



Migrating Payroll and Personnel systems to a centralised platform



Client Issue

A large retail group, with a presence across the UK and Ireland, amalgamated two of its key business units into a single umbrella brand. This raised a number of issues for the organisation, including how they should deal with three different personnel and payroll processes and systems.

The organisation decided to migrate payroll and personnel data from the two newly merged business units into a single platform (already in use within one part of the organisation). The key drivers behind this project were to reduce costs, improve control and consistency, and increase process efficiency.

Our Response

Nemea Consulting supported the client throughout the migration: –

- Undertaking a business analysis phase to identify the full project scope
 - As Is Process & Systems Analysis,
 - Gap Analysis
 - To Be Process & Systems Design
 - Data Analysis and Modelling
 - Functional Requirements Analysis
- Project Management
 - Advice and Guidance on Approach and Project Design
 - Resource Planning
 - Project Planning
 - Risks and Issues Management
- Interface Analysis
 - Process Mapping & Analysis to identify key interfaces and data triggers
 - Recommendation of key interface changes for the migration
- Future Requirements
 - Further analysis conducted to identify future phases, requirements and developments.

Benefits

The migration project was successfully completed to time and budget and provided the necessary platform for further growth and development in the future.

As a result of the new centralised payroll and personnel system, the client benefited from improved control and efficiency, which led to significant cost savings.

Other key areas of improvement included the quality of management information, which allowed staff to concentrate on value-add reporting and analysis.