

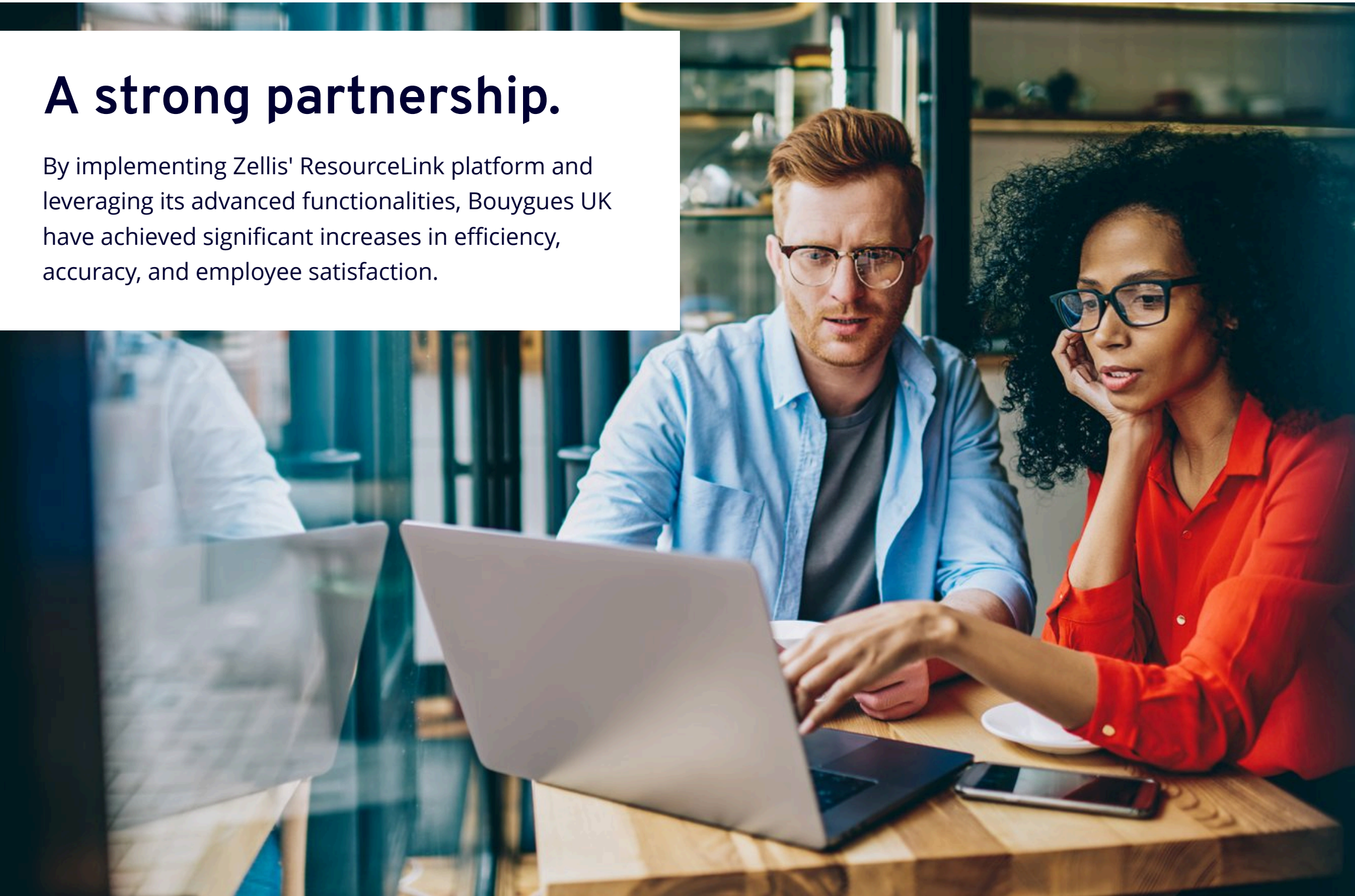


**Case Study**  
**Bouygues**

Maximising efficiency and empowering employees

# A strong partnership.

By implementing Zellis' ResourceLink platform and leveraging its advanced functionalities, Bouygues UK have achieved significant increases in efficiency, accuracy, and employee satisfaction.



Bouygues has been a prominent player in the UK for over 25 years, steadily expanding its presence across the building, infrastructure, and industrial sectors.

Its UK operations encompass Bouygues UK, Equans, Bouygues Travaux Publics, VSL, Colas, and Colas Rail, contributing to over £4 billion in annual sales and employing more than 20,000 people.



From designing and constructing to operating and managing structures throughout their lifecycle, Bouygues leverages its extensive expertise to tackle projects and challenges of any size, ensuring comprehensive solutions for all its clients' needs.

Bouygues UK recognised the need to consolidate their payroll and HR platforms to improve efficiency and standardise processes.



**Recognising the opportunity for optimisation and modernisation.**

Bouygues UK began using ResourceLink as part of an earlier project to merge all their entities onto one payroll and HR platform. ResourceLink was chosen for its functionality and flexibility at the time.

However, Craig Griffin, a ResourceLink and MyView expert, joined the company 6 years ago, and realised that it was being severely underutilised.

66

*It was just seen as 'push-a-button' software, which did the payroll piece for them, and nothing else. It was almost considered a hindrance to the HR team, a bit of an afterthought."*

- Craig Griffin, Bouygues

Having prior experience of the system's capabilities, Craig saw an opportunity to optimise ResourceLink to its full potential and re-educate the organisation on its benefits.

The primary objective was to implement self-service and move away from paper-based and labour-intensive processes. This would transform ResourceLink into a high-level HR database which could interact with modernised payroll operations.



## Tailoring the system for Bouygues' needs.

---

At the start of the project, all employees had already been merged onto ResourceLink and there was basic online annual leave booking capabilities.

Given the task of developing the system, Craig have found ways of making it work for Bouygues UK unique needs. With the move to Zellis HCM Cloud, they were able to roll out the MyView app, enabling frontline staff to access HR policies and complete self-service modules.

Single sign-on capabilities were introduced to drive accessibility and a better user experience.

The leave booking functionality has been further enhanced to include various absence types that can all be booked online. An onboarding component has been developed, rolled out and accepted.

66

*We've also been improving the general attitude towards ResourceLink in the business. We're slowly changing people's perception and getting them to use the system more effectively."*

- Craig Griffin, Bouygues



## Faster payroll processing and deeper insights.

---



The legacy system previously housed a lot of duplicated and out of date data, requiring some system housekeeping. Cleaning out the data, removing duplicates, old audit tables, old costing messages, exception messages, and other unnecessary data has made payroll processing significantly faster.

And now the data has been cleaned and is accurate, they have been working with Power BI to create internal reports of real-time payroll for data analysis. Power BI allows for better visualisation of data and the ability to drill down for more detail.

66

*I think it's the dashboards people want. Keeping the data in behind it, they want the visuals with it."*

Bouygues UK are beginning to use APIs to access data from other programmes to provide deeper insights. Craig is admirably self-taught on API technology, making use of Zellis support when he got stuck.

66

*I logged a call, and somebody joined a call with me even though they're in Australia. They would stay up until the middle of the night just so they could help. And they were extremely helpful, and we ended up being able to get connected to the API database."*

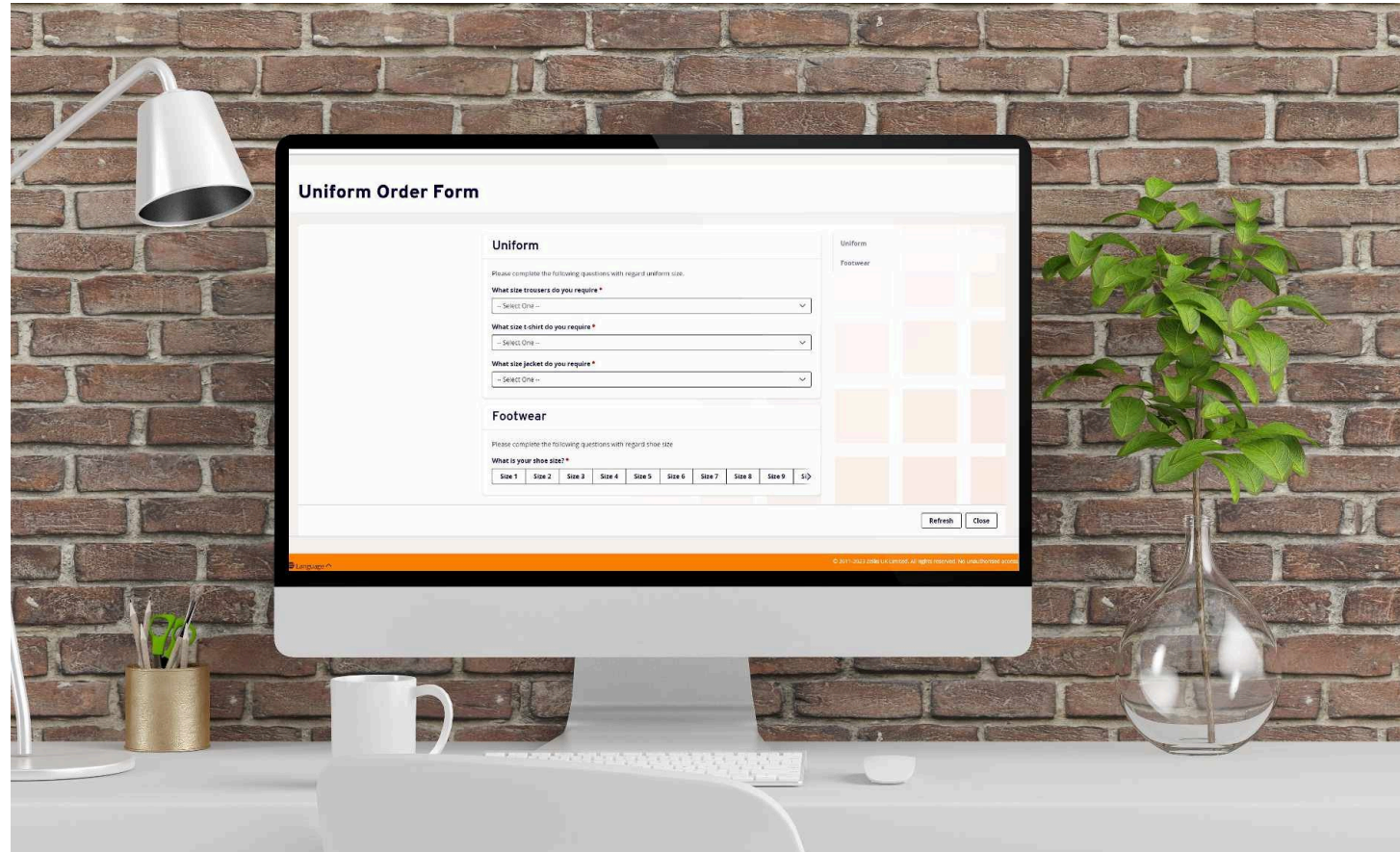
- Craig Griffin, Bouygues



Improved automation and ongoing support.

Implementing multi-stream has also increased the speed of payroll processing and given back time to the business by allowing for later cut-offs. Multi-streaming in ResourceLink allows you to run multiple streams to the Zellis server simultaneously during payroll calculations. Instead of sequentially processing each employee one by one, you can now send groups of three or four employees at a time for calculation. This significantly reduces the time required to accurately calculate each month's pay, making the process five times faster. With multi-streaming, you can effectively manage large payroll calculations and generate pay slips for all employees in a timely manner.

Additionally, Bouygues UK has developed numerous workflows and workflow forms, which can also be used by frontline staff through MyView. MyForms are particularly useful within the onboarding module, for example for employee benefit signups, further improving connections between HR, payroll, and audit processes.



66

*Automation has been a big win for us."*

- Craig Griffin, Bouygues

## A stronger partnership amidst the pandemic.

---

The COVID pandemic further cemented the partnership between Zellis and Bouygues UK.

Zellis developed a process to help calculate furlough payments to maintain support for customers at a time when legislation was changing daily.

66

*That was a godsend for us, and I know around the industry, it wasn't done very much by other providers.*

*A lot of people were left to their own devices to work something out. Zellis supported all their customers with that which I think was amazing through that journey because it was a pretty tough time for everybody."*

- Craig Griffin, Bouygues



The collaboration between Bouygues UK and Zellis has been highly effective in transforming their payroll and HR operations, bringing efficiency, modernisation, and a better user experience for the entire organisation.

By embracing innovation and fostering a collaborative relationship, Bouygues are optimising processes and allowing for further evolution as their business needs change.

66

*The legislation and functionality from Zellis are some of the best I've seen in my time working in payroll.*

*The self-service component is also key for employees and automating processes. Having everything in one place for the HR team is crucial."*

- Craig Griffin, Bouygues

## Key takeaways:

---

- The consolidation of payroll and HR processes onto one platform reduced administrative burdens and better overall efficiency for Bouygues UK.
- Introduction of self-service empowers employees to take control of their own HR-related tasks.
- The integration of Power BI enables the analysis of HR and payroll data in real-time, gaining valuable insights for strategic decision-making.
- A commitment to continuous development and staying at the forefront of HR and payroll technology ensures that Bouygues will be able to adapt to the changing needs of their business.

Bouygues UK's success story with Zellis demonstrates the power of partnering with an innovative and flexible HR and payroll solution provider. If your organisation is facing similar challenges or seeking to modernise your HR and payroll operations, we invite you to get in touch.



Thank you for reading our case study  
**Bouygues UK**

