



Case Study

Vistry Group

Seamlessly integrating HR and Payroll functions for enhanced reporting capacity with minimal effort.

Background

Vistry Group is one of the UK's leading homebuilders and have recently moved to a partnership focussed model to enable them to meet increasing demands from a wide range of customers, particularly in the affordable market. Formally Bovis Homes, Vistry has been working with Zellis since 2014, creating a long working relationship that has seen several changes.

In this case study, we talk to Vistry's Head of People Services and Analytics, Angela Usherwood, and discover how Vistry and Zellis have moved with the trends together.

In 2020, Bovis Homes merged with Galliford Try Partnerships and Linden Homes to form Vistry Homes and have since merged with Countryside Partnerships to become one of the UK's leading homebuilders. Now focusing their attention on partnership and regeneration projects, they have around 4770 employees on the books, ranging from executives to forklift drivers, and everything in between.



The need for an integrated HR solution.

Vistry has offices all over the UK and a complex Payroll and HR function and has been working with Zellis payroll since 2014, following a sudden change in the services provided by their existing HR solution, when they took the opportunity to look for something different.



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Other options were very payroll centric, and the HR team wanted to find better functionality. Our provider was stopping support for the version that we were using, so we had to make that decision really quickly. 6-8 months from decision to implementation."

- Angela Usherwood, Head of People Services and Analytics, Vistry Group



Bovis (at the time) was growing as a business very quickly, and while they had always had an HR function, having around 1300 employees, it was becoming increasingly important to ensure that a high level of functionality was available to both the Payroll and the HR Teams equally. A combined solution was essential to enable end to end data management and reporting.

Requiring a strong reporting functionality which enabled analysis of trends within the business and a seamless transition from successful applicant, through to payroll and costing, it was important that the data be available to all departments, including finance, to support rapid business growth.

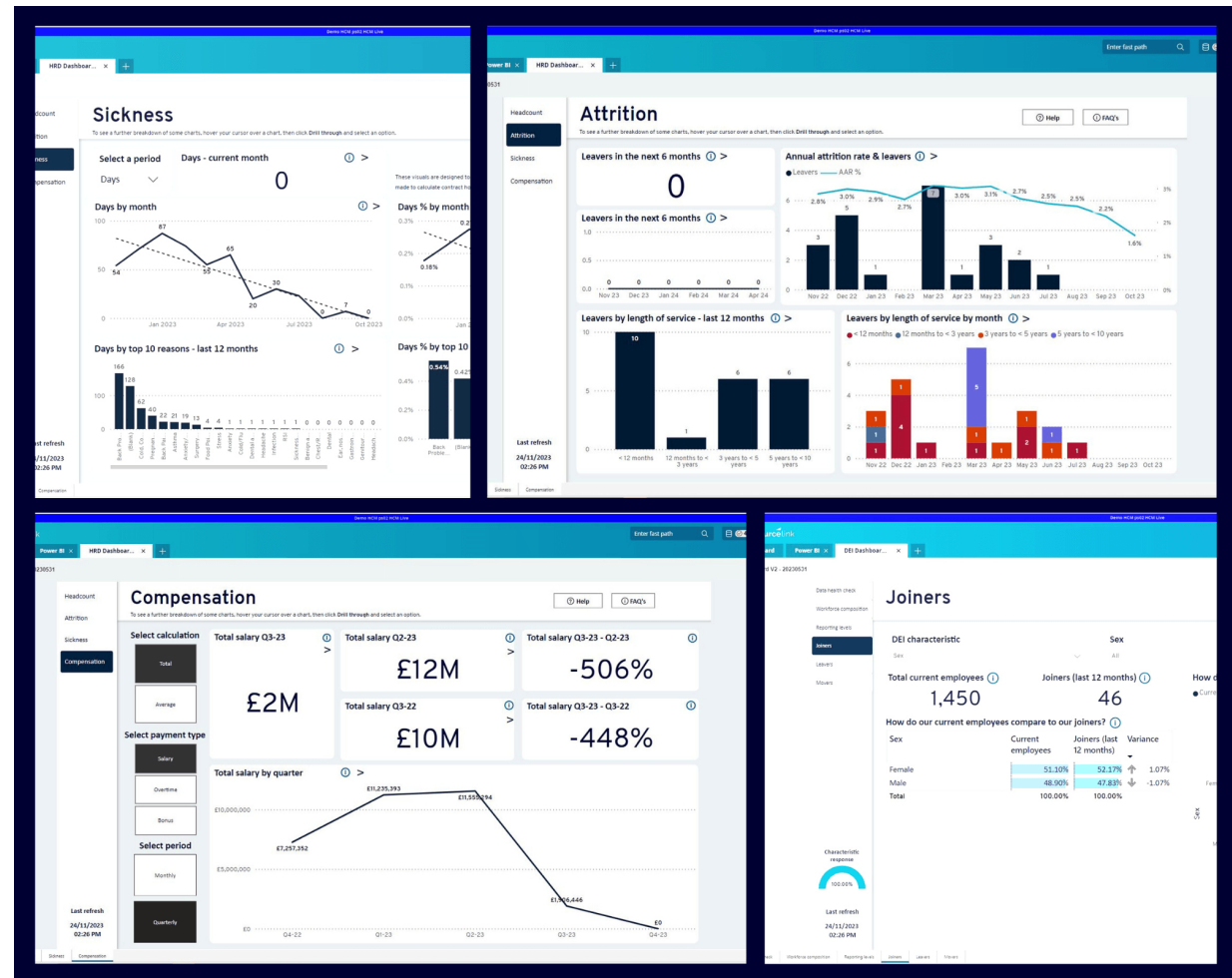
Zellis HCM Cloud offered a process rich, all-encompassing solution which provided high level future-proofed and scalable performance.

Power BI dashboards for easy access to key information.

*Dashboards are for illustrative purposes only

Vistry were early adopters of HCM clouds dashboard functionality, now implementing Power BI dashboards, an HR dashboard and DEI dashboard which all make key information readily accessible. Reports can be viewed on the screen immediately or exported to fit Vistry's desired format, allowing for detailed customisation.

This flexibility allows Vistry to quickly create reports that are meaningful to them, and customise reports according to the end user, restricting information where required and not sending reports to people who don't need them. Key data is available immediately, and the time spent creating reports minimised. "The functionality itself was a real breath of fresh air." said Angela.



Empowering employees.

MyView PayNow

A new financial helping hand from Zellis.



MyView has been a useful addition for Vistry, giving employees more control of their personal data, and allowing managers to access the information they need.

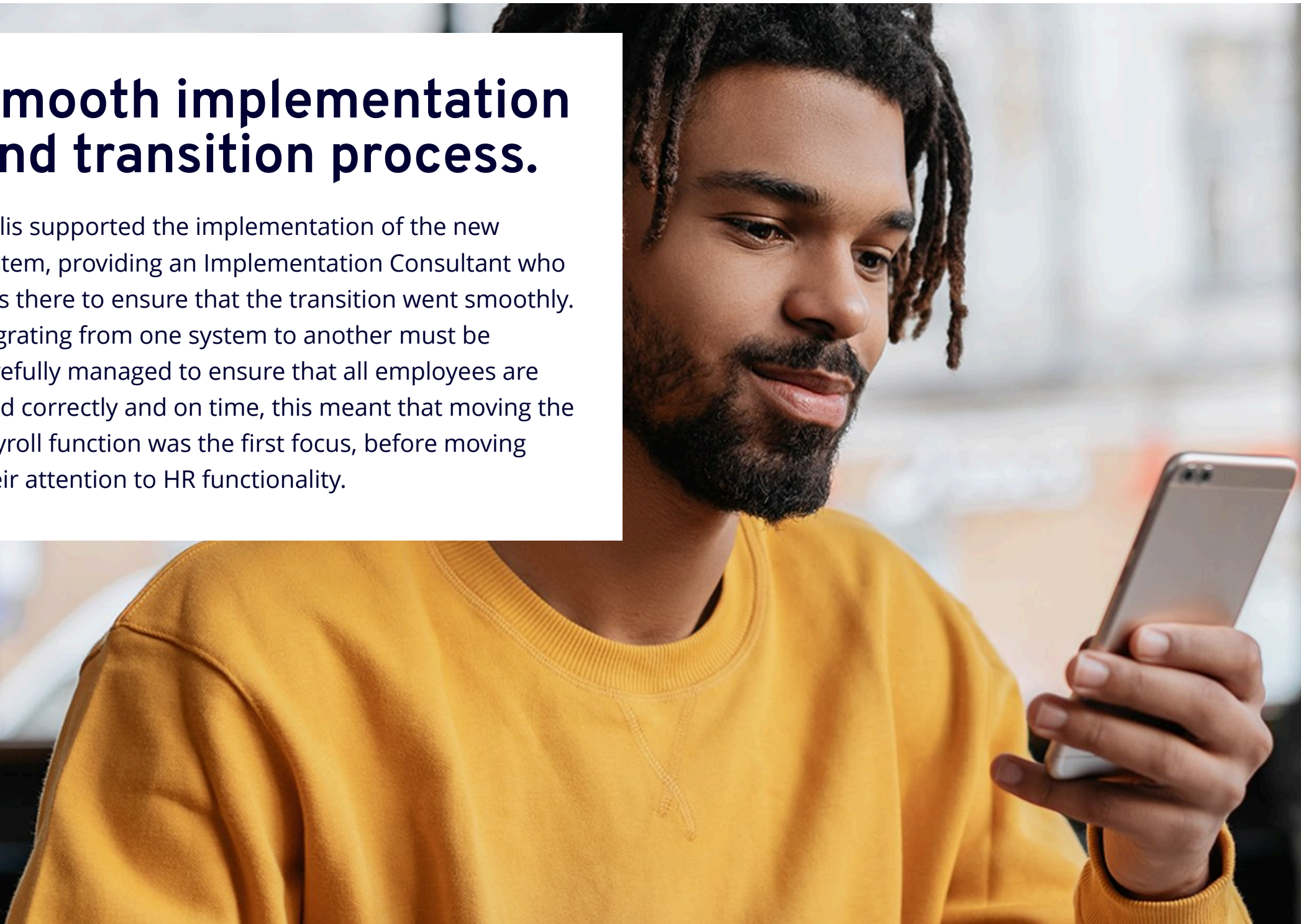
It has also reduced GDPR liability, by minimising personal data exposure to only a handful of people. Employees can now carry out simple functions themselves, such as finding out their holiday balance and reporting expenses, which reduces the burden on payroll and HR staff.

MyView PayNow is currently being implemented which will support Vistry employees with additional financial welfare and advice, empowering them to take control of their financial wellbeing.

“Because honestly that's why we're doing it. As well as for efficiencies on the HR and payroll side, it is much more for the experience of the employee and the manager, to be able to feel more in control and better informed. Each of these things that we introduce to the system is a benefit to them as well as us,” Angela says.

Smooth implementation and transition process.

Zellis supported the implementation of the new system, providing an Implementation Consultant who was there to ensure that the transition went smoothly. Migrating from one system to another must be carefully managed to ensure that all employees are paid correctly and on time, this meant that moving the payroll function was the first focus, before moving their attention to HR functionality.



Future plans: Integrating onboarding and continued growth.

Vistry and Zellis have established a longstanding and successful partnership which shows no sign of ending.

“Onboarding will be the next thing we bring into play,” says Angela.

They plan to integrate their recruitment portal applicant tracking system with an API to seamlessly transition applicants into the onboarding phase. This will allow applicants to input essential information, which will then directly feed into the onboarding functionality and HR department, significantly reducing the need for human intervention, while meeting compliance requirements.

As Vistry experienced rapid business growth, they needed a robust solution that could handle their expanding needs, provide strong reporting capabilities while streamlining processes.

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It has empowered us to do so much more than we ever had the ability to do before, with nowhere near as much effort as it once took. Our expectations are high from the system, and it often offers functionalities which we didn't know existed. It has really empowered the Payroll and HR teams to be able to do more."

- Angela Usherwood, Head of People Services and Analytics, Vistry Group

Thank you for reading our case study

Vistry Group

Contact us today and discover how Zellis can empower your organisation, deliver enhanced reporting and improve the employee experience.

