



HRIS / Systems Integration

Gryphon Management Consultants have a long association with both the IT and HR fields. Gryphon has been responsible for developing HR software, tailoring HRIS to suit particular environments, interfacing HR systems with financial and CRM systems and directing the operation of payroll services. Some of the projects undertaken by Gryphon and our associates are outlined in the following. These fall roughly into 4 categories

- Project Management of HRIS implementations (from 100 to 5000 employees)
- Software development of interfaces including time and attendance systems
- Strategic advice on the selection, commissioning and cost benefit of HRIS (Business Case development)
- Design and development of HR systems (survey, award information, time & attendance)

We have a good appreciation of both government and private sector operations having clients that have included VHIA (web site & IT support, HR/IT consulting), MFBB (IT consulting), CSL (project management), DIIRD (payroll), RWH (payroll), Barwon Water (payroll), Cabrini (payroll, T&A), Laminex (payroll & surveys), and numerous others. Gryphon has been involved in related projects since 1993 including assisting the Water Corporations with their new payrolls in 1995, full IT outsourcing of Parks & Waterways in 1996, support of the Victorian Plantations Corporations forest yield system, HRIS at Womens & Childrens Health, business case development for DHS, specifications and implementation for DIIRD, MECWA, RWH, Cabrini and RDNS. We are well versed on payroll processes having project managed a number of payroll implementations, operated a health industry based payroll bureau (SIAG Business Services), operated payrolls and customised others such as Epworth's Chris system.

Gryphon also provide an on-line industrial award and agreement service (www.employer-hr.info) currently used by the Healthscope group of hospitals.

For an introduction to Gryphon please refer to the following link:

Company Web site:

<http://www.gryph.com.au>

Principle Consultant –

Col Barling BA, Grad Dip App Psych, MAPsS, Dip Psychotherapy

Col Barling has held senior appointments and consultancies in the private and government sectors. He has broad experience in the fields of information technology, industrial relations, human resource management and telecommunications engineering.

He is a registered psychologist (MAPsS) and is an accredited administrator of the MBTI experienced in cultural change and change management. Col has participated in international software conferences and has published papers in the fields of computing and human resources management.



Liz Gillespie Assoc Dip Electronic Eng

Liz has broad HR and IT experience in a range of settings from Government to private sector management consulting. She has managed HR departments, undertaken HRIS and business analyst consulting along with contract management, business case formulation, management & implementation of payroll systems, preparation of functional specifications while working at DMR Consulting, SIAG, SouthEast Water, Melbourne Water and SECV. HRIS clients have included Pacific Access, Epworth and Mercy. More recently she has conducted business reviews and implementations at Mecwa and DIIRD, Southern Health, DOI, Cabrini and handled the change management at RWH.

References

Project Advice – RDNS in selection and implementation of chris21. Including RosterOn rostering interface, project management advice and training. (2009/10)

Project Assistance – SP Ausnet & Laminex implementations of chris21. (2009). Time and attendance system for World Vision Australia (2009/10).

Project Management – Cabrini Health chris21 implementation – including Time & Attendance (SIR award interpretation development), reappraisal of PayGlobal decision, all aspects of the implementation together with change management, data conversion, configuration. (2008)

Project Management – RWH chris21 implementation – all aspects of the implementation together with specification, business case preparation, vendor negotiations, change management, data conversion, configuration and associated management. Completed within tight 14 weeks timeframe and 50% of cost. (2007)

HR Module Implementation – Pre-Implementation study in preparation for Frontier HR21 functionality at Southern Health. (2007)

Software Development – DOI design and construction of an HR Reporting system completed in SIR/DBMS for regular internal reporting. Empower HRMIS. (2006)

Project Management – Mecwa – Payroll/HRIS specification and selection. Home care nursing to employ data logging or telecall system to book, record and process billings remotely. Implementation of Frontier CHRIS21 using a combination of multiple rostering systems, autopays and timesheets (2006)

Project Implementation Assistance – PayGlobal payroll replacement at CSL – providing advice and assistance to Project Manager in dealing with PayGlobal implementers. Provided assistance in the more difficult 12 hour shift specifications. Ongoing assistance being provided re change management. (2006)

Business Case Development – On behalf of Sypaq for Healthsmart (DHS) in late 2004. Preparation of a “whole of health” business case for replacement payroll systems for public health. Options of continuing with uncoordinated system selection as against a common platform and processes, costed, benefits defined and extensions to the HRMS in particular rostering were considered. (2005)



Project Management – Implementation of Frontier CHRIS at DIIRD including business case, specifications, system selection, and implementation. Completed September 2005. Further enhancements to take account of utilising Lotus Notes ESS for overseas staff (LES) and using Chris to manage leave accruals, etc. (2005/6)

Project Management – Absorption of 4 payrolls into TSS and implementation of PayGlobal Time & Attendance for the Aged Care Establishments at Mercy Health & Aged Care. Undertaken under the auspices of VHIA. This exercise commenced with a cost benefit analysis of the proposal to merge 4 payrolls (KCS, ACF, TriMicro, MYOB) into TSS. Once agreed the practical problems were in part overcome by implementing PayGlobal Time & Attendance feeding the TSS system. Issues, apart from the technical interfaces required were to coordinate 2 competing vendors with data from 4 sources and to get a common award interpreter agreed. (2003)

Project Management – Payroll implementation of TSS/SAP at Womens and Childrens Health. A 5 month project that resulted in TSS being withdrawn within weeks of go live because a dispute over promised functionality. Other issues also impacted (unworkable salary packaging and Mizzi rostering systems). TSS replaced by SAP. Undertook the revised needs analysis and negotiations leading to the termination of the TSS contract and commencement of SAP. (2000/1)

Project Management of TSS Implementation at MHAC (7 entities) including T&A interface. Payroll implementation for 1500 employees including the integration of a TimeMaster T&A system at Mt Alvernia in Bendigo. The interface which also translated award interpretation was designed and built by Gryphon. This payroll was implemented on time and on a reduced budget undertaken in parallel with the WCH implementation. (2000/1)

Selection of HRIS for Fortis Insurance – This project involved the preparation of a Business Case, specification of User Needs, selecting a range of 8 vendors to be invited to express an interest in supplying an in house payroll system to replace a MicroPay system. Process involved assessment of the responses and shortlisting to 3 vendors for detailed examination of offerings against needs. Frontier CHRIS selected. (2000)

Payroll Systems Audit for Barwon Water – An audit of procedures was undertaken and recommendations made which included more efficient processing, abbreviated processes, reallocation of duties, etc along with recommendations to extend the functionality of the system. (1997)

HRIS Systems Consulting – at SIAG for clients such as Pacific Access (Chris extension, business case, system customization), Epworth, National Workforce, SIAG Business Services operating MYOB payrolls for 5 clients including salary packaging. VHIA consulting including SAP & PayGlobal installations. (1996/99)

Selection of HRIS for Yarra Valley Water - (Spectrum then CHRIS) Payroll Implementation of CHRIS at Yarra Valley Water. This project was in 2 parts as a result of policy changes made at YVW which essentially meant that Spectrum could no longer be supported on the chosen network. Other options needed to be sourced as a matter of urgency which was undertaken and Chris selected then implemented. A lot of customization was undertaken to allow managers access to records and data auditing conducted as data was extracted from Spectrum. (1994/5)

Contact Col Barling on 03 9878 6595 or 0407 766 996 to discuss your particular HRMIS needs.