



The Plan Group



"People First makes life easier for the HR team and for all of our employees."

Susie Wilson,  
Head of HR and Risk



**Customer**  
The Plan Group



**Sector**  
Insurance



**Number of employees**  
65



**Products supplied**  
People First

## About The Plan Group

The Plan Group are market-leading insurers in niche commercial and personal lines insurance. With a hybrid working policy and teams split across different offices in Surrey and South Wales, the HR team and senior management needed a way of connecting employees and keeping everyone up to date with company-wide communications.

## Driving employee engagement

The Plan Group's senior leadership team was on board with People First from the moment they saw a demo and quickly saw the benefits it would bring to their organisation. Implementation by MHR went smoothly, with Head of HR and Risk Susie Wilson noting, "Everyone at MHR was really supportive, and listened to what we were looking for."

With People First, they've been able to engage employees in internal updates, celebrate achievements that align with company values, and organise events for their CSR committee. Susie adds, "I think employees appreciate the fact that all of their data is in one place, and they find it easy to use."



## Payroll progress

Having seen success with People First HR and Recruitment for five years, they made the decision to use People First for their payroll, too, saving time, reducing errors, and streamlining their processes.

Because People First is a real time system, employees can see their payslip as the month progresses, so any of their payroll queries can be dealt with quickly. The cut-off date is much closer to payday than with their old system, so the HR team doesn't have to spend any time correcting errors from the previous month.

Susie notes, "Since we've used People First Payroll, it's really streamlined, everything's in one place, and employees can view their payslip in real time. It saves us loads of time in HR; no more spreadsheets to fill out as everything can be added straight on to People First."

## Key benefits

- Intuitive platform with employee self-service
- Time savings and reduced errors with real-time payroll
- Increased employee engagement
- Senior leadership buy-in from the start

"We've been using People First for the last six years, and now we're using People First Payroll, it's a real game-changer."

Susie Wilson,  
Head of HR and Risk

