

PAYROLL OUTSOURCING · HORTICULTURE

A payroll that was bigger than it looked

How a Kent grower handed over a weekly and monthly payroll, recovered eight to ten hours a month, and cut back their own working hours.

CLIENT

Amethyst Horticulture

INDUSTRY

Horticulture

OPERATIONS

Weekly and monthly,
seasonal peak

SERVICE

Managed payroll &
pensions

The challenge

Amethyst's payroll was not broken. It was run in house, carefully, and it was compliant. The problem was what it cost in time.

It is also harder than the headcount suggests. Four people are paid monthly and fifteen weekly, rising to twenty two across June, July and August. Two pay frequencies, a summer peak that lifts the weekly payroll by almost half, and a weekly deadline that moves for nobody, all sitting with one person alongside their real job.

The solution

Amethyst moved their payroll to LitE eighteen months ago: both frequencies, the seasonal swing and pension administration.

8 to 10 hrs

ADMIN TIME SAVED EVERY
MONTH

2

PAY FREQUENCIES RUN SIDE BY
SIDE

18 months

AND COUNTING

The results

✓ Time back, in a form that mattered

Eight to ten hours a month returned, and enough of it together that the finance manager has cut their own working hours.

✓ Fast and accurate, in the client's words

Weekly payrolls are unforgiving. The standard set for us was the one the client had already set themselves.

✓ The seasonal peak stopped being an event

Summer starters, the weekly payroll growing by half and then shrinking again, all handled as routine.

✓ Pensions handled alongside

Pension administration runs with the payroll, not as a separate job somebody has to remember.

Being straight about the move

There was some trial and error at the start and it took a few weeks to settle rather than a few days. In practice there are two systems: one for sending us changes, files and messages, and one where staff get their payslips. Amethyst added a third themselves, for faster payments. Eighteen months on, none of it is something anyone thinks about.

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I would definitely recommend LitE Payroll to ensure your payroll and pensions are handled competently and are fully compliant.

Pauline Ayliffe
Amethyst Horticulture