

Helping Hands Home Care Powers Payroll with SelectHR, Snowflake, and ADP iHCM Integration

SELECTHR® AND SNOWFLAKE® WITH ADP® iHCM

INTEGRATION CASE STUDY: How a leading UK-based in-home care provider integrated SelectHR and Snowflake with ADP iHCM using Flexspring data connectors to streamline its payroll and HR processes.

Integration Challenge

When UK-based Helping Hands Home Care's payroll system reached its end-of-life, the payroll team selected ADP iHCM as the replacement. But switching payroll systems meant they also had to find a dependable way to integrate SelectHR and Snowflake with ADP. To prepare for the upcoming rollout, they focused on finding the right integration solution well in advance. With payroll playing such a central role, accuracy and efficiency were critical. The company aimed to automate manual corrections, eliminate duplicate records, and maintain clean data across all systems.

Integration Solution

ADP recommended Flexspring to deliver a custom integration between SelectHR, Snowflake, and ADP. Flexspring worked closely with the company's IT, payroll, and HR departments to build and test the integration in time for a go-live that aligned with the first month of the UK tax year. Despite the complexity of going live during a time when 80% of salaried employees were receiving pay increases, the project stayed on track.

Flexspring's support team played a critical role during launch, working across time zones to make sure the integration worked exactly as intended. Communication was fast, consistent, and transparent.

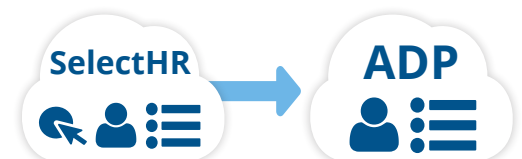
Integration Use Cases

1 New Hires from SelectHR to ADP iHCM

As soon as a hiring manager presses the hired button in SelectHR, new hire data (personal, demographic, and employment) transfers to ADP iHCM as a pending hire.

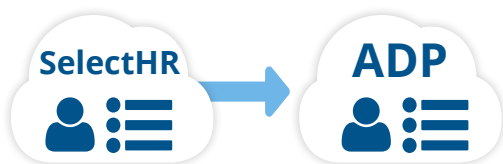
"We bring in a high volume of new hires each month, but not all of them actually start. Flexspring's integration automatically filters out non-starters, so payroll only receives valid employee records. Flexspring saves us time, reduces unnecessary processing, and keeps payroll running smoothly."

— Louise Jones, Payroll Manager



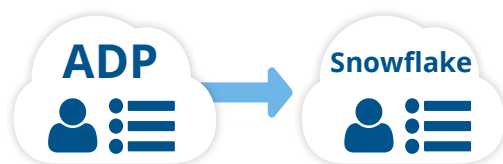
2 Employee Updates from SelectHR to ADP iHCM

When current employee data (including personal, demographic, employment, rehires, terminations, and promotions) changes in SelectHR, employee data automatically updates in ADP iHCM. Automation ensures that all data needed to accurately pay employees stays up-to-date.



3 Employee Data from ADP iHCM to Snowflake

Employee data that was added or changed, including payroll data, is extracted for transfer to the Snowflake data warehouse using APIs.



Fresh data flows from ADP straight into Snowflake's critical pipelines, ensuring decision-makers always have up-to-date insights. *"I wanted tight control over who could update, delete, or view data in our warehouse,"* said Alison Sanders, Head of Data & Insight. *"Once the integration was built, we've not had a single issue, which is fantastic."*

Coollest Feature of This Integration

Beyond faster payroll, the integration delivers another big win: smarter filtering of data before it reaches payroll. With this safeguard in place, only employees who officially join the company are processed. This ensures payroll runs with clean, accurate records every cycle. The team spends less time on reviewing or correcting records, which frees them to focus on higher-value tasks.

"Flexspring's integration automatically filters out unnecessary entries before they reach payroll," said Louise Jones, the company's Payroll Manager.

"It means we avoid producing extra forms, reduce administrative overhead, and save time. The result is greater efficiency and confidence that payroll is always accurate. It's made a considerable difference for us."

When experts connect data, you have peace of mind.

For help with data integration:



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