

SUCCESS STORY

The city of Marseilles modernizes the HRIS and optimizes work methods



To modernize its Human Resources Information System, Marseilles has deployed a Sopra HR Software solution. The main challenges are to take advantage of a fully integrated HR management and T&A solution, ensure paperless management and optimize the processing of collective procedures.

Marseilles decided in 2013 to renew the 20-year-old HRIS, which had become too expensive and no longer met the city's legal requirements. Marseilles also planned to modernize the system by switching to a single integrated system with wide functional coverage, including T&A and paperless management of decrees and payroll documents.

Meeting all these regulatory requirements was a given, because, according to Marie-Josée Mariotti, Assistant HR Director and manager of the city's HR Administration: "The tool has to comply with the context and not the other way around".

Optimizing collective procedures for public employees was also a priority, in particular for employee advancement ('CAP', 'avancement d'échelon', 'avancement de grade', 'changement de cadre').

A new HRIS to help with digital transformation

Selecting and deploying the Sopra HR solution was a project that involved teams from both the DGARH, in charge of implementing the personnel management policy as well as rules and skills management and the DGANSI, in charge of the information systems and digital transformation and modernization of the Administration. Marie-Josée Mariotti added: "We also wanted the new solution to assist us in our digital transformation and help us in modernizing the HR system."

The project required great change from the teams in only 3 years and included the use of all previous career history data as an essential prerequisite. The new system, entitled 'AZUR' went live in October 2016.

www.soprahr.com



Decentralized and fully integrated T&A

“Schedules and absences can be managed for all employees, including temps and part-time, with workflows requiring approval from supervisors. The teams are thus completely self-sufficient and responsible.” says Patricia Lolo, HRIS project manager, ‘Ville de Marseilles’.

The integrated solution provides a connection between T&A and Administrative management and direct impact on payroll. Information is shared in real time and rules for approval are standardized and applied to all. “Today, we can determine at any given time who is on call,” states Marie-Josée Mariotti. The next step will involve a new time entry system.

Optimized management of collective procedures

The different collective procedures for employee advancement (employee advancement (‘avancement d’échelon’, ‘avancement de grade’, ‘changement de cadre’) are currently run as part of an optimized process that includes the selection of the populations concerned, implementation of regulatory provisions, calculation, approval and automated printing of decrees.

Béatrice Lautard, Director of Digital Transformation, ‘Ville de Marseilles’: “These collective procedures can be run simultaneously, which should not increase response times for other users”. In addition to the time saved, Marie-Josée Mariotti noted, “this allows us to deal with an employee’s request in advance”.

Paperless management: electronic document management systems and payroll documents

Paperless management is at the heart of the new HRIS and the new work methods. Paperless management processes are part of the first project to be deployed based on optimized procedures. “The switch to paperless not only concerns technical issues, it concerns the process”, says Marie-Josée Mariotti.

Employee records and payroll documents are thus placed in the electronic document management system (EDMS) automatically once they are produced and digitized without having to be entered manually. The EDMS for Applicants will soon be added to the Employee EDMS. Future paperless projects concern implementation of electronic signatures and certification of employee records, the only way to get rid of paper documents once and for all.

Marseilles

2nd largest city in France

12,000 public employees
On multiple sites: Public employees, police, schools, fire brigade

183 departments in
11 delegations: Education, Sports and Leisure, Housing and Urbanism, Culture, Health, Environment....

About Sopra HR Software



Sopra HR Software, a subsidiary of Sopra Steria, offers comprehensive HR solutions perfectly adapted to the needs of Human Resources Departments and medium and large sized organizations, from public and private sectors. An expert in HR management, payroll and talent management locally and internationally, Sopra HR provides solutions to over 850 customers in more than 54 countries in “on-premises” or outsourcing mode.

Sopra HR is a global Human Resources player that fosters co-innovation, provides answers to HR performance expectations and promotes the user experience while assisting its customers in the successful digital transformation to HR 3.0.

With over 42,000 employees in more than 20 countries, Sopra Steria achieved revenues of €3.8 billion in 2017.

