SAMpeople

Your exclusive look at our roadmap 2025

Spring Term Roadmap 2025

Discover what's next for the SAMpeople suite.

HR ✓

Recruitment ✓

Payroll & Pensions ✓
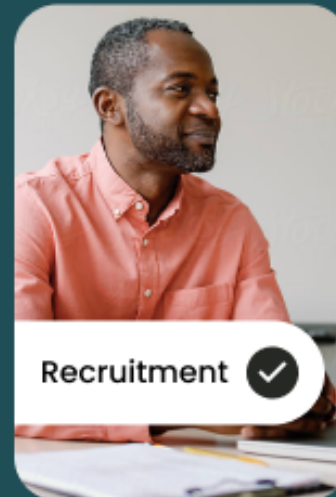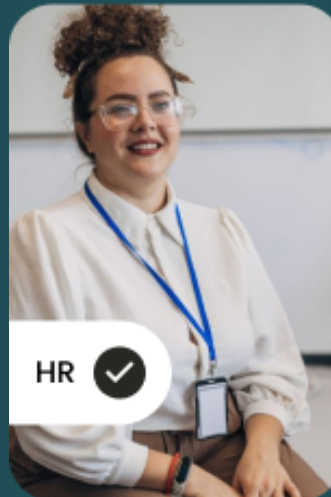
Here's to an exciting Spring Term

It was a milestone year in 2024 for the SAMpeople suite. And it wouldn't have been possible without you. Your feedback has been invaluable in shaping solutions that truly make a difference for schools and trusts.

Our mission and focus remain unwavering: supporting the people at the heart of education and helping you recruit, manage and empower your staff with clarity and confidence.

We've made huge progress in the Summer and Autumn Terms of 2024 to make the SAMpeople suite even more intuitive for you to use. There are now Entitlements, MIS Links and Pay Scales, plus we've added the SAMpeople BI Connector to make accessing and visualising data easy for you at a trust level.

On the SAMpeople Recruit side, we've been working on the candidate experience, specifically the vacancy pages and application process.

While we're proud of our achievements, we're committed to continuous improvement and excited to share what's ahead for spring 2025. Our commitment is rooted in using our decades of expertise in education HR to build on cutting-edge people management technology. So we can continue to improve the SAMpeople suite to better serve you.

I look forward to your thoughts on our roadmap and here's to an exciting spring 2025 together.

All the best,

James Hacking

James Hacking,

Product & Engineering Director

Thank you for a remarkable 2024

Before we look ahead, here are the key features and improvements we rolled out in the autumn that are paving the way for spring features.

Centralised Pay Scale
Your simpler way to handle pay scales with a refined database structure that will grow seamlessly alongside your trust and priorities.

Weekly Digest Email
An automated summary delivered every Monday morning with a quick overview of: Upcoming start or leave dates, Work anniversaries, birthdays, length-of-service milestones, Fixed-term contracts nearing the end, Employees with no active contracts, Probationary end dates.

SAMpeople BI Connector
Create custom visualisations that bring your SAMpeople data to life with integration into BI tools like Microsoft Power BI, Google Looker Studio, and Tableau.

Auto-Generate Payroll IDs
Streamline your payroll process with automated assigned payroll numbers based on your defined sequence.

Address Look-up
Reduce payroll disruption with the ability for employees to update their addresses directly in MySAM.

MyPay Reports
Get better tracking and insights with three new reports for Additional Hours, Mileage, and Expenses.

MySAM employee updates: Bank details
Maintain accurate employee records with automatic notifications sent to you to confirm when an employee updates their banking information in MySAM.

✓ Recruitment

SAMpeople Recruit

✓ Pay and Pensions

SAMpeople Payroll

New hire onboarding in Offer Pack
Seamlessly send and request key documents from new hires, speeding up the onboarding process in the Offer Pack area.

Recruitment summary reports
Gain actionable insights with campaign costs now included in recruitment summary exports.

Customisable vacancy pages
Tailor your vacancy pages so that you can showcase the true spirit of your school or trust using your logos, colours and up to four images to create a personal experience.

Application area
Easily filter applications by Establishment, Application Status, Campaign Status, or Date Range—all from a single screen.

Applicants' contract information workflow
Stay connected, access contact details, view message history, and send messages to applicants without leaving the page.

SAMpeople Payroll
Enhanced Payroll Functionality

Take your payroll processes to the next level with improved integration with Cintra payroll software for seamless data exchange.

With your new ability to set payroll periods and configure cost codes or nominal structures tailored to your school or trust's needs, combined with a redesigned payroll update report, you get more streamlined payroll management for greater efficiency and accuracy—plus, clearer insights to support better decision-making.

Sneak peek at what's coming this spring

We're dedicated to making the SAMpeople suite work even harder for you in 2025. Our focus is on further improving the data you can visualise with the SAMpeople, auditing employee information and building more functionality when generating reports.

In SAMpeople Recruit, we're looking even closer at increasing candidate engagement so you can focus on attracting and hiring the right people.

What's more!

This year, we'll enhance the way we release new features into SAMpeople and SAMpeople Recruit by running a release every three weeks. That way, we can have continual running updates based on your feedback.

How are we going to do this?

We're focusing on three key areas in Spring Term.

1 Streamlining employee management and data integration

2 Enhancing operational efficiency and insights

3 Improving the employee, recruitment and candidate experience

Streamlining employee management and data integration

Total Employees	802
Total Cases	76
Turnover Rate	15%

SAMpeople
Multi-establishment Employee

Simplify employee management with one single employee record. You can transfer an employee from one school to another in your trust, maintaining the employee's history. You'll also be able to manage employees who have multiple contracts in more than one school, a lot easier. And the ability to add a 'Location school' to an employee record, giving visibility of the SCR to the location school.

A great improvement for MATs, enabling seamless employee management across multiple schools. With this development, you can:

- Maintain active contracts for employees across multiple establishments within your trust.
- Effortlessly transfer employees between schools while retaining their complete employment history.
- Simplify HR processes and ensure accurate, centralised employee records across your trust.

SAMpeople Recruit
Shortlisting functionality

Create panels directly in SAMpeople Recruit, assign scoring criteria, and share applications seamlessly. Panel members will receive applications and scoring guidelines electronically, reducing the manual admin load, simplifying communication and document handling for you.

Plus, a standardised criteria makes for fair and transparent candidate evaluations, aligning with Safer Recruitment.
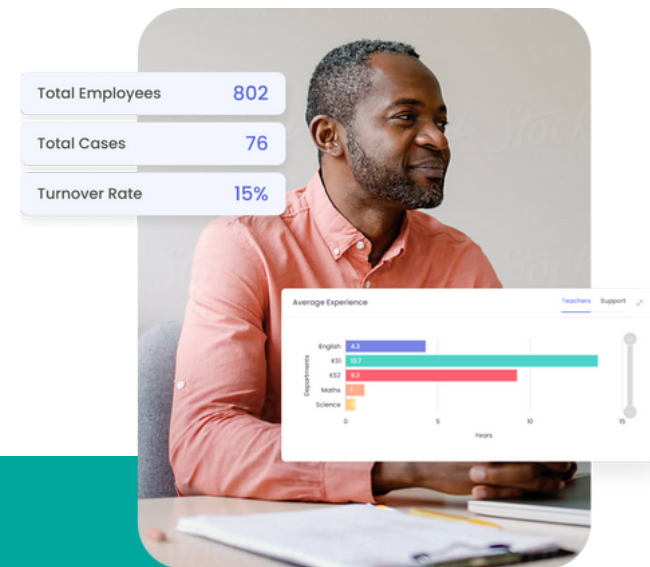
Enhancing operational efficiency and insights

SAMpeople

SAMpeople BI Connector

Soon, you'll access more SAMpeople datasets in modules for employee cases, performance, and compliance with recruitment and employment laws and contractual agreements. With deeper insights and seamless visualisation in your BI tool of choice, you'll make informed, data-driven decisions with ease.

SAMpeople

Payroll enhancements

Even more improvements to how payroll reports are generated, making it simpler and easier for you to review. You'll be able to better report on changes to payroll month on month, and you'll have more accurate payroll processing of employee salaries.

SAMpeople

Gender pay gap reporting

You'll be able to generate gender pay-gap reports for easy submission to the Government in the correct format. Calculate, summarise and extract employee audit data from SAMpeople into a report using the BI connector tool instead of manually gathering relevant data into a spreadsheet.

SAMpeople Recruit

Connect SAMpeople Recruit data to your BI Tool

Unlock deeper insights into your recruitment campaigns using the SAMpeople BI Connector. Easily bring your SAMpeople Recruit campaign data to life to support more informed and impactful decision-making.

Improving the employee, recruitment and candidate experience

SAMpeople Recruit

Central Job Board

Broaden your candidate search to make sure your vacancies reach a wider talent pool with the new Central Job Board. Candidates will have improved tools to search and apply for vacancies across your school or trust, increasing applications and reducing time to hire.

SAMpeople Recruit

MIS Integration

Seamlessly send data from SAMpeople Recruit directly to your MIS, whether you use Arbor or Bromcom, ensuring smooth and accurate record-keeping across systems.
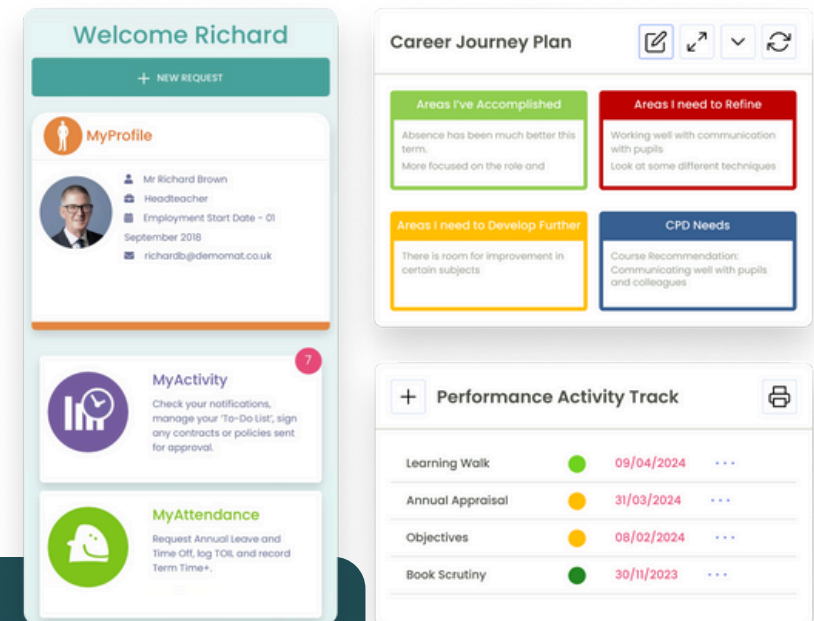
Where to keep up with our product roadmap

Bookmark our Product Roadmap to see what new features and developments are coming up.

Stay in the loop by visiting the SAMpeople Hub for the latest updates.

Click here to view our roadmap,

visit roadmap.sampeople.co.uk or scan the QR code

in SAMpeople

X @SAMpeopleHR

Contact us anytime.
Have feedback or questions?
Reach out to our team — we'd
love to hear from you.

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