



TARMAC CHOOSES HFX IMPERAGO TO MANAGE STAFF HOURS AND KEEP QUARRY OPERATIONS RUNNING SMOOTHLY



Tarmac combines the knowledge and expertise of two of the construction industry's most iconic brands: Tarmac, the pioneers of the modern road surface and Blue Circle, the company that patented cement. With over 150 years' experience, the company has a combined breadth of capability and expertise that covers aggregates and asphalt, ready mix concrete, cement, lime and powders, contracting and building products.

Tarmac has over 7000 people located across 400 sites in the UK, efficient workforce management underpins the business operations, to ensure maximum productivity and staff health and safety and wellbeing.

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“Imperago has significantly reduced the time it takes to reconcile working hours – it has made it much easier and faster.

*Miquette Curtin
Administrator at Tarmac*

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Managing working hours efficiently

The administration team at its Swinden quarry site in the Yorkshire Dales has recently invested in a Time & Attendance solution from HFX to manage its staff working hours.

The new system is located centrally on site, near to the canteen and changing rooms, enabling staff to clock in easily as they arrive and change for a shift, and clock out when they finish. Staff on site clock in to work using a proximity fob with an installed reader machine that accurately tracks start and finish time.

Convenient, fast and accurate, staff have welcomed the system as it provides an accurate account of working hours according to the shifts completed. Furthermore, should a member of staff work overtime, in addition to their agreed shift, there is an accurate record of how many hours have been worked at the increased rate, making it easier to reconcile salary payments.



**Convenient, fast
and accurate!**

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“We wanted a new Time & Attendance system that could capture working hours accurately and HFX Imperago does just the job. We were aware that another site in the Tarmac Group was successfully using the system and so we knew that it would also match our needs to record working hours and capture overtime accurately.”

Miquette Curtin, Administrator at Tarmac

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Reducing administration, saving time

Miquette is able to compile information from the system for the HR team covering hours worked, absence and holidays, making it easier to keep track of employee costs and staff wellbeing. Being able to track hours accurately and transparently ensures that staff are all treated equitably – any instances of repeat lateness can be quickly and fairly addressed.

As well as managing staff working hours to calculate salaries, HFX Imperago has also been of benefit to record attendance to help comply with Health & Safety legislation, an important factor for its on-site quarry workers.



Easier and faster!



Ensuring accurate compensation

The administration team have also been delighted with the benefits that the system brings. The accurate recording of hours has paid dividends by making it easy and faster to reconcile actual hours worked with compensation, matching them to ordinary shift rates and overtime, with no errors. The admin staff no longer have complex reconciliation calculations to work out, which have to be calculated on a weekly basis.

“HFX imperago has significantly reduced the time it takes to reconcile working hours – it has made it much easier and faster. Since implementing the system nearly twelve months ago it has definitely made a difference to our administration team and to our staff,” said Miquette Curtin.



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.



To find out more about HFX please call **03333 447872**
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