LSE 2030 - Developing LSE for everyone

HR Strategic Plan – Technology, Systems and Data Analytics

"A strong HR and Payroll operations service that delivers an outstanding employee lifecycle experience to its users and is adaptable, secure and accessible by design."

Vision statement, HR & Payroll Transformation Programme

SEPTEMBER 2023

Indi Seehra/Neelam Talewar

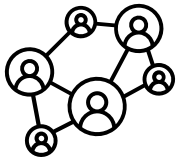HR & Payroll Transformation Programme

Policy Leads

HR

Supporting our LSE 2030 commitment

Investing in our community

Technology that enables us to support and develop all our researchers, educators and professional service staff.

Being open all life long

An enabler which makes it easy for lifelong relationships for our employees and work colleagues, and encourage active involvement with life at the School.

Ensuring LSE works for everyone

To implement a solution which enables everyone to fulfil their potential and enables simple supporting processes to recognise everyone's contribution.
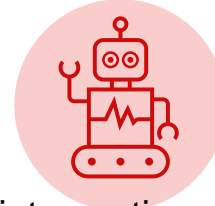
Creating a sustainable LSE

A system which supports an approach of "freedom within a framework", balanced with streamline administrative processes, and has the capacity for a new innovation.
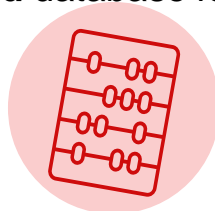
Delivery of HR and Payroll Transformation Programme will:

**Increase automation** of critical business processes

Reduce need for manual administration and intervention which will improve productivity and efficiency

Act as **shared** database for operational information across LSE

Increase compliance with external regulatory organisations (e.g. HESA)

**Improve accuracy** of LSE submissions for external assessments and awards
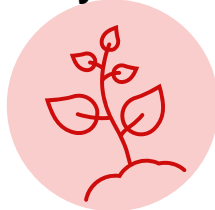
Support ongoing development of HR & Payroll Target Operating Model (potentially widening to a central service operating model)

THE LONDON SCHOOL
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POLITICAL SCIENCE ■

HR & Payroll Transformation Programme and the user experience

- Enables the user to work in a more agile and flexible working culture – systems can be accessed simply from anywhere

- Makes user work easier through accurate people data that delivers evidence-based decisions, real-time people information insights and secure integration with payroll and other applications

- Gives users a more personalised experience, adaptable for local requirements, accessible on demand

- Removes repetitive jobs for users, improving their work experience

- Enables individuals to carry their identity with them if/when they change roles

How technology, systems & analytics support a better employee lifecycle experience
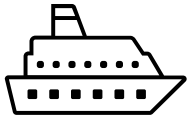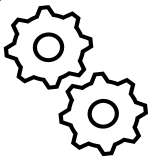
Onboarding:
Including automated pre-employment checks and automated workflows (with less reliance on emails)

Probation:
from notifying line managers of a new starter to supporting probation review process

Career Development Review:
system to support processes for all staff categories, including management information on completion rates

Secondments and Redeployments:
automations and workflow to trigger notifications (including employee alerts)

**Talent and Succession Management:**
supporting assessment of employees against competencies, providing reports on competency gaps within workforce

… how technology, systems & analytics support a better employee lifecycle experience

Pay Review and Promotion:

including automated pay progression based on LSE rules, employee timesheets and approval workflow
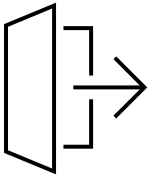
Leaver management:

including recording of new employers in line with HESA requirements, automated alerts and workflow

Case management:

recording and supporting all relevant case management information and processes to ensure compliance, efficiency and fairness.