BrightPay Feature Comparisons

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Feature	BrightPay (Desktop) Only	BrightPay (Desktop) + Connect	BrightPay (Cloud)
General			
Platform	**Windows** [BrightPay for Mac will not be available from tax year 2025/26]	**Windows** [BrightPay for Mac will not be available from tax year 2025/26]	**Access from any device using a web browser**
Number of employees	**Unlimited*** Depending on licence type	**Unlimited*** Depending on licence type	**Up to 300 employees** (per employer, including starters & leavers)
Number of employers/clients	**Unlimited** Depending on licence type	**Unlimited** Depending on licence type	**Unlimited**
Number of devices/users	**Up to 10 users**	**Up to 10 users**	**Unlimited**
Multiple users on the same employer	✗	✗	✓
See other users and changes in real time	✗	✗	✓
Pricing	**Upfront cost** Pay per tax year [Banded pricing based on number of employers and employees. Click here to calculate	**Upfront + monthly cost** Pay per tax year [Banded pricing based on number of employers and employees. Additional monthly cost for using BrightPay Connect based on number of employees. Click here to calculate	**Flexible payment options** Pay monthly/annually [Based on exact number of employers + employees. No additional cost for Employee / Employer Portal. Click here to calculate
Security			
Automatic data syncing	✗	✓	✓
Data hosting	✗ You will need to host your payroll data on your own PC or server	✗ You will need to host your payroll data on your own PC or server	✓ No need to worry about data hosting - data is stored on secure servers
Automatic software updates	✗ Software needs to be installed each tax year, with manual upgrades required as the software is updated	✗ Software needs to be installed each tax year, with manual upgrades required as the software is updated	✓ You will always have the latest version of the software without needing to run upgrades
Employee Portal			
Employee self-service portal	✗	✓	✓
Employee requests for annual/unpaid leave	✗	✓	✓
Employee requests to update personal details	✗	✓	✓
Employee leave approval	✗	✓	✓
Mobile app for employees	✗	✓	✓
Two-factor authentication for employees	✗	✓	✓
Document upload facility	✗	✓	✓
The option for employees to view other employees' leave on the calendar	✗	✓	✓

Feature	BrightPay (Desktop) Only	BrightPay (Desktop) + Connect	BrightPay (Cloud)
Employer Portal			
Employer/client portal	✗	✓	✓
Payroll Entry Requests	✗	✓	✓
Payroll Approval Requests	✗	✓	✓
Client portal to access payslips, payroll reports and HMRC payments	✗	✓	✓
Payslips			
Pay frequencies	Weekly, Fortnightly, 4-Weekly, Monthly, Quarterly, Yearly	Weekly, Fortnightly, 4-Weekly, Monthly, Quarterly, Yearly	Weekly, Fortnightly, 4-Weekly, Monthly, Quarterly, Yearly
Multiple pay frequencies	✓	✓	✓
Multiple schedules for the same pay frequency	✗	✗	✓
Unlimited additions & deductions	✓	✓	✓
Custom additions & deductions	✓	✓	✓
Import payments, additions and deductions via CSV file	✓ Limited to 5 pay items	✓ Limited to 5 pay items	✓ Import up to 10 pay items
Batch add additions/deductions/notes for multiple employees	✓	✓	✓
Attachment orders	✓	✓	✓
Expenses and Benefits	✓	✓	✓
Employer calendar	✓	✓	✓
Filter option	✓	✓	✓
Payments			
Pre-built bank files	✓ Includes 19 file formats	✓ Includes 19 file formats	✓ Includes 56 file formats
Modulr integration to pay employees & HMRC	✓	✓	✓
Statutory Pay			
Statutory payments	✓	✓	✓
Additional statutory pay reports and forms	✓	✓	✓
Payroll Journals			
Direct API integration with accounting software	✓ [Includes integration with BrightBooks, Accounts IQ, ClearBooks, FreeAgent, FreshBooks, Kashflow, Quickbooks (Online), QuickFile, Sage Business Cloud Accounting, Twinfield, Xero and Zoho Books]	✓ [Includes integration with BrightBooks, Accounts IQ, ClearBooks, FreeAgent, FreshBooks, Kashflow, Quickbooks (Online), QuickFile, Sage Business Cloud Accounting, Twinfield, Xero and Zoho Books]	✓ [Includes integration with BrightBooks, ClearBooks, FreeAgent, Kashflow, Quickbooks (Online), QuickFile, Sage Business Cloud Accounting, Xero and Zoho Books]
CSV file export for accounting software	✓	✓	✓
Custom CSV file export	✓	✓	✓

Feature	BrightPay (Desktop) Only	BrightPay (Desktop) + Connect	BrightPay (Cloud)
Automatic Enrolment			
Automatic employee assessment & alerts	✓	✓	✓
Automatic enrolment letters to employees	✓	✓	✓
Process opt-in, opt-out, and joiner requests	✓	✓	✓
Postponement	✓	✓	✓
Automatic re-enrolment alerts	✓	✓	✓
Direct API integration with pension providers	✓ Includes integration with NEST, The People's Pension, Smart Pension, Aviva	✓ Includes integration with NEST, The People's Pension, Smart Pension, Aviva	✓ Includes integration with NEST, The People's Pension, Smart Pension (Aviva coming soon)
CSV file integration with pension providers	✓	✓	✓
Approve payments with NEST	✓	✓	✓
HMRC-Recognised			
HMRC submissions (FPS, Additional FPS, NVR, EPS)	✓	✓	✓
Coding notices	✓	✓	✓
Employment Allowance	✓	✓	✓
Apprenticship Levy	✓	✓	✓
P11Ds & Payrolling of Benefits	✓	✓	✓
Reporting			
Custom report builder	✓	✓	✓
Other pre-built reports (e.g. calendar report, annual leave report)	✓	✓	✓
Batch Operations			
Batch check for coding notices	✓	✓	✓
Batch finalise payslips	✓	✓	✓
Batch send submissions to HMRC	✓	✓	✓
CIS			
Construction Industry Scheme (CIS)	✓	✓	✓ We have launched BrightCIS - a separate cloud solution for CIS management.

**Please note that these are estimated delivery dates.*