access People | VIRGIN MONEY

High profile financial services acquisition achieves successful HR integration

CLIENT: *VIRGIN MONEY | CLYDESDALE BANK*
PRODUCT: *PERSONNEL, PAY & TIME*
SECTOR: *FINANCIAL SERVICES*

What was the objective?

Following the acquisition of Virgin Money UK by Clydesdale Bank, Virgin Money UK needed to undertake efforts to integrate the two entities.

A key part of this process was to migrate colleagues from a legacy HR system onto the People XD platform, ensuring all employee records were securely and accurately managed on one trusted HR and Payroll system.

What were the requirements?

Virgin Money needed to work with a flexible team who could operate and manage a large-scale project effectively while working remotely.

The Access People team had to involve a cross functional team spanning both banks and their respective Technology divisions to ensure the successful migration and upgrade to the latest version of the software.

The investigation and selection

Virgin Money went through a process of selection between their incumbent vendors (Access PeopleXD for Clydesdale & Oracle EBS for Virgin Money) to decide the right HCM system to move forward with for all employees of the new business.

After a thorough review of the offerings of both vendors, Access PeopleXD was selected as the ideal system for all employees across the bank

The PeopleXD suite also offered many features that were very important to the combined businesses, including:

- Advanced workflows and notifications that allow employees and managers to communicate and action requests easily in the new remote working environment.

- The ability to integrate and transfer data between XD and their wider IT landscape via Interfaces and Web Services

- The ability to self serve new features in the application via the brand new XD Hub functionality
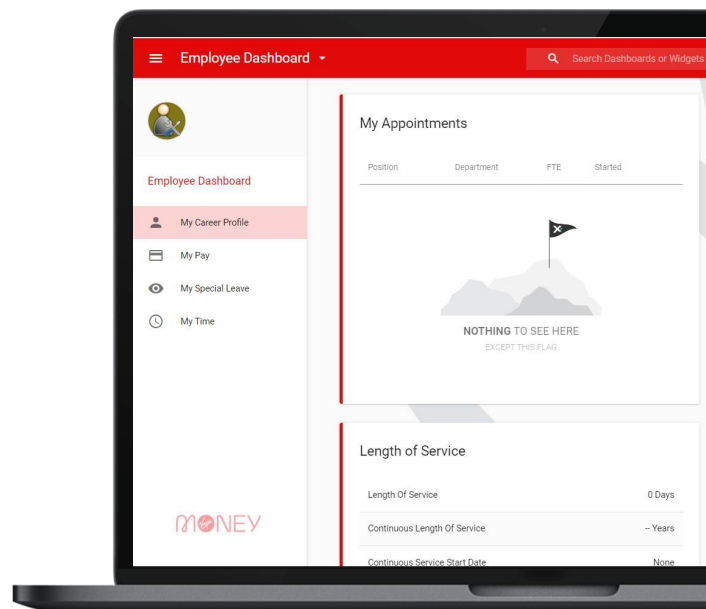
Key stats

4,000+ employees migrated from previous system

10,000 employees enrolled

"The support we received from the Access People Project Team throughout the entire project has been fantastic."

"It was vital that we were able to integrate our HR systems effectively, ensuring all our records were being securely and accurately managed. "

- Ken Sibbald, Implementation Lead

The implementation

The Access People and Virgin Money teams overcame the challenges of working remotely by instigating a joint Command and Control team to manage the implementation.

Documents were created which itemised each task to be completed during the implementation, complete with ownership details. These documents were updated in real time so all parties could progress the project despite the distance.

All Day Bridges were run daily on Microsoft Teams where members of both parties could quickly communicate and discuss any issues that occurred.

Any challenges were met with a positive "can do" attitude to identify workable solutions that were swiftly put into action to keep the project on track.

> **"It would be challenging enough under normal circumstances but to do this during the pandemic is a huge achievement"**
>
> -Ken Sibbald, Implementation Lead

The results

All Clydesdale Bank and Virgin Money colleagues were successfully integrated onto one HR & Payroll system, delivering efficiencies in terms of operating costs, processing time, ease of reporting, general system administration and support activities.

About Access People

Access helps more than 35,000 customers transform the way their business software is used, giving every employee the freedom to do more of what's important.

Founded in 1989, The Access Group has an enterprise valuation of over £1billion and employs more than 2,900 staff. For more information about The Access Group, visit: https://www.theaccessgroup.com/hr

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