



# JEMS Environmental cleans up with TimeShift

## Highlights

JEMS Environmental are one of the UK's leading environmental engineering companies based in south Wales providing leading edge services to the wastewater industry.

They have some of the UK's leading skilled engineers that are highly trained delivering services around Biological and chemical Treatment. JEMS offer extremely high standards of operation and maintenance to their clients, whilst specialising in electrical and mechanical engineering, process engineering and chemical and biological analysis. Along with design, installation, and commissioning services of new plant.

## Overview

Software Imaging and JEMS started discussions late Summer 2021. Our client was facing several employee challenges primarily due to the nature of their remote location and varied working environments. The growth of their business and consultant-based teams posed even more of a challenge as they were struggling to understand where employees and contractors were in the country whether they were on or off shift, hours of work that the employees were undertaking and distances they were traveling. Reports on the nature of any specific assignment they were engaged in as well as issues and results tracking were adding to major delivery issues.

The use of excel spreadsheets for reporting across the business and the lack of systems integration meant that applications were unable to communicate with each other resulting in confusion across the business and many staff complaints due to inconsistency with hours worked causing payroll errors.



# The Challenge

The challenge for our client continues to grow as they employ more staff both on a permanent and temporary basis. With staff working varied contracts with teams in multiple locations across the UK operating 24/7. Excel solutions operating within the business are causing an administrative burden and pressure for the management team, with continual reporting errors and inconsistency. Clocking in and out of shift is proving difficult for the roaming teams of permanent and contract staff.

Reporting of hours worked are inaccurate and unreliable. Health and safety issues are a top priority for the management team knowing where people are at any onetime remains a mystery to the business.

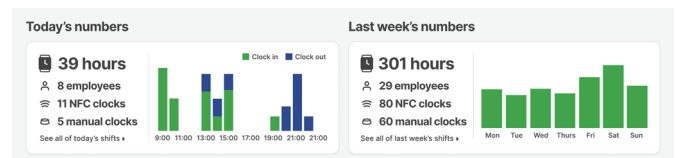
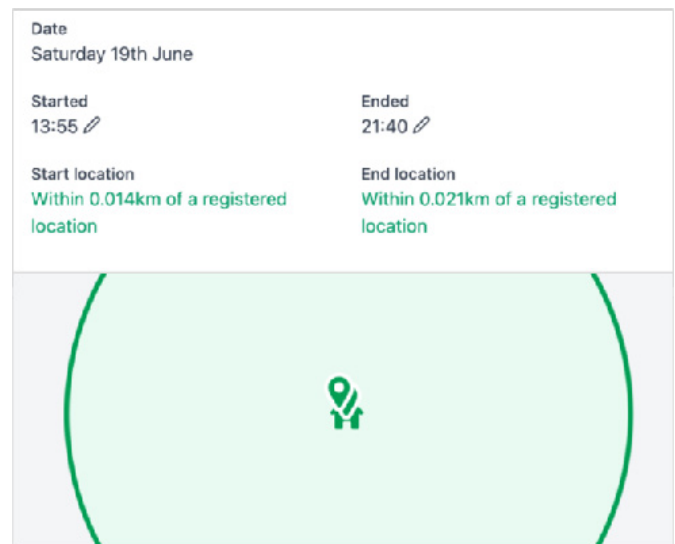
# The Solution

TimeShift Clock In/Out is our mobile solution that uses location-based intelligence to monitor the arrival and departure of any staff member. The tracking of a staff member ends at the threshold of the location and is only used whilst they remain on the premises.

Alternatively, we also offer an RFID solution that invites the staff member to tap on entry and exit, effectively clocking in & out using their mobile handset. Both solutions have proved very effective and are in use with a number of major restaurant chains both here in the UK and in Japan.

This is a fully scalable solution able to cater for the smallest of businesses with 1-10 staff all the way up to corporate organisations with 5000+ staff.

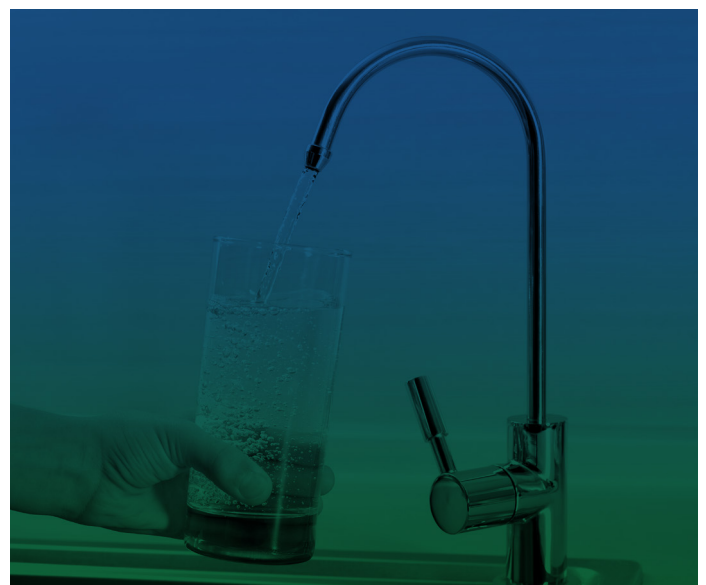
- Removes the reliance on staff to complete information and timesheets
- Removes weekly reporting by individual management of hours worked in remote locations as this is all captured by the KPI reporting system
- Reduction in the overpayment of staff
- Improves staff retention by making their life easier
- Takes pressure off HR & Finance in the collection of staff data
- The simplified onboarding process for new staff members requiring just an email or mobile telephone number
- The ability for managers to monitor their team real-time even when not on shift
- System flexibility & integration capability



# The Results

The results for onboarding TimeShift Clock In/Out for JEMS Environmental

- A reduction in management overhead
- Employee engagement with the systems and mobile app runs at 100%
- Employee satisfaction with the system and improved management communication
- Improved health & safety data
- Location capture and site attendance
- Knowledge of staff working patterns 24/7
- Group wide reduction in staff complaints



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