



# CINTRA PEOPLE (FORMERLY APPOGEE HR)

## EXTENDED PROFILE



### OVERVIEW

If you've heard of [Appogee HR](#), you're already familiar with the product at the core of Cintra People. In February 2025, payroll software group PSSG acquired Appogee HR, and from August 2025, the platform officially relaunched under the

Cintra People name with a refreshed interface, updated navigation, and integration with Cintra's wider payroll ecosystem.

## WHAT HAS CHANGED?

For existing Appogee HR customers, the day-to-day experience changed modestly:

- The visual design was updated
- Custom company branding (logos and colours) was removed from the interface
- The menu was reorganised.

Essentially, Cintra People is a cloud-based HRMS covering employee records, leave and absence management, onboarding, time tracking, performance management, and employee engagement.

## CORE FEATURES (EXPANDED)

- **ESS:** All employee data lives in a centralized, cloud-based record. Staff can update their own personal details, submit leave requests, clock in and out, and access company documents through a self-service portal. Managers see their team's activity in real time without having to chase HR for information. Role-based permissions control who can see what, and right-to-work documents, contracts, and signed policies can all be stored against each employee record.
- **Leave and absence management:** Employees submit their requests, and managers can approve or decline them with a click, triggering automatic notifications. The built-in Bradford Factor scoring helps spot absence patterns, while the system's flexibility lets you configure custom leave types, accrual rules, and carry-over policies for different teams or locations. One area where user feedback has flagged occasional issues is that leave settings have sometimes behaved unexpectedly (e.g. carrying over entitlement when it shouldn't, or allocating incorrect amounts)
- **Time tracking:** Employees clock in and out directly in the system, record breaks, and log working locations. Managers have real-time visibility of who is working, on a break, or finished for the day. Time data feeds into customisable timesheets, which you can use for productivity analysis, budgeting, or payroll processing. Time Tracker is also available as an add-on for project-level time recording.
- **Onboarding:** New starters get a personalized onboarding portal before their first day. HR and managers can share welcome messages, policies, and documents, and new employees can submit details, complete right-to-work checks, or even book leave in advance. Onboarding checklists are configurable, and automated reminders keep the process on track without HR having to chase manually.
- **Performance management and engagement:** The HR Success package adds structured performance management: self-assessments, manager reviews, 360-degree feedback, and customisable review cycles. OKR tracking lets you align individual, team, and company goals. Engagement surveys are configurable, and there's an anonymous suggestion box for gathering honest feedback. Learning and development records can be stored alongside training expiry alerts.
- **Reporting and analytics:** Reports cover salaries, headcount, probation, leavers, Bradford Factor scores, leave burn rates, and more. You can save reports for reuse, schedule them to run automatically (daily, weekly, or monthly), and have them delivered by email. An insights dashboard provides a real-time visual summary of key workforce metrics. Some users have noted a desire for more advanced reporting depth — particularly around HR KPIs like turnover rates and promotion history, though the core reporting covers the majority of standard needs.

## USER BASE

Cintra People is used by organizations of different sizes across sectors, but Cintra's case studies often revolve around

education, facilities management, financial services, retail, manufacturing, charities, and logistics. Notable clients include Hiscox, Farrow & Ball, Sunderland AFC, and Belron.

The clearest fit is a UK-based SME or mid-market business that wants one vendor to cover HR administration and payroll rather than two.

## **INTEGRATIONS**

Cintra People connects natively with:

- Google Workspace
- Microsoft 365
- Xero
- Slack
- DocuSign
- Greenhouse (ATS)
- TeamTailor (ATS)

The Google Workspace and Microsoft 365 integrations include SSO, calendar sync for absence visibility, and directory management. Xero integration syncs payroll data including bank details (an API is available for connecting to other systems during setup).

One gap that is worth noting is the mobile app situation; Android is supported, but some reviewers running iOS-heavy organisations have flagged the lack of an iOS app as a practical inconvenience.



## SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Cintra People (formerly Appogee HR)
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✗
COBRA	✗
COMPENSATION	✗
COMPLIANCE	✓
DISCIPLINARY ACTION	✗
EMPLOYEE SELF SERVICE	✓
FMLA	✗
HEALTH & SAFETY	✗
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✗
REVIEWS	✓
SOCIAL NETWORKING	✗
SUCCESSION MANAGEMENT	✗
TIME & ATTENDANCE	✓

<b>TRAINING &amp; SKILLS</b>	✓
<b>VACATION &amp; SICK LEAVE</b>	✓
<b>WORKFLOW</b>	✓
<b>WORKFORCE ANALYTICS</b>	✗
<b>TRAVEL &amp; EXPENSES</b>	✗
<b>ORGANIZATION SIZE</b>	
<b>ENTERPRISE (1000+ EMPLOYEES)</b>	✗
<b>MEDIUM (251-1000 EMPLOYEES)</b>	✓
<b>SMALL (1-250 EMPLOYEES)</b>	✓
<b>PLATFORM</b>	
<b>CLOUD</b>	✓
<b>INSTALLED</b>	✗
<b>PRODUCT INFO</b>	
<b>MODULAR</b>	✓
<b>MULTI LANGUAGE</b>	✗
<b>MULTI CURRENCY</b>	✗
<b>CUSTOMIZABLE</b>	✓
<b>FURTHER INFORMATION</b>	
<b>PRICING</b>	Two packages (custom quotation required), HR Essentials: core HR, employee records, absence management, ESS, document storage, and basic reporting. HR Success: everything in Essentials + performance management, OKR tracking, 360-degree feedback, onboarding, engagement surveys, and Time Tracker.

The screenshot displays the Cintra payroll software interface. At the top, there are navigation tabs for 'Payroll' and 'HR', and a user profile for Jonathan Leekens. The main header shows the current payroll status as 'Awaiting Submission' and includes buttons for 'Payroll Summary', 'Payment History', and 'Submit'. Below this, a summary of payroll statistics is shown: Gross Pay (£1,376,982.99), New starters (22), Leavers (8), One-off payments & deductions (£12,763.98), and Salary & Allowances (£36,873.98). A table lists 11 employees with their details, including Employment ID, Name, Group(s), and Gross Pay. An 'Add new starter' modal is open, allowing for manual input of new starters. The modal includes fields for Employee ID, Title, First name, Middle name, Surname, Date of birth, Gender at birth, Marital status, Nationality, and National Insurance number. A 'Next' button is visible at the bottom right of the modal.

**Payroll Summary**

Payroll status: Awaiting Submission | Approval | Payment Authorisation

Group status: Submitted groups 5 | Unsubmitted groups 0

**Employees (11)**

Employment ID	Name	Group(s)	Gross Pay
0000126	Hannah Mercer		£666.66
000015	Daniel Kearns	Dover	£1,666.66
000020	Sophie Ellwood		
000021	Marcus Holloway	Area Managers	£833.33
0000122	Claire Redmond	London	£2,666.66
000036	Oliver Hensley		
000048	Rachel Whitmore		£1,488.88
0000000	0000000	Team Leaders	

**Add new starter**

Manually input new starters | Bulk import via spreadsheet

**Employee details**

Employment ID \* | Title

First name \* | Middle name

Surname \* | Date of birth \*

Gender at birth \* | Marital status

Nationality | National Insurance number

→ Next

