Building a better HR-Finance relationship

Your 9-step checklist

HR and finance share the same goal: a business that grows. However, under half (45%) of HR leaders say their relationship with finance is productive, and only a quarter (25%) believe they're collaborative with finance, research reveals.

For HR and finance departments, the quickest wins come from clear definitions, tighter links to money, and tools that remove busywork.

Use this 9-step checklist to forge a better HR-finance relationship.

1

Standardise the basics (your people and finance data model)

Keep a concise glossary that both teams use. Agree on what headcount means, whether it's average or end-of-month. Separate your FTE (full-time equivalents) from contractors and record attrition as both total and regretted. When words match numbers, month-end gets quieter and forecast variance narrows.
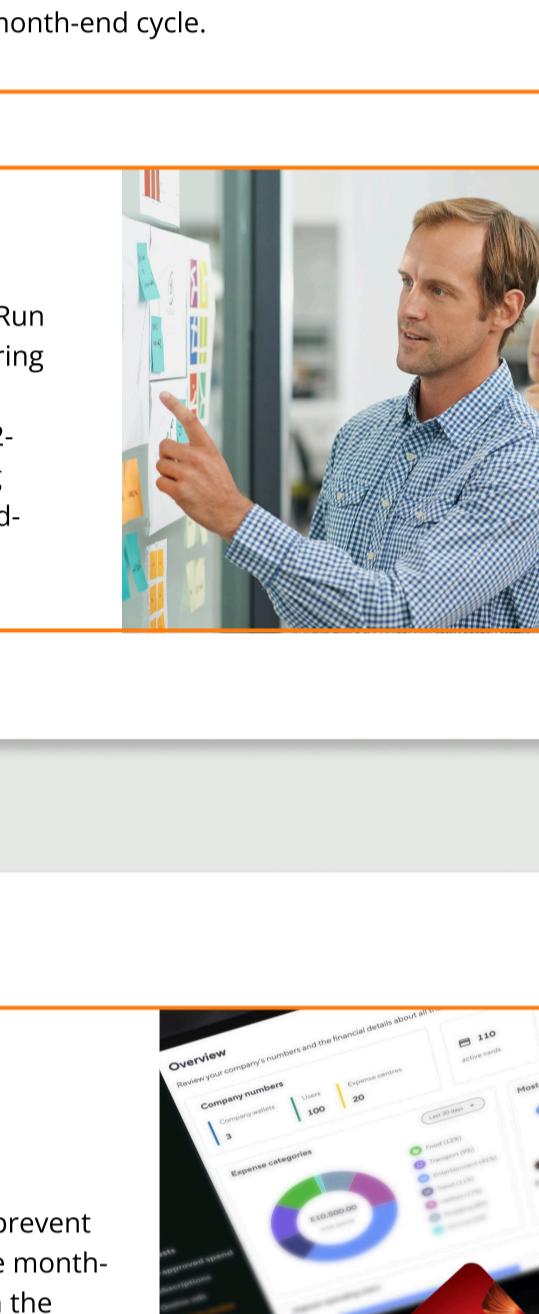
2

Build a small, shared scorecard

Shared numbers reduce debate and make trade-offs clear in pounds and days. Pick a few key metrics and tie each one to a specific financial outcome, such as turnover to replacement cost or quality of hire to time to productivity. Write the formulas in plain English, assign an owner and review them as part of your month-end cycle.
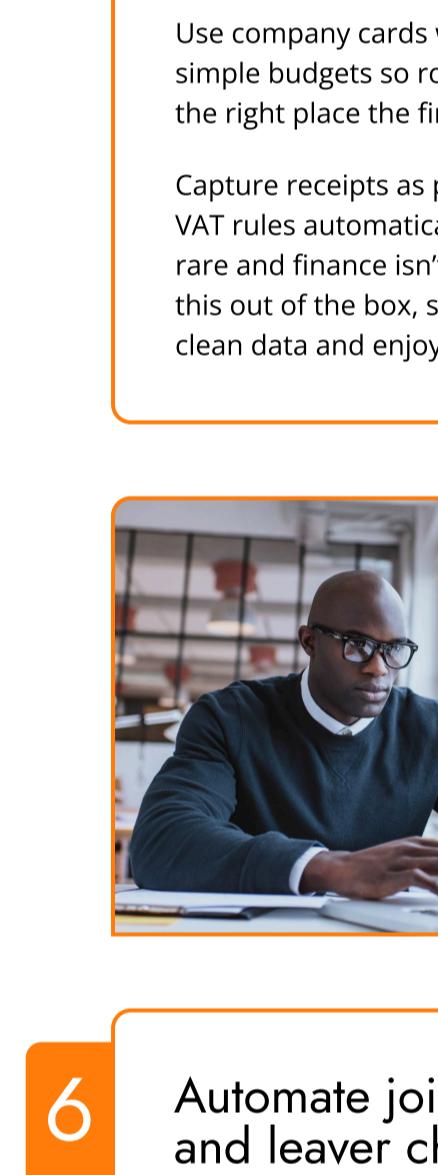
3

Plan on one timetable

Fewer surprises mean fewer reforecasts. Run a single quarterly session to assess the hiring pipeline, attrition risk, skills supply, and compensation run rate. Keep a rolling 18-month workforce plan that updates hiring plans and cash forecasts without copy-and-paste.
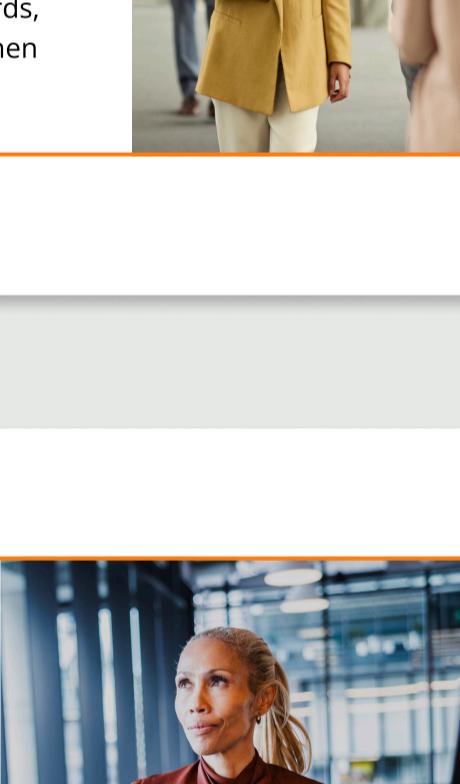
4

Control spend where it happens

Controls at the point of payment prevent mistakes, reduce admin and make month-end predictable. Put your policy in the payment rather than adjusting later.

Use company cards with clear rules and simple budgets so routine spend lands in the right place the first time.

Capture receipts as people pay and apply VAT rules automatically, so exceptions are rare and finance isn't chasing. Soldo does this out of the box, so both teams see clean data and enjoy a smoother close.
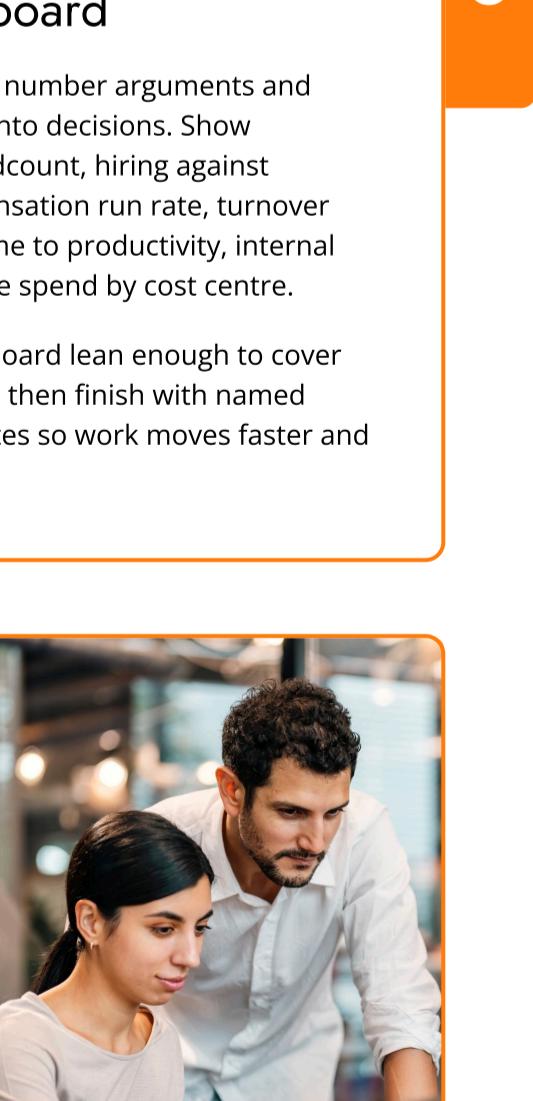
5

### Connect systems, then eliminate spreadsheets

Sync HRIS with your ERP and spend platform, so one change flows everywhere. When tools talk, reports agree. Keep CSVs and spreadsheets for historical value, rather than using them for daily work.
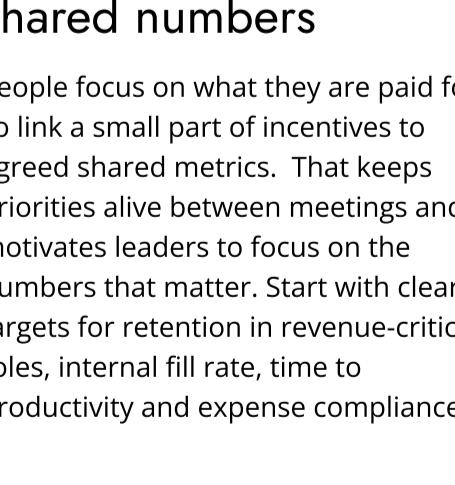
6

Automate joiner, mover and leaver changes

People change roles – and their access and spend limits should keep up without IT triage and tickets. It reduces risk and saves time. Let your HRIS update company cards, budgets and approvals automatically when people join, move or leave.
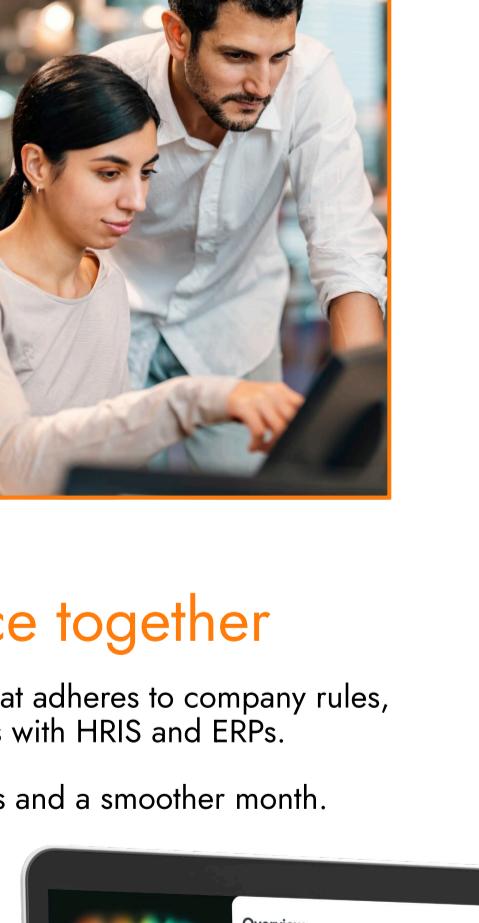
7

Make employee attrition and vacancies forecastable

People risk is cash risk, so price leavers and empty seats in pounds per week to make trade-offs clear. Use real ramp data to compare waiting for an external hire with moving someone internally and show when each option pays back. Surface the most significant vacancy costs and churn hotspots each month, so plans adjust before deadlines slip.

8

Review from one live dashboard

One view stops number arguments and turns updates into decisions. Show reconciled headcount, hiring against budget, compensation run rate, turnover with its cost, time to productivity, internal mobility and live spend by cost centre.

Keep the dashboard lean enough to cover in one meeting, then finish with named owners and dates so work moves faster and responsibly.

9

Tie pay to the shared numbers

People focus on what they are paid for, so link a small part of incentives to agreed shared metrics. That keeps priorities alive between meetings and motivates leaders to focus on the numbers that matter. Start with clear targets for retention in revenue-critical roles, internal fill rate, time to productivity and expense compliance.

How Soldo brings HR and Finance together

Soldo provides every employee or team with a company card that adheres to company rules, as well as wallets for activities such as learning, and integrations with HRIS and ERPs.

Finance sees spend as it happens and HR sees fewer exceptions and a smoother month.

Start small and keep it human with clear definitions, shared metrics that are easy to recall, a single timetable, policy at the point of spend and a dashboard that drives action. Do those well and HR and finance will begin to feel like one team.

Book a demo to find out how Soldo helps HR build a stronger relationship with finance.

Talk to Soldo today