

How **Boskalis** Eliminated Manual Payroll Errors & Achieved 40% Faster Processing with Ramco Payce

Boskalis Westminster Contracting Limited,

a global leader in dredging and maritime services, operates across 90+ countries with a workforce of over 10,000 employees. In the Middle East and Asia, their teams deliver complex marine and infrastructure projects with precision and sustainability at the core.

But behind the scenes, Boskalis was grappling with a challenge that many global enterprises face: **manual, fragmented payroll processes** that slowed operations, risked compliance and frustrated employees.

The Challenge:

Manual Processes Were Holding Back Scale

In regions like the UAE and the Philippines, Boskalis relied heavily on manual payroll checks and reconciliations. This not only increased the risk of errors but also made it difficult to stay compliant with local labor laws. Their Workday HCM system wasn't integrated with payroll, leading to duplication of effort and delays in salary processing.

Employees often faced delays in accessing payslips, and finance teams lacked visibility into payroll transactions. The result? A process that was slow, error-prone, and increasingly unsustainable as Boskalis expanded across regions.





The Solution:

Ramco Payce + Workday PECL Integration - A Unified, Automated Payroll System

To address these challenges, Boskalis partnered with Ramco Global Payroll to implement a fully integrated payroll solution — **Ramco Payce**, connected seamlessly with **Workday HCM** via **Workday PECL**.

This transformation eliminated manual data entry and reconciliations, introduced bank file integration for timely salary disbursement, and gave employees access to accurate digital payslips through Ramco's self-service portal.

As part of the transformation, Boskalis also leveraged **Ramco Bingo**, an AI-powered engine that added an extra layer of intelligence to payroll monitoring - flagging anomalies and enabling predictive reporting with minimal manual effort.



The Impact: Speed, Accuracy and Scale

The results were immediate and measurable:

- **Payroll processing time dropped by over 40%**, freeing up valuable time for HR and finance teams.
- **Accuracy levels neared 100%, with zero compliance violations** recorded post-implementation.
- Employees gained timely access to payslips, improving trust and engagement.
- Finance submissions became automated and audit ready.
- The system scaled effortlessly to support 500 employees in the Philippines - and was soon adopted by Boskalis' sister company, Horizon UAE.

What Boskalis Says

Our partnership with Ramco brought transparency, speed and reliability to payroll. The Workday-Ramco integration ensures accuracy at scale, empowering our teams and enhancing employee trust.

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Shariq Imam,

Boskalis Westminster Contracting Limited