

## Leading Law Firm implements new HR & Payroll Solution

...As someone who made the giant leap from HR to IT in the middle of implementation, Vicky Athersmith can truly say that she has seen both sides of the story...

Based on the Master class delivered by Vicky Athersmith, IT Project Manager of Pinsent Masons at the Softworld HR & Payroll Exhibition, Birmingham NEC, October 2007

**P**insent Masons is a full service commercial law firm acting for private and public sector clients worldwide. Formed on 6 December 2004 following the merger of two leading national firms (Pinsents and Masons), they are ranked in the top 15 law firms in the UK and in the top 100 globally.

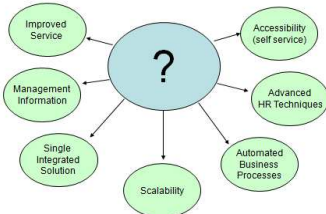
In addition to its London headquarters, Pinsent Masons has offices in the key economic centres of Birmingham, Bristol, Edinburgh, Glasgow, Leeds and Manchester. Worldwide, the firm has over 280 partners, a total legal team of around 1,000 and more than 1,600 staff.

**“...our current system was no longer suitable for the needs of the firm.”**

Managing the HR and Payroll requirements of the firm are a team of around 15 staff. Vicky Athersmith joined this team in 2004 and following the merger when the firm increased in size by approximately 50% her primary focus became evaluating HR systems and processes. “We started evaluating the needs of the business and reviewing how successfully the functions of the HR Department met these needs and by early 2006 we had established that our current system was no longer suitable for the needs of the new Firm”.

### The Challenge

#### Why we needed to change our HR system?



“Key benefits for us when choosing a new system were; **flexibility & scalability** (we needed to consider future development as we wanted a solution that could continue to grow as we expected to) and **accessibility** (due to the physical location of all our staff we needed to ensure we could facilitate the whole firm including international offices).”

“We then judged our tender responses on a range of further criteria based upon functionality,

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ease of use, integration, technical capability, robustness and upgradeability, implementation proposals, track record of similar experience, financial strength, personnel capability and price. Remember to weight the criteria's based on what is most important to you as this can make all the difference!”

“Although it is difficult to measure less tangible things, such as working relationship with supplier; commitment to future product development and access to suppliers executive team, it is also important that these are not left out of the decision making process.



**Working Together** is the collective term for the ‘Values’ of Pinsent Masons and it was essential to our decision making process that we selected a company that was respectful of our values and with whom we could work”.

“With Select Software, we have migrated our HR, Training and Payroll data from our legacy systems and are now live also with Self-Service which we use in all our UK offices for absence management, training records and CPD review. “We now allow a few days of consultancy each year to work with Select and ensure that we continue to get the most benefit from the solution.”

Jonathan Bond, Director of HR and Learning at Pinsent Masons, was also able to add, “We feel we are developing a system which will provide us with an ideal platform from which to manage our business. We feel the system will grow with us over the longer term”.



Vicky Athersmith, IT Project Manager at Pinsent Masons, attends the Softworld HR & Payroll Exhibition.

**“...Select Software understood our people, HR and IT needs – and we wanted a provider who was developing their products as fast as we were developing as a business.”**

**“...Pinsent Masons and Select Software are continually working together to ensure we are getting the most out of our system”**

**“...The aim was to bring data under one roof to improve efficiency in providing management information. The new system has reduced the problem of data duplication and inconsistency.**

**Select HR continues to help us streamline Pinsent Masons processes”**, Jonathan Bond, Director of HR and Learning

