

As a leading multi-national organisation, it's critical we keep pace with technologies that drive efficiencies and strengthen our global competitiveness.



THE GPMS TEAM IS RAMPING UP TO DELIVER WORKDAY

A NEW APPROACH TO MANAGING OUR STAFF

The Global People Management System (GPMS) Project team is introducing a best-practice HR platform known as Workday to drive the structural changes needed to attract, develop and retain our most important resource – our people.

The GPMS Project team is preparing to roll out a 'One-Thiess' approach to managing our staff across Australia and Indonesia.

It involves implementation of Workday, which along with new people management processes and policies, will standardise and consolidate our staff information into one centralised system.

Embedded in our business, Workday will inform meaningful conversations and decision-making on all staff-related matters. It will

provide real-time, global visibility of our staff, helping to strengthen our ability to collaborate across the business and report on staff-related matters.

The new system will involve a change in the way we work and will affect all staff, managers and HR practitioners. The GPMS Project team will provide further information on what's changing for you in the lead up to go live. You can read more about how it affects you on the Workday Innovation Group on Bert.



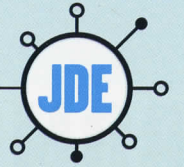
Workday is being rolled out in staged deployments:

1. CORPORATE HR: DECEMBER 2013

2. ACROSS AUSTRALIA & INDONESIA:
COMMENCING MID-2014

Information in Workday will:

- ✓ Underpin managers' decision making – from requests for new hires to transfers and promotions
- ✓ Provide insight into performance, development, job history, tenure at Thiess and a staff member's relocation interests
- ✓ Enable managers and HR practitioners to better match the right people to the right roles and build effective teams within the business
- ✓ Help align the right people with the right jobs.



Business system upgrade fundamental to success

From April 2014, we will be using the latest version of JDE (Version 9.1) across our Australian, Indonesian, Indian and New Zealand operations.

Used by about 4,000 Thiess people, JDE processes fundamental business transactions across the finance, HR, payroll, procurement and asset management functions.

The upgrade will enhance the information available to operate our business and manage our projects. It will streamline processes in some areas of the business, reducing the number of steps required to access information, and make reporting easier.

The upgrade will also deliver an improved, easy-to-navigate user interface, and in some cases, introduce mobile device capability. Mobile device users will have access to undertake activities such as purchase order approvals and process selected inventory transactions directly into JDE, retiring the deLINK warehouse inventory data capture system.

Please ensure you keep up-to-date with all project information and attend information sessions so that you are ready to take advantage of this new functionality from go live.



FOR MORE INFORMATION ON EACH OF THESE IMPORTANT BUSINESS INITIATIVES, VISIT BERT.