



Frontier Software

# Reasons for choosing

Human Resource and Payroll Management functions are mission critical – getting it wrong isn't an option.

With more than three decades experience in these specialist areas, there are a multitude of reasons why more and more organisations are choosing Frontier Software:

- **Longevity** – since 1983, Frontier Software has been delivering innovative and market-leading integrated HR and Payroll Management solutions
- **Growth** is sustained and manageable, as evidenced by our ever-expanding client base of 1,300+ customers worldwide
- **Stability** is the foundation for successful supplier / customer partnerships and Frontier Software is a profitable company
- **Established** – our headcount of 300+ employees are equipped with the experience of thousands of successful implementations
- **Research & Development** lies at the heart of our success, with at least 20% of company profit re-invested annually to ensure we continue to offer leading-edge HR & Payroll Management software solutions
- **Products** must be functionally-rich, intuitive and easy-to-use, and Frontier Software's portfolio not only delivers on these, but is constantly expanding and evolving in line with user requirements
- **User Groups & Client Conferences** provide our customers with a forum to exchange ideas and also lead our product development
- **Enhancements** are included within the annual maintenance agreement
- **Support and customer service** are Frontier Software's number one priority as demonstrated by the help desk, Focus Group and User Group meetings that we provide
- **User training** is comprehensive, with programmes available for users at all levels that can be provided onsite or at our local offices
- **Upgrades** encompass legislative changes, general enhancements and improvements, which are forwarded directly to you, free-of-charge, as a part of your annual maintenance agreement
- **Databases** can be specified to meet your strategic direction, with options such as: SQL Server™ or ORACLE™
- **Technology** that is tried, tested and proven underpins Frontier Software solutions and our innovative network topology supports integration with a wide variety of mission-critical systems and infrastructures
- **Offices** throughout Australia, Hong Kong, Malaysia, New Zealand, Singapore, United Kingdom and the USA are the result of our international outlook which has ensured that Frontier Software operations now span the globe
- **Flexible** deployment options mean that our HR & Payroll Management solutions can be implemented for an in-house operation, or as an outsourced service that can be delivered under a fully-managed ASP model if required. We will always have a solution to meet your operational requirements
- **Accreditations** include HM Revenue & Customs (Inland Revenue) Payroll Accreditation; ISO 9001: 2000 – Quality Management Systems; and BS7799 (27001) – Information Security Management Systems



Innovation and reliability has become the cornerstone of our success and the products listed below demonstrate Frontier Software's commitment to the HR industry. Functionality is constantly changing to achieve benefit for our customers.



Integrated Human Resource & Payroll

**chris<sup>21</sup>** Frontier Software's acclaimed HR & Payroll Management platform underpins our development strategy and is the cornerstone of HR and Payroll departments worldwide. Fully integrated, easy to use, flexible, intuitive and functionally rich, it meets the criteria for all types of organisations, regardless of headcount. Users have the power to further enhance this product with customisation tools and an in-built Report Designer.



Employee & Managers Self Service

**HR21** This employee and manager self-service solution with workflow-processes allows employees to enter details and enable managers to approve various transactions and view staff records. Extensive help facilities and innovative product functionality ensure that any organisation can extend self-service benefits throughout the company – empowering employees and saving management time.



e-Recruit

**eR<sup>21</sup>** An e-recruitment module that enables organisations to post vacancies on the web. It allows potential candidates to view vacancy details and apply online. Auto-selection filters may also be applied to sift unwanted applications, while emails to applicants are generated automatically during the selection process.



Time Attendance & Rostering

**t&a<sup>21</sup>** Ideal for organisations that require an integrated time attendance & rostering facility, whereby work (shift) patterns and payment rules are user-defined. Attendance information can be obtained via any type of time-clocking device – including employee self-service facilities. Data is imported directly into the chris<sup>21</sup> database for payroll make-up, time and attendance monitoring, and inclusion in personnel records.



Executive Reporting

**Xec<sup>21</sup>** Create multi-faceted reports and deliver HR & Payroll Management information to managers and senior executives in sophisticated formats. Our Executive Reporting module provides a variety of reports designed specifically for business managers. Many contain graphical representations of the data held within chris<sup>21</sup>, providing essential business intelligence that helps management be aware of any areas that may need a review.



Learning & Development

**L&D<sup>21</sup>** Need more than just the traditional approach to the recording of employee training activities? Frontier Software's Learning & Development module provides the tools to manage an entire staff training programme – from selecting employees for the correct learning event, making course bookings, waiting lists, course catalogues, learning references, graphical display of skills analysis, course evaluations and creating attendee histories; through to cost control and budget management.



Payroll Services

**Frontier Payroll Services** An online service via your HR database, Frontier Payroll Services removes the concern of processing payroll. Frontier Payroll Services comprehensive offerings provide a variety of processing options so whether you require a traditional payroll bureau service or a fully-outsourced managed service, Frontier Payroll Services has the appropriate answer.

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software

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