

# Aurion Quarterly

Copyright © Aurion Corporation Pty Ltd Issue 9 – June 2004.

## Message from the Managing Director

Welcome to the new Aurion Quarterly, the newsletter for the Aurion Community.

The financial year to 30 June 2004 was another very successful year with sustainable growth in all areas of the company. Revenues increased and we stayed highly profitable while growing our capability to build, implement and support our solutions.

We delivered Aurion 9.02 on time with the new Timekeeper and Award Interpreter modules. These are major steps towards our goal of a fully integrated enterprise HR Solution as outlined in our 2004 Product Roadmap. The company achieved quality certification to ISO 9001 in April. Especially pleasing is that the process took only 12 weeks, demonstrating that our quality system was already in place.

We continued to grow our business with new customers such as Fairfax and Ingeus. We secured the first major corporate customer for the Aurion ASP and IP Australia came on board as a Spherion outsourced customer.

I encourage you to talk to our team about what Aurion can do for you. Till next time Regards



Silvano Basso



## About Aurion Quarterly (AQ)

We hope you enjoy our new look newsletter.

Although christened the Aurion Quarterly we already call it 'AQ'. Staff came up with many meanings for 'AQ'.

The one we like best is 'Answers before Questions'. That captures what we set out to do every day - anticipating your needs before you think of them.

In true international spirit we commissioned the famous New York illustrator, Rick Meyerowitz to supply his unique vision to each of our lead articles. (See page 2).

## Customer News

We are pleased to welcome the following organisations to the Aurion Community:

### Fairfax Ltd

John Fairfax Holdings Limited is Australasia's largest newspaper publishing group. Its mastheads include The Sydney Morning Herald, The Age, The Australian Financial Review, BRW and The Sun-Herald in Australia and The Dominion Post, The Press, and national Sunday newspapers in New Zealand. In addition, Fairfax publishes regional and community newspapers, financial and consumer magazines, and provides online, interactive and e-commerce services through f2 Network, its wholly owned internet subsidiary. Fairfax employs over 8,000 people in Australia and NZ. Fairfax is migrating from PeopleSoft.

### Richmond Tweed Council Co-operation

Eight NSW northern councils joined together to deliver a greater level of regional co-operation and resource-sharing, beginning with a common human resource management system. The councils are utilising existing IT infrastructure to deliver a shared system.

### Ingeus

Ingeus is an international human services management company established in Brisbane in August 1989. With offices all over Australia and in the UK, the Ingeus group delivers a range of services including return to work rehabilitation (WorkDirections Australia and WorkDirections UK) vocational training (Invisage) occupational health and safety (Inergise) and recruitment and labour hire (Clements). Ingeus employs over 800 staff and has an annual revenue of \$90M.

### NSW Department of Environment and Conservation

This new department follows the amalgamation of the Environment Protection Authority (EPA), National Parks and Wildlife Service, Botanic Gardens Trust and Resource NSW. The department brings together the resources of each agency to tackle priority environment, conservation, sustainability and cultural heritage issues for NSW.



## Aurion is excited to announce the release of Aurion Service Pack 9.02

Aurion Service Pack 9.02 was released on 31 March 2004. This Service Pack contains the first release of Award Interpreter and Timekeeper and is the first phase of the fully integrated Enterprise HR solution announced in our 2004 Product Roadmap.

In addition Aurion 9.02 contains a host of product enhancements and continues our program of ongoing product improvement.

includes calculating base payments, leave loading, shift penalties, public holiday or weekend penalties, fatigue and overtime payments for excess hours or shifts worked in a period.

You also specify payment rules for additional allowances including meals. For auto-pay staff, Award Interpreter processes variations to the standard salary. Staff can also enter expense claims through the timesheet.

### New Products:

#### Timekeeper

Timekeeper lets you design your own timesheets and other forms for time recording, including activity costing. Timekeeper also administers flexible working arrangements and includes rules for balances and limits.

Timekeeper automatically pre-formats timesheets using the employee's rolling shift cycles, approved roster or normal work pattern.

Staff submit their timesheets via Self Service. They add new timesheets and confirm or change an approved roster. Supervisors can also submit timesheets for their staff. Each business unit and work group can have their own time capture forms and workflow.

Where an employee submits an approved roster without change or a supervisor enters a timesheet for their staff, you decide if further approval is needed. Otherwise Workflow Manager routes the form for approval.

#### Award Interpreter

Using start and stop times, Aurion Award Interpreter calculates the pay rate(s) to apply, the number of hours to pay and updates payroll from approved timesheets. This

### Product Enhancements:

#### Multiple pay rates

Aurion now automates payments where the hourly rate is made up of different components, which vary according to the type of payment such as leave, overtime or termination.

#### Superannuation payments for casual staff.

Casual employee superannuation calculations now support step based award payments.

#### Self Service

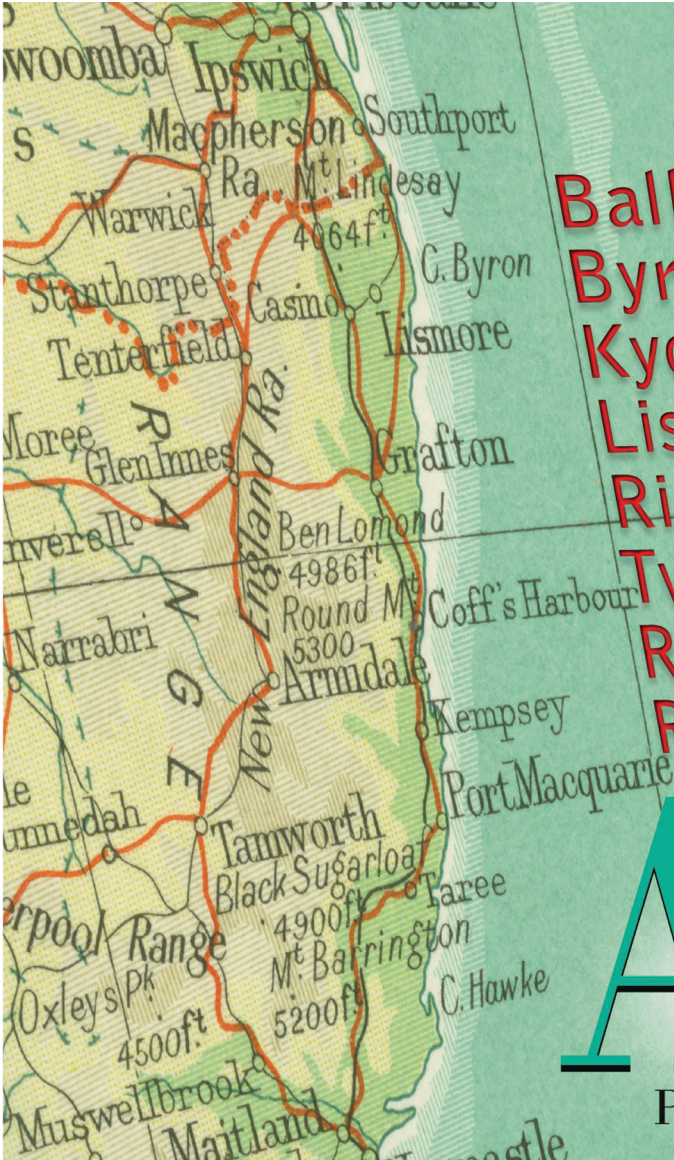
Aurion 9.02 enhancements to Self Service include view options for the display or suppression of leave balances.

#### My Deductions

This new Self Service feature enables employees to maintain their own member style deductions (such as health funds) in addition to bank deposits.

For further information please contact your local Business Development Manager (see page 4 for contact details).





Ballina Shire Council  
Byron Shire Council  
Kyogle Council  
Lismore City Council  
Richmond Valley Council  
Tweed Shire Council  
Richmond Tweed Regional Library  
Rous Water Lismore

# Aurion

People solutions that keep on working

## Councils launch shared services initiative with Aurion HR system

Eight NSW northern councils have joined together to deliver a greater level of regional co-operation and resource-sharing, beginning with a common human resource management system.

The councils are utilising existing IT infrastructure to deliver a shared system.

Spokesman for the group of Councils, Lismore's General Manager Paul O'Sullivan, said the Aurion system offers:

- significant cost savings for each council, as all needed updated systems
- using innovation to deliver new services i.e. *best of breed* software from an established Australian company not normally affordable for smaller Councils
- higher levels of efficiency and productivity
- increased opportunity for professional staff training and development that would ensure internal and external customers would benefit from higher service levels
- a common system for delivering occupational health and safety improvements and standards.

'Staff will find that the services available to them as employees will improve, but the real winner of course, will be the ratepayers of all of the Councils who will get a more efficient public service for less outlay'. Managing

Director of Aurion Corporation, Mr. Silvano Basso said, 'We are seeing a growing take up of the *shared services* model to achieve administrative efficiencies by eliminating duplication and providing consistent and higher quality service. Businesses that run a group of companies and some State Governments are well down the path of adopting the shared services model. What makes the Northern Council's initiative groundbreaking, is the high level of co-operation between organisations that do not have a common owner'.

Mr. Basso said that the design of the software supports the shared services model.

'Our 100% successful delivery record and being referred to by our clients as *The Australian Tier 1 HR Solution* certainly has enhanced Aurion's credibility'.

'We are pleased to support this local government initiative. We will continue to demonstrate the ease and reliability of implementing the Aurion HR solution, both in local government and other Aurion customers, such as Fairfax'.

For further information please contact us on:  
07 3368 9644 or visit our website [www.aurion.com.au](http://www.aurion.com.au)

## Quality Certification



Quality  
Endorsed  
Company  
ISO:2001 QEC21341  
SAI Global

Aurion's Quality Management System was certified to ISO9001:2000 on 21 April 2004. Certification covers all aspects of the business from product development and professional services through to invoicing. SAI Global Assurance Services are our external auditors. Certification took only 12 weeks from project initiation. This demonstrates that the necessary quality processes were already in place and is a testament to the commitment of our

people. A special thanks to CITEC, our majority owner for their advice and assistance during the certification process.

## Partner News

Ross Human Directions (RHD) has acquired Spherion who offer HR and payroll outsourcing using Aurion. RHD is listed on the ASX and following the acquisition of Spherion has revenues of about \$350M per year making RHD one of the largest recruitment and human resource management firms in Australia.

Julia Ross, Managing Director, of RHD said 'This acquisition represents a significant consolidation step that will position Ross Human Directions as a major player in recruitment, technology and HR outsourcing in Australia, with further growth opportunities in the Asian region.'

## Integrating with SAP Financials

### *'Integration made easy'*

Many Aurion customers use SAP Financials so Aurion provides a comprehensive integration suite for data exchange and enquiry with SAP.

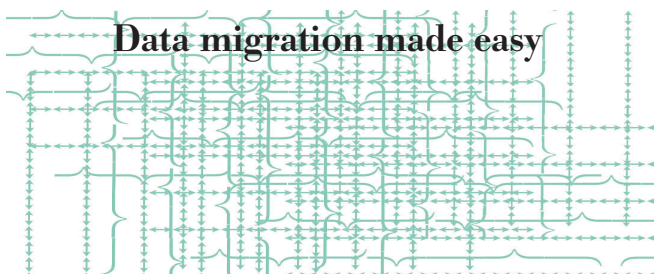
SAP users drill down directly into Aurion from consolidated postings within the General Ledger, which displays the line item breakdown; for example to view the employees who worked the overtime charged to an account.

Adding a cost code to SAP automatically updates Aurion so the new codes are available for payroll costing.

And, when running the pay, you can tell Aurion to perform the payroll accounting analysis for the pay run and automatically post the appropriate journals into SAP without user intervention.

The NSW Department of Environment and Conservation recently went live with the Aurion to SAP integration.

Martine Farleigh, Manager HR Information Systems says 'The ease of drilling down gives you exact information on salaries and the ability to directly post the costing file means that any errors are picked up immediately. Integration has certainly eased the time pressure and workload which is a very favourable and beneficial outcome'.



Data migration is a major cost of implementing a new HR solution. The new Aurion Data Migration Tool makes the

job of loading data into Aurion from any system faster, easier and more cost effective.

Legacy data is imported into a transition database and the Data Migration Tool maps the fields from your legacy HRIS to the Aurion data load formats.

The tool cleans, manipulates and reports errors to assist in data quality analysis. It lets you fill the gaps in data missing from your legacy system.



## We welcome a new member to the Aurion team.

Stephen Powell, our new Professional Services Manager, has more than 10 years experience in managing HR/Payroll Professional Services in Europe and Australia.



With a M.Sc in Mathematics from Liverpool University, UK, Stephen has extensive knowledge in managing software implementations in the Local Government, Retail, Recruitment, Telecommunications, Manufacturing and Financial sectors, just to name a few.

After moving to Australia from the UK in early 2003,

Stephen was instrumental in delivering major projects in Australia, New Zealand and Hong Kong.

Stephen joined Aurion in March this year and is responsible for managing our project and services delivery group.

A keen cyclist, climber and martial arts practitioner, Stephen loves working with like-minded people who are dedicated and professional and so he fits in well at Aurion!

Welcome and best wishes Stephen.

### BRISBANE HEAD OFFICE

Level Four 301 Coronation Drive Milton Q 4064 Australia  
Phone +61 7 3368 9644 Facsimile +61 7 3369 6088

[www.aurion.com.au](http://www.aurion.com.au)

OFFICES IN SYDNEY, MELBOURNE & CANBERRA

Phone +61 2 9542 7373 Phone +61 3 9421 2604

All other company and product names may be trademarks of their respective owners. The information contained herein is subject to change without notice.