

A Guide to NetSuite for Payroll Managers

Essential Strategies and Insights
for Payroll Leaders



Ready to Streamline Your
Payroll Operations?

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The Role of the Payroll Manager in a Company's

ERP System

The Payroll Manager is responsible for ensuring the ERP system accurately handles all payroll processing, tax compliance, and employee compensation. This includes defining payroll workflows, maintaining regulatory compliance, and ensuring timely and accurate pay runs across the organisation.

Key Responsibilities

Payroll Processing and Compliance

The Payroll Manager oversees end-to-end payroll processing within the ERP system, ensuring wages, superannuation, and tax withholdings are calculated correctly. They maintain compliance with federal and state regulations, including Single Touch Payroll (STP) reporting and award interpretation.

Championing Payroll System Adoption

The Payroll Manager drives adoption of the ERP payroll module across the organisation, training HR and finance teams on new workflows. Their leadership is key to overcoming resistance, ensuring data accuracy, and building confidence in automated payroll processes.

Reporting and Reconciliation

Payroll Reporting and Analytics

The Payroll Manager uses the ERP system to generate detailed payroll reports, including labour cost analysis, leave liability tracking, and tax remittance summaries. They ensure reporting meets both internal management needs and external audit requirements.

Reconciling Payroll with Finance

The Payroll Manager ensures payroll data integrates seamlessly with the general ledger, reconciling payroll expenses, liabilities, and journal entries each pay cycle to maintain financial accuracy.

PAYROLL MANAGER



Payroll Compliance



Pay Run Management

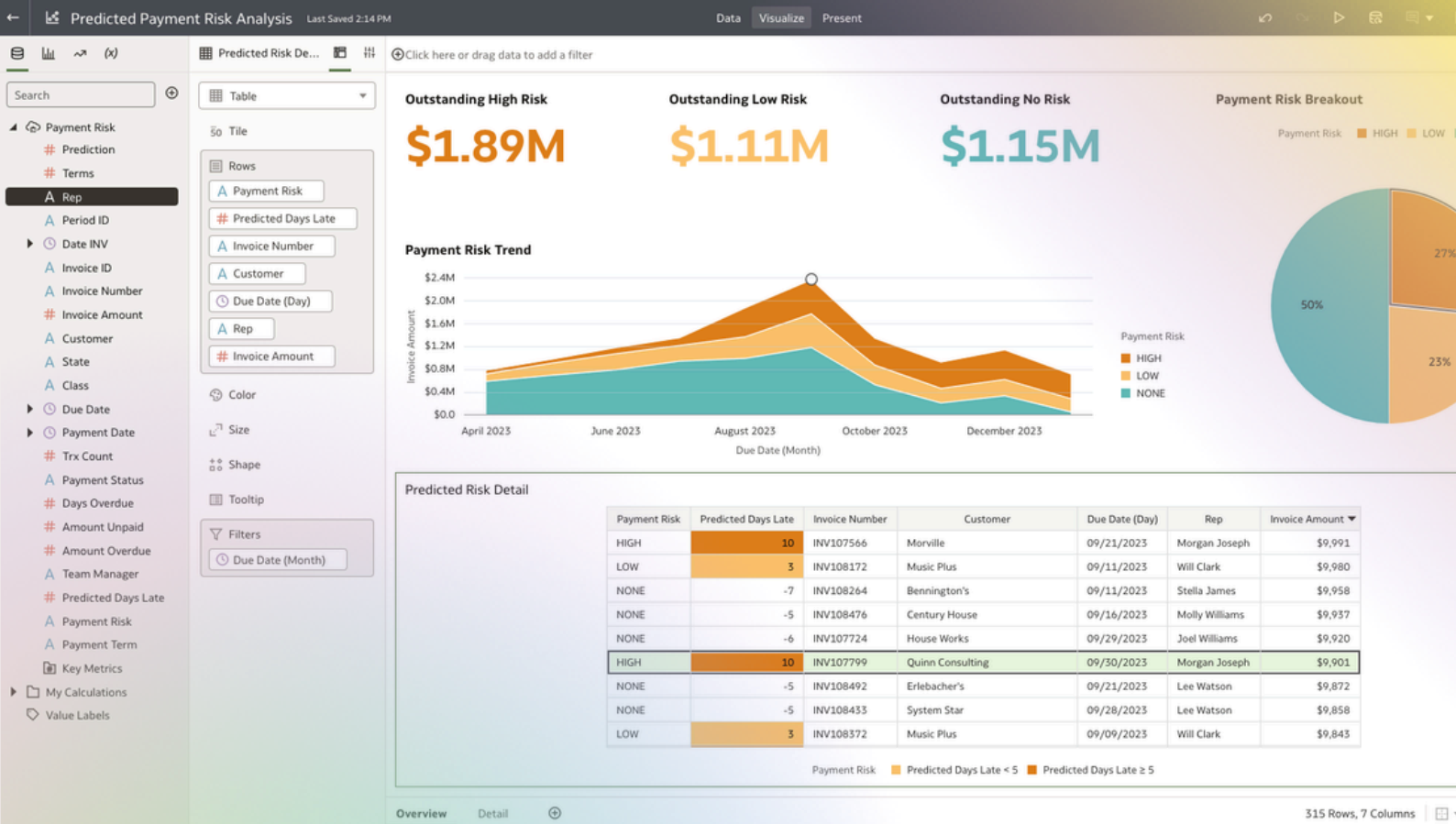


Tax & Reporting



Employee Records





Day-to-Day Impacts of ERP on the Payroll Manager Role



Automated Pay Processing

NetSuite automates payroll calculations, including base pay, overtime, allowances, and deductions. This reduces manual errors and frees the Payroll Manager to focus on exceptions, compliance checks, and employee queries rather than repetitive data entry.



Real-Time Payroll Visibility

With centralised dashboards, the Payroll Manager can monitor pay run status, review pending approvals, and track payroll costs in real time. NetSuite's reporting tools support variance analysis and help identify discrepancies before they become issues.



Scalability and Multi-Entity Payroll

Managing Growth Across Entities

NetSuite's cloud platform supports payroll across multiple entities, locations, and award structures. Payroll Managers can manage multi-state or international payroll from a single system, adapting quickly as the business grows or restructures.

How ERP Impacts Payroll Managers

NetSuite offers Payroll Managers a unified, cloud-based platform that delivers real-time visibility into all payroll operations, enabling accurate and timely pay processing. Its integrated suite covers payroll, HR, finance, and reporting, eliminating data silos and streamlining workflows across departments.

NetSuite's scalability supports growth, allowing Payroll Managers to quickly adapt to regulatory changes, onboard new entities, and manage multi-state or international payroll from a single platform. Automated workflows and robust reporting tools increase operational efficiency and reduce manual errors, freeing payroll teams to focus on compliance and strategic initiatives. With secure, anytime-anywhere access, Payroll Managers gain confidence in data accuracy and audit readiness, while benefiting from lower IT costs and reduced reliance on in-house infrastructure.

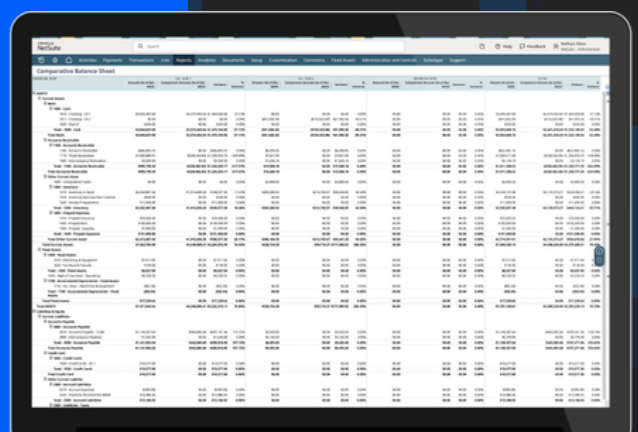
NetSuite also offers comprehensive support and customisation options, ensuring that the platform meets the unique payroll needs of each business. With a dedicated customer success team, Payroll Managers can rely on expert guidance to fully leverage the platform's capabilities. Additionally, NetSuite's regular updates keep companies compliant with evolving tax laws and employment regulations. The platform's flexibility allows for seamless integration with time and attendance, benefits administration, and other HR systems, enhancing accuracy and efficiency across the organisation.

NetSuite is the world's leading ERP for a reason.

NetSuite gives Payroll Managers more than a payroll system. It's a holistic platform to help them manage compliance, reporting, and employee compensation end-to-end.



Henry Sack TeamBlueSky



NetSuite Value Proposition for Payroll Managers

Real-Time Payroll Insights

NetSuite provides Payroll Managers with real-time dashboards and customisable reports, offering instant visibility into payroll costs, tax liabilities, leave balances, and superannuation obligations. This enables data-driven decision-making and rapid response to compliance requirements.

Automated Payroll Processes

NetSuite automates core payroll functions, including wage calculations, tax withholdings, deductions, and STP reporting. Automation reduces manual errors, accelerates pay runs, and ensures compliance with employment legislation, freeing up payroll teams for higher-value analysis.

Multi-Entity and Multi-Award Management

For organisations with multiple subsidiaries or complex award structures, NetSuite streamlines payroll across entities, handling currency conversion, award interpretation, and intercompany allocations. Payroll Managers can view consolidated payroll data in real time, improving accuracy and reducing reconciliation effort.



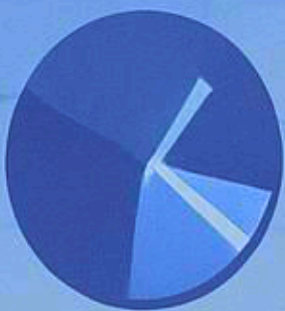
Payroll Strategy and Operational Excellence



BUDGETING



FORECASTING



CAPITAL ALLOCATION

Advanced Payroll Budgeting and Forecasting

NetSuite's planning tools allow Payroll Managers to create, manage, and revise payroll budgets and labour cost forecasts collaboratively. Scenario planning and what-if analysis help anticipate the financial impact of headcount changes, award updates, and regulatory shifts.

Scalability and Flexibility

NetSuite's cloud-based architecture supports payroll growth, enabling Payroll Managers to add new entities, employees, and pay rules without major IT investments. The platform adapts to changing workforce structures, mergers, or expansions, ensuring payroll operations scale seamlessly.

Integrated Payroll and Finance Management

NetSuite unifies payroll with general ledger, accounts payable, and HR functions. This integration provides Payroll Managers with a holistic view of labour costs, improving cross-departmental collaboration and aligning payroll strategy with financial reporting.

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Payroll Compliance and Risk Management



Regulatory Compliance

NetSuite supports compliance with payroll regulations including Single Touch Payroll (STP), Fair Work requirements, and superannuation guarantee obligations. Built-in controls, audit trails, and role-based access help Payroll Managers ensure data integrity and meet audit requirements efficiently.



Continuous Updates and Innovation

As a cloud solution, NetSuite delivers regular updates to tax tables, compliance rules, and payroll features, ensuring Payroll Managers have access to the latest tools without disruptive upgrades or additional costs.



Enhanced Security and Data Protection

NetSuite's robust security features, including encryption, access controls, and regular audits, protect sensitive employee and payroll data. Payroll Managers can confidently manage risk and safeguard personal information in a secure cloud environment.





Comprehensive Support and Community

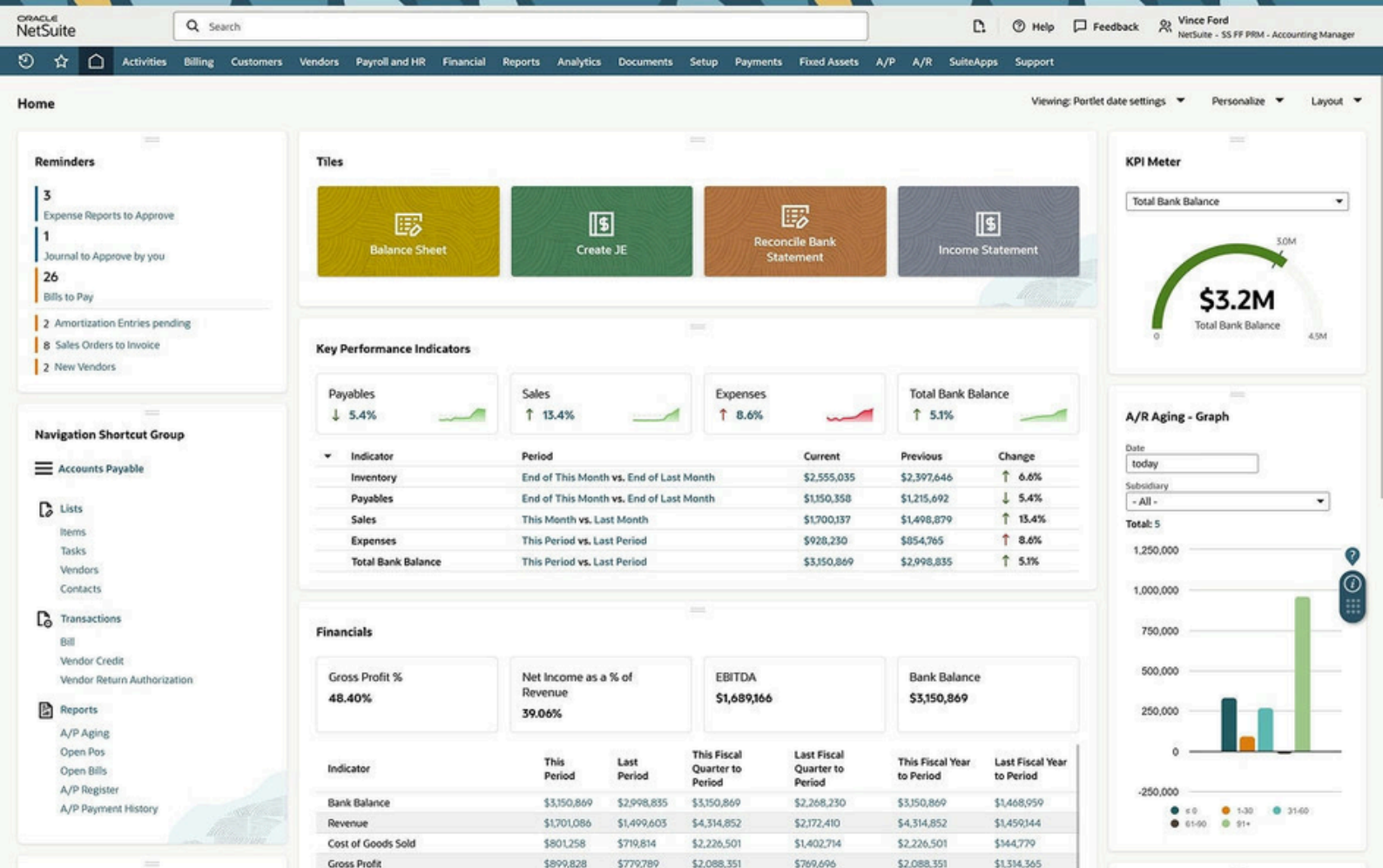
Payroll Managers benefit from NetSuite's extensive support network and vibrant user community. Access to a wealth of resources, expert consultations, and peer insights empowers payroll leaders to maximise the platform's potential and stay ahead of evolving employment legislation.

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Key NetSuite Modules for Payroll Managers

Payroll Management and Compliance

For Payroll Managers, NetSuite's Payroll Management module significantly enhances the efficiency of processing pay runs, managing tax obligations, and ensuring compliance across multiple entities. This module automates wage calculations, tax withholdings, superannuation contributions, and leave accruals, which not only ensures compliance with employment legislation but also minimises manual errors. Payroll Managers gain real-time visibility into pay run status, enabling their teams to accelerate processing cycles and improve the accuracy of employee compensation.

With NetSuite's Payroll Management module, Payroll Managers can leverage:

- automated pay run processing
- configurable award interpretation rules
- multi-entity and multi-currency payroll
- real-time dashboards, and audit-ready reporting

This is all designed to address the unique complexities of payroll operations. This streamlining of processes ultimately supports Payroll Managers in delivering more timely and precise payroll outcomes to the organisation.

Advanced Financials

Advanced Financials offers Payroll Managers a robust tool to strengthen payroll-to-finance integration. By streamlining complex accounting processes, automating journal entries, and enhancing expense management, Payroll Managers can ensure accurate financial records and compliance with local regulations.

The seamless integration with core business operations provides Payroll Managers with real-time visibility into labour costs and financial performance. Key features include automated expense allocations, advanced billing management, amortisation schedules, budget management, statistical account tracking, and robust financial reporting tools.

Key features of the NetSuite Advanced Financials module include:

- automated expense allocations
- advanced billing management
- amortisation schedules
- payroll budget management
- statistical account tracking
- robust financial reporting tools.

NetSuite OneWorld

NetSuite OneWorld supports organisations operating across multiple countries and subsidiaries, providing a unified platform for managing global payroll operations. This module enables businesses to handle complex financial consolidation, multi-currency transactions, and local tax compliance, all while maintaining real-time visibility across every entity. With OneWorld, Payroll Managers can streamline intercompany payroll processes, automate reporting, and ensure regulatory compliance in each region.

Key features specific to the NetSuite OneWorld module include:

- multi-subsidiary management
- automated currency conversion
- global tax and compliance management
- real-time consolidated financial reporting
- configurable role-based access for local and global teams



Planning and Budgeting

Planning and Budgeting in the (industry) sector involves the systematic process of forecasting financial outcomes, allocating resources, and setting performance targets to ensure organisational objectives are met efficiently. Within the context of NetSuite Planning and Budgeting, this module streamlines these processes by providing integrated tools for collaborative planning, real-time budget monitoring, and scenario modelling. Users in the (industry) can leverage automated workflows, centralised data, and advanced analytics to make informed decisions, adapt quickly to market changes, and maintain compliance with industry regulations.

Key features of the NetSuite Planning and Budgeting module include: configurable dashboards for real-time visibility, driver-based budgeting and forecasting, seamless integration with core financials, workflow automation for approvals, and robust reporting capabilities tailored to the unique needs of the (industry).

Analytics Warehouse

Analytics Warehouse is a powerful tool designed to help (industry) organisations consolidate, analyse, and visualise their business data in one centralised location. By integrating seamlessly with NetSuite, this module enables (industry) businesses to access real-time insights, track key performance indicators, and make data-driven decisions with confidence. The NetSuite Analytics Warehouse module automates data extraction from multiple sources, ensuring that (industry) users always have up-to-date and accurate information at their fingertips. With its intuitive dashboards and advanced reporting capabilities, teams can easily identify trends, monitor operational efficiency, and uncover opportunities for growth tailored to the unique needs of (industry).

Key features of the NetSuite Analytics Warehouse module include: pre-built data connectors for NetSuite and third-party applications, automated data synchronisation, customisable dashboards and reports, advanced data modelling, secure cloud-based storage, and support for role-based access controls.

Are you ready to get started?

Unlock your company's full financial potential—partner with TeamBlueSky to seamlessly upgrade to NetSuite. Ensure a smooth transition, minimise disruption, and gain expert post go-live support. Future-proof your finance operations—contact TeamBlueSky today.



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Technology Ecosystem?

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