



CUSTOMER CASE STUDY

One of the World's Top Universities Goes Live With Oracle Cloud Payroll

Using Oracle Cloud Payroll to Improve the Organizational Efficiency of Payroll Management

OVERVIEW

Our client is one of the world's top universities, consistently ranked in the top 50 globally and ranked top 20th in the 2022 QS World University Rankings. The University's entrepreneurial and cross-disciplinary culture annually attracts around 45,000 students from over 150 countries, and over 15,000 staff from all around the globe.

To continue to be among the best in the world requires an investment in the University's students, staff, and physical estate. Our client chose Inoapps to work in phases to support the design of core structures, including HR and Finance, to help ensure future system flexibility and reporting to underpin the University's system transformation.

Inoapps has delivered a wide range of transformation and optimization services to our client across a portfolio of Oracle solutions, delivering business outcomes using Oracle Cloud ERP, Cloud HCM, Recruitment Cloud, and Intelligent Adviser. In the latest phase, we successfully helped the university implement Cloud Payroll, Oracle Time and Labor, and Absence across the organization. The configured solution includes standard Oracle functionality to support specific Higher Education requirements for payroll and pensions, such as TPS (Teachers' Pension Scheme).

THE CHALLENGE

The University's strategy is to deliver more efficient and user-friendly processes and systems to support their work. Service excellence in delivering consistent systems, processes, and ways of working is at the heart of the implementation.

The implementation of Oracle Cloud in conjunction with the development of a new payroll process aims to address several key challenges, including:

- Simplifying the payroll process for all 15,000 staff and subsidiaries
- Implementing a highly configurable solution that supports HR, finance, and operations
- Ensuring that payroll is completed on time, with accuracy, automation, and effectiveness

THE SOLUTION

Our client successfully went live on Cloud Payroll, Oracle Time and Labor, and Absence. Enhancements to previously launched HCM functionality were rolled out at the same time. The solution involved fully automated pay and pensions calculations, including retrospective calculations, availability of a newly formatted and combined Payslip online, and recording and approval of annual and other leave types. It also included timesheets for payment purposes, guaranteed hours, additional hours, and overtime. Inoapps delivered a solution that introduced new apps that allow line managers and administrative staff to update contracts and salary costs in their People and Money portal.

ORACLE CLOUD SOLUTIONS IMPLEMENTED



Cloud Payroll



Oracle Time and Labor



Absence



Cloud HCM Enhancements

KEY ACHIEVEMENTS

- › All staff paid successfully on day one with no spike in helpdesk calls above what would be expected in a new tax year
- › The University's Deputy CIO said this is the smoothest payroll launch she has ever seen
- › All pension submissions were made three days ahead of the expected deadline
- › Standardized processes for employees
- › Creation of organizational visibility
- › Extended the capability of Oracle Cloud Payroll with industry extensions for the custom specific complex use cases

WHY INOAPPS

Inoapps' methodology and approach were consultative with a focus on tailoring the solution to be a cultural and technical fit. Inoapps' experience in the Higher Education sector gave confidence to our client that their challenges were understood, the solutions would be best-in-class and would drive the university forward into the future.

At Inoapps, we deliver business outcomes powered by Oracle - helping customers achieve their goals through Business Transformation, Technology Optimization, and Continuous Innovation



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