

Award winning Worldwide Law Practice Move Forward with Select HR, Self Service and Payroll

Sharon Tebb, Compensation and Benefits Manager, talks to Select Software about choosing and implementing the right HR and Payroll solution

Withers LLP is a well established law firm based at Old Bailey, London, EC4. It was founded in 1896 and currently has offices in Europe, the US and Asia, with clients spanning over 80 countries.

Sharon Tebb, Compensation and Benefits Manager, has worked for Withers for 11 years and oversees the firm's UK benefits. "Withers is a great company to work for!", says Sharon. "It is a forward thinking organisation and is researching and expanding all the time. We have offices in Geneva, Milan, Hong Kong, the US and London."

Sharon has been involved in many projects during her time with the firm, the latest being the selection and implementation of a firmwide HR/Payroll system.

With an HR department of 9 people based in London, Withers needed a reliable, versatile multi-currency HR and payroll system which could generate reports quickly and easily and deal with their growing global requirements. The project culminated in the purchase of Select HR Insight, Clearvision and Select Pay in August 2007.

Sharon completed an extensive research exercise and saw many suppliers before deciding on Select Software. "We didn't want a blank canvas", she explains. "We needed something that would work for us from the outset and we felt that **Select's level of functionality outstripped the other solutions that we saw.**"

Withers purchased Select's payroll system at the same time and parallel ran both systems for a couple of months to ensure everything worked correctly.

"Once the decision had been taken to move to Select HR Insight things happened very quickly. We exported all the data from the previous system which was

time well spent as we had current information to report on almost immediately."

Sharon's list of needs also included streamlining HR processes and procedures across the board, including absence management.

"At the moment all absence is recorded by the Departmental Supervisors as a paper based process. These forms are then sent to HR for inputting into Select which is really time-consuming," she explains. "Using Clearvision will not only free HR from time-consuming data input but will be a greener option as the employees are inputting the data directly into Clearvision themselves. **This has to be a favourite part of the system for me - saving manpower, costs and making us a little greener all at the same time.**"

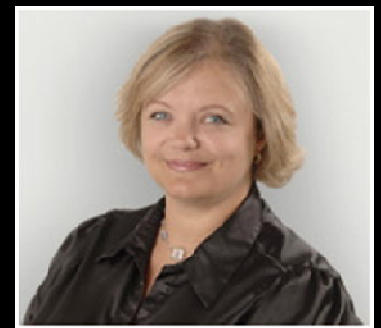
"We are piloting Clearvision with each department separately. Our aim is to have everybody in the UK up and running by the end of September 2008 and the other offices shortly thereafter, after which time the bulk of data input regarding absence and general information held on our employees should be taken care of by the employees themselves. "

Sharon is scheduled to go to the Geneva office soon to implement Select HR Insight and Clearvision. Whilst there she will train the HR officer who currently works alone and is very keen to use the system. "We are bringing it all together as planned!" she smiles.

"I still feel a year down the line that we have done the right thing by choosing Select HR Insight and Clearvision. Our initial research included surveying other law firms about their HR solutions, getting references and actually going to Select Software's offices to meet the staff and get a feel for the culture. People look like they enjoy their job there and that means a lot!"

"You get more out –of-the-box as a package with Select so there is no need to spend a fortune on customisation if you do not wish to do so. We need a multi currency facility which is also already built in."

"Our consultant was brilliant. He supported me all the way and spent lots of care and attention on building reports and ensuring that we got what we wanted. He really thinks on his feet, which is what you need."



Sharon Tebb
Compensation and Benefits Manager

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