



Franciscan Missionaries of Our Lady Health System (FMOLHS) is the leading healthcare innovator in Louisiana and Mississippi. They combine top clinicians, advanced technology, and innovative research to provide high-quality, comprehensive care. As a nonprofit Catholic healthcare ministry, FMOLHS offers compassionate care to all, with a focus on those most in need. They operate major hospitals and numerous community clinics and specialty centers, addressing a wide range of health needs.

### At a glance

**Location:** Louisiana and Mississippi, USA

**Industry:** Health Care

**Website:** <https://www.fmolhs.org/>

### Challenge

- FMOLHS was struggling with the Oracle Cloud Payroll that was initially implemented by another vendor. Over the year, they faced problems with uncovering multiple recurring issues with their payroll runs, resulting from some sub-optimal or inapt design choices made during the initial implementation. FMOLHS Finance team were maintaining all their Lease contracts under Oracle's Fixed Assets module, which was providing them limited functionality to be able to efficiently manage their Leases.

### Customer

- FourthSquare's expert Payroll Team was brought in to address FMOLHS' issues by reviewing pain points and reconfiguring the payroll system according to Oracle's Best Practices, aligning it with FMOLHS' business processes to enhance operational efficiency. Additionally, they wanted FourthSquare to implement Oracle's Lease Accounting module to offer industry-leading functionality and best practices for managing leases. The team was also responsible for converting and transferring all existing leases into the new Oracle system.

### Solution & Benefit

#### Oracle Payroll Support

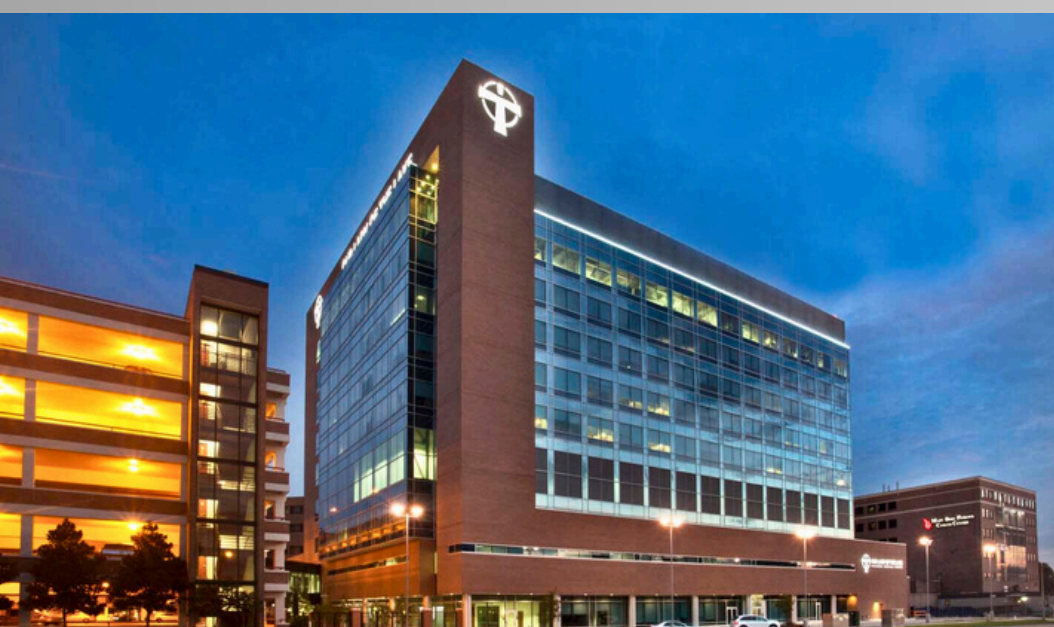
- **Guidance Provided:** Defined and managed active payroll elements, built payroll deductions, resolved retro issues, and handled multiple TRUs within the HR enterprise.
- **Configuration Optimization:** Optimized configurations for benefit plans and sign-on bonus structures.
- **Project Governance:** Applied best project governance practices with strong collaboration with the client team.
- **Expert Talent:** Brought in industry-leading Oracle talent with extensive expertise in implementing and supporting the Oracle Payroll module.
- **Proven Techniques:** Utilized proven techniques to alleviate challenges and enhance operational efficiencies.
- **Engagement Duration:** 8-week engagement from late April to late June.

#### Oracle Lease Management Implementation

- **Module Implementation:** Implemented Oracle's Lease Accounting module to provide industry-leading functionality and best practices for managing leases.
- **Lease Conversion:** Converted and transferred all existing leases into the Oracle system.
- **Project Governance:** Ensured complete project governance and performed full configuration of the Lease Management module.
- **Validation Testing:** Conducted multiple test cycles to validate data and configurations.
- **Post-Go-Live Support:** Provided comprehensive post-go-live support to users.
- **Engagement Duration:** 12-week implementation from mid-May to mid-August, with an additional 2 weeks of post-go-live support.

### Business Impact

- **Streamlined Payroll:** Reduced errors and increased accuracy.
- **Optimized Lease Management:** Enhanced financial oversight and control.
- **Operational Efficiency:** Improved processes and reduced administrative burden.



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