

SaaS HR Implementation and Optimisation

La Fosse Capability

Modernising HR services through scalable, compliant cloud platforms

La Fosse delivers end-to-end implementation and optimisation of SaaS HR and HCM platforms to support modern workforce management. We provide assessment, design, configuration, data migration, testing and training across core HR, payroll, recruitment and talent services. Our approach improves operational efficiency, data quality and workforce insight while ensuring compliance with public sector controls and employment regulations.

HCM implementation delivery

Configuration and deployment of cloud-based HR platforms

Data migration and integration

Secure migration and integration with finance and analytics systems

Workforce insight and reporting

Improved analytics supporting planning and decision-making

Ongoing optimisation and support

Post go-live support and continuous platform improvement

- **HR and HCM requirements, design and configuration**
- **Data migration and system integration**
- **Testing, training and change enablement**
- **Post-implementation optimisation and support**

1

Discover and assess

Understand HR processes, workforce needs and platform requirements

2

Configure and integrate

Configure HCM modules, migrate data and integrate supporting systems

3

Test and deploy

Deliver testing, training and controlled go-live activities

4

Optimise and sustain

Provide hypercare, optimisation and long-term support services

Proven public sector impact

La Fosse delivers SaaS HR platforms by combining structured implementation with strong change and adoption support. We help organisations modernise HR services while maintaining compliance, improving workforce insight and embedding sustainable operational capability.

Enterprise HR platform
delivery support



Delivered HCM implementation and assurance expertise within large-scale, multi-supplier government programmes.

Outcome: Controlled delivery, improved compliance and reduced implementation risk.

HR system
transformation and
optimisation



Provided HR system delivery and optimisation support across complex operational environments.

Outcome: Streamlined HR processes, improved reporting and stronger workforce visibility.

Workforce systems
modernisation



Supported implementation and optimisation of workforce management platforms underpinning critical services.

Outcome: Improved data accuracy, reduced manual administration and increased operational resilience.

Delivering positive, lasting impact beyond project outcomes

We're an employee-owned business that believes transformation should empower people as much as technology. Every engagement builds confidence, inclusivity, and self-sufficiency within client teams.

Sustainability and climate

Eco-conscious operations, reduced travel, digital-first engagement, social sustainability through charitable partnerships.

Inclusion and opportunity

Diverse delivery teams, fair pay, early-career pathways via La Fosse Academy.

Wellbeing, culture and communities

Consultant communities, prioritising mental and physical wellbeing, transparency and healthy working practices.

A woman with dark hair in a ponytail is seen from behind, looking out of a train window. The background is blurred, suggesting motion. The entire image has a purple overlay.

Thank you