



European Organisation for the  
Safety of Air Navigation  
(EUROCONTROL)  
Brussels, Belgium  
[www.eurocontrol.int](http://www.eurocontrol.int)

#### Industry:

Public Sector

#### Employees:

2,400

#### Oracle Products & Services:

PeopleSoft Enterprise Human  
Capital Management  
Oracle Financials  
Oracle iProcurement

#### Oracle Partner:



Gilbert Consultants  
[www.gilbert-consultants.com](http://www.gilbert-consultants.com)

**“Thanks to our integrated human resources management tool from Oracle, we overcame heavy management constraints regulations governing our public organization.”**— Serge Prosorovsky, General Manager, Eurocontrol Agency

## European Organisation for the Safety of Air Navigation Streamlines HR and Payroll Management

The European Organisation for the Safety of Air Navigation (EUROCONTROL) is a joint civilian-military agency that develops and coordinates air traffic strategies and associated action plans. Totally independent from national regulations, the agency is made up of seven sites in Europe and 36 member states. EUROCONTROL’s activities span all aerospace services operations, from strategic and tactical flow management and training aerospace controllers to overseeing regional aerospace control and developing proven security technologies.

### Challenges

- Implement single, integrated HR suite to replace multiple legacy and custom-built HR applications
- Improve ability to cope with heavy and very complex regulatory and management constraints and allow rapid adaptation to any changing regulation
- Make it easier to acquire an open, flexible enterprise resource planning system that can adapt swiftly to any regulation changes in a “multi-everything” environment

### Solution

- Replaced obsolete legacy payroll system and custom-built HR applications with a single instance of Oracle’s PeopleSoft Enterprise Human Capital Management (career management, payroll)
- Eliminated duplicate data entry work thanks to the integration between Oracle’s PeopleSoft payroll and human resources modules and EUROCONTROL’s Oracle Financials accounting system
- Enabled 150 English and French-speaking HR staff to use the same HR system, delivered in their native language
- Gained the ability to process pay for 2,200 employees and 900 pension-holders in a single system while heavily reducing management problems related to complying with regulations.
- Collaborated with Oracle Partner Gilbert Consultants, which provided training, change management, operational support, and maintenance for the project