

The Property Registration Authority Of Ireland has used a system from FlexTime since it first introduced flexible working

In the latest upgrade, it was decided to implement **VisionTime** which allows staff to key in/out at their own PC's, view their own reports and submit their adjustment applications "on-line" to their Local Managers.

All staff at the Department's H.Q. in the historic **Four Courts** complex in central Dublin, can access the system from their desks thus benefitting from this move to a fully "Web" enabled system. Staff can now avail of several personal reports highlighting such information as their flexi balance, their holidays taken/left, any absences/anomalies that occur and several more beneficial reports.



The Four Courts Dublin

The Authority had been known as the Land Registry.



Objectives

- To manage increasingly diverse flexitime and overtime arrangements
- To increase accountability
- To reduce admin costs re working time

Why FlexTime

- 30 years of Civil Service experience
- Leader in market
- Excellent references

Results

- Increased and speedier interaction between staff and managers
- Better local accountability
- Less costs for time management

Property Registration Authority (Land Registry)



SOLUTION

By international comparison, Ireland has a very extensive and well developed system of land registration, which since 1892 has been managed by the Land Registry – now the PRAI. Along the way management and staff at the Department has built up specialist skills.

Flexible working has therefore afforded the P.R.A.I. that ability to better manage the workplace cover needed in such an environment.

In addition, overtime is often warranted so that the workload can be managed well.



Indeed, the P.R.A.I. set as a requirement that the system could record overtime but **within** a flexi concept. This is so that a file could be produced for their Payroll Department to process.

FlexTime thus provided the unique “**flexi/over time**” functionality, available in the VisionTime system.

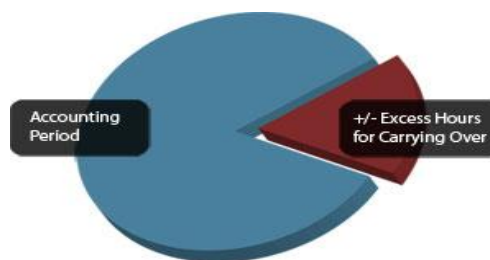
SOLUTION/ CONTINUED..

This is whereby, at the times of a working day when flexi time **and** over time overlap, the employee going onto overtime just selects a function button which then does the swap. The employee is immediately **taken off his flexi recording and onto overtime recording – subject, of course, to the permissions which the supervisor can set in the system.**

RESULTS

Overall, the system automatically recognises - differing flexi carryovers, diverse flexi periods, time in lieu values, any “shape” of day - and for each person, if necessary.

1000 employees now use the VisionTime system, in multiple locations. Thus the Department can better cope with the increasing diversity of working time arrangements which are becoming the norm in today’s workplace.



An employee can build up time within their own flexi cycle for taking as time off, e.g., flexi day