

BENEFITS REALISATION PLAN

The delivery of a new HR & Payroll system supports the corporate strategy of value for money services for both the employees and residents of Brighton & Hove. The project supports the BHCC corporate plan objectives as described in the following table, the majority of which will be realised progressively from April 2010.

BHCC Objective	Project Objective	Realised from April 2010
Value for Money /Added Value	<ul style="list-style-type: none"> • Processing speeds will reduce administration costs • Simplified process will enable increased volume and reduced costs • Ensure that data only has to be entered once • Capacity to develop Shared Service for other 3rd parties • Resource released either as a cost saving or to deliver added value • Build a business focussed relationship between HR and the line • Compatible with most 3rd party supplier products 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>ongoing activity</p> <p>Y</p>
Environment	<ul style="list-style-type: none"> • Reduced print, paper, toner and files: <ul style="list-style-type: none"> -Electronic filing -Electronic pay slips -Electronic transmission of overtime, -time-sheets, mileage and other subsistence claims • Reduced carbon footprint on IT infrastructure • Improved working environment 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>
Employer of Choice	<ul style="list-style-type: none"> • Manager and staff access to self service for key employee data and online payslips • Intuitive to customer needs • Automated customer prompts and reports • Management information for timely decision making 	<p>Y</p>

Item 102 Appendix A

Probity and Control	<ul style="list-style-type: none">• Better budgetary and cost control• Better control of organisational structures, rates of pay & allowances• Increased safety & robustness of payroll function• Common standards and protocols• Secured data sources	Y Y Y Y Y
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