

Case Study

OpenPeople offers SCA Packaging a cost effective and speedy payroll solution

Client: SCA Packaging

Sector: Manufacturing

Project: OpenPeople

A fully integrated packaging company, SCA Packaging operates from over 40 locations across the UK and Ireland and employs more than 3,000 people.

With an annual turnover in excess of £400million, SCA Packaging provides the industry's most extensive range of products and services, boasting household FMCG brand names such as Nestle, Heinz and Kellogg's amongst its customers.

The requirement

Due to SCA Packaging's acquisition of Rexam Corrugated in 1999, the SCA Packaging payrolls operated on different systems throughout the company.

As a multi-site organisation, with over 40 payrolls across 14 clusters, a group decision was taken to consolidate and standardise payroll under one uniform system.

To meet the long-term requirements of SCA Packaging, it was agreed the company-wide payroll system would need to meet the following specifications:

- user friendly
- cost efficient
- versatile application suitable for multi-site companies
- tried and tested product



Case Study

**Tom Rice, Finance Director
North East commented:**

"OpenPeople has proved to be an effective and robust value for money payroll system".

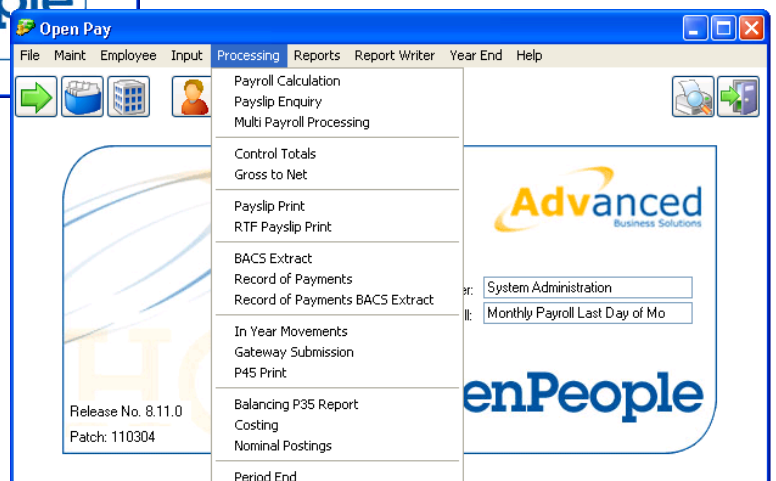
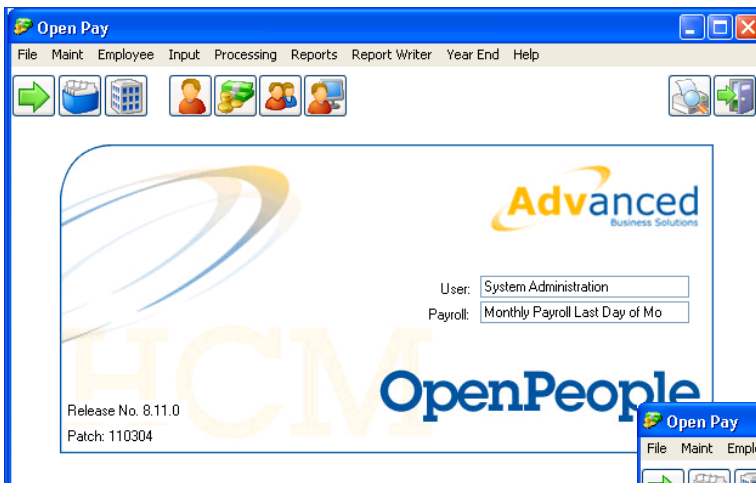
The solution

Research was undertaken by SCA Packaging to evaluate both the current payroll solution and what was available in the market place. The three possible solutions identified were:

- a bolt on payroll module to the existing SAP system
- to extend outsourcing at a cost of £0.25m per annum
- to implement OpenPeople from Advanced Business Solutions, already used by Rexam Corrugated SAP and outsourcing were considered but judged too costly.

The payroll module within Advanced Business Solutions' OpenPeople, offered SCA Packaging a cost effective and speedy solution. In addition, the system had been used successfully by Rexam Corrugated and had established itself as a straight forward user-friendly application that would migrate well across SCA Packaging's multi-site infrastructure.

OpenPeople's modular structure meant it could be extended to accommodate additional payroll and human resource requirements of SCA packaging, including the centralising of human resources systems onto OpenPeople's HR modules.



OpenPeople offers SCA Packaging a cost effective and speedy payroll solution

Implementation

Once the decision was taken to adopt OpenPeople from Advanced Business Solutions a tight implementation timescale was set.

SCA Packaging targeted the new payroll system to be fully operational throughout the country in six months. The system was implemented on a region-by-region basis, with the first up and running within a month. After a pause to consolidate and refine the operation of this region, the remainder undertook parallel running and went live at the rate of two clusters per month.

Payroll staff training was initially carried out centrally on the general operation functions of the system and then locally. During which time the configuration of the system was adjusted to meet local conditions, with the database held centrally at head office.

Data access and security were also extremely important. OpenPeople's security and access control facilities were able to fulfill these requirements at all levels.

The benefits:

- user friendly
- easy to use windows based look & feel
- in-house solution
- cost effective
- tried & tested product
- modular structure could be built upon would migrate well across multi-site nature of business



Case Study

Evaluation

Following the initial system roll-out all regions went live on schedule and without any major incident. A 'straw-poll' of SCA Packaging payroll staff was conducted to identify areas where it was felt additional training was required. Specific training in these areas was then delivered.

"We set a tight ship and ambitious schedule for the group wide roll-out of OpenPeople. After our initial decision to use Advanced Business Solutions, the response we received was very positive and the service was of the highest quality – all stops were pulled out to meet our deadline" comments Tom Rice, Finance Director North East, at SCA Packaging. *"OpenPeople has proved to be an effective and robust value for money payroll system"* he adds.

SCA Packaging has subsequently chosen to centralise its HR system onto OpenPeople.



Optional Features	2 weekly 4 weekly pay frequencies	Yes
	Directors National Insurance	Yes
	Contracted-out Pension Deductions	Yes

About Business Solutions

Advanced Business Solutions, an Advanced Computer Software Group plc company, provides leading integrated business applications and services that enable public, private and third sector organisations to retain control, improve visibility and gain efficiencies whilst continually improving corporate performance. It's award-winning software systems comprise core financial management, procurement, human resource and payroll systems, integrated with a range of collaborative, document management and business intelligence solutions. It also provides managed and bureau service options.

Advanced Computer Software Group plc is the UK's leading supplier of software and IT services to the health, care and commercial sectors. It comprises 3 main divisions and has 7000 customers and 800 staff worldwide.

For more information

Advanced Business Solutions is a brand name of Advanced Business Software and Solutions Limited, registered in England, company number 03214465. Registered office: Munro House | Portsmouth Road | Cobham | Surrey | KT11 1TF.
t: +44 (0) 08451 606 162 f: +44 (0) 1932 584 001 e: marketing@advancedcomputersoftware.com www.advancedcomputersoftware.com/abs

Advanced Business Software and Solutions Limited recognises the trademarks of other companies and their respective products in this document.