



Creating a safer  
Cambridgeshire

Cambridgeshire Constabulary  
Huntingdon, Cambridgeshire  
www.cambs.police.uk

### Industry:

Public Sector

### Annual Revenue:

US\$237 million

### Employees:

3,000

### Oracle Products & Services:

Oracle Human Resources  
Oracle Database  
Oracle Fusion Middleware

### Oracle Partner:



Cedar HR Software Ltd.  
www.cedarHR.com

**“Oracle Human Resources provides a robust, scalable foundation for NSPIS HR and helps us leverage the extensive knowledge, capabilities, and resources we have within the force to deliver the highest levels of service.”** – Julie Spence, Chief Constable, Cambridgeshire Constabulary

## Cambridgeshire Constabulary Cuts Human Resources Costs by US\$184,000 Amidst Growing Workload

Cambridgeshire Constabulary’s mission is to cut crime and disorder and win the trust of the population in its jurisdiction area, which encompasses three cities and several towns and villages.

### Challenges

- Improve on lagging performance of the constabulary’s human resources (HR) function, following an inspection by Her Majesty’s Inspectorate of Constabulary (HMIC) in 2004
- Leverage the full value of personnel resources, which account for 80% of budget, in order to manage a projected 12.5% expansion in population over nine years
- Gain accurate real-time data for reporting and strategy planning
- Add functionality as required to meet increasingly sophisticated HR requirements and ensure continued best practices

### Solution

- Selected National Strategy for Police Information Systems (NSPIS) HR, a pre-configured, police-specific solution based on Oracle Human Resources, developed by Oracle Certified Partner Cedar HR Ltd.
- Replaced multiple, standalone HR databases and disparate processes with a single source of accurate HR information and consistent personnel management procedures based on standard police practices
- Saved US\$61,000 per year by automating records management and eliminating the need to re-key data
- Cut one full-time employee (FTE) as a result of staff and line-manager self service
- Improved productivity by giving managers desktop access to staff attendance records without inquiries to the HR team
- Eliminated the need for staff to contact HR for duty roster or leave balance inquiries by providing self-service access to data
- Saved US\$184,000 per year using the Oracle-based applications and Cedar HR’s duty and training management modules, which are built with Oracle Fusion Middleware
- Gained the ability to integrate functionality from Oracle Payroll and other Oracle E-Business Suite applications into NSPIS HR
- Improved HR ranking in 2006 HMIC inspection and received commendation for a “complete turnaround” of HR