



Softworks

Aughinish Alumina Gets a Bird's Eye View with Softworks Workforce Solutions

Case Study

Aughinish Alumina is the largest alumina refinery in Europe with the capacity to produce up to two million tonnes of alumina a year. It is one of the most technologically advanced and energy efficient facilities globally. The company is part of the Rusal Group who are the world's biggest producer of aluminium, employing over 74,000 people worldwide.

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Overview

Aughinish Alumina approached Softworks to provide them with a fully integrated Workforce Management System that included areas such as Time & Attendance, Scheduling/Rostering, Absence Management, Employee Self Service and HR Management. They had three distinct areas that they wanted assistance with – Visibility, Integration and Automation;

- Full **Visibility** of the workforce for key decision making and planning
- **Integration** with current systems including access control and payroll
- **Automation** of all manual processes including real-time and intuitive reporting

They already had a HR system in place however; they were not satisfied with the system, as it did not offer the full range of workforce management capabilities and functionality that they required. In particular it had no Time & Attendance or Scheduling/Rostering functionality.



They had also recently invested in a new access control system and wanted the new Time & Attendance system to integrate with it.

They wanted to use the access control system along with their current employee ID cards but change the process, so that when employees swiped to access

the barrier at the entrance, this would automatically take their “clocking in” time into a Time & Attendance system. It was crucial that their chosen supplier could handle this.

Furthermore they required an employee self service facility so that Aughinish Alumina employees could access their own leave/holiday information and check balances at a touch of a button. This would enable staff to manage their time more efficiently and plan holiday time better.

The Full Wish List...

Aughinish Alumina wanted a Workforce Management Solution that could do all of the following.

- Integrate with their current access control system and ID cards, making it easy for employees - “One Card – One Swipe”.
- Automate processes and generate detailed reporting and analysis.
- Provide an Employee Self Service offering to allow employees greater control over their rosters and their reporting of time.
- Handle their unique scheduling/rostering requirements and verify who was on site and match rosters accordingly.
- Track and record “reserve hours”, “lieu time” and “annual leave”.
- Provide full HR system functionality and include Training & Skills Management.
- Offer an intuitive reporting tool to replace manual and time consuming processes.
- Increase attendance rates and reduce absenteeism rates.
- Move employees between departments with minimum effort.

Choosing Softworks...

Softworks along with others were invited to demonstrate their solutions.

“ We wanted to reduce manual processes and administrative tasks while at the same time improve the accuracy of data and reporting ”

Nelius Kennedy, Human Resources, Aughinish Alumina had this to say about his initial impression of Softworks.

“ We were very impressed with Softworks as they really listened to our requirements and worked with us to suggest solutions that would best fit our needs. Because of the nature of our business we have very specific scheduling requirements. ”

“ We found Softworks to be open, flexible and very enthusiastic about taking on the project. We got a great sense of assurance that Softworks were very experienced working with organisations with similar requirements to ours. We particularly liked the ease of reporting, automated transfer of workforce data through to payroll, management of absences. ”

Aughinish Alumina chose the following modules from the Softworks Suite;

- Time & Attendance
- Roster Manager
- Honour Based Timesheets
- Absence & Sick Pay Processing
- HR Management
- Alerter
- Employee Self Service.

The Results...

The key objective has been met to provide a tool for employees to manage their reporting of time.

“ From day 1 our employees treated Softworks employee self service like they treat their online banking – clicking in regularly to check their balance! ”

Administrators describe it as a powerful system that at a click of a button gives employees detailed and real time reporting on their attendance, absence, shifts & rosters and departmental moves. Aughinish Alumina believes that the key benefits of the Softworks Solution are in relation to automating processes, auditing and real-time reporting.

“ Softworks have assisted us to improve reporting and to have a reliable easy to use tool that all employees can interact with. We have better workflow processes and have replaced manual entries. ”

The Future

As Aughinish Alumina continues to grow they needed a system that could grow with them. Nelius had this to say

“ We are very happy with Softworks to date and we know that we can easily improve as we need to in the future. The personal relationship we have established to date with Softworks is excellent and we are looking forward to developing this further over the years. ”

ABOUT SOFTWORKS

Softworks work with companies to streamline processes, increase productivity and reduce costs through improved management, scheduling and tracking of labour resources. Softworks offer reliable, proven, On-premise and Cloud/Hosted solutions for Time & Attendance/Flexitime, HR, Scheduling and Absence Management, allowing organisations to better ensure compliance, reduce errors, eliminate redundancies and improve reporting—while promoting a safe, positive working environment for all employees.

For further information about Softworks solutions :

eMail us : hello@softworks.com

or

Visit us : www.softworks.com