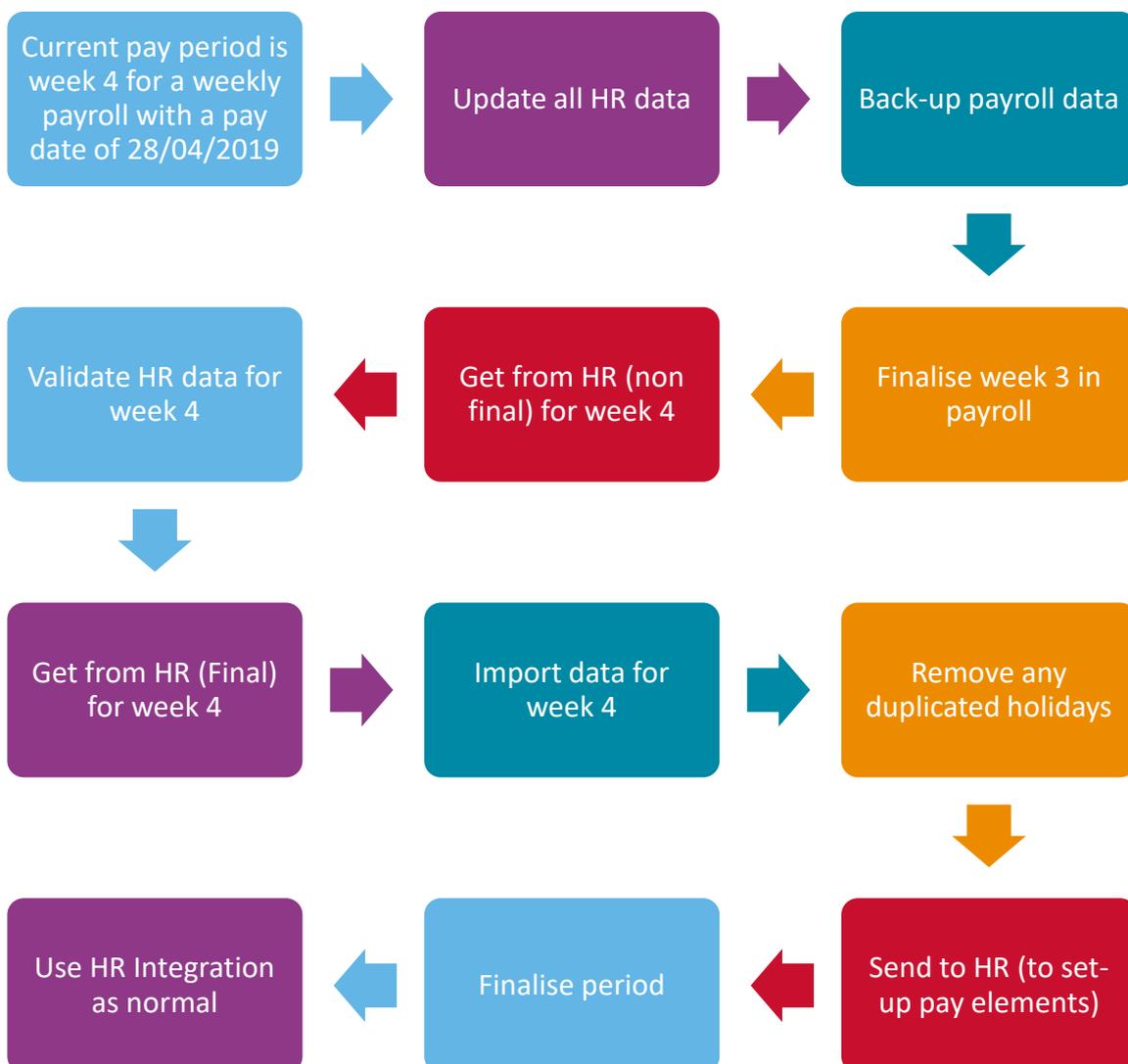
This will copy over and import all the employee details from HR into payroll

13. Repeat steps 3-10 for all pay frequencies in use
14. Remove any duplicated holidays or holidays that have already been paid

15. Run payroll for the selected frequency and period
16. From the **Company | HR Integration** section, choose **Send to HR** to send data to HR for the period
17. A message will be displayed, click **Yes** to continue
18. Once complete, a message confirming data has been successfully sent to HR will be displayed

This will set-up the pay elements in HR and assign them to employees

19. Finalise the period after all payroll processes are completed
20. Continue to use HR integration in the normal manner



Using HR Integration in Payroll

Get From HR

Once you have performed the initial **Send to HR**, the payroll software will be able to retrieve and import data from the HR system.

The **Get from HR** icon will be enabled once HR Integration has been configured and the payroll company linked to a HR company.

At the top of the **Get from HR** screen, the date HR data was last retrieved is displayed. The year, pay frequency and period number are also shown.

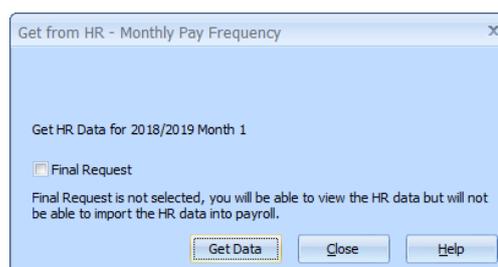
When employees have been sent to HR but not matched to a HR employee in payroll, if you use the **Send to HR** process again, these individuals will not be included until they have been **matched**.

A **Get from HR** needs to be performed to match employees before any amendments can be sent for unmatched employees.

To get data from HR:

If you have more than one **Pay Frequency**, select the **Pay Frequency** from the sidebar

1. Click **Company | Get from HR**
2. If you want to view the HR data but not import into payroll at this point, leave **Final Request** unticked. (If you are happy with the data and are ready to import it into payroll tick **Final Request**)
3. Click **Get Data**
4. We recommend that you validate the data before import. See **View & Import Data**



Please Note: Once data has been retrieved from HR and marked as **Final Request**, you cannot retrieve this period again

Please note: any new pay elements must be created in payroll and the **Send to HR** process carried out before using the **Get Data** function

5. To mark the HR Data as valid, click **Yes**. Alternatively, click **No** to return to the **View/Import** grid.

If you attempt to **Get from HR**, with **Final Request** selected and have not validated the data, a warning message will be displayed advising you to **Validate** before importing into payroll. We would strongly recommend that you carry out the **Validate** process before importing however, you can click **Yes** on this message to proceed with the **Get from HR** with **Final Request** set.

To view the data received from HR:

1. Select **Company** | **View & Import HR Data**
2. On the **View/Import from HR** screen, highlight the period in the grid and click **View**

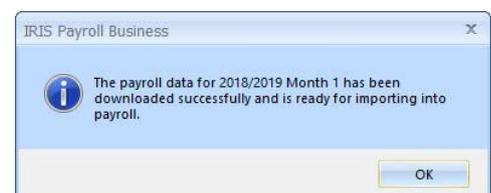
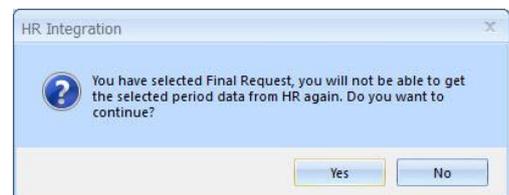
The data is read-only; you can view the following tabs:

- **Bulk Employee Amendments** – information here will change the standard amounts, such as salary that appear each payroll for an employee
 - **Amend Existing Employees** – this section displays a card for each employee on the payroll, containing his or her Name, Code and Department
 - **Payroll Entry** – this screen details payroll variations entered to appear for this pay period only
3. Click **Close** to return to the **View/Import from HR** screen

To get data from HR with Final Request selected:

Once you have validated the data received from HR and are ready to import:

1. If you have more than one **Pay Frequency**, select the **Pay Frequency** from the sidebar
2. Select **Company** | **Get from HR**
3. Tick **Final Request**
4. Click **Get Data** – a message will be displayed advising you will not be able to get the selected period's data from HR again
5. Select **Yes** to continue (**No** will return you to the **Get from HR** screen)
6. If successful, a confirmation message will be displayed

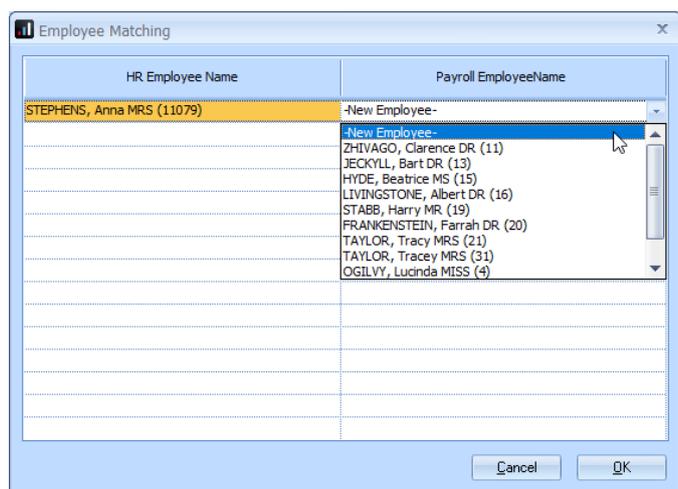


Employee Matching

When an employee is selected to be matched during the HR Integration import, if there is a mismatch between the Surname and/or the employee NI Number, a warning will be displayed. Employee matching is usually for new employees where different employee codes (numbers) may have been used in payroll and HR.

If a HR Employee's NI number does not match the Payroll Employee's NI number, a warning will be displayed. Clicking **Yes** on the warning will continue with the employee matching and import process, whereas, clicking **No** will return you to the employee matching screen.

Payroll will attempt to match employees and will display suggested matches, however, if there is no proposed match between the **HR Employee Name** and the **Payroll Employee Name**, choose the relevant employee from the drop-down list to link with the **HR Employee Name**. If the employee is a new employee, choose the option **-New Employee-**. The drop-down list will not include already linked employees.



Importing Absence

Any holiday and sickness days are imported during the import process. Payroll will automatically calculate the amount of holiday pay and/or sickness due and will pay this in the current pay period (if applicable).

The first time you are using HR Integration, you will need to check holiday and sickness calculations manually, as absence dates may have already been paid in a previous period. A warning message to this effect will be displayed, click **OK** to continue with the import process.

Please note: Attachment of Earnings and SMP/SPP/SAP pay elements will not be transferred between HR and Payroll, and these will need to be assigned manually in both systems

Once the import is complete, the **View/Import from HR** screen will be updated and will show:

- Status – Imported
- The Import Date
- The Import User

Once the import is complete, you can continue with your usual payroll process i.e. calculate/finalise. To finish off the period once payroll is complete, we would advise that you send to HR. This will ensure that the HR records are up to date with the payroll records.

If you are new to payroll, various user guides are available from the **Help | Support | Help & Guides** section. Alternatively, if you need help with a particular screen in payroll, click the **Help** button, which can be found on most screens, (or press the **F1** key on your keyboard) to open the **Manual** directly on the current topic.

Frequently Asked Questions

Can I view links for employees?

Can I delete links for employees?

Can I enter absence in HR to transfer to payroll?

If I change the Start Date in HR will it change in payroll?

Why is the username field disabled when trying to enter my credentials?

Can I cancel the Send to HR process?

Can I amend details in payroll and send to HR?

How do I create a pay frequency in HR?

How do I enter a Pay Type for an employee in HR?

Do employee codes need to be unique in HR?

What happens if data is entered into IRIS HR and payroll at the same time?

If I take a copy of a company in Admin that is linked to HR, will I have to link the company again?

Can I view links for employees?

Yes, from **Company | HR Links**, you can view linked employees.

The screen displays the **HR ID** and **Payroll Name**.

Can I delete links for employees?

Yes, to delete a link for an employee:

1. Select **Company | HR Links**
2. Choose the employee
3. Click **Delete**
4. To remove the link between payroll and HR click **Yes** to the warning message

Can I enter absence in HR to transfer to payroll?

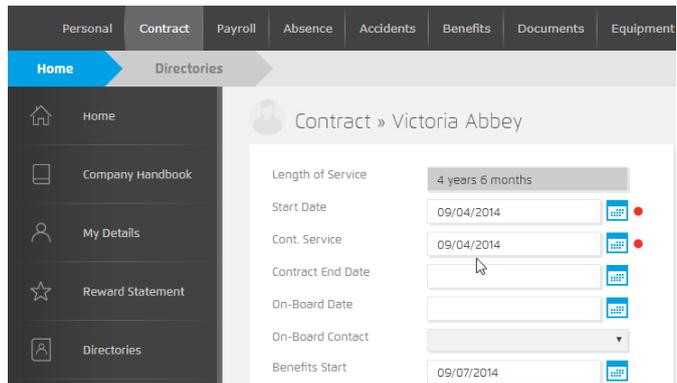
Yes, you can currently enter holidays and sickness only. Maternity, compassionate leave and unauthorised absence are not transferred to payroll.

If I change the Start Date in HR, will it change in payroll?

No, to change the **Start Date** in Payroll for an employee, you need to amend the **Cont. Service** field in HR.

To edit the Cont. Service field:

1. In HR, select **Directories** and then choose the employee
2. Click the **Edit** icon 
3. Select the **Contract** tab
4. Amend the **Cont. Service** field
5. Click **Save**



The screenshot shows a web application interface with a top navigation bar containing tabs: Personal, Contract, Payroll, Absence, Accidents, Benefits, Documents, and Equipment. Below this is a sub-navigation bar with 'Home' and 'Directories'. The main content area is titled 'Contract » Victoria Abbey' and contains several fields: Length of Service (4 years 6 months), Start Date (09/04/2014), Cont. Service (09/04/2014), Contract End Date, On-Board Date, On-Board Contact, and Benefits Start (09/07/2014). Each date field has a calendar icon and a red dot indicating it is editable. A mouse cursor is hovering over the 'Cont. Service' field.

Why is the username field disabled when trying to enter my credentials?

The **Username** field will be disabled if this has been previously entered, saved and linked to an HR Company. If this needs to be changed, you will need to unlink the company.

If the **Username** and **Password** credentials are already stored, the username will be displayed, and the password field will be shown as *'s. Click **Show Password** to see the details.

Click **Unlink** to remove the following:

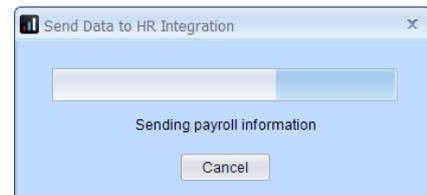
- **Username** and **Password** from the **HR Integration Configuration** screen
- **HR Company ID** from the payroll company and the HR company name
- **HR ID link** from all employees in the payroll company

A confirmation message will be displayed when you have successfully unlinked a company.

Can I cancel the Send to HR process?

A progress bar will be displayed during the “send” process.

Clicking **Cancel** will pause the process, and a message will be displayed advising that all data may have been sent to the HR system and encouraging you to check HR for the changes. You will also be asked if you want to cancel sending the data: click **Yes** to stop the process or **No** to resume sending the data to HR.



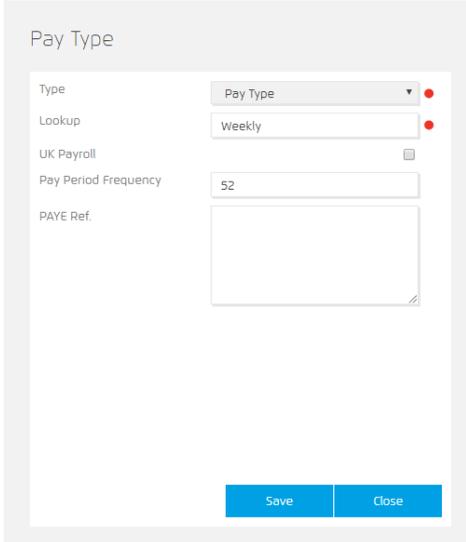
Can I amend details in payroll and send to HR?

Yes, you can make changes to an employee’s details in payroll and then send the changes from payroll to HR. In this example, we will change an employee’s address and add a monthly bonus:

1. Log into payroll
2. Select the employee and in **Employee Details**, change their address
3. In **Employee Details | Pay Elements | Pay Deds** for the employee, add a new bonus
4. From the sidebar, if you have more than one **Pay Frequency**, select the one the employee is paid in
5. From the **Company | HR Integration** section, choose **Send to HR**
6. Click **Yes** to the message to confirm

How do I create a pay frequency in HR?

1. In HR, go to **System Tools**
2. Choose **Lookup Tables**
3. Click **Payroll** and from the drop-down, select **Pay Type**
4. Select **Create New**
5. From the **Type** drop-down, select **Pay Type**
6. Next to **Lookup**, enter your pay frequency i.e. Weekly
7. Enter **Pay Period Frequency** – this is how many periods there are in the year for the selected Lookup:
 - Weekly = 52
 - 2-weekly = 26
 - Monthly = 12
 - 4-weekly = 13



Pay Type

Type: Pay Type

Lookup: Weekly

UK Payroll:

Pay Period Frequency: 52

PAYE Ref.:

Save Close

How do I assign a Pay Type for an employee in HR?

1. In HR, select **Directories**
2. Choose the employee and click the edit icon 
3. Select the **Payroll** tab
4. Choose the required frequency from the **Pay Type** drop-down
5. Click **Save**

Do employee numbers need to be unique in HR?

Yes, employee numbers in HR must always be unique. If you have multiple companies in payroll, you will need to ensure that there are no employees with the same number.

What happens if data is entered into IRIS HR and payroll at the same time?

Care needs to be taken in this situation. If the payroll user amends a record in HR, and another user amends the same record in payroll, some of the data may be lost when that record is sent between systems. We recommend that work is completed in IRIS HR before continuing in payroll.

If I take a copy of a company in Admin that is linked to HR, will I have to link the company again?

If you use the **Copy Company** option in Admin to create a copy of a company linked to HR, you will need to recreate the HR link in the copy, as it will now have a different company ID number.

Useful numbers

HMRC online service helpdesk	HMRC employer helpline
Tel: 0300 200 3600	Tel: 0300 200 3200
Fax: 0844 366 7828	Tel: 0300 200 3211 (new business)
Email: helpdesk@ir-efile.gov.uk	

Contact Sales (including stationery sales)

For IRIS Payrolls	For Earnie Payrolls	For IRIS Payroll Professional
Tel: 0344 815 5656	Tel: 0344 815 5676	Tel: 0345 057 3708
Email: sales@iris.co.uk	Email: earniesales@iris.co.uk	Email: payrollsales@iris.co.uk

Contact Support

Your Product	Phone	E-mail
IRIS PAYE-Master	0344 815 5661	payroll@iris.co.uk
IRIS Payroll Business	0344 815 5661	ipsupport@iris.co.uk
IRIS Bureau Payroll	0344 815 5661	ipsupport@iris.co.uk
IRIS GP Payroll	0344 815 5681	gpsupport@iris.co.uk
IRIS GP Accounts	0344 815 5681	gpaccsupport@iris.co.uk
Earnie or Earnie IQ	0344 815 5671	earniesupport@iris.co.uk
IRIS Payroll Professional (formerly Star)	01273 715300	payroll-support@iris.co.uk

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