

Payroll Operational Continuity

Your Vital Activities run. **No matter what.**

The risk

A cyberattack, a ransomware incident, an ERP outage... and suddenly payroll cannot run. No access to the HR system, no payment files, no way to pay your employees on time. The legal, social, and reputational consequences are immediate and severe.

Most organizations have a Business Continuity Plan that says payroll is critical, but very few have the actual ability to execute it when primary systems are down.

What Astran delivers for Payroll Continuity

Astran's AlwaysReady® platform enables organizations to execute their payroll process end-to-end, independently of any primary IT system, in a fully governed, auditable and secure environment.

The process runs in five steps:

- 1. Sync.** Payroll data is kept continuously fresh via API integration. When a crisis hits, the last validated dataset is already there, ready to use.
- 2. Review.** AlwaysReady® makes payroll data immediately readable and editable by HR teams, without any ERP access. A built-in four-eyes validation locks the file before any further processing.
- 3. Rebuild.** The validated payroll data is converted back into a compliant payment file formatted to banking specifications.
- 4. Execute.** Treasury teams upload the file to their e-banking platform: payments are initiated, payroll runs and employees are paid.
- 5. Audit.** The reference IDs of payments are stored in the AlwaysReady® platform and ready to use for reconciliation and rollback.

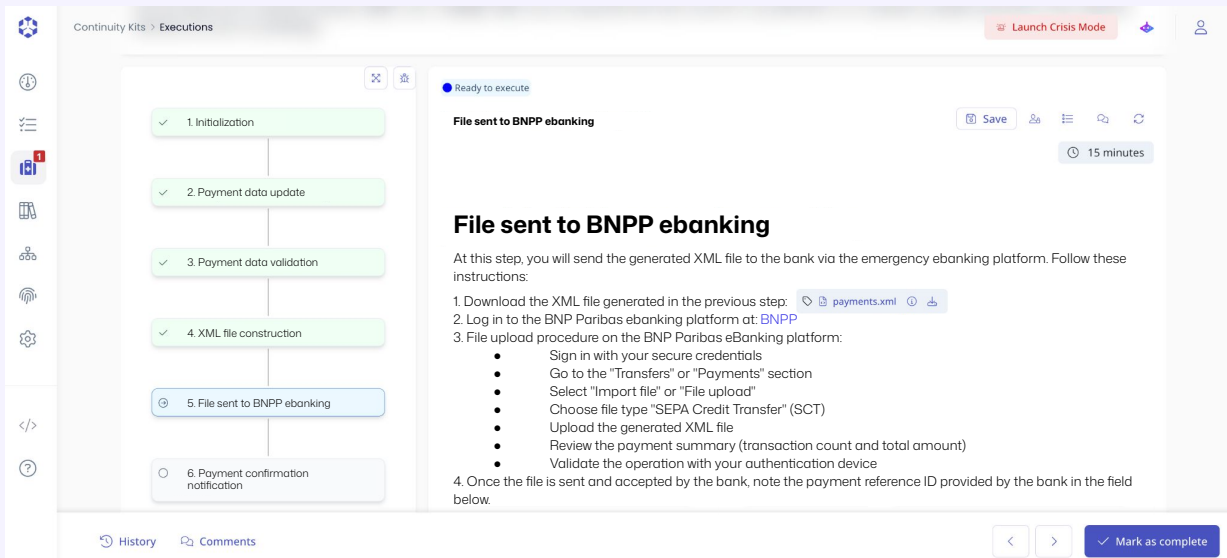
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This process is owned by HR and Treasury teams, IT team can be the technical owner. It does not require technical skills to operate, nor depend on the systems it is designed to replace. **It is built once, tested regularly, and ready when it matters.**

Time to operational readiness: 2 to 4 weeks.

Astran expert view



The screenshot displays the 'Astran expert view' interface for a 'Continuity Kits > Executions' workflow. The workflow consists of six steps:

1. Initialization (Completed)
2. Payment data update (Completed)
3. Payment data validation (Completed)
4. XML file construction (Completed)
5. File sent to BNPP ebanking (Active/Ready to execute)
6. Payment confirmation notification (Not started)

The active step, 'File sent to BNPP ebanking', includes the following instructions:

File sent to BNPP ebanking

At this step, you will send the generated XML file to the bank via the emergency ebanking platform. Follow these instructions:

1. Download the XML file generated in the previous step: [payments.xml](#)
2. Log in to the BNP Paribas ebanking platform at: [BNPP](#)
3. File upload procedure on the BNP Paribas eBanking platform:
 - Sign in with your secure credentials
 - Go to the "Transfers" or "Payments" section
 - Select "Import file" or "File upload"
 - Choose file type "SEPA Credit Transfer" (SCT)
 - Upload the generated XML file
 - Review the payment summary (transaction count and total amount)
 - Validate the operation with your authentication device
4. Once the file is sent and accepted by the bank, note the payment reference ID provided by the bank in the field below.

At the bottom of the interface, there are buttons for 'History', 'Comments', and 'Mark as complete'.