

Tambla Workforce Solutions reduces delivery times, operating costs with Red Hat and Advent One



Software

Red Hat® Enterprise Linux®

Red Hat Satellite

Red Hat Ansible®
Automation Platform

Partner

Advent One

Australian enterprise human resources (HR) software company Tambla Workforce Solutions supports large, shift-based workforces. To ensure its data processing-intensive payroll services are delivered on time, Tambla sought to replace its aging, unreliable IT foundation. The company worked with Advent One to migrate its systems to enterprise open source platform, automation, and management solutions from Red Hat. As a result, Tambla saved months of migration effort and reduced monthly payroll service delivery costs by AU\$30,000. Payroll processes can now be completed in less than an hour, rather than six hours or longer. Automated management and updates help the company maintain the high performance and security of its systems. As a result, Tambla can continue to provide the critical services its customers rely on to run their businesses.



Technology services

150 employees

Benefits

- ▶ Reduced monthly cost of delivering payroll services by AU\$30,000
- ▶ Deployed new SAP environment foundation in just 2 weeks—close to 1 year ahead of schedule
- ▶ Achieved faster delivery of high-quality services

“With Red Hat’s technology and Advent One’s support, we now have access to far more storage and compute resources that lead to higher performance for a fraction of the cost.”

Richard Mitton
Chief Information Security Officer,
Tambla Workforce Solutions

“We’re only scratching the surface of what our Red Hat technology is capable of. For example, we use Ansible Automation Platform for rapid deployment and configuration management, but it can do a whole lot more. We’re excited about the possibilities.”

Paul Olesnicky
Solution Architect,
Tambla Workforce Solutions

Replacing aging IT to meet payroll delivery deadlines

Tambla Workforce Solutions is an Australian enterprise human resources (HR) software company that helps companies ensure visibility, optimization, and compliance for their global workforces.

One of Tambla’s key business process outsourcing solutions is timesheet, roster, and payroll management. The company provides these services for 200,000 of its customers’ employees each month. However, Tambla had inherited an aging platform through a business acquisition that was slow and unreliable. A typical monthly payroll took six hours or longer to complete manually, with additional time and work needed to correct any errors or irregularities. Additionally, technology security and maintenance issues were increasing, as older software versions faced modern security threats and failing hardware needed regular replacement.

“A lot of our customers, such as government organizations, are in highly controlled work environments, and missing a pay period cannot happen,” said Richard Mitton, Chief Information Security Officer (CISO), Tambla Workforce Solutions. “With our technology environment creating high potential to miss those critical deadlines, we needed to focus on improving system performance to maintain customer confidence.”

Building an enterprise Linux foundation for SAP with Red Hat and Advent One

Tambla engaged Advent One, a Red Hat Premier Partner, to support its existing payroll services environment until a planned migration to a new environment was completed. Although Tambla initially planned to use SUSE Linux as the operating system foundation for this new environment, Advent One suggested that the year-long wait to start migrating customers could be cut to just four weeks by using Red Hat Enterprise Linux, supported by Red Hat Management solutions.

“Based on Advent One’s expertise in rapid SAP migrations and automation, as well as their extensive experience with Red Hat solutions, we were confident that we could trust Red Hat Enterprise Linux to provide the right platform capabilities. For example, the tight integration between Red Hat and SAP meant deployment would be much easier than with SUSE,” said Paul Olesnicky, Solution Architect, Tambla Workforce Solutions. “I know from personal experience that Red Hat products are reliable.”

In addition to a new enterprise open source operating system, Advent One helped Tambla implement Red Hat Ansible Automation Platform, an agentless, playbook-based technology for mitigating human error and improving efficiency with human-readable, reusable automation scripts. Red Hat Satellite helps Tambla and Advent One keep this new infrastructure up to date and compliant through central content, patch, provisioning, and subscription management.

Advent One delivered 100 SAP-ready systems running in Tambla’s new Red Hat software environment in less than two weeks. “The longer it took us to migrate customers off the old platform and onto the new one, the more it cost us,” said Paul. “With Red Hat, we built a standard operating environment running 100 virtual machines across two datacenters and could begin production deployments almost immediately.”

Delivering critical business services at lower cost and effort

Reduced monthly payroll delivery costs by AU\$30,000

By adopting a responsive, [automated](#) technology foundation, Tambla has significantly reduced delivery and support costs for its payroll services. Previously, the company invested close to AU\$30,000 per month in outsourced staffing alone—and Tambla predicted that this monthly expense could have exceeded AU\$70,000 with the initially proposed SUSE-based migration strategy.

Now, even with investment in new hardware, Red Hat software, and Advent One's services, replacing its legacy environment has reduced Tambla's new monthly expense to just AU\$10,000.

"With Red Hat's technology and Advent One's support, we now have access to far more storage and compute resources that lead to higher performance for a fraction of the cost," said Richard.

Improved management efficiency with automated processes and updates

Tambla and Advent One have automated a variety of routine processes to ensure high system performance and compliance with the latest [security](#) requirements. Red Hat Ansible Automation Platform has reduced human error in configuration-related processes, and Red Hat Satellite deploys operating system updates to help Tambla take advantage of the latest Linux technology innovation.

"Combining Red Hat's automation content to establish security baselines with custom Ansible Playbooks and content, we can manage Tambla's set of environments to meet a desired state with Git and automation, as opposed to operating manually," said Talor Holloway, CTO, Advent One.

"Now, we can patch more servers three or four times more frequently—and with fewer people. That efficiency not only saves time but also prevents any negative impact to internal or customer-facing system performance."

Achieved faster delivery of high-quality services

With migration to the new SAP environment completed in just two weeks, Tambla began transitioning its customer base months earlier. Now, the company can deliver higher-performance services to customers faster.

For example, payroll processes that previously took six hours or longer can now be completed in less than an hour. Customers also receive requested security-hardened test SAP environments in a day or less—a significant improvement for a process that previously could take months.

"We're able to deliver this efficiency for our customers through a combination of not only the ongoing advantages of automation but also by owning our private cloud and the underlying infrastructure," said Richard. "We've been able to help them change the way they work, now that they're no longer stuck waiting for days- or week-long processes."

About Advent One

Advent One's deep experience with critical enterprise workloads makes it uniquely positioned to provide advisory and managed services to optimize existing environments and partner with customers to build a strategy for modernization and transformation of IT for the digital world. adventone.com

Expanding enterprise open source foundation to explore new opportunities

After achieving cost and performance improvements for its payroll services, Tambla is now considering additional services and processes that could benefit from its Red Hat-based SAP environment and new automation capabilities. The company is also evaluating the creation of a fully orchestrated container environment for its developers based on Red Hat OpenShift®, an enterprise Kubernetes application platform.

"We're only scratching the surface of what our Red Hat technology is capable of. For example, we use Ansible Automation Platform for rapid deployment and configuration management, but it can do a whole lot more," said Paul. "To make the most of our investment, we're exploring training from Red Hat on Ansible and Satellite. We're excited about the possibilities."

About Tambla Workforce Solutions

Tambla is an innovative enterprise HR software company that specializes in delivering cloud-first, intelligent outsourced solutions to organizations with large, shift-based workforces. Tambla's solutions for HCM, workforce management and payroll provide companies with the tools they need to ensure visibility, optimization, and compliance for their workforces globally.



About Red Hat Innovators in the Open

Innovation is the core of open source. Red Hat customers use open source technologies to change not only their own organizations, but also entire industries and markets. Red Hat Innovators in the Open proudly showcases how our customers use enterprise open source solutions to solve their toughest business challenges. Want to share your story? [Learn more.](#)



About Red Hat

Red Hat is the world's leading provider of enterprise open source software solutions, using a community-powered approach to deliver reliable and high-performing Linux, hybrid cloud, container, and Kubernetes technologies. Red Hat helps customers develop cloud-native applications, integrate existing and new IT applications, and automate and manage complex environments. A [trusted adviser to the Fortune 500](#), Red Hat provides [award-winning](#) support, training, and consulting services that bring the benefits of open innovation to any industry. Red Hat is a connective hub in a global network of enterprises, partners, and communities, helping organizations grow, transform, and prepare for the digital future.

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