

# DFØ HR

# SHARED HR-SYSTEM FOR THE NORWEGIAN GOVERNMENT

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# Key figures

## Shared-servicescenter within the government

*A voluntary offer, but 90% market share.*

- Approx. 280 employees in payroll, time, travel and HR-services (850 in total in DFØ)
- 213 000 payroll recipients pr year
- 800 000 travel bills pr year
- NOK 52 billion paid out through our payroll system
- NOK 530 billion paid out through our financial system
- 1 007 128 processed invoices



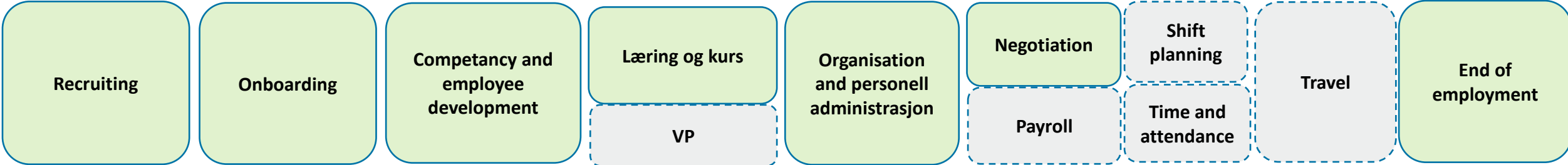
**Focus on the customer journey from A to Z**

### DFØs customers



**User interface**

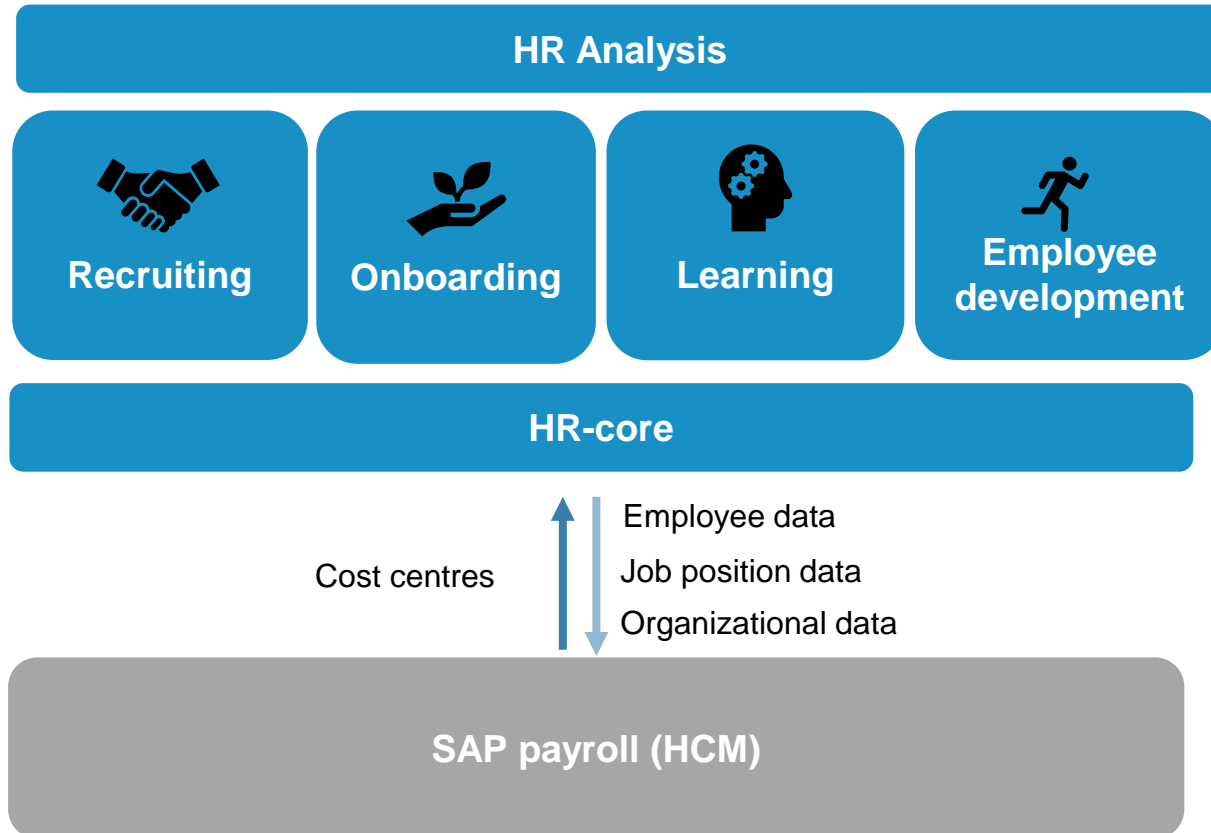
**HR Analysis**



**HR masterdata**

# Implementing DFØ HR

*Shared HR-system for the Norwegian government*



- Based on SAP Success Factors, with assistance from NTT Data
- Close integration with the payroll system (SAP HCM)
- Integration with customers' archiving systems
- Set up DFØ HR, the shared standard for the Norwegian government
- The solution will be used by potentially 200 000 end users

# Main progress plan

	2021				2022				2023	...
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	
DFØ HR Delivery 1	HR-core, Recruiting, Onboarding				Go-live					
DFØ HR Leveranse 2		Employee Development, Learning				Go-live				
Pilot		Pilot with collaboration customers								
Roll out							Customer 1 (small)	Customer 4 (medium)		
							Customer 2 (medium)	Customer 5 (medium)		
							Customer 3 (large)	Customer 6 (medium)		

Technical and functional set up
  Pilot
  Roll out



# METHODOLOGY



# Setting up the government standard

Configure SuccessFactors according to HR best practice and Norwegian government requirements

Starting point: NTTs ready2run-methodology

Close collaboration with functional expertise from our collaboration customers

Some flexibility within the government standard to meet specific customer needs

NTT DATA

Utdannings-  
direktoratet

Konfliktrådet

dfø

NTNU

DET KONGELIGE  
FINANSDEPARTEMENT

UiO • University of Oslo

DSS

UNIVERSITAS  
BERGENSIS

UNIVERSITETET  
I TROMSØ

Statens vegvesen

Statens vegvesen

TOLL  
CUSTOMS

TOLL  
CUSTOMS



# What is ready2run from NTT Data?

- Framework of accelerators
- Focus on learning and understanding, with hands-on experience
- Quick implementation in the cloud
- Pre-configured, customer footprints
- Based on 20+ years of experience with HR-systems and best practice



# Ready2run for Norwegian government

- Combined best practice HR with the needs of the Norwegian government entities

## Why?

- Covers 80-90% of shared needs
- More efficient implementation for government as a whole and each customer
- Less use of resources
- More efficient maintenance
- Quicker and more efficient future development



# Configuring the government standard

## *Key learning points*

- Ensure that everyone has the same competency from the start, both methodology and functional knowledge
- Ensure that all functional areas are properly understood and aligned
- Customer home work: map internal process, current and future
- Start configuration with a smaller group, then expand to ensure broad needs
- Use a defined, but representative group of collaboration customers
- During roll out, have a focus on learning and small adjustments
- If possible, focus phase 1 on implementation of the standard, and move potential modifications to phase 2, 3 etc.



# Customer roll out

## *Pre-analysis*

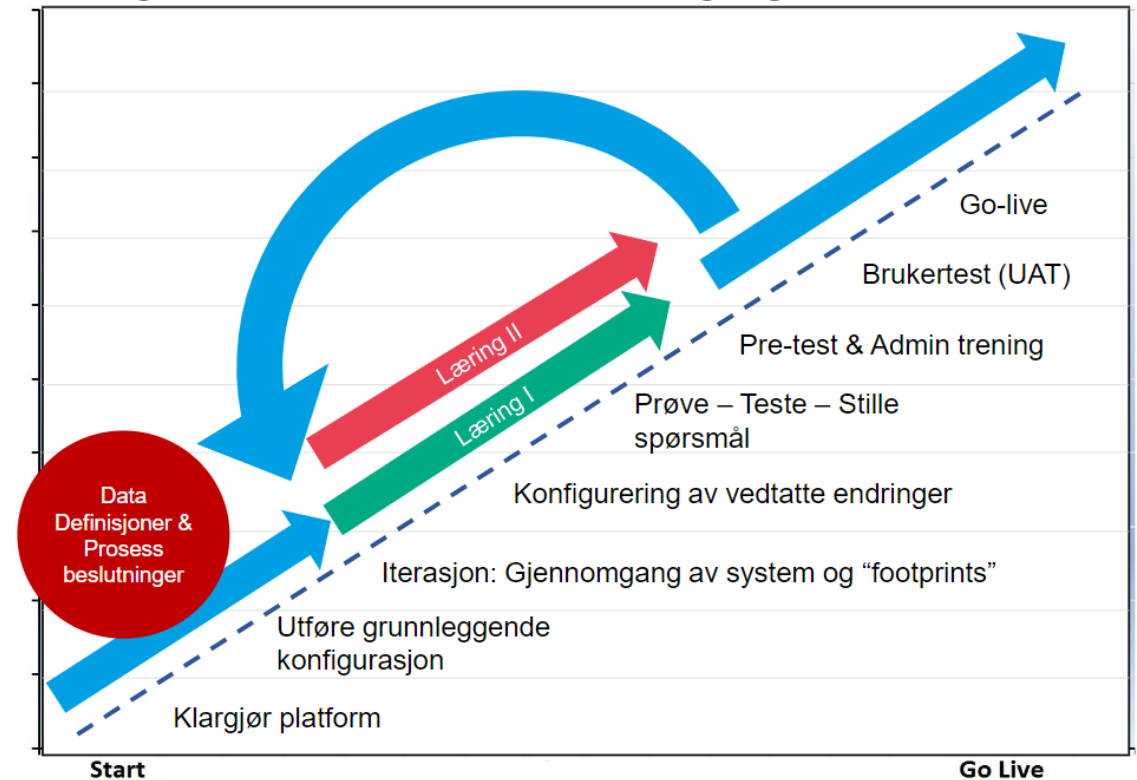
### *Business case*

- Identifying processes
- Mapping competency and capacity
- GAP-analysis: government standard vs. customer needs
- Prepare for implementation
- Other requirements, for example special security concerns



# Customer roll out Implementation Project

- Methodology: ready2run for Norwegian government sector
- 2 iterations, instead of 3 (NTT standard)
  - Iteration 1: Go through government standard and product flexibility (90%+)
  - Iteration 2: Set up customer footprints within the product flexibility
- Offer of expanded implementation support (change management)



**QUESTIONS?**