

Police Forces on both sides of the Irish Sea implement VisionTime for Flexible Working

Both forces – the Police in Humberside and the Garda Síochána - in several Irish locations, have introduced the VisionTime System.

This sees a big change in the way the forces in now approach the management of working time for their clerical staff. Now administration staff can clock in/out & look up their own records at PCs. All updates to time and absence records and requests for time off are now handled electronically.

Meanwhile Supervisors sign off such requests electronically. The overall automation saves considerable time for the HR function.

With the aid of *VT Trend* - the trend analysis output in VisionTime, allied to the *self-service* nature of the system – it is now profoundly easy to manage the overall usage of the flexi concept.

This is particularly important given the new flexibilities in terms of working time arrangements, which have been agreed in recent times such as job share, work share, term time etc.



Objectives

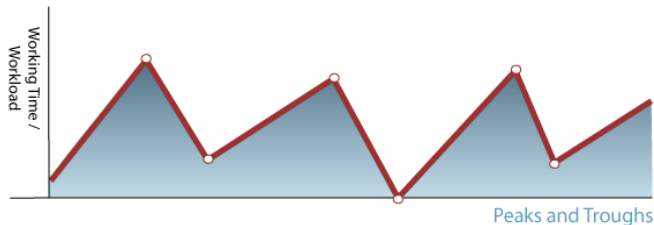
- Offer flexible working hours
- Automate leave requests
- Access to staff cover reports

Why FlexTime

- 30 years of government sector experience
- Leader in market
- Excellent references

Results

- Improved staff work/life balance
- Better workplace cover
- Numerous reports available



Flexible working hours suits the peaks and troughs in daily work for the Police forces

SOLUTION

Flexible Working has proven popular in each organisation – as it helps with the wider spread of working hours.

VisionTime calculates the employee's time balances in real-time which helps with decisions as to when to take time off. Employees can also see their colleagues' current/future work and leave schedules which may influence the decision as to which day to take off.

Who's In?

Reports of who is in or out can be called up in real-time from anywhere in the network with instant effect. This can assist with emergency drills or simply to let the switch board operator know if an employee is currently at work.



RESULTS

Managing the flexibilities that are becoming more common in workplaces generally, ought to be more complex.

However, a crucial aspect of the VisionTime system design, is that it includes advanced programmes that "sense" what's happening. For example:

- "Auto Checks" relating to employee entitlement
- "Auto Calculations" against those entitlements of worked time, holidays taken etc.
- "On-screen" and automatic email alerts to ensure employee and supervisor are aware of all aspect in real-time

The system automatically recognises - differing flexi carryovers, diverse flexi periods & any "shape" of day - and for each person, if necessary.

Management and HR have access to a variety of 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".



A typical Flex Daily Schedule.

Working times are set in 3 bands – flexible, core and lunch