



Advanced Connected HCM Suite

back-office support for your
HCM department



Advanced Solutions for your HCM Department

Making a difference to private, public and third sector organisations across UK, with our diverse HCM solution and services offering, for over 30 years

We're Advanced. We are a leading provider of software solutions and IT services for private, public and third sector organisations.

Our people

With 30 years' experience in providing best-of-breed HCM solutions and services, we're focused on making a difference to your organisation. Working closely with our HCM team, our software development is informed by their experiences, expertise and rich knowledge of a diverse variety of industries.

Our partnerships

We work with private, public and third sector organisations across the UK, delivering our variety of HCM solutions from time and attendance management to full HR management, and services such as fully-managed payroll and process outsourcing.

By working closely with industry bodies such as HMRC, The Department of Work & Pensions (DWP), The Pensions Regulator, we ensure our solutions remain fully compliant, current and as meaningful as possible to our clients' needs.

Our solutions

From looking after pension auto enrolment for millions of workers to taking care of £240 million in salary payments, our HCM solutions and services deliver unrivalled management of your full employee lifecycle, operational efficiency, and significant time, effort and resource related savings.

Find out how we can work with you.

The challenges facing your HCM department

With seismic economic changes such as Brexit, the rise of the multi-generational workforce and entry of Millennials into the workplace, impacting recruitment strategies to diversity and inclusion policies, talent pool demographics to job opportunities, HCM departments are under significant pressure to lead organisations through such unprecedented change and uncertainty.

More than ever before, HCM teams are tasked with rigorous strategic workforce planning. They are required to use predictive people analytics to understand the effect of changing talent demographics to their organisation, and conduct continuous scenario planning to analyse talent acquisition, management and retention models according to specific, real-time issues.

Talent acquisition is increasingly competitive, with Deloitte's 2017 Global Human Capital Trends Survey indicating this trend as the third most important challenge facing organisations today.*

HR professionals and business partners are tasked with devising and implementing competitive and agile recruitment strategies, utilising social networking, analytics and cognitive tools to reach out to talent, Millennials and digital savvy professionals in new ways.*

This in turn places further pressure on retaining top talent, the need to proactively spot skills shortages and swiftly upskill talented employees, to ensure future leaders are equipped to effectively contribute to their organisation's growth and performance.

HR professionals are additionally challenged with working in partnership with Payroll teams to ensure end-to-end compliance with consistent legislative changes.

They are required to analyse initiatives, present business cases, devise and implement strategies to seize on opportunities and meet statutory requirements.

Payroll teams are challenged with pioneering, and ensuring alignment to, compliance changes in their organisation, including; apprenticeship levy, gender pay gap reporting, managing benefits-in-kind (in line with new taxation rules) and shared parental leave, to name but a few.

Alongside this compliance navigation, payroll professionals are tasked with managing the payment processing of their entire organisation, potentially on a multi-frequency, multi-company or multi-payroll basis and reporting to key regulatory and statutory bodies such as HMRC.

Despite the wealth of data at their fingertips, their extensive expertise, development and implementation of key strategies, HCM departments are challenged with demonstrating their value to their wider organisation and earning their seat at the top table.

Our solutions and services

According to Deloitte's 2017 Global Human Capital Trends Survey, the opportunity for the HCM department is to help close the gap between technology, individuals, organisations, societies and governments.*

To support you in seizing this opportunity, reimagining your organisation, leading transformation and therefore demonstrating your importance at the top table, we offer a range of HCM solutions and services.

Advanced Solutions for your HCM Department



Unrivalled management of your full employee lifecycle

Our OpenHR solution empowers you with a combination of powerful core HR functionality, instant online access, extensive workflow capabilities and an all-inclusive reporting suite to enhance your organisational efficiency.

Whether you're looking to understand what the impact of Brexit could mean for your workforce, or using reporting and analytics to contribute to your gender pay gap report and narrative, our technology is flexible and scalable to your needs and consistently compliant to HMRC regulations.

With a variety of self-service functions and deployment options, our solution is built to support your organisation, driving performance and growth.

End-to-end workforce management, anytime and anywhere

Our OpenHR Cloud solution delivers effective management of the full lifecycle of your workforce, anytime and anywhere. It offers an extensive suite of core HR functions ranging from absence to training management and customisable reports; compliant with HMRC regulations and supportive of statutory reporting requirements.

Our solution also empowers employees with instant intranet access, enabling users to view online payslips and maintain their employment records, boosting your operational efficiency and driving organisational performance.

Drive ambitious recruitment strategies with our all-inclusive solution

By working closely with our partners, we can enhance your organisation with a streamlined recruitment and tracking solution for effective management of your entire recruitment process; from job posting and candidate management,

to skills-matching and candidate talent pool maintenance.

Easily search for candidates your way, build live talent pools and pipeline talent for future reference, and expand your talent reach through social media integration; allowing you to promote and distribute opportunities through your preferred social networks. Instantly generate reports to fit your needs, such as talent diversity and competencies, in order to analyse data and make more informed decisions.

Efficiently deploy your workforce to boost productivity and revenue

We can provide you with an effective and intuitive, web based rostering solution, equipping you with enhanced management of; costs, time and absences, shift coverage and eliminating scheduling conflicts, by working with our partners. Instantly create simple, complex or multi-skilled rosters, aligned to fairness and employee preference statistics, with full compliance to working time regulations, so you can easily meet demands and improve morale.

Manage your organisation's learning and development offering; on demand and on multiple devices

Our learning and development management solution enables employees to easily launch web training, eLearning courses and to instantly access relevant development materials for full control of their personal development.

Fully integrating with our OpenHR workforce management technology, our OpenLMS solution contributes to a comprehensive understanding of your workforce, allowing you to easily decide on the best training to develop your future leaders.

Client >

The Royal College of Nursing

Sector >

Membership Organisations

Project >

Advanced OpenHR

"OpenHR enabled us to manage pension auto-enrolment quickly and painlessly. Collating emails and responses from 900 staff members within the systems without the need for manual data entry has saved approximately 400 hours alone in the last year as a result.

The solution is also key to everyday HR administration, management reporting and ensuring best practice. As a trade union it is essential that we are ourselves working as efficiently and effectively as possible and that our own working practices stand up to scrutiny."

Andrew West > HR Manager >
The Royal College of Nursing

Advanced Solutions for your HCM Department



Configurable all the way down to field level and with an extensive suit of standard and customisable reports, our learning solution enables you to easily manage and report on the success of your talent retention and development strategies, in a way which best suits you.

Increase your control of attendance, overtime processing and absence planning

Enable your employees to easily submit their timesheets, overtime entries, record absences, and benefit from enhanced visibility and full control of attendance history.

By seamlessly integrating with our OpenHR workforce management technology, our OpenTime solution contributes to a comprehensive understanding of your workforce, allowing you to conduct effective time and attendance planning to predict and meet future demands on your resources. This enhanced insight also allows you to allocate overtime hours to your departments with increased accuracy, for maximum productivity and performance.

Enhance your analysis of talent data and improve your strategic workforce planning

Seamlessly integrating with our range of HR and payroll solutions, our OpenDashboards solution delivers new ways of understanding your workforce, talent and prospective talent pools, empowering your HR teams to make data driven decisions.

Automatically personalise dashboards to your users' individual role and requirements, delivering insight into areas such as:

- > Talent Acquisition
- > Talent Management
- > Talent Retention
- > Compliance

Flexible, automated and fully compliant payroll processing

Whether you administer pay scales, serving individual or multi-post employees, managing your organisation on a multi-company, multi-payroll or processing on a multi-frequency basis, we offer an effective payroll management solution in one fully integrated system.

Our payroll solution offers a broad range of core functions from multi-pension scheme management to efficient year-end processing and customisable reports, with extensive payment capabilities to enhance your organisational efficiency.

Working with HMRC, devolved authorities, the DWP and The Pensions Regulator, we ensure our payroll solution is consistently compliant and supportive of key statutory requirements such as apprenticeship levy and gender pay gap reporting.

Reduce costs, risks and focus on adding value, with our payroll services

Private, public and third sector organisations alike, all benefit from significant cost, time and resources savings with our payroll services.

Our services are flexible and scalable to your unique requirements and payroll processes, ranging from standard payroll processing to fully managed services, P11D collation and production to Business Continuity Planning, allowing you to enhance the efficiency of your organisation.

By similarly working closely with The Pensions Regulator, DWP, HMRC and devolved authorities, our payroll services team are on hand to ensure end-to-end compliance at all times.

Advanced Solutions for your HCM Department



Plan for the future and eliminate lengthy manual processing

We understand that organisations are challenged with the need to boost productivity, streamline processes and demonstrate effectiveness, whilst reducing departmental costs and achieving more with less budget.

Our range of flexible and scalable Process Outsourcing Services have been developed to support you in meeting these challenges and your organisation's requirements, including:

- > Process Outsourcing
- > Continuity Services
- > Payroll Services
- > P11D and Print Production

More from Advanced...

Reimagine your wider organisation with our range of finance, accounting and procurement systems, budgeting, forecasting and planning tools and market-specific solutions, whether you're in the public, private or third sector.

With decades of experience and expertise in serving a diverse range of sectors, including; Local and Central Government, Education, Health & Care, Legal, Not-For-Profit, Sports & Entertainment, Retail, Wholesale & Distribution, Construction, Financial Services and Utilities to name but a few, our solutions are optimised to support organisations of all sizes.

Customer Relationship Management

Working closely with our partners, we can provide a customer relationship management solution to support your key partnerships. Empower your Marketing, Sales and Customer Services teams with greater insight through

flexible dashboards and online data visualisation of your client/supplier data, powerful reporting for detailed analysis, and enhanced campaign source tracking on all opportunities to streamline your lead qualification process.

Cloud Services

Our Cloud Services can transform your business performance by building a firm foundation for the future. Improve the scalability and availability of applications and services, access new capabilities, new innovations and new technologies to enable business transformation. Our Tier 3 and 4 level data centres provide the highest level of security, expertise and hardware.

IT Outsourcing

Our IT Outsourcing offering aims to help your IT department free itself from day-to-day operational activity so it can deliver strategic value back to the business. We do this by creating a scalable infrastructure that is closely aligned to your core business operations. Organisations have found that costs are typically reduced when they choose us for their IT outsourcing.

Application Migration and Modernisation

We can provide the people, products and processes to ensure that whatever your migration and modernisation goals, we can get the job done – on time and on budget. We guarantee increased agility; our bespoke solutions provide you with the ability to react quickly to business changes and spot new opportunities using reliable business intelligence applications.

Client >

1610

Sector >

Sports and Entertainment

Project >

Advanced OpenHR and Advanced OpenPeople

"OpenPeople integrates seamlessly with OpenHR, which means when it comes to running the payroll each month the information can be easily extracted from the HR system.

Sending information to our pension administrator and distributing payslips is also much easier and quicker. We no longer have paper flowing around the office, it is simply the click of a button and everything is completed digitally. It has been much more cost-effective and time-efficient to invest in software rather than outsource the function."

Enita Andrews
> HR Manager > 1610

Advanced Solutions for your HCM Department

Client >

Barhale

Client >

Construction

Project >

Advanced OpenHR

"The software is just so flexible and although it is easy to use, the configuration tool is extremely powerful. The flexible benefits configuration work has helped to raise the profile of HR and given us positive visibility amongst Barhale's employees.

All of our training records are held within the HR Software, allowing us to ensure that all of our employees have undertaken the necessary training applicable for their roles at Barhale. It is important to realise that in recent years a number of government legislation changes demand construction companies provide industry standard statistics. Thanks to the HR software, we are able to report upon and provide this information when required."

Sharon Southerton >
Payroll & Benefits
Manager >
Barhale

*Rewriting the rule for the digital age: 2017 Deloitte Global Human Capital Trends . Deloitte University Press. 2017.



Training

Our professional training service helps you maximise your investment and get the most out of your solution. The unrivalled knowledge and technical expertise of our consultants and specialists is one of the unique benefits of working with us. We can develop bespoke training programmes to work with your organisation, delivering real-time benefits and ensuring you're getting all you need from your solution.

Business Efficiency Review and Health Check

As your business grows or changes focus, there may be areas of your solution that you aren't taking advantage of. Our Health Check service allows us to identify these areas and give you the best advice, based on our findings, to ensure you continue taking full advantage of your solution.

About Advanced

We're Advanced. Through our enterprise and market-focused solutions, we positively impact millions of peoples' lives through continually investing in our people, our partnerships and our own technologies to stay focused on your needs. Every member of the Advanced team cares about the little things; the things that matter to you, and the things that collectively make a huge difference to your success.

So what does true partnership look like? True partnership is the defining thing that makes us different from the competition. We pride ourselves on delivering focused software solutions for public sector, enterprise commercial and health & care organisations that simplify complex business challenges and deliver immediate value.

We don't sell theory, only advanced software solutions that deliver immediate value. We enable our customers to drive efficiencies, savings and growth opportunities through focused, right-first-time software solutions that evolve with the changing needs of their business and the markets they operate in.

We're focused on success. Through continuous investment in our people, our partnerships and our technologies we have an impressive

track record. Advanced is a Sunday Times Top Track 250 Company 2016 and we ranked in the Deloitte UK Fast 50. Through our success, we can continue to develop our solutions to make sure they're just right for you.

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