

# Inoapps HESA Staff Records

## Automate and tailor your HESA returns

Accurate and timely submission of Higher Education Statistical Agency (HESA) returns is a cornerstone of Higher Education funding allocation. But managing HESA returns that accurately reflect your organization's workforce, expertise and capabilities is complicated and time-consuming.

Inoapps HESA Staff Records facilitates the timely completion and return of required individualised data on staff, contracts, and the activities you undertake as a result of them, working alongside Oracle Cloud HCM.

### WHAT ARE THE CHALLENGES?

1

HCM and HR systems don't usually capture all the types of data required by HESA



2

Universities must find ways to gather and record that data in order to send it to HESA



3

HESA publishes changes to required data each year that need to be reflected in returns



4

Most HCM systems don't allow for fine tuning of records categorization to meet HESA requirements



5

Managing the integration of complex data from multiple systems is time-consuming and error-prone

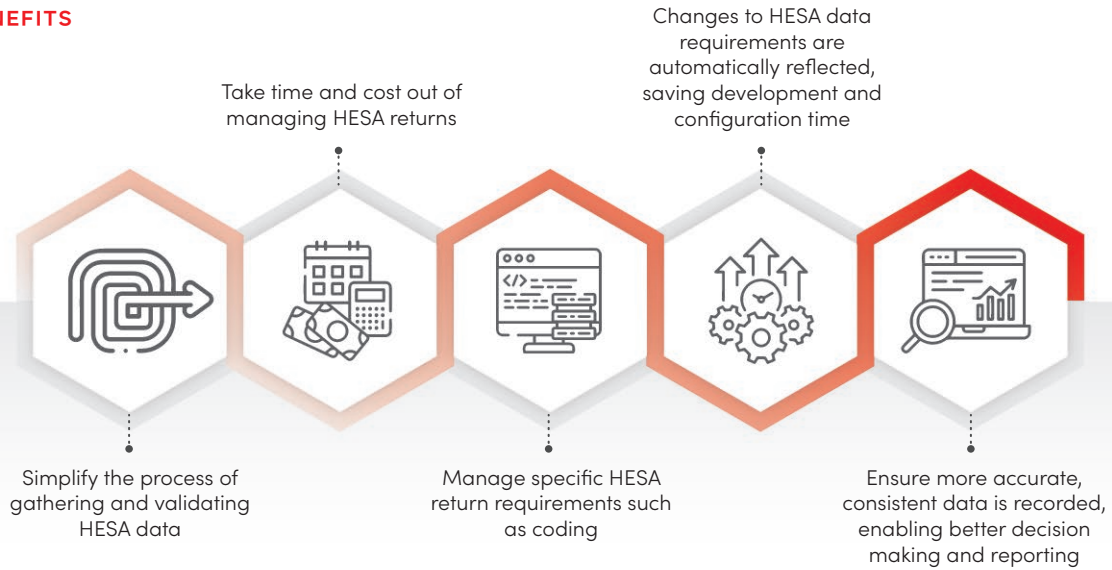


### WHY INOAPPS HESA STAFF RECORDS?

Your HESA statistical report should present your organization accurately, in its best light—but doing that requires a flexible tool. Inoapps HESA Staff Records is an extension that works with Oracle Cloud HCM that allows you to gather and consolidate staff data from multiple systems to provide a complete picture of your staff profile and statistics to HESA—providing info such as mix of teaching, research, staff diversity, seniority and staff qualifications.

Inoapps HESA Staff Records takes time, cost and effort out of the production of statutory HESA staff returns, streamlining data preparation and validation. Inoapps will update the functionality as required to support statutory changes. Return calculations are configurable and can be updated annually to meet changing requirements. The tool also enables users to view, update and append HESA data fields and records, exclude records, and calculate HESA IDs for employees. Users can view HESA return data prior to submitting it to HESA, produce exception reports on data input and changes, and detailed validation reports consistent with current HESA data validation rules. The solution also maintains a history of data submitted to HESA, enabling standard comparative reporting of HESA data year-on-year.

## KEY BENEFITS



## KEY FEATURES

### Inoapps HESA Staff Records

- ▶ Allows users to produce statutory HESA staff returns, which can be updated annually to meet changing requirements.
- ▶ Users can view HESA return data prior to submission, produce exception reports on data input or changes, as well as detailed validation reports consistent with current HESA data validation rules.
- ▶ Maintains a history of data submitted to HESA, enabling standard comparative reporting of HESA data year-on-year, using direct mapping and data transformation rules to map data from Core HR Fields to HESA fields.
- ▶ Direct mapping and data transformation rules are used to map data from Core HR Fields to HESA fields, providing an innovative solution that works tightly with Oracle Cloud HCM.
- ▶ Data exchanged with existing systems is used for gathering HESA data via standardised data messages, improving efficiency and accuracy.
- ▶ Annual product feature updates, including changes in line with evolving statutory requirement.

### Inoapps Higher Education Cloud

- ▶ Inoapps offers complete Oracle solutions covering and integrating all key Higher Education business processes, including HR and Payroll, Finance & Procurement, Planning, Student and Staff Recruitment, Student Administration and Constituent Management, allowing universities to capture, process and monitor enquiries from prospective students, current students and other contact types.
- ▶ Our tools provide effective and efficient service to students and staff, guiding the person journey based on needs that empower members of the university community with mobile-friendly web self-service, knowledge, and social tools that adapt support processes to meet rising expectations and changing behaviours.

## CONNECT WITH US

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