



case study

Manufacturing

Transparency with Protime



“Protime is in step with our company and with our output”

Maurice Olde Heuvel

Applications Manager

Who?

Stegeman

What?

At the heart of this modern and innovative company is a traditional butchery in Deventer, founded in 1858 by Johannes Stegeman. Today, Stegeman employs 550 FTEs at its branches in Deventer and Wijen.

At the end of 2008, Stegeman became part of the Campofrio Food Group, one of the five biggest meat processing companies in the world. Stegeman is a market leader in the meat products division and enjoys a high reputation among retailers. This is well supported by successful (trade) marketing activities, good logistical systems and modern technologies in the area of product and packaging development.

For these purposes, Stegeman uses modern techniques to manage the entire internal chain, such as Vendor Managed Inventory (VMI) scanning and Serial Shipping Container Code.

Info?

www.stegeman.com

Processed meats manufacturer Stegeman makes a wide variety of products. This means that the production lines often have to be converted, with many engineering and logistical employees working alongside the production staff. In order to register their input and costs accurately and quickly, Stegeman works in partnership with Protime. “We deal with over 150 daily schedules and many varying Collective Agreements, standby hours, and so on”, explains Maurice Olde Heuvel. “We therefore have a high requirement for flexibility. Protime provides us with extensive possibilities, as well as an excellent service.”

Maurice Olde Heuvel had been working at Stegeman for some time when, in his role of Applications Manager, he went on a search of a new workforce management system at the beginning of 2006.

Necessity for integration

Maurice comments: “Up until then, we had been using Interflex, but it did not meet our requirements in the area of reporting facilities. We set up a project group and inventoried the problems before trying to come to a solution with the supplier. But as we were dissatisfied with the intermittent support provided, all the options were then open to us.”

The project group concentrated on the selection of a new package. Unsurprisingly, reliable

“A must, since at Stegeman we work with many different production lines”

support from the supplier was high on the list of priorities.

Maurice comments: “In making the selection, we looked at the reporting facilities, the connectivity of the system and the possibilities of growing along with our company and our output.” Protime came out as number 1 on the shortlist.

Implementation concerns

Processed meats manufacturer Stegeman has been in existence for 150 years. The original family firm became part of Ahold, then merged with Meester, and via Sara Lee came into the Campofrio Food Group, one of the biggest food concerns in the world.

“We therefore not only have many different functions within our company, but also, with the mergers and acquisitions, we have to deal with varying regulations and Collective Agreements.” In combination with the fast changing production processes, the implementation appeared to be



Maurice Olde Heuvel

Graduated in 1998 in Public Administration and worked for some time in local government companies before moving to automation company PinkRoccade. He was seconded from Pink to the helpdesk of the then Sara Lee subsidiary, Stegeman. He has been employed since 2004 as Applications Manager. He helped to select the new workforce management solution and is also an active member of the users group.

a difficult task. Comments Maurice: "However, it went quite smoothly. Protime gave us excellent assistance with their fast intervention. As a member of the project group, Maurice knew exactly what the priorities were. Understandably, not all the processes were accommodated immediately, but we were able to fix this together during the implementation. In practice, we now have the quality of a customised solution." Protime was automatically linked and without problems to Stegeman's payroll processing via ADP Perman. It is worth noting that the error percentage in the wages administration has reduced considerably since the implementation of ProTime.

Time savings

The Stegeman employees have been used to time and attendance registration. "Our people were given new passes, and that was that", explains Maurice Olde Heuvel. "The management were aware in advance of the reporting possibilities. With hindsight I would say: inform the people within your company of the benefits of a new system. Involve them!" The system turned out to be easy to use in practice. "Adjustments are implemented fast and easily, which is a big improvement. The previous system required programming to introduce a

"Our specialists have more time now for the real work."

change. Now the P&O assistant does it himself. That makes a big difference, especially in the time it takes. We haven't kept an exact note, but our specialists definitely have more time for their own projects."

Cost analysis

The cross charging facilities provided by ProTime were of special interest to Stegeman. Says Maurice: "We use ProCost, which allocates hours against cost centres. This sounds easier than it is, because personnel are often switch between departments. It enables us to register and verify this." And it is a continuous process. As a rule, the data is updated daily at 12.00 hours and the previous day's report are available at 13.00 hours.

Excellent service

While the contacts between Stegeman and Protime are very good, little use is made of the Support Desk. "If we call Support once a month, that's a lot." And since 2006 there has been very little down time. Even the administration demands little time and effort. "Nevertheless we maintain a users group within the organisation. This was

"Fast and easily accessible"

very useful in the beginning, but it is still important to communicate signals concerning the system. "And Protime continues to provide input in this phase. "An expert partner that is able to offer solid support. The fact that I am delighted to talk about our collaboration is proof of that!"

Client:

- 2 branches, shift work, secondment; many different functions, own IT department, advanced logistical system, experience with time and attendance registration.

Problem:

- realise a flexible and versatile system for time and attendance registration and personnel planning, with sufficient reporting facilities and growth potential.

Solution:

- ProAccess (1300 Employees, 2 Users)
- ProCost (1300 Employees, 2 Users)
- ProTeam Views (26 Users)
- ProTime (1300 Employees, 7 Users)

Connection:

- to the personnel data from within payroll administration (ADP Perman)

Benefits:

- smooth implementation, considerable time savings for the management, good overview (additions), low error percentage, fast and frequent reporting.