pro time

case study

ArcelorMittal Projects Europe
Greater health & safety and freedom

"Everybody is convinced. Protime works."

Erwin Klomp
IT-Manager

Who?

ArcelorMittal Projects Europe

What?

ArcelorMittal is the world's largest steel manufacturer. The multinational corporation produces 73 million tonnes of raw steel a year, deploying activities in 60 countries. Worldwide, ArcelorMittal employs 287,000 staff. The listed steel giant has an annual turnover $65 billion dollars.
In The Netherlands, ArcelorMittal has a network of distribution companies in the steel trade and Projects Europe – located in Heijningen and Moerdijk main activity is delivering steel solutions to the oil, and gas, industry along with steel constructions.

Info?

www.arcelormittal.com/projects/europe

From the receptionist behind the front desk all the way up to the crane operator and the welders on the shop floor. Today everybody at ArcelorMittal Projects Europe in Heijningen uses Protime. The system was implemented during 2008 to the point that it is now impossible to imagine life at the steel giant without it. "There was some resistance among staff in the early days", IT manager Erwin Klomp concedes. "However, now everybody is on board, and the beauty of it is that, the final conclusion amongst employees and Managers is using Protime does not mean less, but more freedom."

ArcelorMittal Projects Europe in Heijningen develops and manufactures high grade steel solutions for the oil and gas industry, foundations and steel constructions such as bridges and high rise buildings. Every day, over sixty office workers and fifty shop floor workers clock in and out.
In order to ensure everything runs smoothly, the management team decided on Protime's labour time registration solution.
A logical decision, says Erwin Klomp:
"Our sister site in Moerdijk has been using the system since 2003, and is full of praise towards Protime and what's more, here at Heijningen we work with Moerdijk on a regular basis. Therefore a synchronised registration system is certain to make life a lot easier on our project administration."

Two sites, one system

Protime first staged a parallel run between the two ArcelorMittal Projects Europe sites. The aim was to gather all hours worked from each location. The fact that the locations have their own Collective Bargaining Agreements in place is anything but an impediment in this respect. "A Protime consultant combined the two systems and following that, we were able to integrate the specific difference in the areas of overtime and shift work bonuses within Protime ourselves. Despite the different Collective Bargaining Agreements in place, we now have a transparent overview of production across the two sites."

Cost of production economy

The implementation of Protime was first rolled out in the production department where staff scans their personal badge, the project code and the activity they will be working on.
"This tells us exactly who worked on what and how much time was involved. We then export this data into Navision, which gives us a clear overview of our production costs. This serves as the basis for

Erwin Klomp

IT-manager for ArcelorMittal Projects Europe in The Netherlands is in charge of the complete information management for this developer and producer of steel solutions.
Erwin Klomp was instrumental in the implemented Protime during 2008.

our cost controlling." Even the employees who were not very keen on the new system at the outset have now warmed to Protime, to the point that they have become firm believers. "Our operations manager first waited to see which way the wind blows. Every morning on his desk is a clear and concise overview of the number of hours performed the previous day, now he would not have it any other way. Protime works."

Extra freedom, less absence

Erwin Klomp also introduced Protime at ArcelorMittal Projects Europe's administrative branch. "Here, Protime is mainly used to record staff working hours." Due to the time difference between the international contacts, ArcelorMittal Projects Europe manages sites in sixty different countries. Therefore, the working hours of the office staff tend to differ from standard office times. "Our staff often start late and continue to work late into the evening. Protime gives them the freedom and flexibility to do so. Add the ProNet Internet application into the equation and everybody can easily work from home." In addition, ProNet is used to manage holiday requests, "It is easy, fast and structured log on and you know exactly where you are at."

" Holidays: log on and you know exactly where you are at"

Registering temporary staff

ArcelorMittal Projects Europe's temporary staff also use Protime as an attendance registration tool. "We often have something in the region of 50 temporary staff on site, hired from eight different temp agencies. In the old days, this involved a huge amount of paperwork and inconsistency in the number of hours performed. Obviously, it is impossible for our Production manager to keep track and control of who works where when as our company premises cover a considerable stretch of land and all staff wear overalls and green hard hats. However, with Protime labour time registration goes without a glitch. We have agreed with the temp agencies that they will only bill us against the hours recorded within Protime. Not only does this make a world of difference in terms of the amount of time involved in managing anomalies, we are also confident in the knowledge that we are paying only for services and hours performed."

Reducing HRM and sickness absence costs

Being properly prepared is half the battle something which Erwin Klomp feels would also apply to smooth paced implementation, "It is important to first define the specific requirements. This enables you to retain a sense of perspective. The next thing is ProTime's user training which helps users to get acquainted with the system." With the installation now fully completed, ArcelorMittal Projects Europe is reaping the benefit of sizeable savings in the amount of work involved for the HRM Department in keying in data as well as production costs. Moreover, the level of sickness absence has reduced with more of a bird's eye perspective noticeably results in less absence from work.

The benefits for ArcelorMittal Projects Europe

- Accurate payment and billing
- Solid foundation for cost controlling
- Falling sickness thanks to bird's eye perspective of absences
- Clear overview of the number of hours worked

- Cost savings:
  - HRM dept. time savings > 4 hours each month
  - HRM dept. time savings at the start of the year > 2 days each year
  - Time savings in verifying temping staff time sheets > 8 hours each month

- Synchronous project administration of two sites
- Health & safety: up to date overview of staff attendance

ArcelorMittal Projects Europe and Protime

Protime delivers its solutions to:

- Arcelor Logistics, Antwerp, Belgium
- ArcelorMittal AND Steel, Overpelt and Schoten, Belgium
- ArcelorMittal Construction, Geel, Malmedy and Fleurus, Belgium
- ArcelorMittal Projects Europe, Heijningen, The Netherlands
- ArcelorMittal Steel trade, Born, The Netherlands
- ArcelorMittal Steel trade, Rotterdam, The Netherlands