



Menzies Aviation lands a smooth payroll transformation in the UK with EPI-USE Labs

EPI-USE Labs' PRISM methodology and Data Sync Manager (DSM) Suite enabled Menzies Aviation to migrate to SAP SuccessFactors ECP, avoiding payroll re-implementation and ensuring a smooth transition for its UK business.





Fast migration – project delivered in 6 months



No payroll re-implementation



Reduced business risks



Intelligent data slicing

About Menzies Aviation

Menzies Aviation is a global company managing the transportation of high-value and time-critical cargo. With over 50,000 employees, Menzies Aviation plays a crucial role in the global logistics network. They handle everything from warehousing to ramp services.

Migration from on-premise SAP Payroll to SuccessFactors ECP

Menzies Aviation, the leading service partner to the world's airports and airlines, faced the challenge of migrating from their on-premise SAP payroll system that supported their UK business to the SAP SuccessFactors Employee Central Payroll (ECP) cloud environment.

The company needed to transition before SAP support for their existing system ended in 2025, but they wanted to avoid the complexity and expense of a complete payroll re-implementation. With operations across nine airports in the UK, and global support functions also based here, they also needed to maintain payroll accuracy, and minimise risks during and after the migration. They wanted a partner with deep SAP HCM payroll expertise.

PRISM solution: seamless software-enabled transition

For Menzies Aviation, the journey to SAP SuccessFactors Employee Central Payroll began with a meticulous upfront assessment: the EPI-USE Labs' PRISM Assessment. This report delivered clarity into their existing ECC landscape, resulting in real, precise migration blueprints.

With a clear migration path defined, the Build & Test phase started. This stage includes the staging, ECP environment setup, and rigorous reconciliation and testing. Underpinning this process were EPI-USE Labs' innovative solutions, adding an extra layer of accuracy and efficiency.

“EPI-USE Labs implemented their proprietary migration methodology for us, bringing us the benefit of improved processes, better productivity and significant cost cutting. It was ‘magic’ to me; they did a transformation without re-implementation. They did an initial assessment to analyse our system, which they did very well.

Vincent Bismack, SAP Payroll Functional/Technical Lead, Menzies Aviation



The Data Sync Manager™ Suite streamlined data transfer, making sure the data was masked in the testing environments, while Query Manager™ and Variance Monitor™ helped with comprehensive payroll testing and reconciliation.

This approach facilitated a 'lift and shift' migration, expertly moving their SAP applications and data to the cloud, without the disruption of a full payroll re-implementation.



Data Sync Manager was very good at extracting selected data, along with the technical know-how from EPI-USE Labs. We also used Variance Monitor for comparing data for accuracy. We worked together as one team with EPI-USE Labs, and the success of the project was thanks to excellent communication and technical understanding.

Vincent Bismack, SAP Payroll Functional/Technical Lead, Menzies Aviation

Successful migration to ECP on time and budget

EPI-USE Labs enabled Menzies Aviation to successfully migrate to ECP within six months. By using the PRISM methodology, Menzies Aviation avoided a costly and time-consuming payroll re-implementation. The migration reduced business risks with embedded security and reconciliation processes, ensuring fewer errors. Menzies also benefited from intelligent slicing of payroll data, migration of historical payroll results, and automated analysis of pay runs. The project was delivered on time and within budget.

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your business challenges.