UK Logistics sector

**Implemented modules: HRMS, Payroll**

Client contact: HR & Finance managers

Project Background

The project involved migrating the clients payroll from their current system to Oracle whilst they already used Oracle HRMS. The project included developing a bespoke time-entry system to capture data, a bespoke calculation engine and custom interfaces to Oracle payroll. The project was complicated as the client had over 100 sets of grades / Terms & Conditions / Pay rates and used 3 different methods of calculating average pay used for absence payments. The clients bespoke time entry system used a number of different screens to capture different data for different groups of employees, this was due to the complex pay schemes that required pay calculations to be performed differently depending on the grade of the person. Some grades where salaried, whilst others were paid on the basis of time worked or piece work and Drivers were paid according to very complex calculations involving data on parcels delivered, data about the drivers round and availability. This data was passed to the calculation engine which performed the calculations and passed back the result to the time entry system. The custom interfaces where then used to create the pay elements and absence records in Oracle HRMS and payroll.

System Design

- Our role was to perform full testing of the bespoke time entry system (PAVI), the calculation engine (EARNI), Oracle HRMS, Oracle Payroll and the custom interfaces. This involved unit testing, integration testing, user acceptance testing and regression testing.
- We provided support to the HR and Payroll teams on the new system particularly the 'Absence Solution' and the average calculations performed by the system.
- We were responsible for maintaining a log of all outstanding system problems and issues, following up and resolving them.
- Below is a system design diagram to demonstrate the setup:
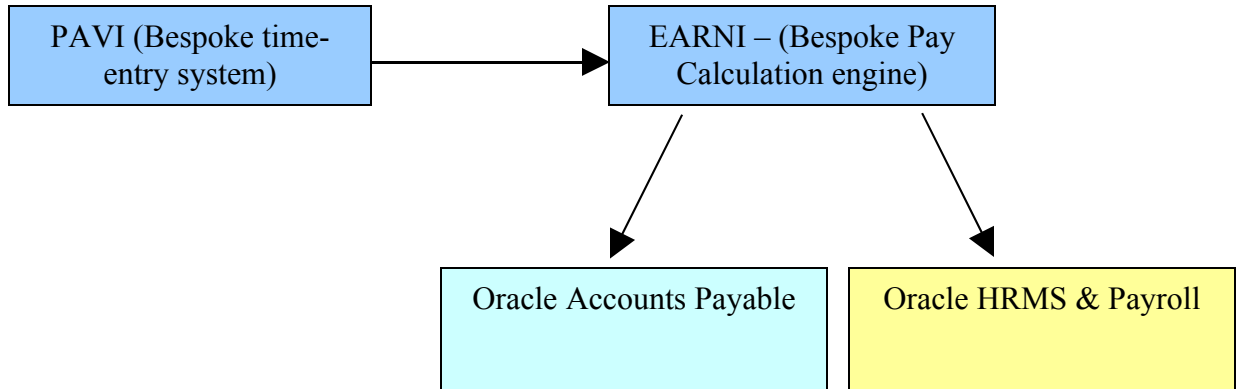
- New elements and element links were setup and mapped to PAVI and EARNI in order to interface the 2 systems.
- New balances and balance dimensions were created and balance feeds were added to these balances to add in the appropriate pay elements. These balances were used in the calculations of averages for absence payments.
- The grade flexfield was mapped to absence payment methods in a user-defined table and guaranteed rates were stored as global values.
- The following diagram shows how the interfaces work:
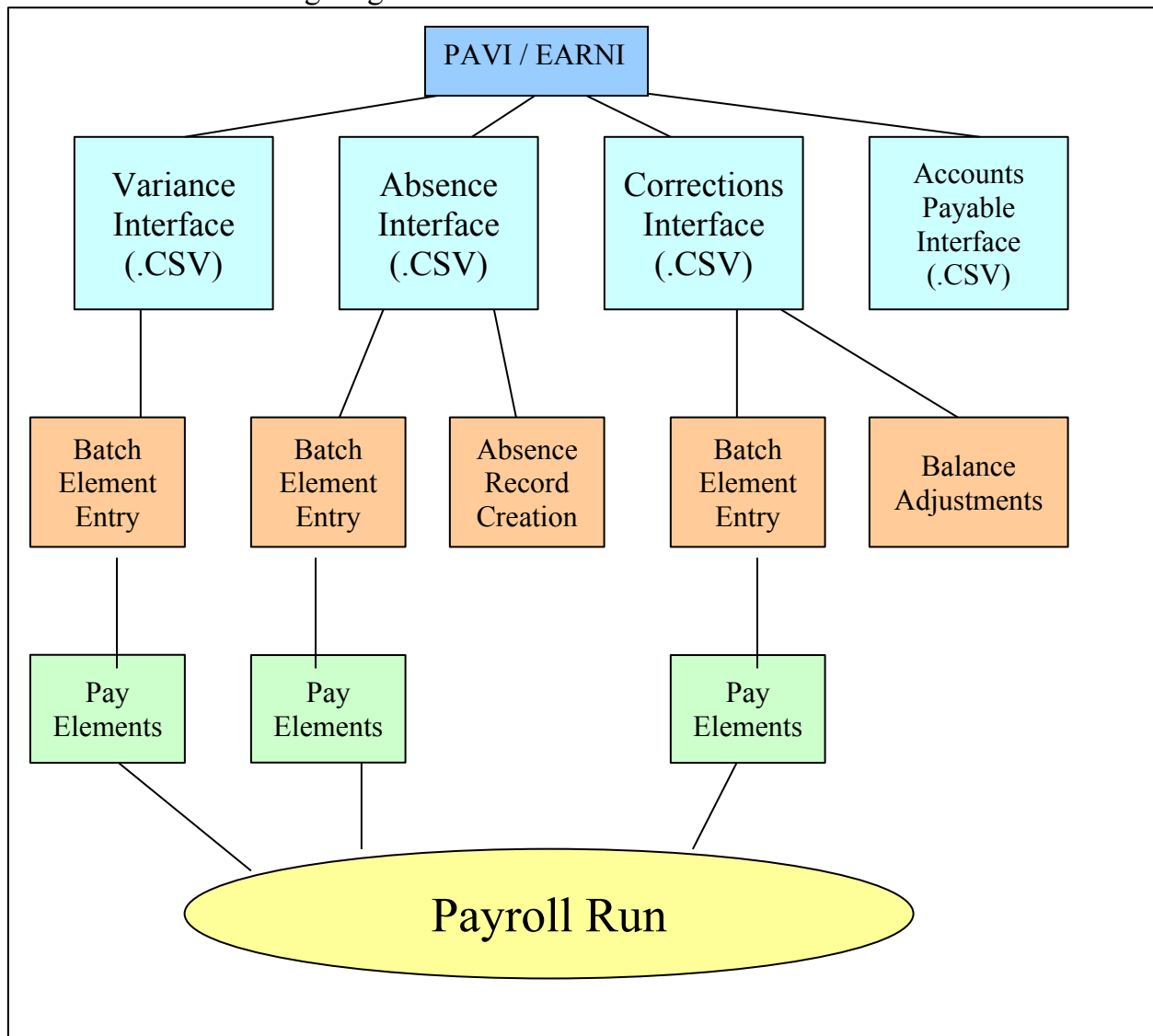
balances were referenced by a FastFormula that calculated the employees average pay to be used for absence payments. We were heavily involved in supporting this part of the system post go-live and used a custom interface to perform mass balance adjustments as the client was unable to use RetroPay.

- When unexpected results were identified we were responsible for thoroughly investigating the issue to identify the root cause of the problem – for example with an absence entitlement problem identifying which line of code in a FastFormula was responsible for the error and proposing solutions to correct the error. We were also responsible for developing and implementing workarounds for all the outstanding issues until the problems could be fixed in the live system.
- Another major task that we were responsible for was maintaining a log of outstanding issues and following them up, when a fix was delivered we were responsible for testing that fix and regression testing the system to pick up any other effects of the code change.
- Another of our tasks involved investigating, analysing and correcting system bugs and problems with FastFormula, balances, balance feeds and balance dimensions.

Anticipated Benefits

- Fully operational and effective time entry and Oracle Payroll system which can cope with the requirements of the many complex pay agreements, grades and sets of terms and conditions.
- Migration of all business areas and organisations to Oracle Payroll.

Project Conclusion

The project was deemed a success as it met the success criteria.