Implementation and Delivery

Using the Local Government Template, Oracle People and Payroll Management can be implemented to show a rapid return on investment. The template is based upon a best practice implementation model but also allows the flexibility for an Authority to meet local rules.

Our Local Government implementation includes:
• The Core Personnel and Payroll modules tuned for Local Government
• Grades, rates and spinal points as identified in National guidelines
• Payroll definitions to cover education, monthly, weekly, casual and pensioners
• Pre-defined payroll elements
• The platform on which to build ‘self-service’ functionality and management reporting facilities which will assist in driving cost out of the business and improving services to staff
• Streamline processes and eliminate administration bottlenecks through automation – which means less time and cost spent on admin, more time and focus on strategic ‘added value’ HR management
• Low risk option through proven integration across the product suite and through a tried and tested implementation method
• Value for money – providing rapid organisational benefits

Oracle People and Payroll Management for Local Government

What does it cost?

This will depend on the size of the Authority and whether you take both People (HR) and Payroll or just start with one module. Guideline prices for both modules (software and implementation) are:
• Districts from £130k
• Unitaries and Mets from £300k
• Counties from £350k

What will it save me?

For more information on Oracle People and Payroll Management for Local Government please contact your Oracle account manager, your preferred Oracle reseller or contact Oracle on 08705 332200 or http://www.oracle.com/start (keyword = lghr)

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Why Oracle?

• The most widely used Human Resources and Payroll system in the UK
• Access to accurate real time performance management information essential for leading and managing the Local Authority
• Specific Local Government functionality, such as car mileage, teachers’ service returns, multiple employment and Occupational Sick and Maternity Pay
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**People and Payroll Management**

Local Authorities are large complex organisations. They are responsible for delivering a range of essential services and need to balance the demands for high quality with the need to demonstrate Best Value to the taxpayer. Their performance is under constant scrutiny – particularly with the introduction of Comprehensive Performance Assessment (CPA) – and they are under pressure both to modernise and deliver e-Government.

Local Authorities cannot afford to be up-skill staff and resources in internal back-office support functions; in they HR, finance or procurement. They need systems that can automate routine processes, provide accurate up-to-date performance management information to support strategy, key performance indicators (KPIs) and support strategic decision making, and free up professional staff for added-value tasks. This is where Oracle People and Payroll Management comes in.

Oracle People and Payroll Management is a proactive professional management tool that helps you control costs while developing and supporting an effective workforce for your Local Authority.

**Comprehensive Management Information**

The HR function is a broad one – and any supporting HR system needs to be correspondingly broad. It needs to support recruitment as well as pay, organisational changes as well as appraisal and career development. And it needs to deliver to the high-level management information required for timely decision-making.

Among many features Oracle People and Payroll Management makes it possible to:

- Manage the entire recruitment cycle from vacancy through to stock, selection and appointment
- Design a range of establishment structures to meet ever-changing organisational requirements
- Provide equal opportunities data to support Local Authorities in their equality objectives
- Perform position management by defining and recording required skills, competencies, experience, and qualifications for jobs and posts
- Process multiple employment and retrospective pay
- Take advantage of the complete career management functions as they relate to the definition of skills, competencies, succession planning, graphical ranking, and succession planning
- Use spreadsheet to support compensation and benefit details for comparison and what-if analysis
- Provide effective, manageable, integrated and extensible Internet-based learning solutions to anyone, anywhere, anytime

The Oracle People and Payroll Management suite is widely recognised as the leading integrated HR, Performance Management and Payroll Management solution in the market today and is used in many District, Unitary and County Councils as well as other Public Sector organisations. The solution makes full use of the most robust and high performing technology platform – the Oracle Database and Application Server.

**Authors using Oracle People and Payroll Management**

One of the cornersstones of Oracle E-Business Suite is improved service to staff. Oracle People and Payroll Management offers our staff tough power at their fingertips but also a multi-layer of sophisticated reporting and analysis tools. Three are fully balanced and integrated: ad-hoc reports, business intelligence and standard reports. Each of these tools is web-delivered direct to the line Manager allowing instant access to the most current data to aid decision making.

**Performance Management**

One of the components of Oracle E-Business Suite is integrated with other components of the E-Business Suite such as Financials, i-Procurement and CRM.

**Data Capture**

Data capture can be achieved at source by optimising employee and manager self-service. This helps to minimise back-office involvement and improve data quality and timeliness of information.

**HR for Managers**

Using unstandardised HR processes through manual methods design, Line Manager self-service enables managers to record staff absences, evidence staff skills and competencies and provide key performance indicators allowing the local Authority to make better and smarter decisions.

**HR for Council Staff**

Using web capabilities, Oracle self-service accelerates and improves the quality of service to staff. Employees are empowered to update their own personal data (e.g. in change of address); make annual leave requests, and need no training. This releases HR staff from routine clerical and administrative tasks to concentrate on strategic HR and improving the quality of service offered to employees.

**What Modules are Provided?**

- Human Resources
- Payroll
- Recruitment and Line Manager Self-Service
- Advanced Benefits
- i-Procurement
- CRM
- e-Training
- e-Service
- e-warehouse
- e-HR Intelligence

In addition, Oracle People and Payroll Management is integrated with other components of the E-Business Suite such as Financials, e-Procurement and CRM.
People and Payroll Management

Local Authorities are large complex organisations. They are responsible for delivering a range of essential services and need to balance the demands for high quality with the need to demonstrate best value to the taxpayers. Their performance is under constant scrutiny – particularly with the introduction of Comprehensive Performance Assessment (CPA) – and they are under pressure both to modernise and deliver e-Government.

Local Authorities cannot afford to be up-skill staff and resources in internal back-office support functions. In these environments systems that automate routine processes, provide accurate up-to-date performance management information to support strategic key performance indicators (KPIs) and support strategic decision making, and free up professional staff for added value tasks.

This is where Oracle People and Payroll Management comes in. Oracle People and Payroll Management is a proactive management tool that helps you control costs while developing and supporting an effective workforce for your Local Authority.

The Oracle People and Payroll Management suite is widely recognised as the leading integrated HR and Payroll solution in the market today and is used in many District, Unitary and County Councils as well as other Public Sector organisations. The solution makes full use of the most robust and high performing technology platform – the Oracle Database and Application Server.

Comprehensive Management Information

The HR function is a broad one – and any supporting HR system needs to be correspondingly broad. It needs to support recruitment as well as pay, organisational changes as well as appraisal and career development. And it needs to deliver to the Local Authority management information required for timely decision-making.

Among many features Oracle People and Payroll Management makes it possible to:

• Manage the entire recruitment cycle from vacancy through to search, selection and appointment
• Design a range of establishment structures to meet exact organisational requirements
• Provide equal opportunity data to support Local Authorities in their equality objectives
• Perform position management by defining and recording required skills, competencies, experience and qualifications for jobs and posts
• Process multiple employment and retrospectively pay
• Take advantage of the complete career management functions as they relate to the deviations of skills, experience, succession planning, graphical ranking and succession planning
• Use spreadsheets to export compensation and benefit details for comparison and ‘what if’ analysis
• Provide effective, manageable, integrated and extensible Internet based training solutions to anyone, anywhere, anytime.

Performance Management

One of the cornerstones of Oracle E-Business Suite is improved access to data. Oracle People and Payroll Management offers out-of-the-box powerful analytics and reporting tools. These are balanced and transparent, offering drill-down and drill-up. These are balanced and transparent, offering drill-down and drill-up. The HR system needs to be correspondingly broad. It needs to support recruitment as well as pay, organisational changes as well as appraisal and career development. And it needs to deliver to the Local Authority information required for timely decision-making.

HR for Managers

Using the myriad of reporting options available, Line Manager self-service enables managers to monitor staff performance, track staff skills and competencies and provide key performance indicators allowing the local authority to make better and smarter decisions.

HR for Council Staff

Using web-sited solutions, Oracle self-service accelerates and improves the quality of service to staff. Employees are empowered to update their own personal data (e.g. on change of address); track annual leave requests, and need to training.

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What Modules are Provided?

• HR Management
• Payroll
• Recruitment and Line Manager Self-Service
• E-Business Management
• Employee Self-Service
• Payroll and Recruiting
• Training Administration
• Employee Handbook

In addition, Oracle People and Payroll Management is integrated with other components of the E-Business Suite such as Financials, PS, Procurement and CRM.

Authorities using Oracle People and Payroll Management

One of the strengths of Oracle E-Business Suite is its ability to support customisation and localisation. A number of local authorities have customised the suite to support their specific local needs. The result is that Oracle People and Payroll Management offers out-of-the-box powerful analytics and reporting tools. These are balanced and transparent, offering drill-down and drill-up.

Using Oracle we are able to get a clearer understanding of workforce trends with up to the minute information in transparent and advances to help us plan HR interventions and support managers in a flexible and efficient manner. This makes a significant contribution to strategic effectiveness and ultimately to our customers.

John Smalest – Chief of Human Resources. Cambridge County Council
People and Payroll Management

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Local Authorities cannot afford to be at risk of critical staff and resources in annual back-office support functions; be it HR, finance or procurement. They need systems that will automate routine processes, provide accurate up-to-date performance management information to support strategic Key Performance Indicators (KPIs) and support strategic decision making, and free up professional staff for added value roles.

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The Oracle People and Payroll Management suite is widely recognised as the leading integrated HR and Payroll solution in the market today and is used in many District, Unitary and County Councils as well as other Public Sector organisations. The solution makes full use of the most robust and high performing technology platform – the Oracle Database and Application Server.

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What Modules are Provided?

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Performance Management

One cloud-based Oracle People and Payroll Management is used and in some 20 Authorities and many other public sector organisations. Our list of users is growing fast and already includes Counties (Cambridgeshire, Cheshire and Essex); London Boroughs (Hounslow) and Unitaries of users is growing fast and already includes Counties (Cambridgeshire, Cheshire and Essex); London Boroughs (Hounslow) and Unitaries

One of the cornerstones of Oracle E-Business Suite is its improved access to data. Oracle People and Payroll Management offers an additional single point of data storage, but also a web-based portal allowing managers to access, analyse, change, manage, assess, and report on all aspects of HR. It makes it possible to:

• ‘What if?’ analysis
• ‘What if?’ what is the impact on employees and managers of a change to the organisation and what is the impact on costs of any such change?
• KPIs and key performance indicators to support strategic decision making; and
• Management information to report against Key Performance Indicators (KPIs) and support strategic decision making; and
• Routine processes; provide accurate up-to-date performance management information to support strategic Key Performance Indicators (KPIs) and support strategic decision making; and
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- The platform on which to build ‘self-service’ functionality and management reporting facilities which will assist in driving cost out of the business and improving services to staff

This approach significantly reduces the implementation timeframes and overall cost for an Authority and speeds up returns on investment.

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### What will it save me?

Through the use of Oracle HR we’ve been able to reduce absence

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What will it save me?

Through the use of Oracle HR we’ve been able to reduce absence in some areas by up to 25%.

Wendy Griffin – Head of Strategic HR, London Borough of Hounslow

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Oracle People and Payroll Management

Oracle People and Payroll Management for Local Government

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