

An ICB Software Review: Staffology Payroll



Conducted by Stephanie Marshall FICB PM.Dip

June 2025

Staffology Overview

- Built for Bookkeepers: Designed for UK payroll bureaux, ideal for managing multiple clients under one login.
- Cloud-Based & Accessible: No installs, access anywhere, always up to date.
- Time-Saving Automation: Auto Pilot handles tasks like tax codes, pensions and statutory pay—reducing manual input and errors.
- Client Experience: Secure client and employee portals for approvals, reports, payslips and timesheets.
- Strong Integration: Connects with Xero, QuickBooks, Sage and more. Open API for custom systems.
- White Labelling: Add your own branding for a professional, practice-led experience.
- Security & GDPR: UK-based servers, encrypted data, MFA and clear access controls.
- Best for Growing Practices: Strong value for firms running 20+ payslips monthly. May be less cost-effective for very small payrolls.
- Backed by IRIS: Reliable support and regular updates ensure long-term confidence.

“Staffology can handle a lot of the grunt work like calculations through to compliance.”

About the reviewer

Stephanie Marshall FICB PM. Dip is the owner and founder of A B C S UK, an ICB registered bookkeeping, accountancy and business development practice based in Kent, UK. After over a decade working in various financial roles, Stephanie has a wealth of experience with both sole traders and UK Limited Companies, from those just starting out to multi six-figure companies.

A B C S UK focus on the communication between client and bookkeeper and this has led to multiple award wins including Remote Accountancy Specialists of the Year in the Corporate LiveWire Global Awards 2022/23, Most Customer Focused Bookkeeping & Accountancy Practice – England in the Acquisition International Business Excellence Awards 2023 and a Theo Paphitis’ SBS Winner in February 2024. Stephanie believes this is due to the business’ belief that client satisfaction and success are paramount to A B C S UK’s success. Stephanie has a natural flair for business development and brings that added outside perspective to A B C

S UK's clients which has led to her being awarded Fellowship to the ICB and an ICB LUCA Award Winner (Bookkeeper Influencer of the Year 2024).

Company Background

Staffology is a UK-based payroll software solution developed to meet the evolving needs of payroll professionals and business advisors. Originally founded by Duane Jackson, the software was designed to offer a cloud-native, API-first approach to payroll combining flexibility, automation and seamless integration with accounting systems.

In 2021, Staffology was acquired by IRIS Software Group, ensuring continued investment, robust support and alignment with ever-changing HMRC regulations. Today, Staffology is still committed to simplifying payroll processes, utilising automations to increase efficiency and maximising profitability for payroll bureaus, whilst maintaining the compliance and accuracy that professionals rely on with ever changing goalposts.

The Product

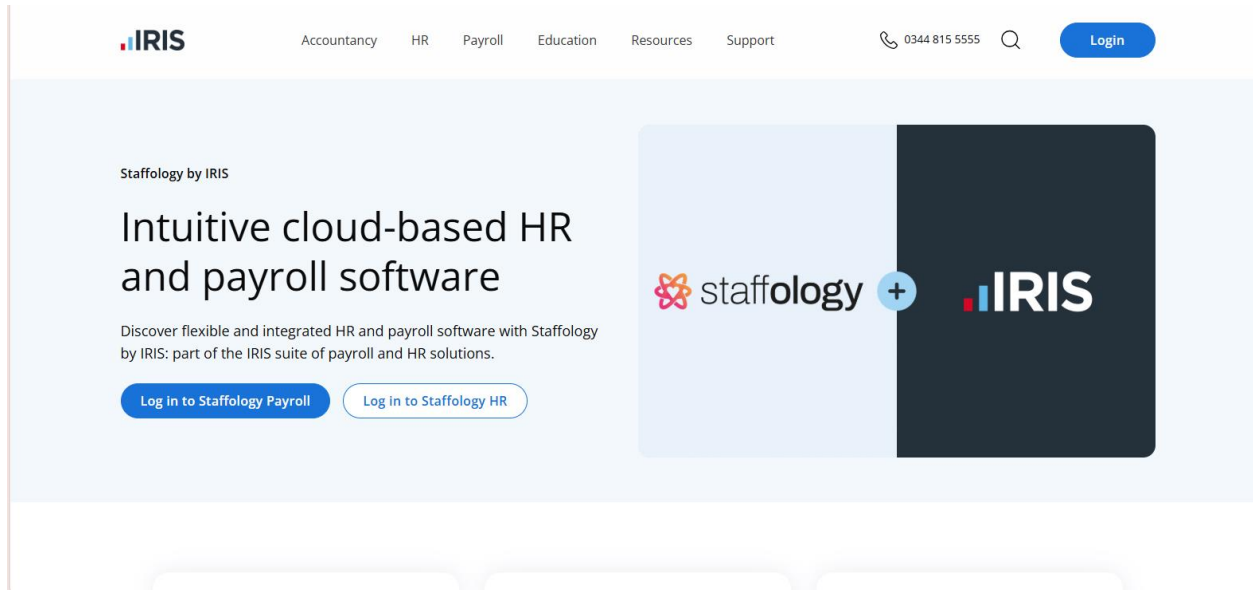
Staffology is a cloud-based payroll system built with bookkeepers and payroll bureaus in mind. It's all online, which means no downloads, no dodgy updates and no worrying if you've got the right version. You can log in from anywhere and run payroll remotely which is a positive for all bookkeepers.

It's part of the IRIS group now, which means it's got some solid backing and continues to be developed properly. That also gives it some decent credibility when it comes to support and staying on the right side of HMRC. Whilst there is more than one pay option, if you're looking for a tool to manage multiple payrolls in one place, Staffology absolutely delivers and is great for larger payrolls (20 employees plus).

Staffology also fully supports the **CIS scheme** with modules for verifying subcontractors, deducting CIS tax, and producing CIS300 returns and statements. It also covers end-of-year reporting like P60s and P11Ds. All legislative requirements are met by the software, which greatly reduces compliance risk for bookkeepers and their clients.

Set Up & Onboarding

Getting started with Staffology is designed to be straightforward. Bookkeepers can register for an account and free trial directly on the Staffology website (<https://www.staffology.co.uk>).

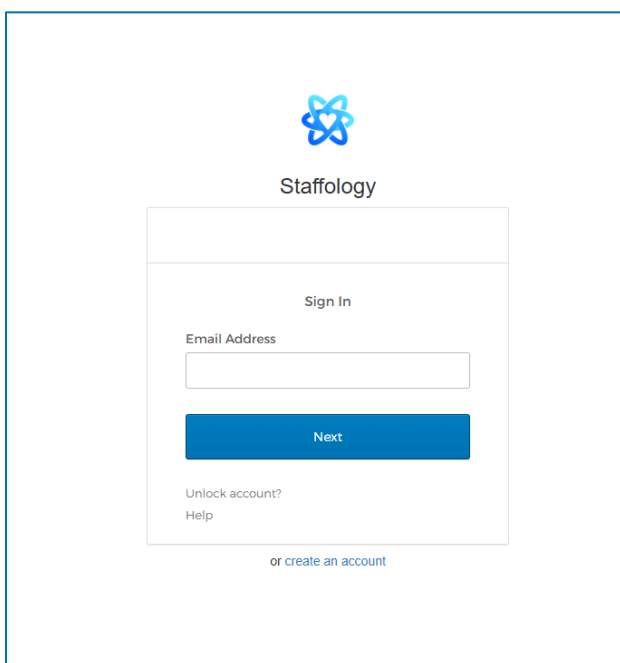


Upon signing up, you access the cloud dashboard immediately. The onboarding process for new users is simple with step-by-step prompts. This is further supported by video tutorials and a detailed help centre to guide you through initial setup steps <https://www.staffology.co.uk/payroll-software/pricing/>.

For larger practices or those who prefer hands-on assistance, Staffology/IRIS offers a supported onboarding service at additional cost where the Staffology team will help with training and migrating your data. This supported onboarding service is for the larger payroll bureaus, with most bookkeepers finding the self-onboarding with the provided materials sufficient.

“The dashboard is user-friendly and explains each field, which is helpful if you’re setting up a payroll for the first time.”

To register for an account, simply click 'Log in to Staffology Payroll' and then 'create an

The image shows a web form for signing in to Staffology. At the top is the Staffology logo, a blue stylized atom-like symbol. Below it is the word "Staffology" in a sans-serif font. The form itself is a light gray rectangle with a white border. Inside, the text "Sign In" is centered. Below that is a label "Email Address" followed by a white input field with a light gray border. Under the input field is a solid blue button with the word "Next" in white. At the bottom of the form are two links: "Unlock account?" and "Help", both in a small, light gray font. Below the form, centered, is a link "or create an account" in a small, light blue font.

account'. When you first log in, you'll typically begin by creating an "Employer" profile for each client whose payroll you will manage. (In Staffology's terminology, an "Employer" is essentially a company payroll, with each client's business becoming an employer record in the system.) The software will prompt you to enter essential details like the company name, address, HMRC employer PAYE reference and default settings such as pay schedules.

There is an initial configuration wizard that helps set up things like pay periods (e.g. monthly or weekly), default pay day, and pension auto-enrolment settings for that employer.

The dashboard is user-friendly and explains each field, which is helpful if you're setting up a payroll for the first time. If you have many client payrolls to set up at once (for example, when moving to Staffology from another bureau system), there are bulk import tools available.

Rather than manually creating each employer one by one, you can import a list of employers via CSV file and the system will then create all the employer records in one go. Similarly, employee data can be imported via CSV or even by uploading a previous FPS file which is extremely useful when onboarding a client that was mid-year. This saves time when you need to input year-to-date figures a complete a payroll on a short deadline.

For each employer (client) added, the next step is to add employees. Staffology allows multiple ways to add employees: you can enter them manually one at a time using a form (manually entering personal details, NI number, tax code, salary or hourly rate etc.), or use the import functions to bring in employees in bulk.

If you are also using a HR software (such as Staffology HR or another system) there are options to sync employee records from the HR database to payroll to avoid having to re-input data.

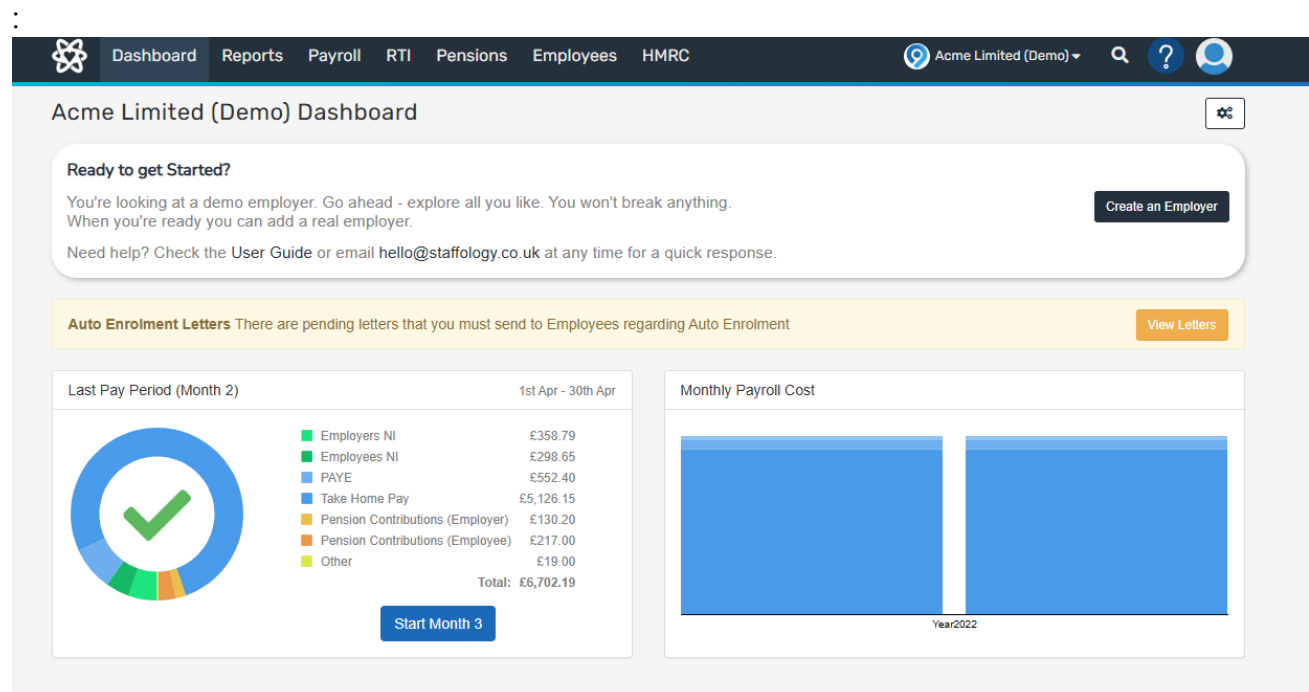
During setup, you'll also configure any extras needed for the client, including setting up pension schemes and any pay components unique to that client like bonuses, overtime rates or custom pay codes. Staffology also has a wizard for configuring workplace pension schemes and can connect to pension providers for contributions submissions easily.

“You can service clients remotely, collaborate with staff in real time and always work with up-to-date software.”

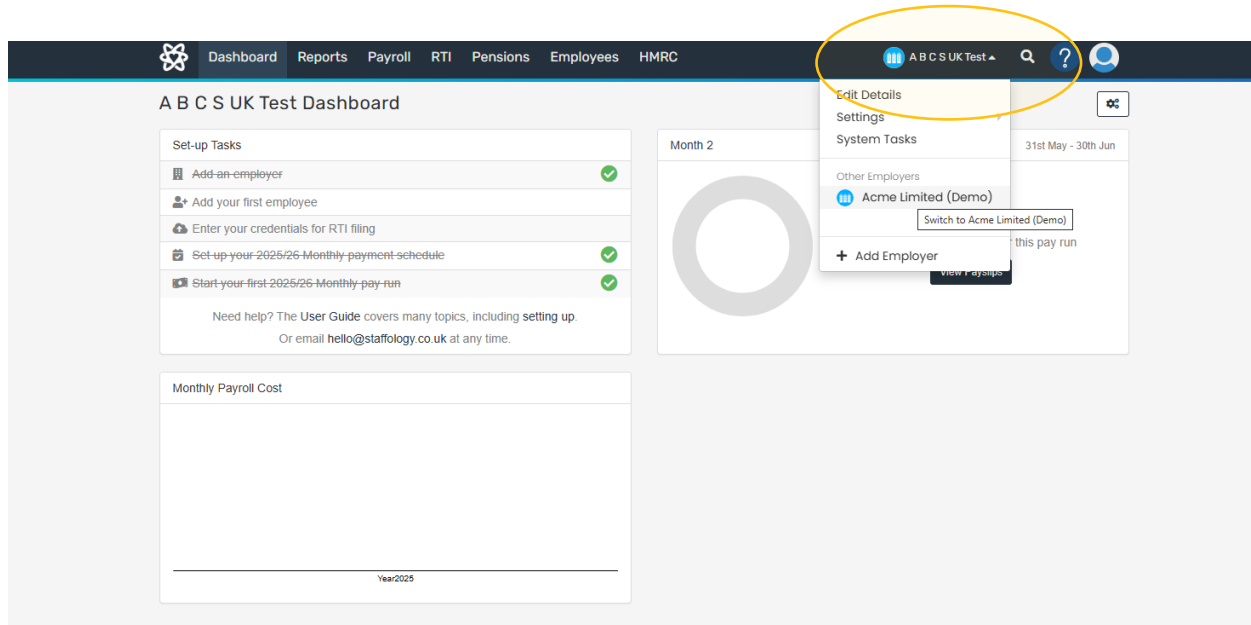
Accessing the Dashboard

The dashboard can be accessed from: <https://app.staffology.co.uk/home/dashboard>. Upon logging in, the dashboard gives an overview of your payroll service. If you are running a bookkeeping practice with multiple clients, you will see a list (database) of all your client employers in the system. From this central Employer Dashboard, you can easily navigate into any client's payroll by selecting that employer from the list. All your clients are managed under your single Staffology account (with appropriate permissions set per user) so you only need one login. The employer dashboard also shows the status of each payroll as well as which clients have upcoming pay runs or which may require attention.

Within a specific client's payroll area, the dashboard is divided into clear sections via a menu or tabs. The **pay run dashboard** for a client typically shows the current pay period, any draft payroll in progress, or the last completed run, along with totals and key figures like total gross, PAYE, NIC, etc. From there, running a payroll is as easy as clicking “Start Pay Run” (the system will prompt for any variable inputs like hours or overtime, then calculate all pays, allowing you to review before finalising



As a bureau, you can switch to other companies by clicking the company name in the top right corner:



Security

Payroll in its nature contains sensitive and personal data, so security is of paramount importance. From an infrastructure standpoint, Staffology is hosted on the Microsoft Azure cloud platform, with servers located in the UK (primary data centre in southern UK, with a secondary backup data centre in western UK). This means data is held in Britain which helps with GDPR compliance.

All communications with Staffology are encrypted. The application uses HTTPS for all traffic, ensuring that any data transmitted (whether you're entering a salary or an employee viewing their payslip) is protected by SSL/TLS encryption. In fact, not only are transmissions encrypted, but stored data is also safeguarded. Passwords are not stored in plain text in the database, they are hashed and salted using strong one-way encryption, meaning even the system administrators cannot retrieve user passwords.

Bookkeepers can enable MFA on their accounts so that in addition to the password, a one-time is required to log in. This is highly recommended, especially if multiple staff members are logging in from various locations. It reduces the risk of compromised credentials leading to a breach.

Clients who are invited to use the portal can only see their own company's payroll data. Likewise, employees using the self-service portal can only view their personal payslips and documents. This ensures that each user only accesses data pertinent to them, protecting other clients' confidentiality. All data is backed up regularly, and the system is built with redundancy.

The existence of a fallback data centre means that even in the event of an outage in one region, the service can failover to the backup, minimising downtime. For disaster recovery, Staffology has backup procedures so that payroll data is not lost which is crucial given legal record-keeping requirements. From a privacy perspective, Staffology adheres to GDPR guidelines. It has a clear privacy notice explaining how personal data is handled.

“The Auto Pilot feature can automate pay runs for clients with fixed pay, meaning payroll can practically ‘run itself’ on schedule.”

Key Benefits

- A key aspect of the dashboard for bookkeepers is the ability to manage multiple users and permissions. In a practice scenario, you might have staff who assist with payroll. Staffology allows you to invite additional users to your account and control their access. You could give a junior staff access to only certain clients or only allow them to prepare payroll but not submit it for example.
- Staffology also has a secure client portal that you can invite your client (this could be the business owner or HR manager) to have their own login where they can approve the payroll, upload time sheets or simply view reports and documents. This client access feature is optional and under your control however it can reduce back-and-forth emails and is a secure environment, reducing the need to send sensitive data over email.
- In terms of reporting visibility, at the client level you have a Reports section which organises all standard reports like the Payslip report, Payment Summary, P32, P11 working sheet, etc.). After each pay run, these reports are automatically updated and can be downloaded. Another helpful feature is the audit log. This tracks all actions in the software, including who finalised a pay run and when, which is useful for accountability in a team. If a pay run is re-opened to correct a mistake, the system logs that as well.
- For bookkeepers who want to offer additional advisory services or analysis, the data from Staffology can be exported to Excel or PDF easily for any external analysis.
- Another key benefit to having a bureau on Staffology is being able to have the same process for all clients/ This enables bookkeepers to apply the same workflow across the board meaning less documented procedures, therefore increasing efficiency. Staffology is also cloud-based platform, allowing you to manage payroll from anywhere at any time, with no software installs. This means you can service clients remotely, collaborate with staff in real time and always work with up-to-date software, even if HMRC
- You can run unlimited client payrolls under one account and easily switch between different employers. A centralised dashboard with payroll timetables, alerts and reminders helps you keep track of all clients’ pay schedules and deadlines allowing you to grow your payroll or bookkeeping practice without outgrowing the software.

Staffology's key benefit is the automations that are already built in. It helps eliminate repetitive manual work, improving efficiency, reducing human error and increasing profitability. The **Auto Pilot** feature can automate pay runs for clients with fixed pay, meaning payroll can practically "run itself" on schedule.

It also automatically handles things like tax code changes through its integration with HMRC notices, statutory pay calculations like SMP & SSP, minimum wage updates when an employee's age changes and pension auto-enrolment assessments, which run continuously in the background.

This level of automation reduces errors and saves significant time, allowing bookkeepers to focus on reviewing exceptions or providing advisory insights rather than number-crunching whilst still delivering excellent service to their clients.

Auto Pilot has a list of different automation options and you can select one, multiple or all of them per client, making it fully bespoke to each client.

The screenshot shows the Staffology software interface with a dark blue header bar. The header contains a logo, navigation links (Dashboard, Reports, Payroll, RTI, Pensions, Employees, HMRC), a user profile dropdown (ABC S UK Test), and search/help icons. The main content area is divided into two panels. The left panel, titled 'Auto Pilot', contains several sections of automation options, each with a checkbox: 'Enable Auto Pilot' (checkbox), 'Automatically finalise pay runs on or before their payment date and start the next pay run' (checkbox), 'Enable Auto Open' (checkbox), 'Automatically start the next pay run whenever you close a pay run' (checkbox), 'Auto Submit Journal' (checkbox, checked), 'Automatically submit journal to accounting software when a pay run is finalised' (checkbox), 'Auto Submit FPS' (checkbox), 'Automatically submit the FPS when a pay run is finalised' (checkbox), 'Auto Submit EPS' (checkbox), 'Automatically submit the EPS when a pay run is finalised' (checkbox), 'Auto Submit Payments' (checkbox), 'Automatically submit payments for processing when a pay run is finalised' (checkbox), 'Auto Submit Payslips via Connected Services' (checkbox), 'Automatically submit payslips for processing when a pay run is finalised' (checkbox), 'Auto Submit P45s via Connected Services' (checkbox), 'Automatically submit P45s when a pay run is finalised' (checkbox), 'Auto Submit Pension letters via Connected Services' (checkbox), and 'Automatically submit pension letters to a connected service when a pay run is finalised' (checkbox). A red banner at the bottom of the left panel states 'You are not connected to an accounting platform' with a 'Connect' button. The right panel, titled 'Auto Emails', contains a text description: 'You can set up emails to be automatically sent once a pay run is complete. These emails can contain attachments such as payslips and reports.' Below this is a '+ New Auto Email' button and an 'Edit Templates' button.

Staffology integrates with most popular accounting software packages like Xero, QuickBooks, Sage, etc. to post payroll journals automatically, ensuring accurate accounts and reducing manual work. The open API also allows integration with time tracking systems, HR platforms, or even custom software too ensuring payroll data flows smoothly wherever it needs to.

A unique benefit for bookkeeping practices is the ability to white label the portal. This means you can brand the payroll portal with your practice's (or your client's) logo, colours and even use a custom domain. This means when your clients or their employees log in to view payroll info, they see the branding of the bookkeeping firm presenting a professional experience and can impress clients that you have "your own" payroll system. This white-label capability is not common in many payroll software aimed at small businesses, giving Staffology an edge for bookkeeping and payroll practices who value branding.

Strengths

- **UK Based:** The platform is built specifically for UK payroll and it's recognised by HMRC for all electronic filings. It is a UK first product with UK datacentres. It handles everything from basic payslips to complex scenarios (CIS, umbrella companies, IR35) under one roof.
- **Cloud Based:** Staffology was built as one of the first cloud payroll systems with a comprehensive API meaning the level of customisation and integration is leagues ahead of many legacy payroll software options
- **Automation:** The automation options Staffology has with its Auto Pilot features and built-in automations boosts efficiency and reduces time spent. Bookkeepers can set up standard recurring payrolls to run automatically, focusing on reviewing and advising clients rather than manually processing each payroll.
- **Client and Employee Portals:** Having secure portals for the client and employee portals they can access themselves are a great solution. It not only strengthens the relationship between bookkeeper and client, it increases the security of personal data. Clients can also directly access reports or input data such as timesheets and employees can get their payslips at any time.
- **White Label Branding:** Being able to fully brand the software as your own solution can deliver a high quality and professional experience that can help a bookkeeping service stand out from the crowd.
- **IRIS Group:** Having access to IRIS's support infrastructure and training resources improve Staffology's service offering and users can be confident in the customer service should support be required.

Areas to improve

- **Cost for Very Small Payrolls:** Staffology's pricing is based on monthly payslips with a minimum fee of £39 per month. While this is good value for a practice running many employees or multiple payrolls, it is expensive if a bookkeeper only has a couple of very small payroll clients (director-only payrolls or employers with 1 or 2 payslips). As the minimum charge is per employer, the cost can add up quickly. Bookkeepers with only a handful of payslips to run will want to ensure they have enough volume or other uses for Staffology to justify the base cost. That said, as soon as you handle even a moderate number of payslips across clients, the pricing becomes more affordable and it's something to be aware of during decision-making. Another way to mitigate the cost is to purchase a contract via Staffology's commercial team. Doing so can spread the minimum charge across multiple employers making the solution more affordable for smaller payroll bureaus and/or bookkeeping practices.
- **No Mobile App:** Currently, Staffology is accessed via web browser and does not have a dedicated mobile app. The website is responsive and can be used on tablets or phones, but a native app for quickly checking a payroll or approving something on the go is not currently part of the offering. This is a minor point, as most payroll work is typically done in an office setting, but on-the-move access could be improved. Mobile functionality for employees to view payslips works well via mobile browser.

“The cost of the software needs to be weighed against the time savings and efficiency gains.”

Value for Money

Staffology's pricing is a pay-as-you-go model, based on the number of payslips processed in a month. It is tiered but there is a minimum monthly fee of £39, which covers up to 19 payslips. This means if you run 1 payslip or 19 payslips in a month, the cost will still be £39.

Beyond that you pay a fee per additional payslip on a sliding scale. Payslips 20 to 50 in a month are charged at £1.95 each. 20 payslips at £1.95 equates to £39.00. Staffology does offer a free trial and a demo company environment so you can try it out with no commitment. Note that you can not submit anything to HMRC whilst on a free trial.

There's no long-term contract required on the standard plan; it's essentially pay monthly and you can cancel anytime if it's not working out. This is ideal for small firms or those hesitant to commit; you can scale usage up or down as needed. If you decide to fully adopt it, you just start paying the monthly usage fees once the trial ends or as your client numbers increase.

For practices that prefer predictable costs, Staffology also provides an option for a fixed-rate contract. This is for much larger payroll bureaus with a minimum monthly fee of £550.00 per month, equivalent to 1,000 payslips at the fixed rate. (even if you ran 20 payslips) The cost of the software needs to be weighed against the time savings and efficiency gains. If Staffology's automation saves you 5 hours of manual work per month for example, that already likely pays for itself in terms of billable time or capacity to take on more work. Many bookkeeping practices find that they can either serve more clients with the same staff or free up time for other value-added services like management reporting or advisory because payroll processing requires less labour time with Staffology. In that sense, it offers good value beyond the raw software features.

Summary of Review

Overall, Staffology Payroll is a comprehensive and forward-thinking payroll solution that is well-suited for bookkeepers and accountancy practices, especially those serving multiple clients. It brings together the benefits of cloud technology, accessibility, automation and integration into a package that significantly streamlines the payroll process.

For bookkeepers who are time poor or are looking to improve efficiency, Staffology can handle a lot of the grunt work like calculations through to compliance. This allows you to focus on higher-level review and client communications. The software's ability to integrate with accounting platforms and offer self-service portals means it doesn't just process payroll, it actually enhances the overall service you provide to clients by keeping their financials up-to-date and giving them and their employees a better experience.

Staffology is ideal for bookkeeping practices that manage UK payrolls whether you have just a handful of larger clients or a multitude of small payrolls however, it is best for payrolls with employees of 19+ due the minimum £39.00 per month fee. If you value accuracy, compliance and the ability to scale your payroll services, Staffology offers the tools to do so. It's particularly powerful for those who want to grow their payroll bureau as you can take on more clients without a huge increase in workload thanks to automation, and as there's no limit to the number of employers you can onboard, the software can grow with your practice and the fees will increase per employer rather than a large increase when you go from 10 to 11 clients for example.

Firms that want to differentiate themselves with technology like offering branded portals or integrating payroll data with other systems for advisory insights will find Staffology to be a strong ally. On the other hand, a sole bookkeeper with only one or two very simple payrolls might find Staffology more than they need, the time saved may be worth the higher price point.

In terms of support and future prospects, being under the umbrella of IRIS Software Group gives confidence that Staffology will continue to receive updates for legislative changes and new

features over time. There are no indications of any future plan to discontinue or charge extra for core features, so it appears to be a sustainable solution for the long term.

Disclaimer

The Institute of Certified Bookkeepers having reviewed Staffology in June 2025 cannot be held responsible in anyway for the actions of the company or their software. This review is merely an unbiased overview of the software package. Any enquiries should be directed to the software provider.