



SPONSOR
Lord Harris of Peckham

CHIEF EXECUTIVE
Sir Daniel Moynihan Ed.D, M.A., B.Sc. (Econ)

Mr B Santos
(via email only to HRDataConsultLtd@hotmail.com)

15 October 2024

Dear Mr Santos,

Thank you for your email dated requesting information about the software used for payroll, HR, and finance solutions across Harris Federation.

Your request:

What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire?

Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to?

How many people do you pay each month using your payroll solution?

How many pensioners do you pay using your payroll solution?

Do you use Microsoft power platform technologies such as Power Automate, Power Virtual Agents?

What is the employee count at the federation?

Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation?

Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc?

Who at the federation is the head of service for HR and Payroll software or services and what is their role?

Our response:

- The software used for HR and finance solutions is **Oracle Fusion Cloud**. The software used for current payroll is the providers own software, **EPM**.

Section 43(2) FOIA is a 'qualified exemption' where we are required to carry out a public interest test. We are withholding the information on the annual spend and contract expiration date on the following grounds:

- *that release of the above information would undermine the relationship between Harris Federation and EPM, that could prevent the providers from effectively carrying out their functions.*

- Current payroll services are outsourced to **EPM**.
- The total number of people that are paid each month using the payroll solution is **4781**.
- Pension services are not provided using the payroll solution.
- Harris Federation do use Power Automate; however this is managed internally without any external assistance.
- The total employee count across Harris Federation is **4781**.
- Harris Federation do collaborate with another organisation in the delivery of HR and payroll shared services, this organisation is **EPM**.
- Harris Federation do not work with any industry experts.
- The person responsible for the HR services is the Head of HR. The person responsible for the Payroll services is the Payroll Manager.

Next steps:

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Humphrey Gullett
 Director of Risk and Compliance
 Harris Federation
 4th Floor Norfolk House
 Wellesley Road
 Croydon
 CR0 1LH
dpo@harrisfederation.org.uk

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision.

Yours sincerely,

Lauren Moore

Lauren Moore
Safer Recruitment and Compliance Officer