



The Africa Union (AU) is Africa's premier institution and principal organization for the promotion of accelerated socio-economic integration of the continent, which will lead to greater unity and solidarity between African countries and peoples. It has over 54 member countries (www.africa-union.org)

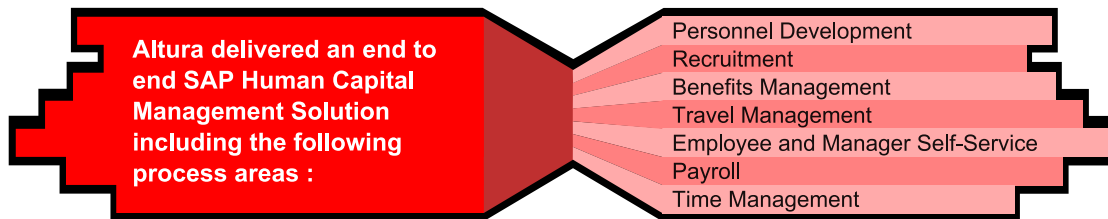
The AU Commission is the key organ playing a central role in the day-to-day management of the African Union. Among others, it represents the Union and defends its interests; elaborates draft common positions of the Union; prepares strategic plans and studies for the consideration of the Executive Council; elaborates, promotes, coordinates and harmonizes the programmes and policies of the Union with those of the RECs; ensures the mainstreaming of gender in all programmes and activities of the Union.

The SAP ERP (IMIS) project initiated in 2008 was an initiative by the African Union Commission (AUC) to modernize the information system and organization knowledge management. The project goal is to improve the delivery and management of services for the following two key functions the Commission.

- The Programming, Budgeting, Finance and Accounting (PBFA) Directorate; and
- The Administration and Human Resources Development Directorate.

This implementation is expected to result in improved customer service, empowerment of decision-making and accountability and transparency in financial and human resources management.

In order to deliver these benefits the Commission has been supported by Deloitte, in partnership with Altura, to assist in implementing the SAP ERP HCM Solution. The project went live on 1 December 2008 at the AUC Headquarters in Addis Ababa, Ethiopia and subsequent rollouts for the 15 regional offices are scheduled to be completed by June '09.



Altura - Human Capital Management Solution Overview:

Offering	Description	Benefits	Differentiators
HR Processes Design and Development in SAP environments	<ul style="list-style-type: none"> • HR Processes Design & Development • Analysis, optimization and tracking • Continual Improvement of HR processes 	<ul style="list-style-type: none"> • Optimizes the benefits of the HR organization and its processes by making the best use of IT, based on mySAP, ERP HCM 	<ul style="list-style-type: none"> • One of the leading global providers of Human Capital Management Services and Solutions
HR-IT Architecture & Integration	<ul style="list-style-type: none"> • SAP based client specific development • BW and BI on SAP Master Data • System Landscape Optimization • Duet • SAP NetWeaver • Portals • Identity Management 	<ul style="list-style-type: none"> • Globally harmonized HR processes • Delivery of Self-Service functionality for employees and managers • Reduction of manual processes enabling HR to focus on strategic initiatives • Fully integrated HR application landscape 	<ul style="list-style-type: none"> • Deep expertise and proven results in leveraging SAP HCM technology to address clients' business issues and drive real business value • Uniquely capable of global, complex, mySAP ERP HCM enabled HR transformation initiatives to achieve high performance
SAP HCM Implementation Solutions & Services	<ul style="list-style-type: none"> • SAP Implementation Services • Payroll reorganization • Workforce scheduling • Web enablement of HR processes • HR application management • Enterprise Records Management • Service Delivery (ESS/MSS/EIC) 	<ul style="list-style-type: none"> • Improved data integrity and service quality for employees • Cost reduction in HR operations due to automation • Reduction in HR-IT licences and Infrastructure 	<ul style="list-style-type: none"> • Deep expertise and proven results in leveraging SAP HCM technology to address client's business issues and drive real business value
HCM Software and Technology	<ul style="list-style-type: none"> • Testing and Configuration tools • Interactive org charts • Interfaces to third party products • Web applications • HR controlling analytics 	<ul style="list-style-type: none"> • Increased functionality and productivity, improved quality and reduced timelines for implementing and realizing value from mySAP ERP HCM technology • Simplify complex HR challenges and improve decision making by using Technology 	<ul style="list-style-type: none"> • Uniquely capable of global, complex, mySAP ERP HCM enabled HR transformation initiatives to achieve high performance
SAP NetWeaver Business Intelligence for HCM	<ul style="list-style-type: none"> • Benchmarking or key performance indications (KPI) • Conceptualization and implementation of HR Controlling and Business Intelligence (BI) concepts 	<ul style="list-style-type: none"> • Improve the transparency of HR processes and consistent quality of information 	<ul style="list-style-type: none"> • A comprehensive proprietary suite of accelerators, templates and software solutions for implementing and realizing value from mySAP ERP HCM technology
SAP HCM Support Services	<ul style="list-style-type: none"> • Designed with a specific focus on mySAP ERP HCM – HR Process and SAP solution support, problem diagnosis and recovery expertise 	<ul style="list-style-type: none"> • Increase process efficiency through tailored, user-friendly web interfaces • Comprehensive support facilities designed to ensure that clients get the maximum return on their investment 	