

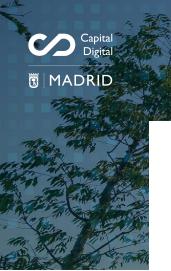
Strategic objective 1. Digital services for people

Strategic axis 1. Better digital administration with public employees as protagonists

Programme 1. Personalised personal care services for people







Target

To briefly review the main improvements undertaken within the framework of the Project for the Transformation of the Internal Management Systems of Madrid City Council in the field of HR management, the main **aims** of which have been:



Simplification / Efficiency

Achieving simplification and efficiency in internal management processes.



Transparency

Making processes transparent by bringing them closer to the employee and, in certain aspects, to the citizen.

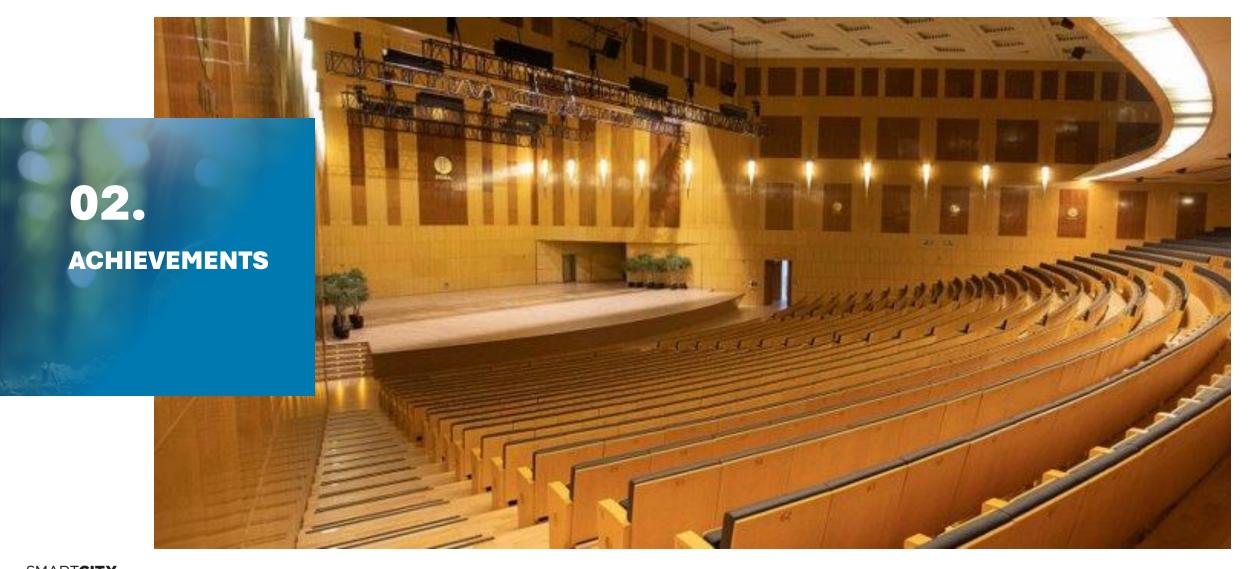


Shortening Deadlines / Costs

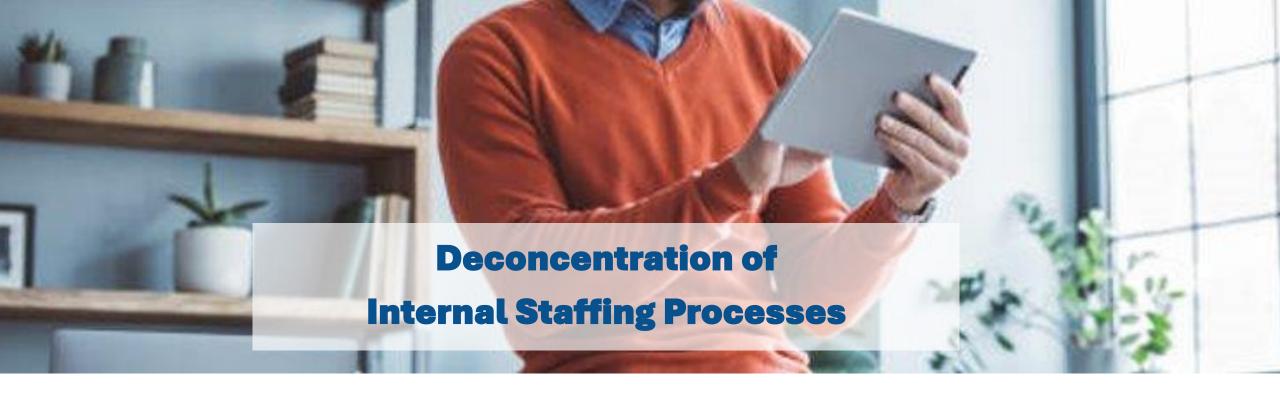
Associated with the review of processes, the study of synergies and the simplification of steps, the aim is to reduce time and costs.











A shift from a centralised to a decentralised model, making the process more agile and transparent.

TOOLS

Connection between SAP and the City Council's e-Signature and e-Archiving systems.

Accessibility through mobility tools (SAP Fiori).

BENEFITS

Agility

Transparency

Efficiency and Cost





Moving from a highly manual and office-based model to an integrated/automated/digitis ed model.

TOOLS

Connection between SAP and Madrid City Council web tools.

Electronic archiving of documents

BENEFITS

Agility

Transparency

Efficiency and Cost





Shift from a manual model in the **execution** of payroll cycle processes to a model of "unassisted" nightly chained processes.

TOOLS

Connection between SAP and the Madrid City Council's Process Planning tool.

BENEFITS

Efficiency

Resource Optimisation





Substitution of communication mechanisms such as file exchange or shortcuts via RFC to establish communications via Web Services. (Transparency Portal & Active Directory Integration)

TOOLS

SAP PO

SAP HCM

External Service Consuming Systems

BENEFITS

Agility

Security

Efficiency











Improving Employee
Experience in their
relationship with Madrid City
Council as employees and
team leaders.

TOOLS

Digital Services through SAP Technology: Fiorisation and Cloud Tools to improve the experience.

BENEFITS

Employer branding.

Process efficiency.

Transparency.

Employee service.





INTEGRATION BETWEEN ADMINISTRATIONS

ARTIFICIAL INTELLIGENCE

COMMITMENT TO TALENT MANAGEMENT

Attraction, Evaluation, Development and Training

MOBILITY AND TRANSPARENCY











HUMAN RESOURCES AND TALENT MANAGEMENT IN MADRID CITY COUNCIL

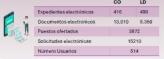


Proyectos más destacados en el ámbito de la Gestión de Recursos Humanos



Desde 2022

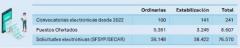
Desconcentración y Digitalización de los Procesos de Provisión Interna





- Robustez del proceso mediante la implementación de controles y avisos Digitalización de las comunicaciones y documentos (Portafirmas/Archivo Electrónico/Registro/LIRE)
- · Eficiencia y ahorro

Automatización de la Gestión de los Procesos Selectivos





- · Agilidad y transparencia en los procesos. Integración con aplicativos web (SFSYP/SECAR).
- Eficiencia y ahorro





- Automatización de procesos previos manuales / ofimáticos.

