



# The Singareni Collieries Company Limited

(A Government Company)

## Background

*Singareni collieries Company Limited faced operational issues due to poor integration among multiple IT Systems.*

The Singareni Collieries Company Limited (SCCL) is a Government coal mining company jointly owned by the Government of Andhra Pradesh and Government of India on a 51:49 equity basis.

SCCL is currently operating 13 opencast and 42 underground mines in 4 districts of Andhra Pradesh with manpower of 72,000 employees.

SCCL have implemented SAP Finance, Materials Management, Sales and Distribution and Human Resources.

## Timelines for the project

**3 Months**

## Scope of Implementation

- Customization to provide interface between HR - FI and Posting Employee payments to Finance
  - Reports to show HR - FI Reconciliation at Organization and Employee wise
- Time Frame: 3 Months

## The Need for SAP ERP HCM

SSCL is the first mining company having implemented SAP HCM. SSCL is spread across extensive mining areas; handling around 78,000 employees approximately has implemented SAP HCM in the year 2009-2010. Subsequent to the implementation, Altura was brought in for NCW regulatory changes in enhancements to current financial profit centres for third party vendor payments and reconciliation.

The exercise involved reviewing the complete SAP HCM & Financial structure for 78,000 employees and above. After a detailed audit of the systems, the SAP payroll posting programme was customized to incorporate the NCW regulations.

Certain complex enhancements were also been made to the payroll systems, to process arrears for the mid-period transferred employees from one mining area to another.

Upon successful implementation of these enhancements, Altura Consulting supported SCCL's core SAP HCM team, through the next 3 payroll cycles in Nov 2009 to April 2010.

## Key Challenges

- Analysing & Taking Over such complex system
- Handling coal mine worker's regulations for the first time
- The patrol functionality for arrears program required extensive support
- Providing continuous support to the core SAP HCM team
- Successfully training the SAP HCM team on PCR, Edit schemas, modifying the payroll process
- Posting payroll to Financing
- HR - FI Reconciliation at different levels.

## Choosing the right implementation Partner

As HCM is a sensitive module affecting the payroll of all the employees, Singareni was insistent to engage only specialized on this flagship implementation project.

Altura Consulting a premier SAP HCM Partner, with proven global and local expertise was then engaged for the specialized delivery.

## Services Rendered

- SAP HR & SAP FI integration
- Audit & Recovery
- Enhancements:
  - Profit Centres – Vendor and 3rd party payments
  - NCW changes
  - Arrears processing for mid-month transferees'
- Configurations
- Developments: Payroll program modification and custom program
- Training: Training the SSCL SAP Core HCM users on Payroll

## Benefits

- Interface between Payroll and Finance
- Reconciliation of HR – FI
- Customizing the SAP payroll program
- Simplified payroll processing for the mid-transferred employees.