April 30, 2020

JOURNEY OF ONENESS UPDATE: Human Resources

Payroll systems move toward unity
The Human Resources Implementation Team and its payroll subgroup are pleased to announce a major step in bringing all the payrolls of the Sisters of Mercy into one unified system that will support our employees and satisfy all legal reporting requirements.

This past December, a request for proposal (RFP) was prepared and sent to three human resources information system vendors we had identified as having the systems that would meet our needs of becoming “One.”

The selection process included product demonstrations, extensive reference checking and financial analysis, leading to the choice that we believe will best serve the goals of the Sisters of Mercy. To that end, we have signed a contract with Ultimate Software (UltiPro), and we will begin migrating to this cloud-based human resources information system as we continue our Journey of Oneness. Mid-Atlantic began using UltiPro in 2015, and that positive experience has given us added confidence that this system will meet our human resources needs.

Additionally, we have entered into a contract with Mosaic Consulting Group, a firm with extensive expertise in UltiPro system implementation. This relationship will provide project management and give us access to Mosaic’s comprehensive knowledge of our new system, permitting us to fully leverage features and benefits of the software program and best practices for policies and procedures.

Within the next few weeks, we will start the process of integrating our HR Implementation Team with the Mosaic and UltiPro teams to determine objectives, tasks and assignments and to develop an implementation timeline for successful completion of this project. The implementation team still faces a large task as we work through the setup process, with the goal of running our first payroll of 2021 on the new system.

We will continue to update our Mercy colleagues on our progress and challenges as we move through this journey.