

Background

Gates Canada was using Ceridian system, which was in its end of life by Dec 2022. Gates was looking to reengineer their HR processes by aligning with pre-built best practices and to integrate global HR system to address their rapid growth. Gates wanted to switch to Oracle as the replacement application for Canada. However, Gates-US Plants were already using Oracle Application. The intent was to roll-out Oracle for all the three sites of Gates Canada – Atlas, Brantford & Windsor.

The roll-out scope of modules for Gates Canada were:

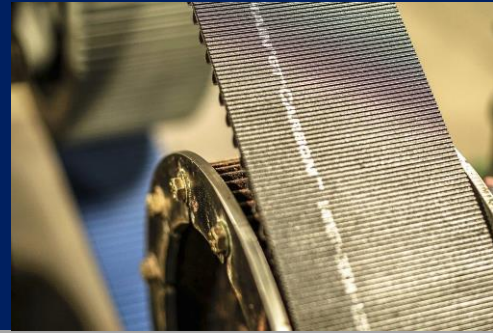
- Time & Labor
- Payroll

Deployment Location

Canada

Industry

Manufacturing



Challenges

Gates Canada encountered numerous challenges due to the disparate systems used by US and Canada. Gates Canada faced challenges with multiple systems, manual data entry, and inaccurate payroll processes resulting to some of the challenges below.

- Adherence to legislative rules to achieve compliance
- Manual payroll processes with high associated costs
- Multiple sources of data requiring complex data integration
- Inefficient and low accuracy resulting in high payroll queries
- Slow to react to change
- Complex customizations resulting in increased operational cost and increased risk of inaccuracy

Solution

Vigilant implemented Oracle HCM, including Payroll, Gates Canada was able to streamline their payroll operations, improve compliance management, and achieve scalability for their growing employee base.

- Top class solution adopting globally recognized HR processes
- Project executed on time and well within budget
- Streamlined HR business processes with clear, well defined roles within the team

Benefits

- Improved timecard calculations for Payroll processing
- Saving time with elimination of data entries, reduced errors, reduced manual processing
- Increased automation reducing margin of error, resulting in improved payroll accuracy
- Reduced end-to-end payroll processing time
- Removal of data duplicity, leading to improved FTE (Full-Time Equivalent) efficiency and data accuracy
- Better alignment across HR, finance, and operations
- Reduced operational costs resulting from streamlined processes
- Audit capability removing manual tracking and reducing operational risk
- Complaint with changing payroll and tax regulations
- Enhanced Employee self service experience