

Oireachtas/Irish Parliament Case Study



FlexTime provides Irish Government with Flexible Working & Attendance Recording Services

The Oireachtas (National Parliament) consists of the President and two Houses: Dáil Éireann (House of Representatives) and Seanad Éireann (the Senate) whose functions and powers derive from the Constitution of Ireland enacted by the People on 1st July 1937.

The Oireachtas wished to record members' attendance to assist with expense management. It also wanted to provide flexitime for the 600 employees to help improve their work/life balance. Finally, for hourly paid staff such as security, it needed to automate work hours scheduling and payment.



Objectives

- Record member's attendance
- Improve employee work/life balance
- Manage staff attendance

Why FlexTime

- Unique experience in flexible working
- Leader in Irish market
- Trusted government supplier for 30 years

Results

- Oireachtas members attendance logged for expenses purposes
- Staff empowerment through flexible working
- Data for hourly paid staff used for payroll

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The VisionTime flexible working and time & attendance system is used in the Houses of the Oireachtas in Dublin. The Houses are:

- Dáil Éireann (The House of Representatives)
- Seanad Éireann (The Senate)

VisionTime records when TDs (Members of Parliament) and Senators have attended.

Employees also clock-in and out using these terminals with ID cards enabling them to have flexible working hours.

The Time & Attendance system schedules the hourly paid staff and the data captured is used in preparing salary payment.

Each of the 236 members holds a key ring fob close to one of the 20 time terminals located throughout the Houses, to record attendance on 120 out of 150 of the Parliament's "sitting" days.

Various attendance counts are created. Calculations depend on if he/she is a Member of Parliament or a Senator, when their election date was and also when the current Parliament was formed. The counts are displayed at the time terminals for each respective user. Data is also used for reports and for attendance related expenses payments, while under the Freedom of Information Act, outcome is announced through media.

Over 600 employees clock-in and out using ID cards or optionally at PCs, which additionally allows staff to electronically request time off. Office oriented staff can build up time to have up to one day's flexi leave per month, while for hourly paid shift staff, data is used in payroll preparation.

