employment hero

PAYROLL AND LEAVE MANAGEMENT ON AUTOPILOT

with the world's first Employment Operating System

The first of its kind, the Employment Operating System automates payroll, leave management and more under one roof. Working seamlessly together, our built-in payroll and leave software accurately calculate leave and holiday pay entitlements in line with NZ employment law – including those complex pay scenarios for casuals, part-timers and everything in between. Plus, easily manage leave requests in just a few clicks, pull accurate leave reports, and empower employees with user-friendly self-service features.

Reduce admin with pay and leave transparency

Always fielding questions about pay and leave entitlements? Built-in context panels put the answers at their fingertips, so employees know exactly how their leave and holiday pay calculations are made based on the relevant legislation.

Set contracted hours and let intelligent payroll do the rest

Easily set your employee's contracted hours by defining their standard working hours. Integrated payroll software will automatically apply the correct leave entitlements, saving you time and hassle. You can also choose the right calculation method for daily or weekly leave, tailored to each employee.

Boost compliance confidence with clear leave insights

Stay on top of leave balances and costs with clear, detailed reports. Gain peace of mind around Holidays Act compliance and free up time with less manual reporting. Use these insights to better support your clients and add more value through strategic advice.

Cashing out leave requests made easy

In New Zealand, employees can request to cash up to one week of their annual holidays each year. With our built-in payroll and leave software, you can process these lump sum payments easily, with PAYE tax automatically deducted to give you compliance confidence.

SAVE TIME AND GAIN COMPLIANCE CONFIDENCE

with automated payroll and leave management

Timesheets

Securely store records of staff working hours, wages and leave securely in the cloud. Ensure that timesheet data is tracked and calculated correctly every pay run.

Public holidays

Ensure payroll and leave management automatically accounts for public holidays, giving you compliance confidence and reducing manual admin.

Special leave types

Easily manage a wide range of leave, including sick leave, bereavement, family violence, birthday, study, and gardening leave. Entitlements are automatically calculated by default, helping reduce admin and support accurate leave tracking.

Leave calendar

Keep everyone in the loop with a team leave calendar that shows who's away and when.

Handle irregular hours with confidence

It's difficult to determine a work pattern for irregular or variable hour employees. With our integrated payroll and leave software, employees can request leave in hours and days while still accruing leave in weeks per legislation. Recurring work patterns can be defined for up to 8 weeks.

Unique employment agreements

Set up tailored rules for each employee, including contracted hours, overtime rates, entitlements and deductions. This helps you calculate holiday pay accurately and stay aligned with individual agreements.

Employee leave requests

Employees can submit leave requests for manager approval, with push notifications keeping everyone updated. Approved leave is automatically applied to the pay run, removing the need for manual emails and follow-ups.

Ready to get started with Employment Hero?

Employment Hero is the world's leading HR, payroll and employee engagement platform. Its powerful Employment Operating System and groundbreaking employment app, Employment Hero Work, are changing work for the better. The award-winning employment software helps launch businesses on the path to success by powering more productivity every day. Employment Hero services over 300,000 businesses and its core platform reduces admin time by up to 80%.

Reach out to your Employment Hero Partner to get started!