



Rossera Payroll Allowance Changes Accelerator (RPACA)

A streamlined process to allow processing of employee rewards & other allowances.

Rossera: From system complexity to operational empowerment: We enable true Oracle ERP process transformation.

Business Automation Challenges

Lengthy manual processes cause errors and delays in processing employee rewards & allowances and can cause negativity in the workplace.

Four Critical Pain Points:

- ▲ **Lengthy Process:** Long and cumbersome process that wastes time & creates frustration.
- ▲ **Manual Workflows:** Frequent errors and delays, leading to incorrect payments and unnecessary rework.
- ▲ **Compliance Gaps:** Missed or inconsistent approvals lead to compliance risks and process delays
- ▲ **Data Quality Issues:** Incorrect or missing payments cause employee frustration and extra queries to the shared services centre.

The impact on the business: Inefficient processes, compliance risks and incorrect payments lead to frustrated employees, wasted time & high volumes of queries to the shared service team.

Introducing The Rossera Way

Our unique **Rossera Way** methodology combines structured processes with purpose-built tools such as **Rossera ProcessSense®** to create repeatable, scalable results that enhance your Oracle Fusion or E-Business Suite ecosystem.

Rossera Payroll Allowance Changes Accelerator (RPACA): Self-service pay amendment with grade-based approvals logic and end-to-end tracking.

Key Features:

- ▲ Real-time ERP validation against master data at point of entry.
- ▲ Automated workflow routing with configurable approval hierarchies.
- ▲ Seamless Oracle integration with full audit trail creation.
- ▲ Self-service interface requiring no ERP training.

User Experience: Simple online forms with dropdown validation, status tracking and automated notifications - making complex Oracle processes accessible to any business user.



Proven results that speak for themselves

UK Central Government Client: Employee rewards process.

- ▲ A 35-step process over two stages reduced to just six steps.
- ▲ Average time to complete the process reduced from ten minutes to one minute equating to a time saving of 16,000 business hours per annum.
- ▲ Failure rate down from 12% to < 0.01%
- ▲ Average rewards issued per month in 12m prior to launch was circa 4,400, now standing at 8,200

Who it's for

Organisations running Oracle ERP that need to streamline payroll allowance processes, reduce errors & improve compliance.

HOW WILL THEY KNOW:

- ▲ Struggle with a lengthy, cumbersome allowance change process?
- ▲ Frequent errors from manual data entry creating rework?
- ▲ Missed or inconsistent approvals leading to compliance risks?
- ▲ No visibility of request status for employees or managers?
- ▲ Employees not receiving rewards, driving high volumes of back-office queries?

Summary

The Rossera Way Accelerators provide quick-win implementation, leveraging existing Oracle investment with minimal business disruption to empower teams to get the best out of their Oracle ERP systems.