PeoplesHR

People Intelligence, Wherever You Are.

PeoplesHR v10.3

Release Notes

Product Enhacement Release

July 2026

About this release

PeoplesHR is moving toward a vision where HR runs through intelligence and conversation. PeoplesHR v10.3 upgrades the intelligence behind Lexi AI Insights and brings it to mobile. Lexi Super Agent has also been upgraded with the new MAO Agent model, now capable of handling actions across HR, payroll, and time in one conversation.

Lexi AI Insights

Smarter, and Now on Mobile

Lexi AI Insights is now on the PeoplesHR mobile app, with a new and user-friendly interface. The AI Intelligence model has been upgraded for improved predictive scoring. Conversations save automatically with history and bookmarks, and your people data is truly always within reach.

Lexi Super Agent:

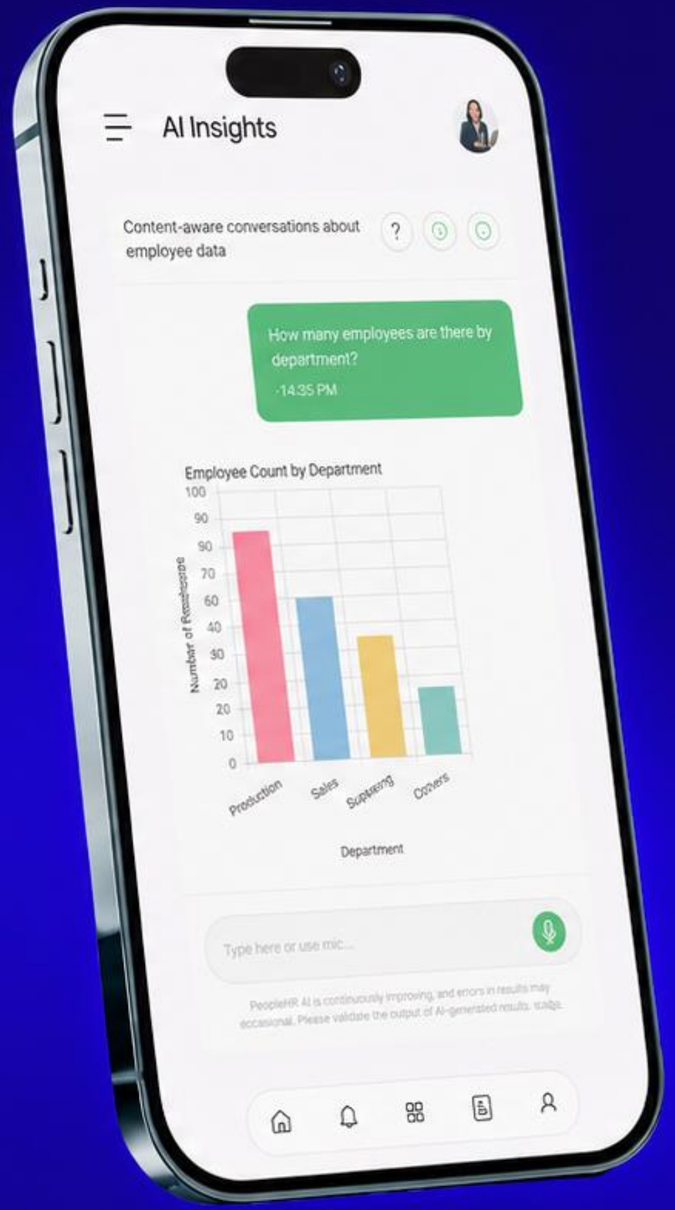
MAO Agent Update

Employees can now directly chat with a single agent to get things done across PeoplesHR. The Lexi Super Agent has been upgraded with the new MAO Agent model, meaning it can now handle requests across HR, payroll, and time, all in one conversation.

PeoplesHR

lexi Ai Insights

More Intelligent.
Now available on Mobile.



Lexi AI Insights: More Intelligent, and Now on Mobile

PeoplesHR AI Insights gets smarter and more accessible in v10.3. Now on mobile with a new user-friendly interface, running an upgraded AI intelligence model for faster, more accurate answers.

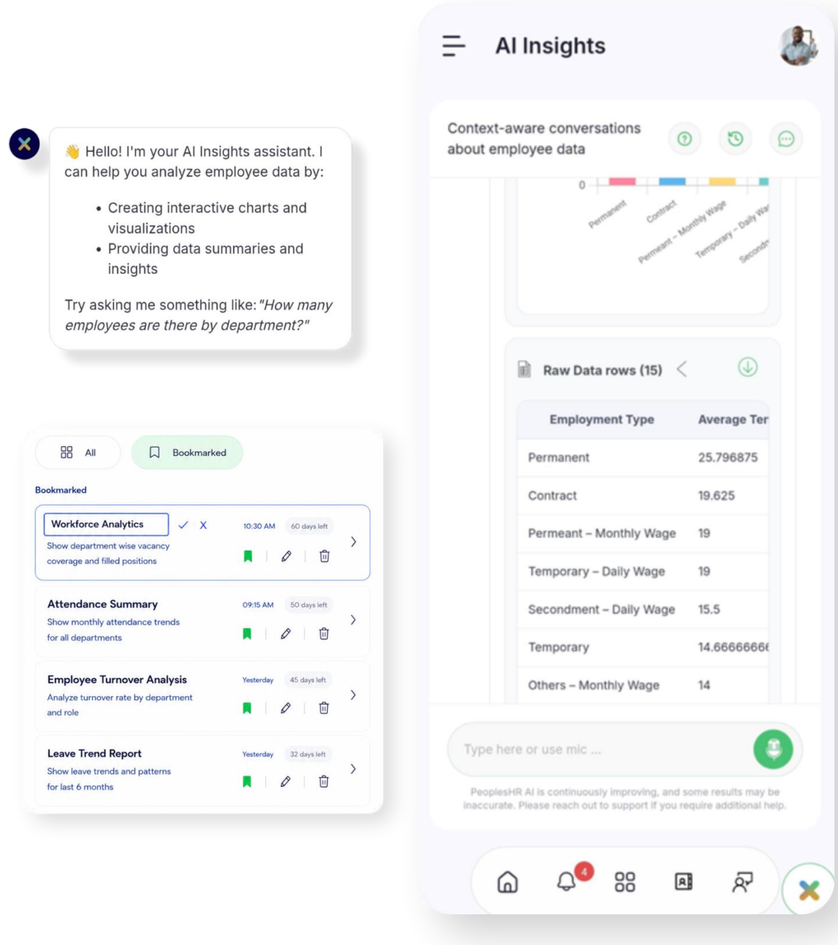
Available on PeoplesHR Mobile App. Lexi AI Insights is now on the PeoplesHR mobile app with a new, user-friendly interface. Ask questions about your workforce data and get answers wherever you are, no longer tied to your desktop.

Never lose a conversation. Conversations save automatically on web and mobile. A history sidebar lets you reopen past chats, search by title, rename, and bookmark the ones you need, with bookmarks in their own section. Inactive conversations age out based on your retention settings.

Smarter predictions, faster. Enhancements to the AI intelligence model deliver quicker responses and improved reliability, laying the groundwork for even smarter insights ahead.

Knows your organization. Lexi AI Insights now understands your own hierarchy labels, whether Business Units, Regions, or something unique to your structure. Insights reflect the way your organization actually works, making answers more relevant and easier to act on.

Note: Lexi AI Insights features may be subject to additional charges. Contact your PeoplesHR representative for more details.



Lexi Super Agent : MAO Agent Update

The latest MAO (Multi-Agent Orchestrator) Agent model update for Lexi Super Agent means employees can now directly chat with a single agent to get things done across PeoplesHR.

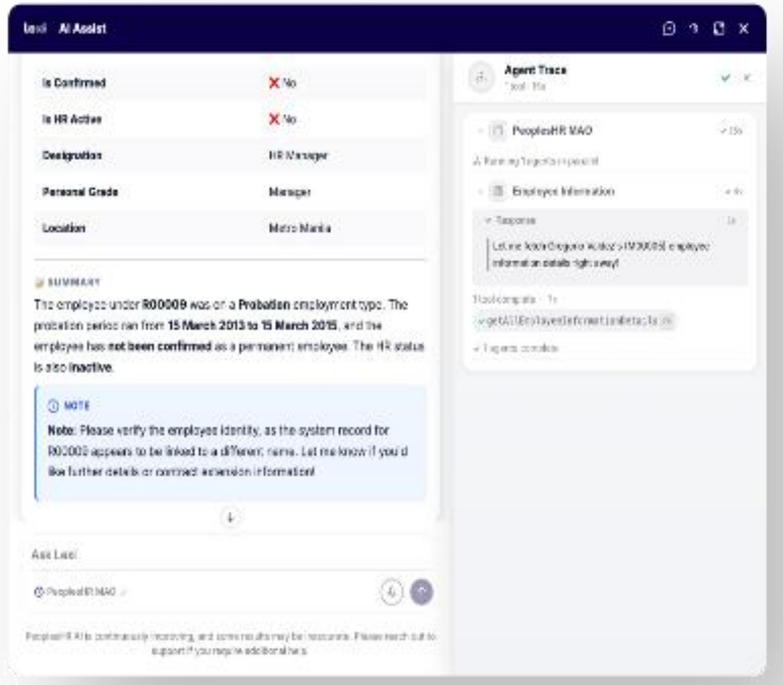
You no longer need to select an agent before starting a chat. With the latest MAO Agent update, Lexi Super Agent has been upgraded to a single, unified agent with the capability to work across the entire PeoplesHR platform. Whether your request is related to HR, payroll, or time, one agent understands it, handles it, and gets it done.

For employees: Apply or cancel leave, check leave balances and history, retrieve pay-slips, ask about company policies, view available benefits, and access or update permitted profile information.

For managers: Review team attendance and absences, check shift information, and view pending approvals for leave, overtime, swipes, manual attendance entries and shift adjustments.

For HR and administrators: Manage employee and organizational records, maintain structures such as locations, cost centers, salary grades and designations, update attendance and benefit configurations, generate job descriptions and goal plans, and review recruitment information.

Further improvements on stability for Lexi Super Agent on web and mobile were also made in this release.



Ask Lexi Super Agent

Employees and payroll teams can also ask Lexi Super Agent about **tax, insurance, statutory deductions**, and **projected income.**

PeoplesHR

What's Changing? In Version 10.3

PAY

- Off-cycle Pay-slips are now available.
- Flag and Fix Payroll Errors Before They Run

TIME

- Employee Work from Anywhere (WFA)
- Configurable geofencing outcomes for every clock-in channel

INSIGHTS

- Digital signature integration with Report Navigator
- Updated Excel download for On-Demand Reports

ENGAGEMENT

- Control who sees your surveys
- Request Tracker Notification Updates
- Request Completion Notes and Attachments

Other general and country-specific updates and stability improvements

PAY

Off-cycle Pay-slips are now available

Through Self-Service Portal. View, download, pay-slips for off-cycle or unscheduled payments directly through HR Self-Service. This covers things like bonuses, mid-month salary advances, or business expense reimbursements, offering the same easy experience employees already get with regular pay-slips.

Through Mobile App. A dedicated External Pay-slip section in the mobile app lets employees select their Pay Type, Pay Year, and Pay Period to view or download pay-slips without needing the web application.

Just ask Lexi. Lexi Super Agent retrieves eligible off-cycle or unscheduled payment pay-slips through natural-language requests, with the same security and view-only restrictions enforced behind the scenes.

Flag and Fix Payroll Errors Before They Run

Payroll pre-processing validation is new in v10.3 and lets administrators catch and resolve payroll data issues long before a payroll run even starts. When running payroll, anomaly detection(introduced in v10.2) will continue to flag unusual entries.

Detect issues prior to running payroll, and classifies them based on severity levels (Informational, Warnings, Blockers). Affected employee records are all surfaced before and during the run, giving payroll teams end-to-end control over the entire payroll process.

Administrators can review and fix issues or continue processing payroll as needed.

TIME

Work From Anywhere (WFA)

WFO, WFH, or Anywhere. Employees can now apply for work arrangements by specific date through a color-coded calendar view on web and mobile. Leave, holidays, and rosters are visible alongside, and applications are routed through the existing approval workflow.

Configurable clock-in/clock-out location restrictions. Organizations decide what happens at every clock-in; inside-radius swipes can go straight to approval or through a workflow, while outside-radius swipes can be approved, flagged, or blocked entirely, across biometric, web, and mobile channels.

Assign locations in bulk. HR teams can upload work location assignments for large groups via Excel, with server-side validation, a preview of all rows before saving, and a downloadable error report for anything that fails.

INSIGHTS

Enhanced Digital Signature Capability

Initiate digital signing directly from Report Navigator by selecting an eligible PDF report from My Reports, previewing the output to confirm the content, and using a Send for Signing option to submit it for signature. Signatory configuration and signing sequence are set during submission.

No manual steps. The process replaces the previous download-and-upload flow entirely. Users receive confirmation once the document has been submitted, and the existing Digital Signature module handles everything from there.

The signing process stays the same. The existing Digital Signature module continues to handle document routing, signatory assignment, signature collection, and status tracking. This enhancement simply connects Report Navigator to that existing framework; nothing about the signing workflow changes.

INSIGHTS

On Demand Reports: Excel Download Update

Updated Excel download for all On Demand Reports to the latest supported Excel file format, ensuring compatibility with current Excel environments.

This update does not change existing report data, formatting, download behavior, or user experience. Users can continue using reports exactly as they do today.

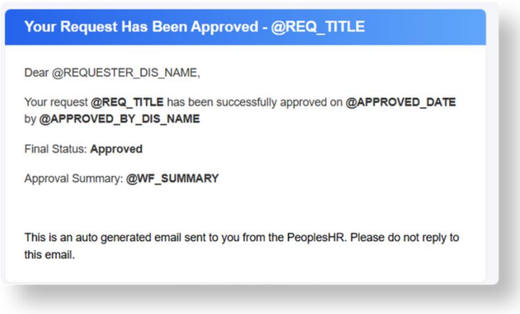


ENGAGEMENT

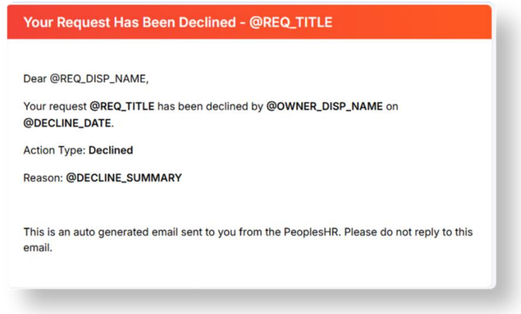
Updates to the Request Tracker Notifications

Automatic email notifications are now sent at every stage of a request. Approvers are notified when action is needed, owners are alerted when a request is ready to fulfil, and requesters receive updates when their request is approved, rejected, completed, or forwarded.

Notifications are colour-coded by status, making it easy to identify the nature of an alert at a glance; no more opening an email to find out what it is about.



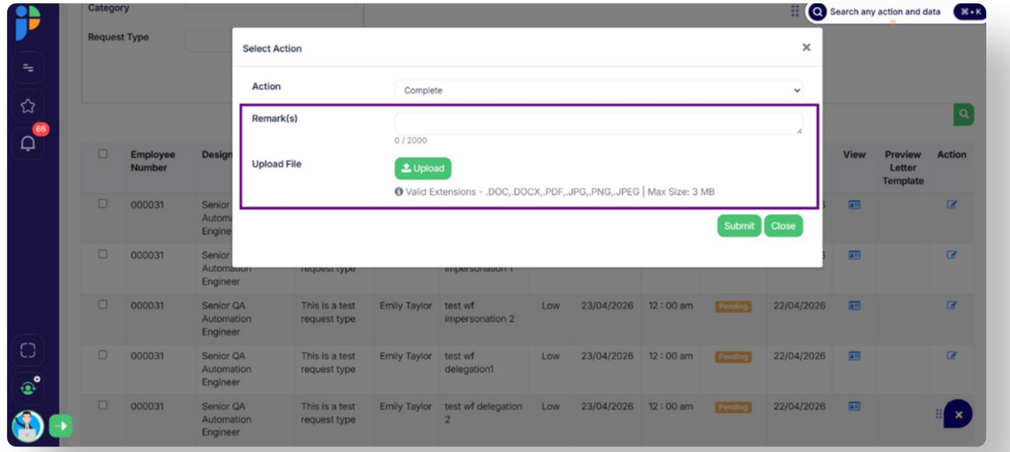
Request Approved: Email Notification



Request Declined: Email Notification

Request Completion Notes and Attachments

Request Owners can add remarks and attach supporting documents when marking a request complete. Requesters can view completion notes and access attachments from both web and mobile.

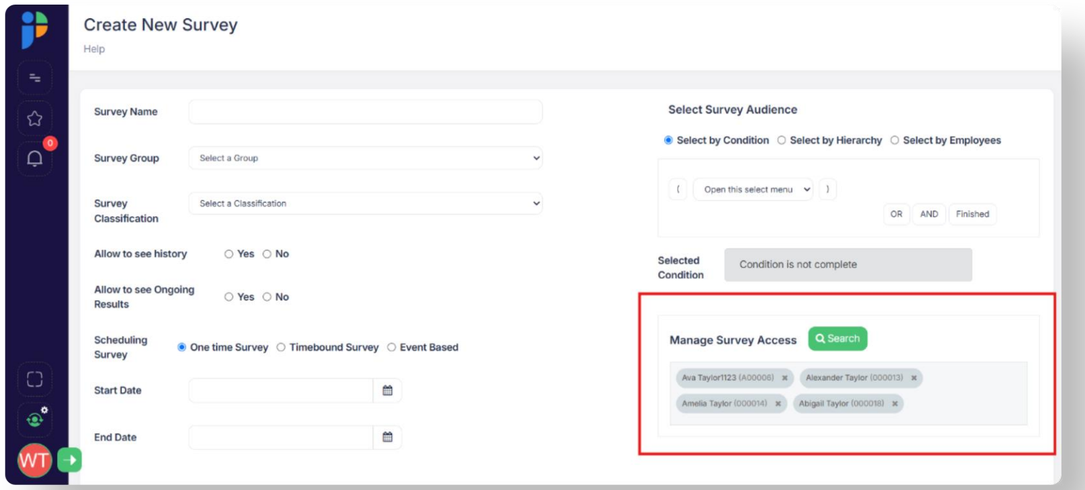


ENGAGEMENT

Control Who Sees Your Surveys

Survey creators can control who can view a survey with the new Manage Survey Access option on the Manage Survey page. By default, visibility is open to all users with page access. Creators can now restrict it to specific employees.

Once survey is published, you can now modify the survey end dates without republishing. Existing audience targeting is unchanged.

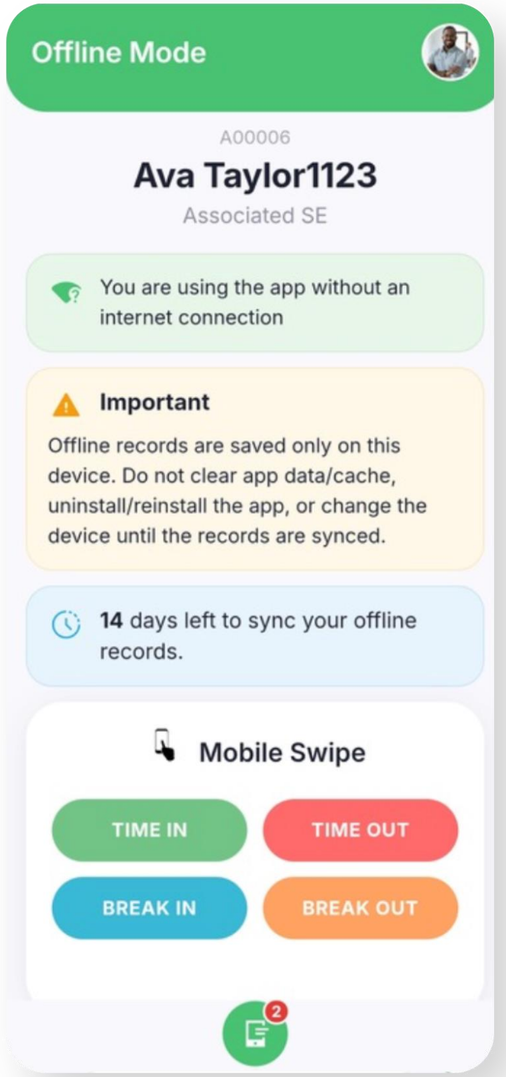


GENERAL UPDATES

Mobile App Offline Continuity

PeoplesHR Mobile App now supports selected offline actions through device authentication.

Swipe attendance while offline, with records saved locally in an offline queue. Once connectivity is restored and the user logs in normally, offline records sync and validate automatically. Users can view the sync status and receive notifications if any records fail to process.



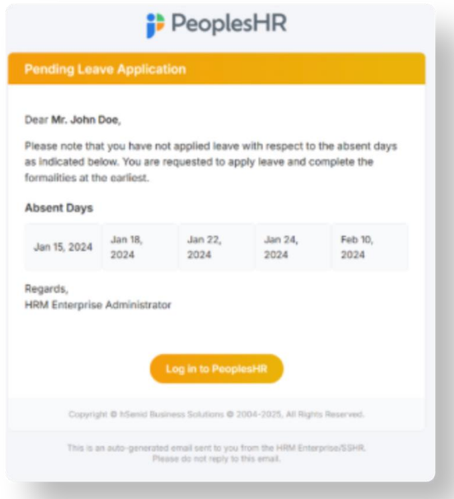
GENERAL UPDATES

Color coded Email Notifications

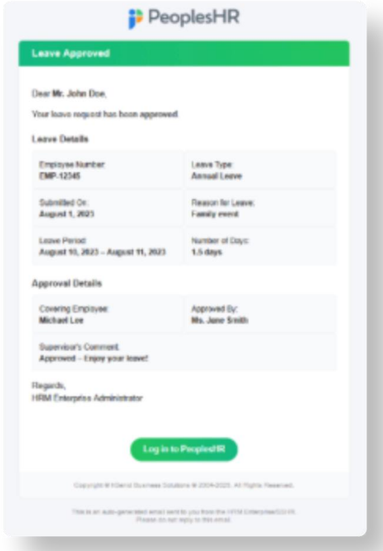
Email alerts now use distinct colors based on status. Pending, approved, rejected, and general notifications each have a different look, making it easier to identify the nature of an alert at a glance.



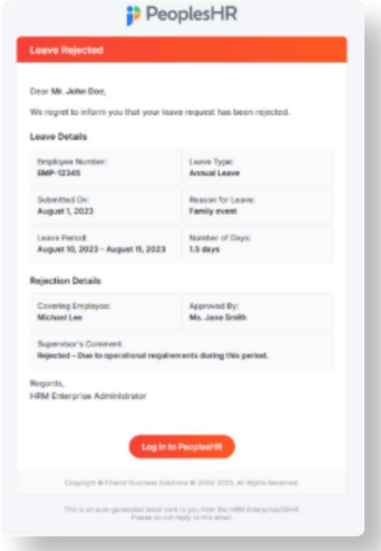
Request General: Email Notification



Request Pending: Email Notification



Request Approved: Email Notification



Request Declined: Email Notification

GENERAL UPDATES

Attach supporting documents against fields

Supporting documents can now be attached directly on the same page, against the relevant field where the information is entered in the Employee Information Module, without navigating to a separate attachment menu. An upload and view control appears right beside the relevant field, keeping everything in context.

The EIM (Employee Information Module) is the first module where field-level attachments are available, with the capability built to extend to future modules in upcoming releases.

PeoplesHR

Country Specific Compliance Updates

SRI LANKA - PHILIPPINES - INDONESIA

SRI LANKA

Lump Sum APIT Tax Calculation

More accurate method for taxing Lump-sum payments made to employees such as bonuses or termination pay.

The system calculates an Estimated Gross Annual Remuneration (EGAR) for each employee by combining three figures: actual earnings paid so far in the year, forecasted future fixed salary and allowances, and cumulative lump-sum payments within the year of assessment.

The applicable APIT rate is then determined based on this projected annual income. Any tax already paid during the year is accounted for before computing the final lump-sum tax liability, ensuring consistent and compliant tax treatment in line with Sri Lankan APIT regulations.

Ask Lexi Super Agent. Users can also ask "Lexi" questions related to tax calculation and EGAR.

PHILIPPINES

BIR DAT File Submission

BIR DAT file generation is introduced in v10.3 for online submission to the Bureau of Internal Revenue directly from payroll data.

Administrators can preview the data before the final file is produced, and built-in validation checks block file generation if any issues are detected. Configurable file naming and user-group access controls ensure only authorized users can generate and access the files.

This reduces manual effort, minimizes the risk of submission errors, and helps organizations stay compliant with BIR filing requirements.

INDONESIA

JKK Employer Contributions

Risk-based contributions, calculated automatically for JKK. Each employee is assigned a workplace risk level in PeoplesHR, and the system automatically calculates the correct JKK (Jaminan Kecelakaan Kerja) employer contribution rate during payroll processing, based on their assigned risk percentage and applicable salary.

Risk level configured and validated before payroll runs. Risk levels and their contribution percentages are set up by administrators. A pre-run validation check catches any missing or incorrect risk assignments before payroll starts, so issues are resolved before they affect the final run.

Visible in pay-slips and AI Insights. Contribution amounts appear on pay-slips and payroll paysheets, and JKK data is available in AI Insights for reporting and analysis.

Coretax XML File Generation

PeoplesHR can now generate Coretax XML files (BP21, BP26, BPA1, BPA2, and BPMP) directly from payroll data for submission to the Indonesian tax authority.

A centralized file generator manages the process with built-in validation that blocks file generation if any data issues are found, a preview before the final output is produced, and user-group access controls to ensure only authorized users can generate each file type.

This reduces manual effort and the risk of submission errors.

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Upgrade to

PeoplesHR v10.3

Contact your PeoplesHR representative or
reach our support team to begin your upgrade.

support@peopleshrorg.freshdesk.com

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