

Siemens Gamesa

Siemens' big bonus working with Sauce

THE CLIENT

Siemens Gamesa is key player in the global renewable energy sector, providing innovative wind power solutions in more than 90 countries. The manufacturing giant opened its pioneering £310m Green Port Hull wind turbine factory in Hull, which operates 24/7 and produces hundreds of 75m blades each year, in 2016.

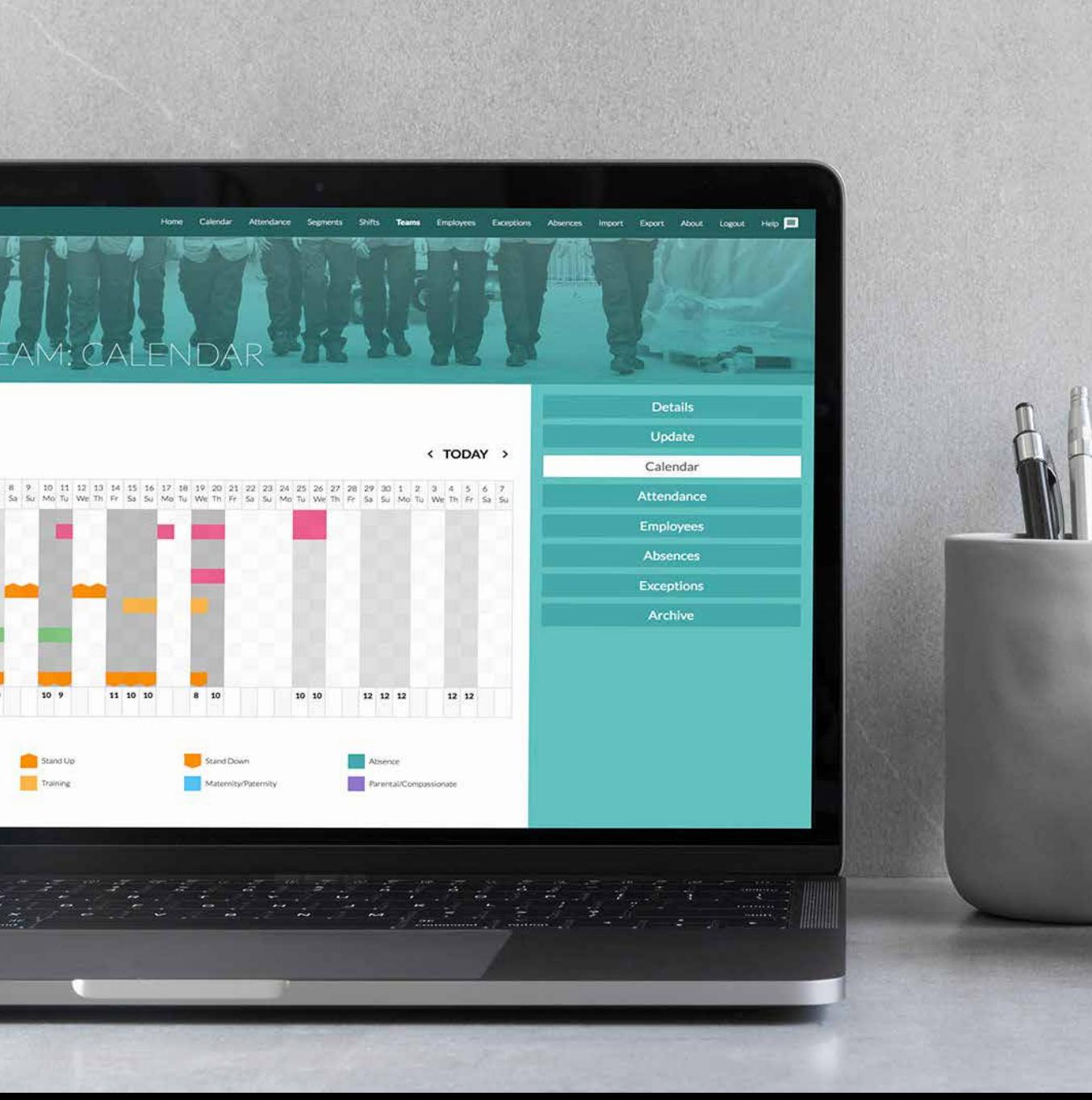


THE BUSINESS CHALLENGE

The company faced a major challenge to manage complex shift patterns and HR requirements of 600 workers at its new factory. Siemens planned to introduce a new shift structure to run the site more efficiently and its paper-based recording system failed to provide the required visibility. More specifically, it needed to be able to manage staff overtime. The company had explored a number of "off-the-shelf" options, but nothing out there would meet Siemens' objectives.

THE PROCESS

Siemens Gamesa was keen to work with local companies and organisations and reached out to us to explore the possibility of creating a bespoke, digital solution to its business challenge. We don't pretend to know how new clients operate so our starting point was, as always, to immerse ourselves in their operations and develop that wide-ranging and detailed knowledge. Our team met with key figures at the Siemens plant and together agreed to focus on the single biggest problem the company faced, which was for them to be able to check how many hours any employee had worked at a given time, in order to manage overtime across the site.



THE SOLUTION

Working in close collaboration with Siemens, we determined the Hull facility required a scalable system that would be accessible, customisable and accurate in real time. Utilising our agile methodology, we developed a portal that allows human resources personnel and shift leaders to update information on staff and a mobile app which staff can also access to see their working hours and overtime. Our answer was 'MyTime'.

THE RESULTS

The intuitive MyTime time and attendance system features a quick and simple sign-up and a mobile app through which the user can, in just a couple of clicks, access the information they need. It is available to all staff, with different permissions, and primarily has three groups of users.*

Originally developed to manage unique shift patterns and overtime, additional modules have subsequently been added to control a number of other HR-related tasks. These include roll call, absence management and holiday requests, making MyTime an essential tool for the day-to-day running of the plant.

Systemising key daily tasks such as these to interact with a centralised database has not only significantly reduced the administrative burden, but has also enabled Siemens to make business decisions on live, accurate data. As an example, the accurate data for staff absence has enabled the company to introduce a bonus system, whereby all staff are rewarded if the monthly sickness rate is below 5%. Staff also received an individual bonus, dependent on their attendance.

More recently, MyTime - winner of the Best Mobile App category in the Hull Daily Mail Digital Awards 2017 - was adapted to enable managers to track if staff were absent due to the coronavirus pandemic, through sickness and self-isolation. This has enabled the company to analyse the impact COVID-19 has had on the operation.

The three groups of users*

Human resources personnel, who need an overview of the workforce; require accurate data on shift patterns; and need the ability to update and edit details.

Team leaders, who need the ability to edit and update shift patterns and know what staff are working and when.

Staff, who need to understand the hours they have worked over any given quarter.