CASE STUDY

VANQUISH
Integrated People Solutions

Business Sector - Logistics

Third party logistics company Howard Tenens has invested in Vanquish workforce management software to unify and streamline its HR and payroll process.

Howard Tenens commissioned Vanquish IPS to install the new software solution at its network of strategically located warehouse and distribution centres throughout the UK.

To improve the management of its centres, the decision was made to centralise the system so that attendance information of the company's 500 employees could be collected and viewed centrally by managers on site and also at its head office.

The software is linked to biometric hand recognition data capture terminals so that when employees clock in on site their data is automatically transferred to the centralised and stored on each individuals' personal record.

By having immediate access to critical attendance information, managers can collect and analyse large volumes of data to confirm that all staff have clocked in and out as scheduled. This provides managers with full visibility of each centre which helps the company to increase productivity and enhance levels of customer service.

Additionally, the automated collection of time and attendance data has helped Howard Tenens to streamline its payroll process. This has been achieved through the direct integration of Vanquish with the company's bespoke payroll application, which allows the company's HR department to extract data from the time and attendance system and transfer it directly into the payroll system which automatically applies the correct pay rates. This facility has helped Howard Tenens to benefit from a more accurate and simplified payroll process - which has helped the company to achieve cost savings - whilst reducing the administrative burden of calculating the payroll for its eight sites.

In addition to delivering near real-time visibility of employee attendance and streamlining the payroll process, Vanquish also provides a host of functionalities such as scheduling, absence management, job costing and reporting modules that enable Howard Tenens to plan and manage its labour costs more effectively. By using the reporting features managers can break down employee working hours by shift, department and specific tasks so that they can calculate how much time has been spent on a particular job. With this information Howard Tenens are able to gain a greater insight into their labour costs.

For further information on any of the software mentioned in this case study, Call **0121 773 7222** or visit **www.vanquish-ips.com**