



BANCODE **ESPAÑA**  
Eurosistema

## HR Access Testimonials

### Banco de España: Flexible, Secure Employee and Payroll Management

*Since 1999, Banco de España has been managing employee data and payroll using HR Access. Until then, the organization had a customized information system, but in 1996 Banco de España decided to replace its information system with a commercial solution, and, after an exhaustive selection process, finally settled on the product that was known at the time as Sigagip/CS. The product was owned by CGI, a company that was acquired by IBM.*

*One of the biggest benefits of the HR Access solution is its flexibility when it comes to implementing changes. This ensures that the application can easily be adapted to changes in legislation.*

The decision to purchase Sigagip/CS was based on the fact that it was a product that targeted medium-sized and large companies and had a firm foothold in Spanish banking, so many of the Bank's functional and technical requirements were covered by the product standard. In addition, given the fact that Sigagip/CS was highly flexible in terms of settings, it was possible to adapt it to the specific functions of Banco de España.

During the implementation project, Banco de España worked closely with CGI, which by then was part of IBM, until the system came into operation in June of 1999.

#### Development and Benefits of the Solution

■ Since it was implemented, the information system developed with HR Access has grown,

through the addition of subsequent projects, including conversion of the system to the euro; migration from the original HR Access 1.15 version to the HR Access 3e version; management of new employee recruitment, and workforce and job vacancy management.

For Banco de España, one of the biggest benefits of the HR Access solution is its flexibility when it comes to implementing changes. This ensures that the application can easily be adapted to changes in legislation. It also reduces the time and resources needed for adaptation, and ensures compliance with constantly changing laws.

Another noteworthy aspect of the product is its retroactive payroll calculation capability, and the calculation speed of its payroll engine.

#### Banco de España

##### ■ Sector

Public/financial

##### ■ Need

To manage a complex payroll system flexibly and securely with a commercial product that takes the Banco de España's operational and technical requirements into account.

##### ■ Solution

HR Access

##### ■ Aims

- Payroll and employee management.

- Other projects:

- Conversion of the system to the euro
- Migration from the original HR Access 1.15 version to the HR Access 3e version
- New employee recruitment management
- Workforce and vacancy management

##### ■ Technical Environment

UNIX system with AIX O.S. and Oracle database



## Technical Considerations

■ The HR Access application is installed in a UNIX computer running on an AIX operating system with an Oracle database. Moreover, to provide service to the Banco de España's applications installed on the central computer, a database was created in that environment which is virtually a replica of the Oracle database. This database is updated every day with the changes made to the original.

## Background

■ Banco de España has a long historical tradition, with roots stretching as far back as the 18th century. In 1782, King Carlos III created a private institution under royal protection based in Madrid called Banco de San Carlos. The year after it was opened, it began issuing the first bank notes, called cédulas (warrants). It changed its name to Banco de San

Fernando in 1829, and 18 years later, in 1847, it merged with the Banco de Isabel II, which had been founded in 1844. The resulting institution took the name of Banco Español de San Fernando and continued operating under this name until 1856, when it was changed to Banco de España.

The institution continued its pseudo-independence until a Decree-Law of June 7, 1962, from General Franco's Government, nationalized and reorganized it. This marked the end of the privately-run institution. Other key dates in the Banco de España's history are 1980 (approval of the Governing Bodies of the Bank of Spain Act) and 1994 (passing of the Autonomy Act, following the guidelines of the Maastricht Treaty). These two laws granted the Banco de España great freedom and governmental flexibility, particularly in relation to monetary policy. Banco de España is now integrated in the European Central Bank system.

## HR Access brings its experience and guarantees to the public sector

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HR Access has major customer references throughout Europe (Germany, Spain, Belgium, France, Italy, Portugal, Switzerland, etc.) and is the undisputed leader in France.

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- Etc.

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