

THE STAFFING CASE

Two Oracle ERPs, One Bench

E-Business Suite has a long runway and Fusion Cloud ERP changes every quarter. Running both well takes two skill sets that rarely sit in the same person.



Oracle has extended Premier Support for E-Business Suite 12.2 through at least 2036 [1], so EBS estates need years of continued care, not just a migration plan. Fusion Cloud Applications, by contrast, follow a quarterly update schedule: test environments update first, production follows two weeks later, and customers are expected to use that window to test customizations, integrations, extensions, reports and workflows [2]. The Fusion ERP suite spans finance, project management, procurement and enterprise performance management [3]. Many Oracle customers therefore carry a stable but demanding EBS estate and a fast-moving Fusion estate at the same time.

1. The work comes round four times a year

A quarterly cadence turns testing and change management into permanent work. Each update asks someone to review release content, re-run regression tests and fix whatever an extension or report no longer does. Meanwhile EBS needs developers who know PL/SQL and the estate's accumulated customizations. A 2021 Gartner survey found 64 percent of IT executives naming talent shortage as the most significant barrier to adopting emerging technologies, and the analyst tied the scarcity especially to cloud, automation and continuous delivery skills [4]. Those are the skills a Fusion programme leans on.

2. Capacity that flexes with the release calendar

Staff hired for a workload that spikes around releases, upgrades and migrations are underused between spikes. Deloitte's 2024 Global Outsourcing Survey, covering more than 500 executives, found skilled talent and agility now sitting beside cost reduction as reasons to outsource, with 80 percent planning to maintain or increase their investment in third-party services [5]. McKinsey's 2025 review of the tech talent gap recommends globally distributed teams and recruiting for skills rather than credentials [6]. For an Oracle estate, that means keeping architecture and process ownership in house and adding specialist capacity where the

calendar demands it. [Orpington Technologies' ERP staff augmentation](#) is one way to do that for Fusion Cloud ERP work: certified consultants join the client's team for the stretch that needs them and step away when it ends.

3. Where Orpington Technologies fits

For organisations weighing this model, [Orpington Technologies' ERP staff augmentation practice](#) is built on the same logic. Certified ERP consultants stay on Orpington's payroll, work remotely and take direction from the client's own programme leads. Oracle Fusion Cloud ERP is among the platforms covered, alongside SAP, Microsoft Dynamics 365, NetSuite and Odoo, and the roles span functional consultants, technical developers including PL/SQL, and programme roles such as data migration, QA and change management. The consultants are credentialed by the same certified practitioners who audit implementations, so the bench is judged by people who know what delivery looks like.

The terms are plain. Three matched candidates arrive roughly four weeks after the engagement fee is confirmed, the monthly invoice is all-inclusive, and a 90-day replacement guarantee covers the fit risk that makes permanent hires costly to get wrong. Orpington's own estimate puts the loaded cost of a direct hire at 1.25 to 1.4 times base salary once employer tax, benefits and compliance are counted. Details are at <https://www.orpingtontech.com/erp-staff-augmentation/>, and a short conversation about next quarter's named roles is a sensible place to start.

Four questions for any Oracle staffing partner

Question to ask	Why it matters
Who employs and vets the consultant?	Keeps payroll and compliance off your books, and puts credential checks in expert hands.
Which estate has the consultant delivered?	EBS customization work and Fusion configuration are different skills; ask which one the named person has done.
What happens if the fit is wrong?	A replacement commitment turns a hiring mistake into a scheduling one.
Can capacity scale around release windows?	The two-week test window each quarter is short; extra testers matter most when it opens.

Sources & Further Reading

- [1] Oracle – “Oracle E-Business Suite 12.2 Premier Support Extended Through at Least 2036,” March 2025
- [2] Oracle Fusion Insider – “Quarterly Updates Made Easy,” December 2025
- [3] Oracle – “Oracle Fusion Cloud ERP”
- [4] Gartner – “Gartner Survey Reveals Talent Shortages as Biggest Barrier to Emerging Technologies Adoption,” September 2021
- [5] Deloitte – “Global Outsourcing Survey 2024”
- [6] McKinsey & Company – “Tech Faces a Talent Bottleneck. Here’s What to Do About It,” August 2025