

\$ 288K

ALL FOUR SUITES · 500 EE · 3-YEAR ALL-IN

Workzoom	\$288K all-in
Dayforce	\$360K - \$450K
BambooHR	\$180K HR-only

ROI · 500-EMPLOYEE CARIBBEAN EMPLOYER

Workzoom vs Dayforce vs BambooHR.

Three-year total cost of ownership, side by side. Subscription, implementation, support, and the hidden costs Caribbean employers run into when buying a North American or European platform.

THREE-YEAR HORIZON | 500 EMPLOYEES | CARIBBEAN ENTITY

Since 2000	50 - 5,000	\$4 / suite
CANADIAN HQ	EMPLOYEE BAND	\$16 ALL-IN, MONTHLY

MID-MARKET EMPLOYERS RUNNING WORKZOOM



Workzoom is the lowest TCO, with the fewest systems to run.

Built on published pricing (Workzoom) and mid-market quotes typical for 500-employee Caribbean engagements (Dayforce, BambooHR). Workzoom totals are the all-in PEPM with no setup fee. Competitor totals add implementation services and the separate payroll plus timekeeping systems BambooHR requires.



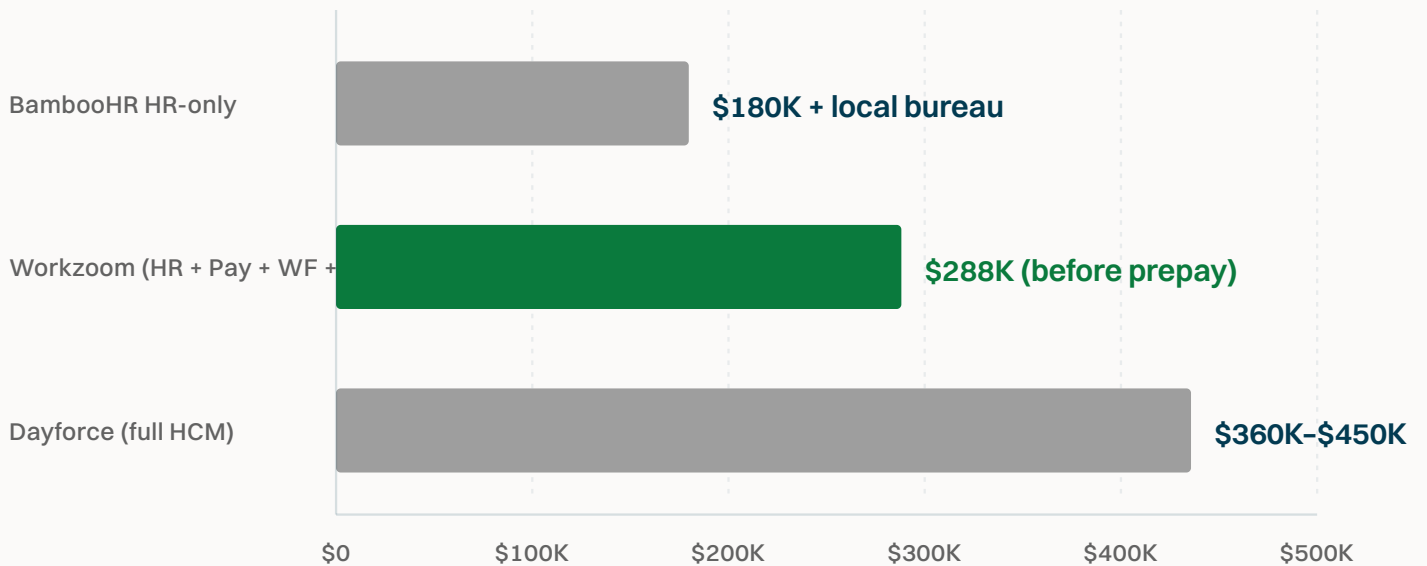
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WORKING WITH HR AND FINANCE BUYERS ACROSS CANADA AND THE CARIBBEAN

Methodology grounded in published Workzoom pricing, Dayforce and BambooHR mid-market quotes from Caribbean RFP responses (2024-2026), and customer-confirmed implementation timelines. Send your real headcount and country mix for a custom TCO.

Last verified May 2026 · Reviewed quarterly



THREE-YEAR SUBSCRIPTION COST · 500-EMPLOYEE CARIBBEAN EMPLOYER · SORTED BY STICKER PRICE. BAMBOOHR HR-ONLY IS CHEAPEST ON PAPER BUT REQUIRES A LOCAL PAYROLL BUREAU THE BUYER PAYS SEPARATELY (AND CONTINUES PAYING WITH ANY HR-ONLY PLATFORM).

COST DETAIL

Line-by-line, 3-year TCO at 500 employees.

COST COMPONENT	WORKZOOM (HR + PAYROLL + WORKFORCE + TALENT)	DAYFORCE (FULL HCM)	BAMBOOHR HR-ONLY + LOCAL PAYROLL BUREAU
Software subscription, 3 years	\$288,000 all-in	\$360,000 to \$450,000	\$180,000 (HR only; BambooHR Payroll is US-only)
Setup & implementation	\$0 invoiced (bundled in subscription)	\$50,000 to \$150,000 (partner-led)	\$5,000 to \$15,000
Prepay discount	Per published terms (workzoom.com/pricing), annual prepay options available	Negotiated, vendor-specific	Vendor-specific
Support tier upcharge	\$0 (same team post-launch)	Premium tiers extra	HR support included; payroll support via your bureau
Caribbean payroll · live today	Canada, US, Bahamas (NIB, C10, multi-island)	Limited; usually requires local provider	Not supported; requires local payroll bureau
Caribbean payroll · capable, adding	Jamaica, T&T, Barbados, Antigua, Anguilla as customers bring them online	Configuration project, country by country	Not supported at all
Local payroll bureau (separate)	Not required (in Bahamas; required outside live territories)	Often required; separate contract	Required for every Caribbean territory; separate contract
Systems to manage	1	1 to 2 (HCM + local bureau where applicable)	2 (BambooHR HR + local bureau)
Software subscription · 3-year	\$288,000 (before any prepay discount)	\$360,000 to \$450,000	\$180,000 + bureau fees

What the cost table doesn't and does say.

WHAT THE TABLE DOESN'T SHOW

- ✓ **Payroll-cycle time.** Cable Bahamas (850 employees on Workzoom) runs payroll in 1.5 days with three staff. Multi-vendor stacks cycle for five days or longer because data has to move between systems.
- ✓ **Compliance drift.** When Bahamas raises the NIB ceiling or Jamaica changes PAYE bands, Workzoom updates the rules. A North American platform with bolted-on Caribbean payroll relies on you to know.
- ✓ **Support depth.** Workzoom's same implementation team supports you after go-live. Tier-1 ticket queues at the bigger vendors mean your first call is rarely with someone who built your config.

THE HONEST COMPARISON

vs Dayforce. Workzoom is the lower-cost full platform, by roughly \$70,000 to \$150,000 over three years, with \$50,000 to \$150,000 in implementation savings on top. The gap is largest if Dayforce comes in at the upper end of its mid-market range.

vs BambooHR. BambooHR HR-only is cheaper on sticker (\$180K vs \$288K). The real comparison is what you do for payroll: BambooHR Payroll is US-only, so a Caribbean buyer keeps a local bureau forever. Workzoom replaces both with one platform. Whether the integration savings exceed the sticker gap depends on your bureau costs and your tolerance for two systems.

"The advantage of choosing Workzoom comes down to features, price, and the personal support. We talk to the same team every day. That's not what we got from the global vendors."

PATRICK FERNANDER · DIRECTOR, COMPENSATION & BENEFITS, CABLE BAHAMAS

Methodology: Workzoom subscription per workzoom.com/pricing (\$4 PEPM per suite, \$16 all-in, no setup; current prepay terms published on the pricing page). Dayforce subscription and implementation ranges from published 2025-2026 market data (Vendr, Outsail, PricingNow) for mid-market HCM at 500 EE. BambooHR HR-only subscription at \$10 PEPM matches BambooHR Core tier published pricing. BambooHR Payroll is US-only and not included in this comparison; Caribbean buyers continue using their existing local payroll bureau, the cost of which is independent of HRIS choice. This is a scenario model, not a quote, validate against your own quote letters. We'll build a custom TCO with your real headcount and country mix on request.

Your countries, your headcount, your real three-year TCO.

A 30-minute walk-through that prices Workzoom against your current stack with your actual country mix, employee count, and renewal dates. No discovery cycle.

\$288K

all-in subscription for 500 employees over three years on HR, Workforce, Payroll, and Talent.

[Book a 30-min walkthrough →](#)

[See pricing in detail](#)



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