



Location: Melbourne, Australia

Industry: Local Government

MVCC is a council based in the inner west of Melbourne which provides a variety of services to the local community including Kindergartens, Providing and maintaining footpaths, Providing and maintaining local roads, Libraries, Providing and maintaining parks, Planting shade trees, Animal registrations, Providing and maintaining dog parks, Providing and maintaining local sporting facilities, Leisure centres, Waste and bin collection, aged care to youth services and everything in between. In total MVCC provides more than 200 services to help make life easier for the local community. MVCC also employs more than 800 people.

Product Suite Implemented

- Oracle Human Resource Management Base Cloud Service
- Oracle Recruiting Cloud Service
- Oracle Talent Management Cloud Service
- Oracle Learning Cloud Service



Working with Mastek

Moonee Valley Council is on a journey to radically update their front and back office systems and chose Mastek as their implementation partner for HCM. Moonee Valley began the process with a detailed deal process that required our every experienced HCM team to present to Moonee valley based on our prior council implementation knowledge. Mastek was able to provide credible solutions to their current requirements.

The Problem

- Legacy systems that were struggling to support the rapidly changing demands of the business.
- Multiple non-integrated 'best of breed' systems not providing a consistent view.
- Difficulty in maintaining multiple systems where data related to employees, jobs, positions, skills & training existed in multiple places causing data redundancy & inconsistency.
- Vast amounts of data captured, deriving value from which was difficult and cumbersome across disparate systems

Success / Value Add delivered

- Streamlined HR processes by automating various tasks such as employee onboarding, offboarding, performance management. This automation reduces manual errors, improves efficiency, and saves time for HR professionals
- Single source of truth for HR information and integrated employee data to various
- Attract top talent, identify high performers, provide personalised learning opportunities, and plan for future leadership needs.

Lessons Learnt

- Before deciding to customise Oracle Cloud, carefully evaluate the necessity of customisation. Assess whether the required functionality can be achieved through configuration or process reengineering instead. Minimising customisation can reduce complexity, improve maintainability, and simplify future upgrades.
- Establish strong collaboration and communication channels with external vendors. Clearly define roles and responsibilities, set expectations, and maintain regular updates and meetings throughout the integration process. This collaboration will foster a shared understanding of requirements and help address any integration challenges effectively.
- Before migrating data to the Oracle Cloud, it's crucial to thoroughly analyse the existing data. Identify any inconsistencies, duplicates, or incomplete records. Cleanse the data to ensure accuracy and integrity. This step is vital to avoid transferring incorrect or unnecessary data to the new system.

The difference between what is. And what could be.