

Bringing Payroll and HR Together for Confidence and Efficiency



The Client

ABL Group is a global provider of integrated marine and engineering consultancy services to the offshore and shipping industries.

Operating in over 300 locations across 63 countries, the group employs more than 1,800 specialists within a network of 77 offices and specialist brands such as OWC, AGR, and Longitude.

Their team offers expert services across energy, maritime, and renewables sectors, combining deep technical expertise with a strong local presence.

ABL Group's mission is to support clients worldwide in building safe, efficient, and sustainable operations, helping them confidently navigate complex projects and the energy transition.



The Challenge

ABL Group already used the Sage People HRIS, but payroll was still managed separately.

Manual handling of payroll data caused delays, increased errors, and limited visibility across HR, Payroll, and Finance teams. Integrating payroll with HR and finance processes was critical to streamline operations, improve accuracy, and provide better visibility for stakeholders.



The Solution

To solve these challenges, ABL Group partnered with Tugela People to implement Sage People Payroll and integrate it with their existing HR system. Tugela People provided end-to-end support, from scoping and design to testing, go-live, and post-launch guidance. Their expertise ensured the solution was tailored to ABL Group's needs, with training and knowledge transfer embedded throughout.



Taiwo Ayoade,
UK Payroll Manager

Taiwo Ayoade, UK Payroll Manager at ABL Group, played a pivotal role in the project, collaborating closely with Tugela People to shape requirements, ensure stakeholder alignment, and champion the integrated payroll solution.

Taiwo highlighted the transformation:

"Previously, we had no connection between HR and payroll systems. Now, with Sage People Payroll integrated, we have a unified source of truth. The data flows directly from our HR system into payroll, removing redundant steps and accelerating the entire process."

"Our finance team now receives clean, consolidated payroll data that reduces manual data cleaning and speeds up month-end close activities. This allows them to focus more on analysis than on data wrangling."

Taiwo also praised Tugela People's support: "The Tugela People team was transparent and responsive. Their openness to feedback and ability to adapt made the difference."

Reflecting on project delivery, he added:

“ A special thank you to your Head of Delivery (Professional Services), whose leadership, resilience, and delivery expertise helped us stay on track despite the challenges faced – particularly during the project manager transition. Their ability to keep the project moving forward under pressure was truly commendable. They brought both experience and emotional intelligence, ensuring that communication remained constructive, and the team focused on the end goal, even during difficult moments.

He also highlighted the consultant's contribution: "The HR & Payroll System Consultant demonstrated professionalism, commitment, and deep payroll knowledge — a real asset throughout."



Key Outcomes

-  **Processing time reduced by 40%**
Duplicate entry removed, freeing payroll and HR teams for higher-value tasks.
-  **Payslip delivery accuracy maintained at 99%**
Employees access payslips securely through the HR portal, boosting trust and reducing queries.
-  **Unified employee IDs across systems**
Eliminating errors and strengthening compliance.
-  **Finance efficiency increased**
Consolidated payroll data feeds directly into NetSuite, reducing reconciliation workload.
-  **Enhanced compliance and governance**
Automated tax code updates, approval workflows, and audit-ready processes strengthened transparency.

"Payroll used to be an isolated, stressful process. Now, with Tugela People's support, it runs smoothly in the background, allowing us to focus on value-added work rather than firefighting." – Taiwo Ayoade

Taiwo emphasised: "We've built efficiencies and automation that deliver measurable business value, while improving user experience and compliance."

Looking Ahead

Taiwo reflected on the broader impact: "This is not just about a new system. It's a shift in mindset — HR and Payroll are now strategic partners, supported by Tugela People's guidance and integrated technology. We're excited about where this will take us next."

Heidi Lund-Nielsen, People Director at ABL Group, added:

 **I would like to say a big thank you for your support throughout this implementation. This has been a key project for ABL Group, and Tugela People's contribution has been much appreciated.**

Contact Us

To find out more about [Sage People Payroll](#) and our Implementation Services or to discuss your requirements, please contact us:

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