

WORKFORCE & HR MANAGEMENT PLATFORM



An enterprise platform for people, payroll, and the work in between.

Simplify workforce management. Improve accountability. Gain full visibility.

01 — EXECUTIVE OVERVIEW

A unified platform for the modern workforce

HRIFY consolidates HR, payroll, projects, and operations into one connected system — replacing disconnected tools with structured workflows and real-time visibility.

HRIFY is an enterprise workforce management platform designed to help organisations manage employees, processes, and performance through one connected system.

It replaces manual HR processes, spreadsheets, and fragmented tools with structured workflows, real-time visibility, and centralised control — giving leadership the operational clarity required to run a modern workforce at scale.

From onboarding and leave to payroll, performance, and policy, HRIFY ensures every action is captured, every approval is tracked, and every decision is auditable.

*One login. One database. One approval engine.
One audit trail. From the day an employee is hired to the day they leave — and every process in between.*

PLATFORM AT A GLANCE

Functional modules	25+
Approval workflows	9
Configurable leave types	8+
User roles	4
Audit retention	2 yrs
Delivery	Web · Mobile

02 — THE WORKFORCE CHALLENGE

Most organisations run their people on five different systems

The result is a workforce that's hard to see, harder to govern, and increasingly expensive to administer. The pattern shows up almost everywhere we look:

01

Disconnected HR Systems

HR, payroll, time, and document tools live in separate platforms with no shared data layer or single source of truth.

02

Manual Onboarding & Approvals

New hires, leave, claims, and policy changes are routed through email and spreadsheets, with no enforcement of process.

03

Limited Workforce Visibility

Leadership cannot see, in real time, who is on leave, what is pending approval, or where workforce capacity is being consumed.

04

Weak Accountability & Audit Trails

Decisions cannot be reconstructed after the fact. Who approved what, when, and on what basis is rarely recorded with any rigour.

05

Processes That Do Not Scale

Workflows that function for fifty employees collapse at five hundred. Headcount growth becomes an administrative burden, not a strategic asset.

06

Compliance Handled Manually

Statutory obligations are tracked in calendars and reminders, exposing the organisation to deadline risk, penalties, and reputational harm.

OPERATIONAL IMPACT

Together, these gaps drive measurable inefficiency, delayed decisions, increased compliance exposure, and reduced workforce productivity. The cost is rarely on a single line item — it is distributed across every department and every approval that takes too long.

03 — THE HRIFY SOLUTION

One platform, one source of truth

HRIFY brings workforce operations into a single structured platform that the whole organisation works from — administrators, managers, and employees alike.

Every employee record, every approval, every document, and every decision is captured in one connected system. The platform replaces email-driven coordination and spreadsheet-driven reporting with structured workflows that are enforceable, traceable, and visible in real time.

01

All employee data is centralised

Profiles, contracts, compensation history, documents, dependants, and statutory information live in a single record — accessible by role, secured by permission.

02

All workflows are structured

Leave, claims, timesheets, performance, and onboarding follow defined multi-step paths with role requirements, SLAs, and on-leave substitution.

03

All approvals are tracked

Every approval is recorded with actor, timestamp, comments, and outcome — and every workflow instance retains its full history.

04

All actions are auditable

Every create, update, and delete flows through a centralised audit log with full before-and-after state and a two-year retention window.

05

All processes are visible in real time

Dashboards, notifications, and live event streams give leadership current-state visibility — not yesterday's report on yesterday's data.

06

All compliance is enforced by the system

Statutory deadlines, mandatory acknowledgments, and policy gates are enforced by workflow — not by individual diligence.

04 — CORE CAPABILITIES

Eight integrated capabilities, one platform

HRIFY covers the full lifecycle of workforce operations through a connected set of modules — each useful on its own, each substantially more valuable as part of the whole.



Employee Management

Centralised employee records, organisational structure, and role-based directory across the entire workforce.



Onboarding & Offboarding

Structured checklists across pre-boarding, day one, and exit — with task-level accountability and progress tracking.



Leave & Absence Management

Self-service requests, statutory leave tracking, calendar visibility, and automated balance accruals across leave types.



Approvals & HR Workflows

Multi-step approval engine with role requirements, SLAs, on-leave substitution, and full instance history.



Performance & KPI Tracking

Configurable review cycles, weighted assessment templates, deadline enforcement, and structured manager-employee feedback.



Document Management

Versioned policies, contracts, and statutory documents with acknowledgment tracking and electronic signature workflows.



Reporting & Insights

Live dashboards covering headcount, leave, payroll, performance, and turnover — with structured export for board reporting.



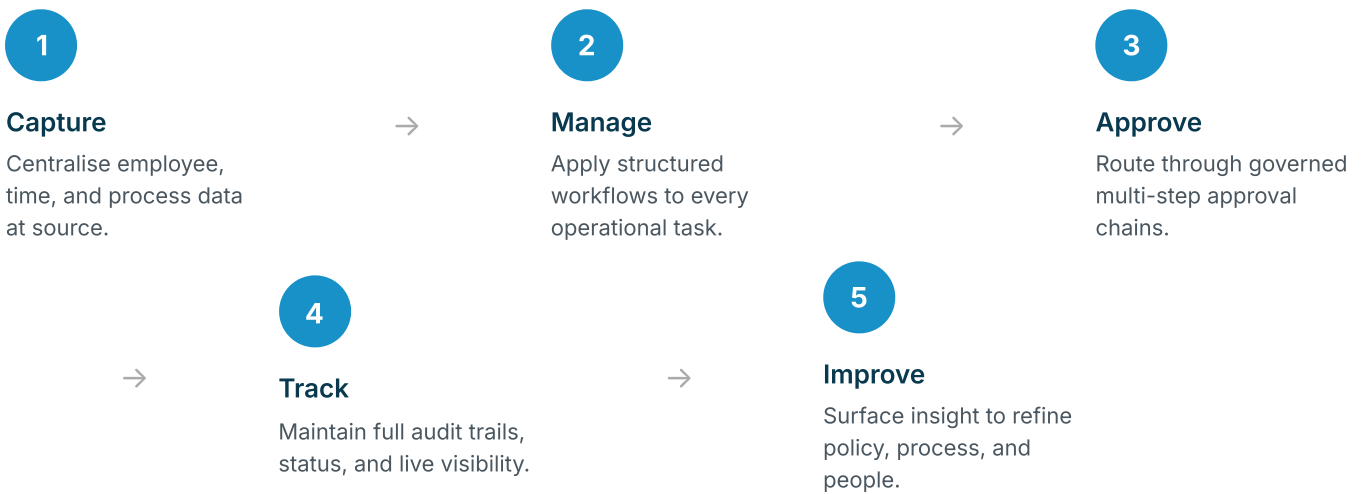
Role-Based Access

Granular permissions per module and per action — administered centrally, enforced at every API endpoint and screen.

05 — HOW HRIFY WORKS

A continuous workforce operating model

HRIFY runs as a closed loop — capturing the work, managing it through structure, governing the approvals, tracking the outcomes, and feeding insight back into the next cycle.



The result is a workforce operating model where every action is structured, every approval is governed, and every outcome is measurable — by design, not by discipline.

06 — GOVERNANCE & COMPLIANCE

Governance, built into the platform

Access, approval, audit, and process integrity aren't features in HRIFY — they're the foundation. Every transaction is governed by the same controls; every action is recorded under the same standard.

CONTROL · 01

Role-Based Access Control

Granular permissions are defined per module and per action. Every screen, API endpoint, and data record enforces the same access model — administered centrally and applied consistently across web and mobile.

CONTROL · 02

Approval Tracking

Every approval is captured with actor, timestamp, decision, and supporting commentary. Workflow instances retain the complete history of every request — reconstructable on demand for review or dispute resolution.

CONTROL · 03

Comprehensive Audit Trails

Every create, update, and delete operation flows through a centralised audit log capturing actor, action, before-and-after state, business context, and origin. Logs are indexed for retrieval and retained for two years.

CONTROL · 04

Secure Data Handling

Authentication uses short-lived access tokens with refresh-token rotation. File storage is private with time-bound presigned retrieval. Data is isolated per organisation, with cross-tenant access prevented at the data layer.

CONTROL · 05

Standardised Processes

Workflows are defined as templates with explicit step ownership, SLAs, and substitution rules. Process variation is reduced; consistency is enforced. Change requests to templates are themselves governed and versioned.

CONTROL · 06

Validated Inputs & Outputs

All input is server-validated against strict schemas with unknown fields rejected. Statutory documents and exports are generated from structured data — eliminating the manual reformatting that introduces error.

WHY THIS MATTERS

For audit committees, internal controls teams, and procurement: HRIFY delivers a workforce platform that satisfies the same governance standards expected of finance and operations systems — with the controls evidence ready when an auditor asks for it.

07 — BUSINESS OUTCOMES

Outcomes you'll feel in operations and on the bottom line

HRIFY produces measurable change in how the workforce is administered, how decisions get made, and how the organisation scales. The outcomes below are what we consistently see customers realise.

01 Reduced manual HR administration

Self-service, structured workflows, and automation remove repetitive manual steps from the HR function — freeing capacity for strategic work.

Lower

Administrative overhead

02 Faster workflows

Approvals route automatically with SLA tracking and substitution. Bottlenecks are visible, escalations are triggered, and cycle times shorten.

Faster

Approval cycle times

03 Improved accountability

Every action carries an actor, a timestamp, and a record. Decisions can be reviewed, validated, and — where needed — defended.

Stronger

Audit posture

04 Better workforce visibility

Leadership operates from real-time dashboards rather than month-end reports — making capacity, leave, and performance decisions on current data.

Real-time

Operational visibility

05 Scalable operations

Process is enforced by the platform, not by individual diligence. Headcount growth no longer scales the administrative burden alongside it.

Linear

Cost-to-scale

08 — PRICING & PLANS

More platform. Less than the alternatives.

HRIFY is priced deliberately below the global HRIS suites and SA payroll specialists — while delivering substantially more across HR, payroll, projects, invoicing, and industrial relations. Three plans, billed per active employee per month, with no per-module surcharges.

<p>TIER 01</p> <h2>Essential</h2> <p><i>Core people operations for organisations centralising HR for the first time.</i></p> <hr/> <p>R45 / employee / month</p> <p>+ R350 platform fee · Min. 20 employees</p> <ul style="list-style-type: none"> — Employee records & self-service — Leave & absence management — SA payroll with PAYE, UIF & SDL — IRP5, EMP201 & EMP501 generation — Document storage & e-signatures — Standard approval workflows — Web & mobile access — Email support · 8h response SLA <hr/> <p>For 20–75 employees</p>	<p>MOST POPULAR</p> <p>TIER 02</p> <h2>Professional</h2> <p><i>The complete platform — HR, payroll, projects, and invoicing under one workflow engine.</i></p> <hr/> <p>R85 / employee / month</p> <p>+ R550 platform fee · Min. 20 employees</p> <ul style="list-style-type: none"> — Everything in Essential — Performance & KPI cycles — Recruitment & onboarding — Industrial relations & CCMA tracking — Multi-step approval engine — Projects, timesheets & invoicing — Learning, surveys & engagement — Priority support · 4h response SLA <hr/> <p>For 50–250 employees</p>	<p>TIER 03</p> <h2>Enterprise</h2> <p><i>Tailored deployment for multi-entity organisations with complex governance and integration needs.</i></p> <hr/> <p>From PEPM · Annual</p> <p>R195</p> <p>Custom-scoped to R550 PEPM at full scope</p> <ul style="list-style-type: none"> — Everything in Professional — Multi-entity & multi-business — Custom workflows & integrations — Dedicated success manager — SSO, SCIM & advanced security — Custom analytics & reporting — Priority feature roadmap input — 24/7 support · 1h response SLA <hr/> <p>For 200–500+ employees</p>
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SETUP & MIGRATION

Do it yourself, or let us handle it.

Self-Setup — Included

Assisted Setup

Managed Migration

09 — NEXT STEPS

A structured path to evaluation

HRIFY supports a phased engagement so procurement, IT, and HR leadership get the evidence they need to make a confident platform decision.

STEP 01**Request a Demo**

A guided walkthrough of the platform mapped to your organisation's structure, processes, and governance requirements. Conducted by a solutions consultant with relevant industry experience.

Approx. 60 minutes

STEP 02**Run a Pilot**

A scoped deployment in a defined business unit, with real data, real workflows, and real users. Designed to surface integration and adoption considerations before commitment.

Typically 4–6 weeks

STEP 03**Evaluate HRIFY**

A structured evaluation against your procurement criteria — security, compliance, controls, total cost of ownership, and operational fit. Documentation and evidence provided in full.

As required

Begin your evaluation.

Speak to the HRIFY enterprise team to schedule a working session, request commercial terms, or initiate a procurement evaluation.

CONTACT

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