



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

9th September 2019

Report of the Head of Human Resources

Matter for Information

Robotics Process Automate in HR

1. Purpose of the Report:

The purpose of this report is to provide information to Members in relation to the pilot of Robotics Process Automate (RPA) technology within the Human Resources Team.

2. Background:

The HR Team has trialled new technology, Robotics Process Automate, on behalf of the Council and in order to test the proof of concept. A short video and presentation will be delivered at Committee to provide Members with further information on this and the key lessons learnt.

3. Financial Impacts

The annual cost for the robot is £10k. This cost will not increase as the number of processes increase across the Council. At present HR has three processes operating and only a very small percentage of the robot's capacity is being utilised. If a human were to replace the robot and carry out the work that the robot is able to do, it would

cost significantly more than £10k for HR alone. The intention is to roll the use of this technology across the Council – the more processes that are undertaken by the robot, the more cost effective it is.

4. Integrated Impact Assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for information purposes.

5. Valleys Communities Impacts:

No implications.

6. Workforce Impacts

There are workforce implications in relation to the introduction of new technology and it is important that employees are provided with the necessary training, and that the introduction of digital change is managed as with other changes to working practices and in line with agreed Council policies. In the case of the HR team, the introduction of new technology has reduced the amount of hours that officers need to spend on routine administrative work and has meant that one officer could be moved to higher value work.

7. Legal Impacts

No implications.

8. Risk Management Impacts:

No implications.

9. Consultation:

There is no requirement for external consultation on this item'

10. Recommendations

It is RECOMMENDED that this report be NOTED.

FOR INFORMATION.

11. Appendices

None.

12. List of Background Papers

None

13. Officer Contact

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