



Lovat Holiday Parks empowers its people with streamlined and full integrated workforce management system from HFX



Lovat
HOLIDAY PARKS

Lovat Parks is comprised of 8 sites and employs approximately 180 in its team. From luxury lodges to safari tents, Lovat Parks' accommodation comes in all shapes and sizes to welcome all guests, including four legged friends.

The group has clearly defined objectives -

- 'We believe service truly matters'
- 'We're raising the bar by bringing best practice from far and wide'
- 'We care about people'

With this in mind it was a logical step to take to improve the parks' systems including the workforce management system in order to meet these objectives.



Nicola Smart HFX COO spoke to Alan Oliver HR Manager of Lovat Parks:

The need for new systems

In 2017 the group began a rapid growth path through acquisition and realised that new automated systems were required to improve data accuracy and save admin time and in order to scale up the business and add in new sites as they are acquired. The group previously worked using a paper-based system to manage the time and attendance of the employees.



Why Lovat Parks chose HFX

HFX's Imperago solution meets all of the requirements specified by Lovat Parks during their search for a system. Time and Attendance and rostering is a full Cloud SaaS solution incorporating employee self-service which was one of the principal reasons for choosing the solution along with its integration to Lovat Parks' HR system People First.



The HFX Imperago Solution for Lovat Parks

- Time & Attendance and Rostering
- Employee Self Service
- Mobile clocking
- Annualised hours
- Interface to People First

The Implementation experience with HFX

The Lovat Park's team commented that the implementation process went smoothly and the HFX team were proactive and provided a consultative approach in order to configure the system to match Lovat Parks' requirements.



BENEFITS POST-IMPLEMENTATION OF HFX'S IMPERAGO SOLUTION

Powerful system with Lovat's team members at its heart!

- A fully automated system has allowed Lovat Parks to move away from paper-based system
- **Employee Self-Service** has been a real benefit allowing team members to clock in using their mobiles and consult their hours worked without having to contact their manager or HR.
- The interface to the **People First HR system** has saved significant time since team data is shared across the systems avoiding dual input.
- Automatic file transfer to payroll bureau.



Positive reaction from Central Team

- A central view of all the parks means the Central Team can now perform benchmarking and identify any issues at individual parks quickly.
- Higher levels of analysis and management are possible due to increased and standardised visibility of rosters and worked hours
- Easily scalable solution to fit Lovat's strategy for acquisitions of new parks



Happy Park Managers!

- The centralised automated system has significantly saved admin time for Managers and reduced manual errors relating to time and attendance.
- It is now quick and easy to obtain information on rosters and working hours.
- Management control of rota is easier since they can just log in on the Cloud and see if someone has worked their rota in real time.
- Streamlined interface with People First.

"We had annualised hours implemented and this was a really great solution."

"The annualised hours tracking has been excellent!"



ABOUT HFX

The HFX group is one of the UK's leading developers of Cloud SaaS workforce solutions that provide 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.