



Sellafield Ltd enhances HR reporting, data visualisation and SAP test data accuracy

EPI-USE Labs' solutions, including Query Manager™, and Object Sync™ – part of the Data Sync Manager™ (DSM) Suite – empower Sellafield Ltd to automate reporting, integrate data visualisation, improve payroll data testing and drive a more data-focused organisation.





Sellafield Ltd



Standardised reports



Fully automated end-to-end reporting process



Full data integration with Microsoft Power BI



Significant reduction in manual reporting end-to-end reporting process



Secure data extraction and sharing

About Sellafield Ltd

Sellafield Ltd is a British nuclear decommissioning Site Licence Company (SLC) controlled by the Nuclear Decommissioning Authority (NDA); a UK government body set up specifically to deal with the nuclear legacy under the Energy Act 2004.

Sellafield Ltd's main aim is to manage the decommissioning of the Sellafield Ltd facility in Cumbria, England, on behalf of the NDA. The company employs more than 12,000 employees and around 17,500 contractors, and its focus is to deliver accelerated nuclear decommissioning and clean-up programmes. It is also involved in nuclear fuel production and reprocessing, and international nuclear decommissioning and transportation.

Manual reporting challenges and growing workforce data demands

Sellafield Ltd began their SAP HR journey in 2015 with the implementation of ECC on-premises. At the time, reporting posed significant challenges. Most reports were created manually using SAP tools, and exported to Excel, where teams relied on VLOOKUPs and pivot tables to analyse data, resulting in a manual and error-prone process.

The volume of spreadsheets and manual data manipulation made reporting inefficient and unsustainable. Meanwhile, increasing demands from the company's leaders for workforce insights placed further pressure on HR to deliver timely, comprehensive reports, limiting the organisation's ability to make data-driven decisions.

The COVID-19 pandemic further highlighted gaps in talent visibility, severely impacting Sellafield Ltd's ability to maintain operational efficiency.

Payroll testing was another major challenge. The teams had to manually input large volumes of test data into their QA systems, a process that could take hours – or even days – and was highly susceptible to human error. Moreover, test scenarios were difficult to replicate, complicating subsequent testing cycles.

“Prior to having Query Manager, we would take every report individually, starting from a blank page, extract the data, then bring that data together in Excel using pivot tables. Query Manager enabled us to standardise a lot of our reports, and put parameters on them

James Claydon, HRIS
Development Manager,
Sellafield Ltd



Using a combination of Query Manager and Power BI, we were able to fully automate the process, from end to end. It enabled us to establish those standardised reports we didn't have a mechanism for creating prior to that.

Shaun Mossop, People Information
Systems Lead, Sellafield Ltd

Enabling reliable reporting and testing through automation

To address their reporting challenges, Sellafield Ltd implemented EPI-USE Labs' Query Manager. This allowed the automation and standardisation of HR reporting processes, significantly improving both efficiency and data accuracy. Reports that previously required hours of manual work could be generated quickly and consistently, and with reduced risk of errors.

Query Manager was selected in part due to its ability to integrate with other systems, including Microsoft Power BI. Sellafield Ltd configured the solution to feed data directly into Power BI, supporting a fully automated reporting workflow across platforms. Sellafield Ltd is also using Query Manager's scheduling feature to extract data on a nightly basis, which has given them the scope to extract a lot more data, and ultimately to run queries interactively.

To support payroll testing, Sellafield Ltd implemented Object Sync, part of the EPI-USE Labs' Data Sync Manager (DSM) Suite. This allowed Production data to be securely copied into their QA system. This eliminated the need for manual test data entry, significantly reduced testing times and improved repeatability across test cycles.



Prior to using Object Sync, individuals had to manually tap in test data, which takes hours – if not days – and once you carry out that test, it's not often repeatable. It's great that we can copy that data from our Production system into our QA system.

Shaun Mossop, People Information
Systems Lead, Sellafield Ltd

Improved decision-making through accurate and accessible data

Query Manager has helped Sellafield Ltd to achieve their goal of being a more data-driven organisation, enabling better-informed decision making and supporting strategic workforce planning.

Security remains a top priority for Sellafield Ltd, and because Query Manager respects SAP authorisations, access to sensitive data is properly controlled, ensuring only the right people see the right information.

Today, all line managers at Sellafield Ltd access workforce data via Power BI, fed directly from Query Manager. This shift has eliminated the need for manual data handling, moving from 70-80% manual effort to a fully automated process for extracting, transforming, and loading data.

Much of this data focus has centred on talent management, helping Sellafield Ltd monitor attrition. This access to data also influenced strategy; based on insights gained from these reports, Sellafield Ltd recruited a Head of Attrition. Embracing a data-driven approach has revealed the critical value of data, leading to continued investment in analytics capabilities.

EPI-USE Labs' Object Sync also provided more confidence in payroll testing by providing accurate data, ensuring tests are reliable and reflective of real scenarios.



800 to 900
automated reports



70-80% manual data
manipulation now a fully
automated process



70 to 80 scheduled
reports that feed the
data warehouse



We use Query Manager's scheduling capabilities to extract data on a nightly basis and that has given us a huge capability of running queries interactively, because it means we can extract data overnight which gives us the scope to extract a lot more data

James Claydon, HRIS Development Manager, Sellafield Ltd

About EPI-USE Labs

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.

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