

# Emap achieves whole new model through outsourced HR, payroll and benefits

## outsources all HR, payroll and benefits activity to streamline business units

Emap, the B2B media group, has outsourced all HR, payroll and benefits delivery to [NorthgateArinso](#). The move follows Emap's acquisition by [Apax](#) and the [Guardian Media Group](#) in 2008. The contract is part of a wider strategic plan to outsource all IT, finance and HR services, enabling Emap to focus on its objectives for growth.

Emap's Performance Director, [Tracey Gray](#), has a vision for aligning the organisation to its core values, which encourage staff empowerment and accountability. As part of her overarching strategy, Gray has appointed heads of resourcing, employee relations, learning and development and reward. The service that [NorthgateArinso](#) is delivering to Emap complements the strategy, providing [core HR services](#) and supporting her and the directors in helping to instil employee accountability and ownership.

Key elements of the service that are aligned to the core values include [self-service](#), which enables staff to manage their own affairs, from booking holidays to reporting sickness. Managers are then encouraged to take responsibility for following HR procedures in their own teams, using the self-service functionality and supported with an advice line, run by experts at [NorthgateArinso](#), who can be called for guidance whenever it is required.

All of Emap's HR process will be integrated on one platform, creating a central database that will provide integrated business information via an intuitive dashboard display. This will give Emap's senior team the workforce information they require for accurate decision-making across the business.

After examining the offerings from other key providers, Emap found that [NorthgateArinso](#) was the only provider in the UK that could offer complete process management across HR, payroll and benefits, using an [end-to-end outsourced solution](#). Not only did [NorthgateArinso](#) have best-of-breed solutions, but having recently been acquired by private equity group [KKR](#), there were clear synergies between the companies. [Tracey Gray](#) explained: "Soon into our search, we realised that [NorthgateArinso's](#) values were well matched to our own. The team has a good understanding of our challenges and priorities, and is well placed to support our future growth."

"Outsourcing the HR, flexible benefits and payroll functions to a single, consistent point of contact will not only free-up managers' valuable time, but will ensure all HR processes are supported by a single supplier from the day the employee starts in the business to the day they leave," concluded [Gray](#).



**NOTES TO EDITORS****About NorthgateArinso**[www.northgearinso.co.uk](http://www.northgearinso.co.uk)

NorthgateArinso is a leading global Human Resources software & services provider offering innovative HR business solutions to employers of all sizes, including Global Fortune 500 companies and many Public Sector organisations. We help HR executives optimise their HR service delivery through smarter process and more efficient technology, supporting key HR areas like workforce administration, payroll, benefits, recruitment, learning, and talent management.

Our 5,000 employees are dedicated to HR excellence through strategic business consulting, outsourcing services, systems integration and best-of-breed software solutions. We are one of the 5 largest HR service providers worldwide and have offices in 31 countries on 5 continents.