

AXA Insurance – Case Study



AXA Implements VisionTime for Flexible Working

AXA is the second largest insurer in Ireland and the largest motor insurer with over 30% of the private car market. It also specialises in home and business insurance. The company has 43 branches across Ireland and 1,200 employees. The Irish company evolved from the PMPA Group and has been a customer of FlexTime since 1982.

To ensure that its staff had the best working environment possible, AXA decided to offer flexitime to employees. It chose FlexTime to provide the flexible working hours software and hardware solution. The system is implemented both in the Republic and Northern Ireland.



Objectives

- Offer flexible working hours
- Automate leave requests
- Access to staff cover reports

Why FlexTime

- Financial Service experience
- Leader in market
- Excellent references

Results

- Improved staff work/life balance
- Reduced employee stress
- Numerous reports available

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SOLUTION

Most of the 1,200 staff key in and out at their own PC's, while some staff have the facility to use touch screens also provided by FlexTime.

Employees call up their own clocking activity reports via the intranet and can also access their own holiday reports. FlexTime can make further absence records available when required.



RESULTS

Time corrections and request for time off are handled by each employee electronically at PCs via the intranet. They can also input holiday records and other absences. Supervisors authorise or reject these requests electronically also via the intranet.

Management and HR have access to a number of different reports showing how staff and supervisors are handling these responsibilities. The Due In Report displays all pre-planned absences (holidays, sick, dentist, doctor) together with the reason code. The report can be run for any date and it looks at whether employees are "due in" or "not due in".

"We have been a customer of Flextime's since 2002. Having a dedicated person knowing our set up and is easily contactable is one of the many benefits of working with Flextime. The ability to customise their VisionTime product offering to meet customer's individual needs is something that we have definitely utilised over the years."

Fiona Taylor HR Manager AXA