



SafeGuardWorld International Payroll Services

Vendor Assessment
Report Abstract

June 2015

By Elizabeth Rennie
HR Outsourcing Research Analyst
NelsonHall

12 pages

research.nelson-hall.com





Who Is This Vendor Assessment For?

NelsonHall's Payroll Services Vendor Assessment for SafeGuardWorld International (SGWI) is a comprehensive assessment of SGWI's payroll services offering and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of payroll services and identifying vendor suitability for payroll services RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the support services sector
- HR and payroll decision makers.

Key Findings & Highlights

SafeGuardWorld International (SGWI) is a global managed payroll service provider, and an ancillary HR services provider. SGWI started in 1969 as part of a U.K. domestic payroll provider; by 2006 it had begun to focus on international payrolls using an aggregator model, supporting multi-country payrolls through a partnership network of local providers. In 2008 it became independent of the U.K. business following a management buy-out. FedEx and Skype were two of its first international payroll clients; other brand name clients include eBay, Warner Bros, Burberry, EasyJet and Amazon. Today, it is delivering services across three or more regions for 60% of its payroll clients; it is delivering ~650k payslips per annum to ~120 clients, 60% of which are European based.

SGWI has five key offerings:

- Global managed payroll (GMP) services, ~65%: for companies of 500 to 20k employees. SGWI uses an aggregator model whereby the services are provided by a network of suppliers brought together under a single agreement and consolidated in a single technology platform, with the local payroll providers governed by SGWI
- Employment outsourcing: termed "Global Employment Outsourcing (GEO)", ~32%: SGWI co-employs contingent workers. The service was launched in 2010, and includes serving as an employer of record, administering payments and tax filings and maintaining legally required licenses, registrations and insurances
- Workforce solutions: for companies with small global employee populations of <300 employees; launched mid-2013 to support HR services as well as payroll services, (~2%). Referred to as "Global Workforce Solutions (GWS)"
- Professional solutions, consulting services referred to as "Global Professional Solutions (GPS)"; covering employment law advice, background checks, tax and immigration advice, contractor risk evaluation and expatriate support
- RPO, introduced in January 2015 and representing ~1% of its business.

Its cloud HR enabled payroll services were established in 2010 when it partnered with Workday. Certified payroll interfaces from Workday are

supported for 76 countries; today, ~50% of SGWI's new clients are Workday clients requiring a payroll service.

Scope of the Report

The report provides a comprehensive and objective analysis of SGWI's payroll service offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location, size and scale of delivery locations and their activities.



Contents

1.	Background
2.	Revenue Summary
3.	Key Offerings
4.	Delivery Capability and Partnerships
5.	Target Markets
6.	Strategy
7.	Strengths & Challenges
	7.1 Strengths
	7.2 Challenges
8.	Outlook

Report Length

12 pages

Report Author

Elizabeth Rennie

elizabeth.rennie@nelson-hall.com

Payroll Services Vendor Assessments also Available for:

ADP
Capita
Ceridian
CGI
HP
Infosys
NGA HR
OneSource Virtual
Raet
Ramco Systems
SD Worx
Sopra Steria
Talent2
TCS