



ORACLE

HR: Go Live Programme

Realise the value of Oracle HCM
Cloud in as little as 20 days

A guide for HR leaders

What is the HR: Go Live Programme?

The HR: Go Live Programme is your key to an intuitive HR system, available anywhere, on any device. You can quickly assess its impact on your business, thereafter growing functionality and innovation into the future.

Realise your potential in days not months with Oracle's innovative HR: Go Live Programme. This powerful core HR cloud solution is agile, resilient, and accessible to organisations of all sizes. Using cutting-edge technologies like artificial intelligence (AI) and machine learning, the HR: Go Live Programme reduces administration time, increasing operational efficiency whilst reducing costs.

“Ofqual is a £200 million public sector organisation – we never thought we could afford an application like Oracle Cloud. We were wrong. It has turned out to be one of the best decisions we ever made.”

Katy Harding

Associate Director, Finance and Commercial, Ofqual

Why is it right for me?*

77%

of HR professionals would prefer a single platform from one supplier

55%

have a shortfall in required functionality

66%

report that engaging the workforce is their number one initiative

*CIPD research

Where do I start?

Your Oracle Representative will meet with you to discuss the HR: Go Live Programme Workbooks, a simple method of transferring your data and processes to Oracle HCM Cloud.

The Oracle team will offer expert advice around the standard solution and set workable timescales for each implementation milestone. Once you have allocated internal resources to the project and delivered your data, our standard methodology will enable you to go live in as little as 20 days.

What is your commitment?

Whilst Oracle configures your new system, we anticipate you will be working on your internal communications and supporting the Oracle team to ensure the new system meets your business expectations.

“Get better at making agile decisions.
Culture is built by people, but cultivated by HR.”

The HR: Go Live Programme in 3 easy steps

- 1 You supply your data**
We provide you with the templates and guidance on what data is required
- 2 We prepare your HR system**
We configure your system and load your data. We will then demonstrate the system for you to validate.
- 3 You go live**
Following the transition activities, your system is live for all your employees – in as little as 20 days!

Summary of solution capability

Out of the box...

- **User experience:** A modern, responsive user experience allowing seamless interaction on any device, as well as personalised branding with your logo and colour schemes.
- **Self-service:** Complete manager and employee self-service from any device, as well as an Employee Directory so you can search for colleagues across the organisation.
- **Core HR:** Consolidate and manage your HR capabilities in accordance with UK legislation.
- **Jobs and grades:** Create and assign jobs and grades to employee records to manage employment and compensation data.
- **HR processes:** Manage and perform all HR processes associated with the employee lifecycle, from onboarding to termination.
- **Workflow:** All processes require the approval of the initiating line manager to minimise erroneous data changes.
- **Analytics:** Role-based, real-time reports and interactive dashboards provide a visual overview of key HR, absence, and EDI metrics for HR and management.
- **Absence plans:** Manage employee sickness and holiday accrual plans (in days and hours).
- **Payroll interface:** Interface to your payroll provider with weekly and monthly extracts available.
- **Security/roles:** Standard delivered roles include employee, manager, and HR.



Solution Overview

User experience

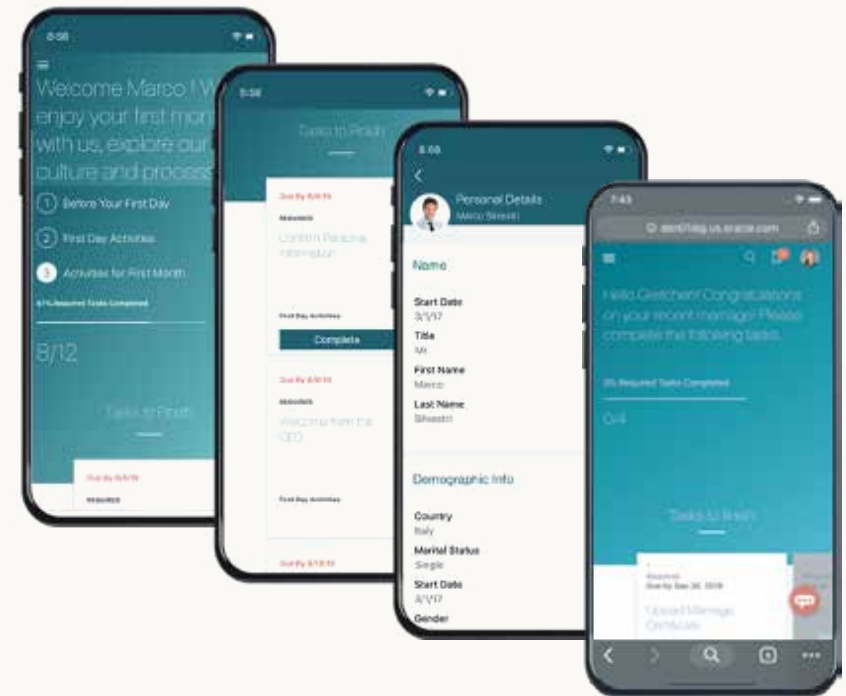
Oracle HCM Cloud is a simple, powerful system that is rewarding, flexible, and intelligent, meeting your organisational needs now and into the future.

Self-service

A homepage featuring a vertical newsfeed-style display with quick actions to take, items that need to be completed, and a personalised analytics dashboard. A consistent and seamless user experience across multiple devices and self-driving transactions enable users to complete tasks in a few basic steps, and nothing more.

Core HR

Forward-thinking organisations are leveraging the cloud and emerging technologies to support their digital transformation strategy and drive higher productivity, increased employee satisfaction, and improved retention. Successful organisations are focused on delivering a superior employee experience by keeping their people continuously engaged and getting them productive quickly.



Scope of Core HR

Usability/mobile

A modern, fully mobile responsive system with full manager and employee self-service, as well as a dynamic Workforce Directory, onboarding checklists, and news and announcements section.

Organisational setup

We will set up one legal entity, one business unit, divisions, a reference data set, locations, departments, organisational levels, multiple assignments, supervisor/job hierarchy, jobs, job families, grade ladders, allowances, and document types.

Historical data

No historical data will be loaded as part of the HR: Go Live Programme. We will however load primary assignments and leavers following the most recent payroll run.

Approvals

Self-service approvals in the system will follow the manager hierarchy of the initiator.

Security roles

Three security roles are included: employee, manager, and HR specialist.

Reporting

A suite of reports and analytics will be enabled.

Supported business processes in the HR: Go Live Programme include:

- Creating a new employee/contingent worker/non-worker/pending worker
- Managing personal and employment information
- Promoting, transferring, and terminating workers
- Maintaining worker directories
- Managing checklists for standard and repeatable tasks
- Analysing statistical and employment-related information for individuals and the entire workforce
- Evaluating workforce deployment performance

Scope for Absence and Payroll Interface

Absence types and accruals

Absences will be configured (including paid, unpaid, holiday, sickness, and family leave) as well as two holiday accrual plans in days and hours.

Absence historical data

No historical absence records will be loaded. However, we will adjust accrual balances when we hand over your new system.

Absence approvals

Absence approvals in the system will follow the manager hierarchy of the initiator.

Absence batch processing

Batch processing for holiday accrual calculations will be enabled.

Absence reporting

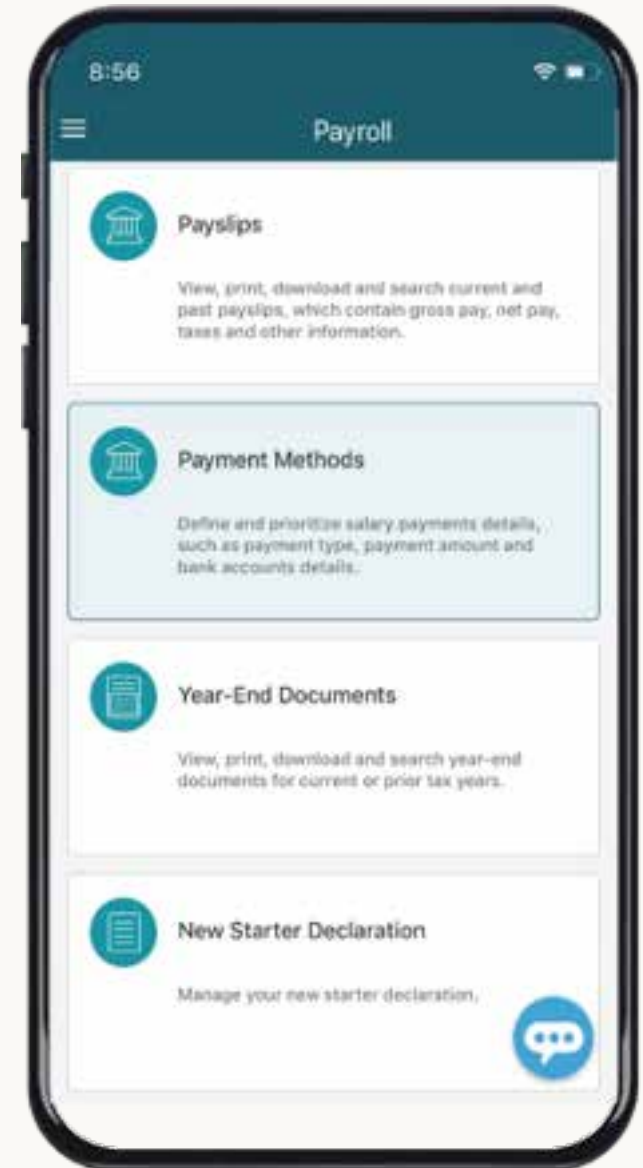
A suite of reports and analytics will be enabled.

Payroll interface

A simple payroll interface which can be deployed for both weekly or monthly payrolls, to provide your payroll system / provider information relating to employee, salary, employment and contact details.

Security roles

A Payroll Interface Coordinator role will be provided to enable a user to run the payroll interface.



HR: Go Live Programme resilience and security

Oracle security, cloud, and GDPR capability

Data centres

Oracle has adopted security controls and practices for Oracle Cloud Services which protect the confidentiality, integrity, and availability of your content hosted by Oracle in your Oracle Cloud Services environment. Oracle will also protect your content from unauthorised processing activities, such as loss or unlawful destruction of data. Oracle continually works to strengthen and improve those security controls and practices.

Security roles

Oracle employs measures designed to prevent unauthorised persons from gaining access to computing facilities in which your content is hosted, such as the use of security personnel, secured buildings, and designated data centres. Oracle provides secure computing facilities for both office locations and production cloud infrastructures. For service components managed by Oracle, Oracle's access to your content is restricted to authorised staff on a 'need to know' basis. In addition, Oracle provides a mechanism by which you control your access to your Cloud Services environment and to your content by your authorised staff.

GDPR capability

Oracle is committed to helping you develop a strategy to achieve GDPR security compliance. Oracle has more than 40 years of experience in the design and development of secure database management, data protection, and security solutions.

Additional physical security safeguards:

- Premises continuously monitored by CCTV
- Entrances protected by physical barriers to prevent unauthorised vehicle entry
- Entrances are manned 24x365 by security teams who perform visual identity recognition and visitor escort management
- Any physical movement of equipment is controlled by hand-delivered receipts and other authorised change control procedures
- Physical access is monitored and requires authorisation
- Possession of keys/access cards and the ability to access the locations is monitored. Staff leaving Oracle employment must return keys/cards

Scope for analytics

Analytics

Fast, informed insight can only be achieved where there is accurate and complete data –and a modern technology platform. Oracle HCM Cloud delivers both.

With its ‘all in one’ solution and breadth of functional coverage, HCM Cloud has the greatest range of HR data stored in a single database. Combine that with the Oracle technology foundation of AI, analytics and ML, and it is easy to see why Oracle HCM Cloud leads the way in delivering meaningful and intelligent insights.

Oracle will help you deliver the embedded analytics, dashboards, and reporting capability you need to create a complete view of your business.

HR: Go Live Programme analytics include:

- Assignment headcount: Provides the sum of the assignment headcount by department and employee category
- Team diversity: Provides an overview of the employee diversity and their respective headcount
- Absence overview: Provides an overview of the number of absences using a tree map. Can be viewed by month, quarter and year
- Absence trends: Provides trending of various absences in the organisation like vacation, holiday, maternity, sick leave, etc.

Community and upgrades

Customer Connect

Oracle Cloud Customer Connect is an exclusive community for members to interact and collaborate. This 'one-stop-shop' provides the latest release information on HCM solutions, upcoming events, answers to use-case questions, and executive messaging on the Oracle Cloud Platform.

Our customers expect to find the answers they need quickly and easily, and to share their experiences and work with peers to solve problems.

Members can visit the community discussion forums to pose questions, explore ideas, and discuss Oracle Cloud applications and technology services – essentially helping each other by sharing unique insights and experiences.

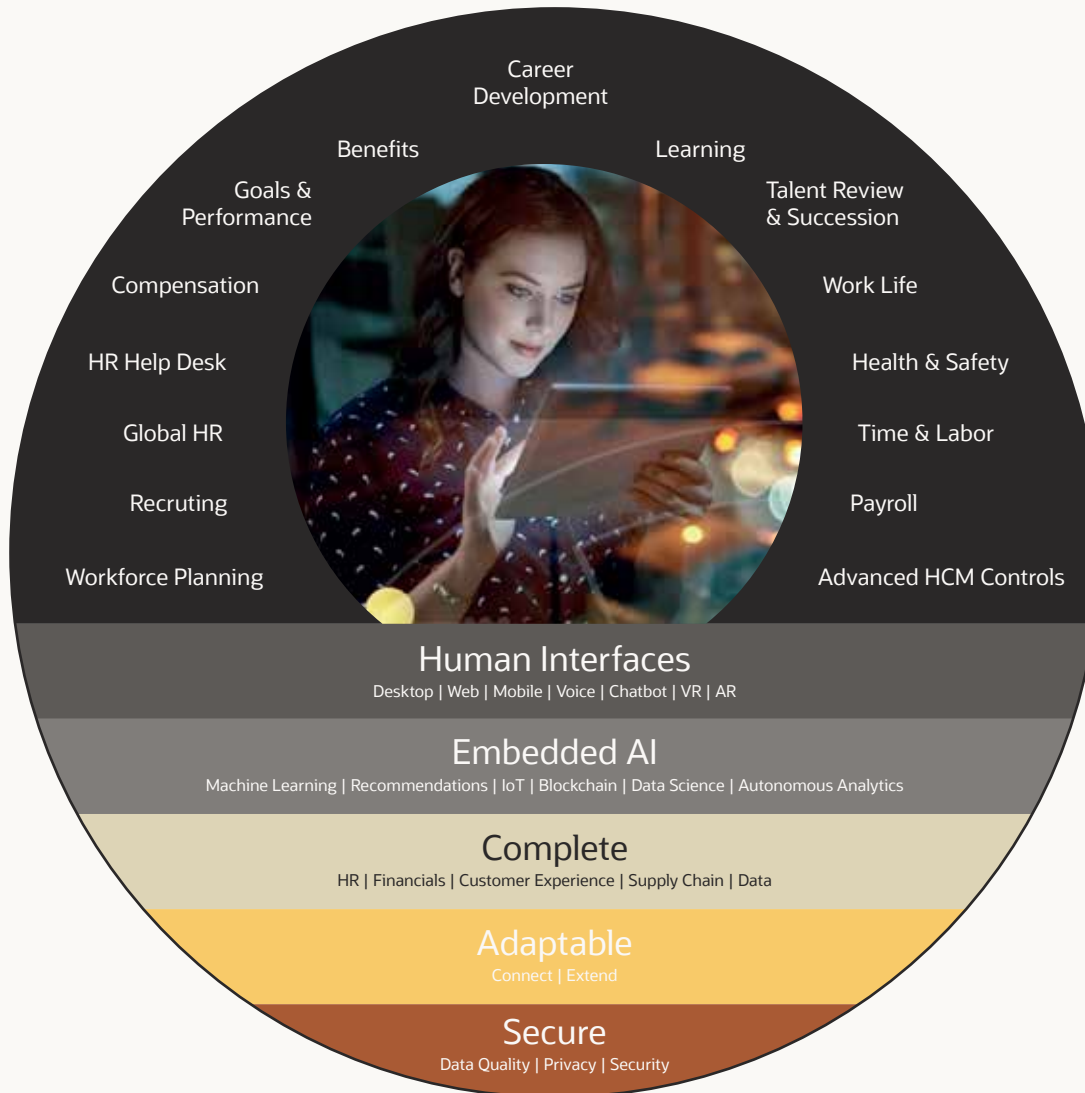


Upgrades

Oracle provides four upgrades per year. In these upgrades, we provide exciting new features, many proposed by our existing customers.

We'll apply these upgrades for you, as part of the service. This means you're always on the latest solution and enriching your solution for your employees.

Kick-start your complete Cloud HCM transformation today



Expand your solution beyond the HR: Go Live Programme functionality

The objective of the HR: Go Live Programme is to kick-start your Oracle HCM Cloud deployment.

We therefore don't deploy all of the capabilities of the modules. Once live, you can leverage the full capabilities of core HCM such as wellness and benefits without the need to change your subscription.

Beyond this is wish to expand into other areas the Oracle Cloud HCM suite offers a full unified HR and Talent solution.

Expert, experienced Oracle Consulting professionals are on hand to deliver any future capability you may need.





Realise the value of Oracle HCM Cloud in as little as 20 days

Connect with us

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Oracle is committed to developing practices and products that help protect the environment

