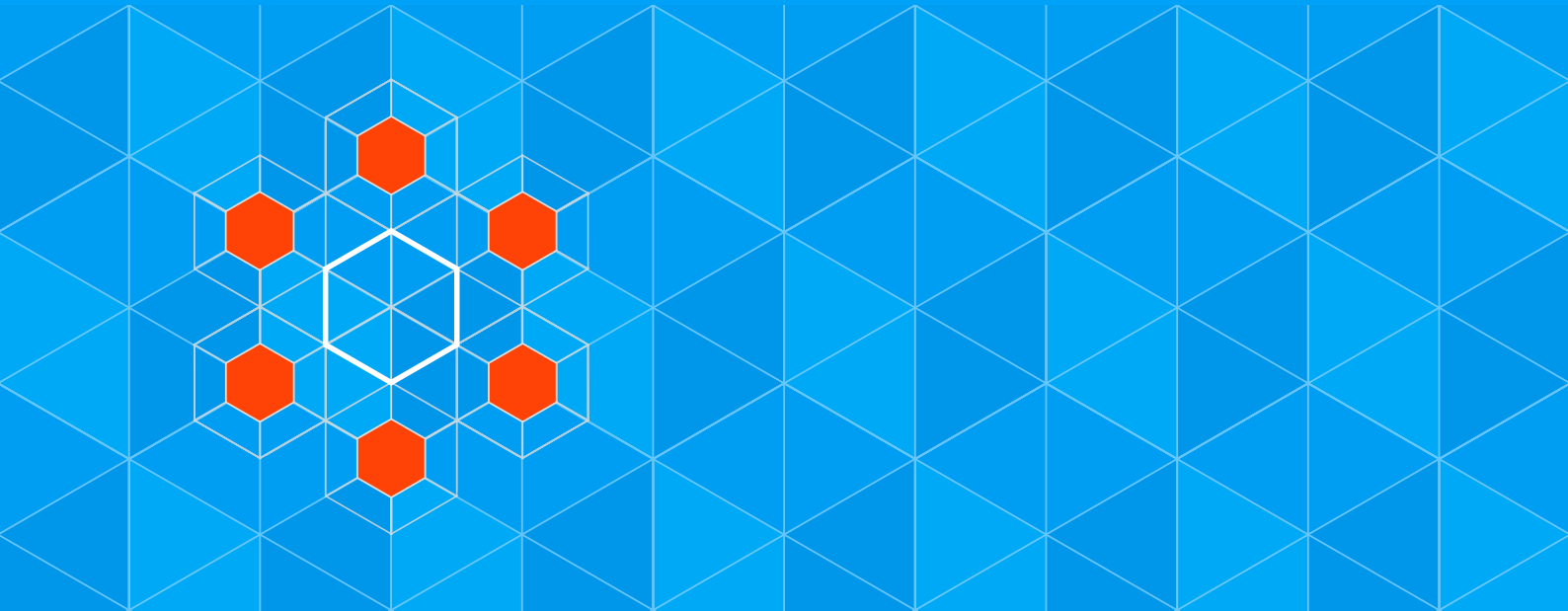




Rivor Ability Tools®

## Work to Pay



A comprehensive approach that integrates workforce management and payroll processes, clearly connecting the tasks employees perform with the compensation they receive.

We make it work

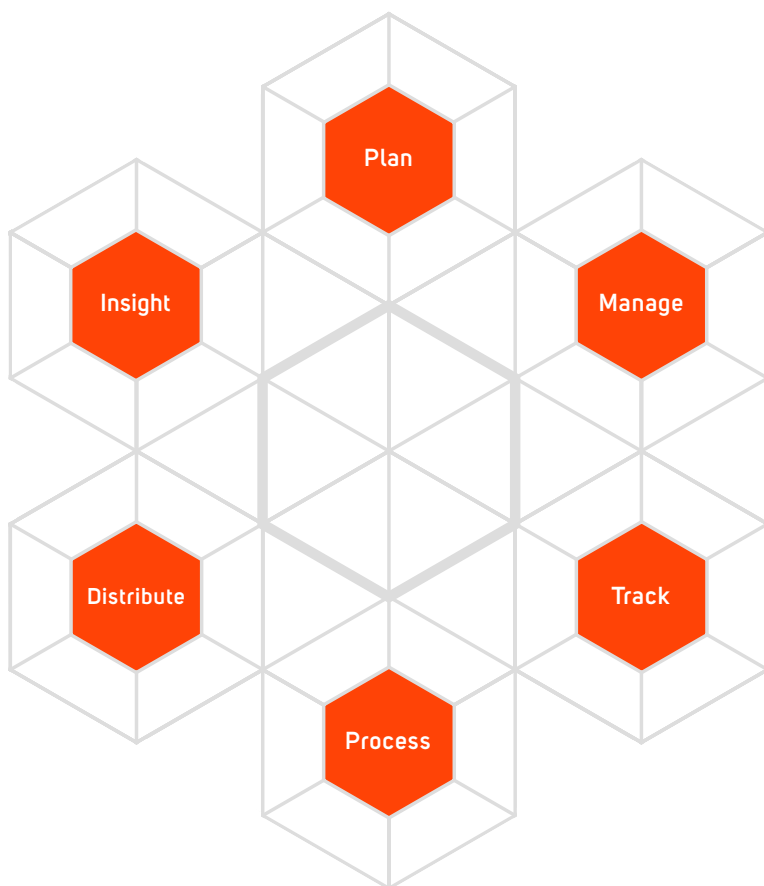
**RIVOR**  
Advisory

# The Work to Pay Lifecycle

The Work to Pay lifecycle is a conceptual framework that highlights the interconnection between workforce management activities and the payroll process within an organisation. It encompasses the various stages involved in managing employees, their activities, and their compensation. A Work to Pay solution is a comprehensive approach that integrates these workforce management and payroll processes.

## Optimise workforce & operational efficiency

The Work to Pay Lifecycle emphasises the importance of aligning workforce management practices with payroll processes to ensure that employees are appropriately compensated for their work while enabling the organisation to optimise its workforce and operational efficiency.



## Workforce Planning

Planning and organising the workforce to meet the operational and strategic goals of the organisation.

## Workforce Management

Focuses on efficiently managing and organising the workforce to ensure optimal productivity and performance.

## Time & Attendance Tracking

Accurately recording and monitoring employee work hours and attendance.

## Payroll Processing

Calculating and processing employee wages, benefits, and deductions based on the work performed and the agreed-upon compensation terms.

## Payment Disbursement

Distribution of accurate and timely payments to employees, ensuring that they receive their compensation promptly and correctly.

## Data Analysis and Insights

Analysis of workforce and payroll data to gain valuable insights that can inform decision-making and improve overall operations.

## Integrate workforce management & payroll

---

Employee payment is frequently treated as an isolated, cost-centered compliance task, disconnected from the broader functioning of the organisation. Unfortunately, this perspective often hinders the utilisation of valuable data and insights embedded within the payment process. Rivor helps organisation's become more productive and efficient by applying a Work to Pay solution that streamlines workforce activities, implements standardised processes, leverages data insights, and ensures timely and accurate payment of employees. It encompasses a range of strategies and practices aimed at optimising the efficiency and accuracy of payroll operations while aligning them with the broader goals and activities of the organisation.

### Lay the groundwork for sustained success

---

In today's dynamic and competitive business landscape, the significance of responsive work pools, optimised workforce deployment, and appropriately rewarding employees cannot be overstated. A well-functioning organisation thrives on its ability to swiftly adapt to changing demands, efficiently allocating its workforce where it's most needed, and recognising and incentivising exceptional contributions. Work to Pay embraces these key components to foster a culture of agility, productivity, and employee satisfaction, laying the groundwork for sustained growth and organisational success.

#### Build responsive workforce pools

---

Create specialised workforce pools in each business unit to align seamlessly with anticipated demand, ensuring the right skills are readily available when needed. This approach optimises operational efficiency and enables swift responses to market fluctuations, fostering expertise and excellence within each unit.

#### Optimise workforce deployment

---

Reorganising workforce activities to prioritise consistency and transparency within set financial parameters is essential for efficiently identifying and addressing any existing resourcing gaps. By streamlining operational processes and establishing clear guidelines, we enable a comprehensive overview of resource utilisation.

#### Reward people appropriately

---

Minimising payroll errors is paramount, and this can be achieved by implementing an effective and efficient payment process. By leveraging advanced payroll management systems and conducting regular audits, businesses can mitigate the risk of errors, such as incorrect calculations or delayed payments, thereby maintaining compliance and employee satisfaction.



## Contact us

---

For an obligation free conversation about how you can use our Work to Pay solution to improve organisational productivity and efficiency, please contact me.

### **Rob Hughes**

CEO

Email: [rob.hughes@rivor.com](mailto:rob.hughes@rivor.com)

Mobile: +61 414 777 462

Website: [www.rivor.com](http://www.rivor.com)