



HR, TIME RECORDING,
& PAYROLL SOLUTION FOR
LEADING LOGISTICS FIRM



CHALLENGES

The client, a complex multi-site organisation with numerous consolidated legal entities under a group company, faced significant challenges in their HR, time recording, and payroll processes. The system needed to account for a variety of worker types, including temporary workers, hourly, daily, weekly, and monthly paid workers, as well as full-time employees. This complexity required a solution capable of handling diverse contract types, employment hours, and payroll processing needs. Additionally, the client required biometric and fingerprint scanning for time booking and clocking in and out, transitioning from paper-based timesheets to a fully digital process.



SOLUTION

P2D Technology Services conducted a detailed analysis and employed process mining techniques to gain a thorough understanding of the client's existing HR, time recording, and payroll processes and systems. This comprehensive analysis revealed inefficiencies and pinpointed areas where improvements were needed.

We reviewed current solutions and other available options in the marketplace, consulting with the legacy supplier to ensure compatibility and explore possible enhancements. Based on our findings, we developed a robust business case highlighting the benefits of the proposed solution, including cost savings and operational efficiencies.

To support the business case, we prepared a detailed simulation model that clearly demonstrated the time and cost benefits of implementing the changes. This model enabled the board to visualise the potential improvements and confidently approve the change and solution.

Collaborating closely with the client and the incumbent ERP supplier, we reconfigured and implemented the new HR, time recording, and payroll solution. The integration provided necessary capabilities, including support for temporary, hourly, daily, weekly, and monthly paid workers, as well as full-time employees. We also implemented biometric and fingerprint scanning for time booking and clocking in and out, effectively moving the client from paper-based time sheeting to a fully digital process.

BENEFITS

The project delivered several key benefits to the client:

COST SAVINGS

The new solution significantly reduced administrative costs associated with manual HR, time recording, and payroll processes.

OPERATIONAL EFFICIENCY

Streamlined processes and improved data accuracy enhanced overall operational efficiency.

REDUCED DISRUPTIONS

Careful planning and collaboration with the ERP supplier minimised disruptions during the implementation phase.

TAILORED SOLUTION

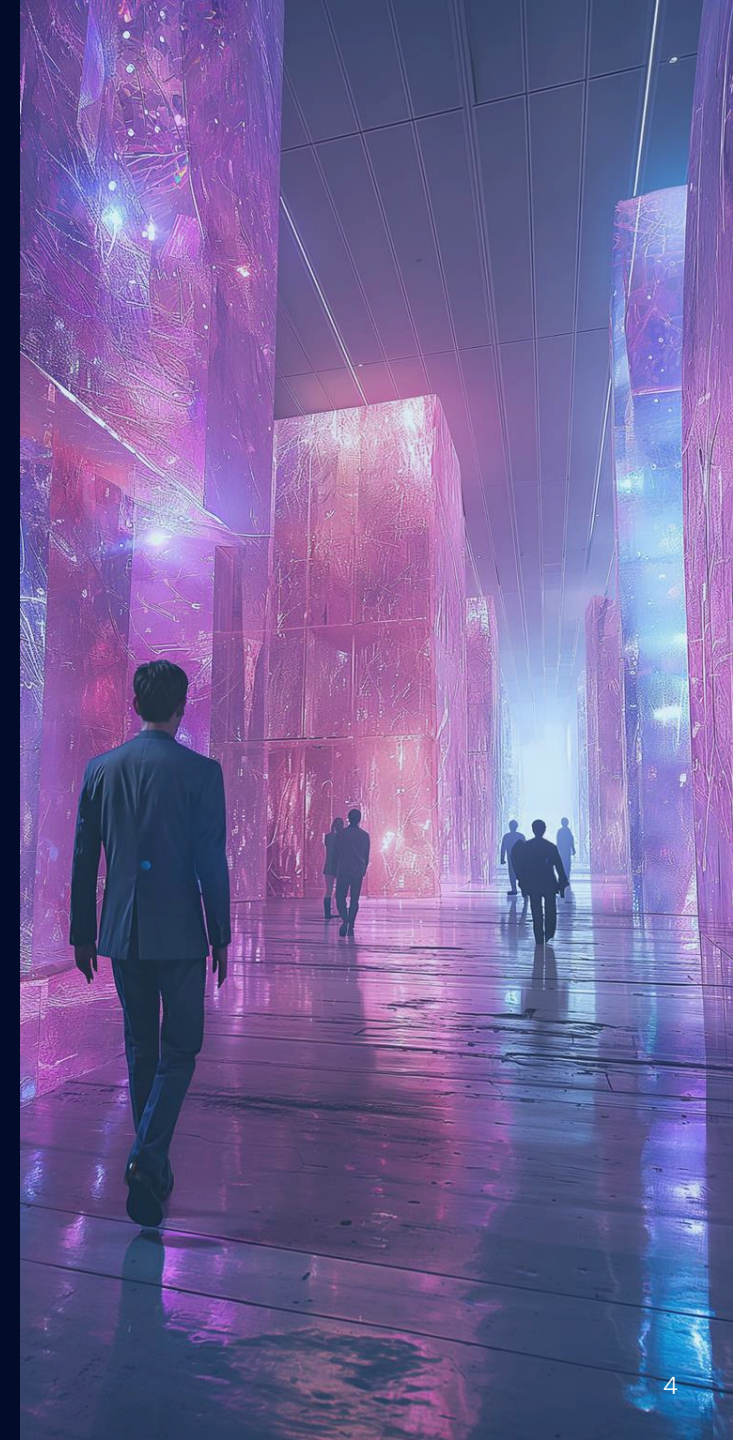
The integration was customised to fit the client's unique needs, ensuring a seamless transition and optimal performance.

SIMULATION AND APPROVAL

The simulation model provided clear evidence of the benefits, enabling the board to approve the solution with confidence.

POSITIVE RECEPTION

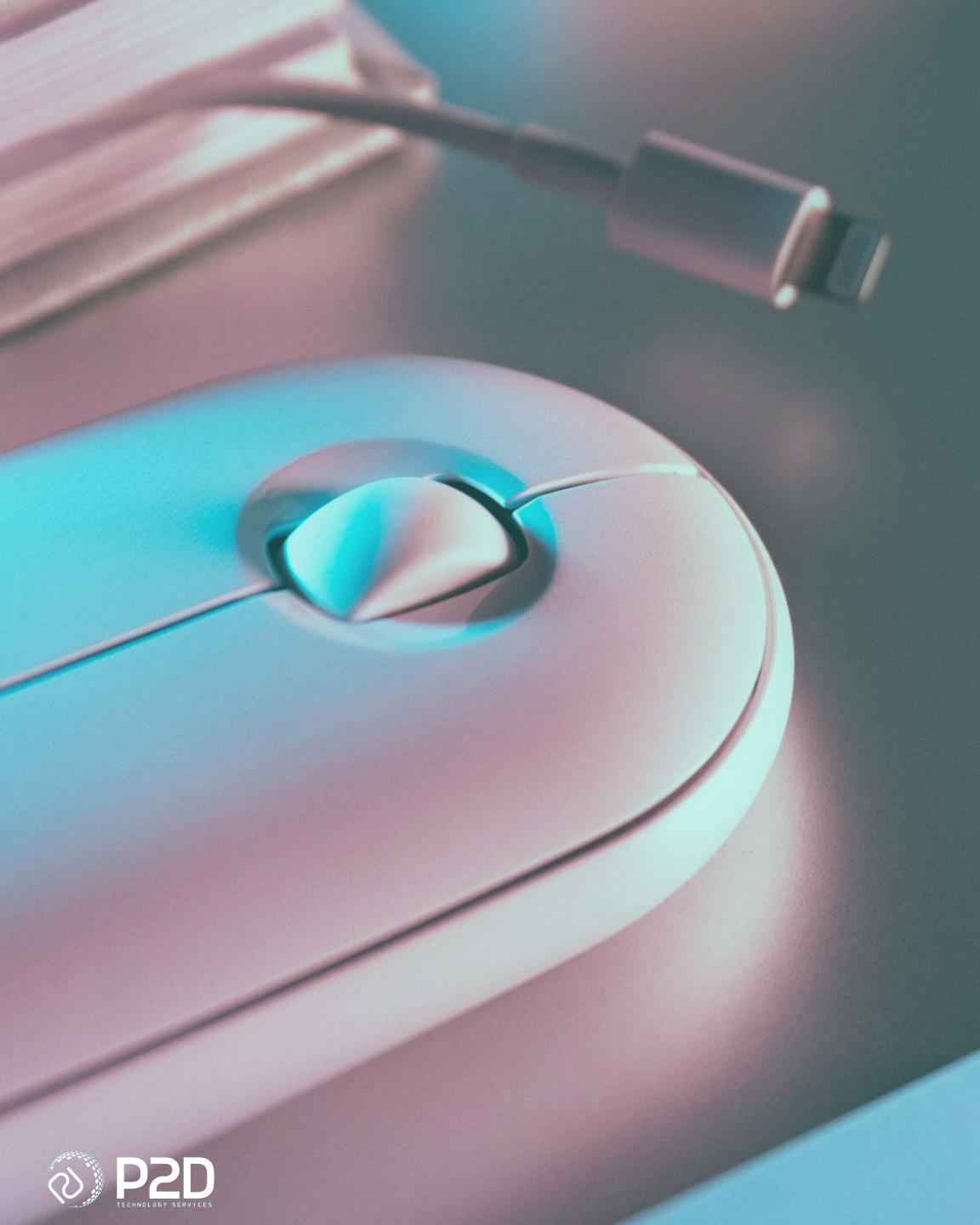
The project was well-received by the client's HR, Finance, and Operations directors, who praised the efficiency and effectiveness of the solution.



OUTCOME

The consultancy and advisory services provided by P2D Technology Services resulted in a **successful implementation of the HR, time recording, and payroll solution**, saving the client significant costs and disruptions compared to typical industry benchmarks. Projects of this nature often run over budget and schedule, particularly those led by the Big Four consultancies, which can incur higher costs and deploy resources lacking specific expertise.

Our project not only met budget and schedule expectations but also outperformed industry standards by delivering a tailored solution that addressed the client's specific challenges. The client, a leading logistics firm, now benefits from a more efficient, accurate, and cost-effective HR, time recording, and payroll system integrated seamlessly with their existing processes.



CLIENT FEEDBACK

The project was highly regarded by the client's HR, Finance, and Operations directors. They appreciated the thorough analysis, the collaborative approach, and the significant improvements in operational efficiency and cost savings.

For further information on how P2D Technology Services can enhance your operational efficiency with tailored consultancy and advisory solutions, please contact us at www.p2dts.com or info@p2dts.com.

Together, we can drive innovation
& achieve remarkable results.



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