HAMPSHIRE COUNTY COUNCIL

DIRECTOR DECISION REPORT

Date considered:		Item:
Title:	SAP SuccessFactors Renewal	
Directorate:	Rob Carr	

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Purpose of this Report

1. To seek funding approval for the renewal of the SuccessFactors application to support Recruitment and Learning activities across HCC and the Shared Services Partnership.

2. This renewal also includes the technology service that provides the integration between the core SAP ECC system and SuccessFactors for the transfer of position and employee data.

Recommendations

The Director of Corporate Operations is asked to:

3. Approve the renewal of the SAP SuccessFactors licence for the next five years at a total cost of £2,945,073.48

Finance

4. The renewal includes the following modules and estimated user/usage numbers for the next five years. The deal is also subject to a 3.3% CPI increase each year as shown.

Module	Users/Usage	Year 1 Cost	Price Per User/Unit
SAP SFSF Learning	55,000	£152,350	£2.77
SAP SFSF Recruiting	37,000	£190,180	£5.14
SAP SFSF Learning Functional Use	12,000	£25,200	£2.10
SAP SFSF HXM, Test Tenant (Test Env)	2	£13,644	£6,822
SAP SFSF HXM, test tenant (Prod Env)	1	£7,488	£7,488
SAP SFSF Learning Content Storage (25GB)	1	£192	£192
SAP Sig Mgmt by DocuSign Premium SF	100	£42,600	£426.00
SAP SFSF Onboarding	37,000	£104,340	£2.82
SAP Integration Suite, SFSF Edition	1	£15,407.31	£15,407.31
	Year 1 Total	£551,401.31	
	Year 2 Total	£569,597.55	
	Year 3 Total	£588,394.27	
	Year 4 Total	£607,869.06	
	Year 5 Total	£627,869.06	
	Total Cost	£2,945,073.48	

5. This 5 Year deal is an increase of approximately £2,132 per year when compared with today. This increase is due to SAP price increases on the recruitment solutions and an increase in DocuSign users by 50.

6. This cost item is expected in the annual IT/IBC Shared Services Budget but the budget will need adjusting for the increase.

Alternative options

Alternative Recruitment and Learning System

7. An alternative solution to Recruitment and Learning will take significant time to source and implement and is currently not a priority for Shared Services. Additionally, being a non-SAP solution will have increased integration requirements and break away from the design principles of SAP first. It may also require additional resources to provide technical administration of a new solution.