



Innovative HCM solutions

Human Resources | Payroll | Time & Attendance | HR Analytics | Managed Services

About us

Advanced Business Solutions, formerly COA Solutions, provides leading human resource and payroll systems, integrated with a range of collaborative, document management and business intelligence solutions to extend the value and effectiveness of the finance, human resource and payroll departments. Our solutions can be delivered in-house, as a managed service or bureau option.

Our award winning Human Capital Management (HCM) Software solutions include HR Pro, OpenPeople, OpenTime, Version One document management, ClearView People Planning, eHRM and People Analytics. Our goal is to identify the best fit solution for each customers' business requirements, with solutions designed specifically for both public and private sector and for organisations with 50 to 40,000 employees. With over 800 customers in the UK and abroad, exceeding our customer expectations has made us the supplier of choice.

Integrated solutions

We provide an integrated suite of software modules that provide all of the functionality required to run the people aspects of your organisation. Our HCM Solutions provide a complete spectrum of HR and Payroll functions including Personnel, Payroll (in house and bureau), learning and development, recruitment, succession planning, self service, workflow and reporting/analytics. Modules can be used separately or combined to form a total solution and are ideally suited to organisations seeking Investor in People accreditation.

“ABS' systems give our department the tools we need to effectively and efficiently manage our companies most valuable resource – its people, and helps the HR team to function as a more strategic, value enhancing part of the business”

Innovative HCM solutions

Human resources software

The call for HR to deliver tangible business value is increasing. The drive to improve employee productivity and reduce costs has resulted in greater importance being placed on choosing the right HR software system. Our Human Resource Solutions will improve performance and help streamline efficiencies.

Our capabilities

One size does not fit all and it is essential you choose the solution that best fits your needs. Our systems provide a complete spectrum of HR functions, including Personnel, Training, Recruitment, Succession Planning, Talent Management, e-Recruitment, Self-service, .NET Workflow and Payroll. Our solutions are modular so can be used separately or combined to form a fully integrated solution and are ideally suited to organisations seeking Investors in People accreditation.

Personnel

Our Personnel software is designed to help save time, money and increase the effectiveness and efficiency of the HR department - allowing HR to develop as a truly strategic, value enhancing department.

Training

An invaluable aid for organisations accredited or working towards 'Investors in People'. Our Training module provides everything necessary to effectively manage your training processes, maintain your talent pool and drive staff development initiatives.

Recruitment

Developed for HR departments with a dedicated recruitment function or for companies handling either seasonal or large scale e-Recruitment campaigns. Our Recruitment software will help streamline your recruitment process from creating vacancies to issuing contracts for successful candidates.

Self-service (e-HR)

Our Self-service options allow forward thinking HR departments to go beyond traditional HR practices

and provides managers and staff with a single point of access to vital HR information. Our HCM process driven portal is the most convenient and cost effective way to share information and decentralise HR practices.

.NET HR workflow

HR Workflows are critical in driving greater efficiency within organisations. Workflows will eradicate the need for many highly labour intensive HR activities. This will reduce costs, improve productivity, provide faster processing times and by using electronic forms, take organisations a step closer to a paperless office.

Flexibility

HR Professional allows you to define your own tables, fields, screens, calculations and validations, so you can adapt the system as business processes and strategies change without the need for re-programming.



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Payroll software

Fast and accurate payroll processing is essential in any organisation. The accuracy and reliability of your payroll systems are key for any organisation to operate successfully. Our Payroll module provides a fully functional payroll processing and management system which can be integrated with any of our HCM solutions allowing single data entry.

Our capabilities

Our Payroll solution is a flexible, user friendly solution that supports all UK payroll procedures including audit, archive, expenses, absences, BACSTEL and Internet filing, fully meeting the demands of modern payroll runs.

A large number of companies/payrolls can be maintained on each system. All employee details and current period variations can be entered on-line, via batch input from other systems or via bulk update.

Designed, developed and implemented for a wide range of organisations of differing size and complexity, our Payroll systems maximise both efficiency and effectiveness.

Addressing the complexities of each particular industry, our software allows full control of every aspect of your business. The system can also be customised to accommodate your specific needs and varying levels of access and security.

A full range of enquiry and reporting options are provided giving the user easy access to employee and management information. Payroll processing can also be performed for individuals, groups or all employees over a range of frequencies.

Key features include:

- all statutory requirements
- averaging calculations
- full audit trails
- global updates
- history recording and reporting
- inland revenue accreditation
- multi company/multi frequency
- occupational sick pay
- online payslips
- partial run facility
- unlimited rates
- user definable timesheet input screens
- year end processing
- user definable pay elements and accumulators

HR & Payroll product training

Our dedicated training professionals deliver a comprehensive curriculum to ensure optimum usage of your HR & Payroll systems. We also provide bespoke courses, on and off site, designed to meet your individual requirements.

Our training team have extensive hands-on experience and an exceptional ability to relate courses to real life business situations, showing customers how to utilise our HR and Payroll software to best effect.

Completing our recommended training paths ensures that users understand the full functionality of the system from day one. In turn, this ensures your organisation maximises their investment and gains full benefit from the software.

Innovative HCM solutions

Delivery and support

Purchasing a system from us involves a lot more than just software. With an impressive track record built up over many years, we can provide you with the services and support to help implement your new system as quickly and as easily as possible, encouraging optimum use throughout the organisation and helping deliver an excellent return on investment over the life of the system.

Our consultants are characterised by their professionalism, length of service & extensive knowledge of the systems they implement and support.

Advanced Business Solutions has a reputation for going the extra mile, which is reflected in our high levels of customer retention and loyalty. Our commitment to customers is long term and based on a philosophy of co-operation and mutual partnership.

Awards and accreditations

We continuously strive for excellence in both product and service delivery with a strong focus on customer satisfaction.

By investing heavily in research and development we ensure products are driven forward in line with sector and technology requirements and demands.

Our HCM software has received numerous nominations, awards and accreditations. We have been shortlisted for both 'Best Enterprise HR Solution' and 'Best Mid-range HR Software' and have won the 'Integrated HR & Payroll Software' categories at the highly acclaimed Business Software Satisfaction Awards.

Our payroll is accredited by the HMRC for their Payroll and Pensioner Payroll standards.

We are also registered to the international quality standard, ISO9001:2000. To retain this registration we are independently audited every 6 months. The most recent audit inspection was passed again, with zero non-conformances.



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 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

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