



## HydraForce

"Moving to a pan-European payroll solution to allow for future expansion"

Chris Tolley, Human Resources Manager  
HydraForce Hydraulics Ltd

### The challenge

#### Empower a lean European organisation with expansion capabilities

HydraForce, a global leading hydraulics products specialist, has been managing its geographical expansion in Europe wisely ever since 1988. While keeping its lean organisation, powered by a small number of sales offices, Hydraforce is keen to be capable of capturing any growth opportunity that requires local resources.

How can it then pay employees hired on short notice in a new country? HydraForce found the right solution with ADP Streamline, ADP's multi-country personnel administration and payroll compliance services.

### The solution

#### An integrated scalable multi-country payroll service

HydraForce started using ADP Streamline when it recruited its first German employees in 2007. Since then, the company has gradually moved the payroll of its employees in Italy, France and Luxembourg over to ADP Streamline. From the UK, Chris Tolley, HydraForce Hydraulics Ltd HR Manager, uses the same tools and processes for all these countries and says: *"I'm confident we can rely on this service as we expand."*

In each location, ADP Streamline processes payroll in compliance with local legislation and draws up third-party declarations.

#### HydraForce countries using ADP Streamline Europe

Italy – 3 employees  
France – 2 employees  
Germany – 1 employee  
Luxembourg – 2 employees



### HydraForce

- A global leading manufacturer of hydraulic cartridge valves for construction vehicles and industrial equipment.
- Customers include Caterpillar, Volvo, John Deere.
- Founded as HydraForce Inc in Illinois, USA in 1985.
- Operating in Europe since 1988, regional headquarters in Birmingham, UK.
- Nearly 200 employees in Europe, of whom 190 in the UK. Total workforce exceeds 700 worldwide.
- Sales offices in global locations covering all of Europe, China and India.
- Worldwide sales and support through a network of accredited distributors.
- 2008 worldwide turnover amounted to \$221 million.
- Privately owned.



## Five key success factors

### 1 "Borderless HR expansion capabilities"

Being a single global compliance partner, ADP Streamline provides HydraForce with capabilities to hire personnel in new locations, should business require. *"It allows for our future expansion, as we are looking to penetrate new markets,"* Chris Tolley underlines.

### 2 "A unified multi-country payroll process"

With ADP Streamline, HydraForce uses the same process to have payroll prepared for each country concerned. *"It can be managed in a single action: we do it all at once. A key difference compared to having to deal with different local accountants,"* says an appreciative Chris Tolley. HR and payroll data exchanges are managed using the web-based StreamOnline tool, according to pre-established and mutually agreed schedules.

### 3 "Conformity with each country's legislation"

ADP Streamline guarantees that the payroll produced is compliant with each country's legislation, and will keep up with any future changes. *"A real comfort, as we have a limited understanding and knowledge of European legislations,"* Chris Tolley says.

### 4 "Access to a consistent network of payroll experts"

ADP Streamline relies on either local ADP businesses or external partners to meet employer obligations pertaining to payroll in each country. ADP has a long established unique network of country payroll experts that has been operating in key countries since 1965. *"The consistent level of service we get proves that they are all on the same page,"* Chris Tolley remarks.

### 5 "Practical tools to support an international payroll approach"

Even with the most integrated multi-country solution, payslips remain in the local language. As part of the ADP Streamline package, ADP provides an online payroll- and HR-focused translation tool. *"It is a great resource for improving our understanding and helping us to make comparisons between countries,"* Chris Tolley states.

#### Why ADP?

*"We were introduced to ADP by our parent organisation in the USA, as they use some of their services. We were looking for a partner who could match our geographical coverage and allow for possible future expansion. A well-known name such as ADP creates confidence. Like our account manager, their people are indeed extremely proactive and responsive."*