Buffaload achieves 1% off payroll cost with implementation of HFX's Imperago Time & Attendance and Rostering system representing around £105k per annum

A PLEASURABLE EXPERIENCE

"The whole experience was pleasurable. There was a good team relationship between Buffaload and HFX and the configuration consultant was helpful, honest and good at offering solutions to the more challenging configuration requirements."

Buffaload specialises in chilled deliveries with a mission to proceed with an environmentally responsible approach to Logistics and Cold Chain Supply resulting in a carbon neutral network for its customers.

Buffaload has around 275 employees over 4 sites and has a 24/7 business. The main staff groups are hourly (various areas including warehouse, VMU and yard), drivers and salaried admin staff.

Lesa Nicholson, Head of People spoke to HFX about her experience with the HFX Imperago project and the benefits they have obtained.

Why did Buffaload look for a Time & Attendance system?
Prior to purchasing the HFX Imperago system Buffaload did not have a Time & Attendance and Rostering system. All processes were manual and data was manually input into their Sage payroll.

So in 2019 Buffaload decided it was necessary to modernise their systems and procedures. After investing in a HR and Admin system they realised they needed a Time & Attendance system to complete the workforce software solution and decided HFX was the best fit.

Why did Buffaload choose HFX's Imperago solution for Time & Attendance and Rostering?
The two main reasons for choosing HFX were:
- HFX Imperago's advanced rostering capability meant that it was able to incorporate the mix of complex shift patterns and rules at Buffaload.
- HFX's integration with Buffaload's HR and Payroll system.

What was the most positive part of the HFX project implementation?
Lesa Nicholson, Head of People said that "the whole experience was pleasurable. This was particularly due to the HFX implementation and project team who were knowledgeable and very supportive throughout. There was a good team relationship between Buffaload and HFX and the configuration consultant was helpful, honest and able to translate our complex requirements into a functioning system."

What was the employees' reaction to introducing a time recording system with biometric face readers?
The employees *were very positive* because the HR team explained that the system would eliminate most payroll queries. The incumbent system and procedures meant that there was significant manual input of data and no automatic clocking system, resulting in errors and around 20-30 payroll queries a week.

Training was a positive experience: Lesa commented that "the HFX implementation consultant gave great training. He kept it simple, explaining the concepts in layman's terms and always gave a "bit extra" as opposed to giving a standardised impersonal training session. In addition, the HFX Imperago system is intuitive and self-explanatory making the whole adaptation process easier."

MAJOR COST & TIME SAVINGS!

What are the Benefits and Cost Savings?
The benefits and cost savings have been significant since implementing the HFX Imperago system:

Faster weekly payroll preparation: Payroll used to be ready on Wednesday or Thursday and is now finished by 2pm on Tuesday, with the potential for this to be completed by Monday COP.

Huge time savings in payroll preparation: This has been reduced from 4 operator days and 1 payroll day to 1 operator day and maximum half a day payroll, with actual time savings equating to approx. £58k.

Quantified Cost Savings: An estimated 1% annual saving off the payroll cost totalling £105k per year.

Unquantifiable savings:

Buddy punching eliminated by implementing the Face Reader: If colleagues clock in for each other this could mean that staff get paid for working less hours or even worse, being paid while having the day off! Biometric readers eliminate this risk.

Punctuality has significantly improved: previously without a proper clocking system it was difficult for managers to prove an employee had arrived late or left early. Now there is a physical record which is impossible to dispute.

Automatic scheduled reports sent to managers weekly: this saves considerable time where previously managers had to compile their own reports and data from various sources or even had no data at all and so were not able to use accurate data for correct decision-making.

EXCEPTIONAL TRAINING

"The HFX implementation consultant gave great training. He kept it simple, explaining the concepts in layman's terms and always gave a bit extra"

**Lesa Nicholson,
Head of People**

ABOUT HFX
The HFX group is one of the UK's leading developers of Cloud SaaS workforce solutions that provides over 800 organisations of all sizes and sectors including Central and Local Government, construction, retail, recruitment and manufacturing with the tools they need to control labour costs, increase their efficiency and minimise compliance risk in today's business environment.

The full solution includes Time & Attendance, Flexitime, Rostering, Access Control, Visitor Registration, Job & Task booking, Workforce Optimisation, Operational HR, Forecasting & Budgeting and integrates seamlessly with all major HR and payroll systems.

To find out more about HFX, please call **03333 447872** email **salesteam@hfx.co.uk**
or **visit: www.hfx.co.uk**