

Grp Cynefin selects hfx solution to manage flexible working for staff

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Housing Association offers flexible hours for over 200 staff in 15 locations across north Wales enabling it to meet community service needs

hfx, a leading provider of flexible working systems, has announced that Grp Cynefin is upgrading to hfx's Etarmis solution to manage working hours for all of its 200 staff, based across its different locations across north Wales. Grp Cynefin are implementing Etarmis Time and Attendance, Self-Service online and Etarmis Mobile, enabling access to the system via a smartphone while working away from the office. The organisation states that using Etarmis will enable it to administer its flexible working policy transparently and efficiently and that it provides a valued staff benefit for a positive work/life balance.

A long time user of hfx's Time and Attendance solution, the catalyst for the upgrade was the merger of the two associations, Cymdeithas Tai Clwyd and Cymdeithas Tai Eryri, to form the current organisation and the requirement to streamline its working processes and systems.

Geraint Williams, Systems Manager at Grwp Cynefin explained; "hfx's solution has always delivered what Tai Eryri required to manage staff working hours and so it made sense to upgrade to Etarmis when we merged organisations. We wanted one system that all staff could use easily and flexibly and Etarmis fitted the bill."

Etarmis will record all annual leave entitlements and balances and will enable staff to review their flexi hours and request holiday time. The self-service feature will be particularly beneficial for Grp Cynefin, enabling staff to change and update their own personnel records online, check balances for flexitime and hours worked and request holidays and other absence. Using Etarmis Mobile, staff will be able to clock in and out and access all of the features as if from the office, including all the self-service features.

Karen Worth, Human Resources Officer at Grp Cynefin said; "Using Etarmis has meant that the HR team saves time inputting data. The managers' feedback is that they really like the system as it has reduced paperwork considerably and gives them a better view of what they are signing off.

"Our HR team is now in the process of identifying what more we want to get from Etarmis to support our HR processes. Our plan is to extract information to help us identify absence trigger points and gather data for internal and external reporting purposes"

Alex Boa, Director at hfx said; "The hfx flexible working solution supports an unlimited number of staff working patterns and provides comprehensive absence management, enabling an organisation to oversee and manage a wide range of scenarios including return-to-work, term-time and childcare absence, training and sickness. For Grp Cynefin such a system enables them to meet their mandate as a housing association to support staff with flexible working to service a widespread community, while also enabling a positive work life balance."

hfx's Etarmis integrates with all the mainstream HR systems (including Oracle, SAP, PeopleSoft, Northgate and Software for People), enabling organisations to manage flexible working, while keeping employee data synchronised across HR and payroll systems.

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NOTES TO EDITOR

About Grp Cynefin

Grp Cynefin was formed in April 2014 by the merging of Tai Clwyd and Tai Eryri. Both Associations had more than 70 years' combined experience of delivering affordable housing and developing communities across north Wales.

It provides over 4,500 homes including social housing for rent, intermediate rental and specialist accommodation for persons with support needs. Other community services within the group include Care & Repair agencies, Rural Housing Enablers and Support Services for vulnerable people. The Group as a whole employs more than 200 people.

For more information please visit: GRWPCYNEFIN (<http://www.grwpcynefin.org>)

About hfx

Founded over 40 years ago, hfx has a proven history of developing innovative staff time management solutions. The company introduced the concept of flexible working hours in the 1970s with its Flexitime® system, and has continued as a leader in the delivery of flexible working solutions.

Its flagship product, Etarmis, with its 'one card – one solution', incorporates access control, photo ID, time and attendance recording, flexitime management and provides seamless integration with major HR and payroll systems. Highly customisable, Etarmis can be configured to meet exact requirements and can support unlimited numbers of work patterns.

Based in the Home Counties just north of London, hfx services clients across the public and private sectors throughout the UK. High profile customers include Home Office, Merck, Bentley Motors, Adidas, Buhler Sortex Ltd, The Society of Motor Manufacturers & Traders (SMMT), Eaton Limited, MoD, National Farmers' Union, Borough Council of King's Lynn & West Norfolk, Hertsmere Borough Council, North Lanarkshire Council, East Renfrewshire Council, Exeter City Council, Isle of Man Government, MoJ, Pendle Borough Council, Met Police, Flintshire County Council, Office for National Statistics, UK Intellectual Property Office, NHS Business Services Authority, Pembrokeshire County Council, Science and Technology Facilities Council, West Lancashire Borough Council, and many more.

For more information please visit: hfx (<http://www.hfx.co.uk>)

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