



Case Study

Perth and Kinross Council

Zellis have been involved in providing a human resources information system (HRIS) to Perth and Kinross Council as far back as 2010, and over that time have always been quick to implement new Zellis products. In this case study, we spoke to Allan Craik, HR Officer at Perth & Kinross Council.

Zellis and Power BI have enabled him to have a deeper understanding of developments within the workforce and share much more granular data with senior management teams. However, the capabilities extend far beyond simple data sharing...

Perth & Kinross Council had been using Business Objects (BO) for a number of years as their main reporting tool to cascade information throughout the Council. Lack of BO integration however meant that sharing data was a cumbersome process, and with BO being decommissioned in 2025, they had to consider a different route.

Making the decision to move to Power BI with Zellis was a natural progression.

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Because Zellis provide our HRIS, they understood what was going on. They already understood our way of working."

- Allan Craik, HR Officer, Perth & Kinross Council



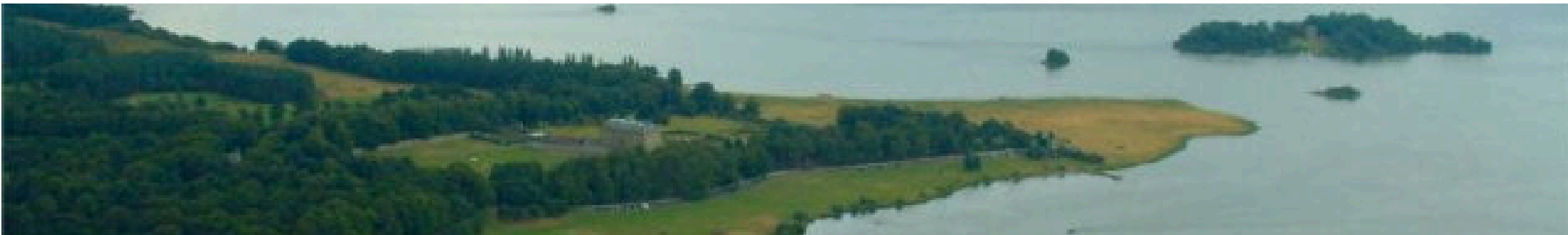
With an update to Microsoft 365, Power BI was included, and Allan quickly discovered that there was a high level of functionality, including interactivity and the ability to share reports. This was a big uplift from previously sharing reports via email or as hard copies. Power BI enables everyone to receive and access the same amount of required information to ensure that everyone is on the same page.

Power BI also enables a level of scalability that is simply not possible when sharing information via email.

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If we were emailing everyone, that is 6,000 emails. Our email server couldn't handle that. So, we would have to break it down into chunks which was cumbersome and time consuming."

- Allan Craik, HR Officer, Perth & Kinross Council

Using Power BI will enable the sharing of interactive dashboards with our senior managers. With around 300 reports which are now automated in the system, all of which are updated on a different timescale, some daily, some weekly, some monthly, a simple and cohesive system is crucial. And self-service dashboards means that managers can investigate any areas that they want to with whatever level of granularity is meaningful for them, allowing a fuller picture in one view of their Service/Section/Team instead of collating multiple reports.



Making the first move...

One of the biggest differences between Power BI and BusinessObjects is that BO required programming to be exported to Excel. This consumed precious man hours which are hard to come by in a department with already stretched people resources. Power BI can deliver efficiencies and provide a dedicated resource for reporting that people are able to log into and have refreshed data on a daily basis.

It also means that the information can be shared with the right people, providing a level of control beyond the capabilities of email. The dashboard system means that everyone can be set at the correct security level, with managers being able to access only the people that are below them.



Making the most of the solution...

Moving over to Power BI can feel like a steep learning curve, as it offers a very high level of functionality which can easily be underutilised in the wrong hands. But the team at Zellis are determined to ensure that clients get the very best out of the solution, including a 5-day workshop using the organisation's own data to demonstrate how to build out models.



Zellis provides training webinars as well as always-on support, which helps people new to the software understand what it is capable of and how to apply the software to their own situation.

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The Zellis workshop was great at delivering the capabilities of Power BI and generating a high level of understanding behind that. Zellis understood that we'd never used this sort of product before, and having a session based primarily on our own data was really useful."

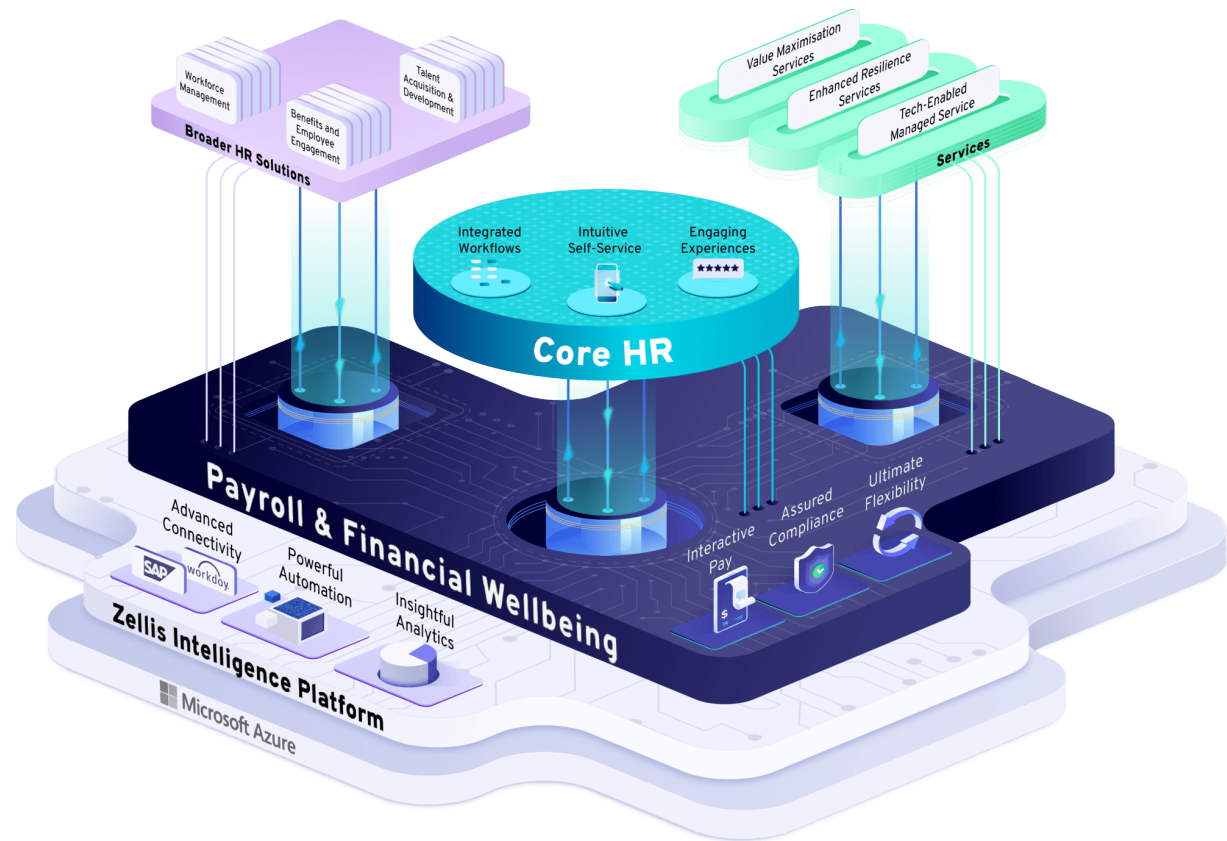
The webinars showed us what we would like to obtain and where we would like to get to within our organisation."

- Allan Craik, HR Officer, Perth & Kinross Council

Making the connection

Power BI is embedded within Zellis own ResourceLink. And it can be constantly iterated to make it work for you and your organisation as you scale and take feedback from your team.

The switch to Power BI was relatively simple even though there are several different departments within P&K, most notably at this stage, an HR, and an IT department. Both of which need access to similar information but organised in a different way. Power BI has the capability to provide the right people with the information they need and create powerful reports that can integrate with other solutions.

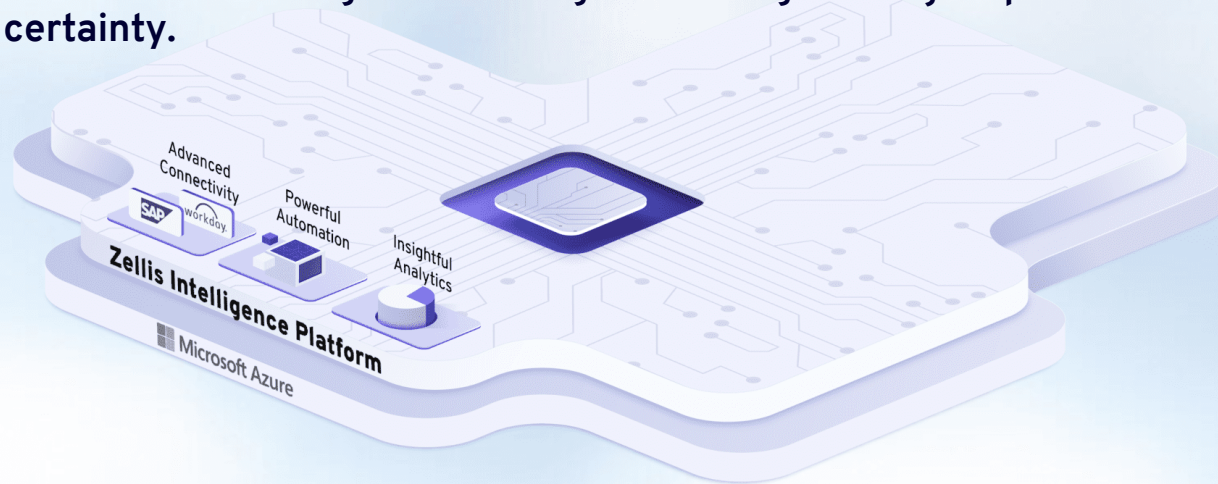


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It's not always about HR data, it might be sales or something else. And then it answers the question of how to bring everything together with HR, which can sometimes feel like a bit of a minefield due to being about people's personal data. It helps us to untangle the web that is behind everything to produce something really useful."

- Allan Craik, HR Officer, Perth & Kinross Council

Zellis also has the Zellis Intelligent Platform (ZIP) layer which enables more information to be made available with each release of software. This makes further integrations and greater insights not just possible but a certainty.



Making decisions

Working with Power BI has marked a real shift in the way the council as a whole works, to create better communication and clearer data sharing between the people who need it.

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1500 managers will get this product and be able to see exactly what is happening in their team right now. But it can also be used for forecasting."

- Allan Craik, HR Officer, Perth & Kinross Council

Being able to look at the workforce in such detail and create custom reports provides hiring managers with the ability to be more pre-emptive in their talent strategy. Which in the current hiring environment is crucial to get ahead of skills shortages and better manage the workforce.

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We now have this great tool that we can use and seeing how this will change the way the council works all together; we'll be able to distribute large amounts of information quickly. We can look at what's going out in terms of employees, pay and costs, and then forecast the future. So, if we need to change resources, we'll be able to be a bit more proactive."

- Allan Craik, HR Officer, Perth & Kinross Council

Making a difference

Perth and Kinross and Zellis have been working together for a long time, and this will likely continue as Zellis develops further solutions which can be embedded into existing systems. Meanwhile, the team and Perth & Kinross Council will keep adding to the way they use the software.



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There will obviously be updates. But as the awareness of the capabilities of Power BI grows, people will start asking for what they want and what they need, and that can be added."

- Allan Craik, HR Officer, Perth & Kinross Council

As time goes on, the solution will be able to be shared with the wider council, rather than simply the HR department.

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Everyone on the council, especially the senior management team, are excited about what this can deliver for them. To be able to have just the right data on hand, and for that data to be so up to date is going to be a game changer for us."

Allan Craik. HR Officer at Perth & Kinross Council



Thank you for reading our case study

Perth and Kinross Council

If you'd like to find out more about how Zellis can help your organisation, get in touch today.

