"HFX Imperago is so simple to use"

Dairy Partners saves an estimated £30k year on year on management time

1 day a month time-saving on payroll preparation

Family-owned dairy, Dairy Partners was established in 2007 and is the largest independent cheese maker in the UK, supplying food service providers and manufacturers in the UK and across the globe. In fact, they're the UK's largest family-owned mozzarella producer.

While Dairy Partners has generations of experience it is also a progressive company with state-of-the-art facilities in two UK sites with the Head Office in Gloucestershire. The company is Red Tractor Farm Assured and BRC Accredited which is a huge sign of quality for its customers.

Their rising reputation coupled with a growing demand for their products meant that they needed to increase their workforce. However, their HR practices were struggling to keep pace, with manual procedures and paper-based processes hampering overall efficiency.

Given the focus on prioritising state-of-the-art technology in their factories it was a natural decision to follow this direction for the internal HR systems and update to the latest new generation technology.

HR Partner Jackie Tribbe joined us for a chat to discuss how they reached the decision to implement HFX Imperago and how the software has helped Dairy Partners streamline so many areas of their workforce management.

Why Dairy Partners chose HFX Imperago for Time & Attendance and Rostering

Two years prior to looking for a new time and attendance system Dairy Partners had successfully implemented Cezanne HR to manage their HR operations. They therefore wanted a time and attendance system that would work well with Cezanne HR. HFX has been a Cezanne partner for many years and HFX Imperago is a trusted solution offering a robust interface between the Cezanne HR and Payroll and the HFX Imperago Time and Attendance and Rostering solution.

Situation before

The time and attendance system previously was a clunky legacy system which was difficult to set up and use. The customer support was also poor. The payroll preparation took hours to prepare since the time and attendance data required so much manual adjustment and data input. Even worse, after the time consuming preparation the team could not even be confident that the data was accurate.

The Production Managers on both sites would spend half a day a week on manual adjustments and Jackie Tribbe a full day a week.

The HFX Imperago Solution

The solution implemented consists of the Time and Attendance and Rostering modules. Dairy Partners have two sites and run two different payrolls because some staff are paid hourly and others are on the annual payroll. This means that the company has many different attendance and payroll rules which most Time and Attendance solutions struggle with. However, HFX Imperago's advanced and powerful design and rules engine means it can cope with the most complex of rules and multiple shift patterns.

Latest hi-tech Face Scanners

Touch free Face Scanners were installed on both sites for staff to clock in and out, replacing a manual clocking machine. These devices apart from being attractive and modern, are fast, contactless and subsequently more hygienic than the previous system.

The HFX project – a smooth transition

Jackie Tribbe, HR Business Partner at Dairy Partners commented that they took their time with the implementation and performed a lot of testing before go-live and this paid off because the transition to go-live was very smooth.

There was a positive reaction to the new Imperago Time and Attendance system from managers and employees too, a) because they find it so easy to use, b) because it saves so much time on queries and corrections and c) due to full automation of processes and data transfer – this has eliminated the manual errors which with the previous time and attendance system used to result in payroll inaccuracies.

Interface with Cezanne HR

The interface with the Cezanne HR system is a clear benefit saving considerable time in the payroll preparation and giving the HR managers confidence that the data is accurate.

The five team managers at Dairy Partners are very happy with the new combined solution of Cezanne HR and HFX Imperago and the HR operations are now smoother, quicker, more accurate and less stressful.

The first stage of automating the HR, Payroll and T&A processes was to implement Cezanne HR which quickly gave huge benefits and time savings. The next stage was to implement a time and attendance system and HFX was a natural choice due to the partnership and interface with Cezanne HR.

"We are very happy with how the interface is working"

Jackie Tribbe, HR Business Partner

Accurate payroll - right first time

Employees are now happier in the confidence that their payroll will be right first time. Previously HR would be flat out resolving employee queries on time and attendance exceptions the day before the payroll was due to be issued and this used up considerable management time.

Now the queries are solved well in advance by the managers who clear exceptions every Monday using the exceptions report.

The estimated time saving is about 1 day a month!

Happy Managers

The managers are very happy with the HFX Imperago system – **it makes their job so much simpler!**

Impressive year on year savings on management time alone

Analysing the tangible time savings for Managers on implementing HFX Imperago Time and Attendance and Rostering Solution, **Dairy Partners are saving an estimated £30k pa, year on year solely on Management time saved!**

HFX Imperago benefits for Dairy Partners - summary

- **Easy to use**

- **The integration with Cezanne HR and payroll system** is a clear benefit, saving considerable time in the payroll preparation and giving the HR managers confidence that the data is accurate.

- **Incorporation of different rules and shifts** from all sites feeding automatically into two different payrolls for salaried and hourly paid staff

- **Accurate time an attendance data** for payroll

- **Touch-free** face readers

- **Real time information** for Managers and staff on hours worked, absences and planned rosters via self service using terminal or mobile

- **Responsive and personalised** customer support

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 email salesteam@hfx.co.uk or visit: www.hfx.co.uk