nexdigm

Case Study

1,000 Employees Transitioned. One Payroll Cycle. Zero Disruption.

Service(s) offered: Egypt Payroll and Compliance

Sector/Industry: Information Technology

Enabling a Smooth Payroll and Compliance Transition for 1,000 Employees

Overview

- In July 2026, Nexdigm supported a multinational client in Egypt through a major post-acquisition workforce integration, successfully transitioning nearly 1,000 employees within a single payroll cycle.
- The engagement involved scaling payroll operations from just 25 employees to over 1,000, while managing critical labor, social insurance, health insurance, and onboarding requirements across the workforce.
- Leveraging local expertise and strong project governance, Nexdigm managed the end-to-end transition, including compliance, documentation, medical checks, and employee onboarding.
- The project resulted in 100% compliant onboarding, accurate and timely salary payments, and zero disruption to the employee experience, demonstrating Nexdigm's ability to execute complex workforce and payroll transformations at scale.

Case Highlights

1,000 Employees | 8 Key Activities | 1-Month Transition

- Seamless workforce transition following a strategic acquisition.
- Managed critical payroll, statutory, social insurance, and compliance requirements.
- Facilitated onboarding through coordinated regulatory formalities.
- Ensured full compliance with uninterrupted salary processing.

Challenge

After acquiring a new business entity in Egypt, a multinational organization needed to transition approximately **1,000 employees** onto its payroll platform within a single payroll cycle. Prior to the acquisition, the client's Egypt payroll covered only **25 employees**, making the integration a significant operational and compliance-driven transformation.

The transition involved managing multiple regulatory and workforce requirements, including:

- Employee data and compensation structure migration
- Social insurance deregistration and re-registration
- Employment contracts and statutory documentation
- Health insurance enrollment
- Labor office filings and employee transfer formalities
- Workforce onboarding and integration activities
- Timely salary processing throughout the transition

The client required an experienced local partner capable of managing the end-to-end transition while ensuring business continuity, regulatory compliance, and an uninterrupted employee experience.

Nexdigm's Solution

Nexdigm deployed a dedicated team of payroll, compliance, and HR administration specialists to manage the workforce transition through a structured project governance framework. The team delivered a comprehensive end-to-end solution covering eight critical workstreams:

1. Payroll Migration and Validation

- Conducted a parallel payroll run to validate salaries, statutory deductions, and employee compensation data.
- Resolved discrepancies and ensured payroll readiness prior to go-live.

2. Social Insurance and Statutory Compliance

- Managed employee deregistration and re-registration with relevant authorities.
- Facilitated statutory compliance requirements while ensuring continuity of employee entitlements.

3. Workforce Documentation and Onboarding

- Prepared employment contracts, maintained personnel records, and supported workforce onboarding activities.
- Updated employee information within payroll and HR administration systems.

4. Health Insurance and Medical Compliance

- Coordinated mandatory medical examinations and health insurance enrollment activities.
- Managed supporting documentation and compliance requirements.

5. Labor Office and Employee Transfer Formalities

- Oversaw labor office filings and employee transfer formalities required for the workforce integration.

6. Payroll Go-Live and Employee Support

- Successfully transitioned approximately 1,000 employees within the July 2026 payroll cycle.
- Ensured accurate salary payments and a seamless employee experience throughout the transition.

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Impact

- Successfully integrated nearly **1,000 employees** into the client's Egypt operations within a single month following a major acquisition.
- Scaled workforce administration from **25 to 1,000 employees** while ensuring accurate and timely salary disbursement from the first payroll cycle.
- Achieved **100% compliance** with social insurance, labor, health insurance, and onboarding requirements.
- Maintained uninterrupted workforce administration and employee benefits throughout the transition.
- Delivered a seamless integration with **zero payroll disruption**, enabling business continuity and minimizing operational risk.

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Key Outcome

Successfully transitioned 1,000 employees following a major acquisition, achieved full compliance with Egyptian statutory requirements, and ensured accurate, on-time salary payments from the first payroll cycle.

For more information on this case study, please write to us at:

ThinkNext@nexdigm.com

You can also visit our website to know how our services resulted in tangible business benefits:

www.nexdigm.com