



HUMAN RESOURCE MANAGEMENT AND PAYROLL »

The benefits of an integrated Human Resource and Payroll platform

The success of any business today is intrinsically linked with the capital of its key asset – its people. If Human Resources and Payroll functions are treated only as operational overheads, they are unlikely to provide best-in-class services to an organisation. Outsourcing them offers the opportunity for excellent service levels that deliver added value.

Atos Origin offers a complete range of Human Resource Management (HRM) and Payroll Managed Services based on best-in-class processes and technology.

The issue

Human Resource Management (HRM) and Payroll are key functions in any organisation - for the simple reason that getting them wrong can very quickly affect staff, undermining morale and productivity. However, HR and Payroll are often considered as operational overheads rather than business assets, typically resulting in little management focus and under investment.

As a result, they can end-up focusing on only delivering the basic HRM and Payroll functions. Not only can this make it difficult for them to add value, but they potentially become a risk in themselves as they lack the core skills and critical mass to meet every demand put to them.

HRM and Payroll functions are increasingly being outsourced, yet some organisations are still reluctant to do so, on the basis that the cost savings do not warrant the perceived risk, loss of control, or the potential for political or employee/union repercussions. However, these fears can be unfounded, so that the organisation is denying the opportunity for HRM to add value rather than just be seen as an operational overhead. For example, absenteeism costs organisations on average £588 per employee per day. An HRM strategy and procedures for dealing with absenteeism can add significant value with measurable cost benefits.

Our solution

Atos Origin has a broad range of HRM and Payroll products and services. Our Business Consulting practice covers Operations Transformation capabilities including, BPR, HR strategy, People and Change Management, Organisational Design and Shared Service Centre Consolidation.

We host and service an integrated HRM & Payroll platforms which can be further integrated with customer systems for in-house pay roll processing and payment.

Alternatively, we can provide a complete Payroll Bureau service including:

- > Process pay
- > Send payments to BACs
- > Provide settlement services for deductions such as tax
- > Print and dispatch Payslip.

We also offer a number of HR administration technology functions including:

- > Time capture
- > Training administration
- > Recruitment administration
- > Health & Safety administration.

We are technology agnostic and have experience in integrating best of breed HRM, Payroll and ERP packages including Oracle, SAP, PSe, Cyborg and WorkBrain, as well as proprietary systems.

Working on an HR Shared Service principle, our Managed Service solutions combine best-in-class processes and procedures in all aspects of Human Resource Administration, including; Time and Attendance, Manpower Scheduling, Working Time Directives, Payroll, Absentee Management, Training (delivery and administration).

The benefits

By providing a solution that moves from consulting through to outsourcing, Atos Origin clients gain a wide range of business benefits and bespoke solutions. Our customer's HRM and Payroll functions are delivered by a partner with the expertise, economy of scale and industry best-practice to deliver consistently high levels of service at a lower cost than could be achieved in-house alone.

We remove the headache of understanding and implementing HR and Payroll changes such as tax changes and working time directives. Our management reporting provides greater visibility of payment data and staff working hours, while our Absentee Management and Human Capital Management solutions deliver measurable cost savings and help sustain performance and efficiency.

Our approach

Atos Origin deploys a Design, Build, Operate approach that satisfies the unique requirements of each client. Be it consulting, implementing a technology point solution, or transitioning staff and operations to our fully managed service, we can cover every base - from strategic objectives to day-to-day operations.

Why choose Atos Origin?

We manage the HR and Payroll functions for numerous clients in the Health, Transport and Retail sectors and are responsible for the payment arrangements of over 350,00 employees across the UK. We service a diverse range of working styles from front-line manual staff that don't have access to computers, to back-office staff using web-enabled HR applications.

Atos Origin is an international information technology services company. Its business is turning client vision into results through the application of consulting, systems integration and managed operations. The company's annual revenues are EUR 5.5 billion and it employs over 47,000 people in 40 countries. Atos Origin is the Worldwide Information Technology Partner for the Olympic Games and has a client base of international blue-chip companies across all sectors. Atos Origin is quoted on the Paris Eurolist Market and trades as Atos Origin, Atos Euronext Market Solutions, Atos Worldline and Atos Consulting.

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