



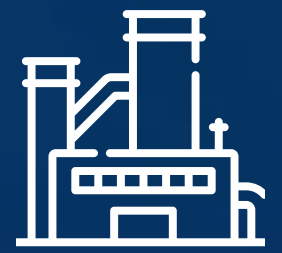
A Bespoke **HR and Finance-Integrated Payroll Solution Fully Automates**
a Leading Food and Hospitality
Company's Payroll

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PROJECT OVERVIEW



Industry:

Food and Hospitality



Company Size:

1000+ employees

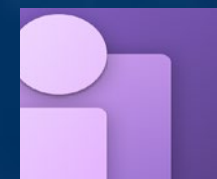


Country:

The UK



Technology Included:



Dynamics 365 HR

Sirius payroll365

ABOUT THE COMPANY

The client is a professional catering service with over 25 years of experience in the food and hospitality sector. It is committed to delivering high-quality, bespoke food, freshly cooked and locally sourced, with excellent service, thereby providing outstanding value for money and exceptional experience to its customers across all its locations.



A Bespoke HR and Finance-Integrated Payroll Solution Fully Automates a Leading Food and Hospitality Company's Payroll

PROJECT SUMMARY

- A well-known food and hospitality business was looking to switch from its isolated HR, finance, and payroll solutions to an integrated all-in-one solution.
- With Dogma's expertise in bespoke ERP, HR, and payroll systems, we created an integrated payroll solution as an extension to its existing Microsoft Dynamics 365 Business Central.
- As its trusted advisor, **Dogma Group** succeeded in transforming the client's payroll and HR. Leveraging our industry expertise and **configure-first approach**, we further helped lower the total cost of ownership.
- The client successfully automated its operations and now has one central location to manage and keep track of all employee records, including working hours, paychecks, leave, and absence records.
- The solution also helped centralise the client's operations by streamlining and automating cumbersome payroll processes, providing visibility into employee data.



CHALLENGES

Inefficient Manual Payroll

1

The client's biggest challenge was HR and payroll management. It catered to multiple clients with a growing staff, working from different locations with different schedules and pay rates.

2

An isolated payroll and HR system led to a plethora of manual and time-consuming tasks, such as manual timesheet entries, which scattered data, and created other issues, like data duplication, poor compliance, and inaccurate leave and attendance reports.

3

Having a manual system imposed a significant burden on its finance and operations departments.

4

The client required a **one-stop solution** that would automate its manual payroll, HR, and finance processes and centralise all the databases of its employees so that it could track time logs, leaves, and absences effortlessly in real time.



APPROACH AND SOLUTION

Dogma Group adopted a **configure-first approach**, which unlocked the full advantages of the solution through proactive fit-gap analysis and system configurations. This kept future customisations at bay and lowered the total cost of ownership for the client.

We evaluated the client's system requirements and existing processes to offer our best recommendations and implement an integrated solution that streamlined HR, finance, and payroll functions, ensuring data unity and scalability.

The project kicked off with **scoping workshops** that offered valuable insights into the core business processes and pain points with the current disparate systems. We then **created user stories** and followed a **waterfall model** (wherein we divided the project into distinct phases, each consisting of a series of tasks with quantitative objectives). Considering the **clients' budget and tight timeframe**, we went for the waterfall model project strategy.

Our **fit-gap analysis** enabled us to clearly understand the user pain points and map business process. As a result, we discovered various gaps, particularly the need for **consolidation** of the client's finance, HR, and payroll data.

Our client had already implemented **Microsoft Dynamics 365 Business Central**. So, Dogma helped bridge the gap between the payroll, HR, and finance systems with a **simple, affordable HMRC-recognised payroll solution** called **SiriusPayroll365**, along with a robust, dedicated HR solution, **Microsoft Dynamics 365 Human Resources**.

The continuous support and efforts from Dogma's lead consultants, project managers, and experts helped the food and hospitality firm realise the full benefits of implementing both these solutions. We also integrated the client's all existing and new solutions for a centralised operation **within 52 days** post the sign-off.



APPROACH AND SOLUTION

Likewise, a bespoke Timesheet App was also recommended that integrated with the Jobs module in Dynamics 365 Business Central to support every need of the client– ensuring easy and flexible time tracking of its employees.

Dogma worked collectively with the client’s consultants and functional subject matter experts. We provided 24/7 support and training to its finance and HR personnel after the final handoff and further assisted in implementing an effective change management strategy, ensuring better user adoption and efficient team collaboration.



“The most challenging aspect of the project was the data side. The software worked exactly how it should. That meant, with the wrong data, it produced the wrong results. However, with the power of the integrated BC module, the forensic detail offered by Business Central made the discovery and fixing a simple task.”

Eddie Harford

CEO, Dogma Group



RESULTS

- Dogma implemented an HR-integrated payroll solution and Dynamics 365 HR and integrated them within **52 days** post the sign-off.
- We streamlined payroll, finance, and HR processes, and the client now has **90% fewer errors** in its payroll workflow.
- Dogma's team provided a **bespoke Timesheet app** allowing managers to approve leave requests for their employees. This will then be communicated to the app to avoid discrepancies, like submitting leave requests on non-workdays. Furthermore, the Timesheet app only required an Azure guest membership, which removed the annual cost of Business Central licences for the client by over £30,000 per annum.
- Provided the client with an **accurate costing of each job** and **eliminated any room for errors**.
- Enabled employees to enter details and empowered management to view, address, and make an informed decision in real time.
- Overall, the solution delivered a **consolidated platform** for the client with a **fully HR-integrated solution**, which removed all the tedious admin tasks and allowed its payroll and HR staff to focus more on its business priorities.



52 days sign-off



Fully HR-integrated solution



90% fewer errors



Saved £30,000 per annum

WHAT OUR CLIENT SAYS



“Dogma Group has been one of the most collaborative and trusted teams of advisors that we have worked with so far. They took no time to understand our pain points and challenges, and their system-agnostic approach helped us unlock more potential by simplifying our payroll with their popular app, SiriusPayroll365. They were an ideal partner for us: knowledgeable, helpful, and agile. We have managed to create a lasting bond with the team with their clear, timely communications and an open, down-to-earth attitude.”



ABOUT DOGMA GROUP

The Dogma Group is a progressive digital transformation company committed to delivering the digital imperative and becoming the most trusted advisor to its clientele.

In a hyper-connected world, with disruptive competitors and new business models we understand the need to deliver the digital imperative, i.e. fundamental action to adapt and remain competitive.

The Dogma group understands that each journey of digital transformation is unique for every client, and we ensure this through our philosophy of fluid transformation. Each solution is customised for organisations of all sizes, across industries and various life cycles. We innovate & strategize, create sustainable solutions, drive rapid returns on investment and create value from data.

Our passion for sustainability and its impact aligns us with the UN's sustainability goals and we actively encourage gender equality and diversity across our workforce.

TAKE THE NEXT STEP

Want to leverage our expertise for your next Project?

TALK TO THE EXPERTS

Don't take our word for it, [call us today on 01296 328 689](tel:01296328689) to arrange a no-obligation demonstration.



Transformations **with Trust**

We are committed to acting responsibly by integrating sustainability into every step of the business, including clients, partners' solutions, and the entire supply chain.



**Ready to embark on your
digital transformation journey?**



Let's talk

dogma consultancy

sirius app

dynamic ai

dogma international