



Smart Audit

Service Definition Document

G-Cloud 15

Status: Definitive

Security Commercial – In Confidence

Version no.1/0

THINKING
BEYOND
LIMITATIONS

We're Kainos

Formed in 1986, we set about finding the best people to tackle the most difficult digital work. We fostered a culture where people truly care for each other and the world around them.

Our reputation for software engineering and problem-solving was quickly established, and our customers started to view us more as their colleagues

We're much bigger now, helping organisations across the globe to navigate change in more ways than ever. But some things never change, like our commitment to our people, delighting our customers, and our technical ability

Some say we're leading a quiet revolution in digital, but if you ask us, we're just doing our bit to make the world a little bit better.



3,132 amazing
people



13 consecutive
years of growth



40 years
of innovation



£382m revenue
(FY2024)



13 locations
globally



FTSE 250 listed
tech company



Our core expertise

The digital revolution is already happening. We're leading from the front to help our clients **seize every digital opportunity** and be future-ready.



Cloud



Business Applications



Data and AI



Managed services



Engineering



Service and
experience design



Workday services
and products

- Test
- Audit
- Shield
- Deployment
- Optimisation
- Spark & Grow

Smart Audit

Fast and effective IT Compliance solutions for Workday. Save Time. Reduce Risk. Prove Compliance.

Smart Audit is a “Software as a Service” (SaaS) solution designed to enhance IT compliance, security, and operational efficiency within Workday environments.

Smart Audit addresses critical pain points related to security, compliance, and efficiency by offering robust tools for internal control, compliance, and fraud prevention.

Features

1. Access Management Controls for Workday – SOD, Security Design and Privileged Access
2. Continuous Multi-Tenant Monitoring – Daily checks across all environments on Workday
3. Flexible Configuration Options – Adapt to compliance and regulatory needs
4. Preventive and detective audit checks included
5. Automated case creation and workflow management
6. Exportable reports in PDF, CSV, Excel and JSON
7. Time-bound recertification for preventive audit checks
8. Scheduling and audit check configuration can be performed by the Customer
9. Configuration Change Detection
10. User Activity Monitoring.

Benefits

1. Improves Workday security and compliance assurance
2. Reduces manual audit effort and overhead
3. Identifies risks before issues occur
4. Enables continuous, on-demand compliance monitoring
5. Strengthens internal controls and governance
6. Minimises fraud and unauthorised access risks
7. Accelerates issue identification and remediation
8. Enhances visibility of privileged user activity
9. Supports regulatory and audit readiness
10. Increases confidence in Workday configuration integrity.

Kainos Smart for Workday

Smart Audit is one of three “Kainos Smart” tools that provide organisations with the **Complete Toolkit to safeguard change in Workday.**

Built exclusively for Workday “Kainos Smart” automates difficult, time-consuming tasks including testing, the creation of data access controls and on-going security monitoring in Workday.

In the UK Kainos Smart is trusted by numerous public bodies including The Financial Conduct Authority, St Lukes Hospital, Crown Commercial Service, Ofcom, UKRI and the Food Standards Agency.

smarttest

Smart Test is the only award-winning, automated testing solution built exclusively for Workday. It improves the accuracy of your Workday configuration and reduces operational cost with automation. This provides the agility and assurance needed to maximise your Workday investment.

smart audit

Smart Audit is a comprehensive security and compliance monitoring tool that strengthens controls, and aids audits while providing risk mitigation across your Workday tenants.

smart shield

Built exclusively for Workday, Smart Shield is an intelligent data masking tool that offers an additional data-security layer on top of Workday privacy and security foundation.

While Workdays built-in security ensures your financial and HR data is safe in production, Smart Shield safeguards your data in all your non-production environments and when using Workday's Proxy functionality.

✓ Save Time

✓ Reduce Risk

✓ Prove Compliance

Smart Audit: Fast and effective IT Compliance solutions for Workday. Save Time. Reduce Risk. Prove Compliance

Smart Audit is an automated Workday audit and compliance solution

When Workday forms the core of your organisations HR and financial infrastructure, continuous control assurance matters and protecting it from erroneous configuration changes, fraud, human error, and harmful access is critical. The impact of getting this wrong could result in anything from minor inconvenience to non-compliance, or loss of market confidence.

Exclusively designed for Workday, Smart Audit is a comprehensive tool that strengthens your security controls while enabling risk mitigation across your entire multi-tenant Workday ecosystem – lowering risk, reporting costs and protecting your organisations reputation.

With Smart Audit, you can protect sensitive personnel data and detect and mitigate against segregation of duties conflicts that could lead to fraud. It also enables you to evaluate and monitor access to key workflows and configuration while staying on top of unauthorised changes.

Delivering Instant Value

Smart Audit enables you to:

- Streamline audits, reduce cost and friction, and demonstrate compliance with confidence
- Automate control checks with hundreds of out-of-the-box controls
- Detect and prevent security and configuration change risks promptly
- Increase efficiency and effectiveness with enhanced control coverage and automation
- Prove compliance faster with reporting and exportable evidence
- Highlight Workday configuration risks using predefined scenarios
- Automate control monitoring with proprietary audit checks and cases.

Built by Workday Audit Experts for Workday users

HR, Finance and IT teams use Smart Audit to manage risk across four key areas:

- **Segregation of Duties:** Automate detection and maintain oversight of SOD conflicts
- **Access Reviews:** Ensure user access is appropriate for business needs with AI-driven anomaly detection
- **Change Control:** Protect your system from unauthorised configuration changes
- **User Activity Monitoring:** Real-time identification and alerts to behaviour that indicates abuse of access.

Smart Audit ensures Workday customer success with:

✓ Library of pre-built **internal controls**

✓ **12 weeks effort reduced** to minutes

How Smart Audit Works

Smart Audit is a proprietary software toolset that enables Workday customers to safeguard their Workday journey with continuous security monitoring across their Workday estate. It is specifically designed for Workday and is implemented as a cloud-based Software as a Service ("SaaS") solution, on a subscription basis.

Smart Audit's core purpose is to help customers evaluate Workday configurations to prevent and detect potential security risks and support compliance activities. Smart Audit enables customers to define, modify and execute automated audit checks against a chosen Workday tenant(s). The product comes with a set of predefined Audit Control Checks that the end user can execute and review via a web application user interface. Smart Audit can also be configured to perform additional checks aligned to the customer's risk and control objectives.

	Issue	How Smart Audit Helps	Value
Increase Efficiency	Heavy reliance on manual efforts for risk monitoring, leading to gaps in risk awareness due to intermittent evaluations.	Smart Audit provides continuous, proactive risk management, which is crucial for staying ahead of potential issues and ensuring that system integrity is always maintained.	Frees up significant time for Subject Matter Experts (SMEs) by reducing manual effort (from months to minutes), ensuring swift risk remediation and enhanced integrity of the Workday system.
Reduce Risk	Challenges in effectively mitigating security risks across Segregation of Duties (SoD), User Access Reviews (UAR), User Activity Monitoring (UAM), and Configuration Changes.	Smart Audit proactively detects and prevents risks across these critical areas, ensuring that security is never compromised.	Smart Audit enhances an organization's compliance posture by embedding continuous monitoring, automation, and audit-ready reporting into Workday environments.
Prove Compliance	Concerns over internal controls impacting reputation and financial standing due to potential non-compliance.	Transforms audits from a burdensome task into routine, manageable assessments, streamlining the process and ensuring that all compliance requirements are met without excessive effort.	Streamlines compliance processes, significantly reducing the effort required and instilling confidence in the organization's ability to showcase compliance during audits.

Smart Audit Onboarding

Smart Audit Onboarding Process

Alongside the Kainos Smart Audit product is a suite of onboarding services delivered by our expert team of Workday certified consultants in line with our industry best-practice methodologies. All Kainos Smart onboarding is tailored to suit the specific requirements and timelines of the customer and align to the following six steps:



Smart Audit Onboarding Schedule

The Smart Audit onboarding process lasts for up to eight weeks.





Where we are

The Americas

Buenos Aires
Indianapolis
Nova Scotia
Toronto

UK and Ireland

London
Birmingham
Belfast
Derry
Dublin

Central Europe

Gdansk
Helsinki
Paris
Wommelgem



What makes us stand out



Our people



True collaboration



Innovation



Digital know-how



Common goals



Trust



Digital Services

We are **engineers**, specialists. We **overcome big challenges** for our clients, through delivery of **intelligent** digital services that use the best in **talent and technology**.



55 million UK citizens

positively impacted by
services we've delivered



**892
customers**



13 locations

And growing



99% of customers

rate our service as good,
great or excellent



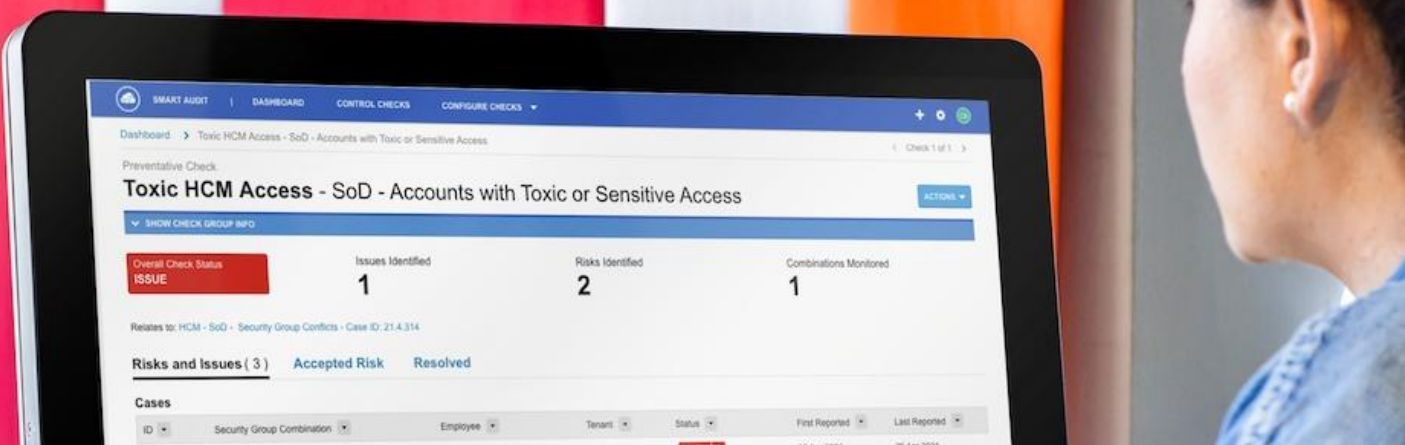
Key partners

Working closely with
Microsoft and AWS to
deliver results



Award-winning

90+ industry awards



Workday

Kainos is a Workday **phase one prime status partner** in all European, North American and Asia Pacific markets. We have worked with many public and private sector customers of various sizes and scale in over **40 countries worldwide**.



Partner Since 2011

We are the only certified Workday Services, Technology and Extend partner globally.



Workday Services

Full range provider from pre-deployment consulting, implementation and support.



650+ Customers

We have deployed to over 650 customers and are a proud Workday customer also, using HCM, Financials, Recruitment, Planning and PSA to run our business.



Workday Public Sector

We have worked with many UK Public Sector customers with their initial deployment, post-deployment support and adoption of new modules.



Kainos Smart

Our product is deployed to 500+ customers globally saving them 1000s of testing hours.

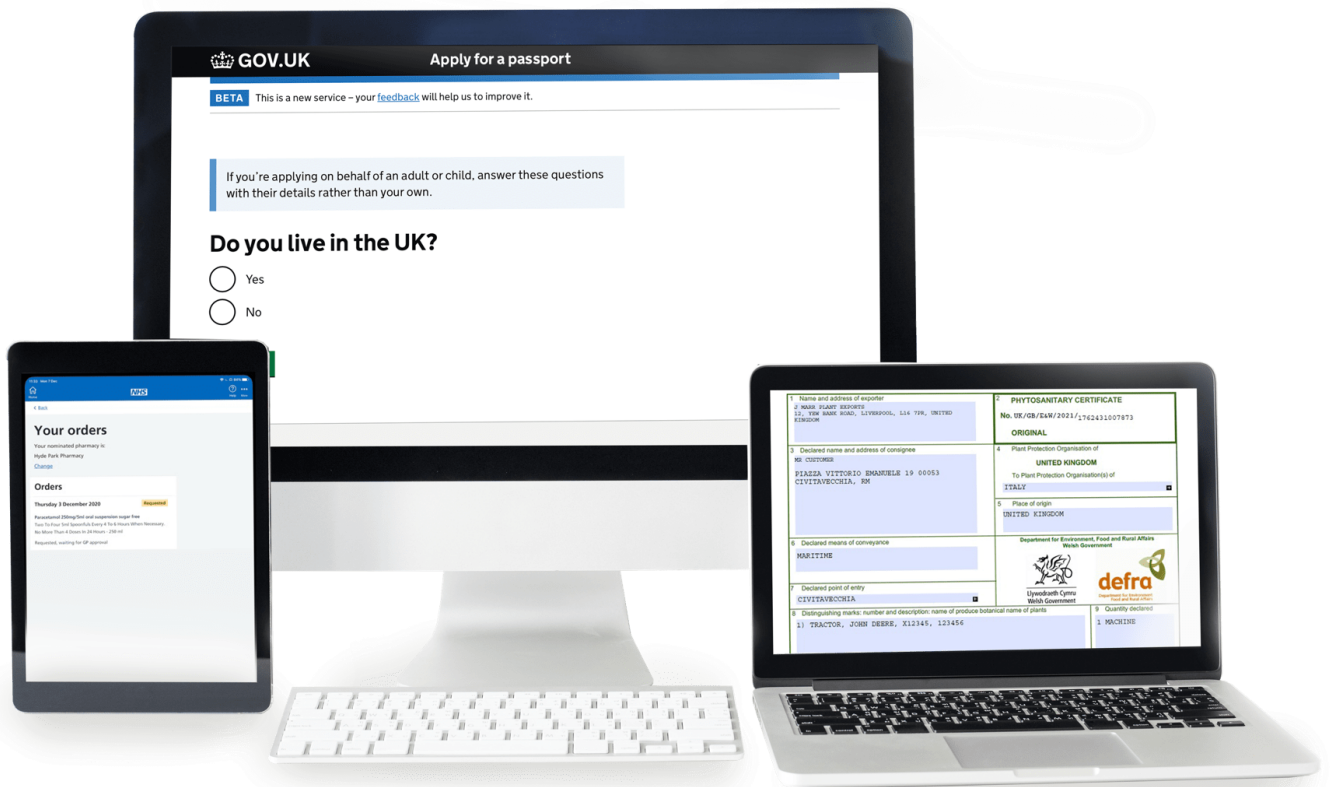


900+ Consultants

Hold over 2,700+ Workday certifications covering all areas of the platform.

65 million

citizens positively impacted
by services **built by Kainos**
for the UK Government



Every driver & every car on the road
Every piece of work to fix roads
Every court case & every prisoner
Every home helped with help-to-buy
Every passport & renewal application
Every COVID test sent out
Every COVID test result
Every user of the NHS App

Every voter registered
Every company opened & closed
Every UK civil servant trained
Every piece of produce grown in the UK
Every thing imported & exported to the EU
Every benefit fraud prevented
Every body's pension details

Our Social Values and commitment to HM Government strategy



Education & Capability Building

We empower people through technical and behavioral learning programs, academies, and outreach projects, fostering skills development and inspiring future technology leaders across communities and organisations.

Social Responsibility

Tackling workforce inequality and ensuring equal access to technical and vocational education, through our Academies, Camps and Earn as you Learn schemes.

Innovation & Future Readiness

Driving continuous improvement through technology

Health, Wellbeing & Accessibility

We support colleagues' physical, emotional, and career wellbeing through initiatives, guidance, and inclusive design, ensuring equal access, experiences, and compliance for all users with diverse needs.

Climate Action & Sustainability

With a comprehensive sustainability strategy underway, we will be a Carbon Net Zero company by 2030.

Equality, Diversity & Inclusion

Maximising service experience for citizens and civil servants by delivering projects with diverse teams, underpinned by our BAME, LGBTQIA+ and female communities.



The Code of Ethics

We are guided by our 6 ethical principles.



Wellbeing

We protect the wellbeing of our staff, customers and communities.



Equality

We improve access and inclusion and minimise bias.



Transparency

Our decisions are traceable and accountable.



Integrity

We hold ourselves and others to ethical standards.



Environment

We act responsibly towards the Earth and its resources.



Initiative

We take initiative to deliver social value and positive impacts.

BCDR and Exit Plan

Business Continuity and Disaster Recovery (BCDR)

A Business Continuity Plan can be provided if required. This shall set out the arrangements to be invoked in the event of an actual or perceived threat to business continuity, to ensure continued operation of the system and continuity of the services provided by Kainos pursuant to the Prime Agreement and shall include: the alternative processes, options and responsibilities that may be adopted in the event of a failure or disruption to the system and/or services provided by Kainos pursuant to the Prime Agreement; and the steps to be taken by Kainos upon resumption of the system and services provided by Kainos pursuant to the Prime Agreement in order to address any prevailing effect of the failure or disruption including a root cause analysis of the failure or disruption.

Exit Plan

An Exit Plan can be provided if required to detail the steps that would be carried out to ensure smooth transition of Kainos services to a new supplier. The steps outlined in the Exit Plan will help mitigate against any disruption to the service during the transition period. It is assumed that any new supplier will themselves have a procedure they wish to follow during the transition period, and as such the steps in this Exit Plan will serve as a checklist for the new supplier to ensure all key areas of the transition have been covered. The Exit Plan will therefore be subject to refinement should it be exercised.

Commercial Statement

Confidentiality and copyright

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Caveats

Kainos has used all reasonable endeavours to ensure that the contents of this document are accurate but is not responsible for any errors or omissions.

All information provided prior to execution of a contract is provided 'as is' and 'subject to contract' without warranty of any kind.

This document does not constitute an offer from Kainos. In the event that the parties elect to work together, they will only be contractually bound to each other upon signature of a contract.

Corporate information

"Kainos" is the trading name of the Kainos group of companies, further information on which can be found here: <https://www.kainos.com/corporate-information/>.

Kainos Software Limited/ Kainos WorkSmart Limited, will be the contracting entity under this tender / for the provision of the service and may be assisted from time to time by other Kainos group companies.

Freedom of information

Kainos considers that the following information provided in this document is exempt from disclosure under the Freedom of Information Act 2000 (FOI):

The CVs of staff qualify under the "Personal Information Exemption (s.40)" of the Freedom of Information Act and are exempt from disclosure under the Data Protection Act 1998. The Period for which this information should be confidential is the lifetime of the Data Subject.

Rate and pricing information is confidential and commercially sensitive and covered by the 'Commercial Interests' exemption (s.43) of the FOI, as the release of this information is likely to prejudice the commercial interests of Kainos and is likely to adversely affect its (and the Customer's) future negotiating position. The period that this information should be confidential for should be 5 years.