

# Eggleston Steel records staff hours, manages compliance and tracks overtime with a Autotime HFX Time & Attendance system

Leading steel supplier reaps efficiency benefits from investment in new Autotime HFX workforce management solution with streamlined HR administration



## Managing compliance and overtime

Since being established in 1809, Eggleston Steel Ltd has earned a reputation amongst its customers for excellent quality and service. The family run company stocks and processes over 1650 tonnes of steel, and sells more than 4000 items per day, supplying a wide range of mild steels and non-ferrous metals.

Most of Eggleston Steel's customers are based in the East Midlands and its central location in Derby enables the company to provide services throughout the UK. Eggleston Steel employs 58 staff in its warehouse, delivery as well as administration departments and the company has recently invested in the latest Time & Attendance solution from Autotime HFX, to manage staff hours, support operational requirements and to ensure worker safety. Since its implementation, the HR team has seen significant efficiency benefits, ranging from accurate recording of working hours to up-to-date personnel data that is now easily accessible through the additional HR module in a central system.

### Becky Hewitt, HR and Operations Assistant at Eggleston Steel said:

*"Implementing Autotime HFX and the new HR module saves us a huge amount of time. All personnel data is in a central 'hub' now, so I can see exactly what is going on in terms of hours worked and absences, making it easier to keep track of our employee costs and staff wellbeing."*



## Central hub of personnel data aids Health and safety compliance

All the staff clock into work using a proximity fob with an installed reader machine that accurately tracks start and finish time. The company chose fob readers over biometric fingerprint sign-in, as this accommodated the industrial environment whereby hands are often dirty from working with the steel and may affect the ability for the reader to work effectively.

As well as recording working hours accurately, the HR module of the new system has been populated with personnel data, which has been invaluable to track health and safety compliance. The HR team is able to see quickly where training has expired, whether it is for operating machinery or vehicles (such as fork lift trucks and crane licences), as well as other health and safety certification for operating procedures.

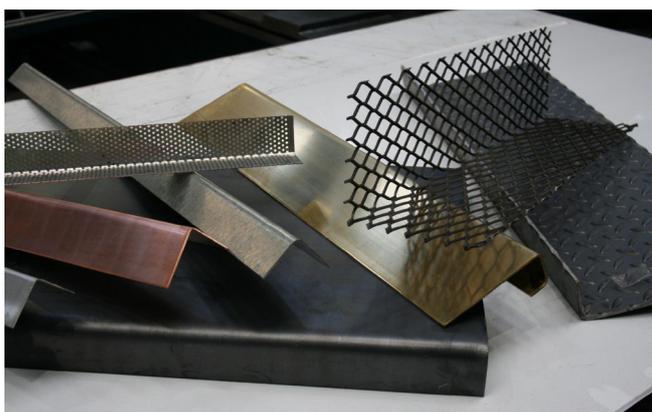
The system is also used to support the calculation of the monthly payroll, whereby the reports are printed off for the month and the overtime data claimed is matched with the time sheets to ensure accurate wages.

**“As a company over 200 years old we are quite traditional and like to keep a lot of older paper records, but our investment in Autotime HFX really brings us up to date. We used to have to refer to different cabinets and records. Now we can quickly see where we are with compliance on Health and Safety and operating licences, for example, who has had what training and what they can operate. We can ensure that we don’t infringe in any legal requirements, whether on working hours or operations - all the data is there in one central hub.”**

### **Tracking of staff hours keeps profits in sight**

A key benefit from the accurate tracking of hours is to monitor lateness. This has been particularly useful to manage instances where staff may be clocking on prior to changing clothes and preparing the machinery with safety checks, using valuable time in set up that should be spent on operational tasks.

“We were able to identify where some of our staff were clocking in up to five minutes late on a regular basis, prior to setting up for the day’s work. While this doesn’t sound much, equating this to paid time soon adds up to a significant cost to the business. Being able to track hours accurately and transparently has also been well received as all our staff are treated equitably,” Becky Hewitt explained.



### **A cost efficient and easy to use system ideal for SMEs**

According to Eggleston Steel Ltd, the key factors in choosing the Autotime HFX system was its ease of use, both from the staff point of view and administration, and its accessible price point. The easy, central access to view and download accurate attendance data, absence and training records has streamlined HR administration in a company where everybody’s role is critical to the bottom line.

### **A cloud-based future**

Looking to the future, the company plans to implement EveryOneCloud from Autotime HFX, to support fire drill procedures and roll call. The system will provide the HR team with a real-time view of people, attendance and location, helping to support safety processes in the event of an emergency.



**“There is a variety of HR software available on the market for payroll, working hours and absence recording and they all require some significant investment. Autotime HFX has exactly the same features and is the perfect solution for the SME. It does everything we need to do, without the massive costs of purchase and maintenance that come with larger systems. It’s great software that does exactly what it says on the tin.”**

### **About Autotime HFX**

Autotime founded over 45 years ago, became part of HFX Ltd in 2018. The HFX group is one of the UK’s leading developers of Cloud SaaS workforce solutions that provide organisations 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, Visitors, Job & Task booking, Workforce Optimisation, Budgeting & Costing and integrates seamlessly with all major HR and payroll systems.

Over 1,500 organisations of all sizes and sectors including construction, retail, recruitment, contract cleaning, logistics & hospitality and leisure rely on the company’s experience as well as expertise to support their management needs.

For more information about the HFX Group, please visit [www.hfx.co.uk](http://www.hfx.co.uk) or [www.autotime.co.uk](http://www.autotime.co.uk)