

Case Study: C3i HR

Database Design

The C3i Programme's Human Resources and Finance and Resources units were looking for a way to track the migration of staff from the borough police stations into one of three new Command and Control Centres. In addition to this the costs of payroll, uniform etc needed to be tracked and cross referenced against the financial systems output for accuracy.

The challenge

I had to design a database that was multi user, that would track the information of the communications officers, their preference locations, personal details, pay information, and, display this in a variety of ways with interfaces to import the payroll information and generate exception reports for further investigation. I brought Minesh in on this and set up meetings with both HR and F & R.

The solution

- To get a better understanding of the requirements I organised a meeting with the HR team and made a detailed notes on their requirements, the inputs and outputs, as well as reporting requirements
- I then did the same with the finance and resources department finding the overlap and synergy points
- I sat with Minesh and together we drafted the structure of the database creating front and back end deployment, we worked on this for three months creating a robust solution that tracked over three thousand people and is still in use today.

The outcome

We developed a world class scaleable database that is still in use today, it tracks all of the communications officers, their personal details and pay information. This was a complex database and it presented reports in various formats from high level to full listings. It even has its own search engine for speedy recovery of information held within it.

