

KEY FEATURES

- Automate HR policy determination and complex calculation rules consistently across your organization
- Designed so that business users and policy experts can update and extend core system policy rules without the need for lengthy IT change cycles
- All rules modelled in business friendly 'natural' language using Microsoft Word and Excel
- Provides HR experts with the tools to analyse and assess the impact of proposed changes
- Testers can test rules within the solution with no previous programming experience required
- Extensible language independent translation templates

KEY BENEFITS

- Rapid deployment using pre-built HR policies which business users can easily maintain and extend
- Deployed within the Cloud so does not require additional IT infrastructure investment to deploy and run
- Records a complete audit trail of all information entered and decisions reached
- Significantly reduces time and cost to implement system modifications resulting from changes to operational HR policies
- Can be deployed as a standalone solution or integrated into existing systems

HR Accelerator Speeding up HR self-service and automation

HR executives and specialists always ask us the same questions:

- How do I integrate new and existing manual policies into an existing legacy HCM system?
- How do I cut the amount of time and money required to implement new or changed policies?
- We're inundated with requests for standard policy information, how do I minimise this and reduce costs?
- How do I ensure HR policies are consistent across multiple systems?
- How do I reduce HR-related service costs whilst increasing overall quality and availability?
- How do I transform my legacy custom-coded HR policies into a modern HCM solution in times of limited IT budget?

Maternity/Paternity Leave for: Sue Adams

Hi Sue Adams! Welcome to the Maternity/Paternity Leave Calculator Tool. Based on the information you provide, we will let you know what you are eligible for and how much you could be paid by us. Please fill the form as accurately as possible so that we can let you know the accurate leave and pay you may be able to take.

Maternity/Paternity Leave Tool

Which of the following do you wish to apply?
 Maternity leave Paternity leave

When is your baby due?

Maternity/Paternity Leave for: Sue Adams

You must request maternity/paternity leave on or before 03/11/2016

The earliest date you can start your maternity leave is: 01/12/2016

When would you like to start your Maternity/Paternity Leave?

How many weeks of Maternity Leave are you or your partner expecting to take?

Provides details required to determine eligibility

The HR Accelerator from Monad is a pre-built adaptable solution providing employee self-service across a range of key HR policies. The rules are based upon current legislation and best practice and delivered through Oracle Policy Automation (OPA) enabling HR professionals to build, automate and maintain employee self-service capabilities.

More than ever, organizations face the challenge of employing global workforces that diverge in age, gender, location, education and culture. No surprise, then, that a survey by the Economist Intelligence Unit discovered people management is the most substantial challenge facing companies over the next five to ten years.

Organizations, large and small, face the challenge of trying to administer absence and holidays with the addition of new work patterns, including part-time and flexi-time calculations.

Regardless of size, a key focus of HR is accessibility. The HR office should be open to employee concerns, quick to provide feedback and neutral when resolving conflicts. This is not always possible when inundated with requests for information regarding standardized policy such as maternity/paternity or adoption leave requests, sick pay or redundancy calculators or allocation of flexible working hours.

HR Accelerator – Solution Summary

The HR Accelerator from Monad provides a quick start package of prebuilt HR policies which are based on regulatory requirements supported by best practice.

The combination of prebuilt content and Oracle's unique process automation tool (OPA) provides a versatile and adaptable solution which empowers HR specialists to transform regulations, legislation and complex policies into applications using Microsoft Word and Excel. This easy to use modeling and automation environment enables HR specialists to define and deploy their own policies, even the most complex ones, in an auditable, transparent and efficient manner without the need to write computer code.

Significant cost reductions, improved employee satisfaction, reduced case handling times and improved quality and consistency of service are just some of the key benefits which can be realised by using the Monad HR Accelerator on top of Oracle Policy Automation.

At Monad, we are constantly extending and adapting the functionality within the HR Accelerator which currently consists of:

- Prebuilt HR policies and related self-service interviews
- Oracle Policy Automation Cloud licences
- Full documentation including design documents, authoring guidelines and user documents
- Sample output documents such as letters and eligibility decision/benefit calculation summaries
- OPA training, coaching and mentoring to enable HR specialists to maintain and extend the solution over time
- Optional outsourcing of the HR Accelerator solution to Monad to maintain legislative changes and provide maintenance services as required.

The screenshot shows a 'Maternity Leave Request for: Sue Adams' form. It includes a 'Next steps:' section with two PDF icons: 'Maternity Leave Application Form' and 'Letter to employer of Maternity Leave request'. Annotations highlight that the system generates a letter ready to send to the employer and a PDF of entitlements for records. The form also lists 'Subject to:' (Verification of details, Correct notice, Certain outstanding restrictions) and 'Eligibility:' (Statutory Maternity Leave beginning on 2016-12-08 and finishing on 2017-06-01).

Currently available self-service processes for employees are:

- Maternity pay calculator
- Shared Parental Leave eligibility and pay calculator
- Voluntary redundancy calculations
- Employee on-boarding
- Paternity leave eligibility and calculator
- Sick pay calculator
- Career break eligibility
- Adoption leave

Get in touch

Baffled by OPA? Got OPA but need advice, support or training? No problem. Call or email us now to see just how we can help you and your business

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