



Fednav Group  
Montreal, Canada  
www.fednav.com

### Industry:

Travel & Transportation

### Employees:

1,500

### Oracle Products & Services:

Oracle HR  
Oracle Payroll  
Oracle Self-Service HR  
Oracle Time and Labor  
Oracle HR Intelligence (DBI)

**“Our goal with Oracle HRMS is to have efficient HR/Payroll processes in place so that we can work on providing the organization with strategic information.”** – Lucie-Marie Gauthier, Director, Human Resources, Fednav

## Fednav Group Automates HR Processes, Streamlines Workflow

Fednav Limited, a privately owned company, is Canada's largest ocean-going dry-bulk ship owning and chartering group. Its primary activities are in the transportation of bulk and break-bulk cargos on a worldwide basis. Headquartered in Montreal, the Group has offices in London, Tokyo, Antwerp, Hamburg, Brisbane and Rio de Janeiro, as well as a number of local offices in the United States and Canada. The Group is also engaged in the servicing of vessels and handling of cargo through its terminals and by its agencies.

### Challenges

- Reduce manual processes in order to improve quality and efficiency in the payroll procedures and reduce work effort in HR management and pay accounting
- Establish a quality integrated system between human resources and payroll, and Oracle Finance
- Provide flexibility for future needs in their HR/Payroll processes
- Offer more management information tools
- Automate diverse repetitive tasks (clerical) to allow the company to concentrate on more strategic tasks

### Solution

- Increased the flexibility and accuracy in overall payroll management
- Centralized payroll and HR management with Oracle Human Resources, Oracle Self-Service HR, and Oracle Payroll
- Automated timesheet data entry with Oracle Time and Labor
- Fully integrated HR solution with Oracle Financial application
- Improved access to data
- Created the ability to run payroll and HR on the same database, streamlining workflow and data management