

WELSH POLICE UPGRADES FUTURE HR STRATEGY WITH MIDLANDHR'S iTRENT

Dyfed Powys Police Force – with a workforce of over 3,200 covering the four unitary authorities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys – is well on the way to rolling out iTrent, the single, web-based HR, payroll, talent management and workforce planning solution.

The latest phase of the force's HR transformation includes iTrent's Recruitment and Web Recruitment functionality, giving Dyfed Powys Police complete control in identifying the best candidates from the widest pool of applicants.

Head of Human Resources at Dyfed Powys Police, Tracy Hawthorne, explains: "The police recruitment process can be long and gruelling with hundreds of applicants, numerous tests and for policing we also have to adhere to a national standard. Police officer recruitment is extremely competitive, meaning there are many more applicants than places, and with each force responsible for its own individual recruitment process it is vital that we have the best supporting technology to ensure effective campaigns. Using iTrent's Match and Gap functionality, we can ensure that candidates meeting the skills requirements are automatically progressed to the next stage which will increase process efficiencies two fold. Where applicable, the iTrent system will also generate standardised correspondence, considerably reducing administration time and ensuring

iTrent Recruitment and Web Recruitment
set to reduce time to hire

consistency across the board, a vital part of the national standard in police recruitment.”

Having used MidlandHR's Delphi Millennium system for 16 years, Dyfed Powys Police upgraded to MidlandHR's single, web-deployed iTrent system in April 2008. Core HR went live by November 2008 and April 2009 saw the rollout of Payroll, which currently processes salaries and benefits for over 3,200 police officers, staff and pensioners, as well as expenses for members, special constables and volunteers. As part of a wider talent management strategy, iTrent Learning and Development was rolled out in December 2009 with further enhancements to be added as the system becomes embedded across the force.

Director of finance and resources, Andrew Bevan adds: “We are still in the process of implementing additional features such as e-payslips, automated workflow enhancements, online expenses and overtime claims. Employee Self-Service is already in use, while Manager Self-Service is expected to go live shortly.

“iTrent has already transformed HR and payroll and will continue to do so, particularly in relation to automated workflows, Web Recruitment and Manager and Employee Self-Service. By integrating HR and payroll data into a single system, the solution provides enhanced reporting of the location of staff and monitoring against budgeted staffing levels.

More importantly, iTrent will allow us to manage our talent more effectively across the force, ensuring focused learning and development, effective recruitment and more. The system also integrates into our Duty Management System, eliminating duplication of entry in the event of sick leave being taken.”

Iain Moffat, MidlandHR's managing director concludes: “As the phased implementation of iTrent continues, Dyfed Powys Police will continue to see the benefits of upgrading to our web-deployed, flagship solution.

“iTrent drives considerable efficiency and cost savings across the public sector which makes up half of our customer base. Functionalities such as online expenses, absence management and e-payslips alone are saving organisations hundreds of thousands of pounds every year; not to mention the more strategic benefits of a single platform which enables a comprehensive view of the workforce, providing the information needed to enforce critical people strategies. We are delighted to be continuing our partnership with Dyfed Powys Police and are confident that with MidlandHR and iTrent, the force will have the tools it needs to drive its HR strategy into the future.”

ABOUT MIDLANDHR

MidlandHR is a leading supplier of HR, payroll, talent management and workforce planning solutions and services. With a wealth of industry experience, MidlandHR's solutions support some of the largest and most successful organisations in the UK, from both public and private sectors. Whether organisations require an in-house solution, HR and payroll outsourcing services or cloud-based SaaS, MidlandHR's strength lies in its cutting edge iTrent technology and a commitment to providing the highest quality service to meet the needs of every customer. MidlandHR's customers include: Friends Provident, Severn Trent Water, Swan Housing, City West Housing, ISOS Housing Group, Liverpool Mutual Homes, Chesterfield NHS, QVC, Oxford University, Loughborough University, Oxfam, The Salvation Army, Brighton & Hove City Council, Oxford City Council, TK Maxx, Liverpool Football Club, Humberside Police, Law Officers Departments, Laing O'Rourke, Skanska and more.

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