



Workforce redefines its managed service with ‘game changer’ EveryOneCloud.

New cloud-based attendance system helps recruitment agency modernise its payroll and replace labour intensive admin with streamlined processes.

Award-winning recruitment and staffing specialist Workforce Staffing has labelled cloud-based presence and data software, EveryOneCloud, as a ‘game-changer’ for the recruitment industry after adopting the system to deliver total transparency of its supplied temporary workforce to the Worcester site of metal cast manufacturer JVM Castings.

The introduction of EveryOneCloud, a joint venture by workforce management specialists HFX and Auto Time Solutions which connects people and devices using cloud technology, has helped Workforce add significant value to the delivery of its managed service at JVM Castings.

RESPONSIBLE RECRUITMENT

Transparency of their supplied workers has enabled Workforce to assume full responsibility for the attendance of its supplied staff, assisting managers to proactively maintain staffing levels, track KPI metrics and streamline its payroll and invoice process.

Workforce have supplied as many as 50 temporary workers to JVM Castings on a day to day basis to cover three shifts; 6am - 2pm, 2pm - 10pm and 10pm - 6am, to support their 24 hour machine operations. Staff punctuality is essential to shift changeovers, with no-shows and lateness having a direct impact on production and any replacement cover needing to be sourced quickly to minimise lost time.



Historically, all staff at JVM Castings were required to clock in and out using an outdated manual clock card system located in the security house at the start and end of their shifts, but this was cumbersome and open to errors.

Not only did the clock card system fail to provide a true account of who was on site, leaving the client at risk of breaching health and safety regulations, but also created heavily disruptive and labour intensive administration processes.

“Staff would frequently forget to clock-in unless security noticed, meaning at times there was no evidence who was on site and when. In the event of an emergency, managers would have to dash to the gatehouse to collect the clock cards and read them out to verify who was on site.

“Missing or incorrect attendance data created endless payroll issues, with queries commonplace and no evidence of the ‘actual’ start and finish times for managers to call upon.”

Oliver Page, Account Manager, Workforce.

In order to gain real-time visibility of the staffing levels and remove manual time-sheets from the equation, Workforce recommended to JVM Castings that they put in place a biometric Time and Attendance solution.

A GAME CHANGER

Workforce has enjoyed a working relationship with Auto Time Solutions for many years, with the recruitment agency using its automated time and attendance systems to track its supplied temporary workforce on client sites.

Following a presentation by Auto Time of its new integrated cloud-based presence and data software, EveryOneCloud, initial consultancy period and proof of concept, Workforce made the decision to roll out the system at JVM Castings having been blown away by its features.

“EveryOneCloud is a real game-changer for the recruitment industry. The system empowers agencies to deliver a fully transparent and accountable service like never before, combining powerful and easy-to-use features such as real-time attendance verification, absence alerts, remote enrolment and automatic roll-call, with the convenience of being fully cloud-based so it can be deployed quickly and accessed anytime, anywhere.

“Implementing EveryOneCloud at JVM Castings has enabled us to consistently adapt to their fluctuating staffing needs to meet production demands while modernising our invoice and payroll functions by removing disruptive manual processes and freeing up valuable staff time.”

ADD VALUE TO THE SERVICE DELIVERY

Anytime, Anywhere access.

When staff arrive on site to start their shift, instead of having to complete a time-sheet, workers now simply enter a PIN number and place their hand on the reader's platen. The terminals positively authenticate worker identity & attendance by comparing a three dimensional reading of the size and shape of an employee's hand with a profile stored in the system.

The biometric system verifies staff attendance in less than a second with the data instantly uploaded to EveryOneCloud.

Key personnel at JVM Castings (Operations Director, Shift Manager and Health & Safety Manager) and the Account Manager at Workforce are able to access the data via a secure portal from any web-enabled device, allowing them to see on demand who's on site and the time they logged in and out.

The combination of GPRS and cloud-based technology means the system is totally autonomous, placing zero demands on JVM's IT infrastructure.



VERIFIABLE ATTENDANCE AND PROACTIVE ABSENCE MANAGEMENT

Visibility of the staffing enables Workforce to account for their staff at all times, allowing managers to maintain staffing levels and track their staff and associated costs, ensuring workers are paid accurately and JVM Castings receives verification of the hours they pay for.

“Every day at 5pm we send a staff list to the managers at JVM Castings which outlines the workers attending the site the following day, so managers can cross reference this with who’s on site.

“At the start of every shift, here at Workforce, we will access the system from our office to check everybody arrives on time and have staff on standby with their uniform ready should we need to cover any absences.

“In the past, JVM could lose up to three hours in production time by the time each absence was covered. Now we can identify no-shows instantly before the client does, chase up the individual to see why they haven’t arrived, and have a replacement worker on site within thirty minutes.

“Adopting a proactive approach to absences has heightened customer satisfaction as we can continually maintain staffing levels to assist production and address shortfalls at the earliest opportunity.”

HEALTH & SAFETY COMPLIANCE

With an accurate record of who’s on site, JVM Castings are better equipped to safeguard their workforce and demonstrate their compliance to Health and Safety regulations.

In the event of a fire alarm, EveryoneCloud automatically prints out a roll call report so that managers can account for everybody on site.

MODERNISED PAYROLL PROCESS

The collation of accurate attendance data via EveryoneCloud has also helped to modernise and streamline the payroll and invoice process. A historical audit trail of hours worked supports managers to respond to any queries with factual evidence.

“When we relied on JVM’s clock card system, the payroll process was cumbersome to say the least. Every Monday we would have to travel to the site to collect the clock cards from the previous week so they could be manually populated into our payroll system.

“EveryoneCloud has cut out these unnecessary journeys in their entirety allowing us to spend our time more productively.

The system automatically calculates the ‘actual’ hours worked by staff, with the time-sheets readily available to download and print for payroll, saving considerable time.

“Should the client query a particular invoice, say for instance a worker works six hours instead of the scheduled eight, the fact that we’re able to go back in time and search the clockings for a specific period means we can verify every minute our staff have worked and been paid.”



REMOTE ENROLMENT

Administration time has also been saved from the enrolment process. Rather than having to travel to the site to enrol a worker in the system, Account Managers can manage the devices remotely by following a simple step-by-step guide meaning new starters can be setup and ready to use the system within minutes.

“This is a big tick in the box for EveryOneCloud. In the past we would have to meet new starters on site and enrol them on the system before they started their first shift. If we had to enrol say between five and 10 new starters on the same day this could delay production.

“With EveryOneCloud, we can enrol new starters in advance from the office. Enrolment is easy. All you need to do is create a new worker, edit their name, define their shift pattern and area of work, and send them their PIN number so they can start immediately.

KPI MANAGEMENT

Meanwhile with total transparency of their workforce attendance Workforce are able to gain a clear picture of their performance and continually fill shifts against agreed KPI metrics.

Being able to monitor KPIs such as fulfilment rates and absence rates allows Workforce to demonstrate their service delivery, which helps build customer satisfaction and retention.

“Improved visibility and management of our workforce means we can measure head counts ‘attended’ against head counts ‘booked’ and report this information back to the client.

“With the client unable to tolerate absences due to the impact on productivity, the ability to demonstrate our fulfilment rates week-by-week and consistently set and meet new staffing targets adds substantial value to our managed service and reputation as a trusted recruitment provider.”

Manage People

Person No.	First Name	Last Name	Pay Ref.	Last Login	Mobile No.	Location	Email
10201	Alex	Jones	10201AJ	A few seconds ago	07738123456	01438 822170	alex.jones@e1cloud.co.uk
10222	Alison	Smith	10222AS	5 hours ago	07741456321	01438 822176	alison.smith@e1cloud.co.uk
10246	Amanda	Clark	10246AC	10 minutes ago	07722123456	0121 506 9943	amanda.clark@e1cloud.co.uk
10362	Ben	Roberts	10362BR	3 days ago	07757654321	01438 822176	ben.roberts@e1cloud.co.uk
10253	Charlotte	Balewa	10253CB	2 hours ago	07756123456	01438 822177	charlotte.balewa@e1cloud.co.uk
10316	David	Brown	10316DB	4 hours ago	07789123456	0121 773 7222	david.brown@e1cloud.co.uk
10307	Debbie	Adams	10307DA	3 hours ago	07711654321	01438 822180	debbie.adams@e1cloud.co.uk
10277	Gus	McDonald	10277GM	2 days ago	07732654321	01506 461164	gus.mcdonald@e1cloud.co.uk
10342	Jim	Jackson	10342JJ	45 minutes ago	07702321456	01438 822183	jim.jackson@e1cloud.co.uk
10222	Josh	Taylor	10222JT	2 hours ago	07711567891	0121 506 9947	josh.taylor@e1cloud.co.uk
10274	Kaspar	Kowalski	10274KK	30 minutes ago	07532321654	01438 822174	kaspar.kowalski@e1cloud.co.uk
10252	Lisa	Larsen	10252LL	4 days ago	07711654321	0121 506 9948	lisa.larsen@e1cloud.co.uk

Timesheet from 04/09/2017 for 5 days

Person No.	Pay Ref.	First Name	Last Name	Mon 04/09	Tues 05/09	Wed 06/09	Thu 07/09	Fri 07/09	Total
10201	10201AJ	Alex	Jones	08:10	08:03	08:17	08:01	08:00	40:31
10222	10222AS	Alison	Smith		07:35	07:42	07:31	07:34	30:22
10246	10246AC	Amanda	Clark	06:05	06:01	05:59	06:12	06:30	30:47
10362	10362BR	Ben	Roberts	08:04	08:08	08:15	08:01	08:03	40:31
10253	10253CB	Charlotte	Balewa	06:10	06:02	06:07	06:12	06:15	30:46
10316	10316DB	David	Brown	08:11	08:05		08:03	08:06	32:25
10307	10307DA	Debbie	Adams	04:33	04:35	04:40	06:03	06:15	26:06
10277	10277GM	Gus	McDonald	08:15	08:03	08:07	08:01	08:07	40:33
10342	10342JJ	Jim	Jackson	08:02	08:04	08:12	08:00	08:04	40:22
10222	10222JT	Josh	Taylor	07:36	07:41	07:33	07:34		30:24
10274	10274KK	Kaspar	Kowalski	08:07	08:04		08:05	08:09	32:25
10252	10252LL	Lisa	Larsen	07:35	07:42	07:31	07:34	07:30	37:52
Grand Totals				80:48	88:03	72:23	89:17	82:33	413:04

Roll Call for date 06/09/2017

Person No.	First Name	Last Name	Status	Date	Time	Device	Location
10201	Alex	Jones	In	Today	08:54	Node Court	Node Court
10322	Alison	Smith	In	Today	08:36	Node Court	Node Court
10246	Amanda	Clark	In	Today	08:37	Reception	Auto time
10362	Ben	Roberts	Out	Yesterday	17:18	Node Court	Node Court
10253	Charlotte	Balewa	Out	Yesterday	18:03	Node Court	Node Court
10316	David	Brown	In	Today	08:58	Reception	Auto time
10307	Debbie	Adams	In	Today	09:05	Node Court	Node Court
10277	Gus	McDonald	In	Today	08:46	Reception	Auto time
10342	Jim	Jackson	Out	Yesterday	16:48	Reception	Node Court
10222	Josh	Taylor	In	Today	09:15	Reception	Auto time
10274	Kaspar	Kowalski	In	Today	08:32	Node Court	Node Court
10252	Lisa	Larsen	In	Today	08:52	Reception	Auto time

Capture Presence & Location Data - anywhere, anytime, any device from everyone. To find out more about EveryOneCloud and our solutions please call 01438 822183, visit www.everyonecloud.com or email sales@everyonecloud.com