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

EPI-USE Labs' solutions – 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.

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

Secure data extraction
and sharing

> 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

Manual reporting challenges and growing workforce data demands

Sellafield 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'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.

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 configured the solution to feed data directly into Power BI, supporting a fully automated reporting workflow across platforms. Sellafield 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 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.

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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 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, 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 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 monitor attrition. This access to data also influenced strategy; based on insights gained from these reports, Sellafield 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

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> 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
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> 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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