

HR Transformation Journey at Peter Mac with SAP SuccessFactors

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Summary

- Peter Mac has approximately 4,000 employees across a main health service located in Parkville and 4 campuses locally and regionally in Victoria.
- We are a specialist and world class cancer service for cancer treatment and care, research and education.
- We see over 40,000 patients each year, covering inpatient, specialist appointments, surgery, Allied Health and a growing need for telehealth appointments.
- We have over 700 people dedicated to research.

Issues of note

- Many people with dual roles (e.g. clinicians who are researchers and vice versa).
- Extremely advanced technical organisation but in its infancy when it comes to HR systems and timesheets.
- Complex industrial environment with multiple EBAs and T&Cs.
- Staff and service very impacted by COVID, and still dealing with resourcing, stress and workload.
- Have now started our rostering project, moving all to Kronos and off timesheets.

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