

How automation transformed global payroll in 2025

Validated by the 2025 Payroll Efficiency Index (PEI) Report analysis.

1M+

payslips

130+

countries

Your standard SLAs are hiding the true story of payroll efficiency

99.9%

accuracy doesn't reflect the time, cost, or complexity of payroll.



Hidden inefficiencies that standard metrics mask



Manual processes



Language barriers

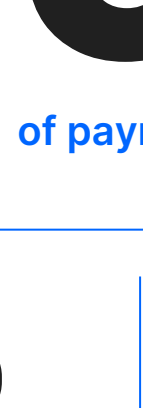


Rigid timelines

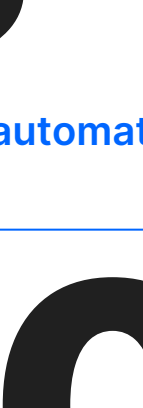
Automation transforms these pain points



Eliminating manual errors



Standardizing processes across regions



Freeing up time

5 KPIs



FTA



DII



I/1000



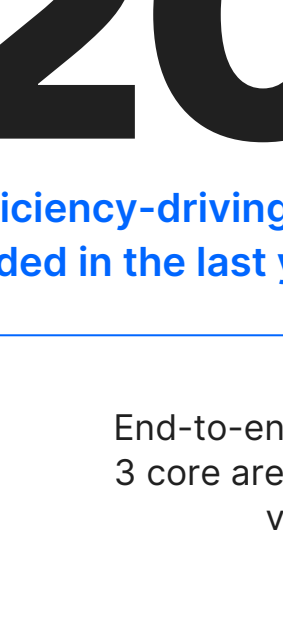
SI



CAL

CloudPay's PEI Report uses 5 advanced KPIs to reveal what's really happening beneath the surface – exposing the true cost and complexity of payroll operations that traditional SLAs mask and demonstrating how automation delivers measurable improvements.

CloudPay's automation approach



98%

of payroll processes automated

15%

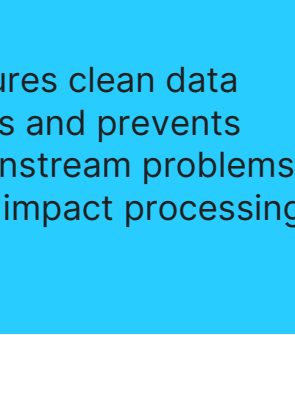
reduction in manual processes

20

minutes saved per payroll run

20+

efficiency-driving automations added in the last year



End-to-end pay journey automation centred around 3 core areas – delivering measurable improvements validated by the 2025 PEI Report:

Data import & lock



Ensures everything is in the system on time and sets up the run for processing.

Before

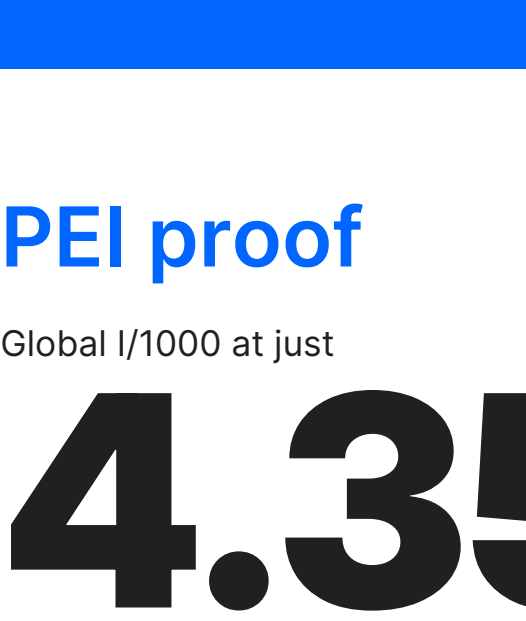
- ⌚ Fragmented data
- ⌚ Coordinating cut-offs
- ⌚ Validating data quality

Drains resources and invites errors.

After

- ⌚ Automated data flows
- ⌚ System-triggered locks
- ⌚ Real-time validation

Ensures clean data flows and prevents downstream problems that impact processing.



PEI proof

Global DII now at just

0.81

data input issues per payslip.

End-to-end validation

Flags any issues as early as possible.

Before

- ⌚ Reactive validation after processing
- ⌚ Irregular checks
- ⌚ Rushed corrections

Creates delays and allows errors to reach final payroll stages.

After

- ⌚ Proactive validation at three key stages - pre-process, post-process, post-approval

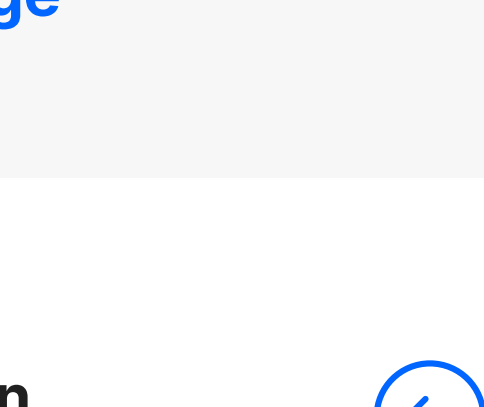
Catches and resolves issues before they impact employee payslips.

PEI proof

Global I/1000 at just

4.35

issues affecting payslips per thousand.



Generate & publish key outputs

Automatically produces and distributes final deliverables.

Before

- ⌚ Manual triggers
- ⌚ Formatting files
- ⌚ Uploading to multiple systems

Creates last-minute risks and payment delays.

After

- ⌚ Automated generation and distribution of bank files, payslips, and GL files

Eliminates manual bottlenecks that traditionally delayed payments.



PEI proof

99.12%

payment timeliness achieved through seamless automation.

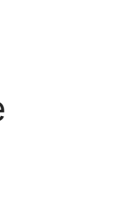


These automations support real-time KPI capture for

Faster issue resolution

More accurate data at every stage

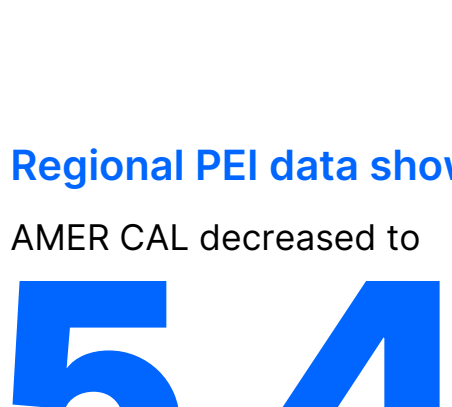
Advanced payroll automation requires advanced analytics



This automation revolution demanded better KPI measurement systems.

In 2024, we evolved from manual recording to real-time automated capture for two of our core KPIs.

DII Evolution



Manual issue logging

Automated real-time detection

I/1000 Evolution



Reactive problem identification

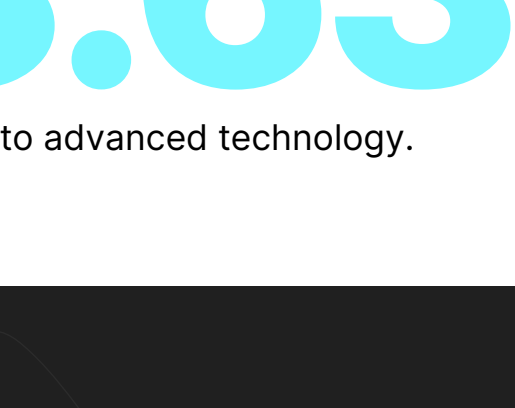
Proactive automated reporting

This measurement transformation enables continuous improvement and validates the impact of automation in real-time.

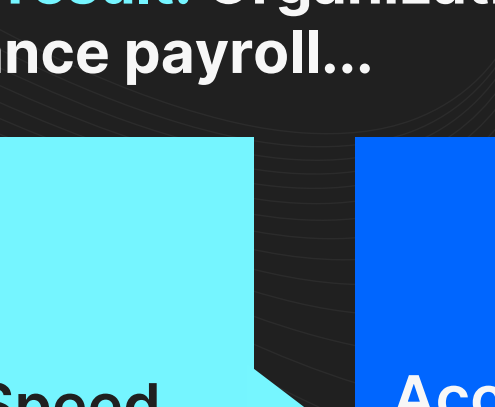
Global automation impact – the advantage in action

Teams focus on exceptions and strategy instead of firefighting.

- ⌚ Automated processes handle routine tasks
- ⌚ Strategic planning replaces crisis management
- ⌚ Payroll professionals tackle complex, high-value work



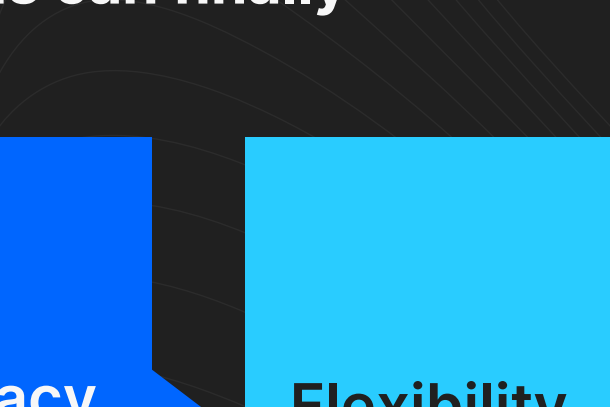
Seamless end-to-end processing eliminates handover delays and errors.



- ⌚ No manual data transfers between systems
- ⌚ Automation across the process prevents errors cascading
- ⌚ Unified visibility across the entire pay cycle

Real-time visibility enables proactive management.

- ⌚ Issues identified and resolved before impact
- ⌚ Performance trends visible instantly
- ⌚ Continuous improvement through data-driven decisions



Regional PEI data shows:
AMER CAL decreased to

5.40 days

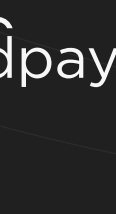
despite increased complexity.

Regional PEI data shows:
EMEA has lowest I/1000 rate at

3.63

thanks to advanced technology.

Results that matter



The 2025 PEI Report validates what forward-thinking organizations already know: strategic automation investment delivers measurable, sustainable improvements.

The result: Organizations can finally balance payroll...

Speed

Accuracy

Flexibility

Download the full 2025 PEI Report