

## **Innovation from HR ACCESS and the launch of a new solution: HRa Suite 7**

### **HRa Suite 7 – Optimise your HR potential!**

*Paris, 13th November 2007* – HR Access confirms its position as a specialist in professional software for managing human resources, payroll, and outsourcing services with the launch of HRa Suite 7. **This new and original solution represents a real turning point in the human resources market, offering unique HR services and innovative concepts.**

HRa Suite 7 is the result of 35 years of know-how and practical experience in optimizing performance and effectiveness in human resources, payroll, and time and activities management. HR Access is taking things a step further with this solution with innovative new concepts, a major increase in features, and important technical developments.

#### **An innovative solution bringing new concepts**

**These concepts are giving rise to a whole new generation of HRISs** that bring a true understanding of the field, on both operational and strategic levels.

#### **♦ HRa Space: a re-designed workspace**

**HRa Space is the single entry point for HRa Suite 7**, constituting a **collaborative workspace accessible to all users**. In this way, staff members, managers, and HR personnel all share the same interface, via workspaces that are adapted to the profile of each user, according to their position, their job, and their role in the organization. The highly ergonomic HRa Space encourages user acceptance of HRa Suite 7. Taking each user's level of experience and needs into account, HRa Space reinforces the circulation of information, its traceability and reliability, as well as the independence of the various users.

#### **♦ Guided processes: a new generation of processes**

HRa Suite 7 incorporates approximately forty business processes referred to as 'guided', based on experience from HR professionals. Ready for use and based on best practice, these processes **facilitate genuine dynamic contextual management of the operational processes and the deployment of a coherent HR policy within a complete organization**. For example, during **evaluations**, each user involved receives the information needed at the right time, with the necessary indicators and analyses, thereby optimizing the proper running of the process, which is guided at each step and for each person involved. Accessed and managed through HRa Space, these guided processes incorporate understanding of the tools for analysis, monitoring, and alerts, and ensure total traceability, visibility across all fields, and circulation of information flows.

#### **♦ HRa Channels: totally integrated and customized expertise**

Recognizing that HR professionals want access to best practice, methods, and tools to support them in their operations, **HRa Suite 7 incorporates content from recognized experts in its guided processes. The practical experience and expertise of the partners selected by HR Access contribute greatly to the content and functioning of these operational processes.** For example, by teaming up with iProgress, HRa Suite 7 can provide its clients the best in e-learning training under HRa Channel e-Learning.

And thanks to the **partnership with PerformanSe**, HRa Channel Assessment gives on-line access to behavioural skills, personality, and intellectual aptitude tests to help with the recruitment or evaluation process.

In this way, HRa Channels deliver real added value in the optimization, effectiveness, and implementation of HR policies. This expert content is an integral part of the HRa Suite 7 solution.

- ◆ **Contextual intelligence: relevant information at your fingertips**

**Through HRa Space**, HRa Suite 7 makes it possible to feed users, depending on their role and profile, with dynamic, reliable, relevant information, appropriate for the context of the management operations being carried out as part of a guided process.

The **decisional model offered is based on HR best practices**. HRa Suite 7 provides a library of contextual performance indicators, alerts and analyses, HR function specific modelling, as well as dashboards for controlling different processes.

HRa Space incorporates a user-friendly document management system (HRa DMS) for creating, publishing, and archiving all types of document. For example, this system allows automatic distribution of pay slips to all employees.

- ◆ **A solution possessing the best functional and technical assets**

**The new HRa Suite 7 solution benefits from the HRa Suite application base**, already recognized for its performance and effectiveness in matters of payroll, personnel administration, and time and activities management.

Through its enhanced functional coverage, **HRa Suite 7 guarantees real talent management** (recruitment, evaluation, training, compensation, skills management, mobility, and so on) **with over a hundred new functions such as managing diversity**.

With **international management** of human resources becoming unavoidable, HRa Suite 7 addresses these needs by, for example, allowing comprehensive management of expatriates and international mobility.

**HRa Suite 7 is compliant with HMRC** (Her Majesty's Revenue and Customs) specifications for its United Kingdom payroll solution. **For French private-sector companies**, HRa Suite 7 features a **"reverse pay"** mechanism for calculating the gross pay required to achieve the net pay desired. As far as its French "public sector" offering is concerned, HRa Suite 7 deals with issues related to the right of information on retirement pensions and regulatory developments such as the holiday saving account, as well as the computerization of payslips.

**In the field of Payroll, and Time and Activities management**, once again HR Access has optimized its solution by offering even more flexibility in the pay cycle, a robust, ultra-high performance engine, and an ergonomic, graphics-based approach.

**All this rich functionality and business expertise** is based on a high-performance, secure and economical technological architecture. Based on market technological standards and the most common Open Source Frameworks, it offers a reliable, scalable human resources management system.

*"As one of our clients' preferred partners, we're obliged to respond to the new challenges they're facing today. As a result, we're happy to announce the launch of HRa Suite 7 – a long-awaited development in the market. Although we are only in the launch phase of the new solution,*

**HR Access is proud to have already gained several clients who have chosen HRa Suite 7 to deploy their human resources management policy.** Amongst them I'd like to mention a loyal client of 25 years' standing, Air Liquide, which is embarking on a migration to HRa Suite 7, and SNCF, a new client for us, which has chosen the solution for the redevelopment of its human resources system. Launched this year in France, and in other countries in the EMEA region from early 2008, HRa Suite 7 will act as a catalyst for growth for the company", **says Michel Picaud, CEO of HR Access's EMEA region.**

HRa Suite 7 is aligned with the overall HR Access strategy. The service teams and HR Access partners provide comprehensive support in consultancy, training, expertise, and integration. HR Access also offers clients outsourcing services.

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Now moving into new fields like the management of talent, careers, knowledge, etc., human resource management is taking on a new dimension that entails rethinking ways of supporting companies in this strategic redeployment. Leveraging its more than 35 years experience – both professional and technical – HR Access is addressing these issues with the launch of its new HRa Suite 7 solution.

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## About HR Access

**HR Access Solutions** was founded in October 2003 following the acquisition of the HR Access software vendor business by Fidelity Investments. European leader in the field of Human Resources Management, the company counts more than 770 employees based in France, Spain, Germany, UK, Belgium, Italy and Tunisia. HR Access designs, develops and markets its application based solution and provides a complete service offer covering all its customers' and partners' needs (integration, training, expertise, support and outsourcing services).

**HRa Suite** is the **HR Access offering for international HR management, Payroll and Time & Attendance** for companies in all business sectors. This solution is based on 35 years' experience in the HR field and now counts 520 customers in more than 970 sites across 52 countries. Today, more than 12 million employees are managed by HR Access worldwide. HR Access is a trade mark of HR Access Solutions.

For further information: [www.hraccess.com](http://www.hraccess.com)