



# IBM Consulting

## G-Cloud 15 IBM - Oracle Payroll SaaS Transformation & Technology Implementation Service Definition Document

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# Service Description

IBM's Oracle Multi Pillar SaaS Transformation & Implementation Services provide end-to-end business transformation centered around multi pillar service delivery coupled with technology delivery using Oracle SaaS Cloud Solutions. Our Consulting services are built on years of cloud transformation experience, deep expertise and industry best practices.

Our solutions are configured to maximise business performance, provide a simple, modern user experience, enable faster decision making with real time data inline with statutory, legislative compliance and move to a service driven solution for the Organisation. Validated against your transformation and business requirements, IBM can deliver your optimal target state from day one via a ready off-the-shelf modules that is fully working and optimised for Oracle Cloud Applications.

These include including IBM's Oracle SaaS solutions for HCM; Payroll; CX; Supply Chain Management; ERP; EPM; Analytics; PaaS & IaaS. We also provide Managed Service and Cloud Infrastructure services.

# Service Description

IBM delivers Oracle Payroll SaaS transformation and implementation services, leveraging pre-delivered fast formulas, robust integrations and advanced data reconciliation tools to ensure accuracy and compliance. Our proven approach simplifies complex migrations, accelerates deployment and provides confidence in payroll operations while aligning technology with business goals for sustainable workforce management.

Our solutions are configured to maximise business performance, provide a simple, modern user experience, enable faster decision making with real time data inline with statutory, legislative compliance and move to a service driven solution for the Organisation. Validated against your transformation and business requirements, IBM can deliver your optimal target state from day one via a ready off-the-shelf modules that is fully working and optimised for Oracle Cloud Applications.

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# Service Overview

## Features

- Business case development including Phase 0 and Oracle Cloud readiness
- Design and delivery of target operating model and organisation design
  - Functional, technical and change configuration for Oracle HCM and Payroll Cloud
  - Standardising payroll processes using Oracle Cloud and leading practice principles
  - Integration design and delivery for Oracle HCM, Payroll, ERP and external applications
  - Design and delivery of Oracle-enabled processes L3, L4, L5 including roles and workflows
  - Delivery of environments, testing, data migration, integration and reporting for Oracle Payroll
  - Design and delivery of statutory and legislative solutions, integrations and reporting
  - Secure by design approach with hardened RBAC controls and HCM audit capabilities
  - Delivery of user, roles, functional and technology security aligned with TOM

## Key Differentiators

- IBM Agentic AI assistants, robotics and automations pre built for over 70 use cases in the Oracle Cloud to accelerate ROI
- Centres of Excellence for development of focused Oracle Industry solutions and AI process enablement
- We have operational live clients in Oracle Government Cloud as well as Commercial Cloud across the whole suite of solutions

## Benefits

- Rapid time to value using minimum viable product and payroll accelerators
- Reduced complexity through automation and pre-built payroll dashboards and fast formulas
- Drive payroll comparison tests to ensure accuracy and improve confidence
- Better visibility and control of payroll data to drive informed decision-making
- Leading cloud implementation methodology supported by proven assets and tools
- Additional features and improvements delivered through automatic upgrades
- Combined strategic thinking, payroll process expertise, analytics and technology innovation
- End-to-end transformation capability driving adoption and engagement across payroll operations
- Lessons learned applied to improve efficiency and quality throughout delivery
- Proven governance framework and certified team ensuring predictable results

# Addressing Business Needs

We work in partnership with you to address your business needs, leveraging our deep industry and technical expertise, tools, and approach to deliver Digital ready solutions for a range of business needs.

## Example Questions asked when considering Oracle Cloud solutions

- What is the business case for moving to Oracle Cloud?
- How much can be saved by moving to the cloud?
- Can Oracle SaaS address my business needs?
- What features in cloud can I exploit? time to market

## Example Questions when migrating from On- premise to Cloud

- What is the migration approach to cloud?
- Can I be on cloud and on premise?
- Will I lose functionality ?
- Do I still need my customizations?



## Example Business Needs where Cloud ERP and HCM play a key building block

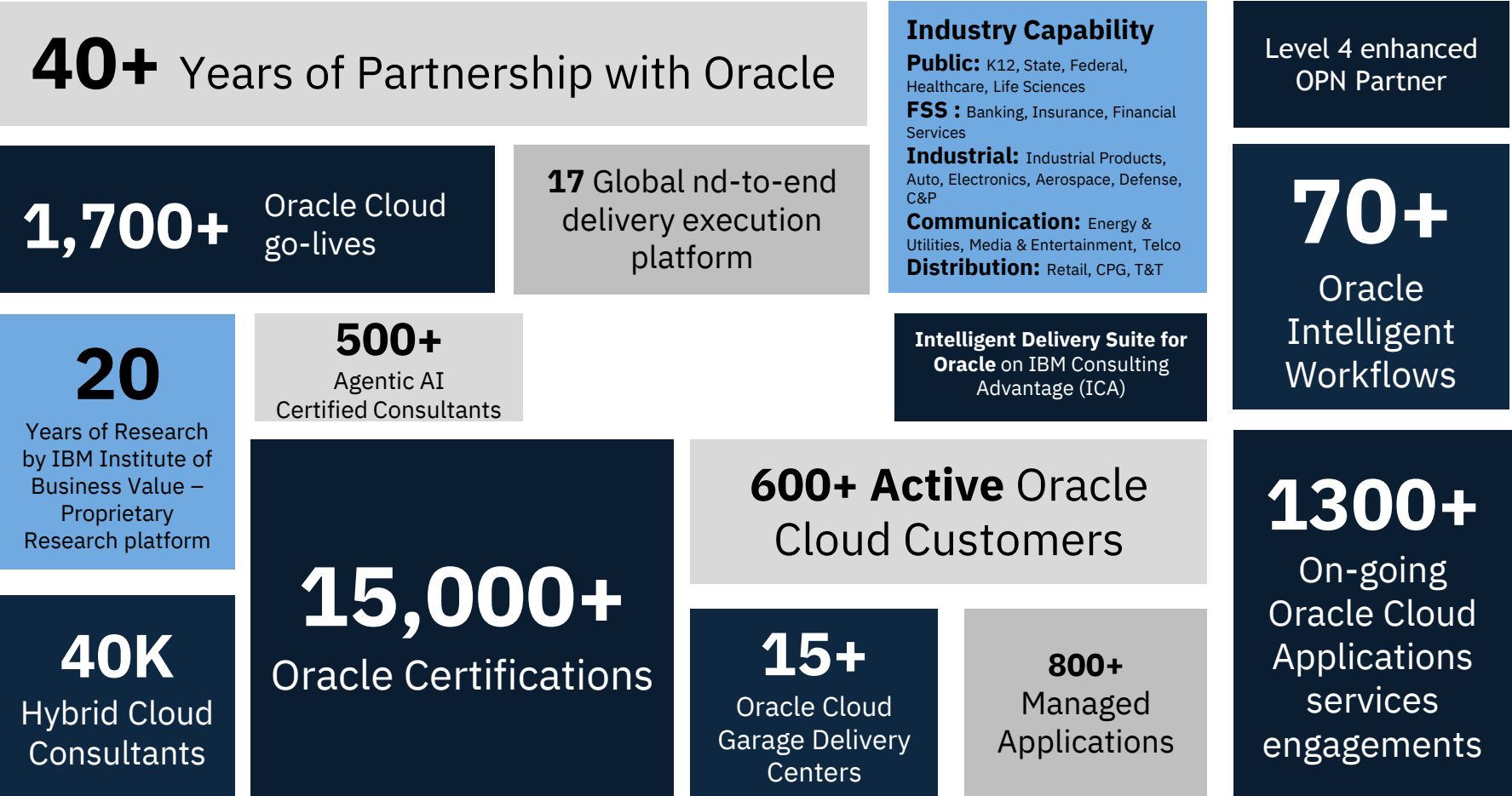
- The need to take-out structural costs for competitiveness and to fund investment in growth
- Winning the war for talent to access intelligence and innovation
- Transform enterprise processes and systems to enable growth and competitiveness

# IBM is a Leader in Oracle Powered Transformations

IBM offers comprehensive , end-to-end portfolio of Oracle services including consulting, implementation, application managed services, business process outsourcing, cloud technical managed services and IBM Technology solutions across the entire Oracle product suite, and across industries globally.

**Oracle Awards ( last 2 years)**

- 2025: Service Provider of the Year at the SSON Impact Awards in advancing shared services and outsourcing excellence
- 2024 Japan wins Oracle Partner Award for Customer Success at Automotive company
- 2018-2024 Japan Oracle Cloud Applications Partner of the Year (7 consecutive years)
- UKOUG 2024 Industry Partner of the Year Award: SILVER: Accelalpha (IBM)
- UKOUG 2024 - UKOUG ERP Fusion Cloud Partner of the Year Award: SILVER: IBM
- UKOUG 2024 Managed Services (Applications+Technology) Partner of the Year Award :SILVER:Accelalpha (IBM)
- UKOUG 2024 International Partner of the Year Award : SILVER:Accelalpha (IBM)
- 2023: Oracle EMEA Partner of the Year for Innovation for Europe South



| References                                      | Business Maturity Index                                            | IBM Cloud Augmented Resilient Enterprise                           | IBM RapidMove for Oracle Cloud | IBM Oracle Cloud GenAI Solutions                                  |
|-------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------|-------------------------------------------------------------------|
| Deep Industry Experience<br>Relevant Experience | Accelerated Business Case Roadmap to Oracle Cloud Creates Momentum | Re-define global design with an industry leading business platform | 20-30% time and cost savings   | Sustainable Sourcing   5 Way Voucher Match<br>AskHR   Ask Finance |



# IBM Supporting Government

We help government organisations in the UK and worldwide deliver and transform essential public services – our teams are passionate and proud about helping you to make a real difference to people's lives.

The problems we solve for clients are complex and cannot be satisfied with technology alone. They require a partner that can also offer deep industry expertise and a relationship of trust.

IBM combines the portfolio, people and sense of purpose necessary to meet today's enterprise demands. Every day, we support and manage complex delivery for government clients where the impact of delivery has wide-reaching impact on citizens and national services.

We bring access to the industry experience, insight and technology capability to deliver and operate secure, scalable, optimised and available services for government.

We support you by bringing:

- Industry expertise – Professionals who understand and are passionate about delivering quality public services and can bring industry insights and apply innovation to your business processes
- Trust and security capabilities – Protecting valuable data and insights and deploying new innovations responsibly
- Innovative technology – Expertise in areas such as AI, blockchain, 5G, Automation, IoT, cybersecurity and quantum, delivered in a Hybrid Cloud environment
- Experienced Services professionals to support strategy, innovation and deliver transformation and change to processes, applications, and cloud infrastructure
- Global alliances – valuable partnerships with the world's leading vendors

## Government Services Supported by IBM



Defence and Intelligence



Public Safety and Policing



Healthcare



Life Sciences



Tax and Revenue Management



National Infrastructure



Social Care



Education



Works and Pensions

# Delivery Principles

The principles of how we think and act in our delivery to clients include:

- Building long-term client relationships based on innovation, trust and service excellence
- Using Design Thinking and Agile approaches to help frame and execute our client's change programs
- Infusing cognition and emerging technologies into our clients' enterprises and core processes
- Exploiting hybrid multi-cloud-based solutions to underpin evolving client processes
- Developing and deploying world-class talent
- Using consistent, modern methods and tools, constantly reviewing and refining to accelerate the value we deliver
- The ability to thrive and succeed in engagements driven by globally dispersed, multi-disciplined teams using our suite of collaboration tools is at our core
- Maintaining the highest standards of Social Value and delivery ethics



## Changing the world

IBM was awarded **World Changing Company of the Year 2019** by Fast Company



## Royal recognition

29 UK IBMers received **honours from the Queen** for contributions to tech and society



## Diversity

IBM won the **Global Diversity Award 2019** and the ENEI's **Gold Standard**



## Graduates

IBM is committed to developing future talent – we are Target Jobs' **Graduate Employer of the Year 2019**



## Tech talent

IBM runs P-TECH schools in 18 countries, helping **>100,000 students build skills for careers of the future**



## Inventors

IBM UK is home to many Master Inventors, with **>250 patents filed last year alone**



## Volunteering

IBM dedicates **>20,000 volunteering hours every year** for a better society



## Cloud

Together, IBM and Red Hat are working to deliver the world's only **next-generation hybrid multicloud platform**



## Economy

IBM has been **integral to the UK economy for >100 years**, and is one of its largest tech employers



## R&D

In the UK alone, IBM **invests £170 million in R&D** each year



## Quantum

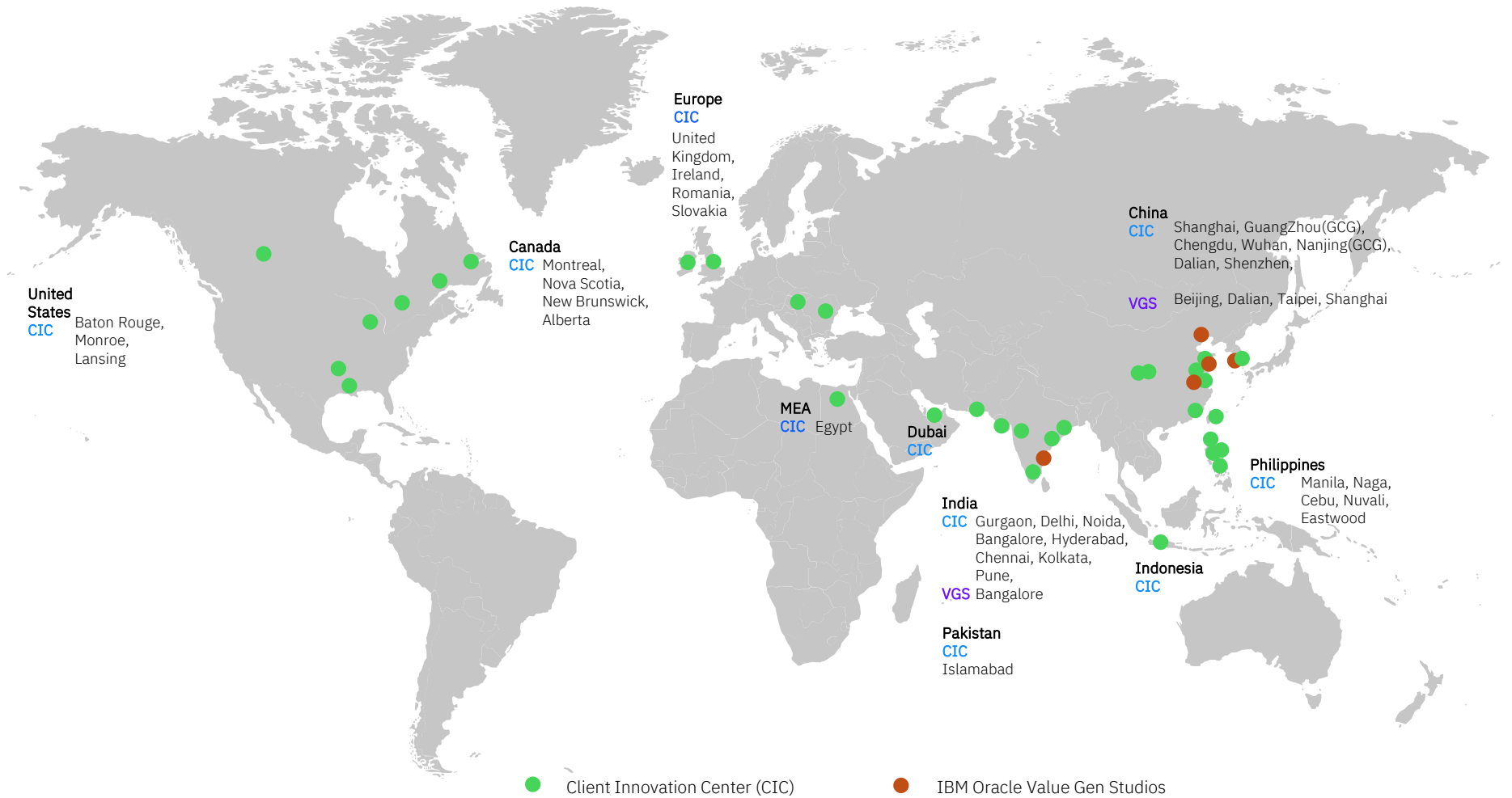
IBM Q, the **world's most advanced quantum computing initiative for commercial use**, is being used by CERN



## Environment

IBM's **focus on sustainability** began in 1971 with our first environmental policy

- Local, near shore and off-shore resources - Enables the best skilled resources to meet your needs, where you are.
- World-wide presence includes resources in several countries with knowledge of local regulations, statutory requirements, local language and proximity.
- Global delivery resources have deep industry, process, technology, project management and training experts.



## 24/7

Support & right shore staffing with local, near shore, and offshore resources

## 1

Consistent Delivery Method and Tool Set Globally

## 30%/70%

On average, approximately 30% of our work is delivered on site, with 70% done off-site.

# IBM can meet you anywhere in your journey

Every Oracle journey. One trusted partner.



Set the foundation *with*  
**Business Maturity Index**

2-10 weeks

Co-create your transformation North Star vision, generating excitement and aligning around the desired outcomes and value, end-to-end scope and the path forward.



Transform your business & unlock value *with*  
Rapid Move to Cloud powered by C.A.R.E. Platform

4-18 months

Co-execute your transformation journey, re-platforming to enable greater flexibility, innovation, and new ways of working so you can stay nimble, current and competitive.

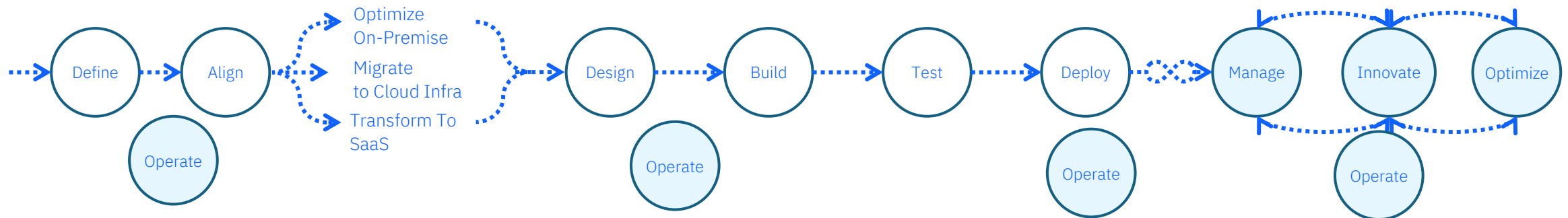
Support your transformation with an employee-focused change experience that understands how each stakeholder is affected by the program and drives engagement and adoption.



Continuously evolve *with*  
Next-gen Managed Services

1-5 years

Co-operate with a dynamic partnership to ensure ongoing assessment and optimization of value. Leverage your resilient and scalable foundation to innovate and transform with ease.



Underpinned with IBM Innovations



IBM Institute of  
Business Value



## IBM Component Business Model



IBM Consulting  
Advantage



Integrated Delivery  
Central Platform (IDCP)

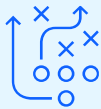
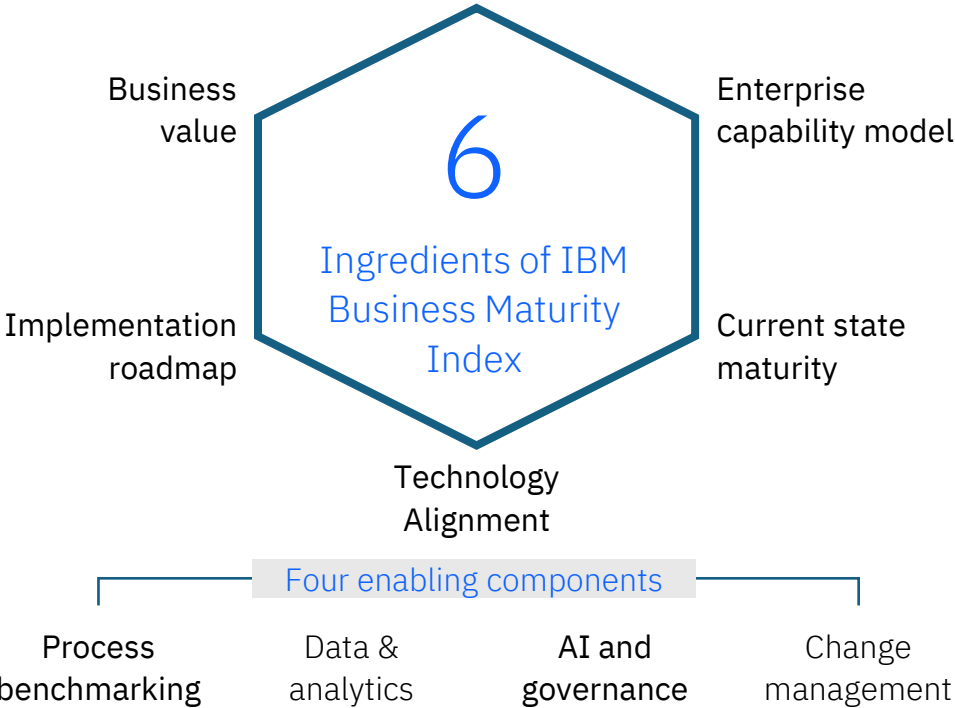


Multiply the impact of AI



# Define success and develop your strategic transformation plan with IBM's Business Maturity Index

Build the journey to Value-driven Transformation on Oracle



Design a resilient, scalable, AI-enabled foundation



Accelerate innovation



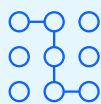
Adopt cloud for reduced TCO



Maximize enterprise applications ROI



Strengthen compliance



Align on the strategic path forward

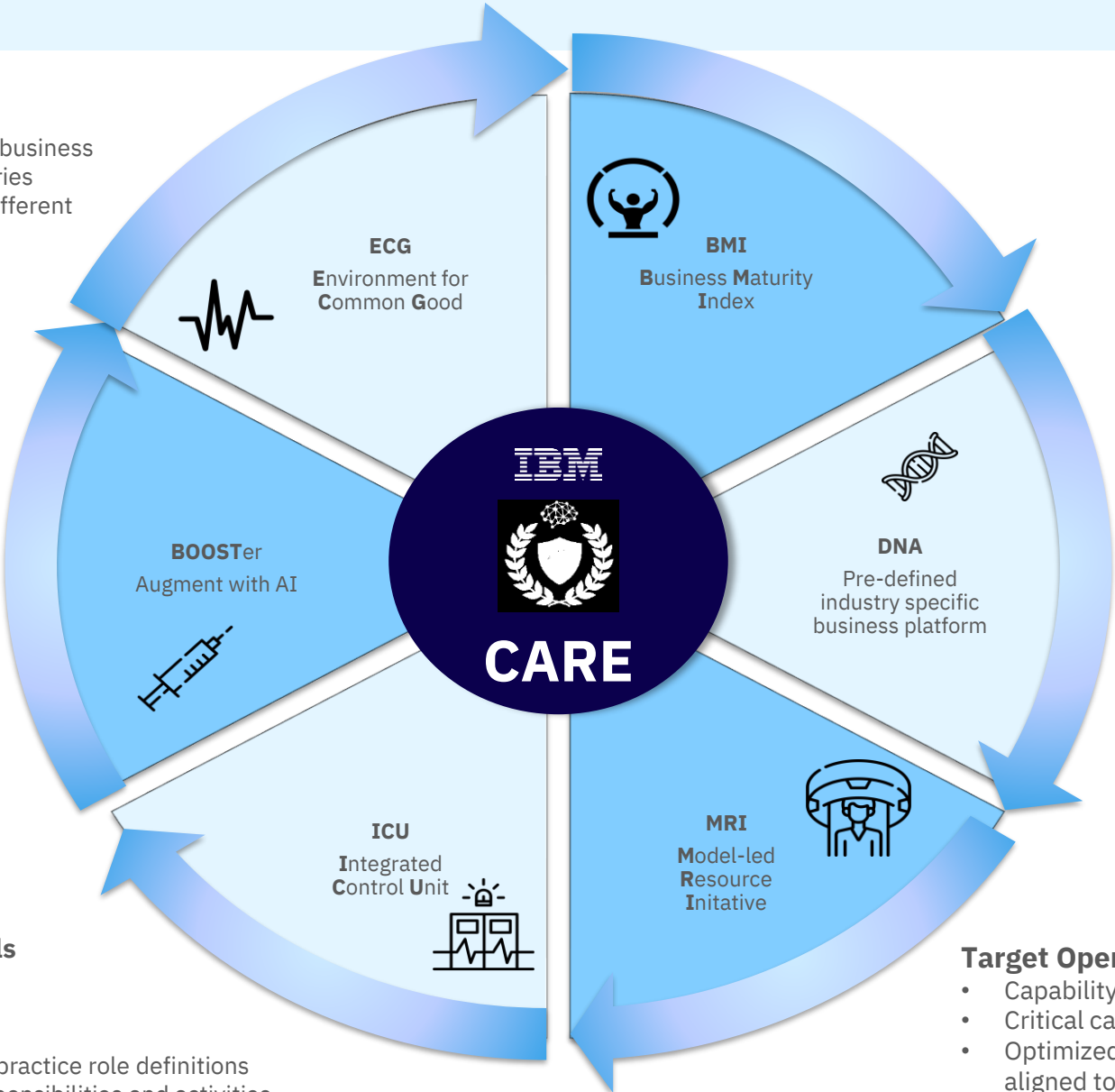
# Transform with CARE

**C**loud  
**A**ugmented  
**R**esilient  
**E**nterprise

Pre-built for Government and the  
Public Sector across all Oracle  
Cloud Apps

**Sustainability**

- ESG Impact overlay for business functions across industries
- Guiding Principles for different framework reporting
- ESG Assets



**Enterprise assessment**

- Data-driven holistic assessment to evaluate current state maturity across people, process, data and technology
- Industry Benchmarking
- Business Case and ROI

**Business Processes**

- Industry Specific Component Business Model (IBM - CBM)
- Level 4 Oracle Processes
- Mapped to APQC Framework
- Shared and Non-Shared Service options
- Localizations

**Target Operating Model**

- Capability maturity models
- Critical capabilities
- Optimized organization structure aligned to leading practices

**Business Controls**

- Preventative
- Detective
- Real Time
- Security - Best practice role definitions
- Pre-defined responsibilities and activities

# RapidMove for Oracle Cloud: Implementation powered by Assets

We deliver consistent quality across teams and geographies through repeatability of assets and approach

|                                                                           | STARTUP                               | DISCOVER                      | DELIVER                     |                                                                                                 |                                                   |                                                    | TRANSITION                         | REALIZE                     |   |
|---------------------------------------------------------------------------|---------------------------------------|-------------------------------|-----------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------|------------------------------------|-----------------------------|---|
| ASSESSMENT & BUSINESS CASE                                                | BMI : Journey to Cloud                | CARE Platform                 |                             |                                                                                                 |                                                   |                                                    |                                    | BMI : Optimize Oracle Cloud | ∞ |
| SOLUTION BLUEPRINT                                                        | User Story Gen                        | Process Flow Gen              | Fit- Gap Analyzer           | Code Analyzer                                                                                   |                                                   |                                                    |                                    |                             |   |
| SYSTEM CONFIGURATION                                                      | Localization Assessor                 | Data Preparation              | Rapid Configuration Manager |                                                                                                 |                                                   |                                                    |                                    |                             |   |
| INFRASTRUCTURE                                                            | Security Strategy   Instance Strategy |                               |                             | SSO Strategy   IP Address Whitelisting                                                          |                                                   |                                                    | OCI Monitoring Toolkit             |                             |   |
| REPORTING & ANALYTICS                                                     | Oracle Cloud Reporting Strategy       | FS Gen                        | TS Gen                      | Fusion BI Query Gen                                                                             | KPI Reporting Dashboards   Operational Dashboards |                                                    |                                    |                             |   |
| DATA MIGRATION                                                            | Data Migration Strategy               | FS Gen                        | TS Gen                      | Data Migration Toolkit   Data Masking Tool ( GDPR Compliant)   Pre-Built Reconciliation Reports |                                                   |                                                    |                                    |                             |   |
| SYSTEM INTEGRATION                                                        | Oracle Cloud Integration Strat.       | FS Gen                        | TS Gen                      | Pre-Built Adapters                                                                              | IBM Integration Management Platform               |                                                    | IBM Reconciliation Platform        |                             |   |
| EXTENSION                                                                 | Oracle Cloud Extension Strategy       | FS Gen                        | TS Gen                      | Serverless FN Gen                                                                               | Fast Formulae Gen                                 | DevOps   PaaS Extensions   Microservices Framework |                                    |                             |   |
| TEST                                                                      | Oracle Cloud Testing Strategy         | Test Case (Script) Gen        |                             | Test Data Preparation                                                                           |                                                   | Test Automation as a Service                       |                                    |                             |   |
| CHANGE MANAGEMENT                                                         | OCM Roadmap & Planning                | Leadership Alignment Sessions |                             | Change Impacts and Actions, Business Readiness, Leader & End-User Engagement, Change Network    |                                                   |                                                    |                                    |                             |   |
| TRAINING                                                                  |                                       | Training Strategy             |                             | Training Content Development                                                                    |                                                   |                                                    | Blended / Hybrid Training Delivery |                             |   |
| DEPLOYMENT                                                                |                                       |                               |                             | Cutover Checklist                                                                               |                                                   | Release Update Analyzer                            |                                    |                             | ∞ |
| <div><div></div> Conventional</div> <div><div></div> Gen AI Powered</div> |                                       |                               |                             |                                                                                                 |                                                   |                                                    |                                    |                             |   |

