



A more human resource.™

ConvaTec

Standardizing Global Payroll Administration



The Challenge

ConvaTec began a new chapter in its history in 2008 when its parent, Bristol Myers Squibb, made the strategic decision to spin it off. Given a brief window to form a standalone company, ConvaTec management rapidly shaped the business into a strong company with its own core business.

“We felt from the beginning that outsourcing payroll was the best way for us,” reflects Domenick Gramuglia, ConvaTec’s Associate Director of Global Payroll Operations. “However, the first service provider we chose was not ADP®. The relationship lasted about a year, at which time we switched to the ADP payroll service in the United States and Canada.”

While ConvaTec’s U.S. employee population was about 1,100, the bulk of its head count in 2009 was outside North America. “Back

then, we had an additional 6,000 employees in 30 countries,” Gramuglia adds. “HR operations and associated costs varied from country to country. We had more than 30 systems and service providers. There were different service models in place.

Workflow in general depended more on manual processes than on automation. There were no economies of scale and no consolidated management reporting capabilities. In addition, compliance requirements changed from one geographical jurisdiction to another. ConvaTec needed a standardized system that could address local governance and provide us with lower operating costs, consistent service levels, and a lower compliance risk profile. In an ideal situation, that meant finding one payroll provider that could serve us worldwide with a solution that would easily integrate with our HR and finance systems.”

The Action

In 2010, ConvaTec chose ADP to become that single-source vendor. The ADP Human Capital Management (HCM) solution combines ADP’s GlobalView® and its multilingual, multicurrency payroll outsourcing capabilities with ADP Streamline helping to ensure a consistent level of service through a centralized global approach for ConvaTec’s largest and smallest population countries.

The solution involves much more than the installation and operation of technology. ADP’s in-country experts help to assure that the centralized system meets local legislative and jurisdictional requirements, and efficiently and effectively interfaces with ConvaTec’s internal HR systems, Finance ERP, and other legacy systems. ConvaTec also adopted ADP’s Enterprise time and attendance solution.

The Impact

Within two years, ConvaTec was realizing major savings in time and cost. “All in all, with the help of ADP’s solutions, we have saved about \$750,000 in hard-dollar and another \$250,000 in soft-dollar expenses. We achieved those savings by taking multiple systems and solutions – some in-house and some outsourced – and replaced them with ADP’s single vendor, standardized solution,” Gramuglia explains.

“The ADP solution is enabling us to align the Payroll Department’s goals with the strategic goals of the company. We now have unparalleled transparency through centralized reporting, minimized compliance risks through solid global governance and service levels, greater visibility to payroll cash movements for treasury management, and we have reduced the cost of doing payroll.”

“I see ADP’s expertise working on behalf of my company and our employees every day, not just on payday.”
Domenick Gramuglia
Associate Director of Global Payroll, ConvaTec

About ConvaTec

- www.convatec.com
- Leading developer and manufacturer of medical devices
- 8,500 employees worldwide