HR & Finance Programme
Corporate Select Committee update

Norfolk County Council

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25 January 2021

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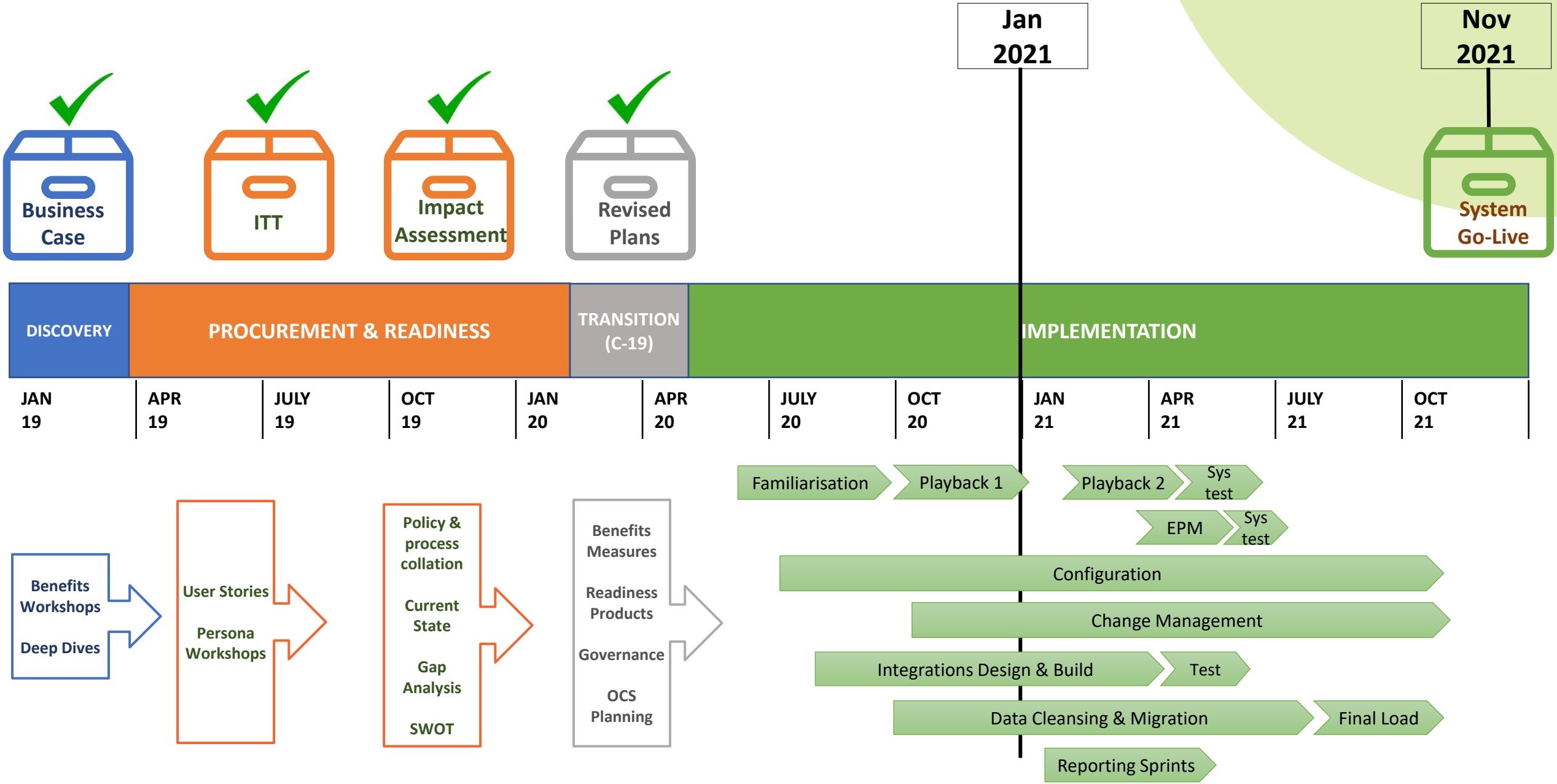
High level programme timeline



Strategic Benefits

Best Practice/Business Process

To ensure most effective business process and data to carry out our core business and statutory functions, our residual employer responsibility including budget planning.

Flexibility

reducing support complexity, risks and limitations of the current EBS; improving disparate peripheral systems and processes by introducing standardisation and simplification of processes; offering options for commercialisation and shared services opportunities.

Productivity

A system enabling our staff to work with optimum agility and effectiveness, enhancing governance and controls and releasing front-line staff time

Workforce

Improved workforce development and deployment > enabling our staff to work with optimum agility and effectiveness, enhancing governance and controls and releasing front-line staff time.

Savings

By reducing support costs and adapting our processes to a consistent, modern, user-friendly system with more automation and self-service.

Integration

To ensure that systems and data are integrated and that data and processes across systems are open and effective.

Digitisation

To deliver strategic step change, including better online services for employees, partners, providers, and citizens.

Analytics

To unlock the potential of the data with better analytics informing service improvement and demand management and connecting with advances in technology such as Internet of Things and Artificial Intelligence.

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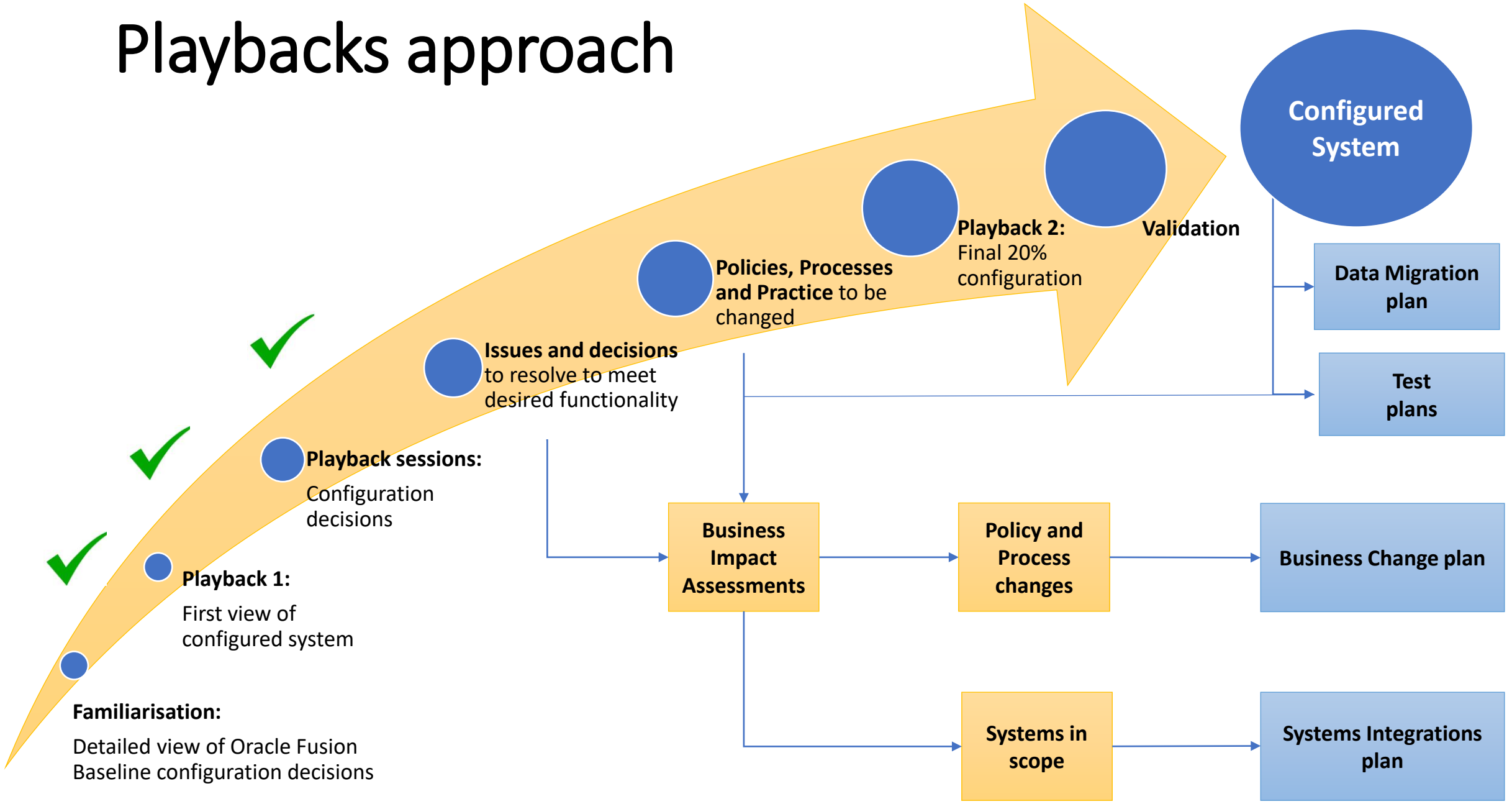
Playbacks approach



** Note: EPM playback will be in April '21*

Programme focus areas: next 30 days

30 days:

- Integrations Design
- Develop options & decisions on open issues from playback 1
- Preparation for Playback 2
- Business Change Partner on-boarding (SOCITM)
- Comms & Engagement planning
- Reporting & Analytics Strategy sign-off

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Business Change: Scope

Organisation Change	People Change	External Stakeholder Change
Process Change	Data & Analytics Change	Benefits Delivery

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Programme focus areas: next 60 days

60 days:

- Start Playback 2
- Develop target operating model
- Cutover planning
- Set up Change Advocate Network
- Process mapping
- Benefits planning
- Data migration planning

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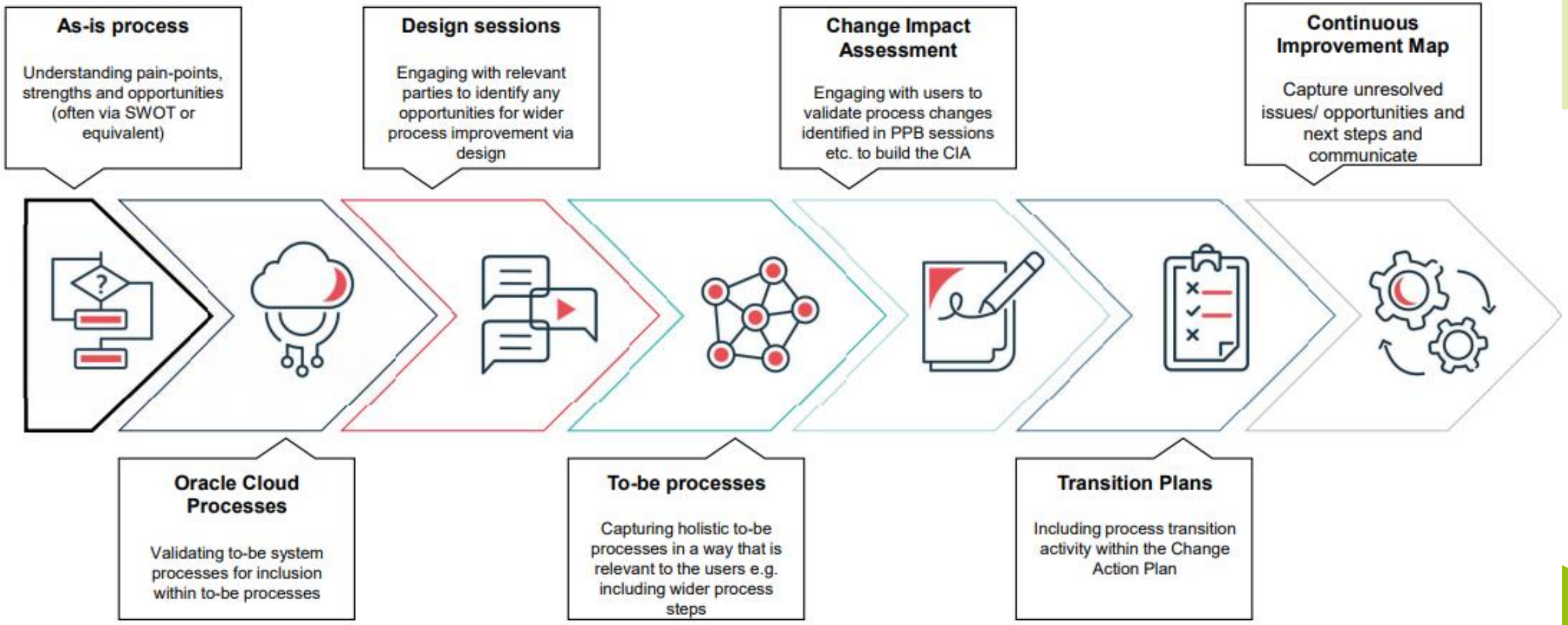
Process Change



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Programme focus areas: next 90 days

90 days:

- Complete Playback 2
- Sign off target operating model
- Build test plans
- EPM playback planning
- Reporting sprints prioritisation and planning
- Finalise Integrations scope and test plans
- Validation planning

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Supporting slides

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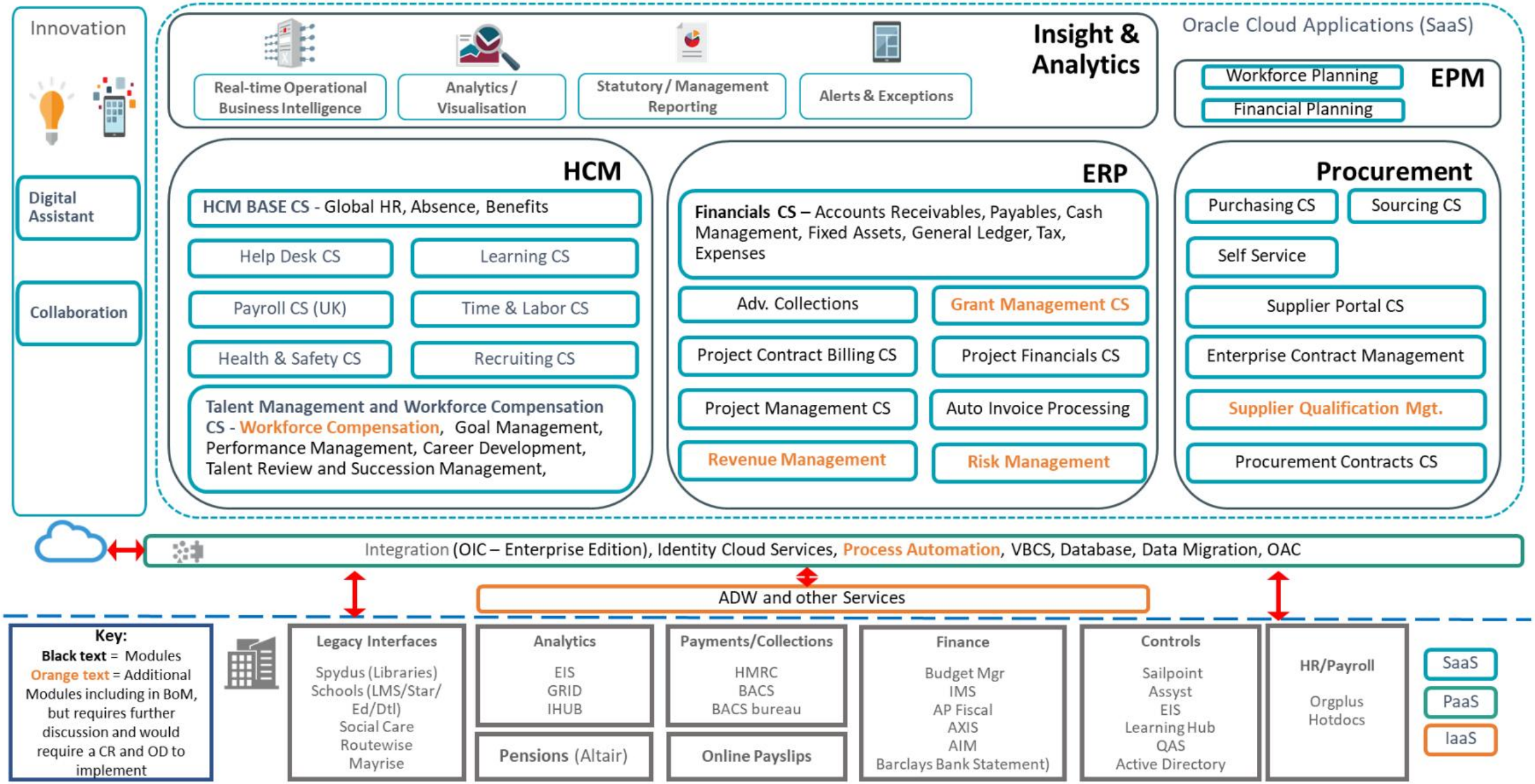
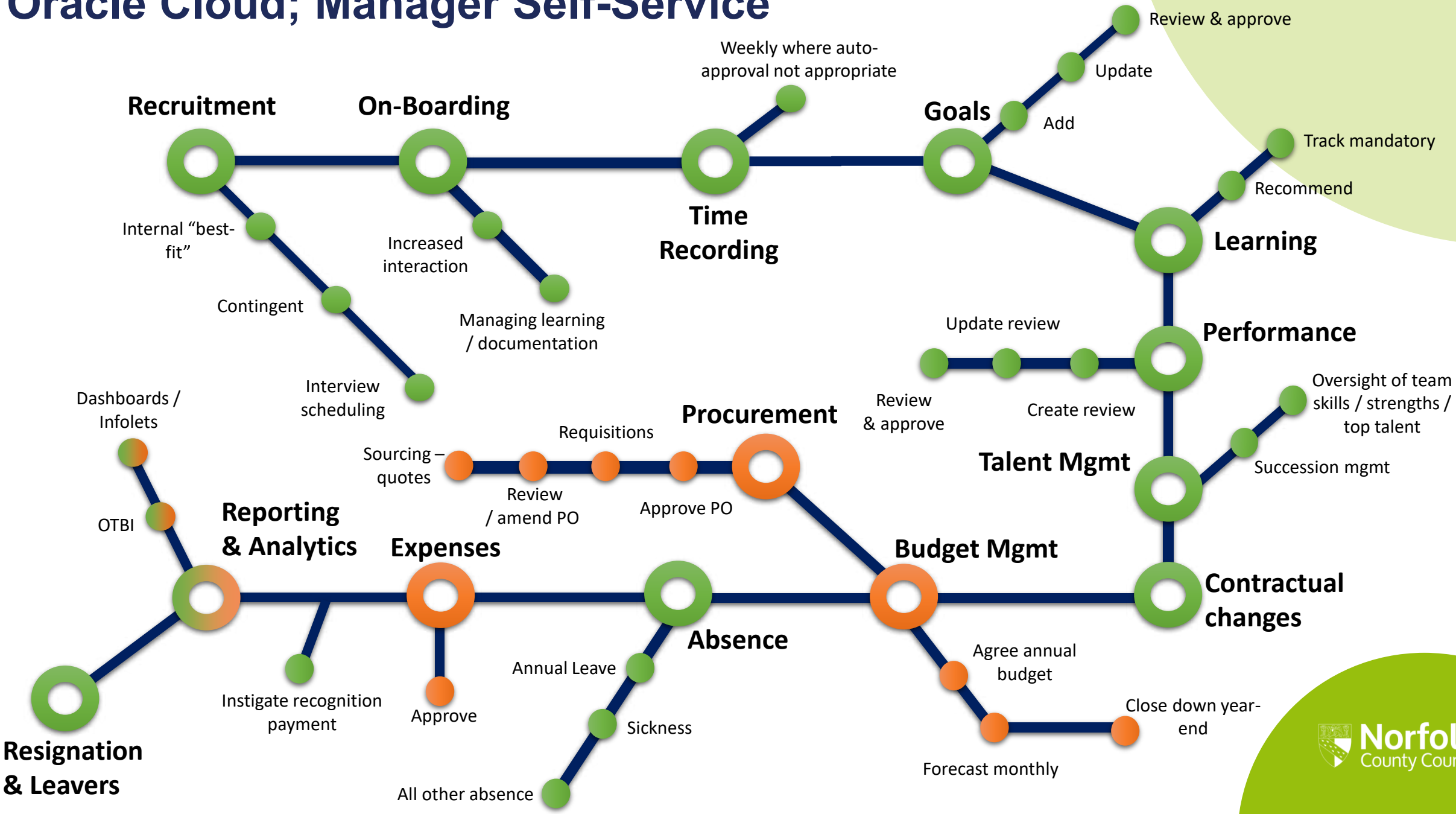

Innovation
Digital Assistant
Collaboration
Real-time Operational Business Intelligence
Analytics / Visualisation
Statutory / Management Reporting
Alerts & Exceptions
Insight & Analytics
Oracle Cloud Applications (SaaS)
Workforce Planning
Financial Planning
EPM
HCM
HCM BASE CS - Global HR, Absence, Benefits
Help Desk CS
Learning CS
Payroll CS (UK)
Time & Labor CS
Health & Safety CS
Recruiting CS
Talent Management and Workforce Compensation CS - Workforce Compensation, Goal Management, Performance Management, Career Development, Talent Review and Succession Management,
ERP
Financials CS – Accounts Receivables, Payables, Cash Management, Fixed Assets, General Ledger, Tax, Expenses
Adv. Collections
Grant Management CS
Project Contract Billing CS
Project Financials CS
Project Management CS
Auto Invoice Processing
Revenue Management
Risk Management
Procurement
Purchasing CS
Sourcing CS
Self Service
Supplier Portal CS
Enterprise Contract Management
Supplier Qualification Mgt.
Procurement Contracts CS
Integration (OIC – Enterprise Edition), Identity Cloud Services, Process Automation, VBCS, Database, Data Migration, OAC
ADW and other Services
Key:
Black text = Modules
Orange text = Additional Modules including in BoM, but requires further discussion and would require a CR and OD to implement
Legacy Interfaces
Spydus (Libraries)
Schools (LMS/Star/Ed/Dtl)
Social Care
Routewise
Mayrise
Analytics
EIS
GRID
IHUB
Pensions (Altair)
Payments/Collections
HMRC
BACS
BACS bureau
Online Payslips
Finance
Budget Mgr
IMS
AP Fiscal
AXIS
AIM
Barclays Bank Statement)
Controls
Sailpoint
Assyst
EIS
Learning Hub
QAS
Active Directory
HR/Payroll
Orgplus
Hotdocs
SaaS
PaaS
IaaS

Oracle Cloud; Manager Self-Service



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