mitrefinch

Workforce Management Solutions

Our customers

Nestlé

sodexo

mamas &papas

L'ORÉAL PARIS

BRITISH AIRWAYS

HARIBO

WALKERS

SIEMENS

YEARSLEY GROUP

ARRIVA

Eddie Stobart

Baxters

dfs

wilkinson

HOLLAND & BARRETT
we're good for you

How do you ensure that your workforce is as efficient and productive as it can be?

That your business is compliant, and your sites are secure?

That your employees are engaged, happy and working at optimal performance?

Our solutions provide a cost-effective and time-saving route to better business efficiency, reducing costs, increasing productivity and gaining greater operational control.

Over 7,500 organisations worldwide trust Mitrefinch solutions to:

✓ **Maximise workforce productivity**

✓ **Control labour costs**

✓ **Accurately manage and pay employees**

✓ **Support compliance**

✓ **Drive employee engagement**

✓ **Secure your business.**

Why Mitrefinch?

We are solutions-focused

Our solutions offer a cost-effective route to bigger profits through better business efficiency.

Every solution that we develop is designed to help our customers manage time, efficiency, productivity and costs. Our customers are results-driven, and we are too.

We have safe, experienced hands

As the pioneers of computerised clocking in systems during the 1980s, we have been designing and developing intelligent workforce management solutions for over 30 years.

We are flexible

Mitrefinch solutions are fully customisable to accommodate the working patterns and work rules of your business, supporting flexi-time and shift work across multiple sites and pay centres.

We mobilise workforces

More workers than ever are working from home, at various sites during the day, or even working while travelling from location to location.

Our solutions are fully mobile, making life easier for supervisors and employees to complete a wide range of work related and administrative tasks from any location, at any time.

We support cloud or on-premise solutions

All organisations have different requirements when it comes to technology deployment. We can support you in deployment of Mitrefinch solutions in a way that suits your business.

We use our own solutions

We use our solutions to support a flexible, high-performing culture within Mitrefinch. We enjoy great employee visibility, automated schedule generation, TAS (job recording), flexitime, and the Mitrefinch mobile app.

Manage Time, Efficiency, Productivity and Costs.

"Mitrefinch has simplified our working practices and considerably reduced duplication of information.

It has definitively saved us money in terms of the cost of maintenance, time and improved efficiency."

Valassis

Mitrefinch workforce management solutions include:

Time & Attendance Systems

Managing your workforce in an efficient, fast and smart way can significantly improve your profit and productivity. Our leading time and attendance system delivers better operational control and supports the day-to-day management of your workforce.

Payroll Software

The ability to run a fast, accurate and compliant payroll is essential. Businesses throughout the UK rely on our proven payroll software to ensure that their employees are paid accurately and on time.

HR Management Software

People are the most expensive and important asset in your business. Our HR software helps businesses to effectively and easily manage HR administration and absence, providing accurate employee records and allowing HR teams to support and manage employees.

Access Control and Hardware

The security of sites and personnel is essential. Our Access Control systems and hardware help businesses to keep their people and their premises secure and protected, ensuring that they are only accessible by those approved to enter.

Professional Services

Solutions are only as good as the people who implement and support them. Our Professional Services are designed to care for our customers throughout their implementation project and beyond, so you are always supported.

The detail...

Time and Attendance Systems

Our leading time and attendance system gives even the largest and most complex organisations the tools needed to ensure full workforce visibility, productivity and compliance.

Our solutions are fully customisable to accommodate the way that your organisation works, delivering flexibility across working patterns, flexitime and shift work, multiple sites and pay centres.

What you can do with our Time & Attendance System

Monitor workforce movements and anomalies with established work rules and patterns

Manage operational costs, with labour costing tools that allow you to plan daily and weekly tasks across multiple cost centres, compare planned tasks and budgets, and track projects by hours, quantity or cost

Roster and manage the contracted hours of staff to fixed and flexible shifts, according to predefined budgets and necessary skill matches for shift cover

Manage employee details, absence profiling and entitlement accruals

Allow employees to work flexibly, control access and accurately record clocking in and out, with fobs, swipe cards or biometric entry points

Mobilise your workforce with remote clocking and responsive systems layouts for phones and tablets

Integrate workforce time and attendance data with Mitrefinch's payroll solution for the single most accurate view of an employee's record

Integrate Mitrefinch's Access Control solutions, clocks, biometric clocks and turnstiles to ensure full security of sites and offices.

Job Costing

Accurately manage performance and cost jobs, allowing you to measure the capacity and efficiency of departments and employees

Biometric Time and Attendance

Scan a digital representation of an employee's unique fingerprint and attach to a record for secure, accurate and convenient clocking

> "As a consequence of fully implementing Mitrefinch Time & Attendance, we have realised in excess of £40,000 of annual recurring cost savings and we plan to upgrade the system in the future to ensure we can reap the benefits of the latest technology."
>
> Penny and Giles

HR
Software

Mitrefinch's HR solution allows HR teams to support and manage employees while reducing administration time and getting more from staff.

Available as a stand-alone product or integrated with our Time & Attendance system, our HR Software allows you to centrally record, update and review all employee details, and is customisable to the requirements of your business.

HR Software

Attach files to keep track of all staff records and communications, e.g qualifications, letters and certificates

Greatly reduce time spent on data-input, filling out forms and dealing with employee queries - your employees can directly view their annual leave entitlements and requests for leave can be approved or queried automatically

Achieve one single point of data entry for all employee information

Track and action disciplinary and grievance procedures

Easily manage holidays and other kinds of absence

Apply mass updates to all employee data without large amounts of data keying and manual intervention

Empower employees with Employee Self-Service, allowing them to keep their records up to date

Gain insight and generate reports on key areas of the business (standard reports include Bradford Factor, equal pay)

Manage communications from within the HR Manager system

Record training and qualifications to help you plan for future training requirements

Integrate Mitrefinch's Time and Attendance, Payroll, Access Control solutions, clocks, biometric clocks and turnstiles with your HR solution to ensure full workforce visibility and security of sites and offices.

"The reporting function allows us to monitor anomalies, absences and sickness, and the ability to email these reports is extremely useful."

The Wrigley Company

Payroll Software

Flexipay

Our payroll solution Flexipay is trusted by over 3500 UK organisations to pay their employees. Flexipay has real-time payslip calculations and super-speed payroll cycle processing power, giving customers both compliance and efficiency.

Payroll Software

HMRC RTI recognised solution

Auto enrolment fully managed by the solution

Fully configured solution to suit your way of working

Unlimited pay elements and benefits

Multiple companies, multiple pay groups and multiple tax references on one payroll

Payrolling benefits in kind

Quick data import for variable pay and deductions

Manage absences and entitlements

National Minimum Wage tracked automatically by the system

Real time calculations – instantaneous gross to net

Electronic and/or secure email payslips

In build reporting and ability to easily create new reports on the fly

Gender Pay Gap calculated and reported upon

Data Retention configuration and automatic data deletion

Subject Access Request report

One-click Data Portability report

"Flexipay payroll is without doubt an outstanding payroll package and is really user-friendly. You won't believe it until you have used it!"

Dataplan Payroll Ltd.

Access Control Systems

Mitrefinch Access Control systems provide biometric and role-based security to ensure only approved people can enter sites or offices.

Used in conjunction with our software, Mitrefinch's biometric and chip reader systems can manage employee and visitor access through single or multiple networked access points.

Mitrefinch Access Control options provide a complete security solution that can be integrated with the Mitrefinch Time & Attendance System.

We have installed access control systems at over 450 sites in the UK alone, including Walkers Snackfoods, GlaxoSmithKline and RWE Npower.

We offer all the elements you need for a complete access control system with the convenience of installation, billing and maintenance from a single point of supply.
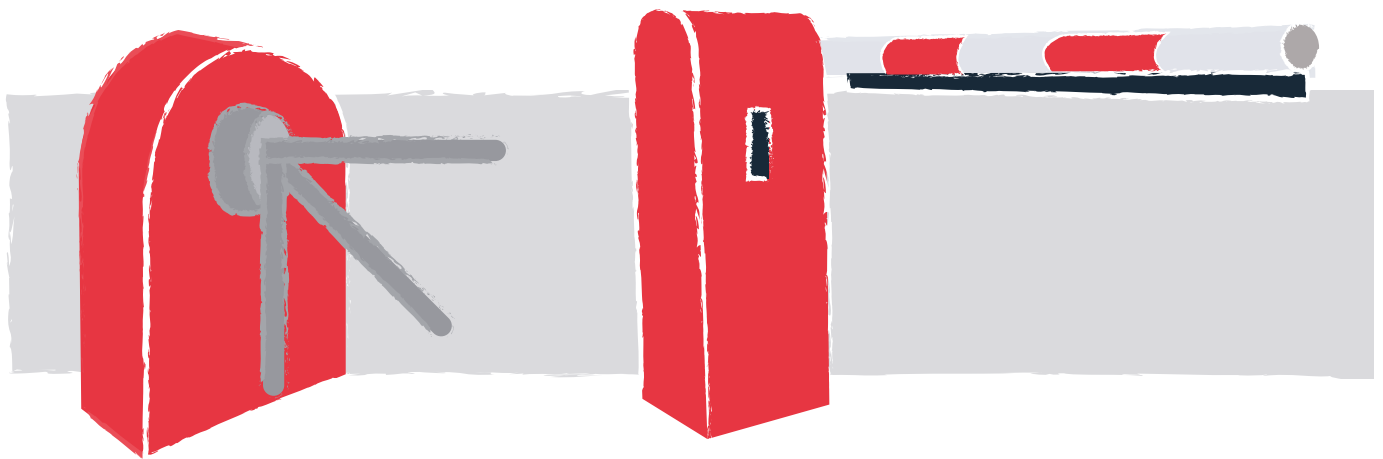
Protect your people and your premises by setting rules against employees and allowing access only at defined times

Utilise clocks, turnstiles, biometric and chip reader technology, for access via card, fob or fingerprint

Track real-time movements of your workforce and report against activities

Integrate Mitrefinch's Time & Attendance, Payroll and HR with your Access Control solution to ensure full workforce visibility and security of sites and offices.

Barriers and Turnstiles

Our turnstile and barrier range is designed and manufactured exclusively for Mitrefinch, to meet exacting quality and safety standards.

Because we supply all of our turnstiles and barriers directly and install them on your site, we can deliver uncompromising quality at reasonable prices.

A full brochure is available on request.

Time Allocation and Job Costing

The ability to accurately manage performance and cost jobs is an extremely valuable strategic asset, allowing you to measure the capacity and efficiency of departments and employees, and make swift decisions on production priorities.

Cost control is even more important where project teams operate across multiple contracts and sites, costed and payable at hourly rates.

Keeping operating costs in check through the efficient use of labour and ensuring the maximum task allocation during a shift day are critical factors for organisational control.

The powerful Mitrefinch Labour Costing system allows you to plan daily and weekly tasks across multiple cost centres, compare planned tasks and budgets with those already achieved, and track projects by hours, quantity, or cost.

Rostering

Rostering and managing the contracted hours of staff in a cost-effective and fully-compliant fashion can be a complicated and time-consuming task.

Our Time and Attendance software automates this workforce management task for you – keeping your operating costs as low as possible, helping you to ensure that the right staff are on hand to serve your customers, and that you are compliant with employee legislation and health and safety requirements.

Fully-adaptable to your requirements, the system allows you to schedule staff numbers to mirror forecasted customer numbers over a given period, or 'on-the-fly' to meet emergency requirements.

Our Services

Consultancy

From initial consultation, to write up of specification, system configuration, testing and support, our Consultancy team will support you to ensure that you get the best from your Mitrefinch solution.

Engineering

Our team of fully trained engineers install everything from access control clocks to magnetic door locks, and provide support for complex work such as turnstile integration, barrier installation and anti-tank provision.

In-Project Response

Our In-Project Response service gives our customers fast access to advice and guidance on queries whilst in-project, meaning queries can be resolved quickly and easily and projects can be delivered on-schedule.

Virtual Assist

We don't believe in implementing a system then stepping back. We encourage our customers to lean on our remote Virtual Assist service and relax – knowing that you can always call on our expertise, guaranteeing swift response and less stress.

Project Management

Systems projects can be complex and time consuming! Our Project Management Team are available to help our customers establish and achieve their objectives for system implementation, while controlling costs. We'll guide you through the process at each step – highlighting risks, understanding your measures of success and business benefits, and helping with your stakeholder management and internal project assurance.

How we support our customers

Our UK based support desk is on hand to assist with any issues.

We provide dedicated account managers as standard to help customers to realise the benefits of their investment in Mitrefinch products.

Got a problem?

Our support team is on call to assist with any issues.

"Absolutely magnificent; nothing is too much trouble for them."

Luxfer Gas Cylinders

"Friendly and helpful."

The Forestry Commission

We care about security

ISO9001 Quality System Management

- Accredited ISO9001 is an internationally recognised standard for quality management systems, scrutinising all areas of business life. Mitrefinch have been ISO9001 accredited since 2009.

ISO14001 Environmental Management

- Accredited ISO14001 is an internationally recognised standard for the development of an effective Environmental Management System and it exists as a framework to assist organisations in developing their own environmental management system. Mitrefinch gained ISO14001 accreditation in 2011.

ISO27001 Information Security Management

- Accredited ISO27001 is an internationally recognised standard for information security management. Mitrefinch gained ISO27001 accreditation in 2015.
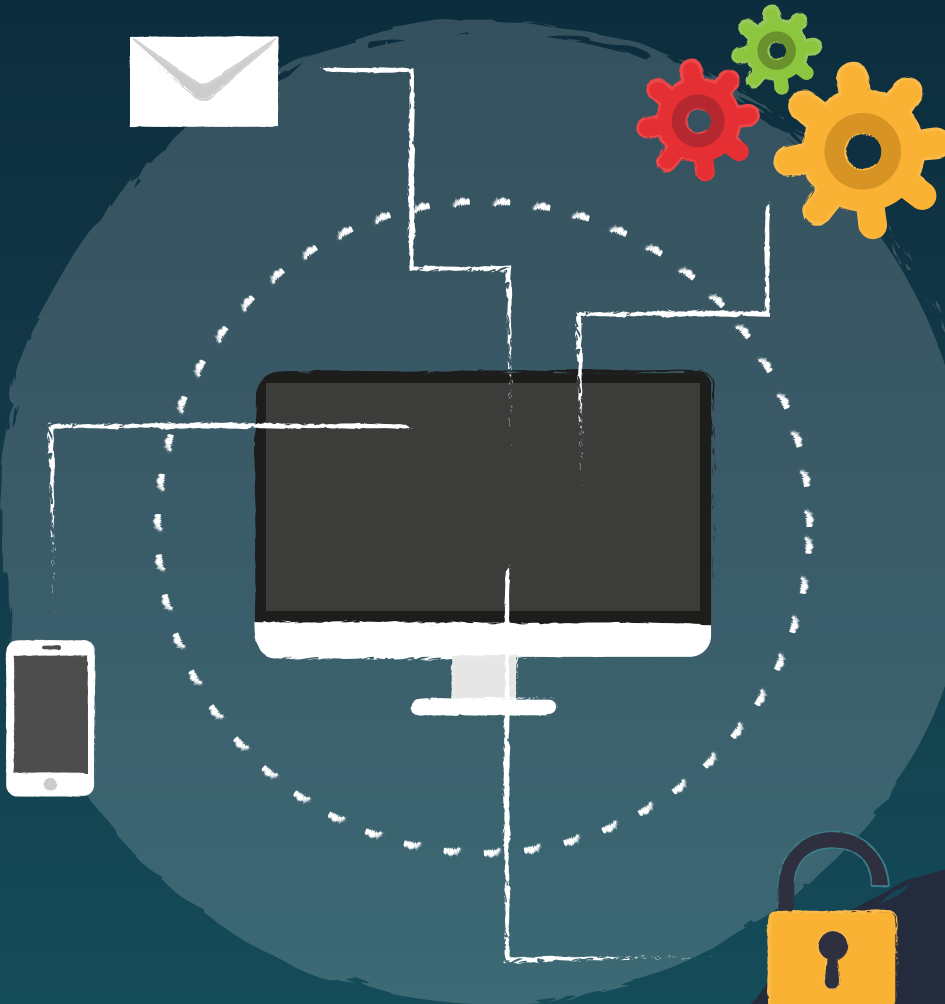
We aim to create a long lasting partnership with every Mitrefinch customer, to ensure your system grows with your business needs for years to come.

For the Techies

Mitrefinch offers something special when it comes to deploying and supporting technology, whether your solution is hosted or on premise.
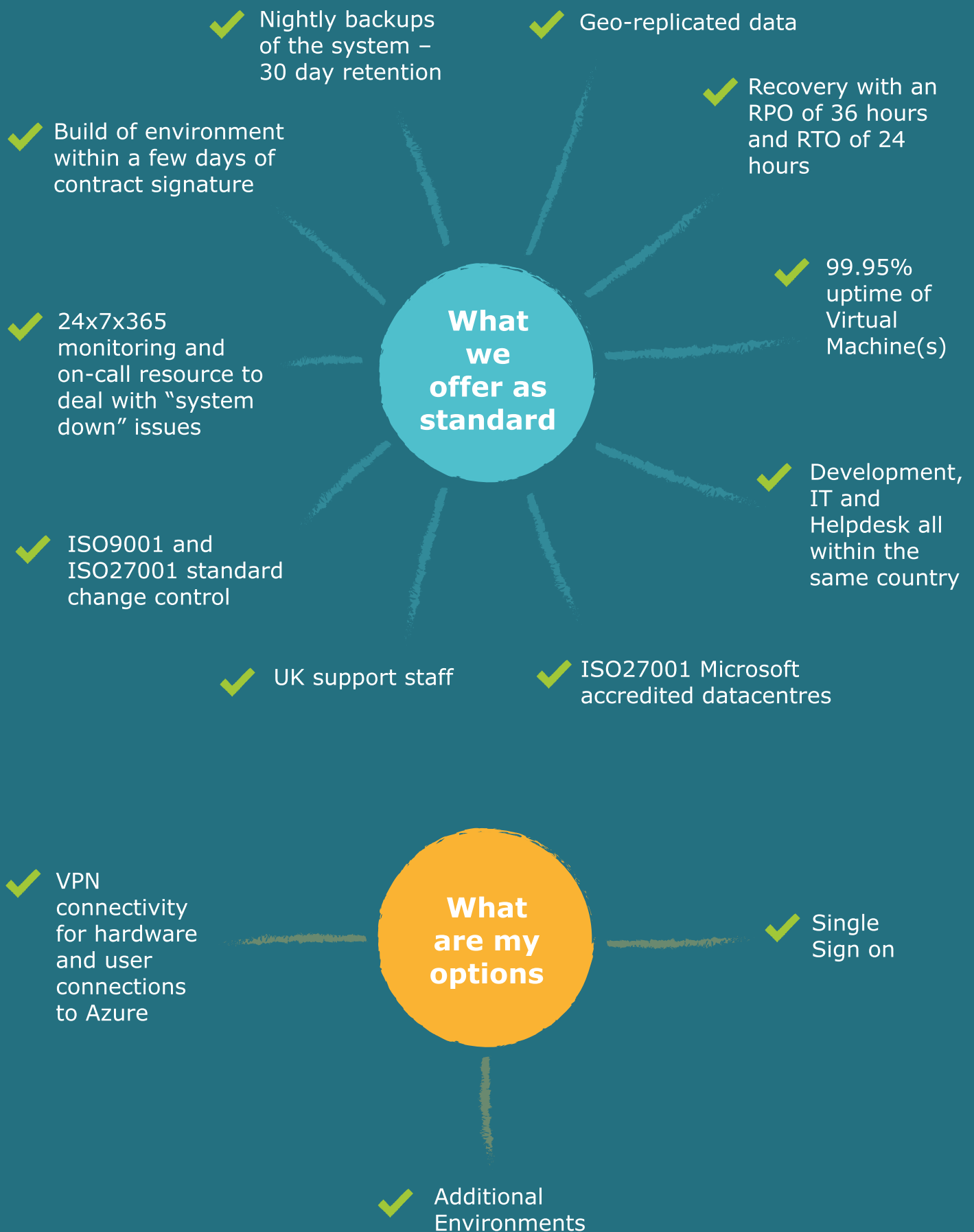
APIs and

Adaptive Technology

Our technology loves other systems. We provide APIs and many other tools for importing and exporting data. This allows us to integrate with many providers and individual customer requirements.
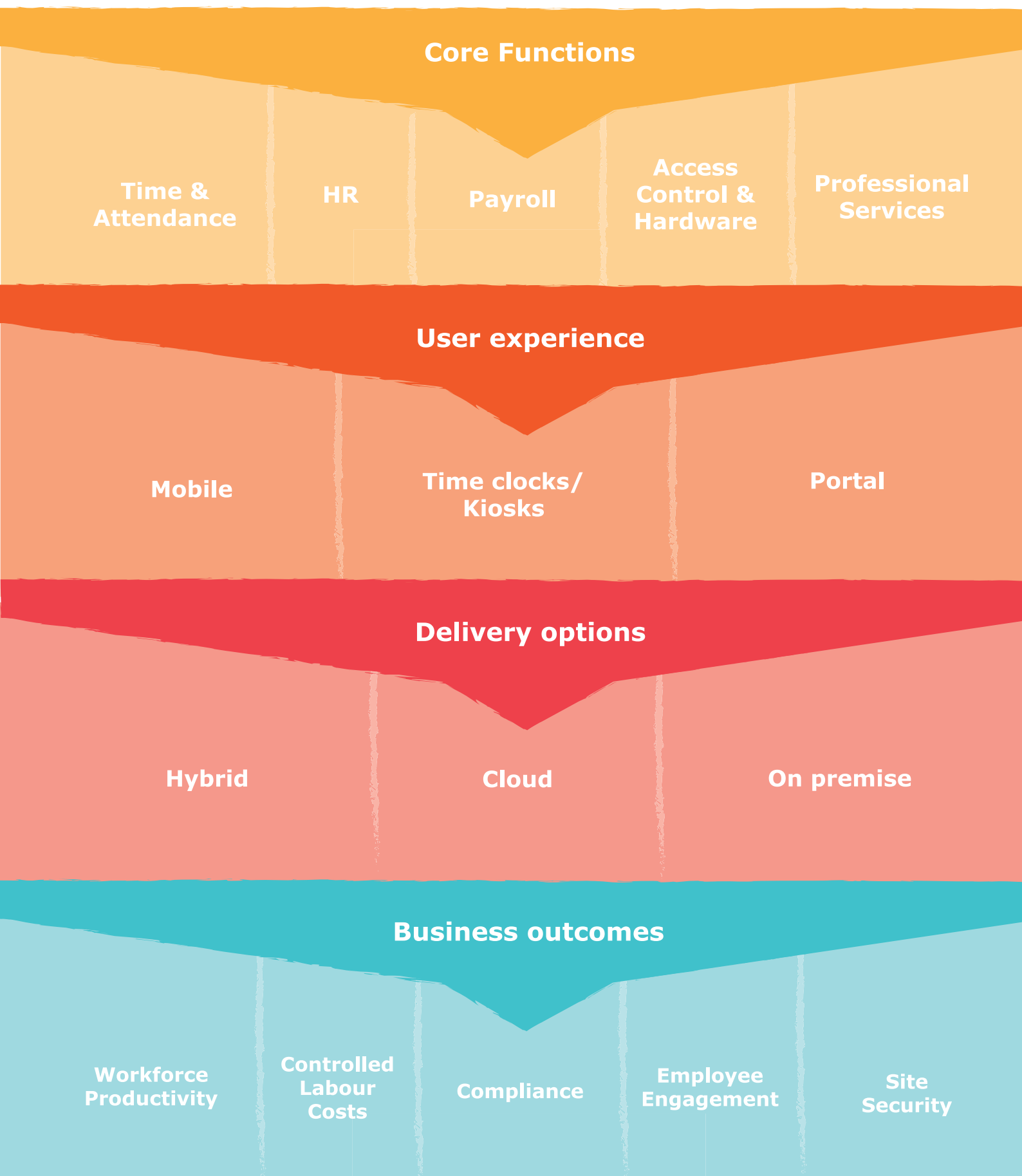
Our accessible and adaptive solution works on almost any device and is developed against accessibility guidelines WAG 2.0 AA.

Hosting

What we offer as standard

✔ Nightly backups of the system – 30 day retention

✔ Geo-replicated data

✔ Recovery with an RPO of 36 hours and RTO of 24 hours

✔ Build of environment within a few days of contract signature

✔ 99.95% uptime of Virtual Machine(s)

✔ 24x7x365 monitoring and on-call resource to deal with "system down" issues

✔ Development, IT and Helpdesk all within the same country

✔ ISO9001 and ISO27001 standard change control

✔ UK support staff

✔ ISO27001 Microsoft accredited datacentres

What are my options

✔ VPN connectivity for hardware and user connections to Azure

✔ Single Sign on

✔ Additional Environments

Workforce management solutions

Core Functions

| Time & Attendance | HR | Payroll | Access Control & Hardware | Professional Services |

User experience

| Mobile | Time clocks/ Kiosks | Portal |

Delivery options

| Hybrid | Cloud | On premise |

Business outcomes

| Workforce Productivity | Controlled Labour Costs | Compliance | Employee Engagement | Site Security |

Get in touch

Call us

....

0330 726 0066

Contact us

....

sales@mitrefinch.co.uk

mitrefinch.co.uk