



Case Study

How **SpinifexIT** Helped One Of Australia's Biggest Retail Companies To Future-Proof Their Business

Discover how SpinifexIT helped a worldwide people-first company to improve the way they deliver their HR and Payroll services.



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INDUSTRY

Retail

EMPLOYEES

<200,000

REVENUE (2015) IN USD

42.13 Billion

WORLD HEADQUARTERS

Australia

SAP SOLUTIONS

SAP HR

SAP SuccessFactors

SPINIFEXIT SOLUTIONS

Easy Reporter

Easy Payment Summaries

Easy Helpdesk

Easy Documents



THE CHALLENGE

A massive retail company which caters to 80% of the Australian market has implemented several SAP HCM and SAP SuccessFactors modules including Employee Central, Recruiting, Compensation, and Employee Central Payroll. During the implementation of ECP, they identified many reporting gaps in their legacy system. They had to decide whether to create custom coded reports from scratch or look for a better, faster alternative.



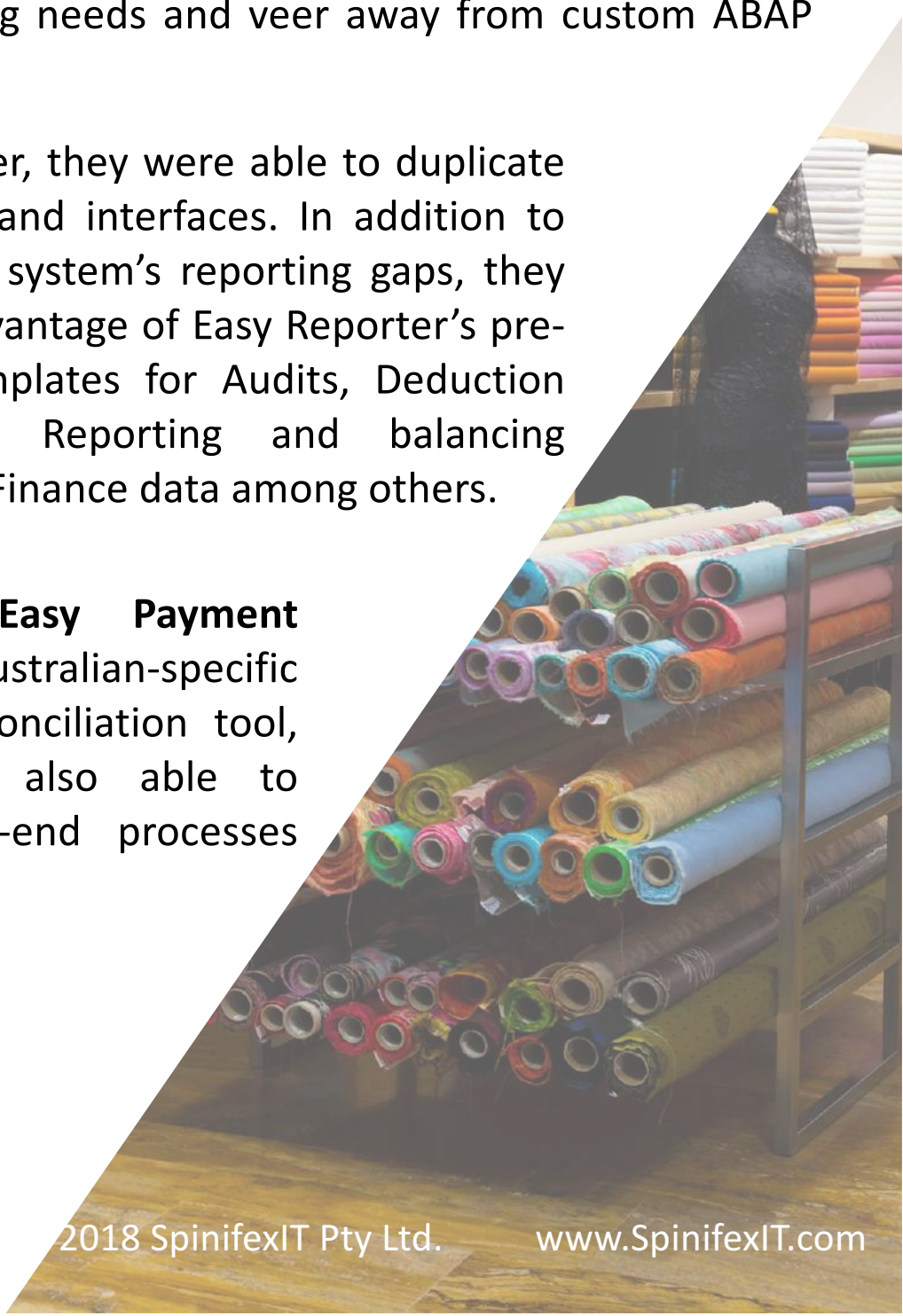
THE SOLUTION

SpinifexIT was introduced during the Employee Central and Payroll blueprint phase in 2013. Around this time, the Retail company already had a neat list of solutions they wanted to consider. They were focusing on enhancing their Payroll processes while they use Workforce Analytics for HR.

SpinifexIT was the easy answer for their Payroll requirements: with SpinifexIT's **Easy Reporter**, they were able to complete all their Payroll Reporting needs and veer away from custom ABAP development.

Through Easy Reporter, they were able to duplicate their legacy reports and interfaces. In addition to bridging their legacy system's reporting gaps, they were able to take advantage of Easy Reporter's pre-delivered report templates for Audits, Deduction Disbursements, Tax Reporting and balancing between Payroll and Finance data among others.

With SpinifexIT's **Easy Payment Summaries**, an Australian-specific year-end payroll reconciliation tool, the company was also able to optimize their year-end processes without stress.



THE SPINFEXIT EFFECT

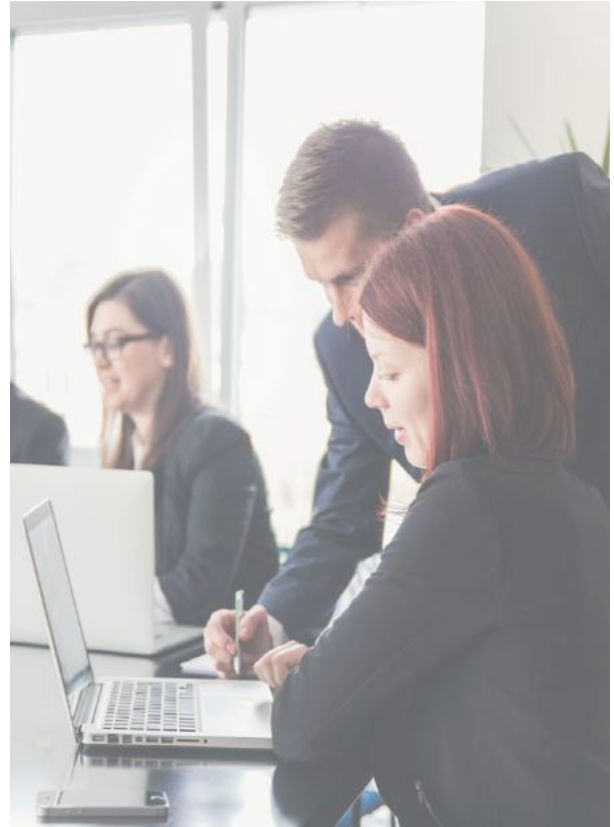
Much has changed since 2013. Since then, SpinifexIT solutions have continued driving business results within the continuously growing and evolving organisation.

The initial 40-50 reports had grown to several hundred reports and interfaces, with the vast majority of it built to fit very precise needs. Easy Reporter's drag and drop features and integration with both SAP On-premise and Employee Central has enabled the company to generate multiple types of reports from various sources on-demand.

The company has been able to automate many of their payroll reconciliation reports including year-end through Easy Payment Summaries.



After the initial implementations, the company focused on improving the way they address payroll queries and got SpinifexIT's **Easy Help Desk** solution. Easy Help Desk empowers their 60-strong Employee Advisory team to quickly retrieve information and respond to over a thousand payroll-related questions a week in real time, without delays. Frequent document requests for Employee Certificates or Statements of Earnings can also be generated using Easy Help Desk.



And lastly, SpinifexIT's **Easy Documents** solution has effectively replaced their manual document creation and distribution processes. Company-wide documents, letters and contracts can be generated on-demand or even automatically whenever there are changes in the employee's employment information. With Easy Documents, the company created complex documents such as Total Rewards Statements that combine data from the Employee Central Compensation Module and Employee Central Payroll system.

WHAT'S NEXT

The company has many other plans to improve the way they deliver their HR and Payroll services to their nearly 200,000 employees. Some of these include:

- Giving Managers access to more Payroll Reporting capabilities instead of centralizing it with the Payroll Team. Easy Reporter has this covered through its Web Reporting Menu.
- A helpdesk solution for the Employee Central Environment, something that we are already developing.

The company prides itself for having people-first values that make the lives of their customers and employees simpler, easier and better. They aim to continuously improve their systems and processes to adapt to their growing and changing organizational needs. With the improvements they experienced with SpinifexIT's solutions - from perfecting payroll to a faster resolution turn around time - they are proud to have delivered a dependable system for their best resources.

OUR COMMITMENT TO INNOVATION

SpinifexIT delivers 3 regular releases in a year, with each having updates and enhancements to cover our customers' and the industry's current, and even future requirements. With SpinifexIT, you can be assured that your HR & Payroll optimization investments are protected and future-proof.

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