

Streamlining Global Payroll Compliance Through Strategic Partnership

How Tugela People and Lano Collaborate to Simplify Complex International Payroll Challenges for Growing Businesses

Payroll management is much more than simply calculating gross pay and deducting taxes. Each country has its own legal framework governing employment, tax withholdings, social security contributions, reporting deadlines, and payroll practices. For example, the requirements around payslips, tax filings, or statutory contributions in the UK differ significantly from those in other countries.

This complexity is compounded when businesses scale internationally, requiring management of multiple currencies, local employment contracts, and compliance with constantly evolving regulations. Payroll errors can lead to financial penalties, reputational damage, and employee dissatisfaction. Risks that no organisation wants to face!

“ Global payroll is not just about numbers

**It's about understanding the
nuances of each country's
legislation and culture. Without
that expertise, organisations
risk costly mistakes that can
damage their reputation and
employee trust.**

**Olga Alekseeva,
Partnerships
Manager at Lano**





How Lano Addresses These Challenges

Lano's solution is designed to simplify these multifaceted challenges. Through their global payroll platform and Employer of Record (EOR) service, companies can hire employees worldwide without establishing local legal entities, which can be costly and time-consuming.

When offering Employer of Record services, Lano works with a network of trusted in-country partners who act as the legal employer on behalf of clients. These partners handle local employment obligations, statutory filings, and payroll processing in full compliance with local laws and regulations. Lano, in turn, provides a unified platform, runs rigorous audits on all payroll data, and ensures accuracy and consistency across the board. This collaborative model enables businesses to expand globally with confidence, combining local compliance expertise with centralised oversight and quality control through Lano's technology and processes. However, Lano's value extends beyond mere compliance. The platform consolidates payroll data from multiple countries into a single interface,

“ Our platform empowers businesses to scale rapidly without the overhead of setting up local entities. It's about giving companies peace of mind that payroll is compliant, and employees are paid correctly, wherever they are.

With unified reporting and dashboards, finance and HR teams can gain real-time insights across all countries, easing the burden of global payroll reconciliation and internal audits.

Tugela People's Role as Lano's UK Payroll Partner

Our partnership with Lano goes beyond client referrals. We serve as their in-country payroll representative in the UK, providing a critical link between Lano's global operations and the specific requirements of UK payroll for Lano clients.

Tugela People manages the end-to-end UK payroll process for Lano's clients with an employee presence in the UK. This includes calculating pay and deductions, submitting Real Time Information (RTI) reports to HMRC, handling National Insurance contributions, and ensuring full compliance with local payroll legislation.

Corné Carter, Client Payroll Specialist at Tugela People, who oversees the payroll processing for Lano's UK operations, adds,

"Managing the payroll process means keeping a close eye on detail. Every calculation, every submission must be flawless to protect both the client and the employee. We take pride in that accuracy and compliance."

Once processed, we provide Lano with the payroll data for integration into their global payroll system. This collaborative approach combines Lano's extensive global reach with our detailed understanding of UK payroll, benefiting clients through streamlined, compliant payroll processing.

Through this integration, clients benefit from having all payroll data, including the UK, centralised and accessible via one unified platform, reducing the need for separate spreadsheets or disconnected systems across regions.

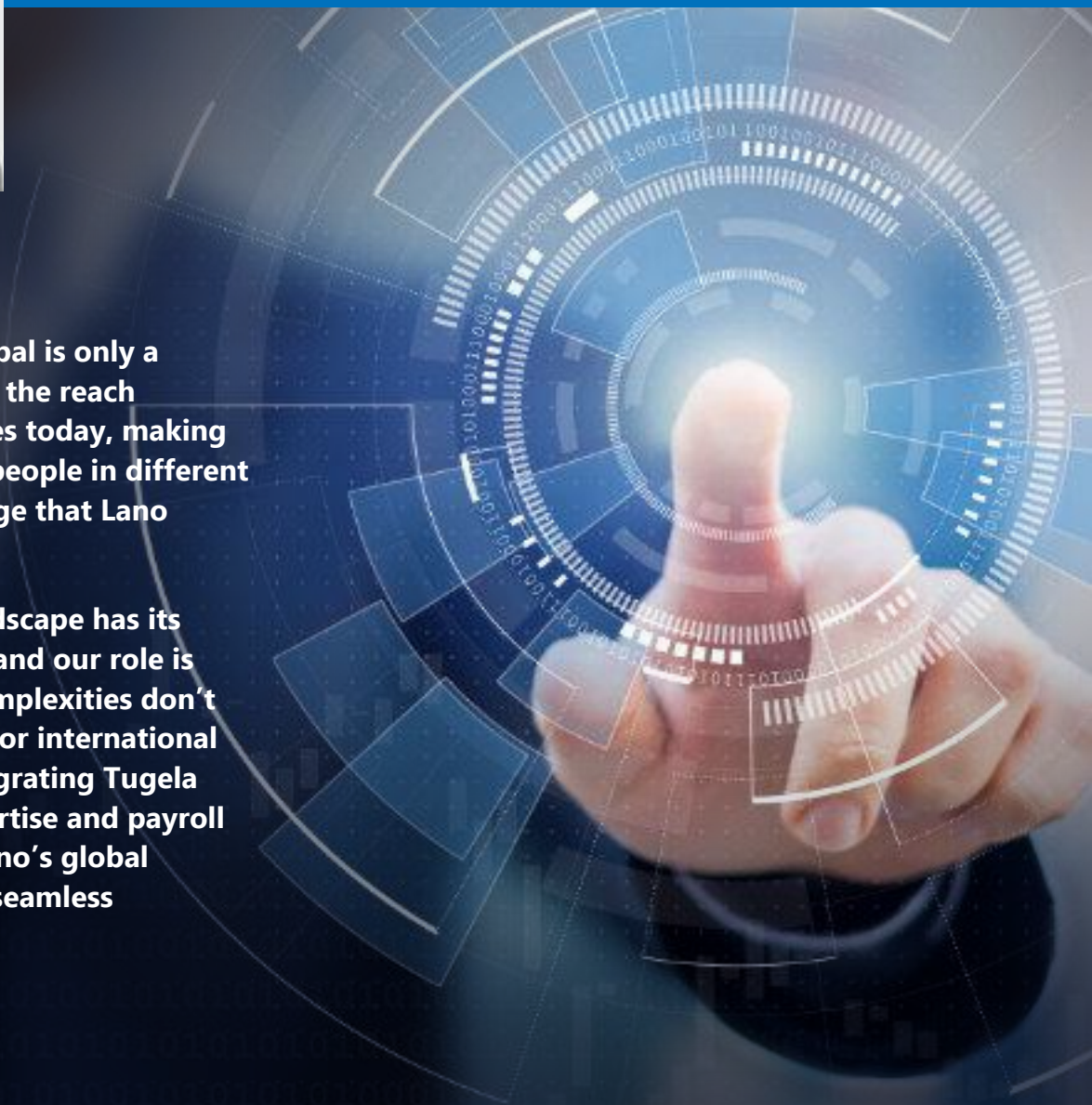


Jono Charlesworth, Sales and Marketing Manager at Tugela People

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Business going global is only a growing topic with the reach technology provides today, making hiring and paying people in different countries a challenge that Lano solves for clients.

The UK payroll landscape has its own complexities, and our role is to ensure those complexities don't become obstacles for international businesses. By integrating Tugela People's local expertise and payroll knowledge with Lano's global reach, we create a seamless payroll experience.



The Benefits of This Partnership for Clients

For many companies with a growing global footprint, managing international payroll presents significant challenges, ranging from navigating local legislation to maintaining compliance across multiple jurisdictions.

Our partnership with Lano offers a powerful solution. While Lano enables clients to employ and pay people in over 170 countries, Tugela People ensures their UK payroll is managed with the same level of precision, compliance, and care.

In addition to processing UK payroll for Lano's international clients, Tugela People delivers a full range of payroll services for UK businesses. This includes payroll consultancy, support for in-house payroll teams, and outsourced payroll through bureau or fully managed services.

Jono highlights, "Our clients appreciate knowing that every payroll process is handled with meticulous attention to detail. We're not just processing payroll; we're safeguarding compliance and employee satisfaction."

Corné emphasises, "Behind every payroll run is a dedicated team making sure everything runs smoothly, from data accuracy to timely submissions. That human element is essential, even in a world driven by technology."

Our work is backed by trusted technology platforms, such as Brain Payroll and Sage Payroll, which we implement and support to ensure that each client's payroll solution is tailored to their specific needs. Most importantly, this technology adds huge value by integrating with Lano, who provide a consolidated view of all your payrolls globally, enabling companies to oversee payroll performance, identify issues quickly, and meet internal and external reporting requirements efficiently.

Whether providing expert advice, assisting internal teams, or managing payroll end-to-end, our experienced team helps ensure that UK payroll is accurate, compliant, and aligned with the needs of growing global businesses.

Together, Tugela People and Lano provide a joined-up approach that simplifies global payroll by combining international reach with trusted local expertise. This collaboration enables our clients to focus on strategic growth and international expansion, knowing that their UK payroll and the connections it has with their wider global workforce are in expert hands.



What This Means for Your Business

If your organisation is expanding internationally or already managing payroll across borders, it is essential to recognise that global payroll is far more than a transactional process. It requires expert knowledge of local regulations, adherence to statutory requirements, and seamless management of multiple currencies.

Olga sums it up well: "Partnering with local experts like Tugela People is the missing piece in truly effective global payroll management. It's about combining technology with human insight."

Jono concludes, "When businesses get payroll right across all locations, they reduce risk, improve employee confidence, and free up resources to focus on growth. That's the real power of a strong global payroll partnership."

Working with trusted partners who understand both the global landscape and the nuances of local payroll, like Tugela People and Lano, provides a clear advantage. This approach minimises risk, supports compliance, and enables businesses to scale with confidence.

With a single source of truth for global payroll data, organisations can finally break down silos between local operations, finance, and HR, paving the way for smarter decisions and truly scalable processes.

Contact Us

If you would like to explore how Tugela People and Lano can help simplify your global payroll challenges, please get in touch. We are here to support your business every step of the way.

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