



La Banque Postale  
Paris, France  
[www.labanquepostale.fr](http://www.labanquepostale.fr)

#### Industry:

Financial Services

#### Annual Revenue:

\$5.6 billion

#### Employees:

35,000

#### Oracle Products and Services:

Oracle Incentive Compensation

#### Oracle Partner:

Sopra Group  
[www.sopragroup.com](http://www.sopragroup.com)

**“Oracle Incentive Compensation has unified the variable-remuneration management systems for our sales forces. In addition, its flexibility makes it easy for us to deploy our new pay policies and to implement new financial products as soon as they are marketed.”**

– Pierre Rouillet, Departmental Manager, IT Department, La Banque Postale

## La Banque Postale Modernizes the Management of its Financial Advisors' Variable Remuneration

As part of the La Poste (French Post Office) group, La Banque Postale seeks to embody an original conception of retail banking, as both “a bank like any other” that is professional, efficient, and profitable, and one that stands out from its competitors—inspired by the post-office values of service to the neighborhood and to the community. With the guiding principle of welcoming all, La Banque Postale aims to provide insurance solutions and services that fully meet its customers' needs and expectations.

### Challenges

- Modernize the variable-remuneration system of La Banque Postale's financial advisors
- Replace the specially-developed commission-payment application by a more open-ended solution that integrates with La Banque Postale's technical and applications architectures
- Standardize the commission follow-up and management rules across different sales channels to improve productivity and coordinate operations more efficiently

### Solution

- Implemented Oracle Incentive Compensation, integrating it with existing upstream systems (sales and objectives/operations planning) and downstream systems (payments, data reconstitutions, and sales coordination)
- Worked with Sopra Group to use Oracle Incentive Compensation to centralize aggregated data and detailed breakdowns of sales data from the financial production systems, stemming from ten separate territorial regions
- Supported easy adjustment of commission-payment rules and facilitated the annual deployment of new pay policies
- Provided a responsive solution that instantly adjusts variable remuneration to work with La Poste's new financial products
- Improved security by supporting traceability of commission-earning sales