



Simple pricing. Built for Nepal.

Every paid plan gets the full HR, payroll and people platform — no feature paywalls. You only pay more as your team grows. Speciality features like the Desktop Activity Tracker and HR AI Assistant are licensed separately based on agreement.

TL;DR

1. **Free** forever for up to 10 employees — full feature set, no card.
2. **NPR 100 / employee / month** for 11–200 employees.
3. **NPR 79 / employee / month** for every employee above 200 (applied automatically on the same invoice).
4. **Free setup, 1-month free trial** on every paid plan, and **9 AM – 6 PM NPT support** Sunday to Friday.
5. Prices exclude **13% VAT**, added to invoices per Nepali law.

Starter

For teams of up to 10 employees

Free

forever · no card · full feature set

Sample: a 7-person startup pays **NPR 0/month**.

- ✓ All 40+ modules unlocked
- ✓ Nepal payroll (PF, CIT, SSF, eTDS)
- ✓ Biometric device integration
- ✓ Mobile app for employees
- ✓ Email + WhatsApp support
- ✓ Free onboarding session

Growth

For 11–200 employees

NPR 100

per active employee / month

Sample: 50 employees = **NPR 5,000/month**. 120 employees = **NPR 12,000/month**.

- ✓ Everything in Starter
- ✓ Unlimited admins & managers
- ✓ Unlimited departments, locations, shifts
- ✓ Multi-company support
- ✓ Custom email templates & automations
- ✓ Advanced reporting + Finance reports
- ✓ Priority email + phone support (9–6 NPT)
- ✓ 1-month free trial, cancel any time

Scale

For 200+ employees

NPR 79

per employee / month, beyond 200

Sample: 300 employees = $\text{NPR } 100 \times 200 + \text{NPR } 79 \times 100 = \text{NPR } 27,900/\text{month}$.

- ✓ Everything in Growth
- ✓ Volume discount applied automatically
- ✓ Dedicated customer success manager
- ✓ Quarterly product roadmap calls
- ✓ SLA on response time (next-business-day)
- ✓ SSO & advanced permissions on request
- ✓ Annual contract option with 30-day money-back

Every module — included on every paid plan

No module is paywalled. The price difference between plans is volume, not features.

PEOPLE

- Employees & profile vault
- Organisation chart
- Onboarding workflows
- Offboarding & exit checklists
- Resignations
- Disciplinary actions
- Performance reviews & objectives

TIME & ATTENDANCE

- Daily & period attendance
- Leaves, types, policies, blackout dates
- Overtime tracking & approvals
- Shifts & shift schedules
- Holidays & attendance policies
- Biometric device sync

PAYROLL & FINANCE

- Payroll run & dashboard
- PF, CIT, SSF, eTDS reports
- Forecast & budgets
- Salary structures & increments
- Loans, advances, reimbursements
- Contracts & payroll settings

WORKPLACE

- Internal messages & channels
- Recruitment & candidate pipeline
- Feedback & pulse surveys
- Procurement requests & POs
- Assets register & assignment
- Helpdesk & ticketing
- Documents, policies, templates
- Announcements

ADMINISTRATION

- Locations & multi-site
- Invitations & access control
- Email templates & automations
- Audit log
- Permissions / module toggles
- Settings & company access

APPS INCLUDED

- Web app (admin + employee)
- iOS & Android employee app
- Manager mobile views
- Biometric machine connector

Specialty add-ons — by agreement

These are licensed separately because they involve infrastructure costs (LLM tokens, desktop endpoints) or sensitive data handling that needs a per-customer agreement.

ADD-ON · BY AGREEMENT

Desktop Activity Tracker

Optional macOS & Windows agent that captures active-app focus, idle time, and (with consent) periodic screenshots, then surfaces a productivity dashboard inside HRMS.

- Per-seat license, separate from headcount pricing
- Custom DPA & consent flow per company policy
- Data retention configurable (7 / 30 / 90 days)
- Pilot rollout for 5–10 seats before commit

Indicative: from **NPR 250 / seat / month**, scales down with volume. Pilot quote on request.

ADD-ON · BY AGREEMENT

HR AI Assistant

In-app AI that answers policy questions, drafts offer letters, summarises long threads, screens CVs, and writes job descriptions. Built on the Claude API.

- Priced on token usage, billed monthly
- Tenant-isolated retrieval; nothing leaves your workspace
- Opt-in per module (Recruitment, Messages, Helpdesk...)
- Custom prompt packs available for legal & finance

Indicative: from **NPR 1,500 / company / month** base, plus usage. Volume tier on request.

ADD-ON · BY AGREEMENT

WhatsApp Business gateway

Send payslips, attendance reminders, leave-approval pings, and announcements over WhatsApp instead of (or in addition to) email.

- Routed via Meta-approved BSP
- Conversation pricing as set by Meta

Indicative: setup **NPR 5,000** one-time + per-conversation Meta cost passed through at cost.

ADD-ON · BY AGREEMENT

White-label & On-prem

Custom brand, custom domain, and (optionally) a private deployment in your own VPC or on-prem hardware for organisations with regulatory requirements.

- White-label: custom logo, colours, login domain
- On-prem: Kamal-based deployment, your servers
- Quarterly version sync included

Indicative: white-label from **NPR 20,000 / month**. On-prem quoted per scope.

Service & Support — what's free, what's premium

Free onboarding (every paid plan)

- Workspace setup call (60 min)
- Bulk employee CSV import
- Payroll components & tax slabs configured
- Biometric device pairing (1 device)
- Manager & HR training (2 sessions)
- Go-live checklist + first payroll dry run

Standard support hours

Sunday – Friday, 9:00 AM – 6:00 PM NPT. Closed on Saturdays and gazetted Nepali holidays.

- Email: support@nepalhrm.com
- WhatsApp: in-app chat widget
- Phone: dedicated number for Growth & Scale
- Knowledge base + video walkthroughs 24/7
- First response in 4 working hours (Growth), next-business-day SLA (Scale)

Premium support (optional)

- Extended hours (8 AM – 9 PM, 7 days)
- Dedicated Slack / WhatsApp channel
- 1-hour response SLA on P1 incidents
- Named customer success manager
- Quarterly business review

Quoted at **NPR 15,000 / month**, or bundled free for Scale customers above 500 employees.

Migration & data services

- Free: CSV import of employees, leaves, balances
- Free: payslip template configuration
- Paid: full migration from Bamboo / Zoho / Excel — quoted
- Paid: custom report builds / Looker connector — quoted
- Paid: API integration with your ERP / accounting

Worked examples

All amounts shown **before 13% VAT**. VAT is added per Nepali law on every invoice.

HEADCOUNT	TIER	CALCULATION	MONTHLY (NPR)	ANNUAL (NPR)
7	Starter	Free	0	0
25	Growth	25×100	2,500	30,000
50	Growth	50×100	5,000	60,000
120	Growth	120×100	12,000	144,000
200	Growth	200×100	20,000	240,000
239	Scale	$200 \times 100 + 39 \times 79$	23,081	276,972
300	Scale	$200 \times 100 + 100 \times 79$	27,900	334,800
500	Scale	$200 \times 100 + 300 \times 79$	43,700	524,400
1,000	Scale	$200 \times 100 + 800 \times 79$	83,200	998,400

Billing terms

What counts as an "employee"

Per **active** employee on the last day of the billing month. HR admins and managers count only if they're also employees of the company. Resigned / terminated employees are removed from the count automatically the day after their last working day.

Payment methods

- Bank transfer (NPR) — NIC Asia, Nabil, NMB
- eSewa & Khalti — small monthly invoices only
- Card (Visa / MC) — annual plans only
- Invoice + cheque — Scale customers on request

Free trial & money-back

- 30-day free trial on every paid plan, no card to start
- Charged on day 31 if you keep going; cancel any time during trial with one click
- 30-day money-back guarantee on annual plans

Discounts

- **10% off** on annual prepayment
- **20% off** for registered NGOs & cooperatives
- **50% off** for first-year startups (≤ 2 yrs old, ≤ 30 staff)
- Volume tier (NPR 79) above 200 applied automatically — no negotiation needed

FAQ

▼ Is the free plan really free forever?

Yes. If you have 10 or fewer employees, NepalHRM is free forever. No card, no time limit. You only start paying when your team grows past 10.

► How does the 1-month free trial work on paid plans?

► Is the price per employee or per user?

► How do I get the NPR 79 rate?

► Why are Activity Tracker and HR AI Assistant priced separately?

► Can I change plans later?

► Is there a setup fee?

► What about VAT?

► Do you sign NDAs and DPAs?

Pricing valid from May 2026. Prices may be revised with 60 days' notice; existing annual contracts are honoured at the rate signed. Talk to us: sales@nepalhrm.com · support@nepalhrm.com · WhatsApp via the in-app widget.

NepalHRM is a product of Yoddhalab Pvt. Ltd., registered in Nepal. PAN / VAT details on every invoice.