



Leading HR & Payroll Software Modernizes Application with Uniface Professional Services



► CUSTOMER

Aurion

► SECTOR

Software Vendor

► COUNTRY

Australia

► CHALLENGE

Modernize flag-ship application to lead the future of HR and Payroll software together with Uniface Professional Services.

► RESULTS

- Highly successful engagement with Uniface Professional Services due to great talent pool and innovative project approach.
- An ambitious modernization project delivered to specifications.
- Well-executed project finished on time and to budget.
- Sped up time-to-market by moving to an agile development approach and a “follow the sun” development cycle.

10 Ways Uniface Helps You Succeed

#1 PRODUCTIVITY

#2 RELIABILITY

#3 SECURITY

#4 INTEGRATION & REUSE

#5 SCALABILITY

#6 AGILITY

#7 SUSTAINABILITY

#8 TECHNOLOGY INDEPENDENCE

#9 COMMUNITY

#10 PARTNERSUNITED PROGRAM

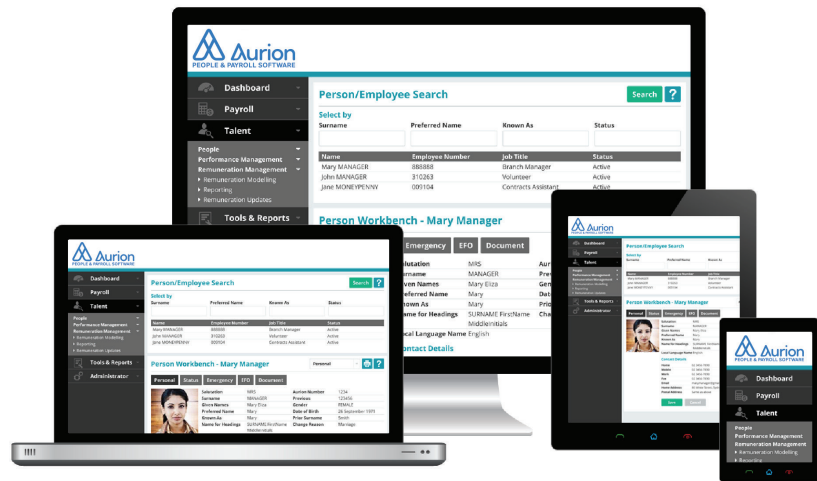
When undertaking an application modernization project as large as the one Aurion was looking to undertake, there can be a lot of room for things to go wrong, which, unfortunately, is more common than not with modern-day IT projects. Together with Uniface Professional Services, good planning and people, the Aurion project was completed on time, to budget and with the desired project results.

Introduction

Aurion provides innovative and cost effective HR and Payroll software throughout Australia. In business for over 28 years, the company has a long heritage in Australia, where the company's strongest space is with government agencies (including federal, state and local), as well as working with businesses across 22 industries and through the Asia Pacific region. Aurion's customers range in size from under 100 to over 26,000 employees which equates to managing and paying more than 300,000 people each week.

The HR and Payroll software is provided in four ways, designed to suit any business model:

- 1. In-house Software Solution:** Aurion's software is installed on the customer's infrastructure and managed by their own in-house team.
- 2. Software as a Service (SaaS):** Organizations retain control of HR and payroll service delivery, while reducing the technical risk by outsourcing software hosting to Aurion with an agreed SLA and fixed operating costs.
- 3. Administered Payroll:** Aurion provides the service delivery of disbursements, system and payroll administration, while the customer retains control of payroll processing.
- 4. Outsourced Payroll:** Aurion maintains responsibility for providing specialist payroll expertise, including administration and processing.



Uniface the Backbone of Aurion

Aurion's solution has a modular design and aims to provide customers with flexible software that delivers the benefits of a sophisticated, fully integrated solution. The application, built in Uniface, has over 20 modules that address four key business requirements: Payroll Management, Talent Management, Analytics and Productivity.

Aurion has a long history of being a market-leading HR & Software solution in the Asia-Pacific market. The solution has been keeping up with technology throughout its history. As Tony Barnes, Executive General Manager, explains, "Uniface has done a good job of shielding us from technology changes. We can deploy the application anywhere and not have to worry about the IT infrastructure of our clients."

With Australia being a very complex environment for labor laws and compensation policies, it is critical that any HR and Payroll system be able to deal with all the complexity. The architecture of the application is designed in a way that business rules are set-up to deal with all intricacies of Australian policies. "When there is a change in policy, or regulation, because of the architecture of the application, we are able to react quickly to change. This is something that puts us ahead of our competition," said John Wegert, Senior Software Developer, Aurion.

“To complete a project of this size, in the timeframe we wanted to, would have been nearly impossible without this approach.”

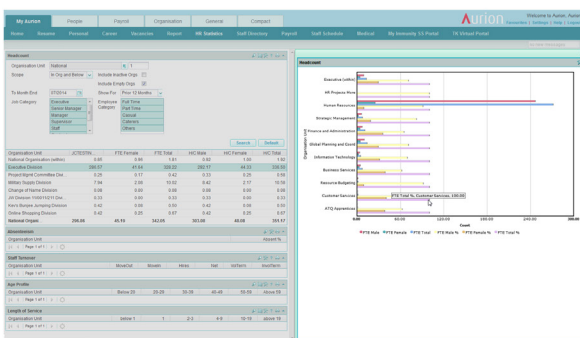
John Wegert
Senior Software Developer
Aurion

A Global Modernization Project that Follows the Sun

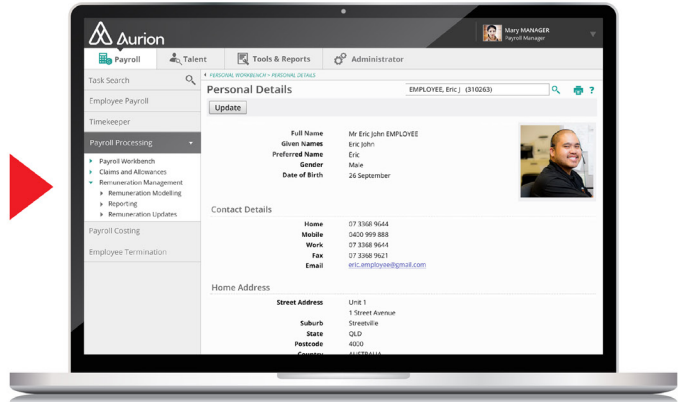
The most ambitious and important project to date, Aurion 11, will have a modernized GUI that's all about usability. It is looking to re-shape the user experience for the entire spectrum of its users—from expert users in HR to employees who are on the go and want to access their payroll information, and everything in between. “We want a solution that is beautiful to look at and to use. Things like better navigation, intuitive menus and not having to dig for things in the application are the focus of this new release,” explained Tony.

With speed to market being a hugely important criterion, Aurion needed a solution that was a change in the way they were doing things. To accomplish this, Aurion has completely moved to an agile (scrum) approach to development and engaged with Uniface Professional Services to help complete their modernization project. They implemented a true “follow the sun development” process which started in Wellington, New Zealand, through to Brisbane, Australia (assisted from Melbourne by Uniface Professional Services) and finally on to a Uniface Professional Services team in Amsterdam, The Netherlands.

“With Uniface Professional Services we had access to a great pool of talent. The process worked great, the project would have progressed slower if we had done it in-house,” said Tony. To ensure the fastest possible knowledge transfer, Aurion sent Senior Developer John Wegert to Amsterdam for several weeks during the 6-month engagement. Video scrum meetings took place every morning and evening—accomplishing a development cycle that never sleeps.



Aurion 10:
Before
Modernization
Project



Aurion 11:
Newest
Version of the
Modernized
Application

Innovative Approach with Uniface Professional Services

Given the size of the Aurion application, with over 4,000 forms and 200 menus, the modernization process itself was quite an undertaking going through each screen of every module. With this in mind, Aurion engaged a local Uniface Professional Services Architect to work with them in Brisbane. The aims of this initial engagement were threefold:

1. To provide expert knowledge in the new client/server UI features of Uniface 9.6
2. Assist with the development of the Aurion 11 client/server presentation layer framework
3. Assess what work was needed and then develop an approach/ high level plan to transform the forms from Aurion 10 to Aurion 11.

Objective 1

This was achieved by the use of demonstrations and small workshops together with Uniface in Australia and Aurion staff.

Objective 2

Aurion had already mocked up some screen ideas of how the new version of the application should look and how the navigation was to work. With this in mind a Model-view-controller (MVC) design pattern was proposed and adopted.

Objective 3

The Aurion application was always built around a strong set of standards and guidelines. This allowed approximately 90% of the 4,000+ forms to be put into 1 of 7 categories. Carrying out deeper analysis on members of each of the categories (and through the construction of prototype transformations) it was discovered that large amounts of the transformation would be identical and therefore had the potential to be automated.

Aurion 11
on Mobile
Device



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Tony Barnes
Executive General Manager
Aurion

Initial thoughts were that there would be a need for conversion tool per category, however this soon became one tool (internally deemed “the sausage machine”) with a number of templates (the templates being Uniface forms that held the transformation rules and code). Cookbooks were written to give instruction on how to complete the transformation and the final version of the tool succeeded in automating up to 95% of the transformation process.

Armed with this knowledge, an Aurion 11 development strategy was proposed. This strategy was based upon a phased approach and made the assumption that (for phase 1 at least) most of the development team would have little Aurion specific application knowledge.

This strategy was accepted by Aurion’s management and a project plan drawn up and executed based upon it.

Project Success thanks in part to Uniface Professional Services

With Aurion 11 getting ready for go-live, both Aurion and Uniface Professional Services can look back at a successful project.

Reianna Vercoe, Design & Usability Analyst for Aurion 11, who also came over to Amsterdam for 2 weeks during the project, concluded: “It was a very well-executed project. We had a wonderful time in Amsterdam and were made to feel very welcome from all the staff, including the development team—which is a very talented group of individuals.”

Aurion 11 on a Tablet





About Uniface

Uniface, the most productive, reliable development tool in the industry, provides a model-driven environment for the rapid development of scalable enterprise mission-critical applications. Learn more at www.uniface.com

