Hello,

With respect to the Public Consultation Paper on PAYE Modernisation.

Parolla are in the process of developing a cloud based payroll and timekeeping service for employers in Ireland.

Application Programming Interfaces

One of the difficulties with the current interaction with ROS is that information must be uploaded manually via the employers own certified computer.

Similarly, there are no means of generating or accessing test files for various file formats. (Other than a few schema examples in PDF version)

We would suggest that consideration be given to an Application Programming Interface being constructed. This is a common practice and would allow software providers to connect directly with the ROS API for the transmission of client information.

Employers could approve software suppliers access to their records via an API key.

The API should also be provided with a sandbox in advance of the planned rollout date to allow software providers the opportunity test and integrate the API calls.

Report Generation

Report generation is a relatively straightforward process, so long as the required fields and format are known in advance. Frequency of reporting is not an issue as software can be set up to generate reports automatically at any given frequency.

Timeliness of Data

The most difficult aspect of increased reporting will be the timeliness of employee entered data. Employee Self Service software packages allow staff to enter times, benefits, deduction expenses themselves. This data then gets reviewed and approved by managers/accountants etc.

There is often a lag of when time / expenses / benefits are incurred, and when they finally get reported and signed off for payment. How employers treat late reporting at pay date is usually to err on the side of the employee, and make any correction in the next period if required.

These differences are smoothed out at the moment. The proposed system would need to incorporate some means of post-reporting adjustment which didn't introduce the need to for additional accounting or reporting.

Regards,

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