



Hastie rises again with next generation payroll & HR

Press release, 8-Dec-08, ERMLive, Christchurch, New Zealand: Entrepreneur Donald Hastie has done it again with the commercial success of ERMLive™, the most comprehensive solution for employee management available today.

Since 2005 Donald Hastie, CEO of ERMLive and founder and former director of PayGlobal, has been busy developing and perfecting the HR & payroll solution he has always dreamed of.

ERMLive™ is a full featured Employee Relationship Management (ERM) tool that focuses on increasing organisational performance by enhancing the relationships companies have with their employees. It is the result of Hastie's almost 20 years HRIS and payroll experience, knowledge of next generation technology and understanding of business improvement processes. The solution is a radical departure from traditional rigid payroll systems.

Hastie has long recognised that HR managers need to be heard at the executive table and developed ERMLive™ to enable managers to focus on enhancing the employee relationship in line with the strategic goals of the organisation. He has taken into account the mistakes and inflexibilities of existing payroll software, and introduced new employee management functions that meet the increasing demands of HR professionals, managers and employees.

He says, "With increasingly scarce employee resource, employers have never had to work so hard to look after their employees. Not only must they offer a challenging and rewarding work environment, they must also implement processes that better manage all aspects of the employee relationship from recruitment and training to when the employee leaves. Considering the increased investment involved with managing employees, the benefits of an integrated approach between the operational and strategic has never been more important. ERMLive is a solution designed to enhance the strategy, to simplify the operational processes and allow management to at all times understand every aspect of the employee relationship."

Hastie estimates that the international ERM market is around \$15-20 billion annually, and intends to cut a decent slice of this pie with ERMLive. With few overheads and a lean business model ERMLive has been profitable from year one. Confirmed contracts are already well in excess of \$1M, and Hastie expect this to climb to \$15M in the next 2 years.

Hastie's goal is for ERMLive to be a \$100m company within 5 years with a global reach; made possible by the multi-lingual, multi-currency and multi-geographical capabilities of the product.

Having learned from the successes and mistakes of the past, Hastie has applied his visionary skills to build a sophisticated business improvement tool not only one to meet the needs of all employers, but also one fully integrated with an efficient and global business model.

All clients are personally looked after by Donald and his development team throughout the sales and implementation process. Sales support and service are also provided by channel partners InterGen and HR Solutions. A strategic relationship with Microsoft enables Hastie to operate a business with low overheads and produce a proven and robust solution that offers attractive cost of ownership.

For these advantages and that fact that ERMLive is a superior solution on many accounts, Hastie has been winning a string of tenders over formidable competition. The software is already in use in New Zealand, Australia, the United Kingdom and Asia.

Customers include the Royal New Zealand Foundation for the Blind, Intergen, ASP Ship Management, P&O Maritime NZ Correspondence School, Whitireia Community Polytechnic, Wellington Institute of Technology, Loyalty NZ, Westland Co-operative Dairy Company, and more.

With equally extensive knowledge of HRIS systems, Warren Thompson HR Manager at Whitireia Community Polytechnic, recently made the decision to purchase ERMLive.

He says, "For many years I've griped about the uselessness of payroll systems from a management information end. While they pay people, most don't allow managers to expand their management logic to say, analyse sick leave patterns, or the demography of workforce within budget responsibility, or analyse salary patterns in specific areas.

"ERMLive is unique in that it offers a sophisticated and robust HR solution that not only incorporates good management logic, it is also integrated with familiar Microsoft tools Outlook and CRM. It provides a means to enhance and build a better organisation and enables a qualitative and value-added approach to HR management."

About ERMLive

www.ermlive.com

ERMLive™ is the latest creation in our long history of developing software for human resources. Conceived in 2006, ERMLive™ is a solution designed to address once and for all the gap between the desires and expectations of organisations implementing HRIS solutions and the reality. Too often we had seen company's failing to achieve their human resource goals, through long and costly implementations and software that simply was not flexible enough to meet the very unique needs of systems centred on individuals.

We wanted to do it better, and ERMLive™ is our illustration of this vision; we knew it could be done better, and we knew that the answer to delivering demonstrable value was one that integrated all of the components required to "deliver" the optimum solution.

Any combination of modules (Payroll, HR, Rostering, Recruitment, Training Development, Performance, Induction, Health & Safety) can be deployed across the organisation with tools that enhance communication between HR, management and employees.

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