

Workingtimesolutions for Manufacturing

Take control of working time:

Over three decades we've developed a unique blend of software and services that will help you optimise your shift patterns and rotas for maximum productivity.

Working Time Solutions help manufacturers boost productivity by designing shift patterns and rosters that are completely aligned to demand.

Any gap between labour supply and demand in manufacturing typically generates:

- High reliance on overtime and agency staff
- Poorer quality of output
- Employee stress or sickness
- Breaches of working time or health and safety legislation

Using our powerful software and specialist insight, we help organisations dramatically improve productivity and service standards while maintaining compliance and supporting employee wellbeing.

We've worked with a wide range of manufacturers spanning:



Food & Beverage



Chemical & Pharmaceutical



Paper & Packaging



General Manufacturing

There are a wide range of benefits associated with our approach:



Significant cost savings:

Generate a sustainable reduction in labour costs of over 15%.



Flexible resourcing models:

Respond efficiently to demand volatility and seasonality.



Improved wellbeing:

Design patterns that support employees' health, safety and work-life balance.



Absence:

Typically 50% reductions are achieved resulting in reduced overtime/agency costs.



Legislative compliance:

Avoid punitive fines and adhere to regulations, policies and best practice.



Productivity improvements:

Boost efficiency and utilisation levels by 8%+.



Quality and Service:

Resulting in better client retention.



Time:

Management time and corresponding costs are reduced with less work needed to provide cover.

Customers typically see a return on investment in just 3-6 months and our solutions continue to deliver value year-on-year through maintained efficiencies and continuous improvement.

Workforce Optimisation



Our approach to workforce optimisation:

We specialise in helping manufacturers find the best way to organise their shift patterns.

A demand-led approach to planning and management is central to workforce optimisation and addressing working time issues.

By implementing Demand-Led Rostering and Annualised Hours we've helped clients develop truly responsive resourcing that maximises hour-to-hour performance and efficiency levels.

This provides the mechanism to effectively manage demand variability, including seasonality or supply exceptions such as holiday, absence or shut-downs.

Working Time Solutions' team of specialist workforce optimisation consultants will help you create, implement and manage efficient new shift patterns and rotas.

Combining skills in demand planning, shift pattern design, systems integration and employee relations, we will help you embed new lean processes to ensure maximum productivity and employee well-being gains over the long-term.

These services are most impactful when combined with our **WORKSuite**® software, but they can also be deployed as required to support organisations at any stage of the optimisation process.



Demand Planning

Plan shift patterns around precise labour forecasts:

- Map variability and volatility 24/7/365
- Analyse overtime, absence and labour cost data
- Model demand, cover and throughput requirements



Implementation

Implement shift patterns aligned to demand and changing dynamics:

- Design and implement innovative, flexible shift patterns that meet specific requirements
- Improve work-life balance and achieve fairness
- Monitor variations, cover and reschedule resources in real time



Continuous Improvement

Maintain optimised and compliant shift patterns, schedules & rotas:

- Build in-house capabilities and specialist knowledge
- Undertake regular monitoring, reviews and health checks
- Anticipate and respond quickly to change

WORKSuite®

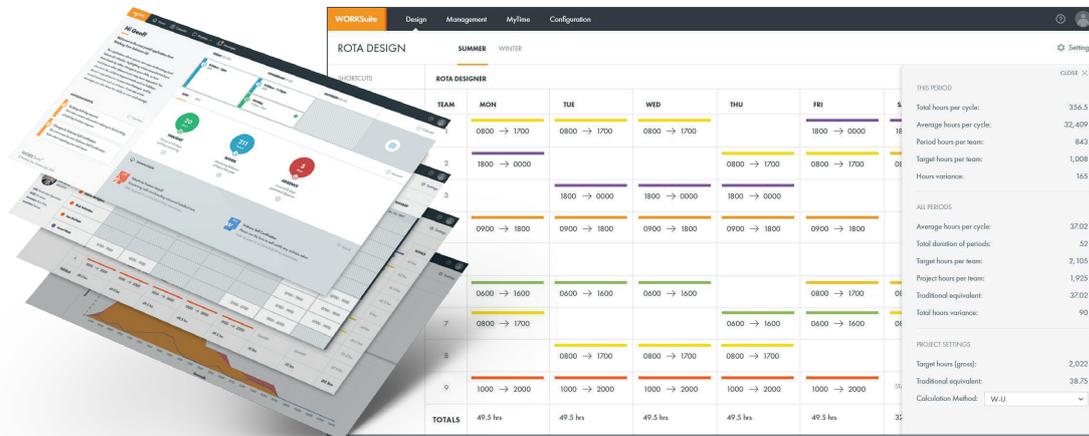
Cloud-based tools for managing shift workers

Take control of working time:

WORKSuite® is the product of 30 years' experience in workforce management. The software's powerful tools and automated processes make it easy to proactively manage shift patterns and rotas.

Many manufacturers save time and money by using our WORKSuite® software to effortlessly plan, manage and monitor their shift-based workforce.

It's powerful, flexible and far more capable than other staff scheduling or rota software on the market.



Shift pattern design: Design optimised shift patterns that support productivity and employee wellbeing.



- Cover graph provides visibility over labour demand and supply
- Powerful algorithm finds optimal shifts based on your needs
- Design tools to create custom shift patterns

Rota scheduling: Gain immediate visibility and control over all aspects of scheduling.



- Intelligent search to quickly identify, check and assign employees
- Integrated database can store and recall infinite shift patterns/rotas
- Scheduling tools to easily and accurately update rotas

Holiday and absence management: Make handling exceptions quick, easy and accurate.



- Easy configuration to meet your specific needs
- Automated processes to efficiently manage holidays, absences and shift swaps
- Real time data and built-in checks to flag gaps, clashes and inconsistencies

Employee self-service: Empower your workforce to co-manage their working time.



- Employees can check holiday availability, request time off and organise shift swaps
- Communicate decisions and changes efficiently and effectively
- Secure and accessible from employee's own devices (smartphone, tablet, desktop)

Compliance checks: Maintain compliance with working time regulations and other legislation or policies.



- Automatic generation of compliance warnings
- Failsafe mechanisms to stop potential breaches
- Maintain a single, secure database of all working time information

Integration, analytics and reporting: Make decisions based on live, accurate working time data.

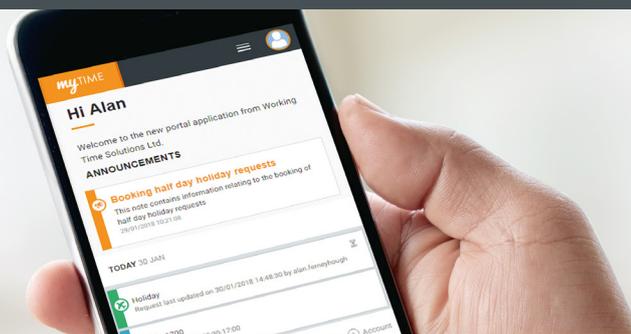


- APIs seamlessly feed HR, T&A, Payroll and ERP systems with accurate data
- Interactive dashboards provide instant access to key information, custom reports and statistics
- Powerful analytics tools support workforce strategy & planning

myTIME

WORKSuite® MyTime:

Working Time Solutions' MyTime is a self-service software module that empowers employees to make changes to their shift patterns and rosters without increasing your administrative burden.



Case Studies

Working Time Solutions have a long established heritage firmly rooted in manufacturing. We have helped hundreds of companies across many industries to develop efficient and effective shift patterns, increasing productivity and reducing costs.



This food manufacturer's new shift patterns **increased efficiency from 55% to 85%**, while reducing administration time and boosting staff morale.



This biscuit producer increased efficiency on the shop floor, reduced administration time & costs and saved **£1.25m** on their annual labour bill.



One of the UK's largest food manufacturers **saved £1m** by designing seasonal shift patterns that better met demand, reducing use of overtime and temporary labour.

"The WTS consultant was a big help in getting staff to buy in to the project. He came from a food manufacturing background, so he talked their language and understood their concerns."

Diana Wood, HR Consultant & Former Operations Manager at Premier Foods' Dry Powder Manufacturing Plant in Knighton.

Our work

We have a long track record across manufacturing & many other sectors. Below are just a handful of customers we have helped. Contact us if you would like to know more.

Other companies we have worked with: