

elementsuite

A Zellis Company

The future of AI-enabled HR, Workforce Management, and Payroll starts here

Shake up your world of work with a full-suite, innovative and AI-enabled enterprise HR, Workforce Management and Pay platform. Your people processes, data, analytics, integrations and everything else all in one place.

Optimise resources. Increase productivity. Improve performance.



FIVE GUYS®



roadchef



YD!



23.5 Degrees®



Travelodge



Virgin LIMITED EDITION



FRIDAYS

A bit about us

We offer everything you need in an HRIS and more. Our full-suite platform combines HR, Workforce Management and Payroll, ushering in a new era of innovation and efficiency.



Proud to be UK HR tech

Designed and developed all out of our innovation hub in Watford.



Innovation is in our DNA

Our technology is the beating heart of new generation HCM solutions. Adopting a continuous deployment methodology, we ensure you always have the best-in-class features and modules, as most recently embodied by our 24/7 assistant, ELLA



We invest in the platform

We ensure that our clients have the most up-to-date HR technologies, and no one gets left behind with outdated tech.



Your option against the usual suspects

We all know that the old-fashioned usual suspects are no longer fit for purpose in today's rapidly technologically advancing world. Our full-suite platform not only provides clients with the latest HR tech developments with its flexibility and agility, but does so all while being cost-effective.



We work in partnership with you

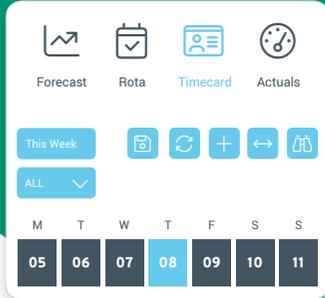
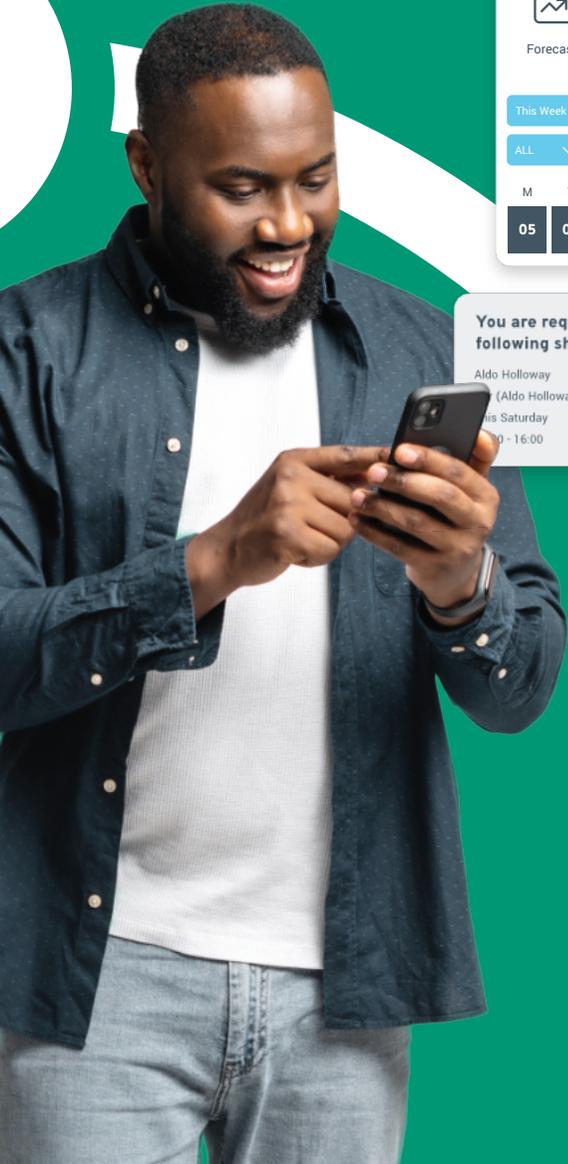
We work shoulder-to-shoulder with you throughout the process, so you're never alone.



We're a growing company

ISO27001 compliant, we are a growing company at 40% ARR year-on-year.

Some of our clients' favourite features



You are requesting the following shift

Aldo Holloway
(Aldo Holloway)
This Saturday
10:00 - 16:00

Flexible

Configurable to your needs, our technology supports you in managing your employees with precision and personalisation.

Efficiency

We offer an unrivalled efficiency-increasing and cost-saving solution that compresses endless hours of admin into one automated, seamless, and coherent platform.

Fit for your future

Built into your organisation with a single code line, our technology is scalable, flexible, AI-enabled and primed to embrace your future, whatever it looks like.

Modern technology

We have reinvented the way HR and WFM is run with refreshingly new frictionless technology. It's an all-encompassing world of work, a solution that works in harmony with an organisation's own unique people and processes.

It's all under one roof

Organisations can streamline operations by eliminating the complexities of intricate tech stacks, data replication delays, and persistent data security risks. Get ready to consolidate all processes into one user-friendly platform.

Continuous product evolution

We adopt a continuous deployment technology methodology, ensuring clients always have the best-in-class models, alongside unwavering support to meet the entire organisation's needs.

Mobile-friendly

Your world of work is right at your fingertips, from any device, anytime, anywhere. Empower your employees and your organisation to excel like never before.

The industry leading AI tool: ELLA

ELLA is a completely in-built AI toolset, designed to align with the platform's goals of improving user experiences by boosting efficiency.

ELLA heralds a new era of AI-driven data management, establishing an interconnected data landscape and advancing HR data abstractions to facilitate easier decision-making processes, whilst operating with the data security of our HR, WFM and Pay platform through authorised and authenticated access.

Revolutionising HR software with AI-driven capabilities, ELLA serves as a 24/7 HR assistant – enhancing productivity whilst ensuring data security.

ELLA uses sophisticated AI techniques, enabling her to respond to your requests, using your data, applying your HR data security, in your tone, using your company policies and guidance.

Employees can get precise responses straight to their mobile device, coupled with recommended actions, across a wide range of prompts- from answering policy questions to handling absence requests ELLA excels at it all.

Moving beyond mere content creation, ELLA functions as an around-the-clock HR assistant, simplifying an array of HR demands, whether it's generating mortgage reference letters or providing support for employee onboarding, HR can wave goodbye to the tedious and repetitive tasks that weigh down HR departments, and instead focus on strategic and transformational tasks.



Hello! I'm ELLA.
How can I help you today?
12:42

Chat with ELLA
Online

How much notice do I need to give prior to submitting my holiday request?

Type message



ELLA has two key missions: increasing productivity in a changing world where the workforce talent pool is shrinking whilst ensuring data privacy and security are upheld at all times. ”

Steve Elcock, CEO of elementsuite

The AI Journal



With the UK Government promoting the UK's investment in AI to grow and enhance digital business across all industries, ELLA is the first AI-based HR software that empowers organisations to explore the benefits of combining AI intelligence and human HR expertise for remarkable people outcomes. ”

Tom Allen, The AI Journal

Are you ready to start your AI journey?

Content generation

Aligned company templates & roles

"Can you write me a job description for a Digital Marketing Manager?"

"Please write a letter for employees outlining the new changes to our company absence policy"

"Can you write up a contract for a new Junior Consultant?"

Retrieving company-wide information

Data classification (who sees what)

"What is the maternity policy according to the company handbook?"

"I've lost my lanyard. What should I do?"

"How long before I take a week's absence do I have to submit the absence request?"

Your 24/7 HR assistant

PII

Retrieving personal information

For employees:

"Am I scheduled in for a shift on Friday at 12pm?"

For managers:

"What are the names of the gives candidates I am interviewing for the sales role on Tuesday?"

For HR Admins:

"Tell me which employees have holiday outstanding for the year and how much they have each"

Workflow agents

Automating processes and implementing updates

For employees:

"Please can you generate me a mortgage confirmation letter confirming my employment"

For managers:

"Please book sick leave for Alice McGowan for the past 2 days and send notification to HR"

For HR Admins:

"Please generate reminder emails for all managers who are more than 5 days late on reviewing the performance reviews for their direct reports"



ELLA serves as your 24/7 HR assistant, streamlining a variety of HR requests, ranging from generation of mortgage reference letters to employee onboarding support

Bid farewell to the time-consuming and repetitive tasks that burden HR departments

ELLA will respond to your requests, using **your** data, applying **your** HR data security, in **your** tone, using **your** company policies and guidance

ELLA is right by your side when it comes to implementation, so you're never alone!

We work with businesses across a range of industries

Scotmid
You are requesting the following shift
Aldi Halfway
Bar (A&S) Halfway
This Saturday
08:00 - 18:00

semichem
Forecast Rota Timecard Actuals
This Week
M T W T F
05 06 07 08

This week
Total 40 Hrs
Mon 25 08:00 - 16:00 Hour (A&S) 0 hrs
Tue 26 08:00 - 16:00 Hour (A&S) 0 hrs
Wed 27 08:00 - 16:00 Hour (A&S) 0 hrs
Thu 28 16:00 - 20:00 Hour 4 hrs
Fri 29 16:00 - 20:00 Hour 4 hrs
Sat 30 08:00 - 16:00 Hour 0 hrs
Sun 01 08:00 - 16:00 Hour 0 hrs

Retail

FIVE GUYS
Sales
Global Events
Local Events
Weather
System Forecast (average) £3,747.77
- System Sales AM (average) £2,617
- System Sales PM (average) £2,578
Adjusted Forecast £2,700
- Forecast Sales AM (to Spex) £2,000
- Forecast Sales PM (from Spex) £2,000
Last Year (%) 100%
vs Last Year (Q) -24.54%
vs Budget

FRIDAYS

YD!
Forecast Rota Timecard Actuals
This Week
W T F S S
7 08 09 10 11

Restaurants

Travelodge
Start End Break
Role FI Escalator
Late Early Out
Book No Show
Called Off
Please Add Comment

Virgin LIMITED EDITION
Sunday Total (net) TRONC Overtime
16:00 - 17:00 HR 33.07 hrs (35) £88.12 £11.44
ABS 13.58 hrs (4) £19.77 £22.88
18:00 - 17:00 (CS) £114.62 £22.88
18:00 - 21:00 (CS) £9 £9
16:00 - 17:00 (CS) £106.74

Hospitality

OWEN MUMFORD
You have 2 days left to complete your training courses
0% Induction & Compliance
Supervisor Manager

Generate Payable Time - Complete
Process Gross Pay
Generate Net Pay
Process Net Pay

My Timecard
This week (Open)
05 06 07 08 09 10 11
My Day:
Start End
Book
Confirm Add

Manufacturing

WESLEYAN
You have 2 days left to complete your training courses
0% Induction & Compliance
Supervisor Manager

Brightwell
My Timecard
This week (Open)
05 06 07 08 09 10 11
My Day:
Start End
Book
Confirm Add

Finance

Starbucks
Forecast Turnover By Month
Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

McDonald's
Team Member Tuesday
Jeff Brown 10:00 - 17:00 Kitchen SL
Jo Joseph 10:00 - 17:00 Kitchen SL
18:00 - 21:00 Kitchen SL
Curtis Brown Senior Chef
Diana Brown 16:00 - 23:00 Chef

Franchise

Demand vs Forecast
Demand Vs Forecast
1,231.95 1,931.95

Absence by Weekday
Number of timecard hours: 96 hours
Number of scheduled hours: 96 hours
Additional Payments Total Payments Total Hours
Recharge £68.64 6.00
Disturbed £137.28 12.00
Call Out £0.00 0.00
Standby £100.00 2.00
Night Uplight £0.00 0.00

Social Enterprise

Full-suite: The modules

For many years, selecting the best of breed solution has been the widely accepted approach to choosing HR software. The concept that specialist vendors can offer specialised function to add value to business performance has remained largely unquestioned despite the time-consuming nature of dual keying and the unseen costs of complex data integrations.

To take away the hassle of over-complicated tech stacks, data replication lags and the continual threats of data security leaks, our software is designed so that all your processes are in one simple place. With a unique single code line, we centralise data, documents, actions, analytics and so much more, helping you to streamline your people processes all the way from hire to retire, all while saving you from excessive admin and unnecessary costs

Recruitment and Onboarding

All-in-one HR Software

Employee Engagement

Learning and Development

Performance and Appraisals

Workforce Management

Time and Attendance

Integrated Payroll

Recruitment and onboarding

Our full-suite software streamlines the entire recruitment process, consolidating job descriptions, candidate forms, and onboarding documents into one user-friendly dashboard. From attracting talent with mobile-friendly interview booking to creating and managing vacancies, we empower managers to seamlessly integrate job boards and own the entire recruitment lifecycle.

The platform supports fairer hiring practices with guaranteed candidate anonymity, facilitates offer notifications, and integrates candidates into the HR system in real time and without the need for complex integrations.

With comprehensive recruitment reports, customisable templates, agency portal management, and onboarding feedback, we provide a holistic and efficient solution for attracting, recruiting, and onboarding the best talent, standing ahead of the competition.

Bring in the talent

Attract, screen, hire, and onboard the right people

Create vacancies

Your managers can request or create their own vacancies

Integrate all jobs and vacancies

Link all your job boards at the click of a button

ID	Name	Location	Full Time / Part Time
210	Team Member - Birmingham 50005	Birmingham 50005	Full Time
209	Team Member - Birmingham 50005	Birmingham 50005	Part Time
208	Team Member - Birmingham 50005	Birmingham 50005	Full Time
207	Team Member - Birmingham 50005	Birmingham 50005	Full Time

Own the process

Approve and manage vacancies across the full employee lifecycle

Avoid unconscious bias

Ensure fair hiring with guaranteed candidate anonymity

Offer and hire

Notify candidates and seamlessly integrate into your HR system

See the full picture

View your recruitment reports in a single dashboard

Create templates

Choose standard or tailored templates for application forms and candidate emails

Candidate	Email Address	Vacancy	Location	Status
Craig Cathcart	c.g@email.com	Support - Birmingham 50005	Birmingham 50005	Applied
Kevin Ten	kev@email.com	Marketing - Birmingham 50005	Birmingham 50005	Rejected
Amy Evans	amyevans1988@email.com	Team Member - Birmingham 50005	Birmingham 50005	Screened
Jamie Austin	ja@email.com	Barista - Birmingham 50005	Birmingham 50005	Applied
Abdul Patel	a.patel@email.com	Barista - Birmingham 50005	Birmingham 50005	Rejected

Agency portal

Manage your preferred supplier list and engage directly through one system

Onboarding feedback

Speak directly to new starters, get their feedback, and evolve your processes

HR

Our HR module revolutionises organisational management beyond the usual abilities of the current dominant HR tech providers. Witness the fusion of all structures, locations, jobs, and positions within the organisation into one single, dynamic hub.

With our HR software, onboarding becomes easier than ever, effortlessly managing new talent through easy mobile-friendly experiences. From pre-day training and personalised welcome videos to digital handbooks and eSignature contracts, everything is in one centralised powerhouse.

Automatic bank account verification and postcode lookups not only save time but ensure data integrity and security. Manually typing in every single letter, and leaving room for numerous errors, is a thing of the past.

Compliance with right-to-work regulations becomes efficiently assured, and our technology effortlessly handles the intricacies of transfers, secondments, promotions, and demotions.

Dive into the future of HR, with one private, secure digital filing cabinet, and all insights provided in real-time with intuitive, information-rich, and customisable dashboards and reporting.



Manage your organisation

View your structure, locations, jobs, and positions

Job Details

Start Date* Site*

Introduce new starters

Seamlessly integrate new starters through mobile onboarding, from sharing training and learning before their first day to sending personalised welcome videos, your employees can't wait to get started!

File Management

Date Added	Name	Download File	Delete
08/03/2024	Employee Handbook		
31/02/2024	Staff Wellness		

Onboard employees

Share digital handbooks, documents, and contracts for eSignature

Right To Work

You currently do not have an approved eligibility to work

You have not provided your manager with the right to work

Comply with right to work

Ensure your employees are on the right side of the law

Transfer To Approve

Date	Name	Current Site	Future Site	Action
Monday	Kelly White	100e - Finance	001 - Head Office	<input type="button" value="Approve"/> <input type="button" value="Deny"/>

Handle complex assignments

Manage transfers, secondments, promotions, and demotions

Draw Your Signature

Signature

eSignature

Digitally sign all policies, contracts and documents and store them centrally

My Personal Details

Preferred Name

First Name

Save personal details

All employees' data in one central location, ensuring your peace of mind with automatic bank account verification tools and postcode lookups.

Schofield, Chester
100a-100b Regional Office - (Nottingham) (2)

- Employee Profile
- Employee Files
- Manage Absences
- Manage Assignments

Manage leavers

Smoothly offboard employees from final holiday pay to exit interviews

Normal **B I U S**

elementsuite
Powerful. Simple. 100% online.

Subject line: Your new salary

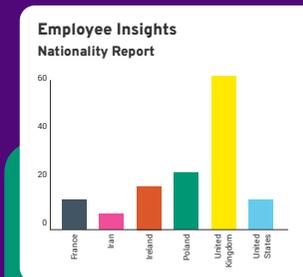
Hi **[First Name]**,

I'd like to confirm the salary increase we discussed. This brings your annual gross salary to **[Gross Annual Salary]**. Your salary will be officially updated on 01/06/2024.

Once again, many thanks,
Management Team

Manage documents

Create and save templates and personalised emails



Gain valuable insights

Get key business insights with clear and easy dashboards and reports

Engage

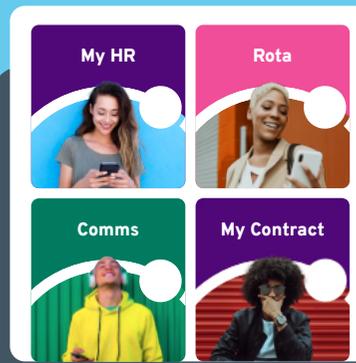
Employee engagement platforms should feel aligned to your workplace and brand, an area where legacy solutions tend to slack. Prepare to transform your organisation's communication with an exciting employee engagement platform tailored your unique world of work.

This branded platform redefines how you connect with your team, boosting morale, fostering positive behaviour, and building trust. Immerse your staff in a personalised experience that reflects your brand through colours, fonts, and tone.

Share news, store documents, and provide external links—all in one accessible place with customisable and controlled access. Simplify engagement with surveys, quizzes, and polls, gaining insights into who's logging in and when.

Keep everyone in the loop with a shared events calendar and support your team with a comprehensive library of company content. Dive into colleagues' public profiles and roles to truly get to know your team. Elevate employee engagement with a platform designed for their world.

You can say goodbye to WhatsApp groups that share employees' personal information. No more important comms getting lost in groupchats. It's all in the company newsfeed.



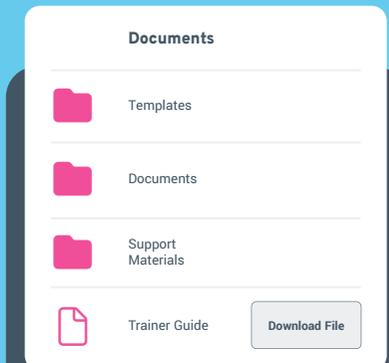
Reflect your brand

It's all in your colours, fonts, tone, look and feel



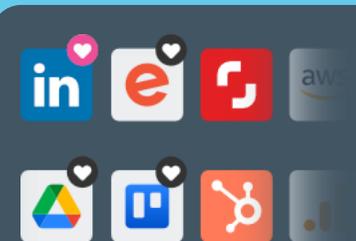
Publish news

Share internal and external news, links, and information



Store your documents

Links, data, records in one place with access defined by you



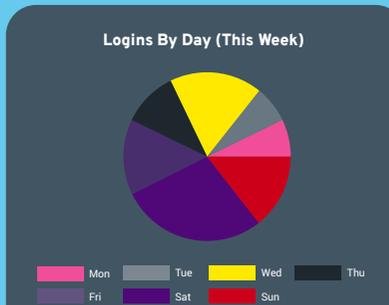
External linking

Personalise your staff portals to include external links of your choice. Reduce multiple password creation and save hassle through single sign-on features.



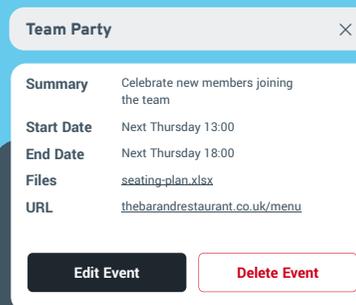
Receive feedback

Create surveys, run quizzes, take polls, hear opinions



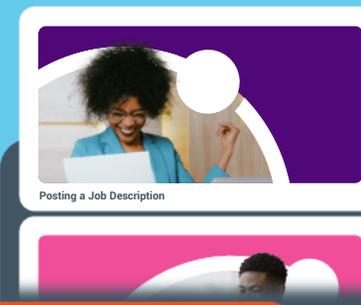
Get engagement insights

See who's logging in, when, and on which device



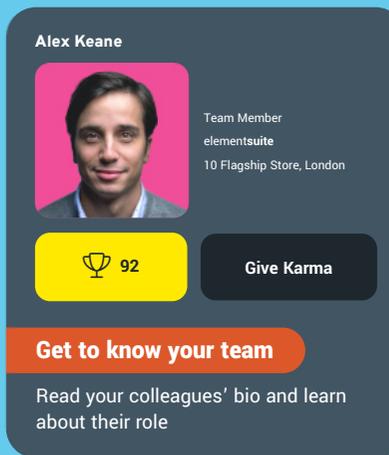
Share your events calendar

Enable alerts for group and personal time and dates



Offer help and support

Create your library of company content and put all your resources at your employees' fingertips



Get to know your team

Read your colleagues' bio and learn about their role

Learn

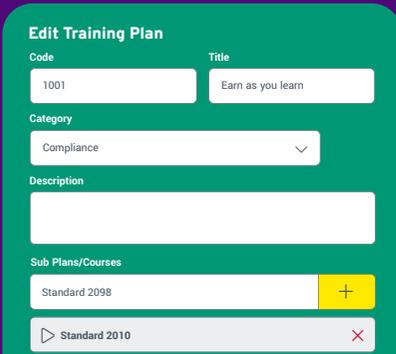
Experience a transformative learning platform tailored to specific business needs. Managers can effortlessly upload diverse content—such as videos, PDFs, and images—and rely on our software to handle SCORM-compliant e-learning.

Offering a user-friendly setup, our software tracks and manages employee training through a branded, learner-friendly interface.

Exciting features include centralised course administration, intuitive search and enrolment options, and an intelligent location finder for the nearest training courses. But that's not all, we also

offer a knowledge test builder, on-the-job assessments, and full support for interactive videos and online tests.

Individual training records are efficiently stored and retrieved, and real-time, configurable learning pathways are generated for seamless skill development.



Edit Training Plan

Code: 1001 Title: Earn as you learn

Category: Compliance

Description:

Sub Plans/Courses: Standard 2098, Standard 2010

Course administration

Manage and schedule training from one central place



Available Courses

Best Practice 5 Sessions

Code Of Conduct Course 2 Sessions

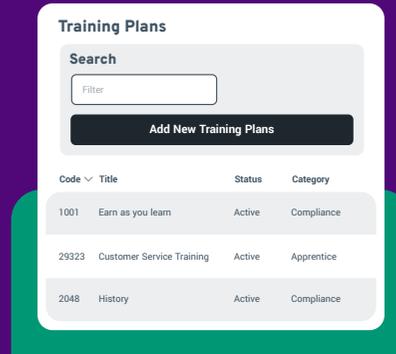
Attended Courses

Classroom: Code Of Conduct Course Yesterday 09:02 - 17:05

Classroom: Best Practice Last Monday 10:00 - 14:45

Search and enrol

Managers can assign training, or employees can find and enrol on courses driven by role or requirement



Training Plans

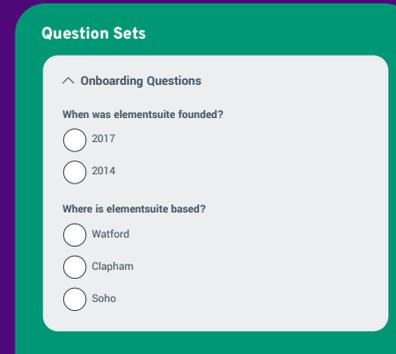
Search: Filter

Add New Training Plans

Code	Title	Status	Category
1001	Earn as you learn	Active	Compliance
29323	Customer Service Training	Active	Apprentice
2048	History	Active	Compliance

Locate training

Book onto training courses nearest to you



Question Sets

Onboarding Questions

When was elementsuite founded?

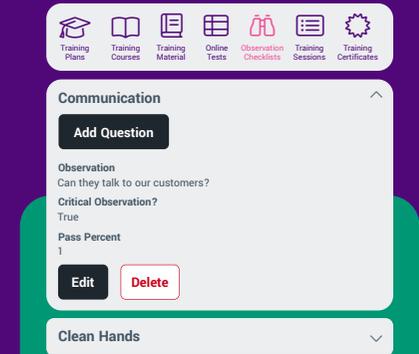
2017, 2014

Where is elementsuite based?

Watford, Clapham, Soho

Knowledge test builder

Create tests to checkpoint learning and milestones or reinforce previous eLearning



Training Plans, Training Courses, Training Material, Online Tests, Observation Checklists, Training Sessions, Training Certificates

Communication

Add Question

Observation: Can they talk to our customers?

Critical Observation? True

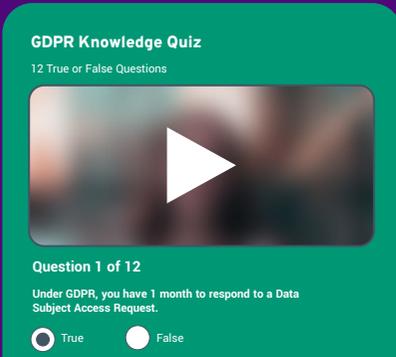
Pass Percent: 1

Edit, Delete

Clean Hands

On-the-job assessments

Assess employees in real-time with pre-defined checklists



GDPR Knowledge Quiz

12 True or False Questions

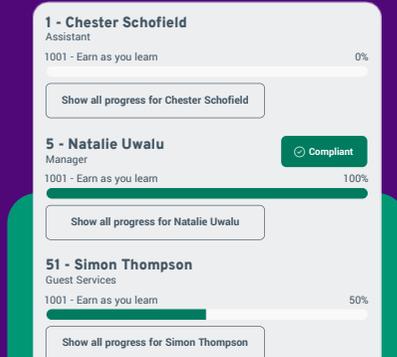
Question 1 of 12

Under GDPR, you have 1 month to respond to a Data Subject Access Request.

True, False

eLearning (SCORM)

Full support for interactive videos and online tests



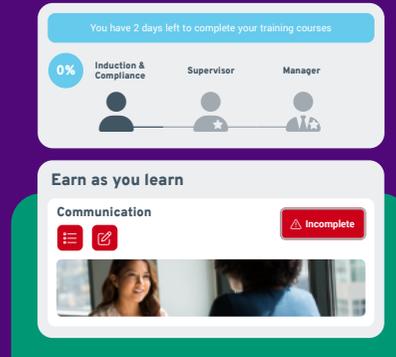
1 - Chester Schofield
Assistant
1001 - Earn as you learn 0%

5 - Natalie Uwalo
Manager
1001 - Earn as you learn 100%

51 - Simon Thompson
Guest Services
1001 - Earn as you learn 50%

Training records

Store and retrieve individual records



You have 2 days left to complete your training courses

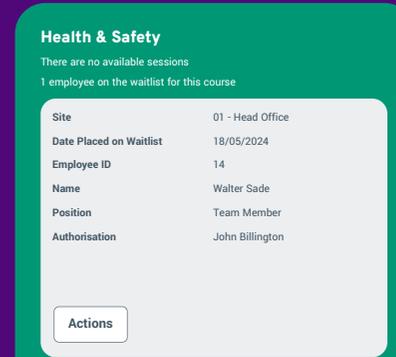
0% Induction & Compliance Supervisor Manager

Earn as you learn

Communication: Incomplete

Configurable learning pathways

Generate simple, intuitive, real-time roadmaps



Health & Safety

There are no available sessions

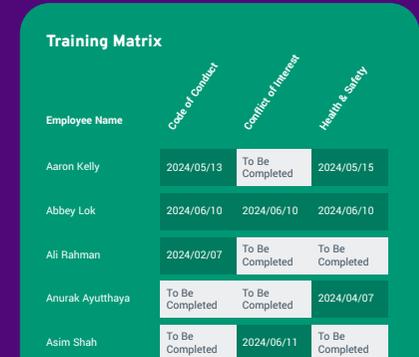
1 employee on the waitlist for this course

Site	01 - Head Office
Date Placed on Waitlist	18/05/2024
Employee ID	14
Name	Walter Sade
Position	Team Member
Authorisation	John Billington

Actions

Waitlisting

Review training capacity and send alerts



Training Matrix

Employee Name	Code of Conduct	Conflict of Interest	Health & Safety
Aaron Kelly	2024/05/13 To Be Completed		2024/05/15
Abbey Lok	2024/06/10	2024/06/10	2024/06/10
Ali Rahman	2024/02/07 To Be Completed	To Be Completed	To Be Completed
Anurak Ayuthaya	To Be Completed	To Be Completed	2024/04/07
Asim Shah	To Be Completed	2024/06/11	To Be Completed

Training data and insights

Gain training insights and build reports

Perform

You can wave goodbye to the days of drowning in emails and scheduling endless catch-ups. Enjoy a 360° feedback system, customisable templates, and automated performance records for lightning-fast tacking-abilities and decisions.

Identify hidden talents for succession planning, and get vivid manager assessments for transparent feedback.

Centralise performance history, consolidate reviews, and boost morale with peer recognition—all in one place. Elevate your talent pool with benchmarking for tailored career paths. Experience the excitement of effective performance management!

My Performance
Samuel Lee
Team Member at 1009 - L&D (Woodstock)

Peer Feedback for People Managers

You have been nominated to provide feedback on another associate that you have been working with. It is important that you answer every question openly and honestly to allow your feedback to be effectively summarised. This will be fed into our 9 Box Grid talent mapping tool, along with feedback from others.

Please be advised the associate will not be able to view your feedback. Thank you for your assistance.

Feedback

Sam is a good worker who is a pleasant to work with. He is a keen observer and can pick up how a task should be done effectively just by shadowing. His can-do attitude helps keep the work atmosphere upbeat and positive. He is a good influence to us all on the same team.

360° feedback

Send requests to peers as well as managers

New Template

Description

Edit

Template style override class

Status Group

Require 360 Feedback

Enable Sort

+ Container

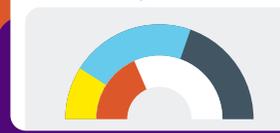
Advanced performance templates

Easily create new performance templates to suit your existing style

Performance Review Status

Not Started **125** With Employee **44** With Manager **10**

Performance Cycle



Performance data and insights

Make informed decisions based on automated performance records for every employee

Assessments (Mandatory)

Performance & Knowledge Assessments

Question 1

How well did the Associate demonstrate good time management skills in terms of punctuality and meeting deadlines?

Associate Score



Manager's assessment

Learn how you can help and support your people with a coherent overview of employees' career targets

Alexa Allen
Team Member
Standard end of year review

Status: Submitted

Manager: Patrick Hough

M: 2.6

P: 3

Actions

Status: Finalised

Manager: Patrick Hough

M: 3

P: 3.2

Actions

Performance history

View, compare, and log all your employees' performance history in one place

Location
001 - Head Office

Employee Type
Current Employee

Job Role
Assistant

Reviewer
Patrick Hough

Type
End of Year Review

Performance review administration

Build and manage your performance review cycle for different roles

Rate your performance to date

1 Below 2 On Track 3 Exceeding

Manager Notes

Employee Notes

Employee self-assessment

Measure achievements against agreed business and individual objectives

Mathew White
This week

Here's a summary of my performance this year

Summary of the Year

1. I have been able to complete all my tasks on time and to a high standard. I have also been able to take on additional responsibilities and have done so well.

2. I have been able to complete all my tasks on time and to a high standard. I have also been able to take on additional responsibilities and have done so well.

3. I have been able to complete all my tasks on time and to a high standard. I have also been able to take on additional responsibilities and have done so well.

4. I have been able to complete all my tasks on time and to a high standard. I have also been able to take on additional responsibilities and have done so well.

5. I have been able to complete all my tasks on time and to a high standard. I have also been able to take on additional responsibilities and have done so well.

Supporting documents

Say goodbye to endless folders on your desktop with one easy place to upload and store performance docs

Harry Nelson's Karma Points

4 Total Points

+1 Points from Nicola Parkinson
Living Our Values - Respect
Today
Well done, Harry!

+1 Points from Samuel Lee
Adhoc
Today
Congrats! I'm very impressed!

+1 Points from Amy Strand
Adhoc
Yesterday
Thanks for helping me out, you're a star

Peer recognition

Say thank you, give feedback, or recognise performance through our points-based peer-to-peer feedback system

Summary

Name	Status	Employee Score	Average Peer Review Score	Overall Manager Score
Brian Smith	Submitted	2.8	3.3	3.3
Johnny Ou-Yang	Submitted	4	4	4
Matthew White	Submitted	3.4	4	4

Benchmarking

Nurture your talent pool and create tailored internal career paths based on a combination of your business requirements and your employees' skillsets

Capabilities

Communication Skills

	Employee	Manager
Email Writing (Foundation)	<div style="width: 50%;"></div>	<div style="width: 100%;"></div>
Engage With Your Team	<div style="width: 75%;"></div>	<div style="width: 100%;"></div>
Interaction With Stakeholders	<div style="width: 50%;"></div>	<div style="width: 100%;"></div>
Presentation Skills (Basic)	<div style="width: 25%;"></div>	<div style="width: 100%;"></div>

Succession planning

Identify employee suitability for future career roles and stay ahead of the curve to avoid any potential gaps in the workforce

Workforce Management

What was once complex and time-consuming, is now simple and quick. Knowing you have the right people, in the right place, at the right time is now a breeze. Our technology takes your employee scheduling to a whole new level of simplicity.

Working with busy multi-site, multi-shift environments? Want to streamline and simplify all those workforce management complexities, from forecasting labour models and calculating daily demand fluctuations to automatically generating rotas? With WFM software by your side, you can make smarter decisions when scheduling your workforce and turn your challenges into opportunities.

You can have compliance peace of mind with built-in financial, absence and compliance checks (working time directive, min rest rules etc.). You'll make managers' lives easier by ensuring regulation conformity. Intuitive tooling gives you insights you can act on, including compliance alert frameworks, empowering you to make informed decisions.

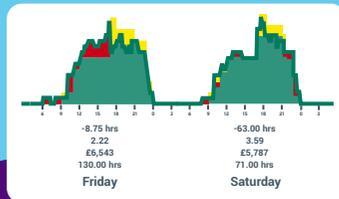
Schedule staff based on each site's unique 'shape of day'. Using factors such as historical data, real-time weather, global and local events as well as promotional impacts for precise labour forecasting, our technology fine-tunes allocation of employees based on your organisation's anticipated 'shape of day'. Optimise labour costs by avoiding under- and over-staffing.

Empower your employees to view rotas, swap shifts, pick up unallocated shifts, take on multi-site shifts, validate their hours, stay up-to-date with site attributes, and view payslips - all from their mobile device! No more juggling all those scribbled notes and crossing-outs.

Hours	Monday 02	Tuesday 03
Budget TPLH	7.55	7.55
Rota TPLH	7.79	8.76
System Forecast TPLH	7.54	7.62
Target Hours	24 Hrs	24 Hrs
Budget Hours	24 Hrs	24 Hrs
Rota Hours	23 Hrs	21 Hrs
Rota v Target	-1 Hrs	-3 Hrs
Schedule Accuracy %	95%	98%

Precise labour forecasting

Automatically map staff allocation against your demand and budget



Build rotas and schedule against shape of day

Quickly build rotas in line with employees' contracted hours and availability. Use site-specific data to automatically calculate staffing demands at 15-minute intervals



Optimise labour costs

Re-run 'shape of day' using actual results to identify lost opportunity and optimise labour spending

Add Role or Assignment

Role: dd/mm/yyyy

Start Date: dd/mm/yyyy

Expiry Date: dd/mm/yyyy

Swap shifts, pick up shifts, multi-site shifts

Enable employees to pick up and swap shifts between each other and offer flexibility to employees to work across different locations

This Week

ALL

M	T	W	T	F	S	S	Total Hours	Night Shift
05	06	07	08	09	10	11	0	0 Hrs

Name	Scheduled	Punch In	Punch Out	Timecard	Hours	Night Shift
Adam Isted		09:32	17:28		8	0
Ben Atkins	HOL			HOL	0	0

Calculate attendance

Accurately capture hours worked each shift with real-time clocking-in and -out data

Start: [] End: [] Break: 0

Late: [] Early Out: []

Sick: [] No Show: []

Called Off: []

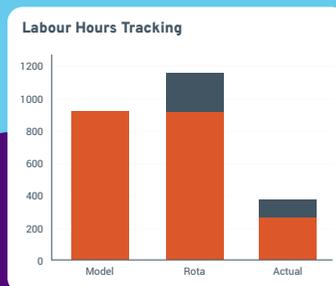
Planned and unplanned absences

Ensure absences are approved ahead of schedule to incorporate into auto-generated rotas, and rest assured that employee timecards remain accurate with automatically updated absences and shift changes

Sunday 15	W	Total Hours
10:00 - 17:00 Kit SL (20)	39.97 Hrs (35)	£68.12 £11.44
ABS	13.58 Hrs (6)	£19.77 £22.88

Overtime and tips

Calculate and allocate shift premiums, overtime, and tips



Gain financial control

Drill down on sales and labour costs from company to site view reports

Rooms Thursday

Forecast Rooms	90
Business On The Books	95
Manager's Prediction	100
Forecast Occupancy (%)	86.89%
- Variance vs Last Year	2
- Variance vs Last Year (%)	2%

Forecast modelling

Want to create your schedules to match demand, but your demand ranges between departments? You choose how your forecast is modelled in one flexible place

Forecast Rota Timecard Actuals

Events	M	T	W	T	F	S	S
National Events	1	0	0	0	0	0	1
Hotel Events	0	1	1	0	0	2	1
Local Events	[]	[]	[]	[]	[]	[]	[]

Weather: [] [] [] [] [] [] []

Customise reporting

Define which WFM metrics you want to see in your reports in line with your current business requirements

Time & Attendance

Utilise innovative geo-fencing and geo-tagging to guarantee employees are where they need to be, without the need for any additional expensive hardware. Easily capture and log employees' hours, ensuring clean and accurate pay before the pay run.

Enjoy the flexibility of multiple rates of pay and premiums based on shift time, location, and responsibility. With real-time reporting, operations tracking, and advanced analytics, empower managers to monitor labour performance easily.

Showcase key business metrics, benchmark data, and effortlessly process TRONC payments. Elevate your workforce management with our dynamic and insightful productivity management features.

Name: Marie Shek

Timecard

Start: End: Break: 0

Role: FI Finance

Late: Early Out:

Sick: No Show:

Called Off:

Please Add Comment:

Capture hours

Capture and log employees' hours with ease

16:09:35

Check In Check Out

Geo-fencing and geo-tagging

Draw your site inclusion zone to ensure employees are in the right place at the right time, without the need of additional expensive hardware. This real-time information automatically feeds into your centralized database, allowing managers to check live staffing levels across multiple sites

Total (+/-)	Tronc	Overtime	MCH
22.25 Hrs (6)	£34.34	£10.41	£0.00
18.56 (6)	£28.65	£11.52	£1.54
37.22 (30)	£57.45	£15.45	£4.55
14.05 (16)	£21.69	£20.14	£0.81
21.6 (20)	£33.34	£22.40	£3.00

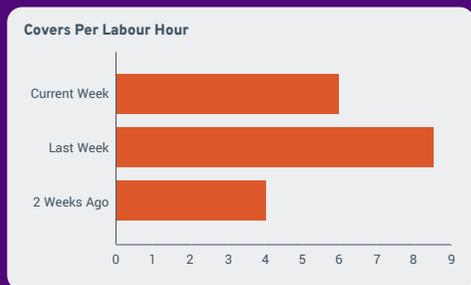
Multiple rates of pay and premiums

Automatically pay different rates to the same employee based on time of shift, location and responsibility



Operations reporting and approvals

View time and attendance breakdowns from company to region to site in one clear dashboard



Data and insights

Enable managers to track labour performance with real-time reports and analytics

Sales vs Forecast

Sales	Vs Forecast
24,251.94	24,055.00

Advanced reporting

Showcase key business metrics and benchmark data by region or site and share across your organisation

Sunday

Shift	Total (+/-)	TRONC	Overtime
10:00 - 17:00 Kit SL (20)	39.97 Hrs (35)	£68.12	£0
10:00 - 17:10 Kit SL (20)	44.63 Hrs (34)	£76.06	£0
ABS 11:00 - 16:00	0 Hrs (6)	£0	£0
ABS 17:00 - 20:30			

TRONC schemes

Capture, calculate, and process TRONC payments with ease

Pay

Say hello to smoother payroll processes. With HR, WFM, and Payroll now under one roof, all enhanced by cutting-edge AI, you'll experience new levels of automation, accuracy and compliance, giving your business the agility and peace of mind it needs to thrive.

When it comes to payroll, compliance isn't optional. Benefit from 400+ automated checks and controls, ensuring everything from pension auto-enrolments and opt-outs to holiday pay calculations is handled with precision. Rest easy knowing your payroll is compliant, always.

Empower your employees to take control of their finances with tailored support, from smarter budgeting to flexible pay options and even building a rainy-day fund. With instant access to free financial guidance and interactive payroll advice anytime, anywhere, your people can make informed decisions with confidence.

Stay current, compliant and ready for the future with our AI-powered, realtime payroll solutions. Whether you choose to handle payroll in-house or work with our expert Managed Service and Consulting teams, you can rest easy knowing that your payroll is in good hands.

Our dedicated customer success managers are always by your side, offering valuable insights and ongoing support – so you can focus on what matters most to your business. Your vision is our priority.

New One-Off Payment/Deduction

Earning or Deduction

Pay Code

Units	Rate	Amount	Pay
19	12	228	

Ad-hoc payments

Manage bonuses, deductions, and additional payments.

View Expenses Line Item

Cost Centre: 001 - Middlesbrough | Date Of Expense: 09/05/2024

Reason: Site Visit

Amount: 100 | VAT On Receipt: No

Expenses

Authorise and process on-the-go submitted personal expenses

Name	Pay Basis	Current Wage Total Uplift: 0.00	Sunday Rate Total Uplift: 0.00	Evening Rate Total Uplift: 0.00
Simon Lee	Hourly	Adjust By: % £	Adjust By: % £	Adjust By: % £
Edward Oliver	Hourly	Adjust By: % £	Adjust By: % £	Adjust By: % £

Pay review

Capture managers' allocations and automatically apply changes en masse

PRIVATE & CONFIDENTIAL
The Headquarters

Employee: stamensalle | Employee: Douglas Walker

DESCRIPTION	UNITS	RATE (£)	AMOUNT (£)	DEDUCTIONS / ADJUSTMENTS
Salary			2,310.00	PAYE
Angus Sal Ex			-20.04	1.1
Redundancy			2,980.00	TOTAL ADJUSTMENTS
TOTAL PAY			4,969.96	

Online payslips, P45s, and P60s

Give employees easy access to their important documentation

Salary Uplift

Uplift Percentage: 3% | Uplift Amount: £560.00

Calculated Amount: £560.00

Final Amount: £660.00

£ | %

New Salary: £22,660.00

Bonus schemes

Run schemes across your business based on your own defined rules

Manager Wage Details

Hourly Rate*: 10.30 | £

Estimated yearly wage £21,497.57

Supervisor Wage Details

Hourly Rate*: 10.30 | £

Estimated yearly wage £21,497.57

Minimum Wage: 11.44

Wage banding

Apply wage bandings across roles and age groups

Position: Team Member

Change Position

Cost Centre Entitlement: 29 | FTE Holiday Entitlement

Pay Basis: Hourly Salaried | Hourly Rate: 15.42 | £ | Change: £ +5.42 | % +52.02

Contractual Hours: 10 | Actual Days Per Week: 3

Save | Cancel | Delete

Auto uplifts

Set up pay increases automatically by age or for national minimum wage

Name: Bonus % | Value: 15.42%

Frequency: Select Frequency | Frequency that the allowance should become available

Start Date: dd/mm/yyyy | The date that this benefit begins

Expiry Date: dd/mm/yyyy | (Optional) expiry date for the benefit to stop

Employee benefits

Manage employee benefits and choose between automatic enrolment and customs additions

Confirmed Performance Grade: 1 | 2 | **3** | 4

Salary Uplift

Basis: 3 | Calculated Amount: £1,296.96

Uplift Percentage: 3% | Final Amount: 1,296.96

Uplift Amount: £1,296.96 | £ | %

New Salary: £44,528.96

Compensation review

Model and action an organization-wide pay rise based on performance or other factors

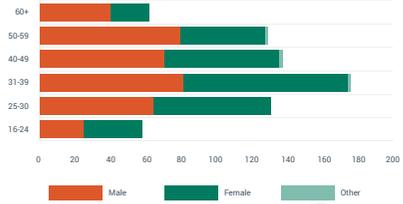
Dashboards and standard alerts

Streamline strategic decision-making with customisable, real-time, info-rich dashboards that give you a unique and tailored view of all your business data. Drive business improvement with lots of information, in not a lot of words.

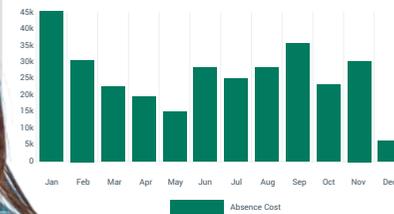
**Headcount
(Actual Heads)**
725

**Headcount
(Total FTE)**
686.79

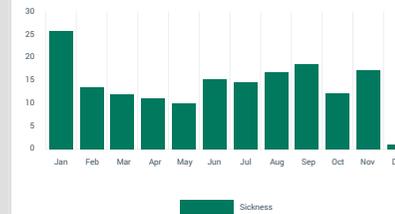
Gender and Age



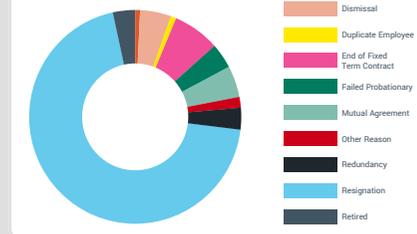
Cost of Sickness Absence



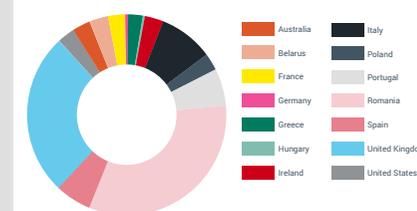
Days Lost to Sickness Absence



Reasons for Leaving



Nationality



Faster business decisions

Our out-of-the-box dashboards empower you to make quicker, as well as smarter, decisions based on current data.

Say goodbye to spreadsheets. Decrease your manual labour. Spend time on what matters to you.

No old news

Too often, business systems and processes pull data from siloed locations. It's usually already out of date, resulting in decisions being based on inaccurate information. Our up-to-date dashboards tell you what is happening now by pulling in live data, enabling quick and timely decisions that can have an immediate impact, helping you stay ahead of the curve.

Uncover warning signs early

Prevent the build-up of hidden problems lurking beneath the surface, be it incorrect staffing levels or a backlog of absence requests, real-time dashboards can reveal the warning signs early.

Starters and Leavers Over Time



Voluntary Turnover





Scalability

At the heart of **elementsuite** lies a foundational commitment to supporting the scalability of organisations, a cornerstone that has consistently set us apart.

Our journey began with a groundbreaking deployment at McDonald's UK and Ireland, a country-wide food and beverage enterprise featuring over 135,000 employees – a figure that has since surged to over 175,000. This "big bang" implementation, accompanied by the intricate orchestration of over 200 franchises, 46 integrations, and 1,300 individual locations, exemplifies the unparalleled flexibility and agility that **elementsuite** brings to the forefront.

As businesses burgeon and evolve, **elementsuite** stands as a supporter of their growth trajectory. Beyond our pioneering work with McDonald's, **elementsuite** now boasts a portfolio of leading global brands such as Travelodge, Five Guys, TGI Fridays, and so many more, testifying to its adaptability across diverse organisational landscapes.

This commitment to supporting scalability remains at the core of **elementsuite**'s full-suite software, ensuring that as businesses expand, our solution seamlessly expands with them, setting the stage for enduring success in the dynamic landscape of human resources.

In a move that reshapes the HR and Payroll technology landscape, **elementsuite** has joined forces with Zellis, combining artificial intelligence with human expertise to reimagine the world of work: intuitive, connected and AI-enabled. Our end-to-end solution is designed to power exceptional employee experiences and help your business thrive.



Partnership

During the entire course of your project, you can rest assured knowing you're never alone. Implementation processes for enterprise organisations involve give and take from both vendor and client, and it's all about working shoulder-to-shoulder.

Ultimately, your success is our success. This will never change.



01
10

Data in mind

We understand that data security, confidentiality, and accessibility are crucial to organisations' operations and strategy.

That's why we provide a single data source, securely accessed via a powerful role-based security model. This means you can rest assured you have security even at the most granular level.



Regular tech updates

To enable and demonstrate this, we commit to weekly (yes weekly!) product release updates, rather than bi-annual updates. These updates are not just in relation to infrastructure and security, but full spectrum and total function in scope. The weekly releases contain everything from software patches to product features; reports, dashboards and training materials to account service advice and guidance.



Value

We know that when it comes to engaging with HR and WFM software providers, costs can spiral out of control. Don't worry, we put our money where our mouth is and undertake our work on fixed price, whilst ensuring you have unrivalled return on investment at all times.

Throughout the implementation process, we always remain transparent - no surprises, no hidden costs, so you're never in the dark.



It's a platform designed for everyone



For HR Professionals

When it comes to HR, traditional best-of-breed solutions often result in complex tech stacks with a million bits of data in a million different places. Experience a streamlined HR process with our comprehensive platform that covers the entire employee lifecycle. Say farewell to double data entry and siloed documentation as our all-in-one solution eliminates the need for rekeying. Save valuable time by automating tedious admin tasks, allowing you to focus on what truly matters. Make informed decisions effortlessly with our information-rich dashboards and organisational charts, providing you with the knowledge needed to stay ahead of the curve and drive business improvements.

For Ops

Our future-proof, efficiency-ensured solution stands apart from the usual suspects when it comes to enhancing the processes of the entire organisation. Meet fluctuating demand effortlessly by forecasting labour requirements based on local weather, events, and company-wide promotions. Eliminate the challenges of over- and under-staffing to increase efficiency and reduce costs. Tailor your day with auto-generated rotas down to 15-minute intervals, considering various factors like staff availability and compliance. Empower your employees to maximise productivity by completing admin tasks easily from their mobile devices, whether it's picking up shifts or validating hours.

For Finance

We are committed to improving the processes of the business. Unlock strategic decision-making with reduced costs and increased revenue. Our platform simplifies the forecasting of labour demand for auto-generated rotas and provides real-time dashboards. Save time and increase profits with automatic report generation tailored to your required business metrics. Validate hours on a weekly basis for extreme payroll accuracy before the pay run, ensuring you stay ahead in tracking cashflow and making financial planning efficient.

For Employees

With all the needs of frontline employees in mind, our mobile-first, user-friendly and easy-to-use interface makes employees' world of work easier than ever before. From shift-swapping and booking absences to checking company newsfeeds and handbooks, as well as validating hours for accurate pay, employees can access everything from the palm of their hand. Employees can save time emailing managers and HR admins, helping increase both productivity and staff retention.

The tech

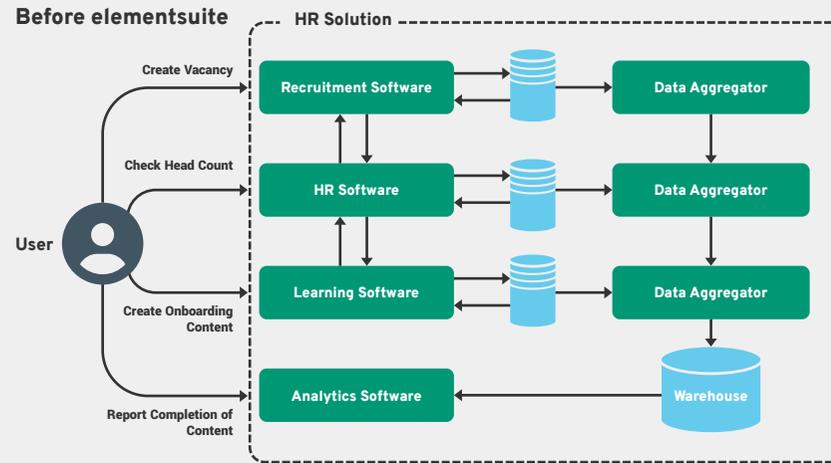
Full-suite

To take away the hassle of over-complicated tech stacks, data replication lags and the continual threats of data security leaks, our technology is designed so that all your processes are in one simple place. With a unique single code line, our HR, Workforce Management and Pay software centralises data, documents, actions, analytics and so much more, helping you to streamline your people processes all the way from hire to retire, all while saving you from excessive admin and unnecessary costs.

Deep configuration

We recognise it's your processes, policies and workflow that make you unique. So instead of changing your processes to fit a bland and undifferentiated system, our technology's deep configurability means parameters and feature switches can be assigned at various levels within your organisation – from market-level through to specific positions or even at person level.

Whether calculating accruals and pay, configuring wage banding, validating a right to work, driving compliance through e-Signatures or defining security and workflow, our technology is akin to your own company DNA – the same code runs in different ways for different purposes to achieve everything you need, whilst ensuring consistent security policies are always maintained.

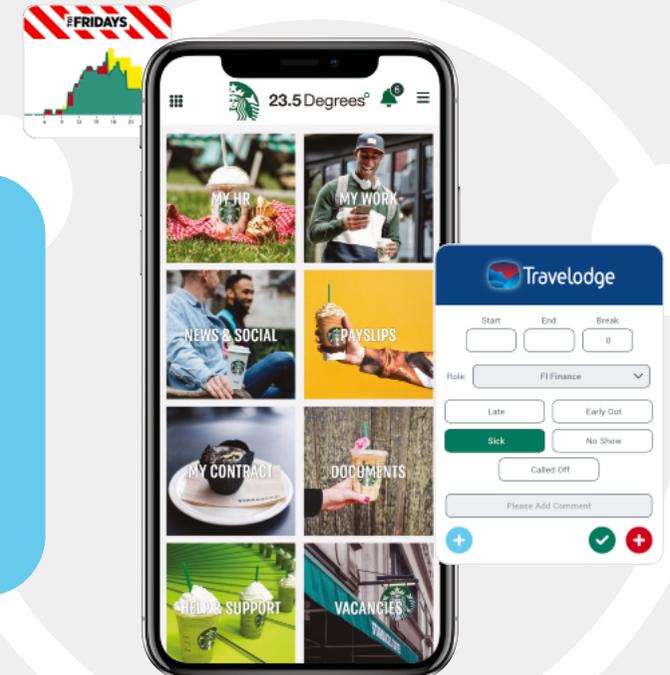


Brand your business

Our software's unique architecture means you can brand it for your business, whilst maintaining of the benefits of running on a single SaaS codebase. We're not just talking about a logo change, but ensuring the very essence of your brand – colours, images, culture, language and tone – are embedded throughout your organisation's world of work. Give every one of your people a sense of belonging within the company. Increase engagement. Reduce turnover.

Enhancing the mobile user experience

Through the relentless evolution of consumer-driven mobile applications – from social media to mobile banking – employees are used to getting everything they need from the palm of their hand. Whilst dominant HR software vendors have often found themselves struggling to adapt to changing habits, we have always endeavoured to remain at the forefront of technological advancements. This means that in a mobile-first world, we provide a mobile-first HRIS.



APIs and Integrations

learningbank 

indeed

 okta



Integrating your entire tech stack

The allure of new technologies for a growing business is inevitable. But as you increase the number of integrations, you increase the number of challenges. Take away the hassle with our easy integration builder tool that enables you to have all the technologies you want with all the data security you need. All your data consolidated in one place with automatically generated reports and dashboards for your streamlined analysis and strategic decision-making. No more cross-checking across various applications. No more unnecessary admin. Save time, hassle and costs.

job
centre
plus

TRUST ID

Google

Customise your centralised reporting

Each department has their own integration requirements, which is why we create custom fields for external data sets so that everyone has the information they need. With centralised data it is easy to customise dashboards and reporting to provide each individual with unique and personalised insights into the business. Your 'single source of truth' is tailored to your requirements.

Merging all your data for enhanced insight

Large organisations have a large number of requirements – with this, comes complex tech stacks where data from different applications work in isolation. But what if your data could be brought together? Well now it can with our integration builder. This powerful tool enables you to consolidate the data from all your business information systems in one centralised place. It is the fast and simple way to connect, configure and unify systems to help you to drive business improvements with data synchronicity.

LinkedIn

SYNEL™

Teamtaylor

What's on *your* list?

Key:

 add-on

HR

Organisation management

New starters

Onboarding

Personal details

Right to work

Assignments

Employee files

Manage leavers

Absence management

Document management

Employee relations 

Advanced absence management 

Time & Attendance

Timecard

Webclocks & clocking integrations

Premiums and bonuses

TRONC (tips)

WFM reporting 

Aggregated rota reporting 

Work

Employee availability

Rota (schedule) build tools

Shift allocation

Rota (schedule) approvals/validations

Shift swap & locator

Integrations (standard APIs)

Sales/transaction forecasting

Events integration (standard API)

Advanced sales/transaction forecasting

Site attributes for workload generation 

Workload generation (shape of day) 

Auto scheduling 

Shape of day actuals 

Pay

Ad-hoc payments

Online payslips, P45s, & P60s

Payroll files

Wage banding and auto uplifts

Benefits (new starter)

Expenses 

Salary review 

Bonus schemes 

Recruit

Vacancy management

Applicant management

Application form builder

Interview management

Candidate portal

Job board integration

Offer and hire 

Agency portal 

Recruitment microsite 

RTW validation 

Engage

Branded look & feel

Company documents

People directory

Help & support

Links to your apps

Surveys and polls

Communications feed

Perform

Performance templates

Performance cycle administration

Performance review completion

Performance history

Peer recognition - feedback

360° feedback 

Skills framework 

Talent profile 

Competency framework 

Benchmarking and succession 

Learn

Course administration

eLearning (SCORM)

Search & enrol 

Knowledge test builder 

On the job assessments 

Training record 

Configurable learning pathways 

Waitlisting 

Implementation

Putting a new HR and Workforce Management software into effect shouldn't feel tedious, and we're here to tell you that it doesn't have to be. You can embed our software into your processes with utmost simplicity and ease. With an implementation process that builds upon a strong partnership between client and vendor, excellent project managing tools, and a team of in-house industry-leading experts, introducing an HRIS platform to enter your new world of work has never been easier.

Your product hub

Gone are the days of using Excel and Microsoft Projects. You'll have one simple hub, one single source of truth. Your project plan is carefully drawn using your contract, and you have real-time access to project tracking and project completion throughout the implementation process.

Clear communication

By working closely with key members of your project team to drive the scope of the project, your needs and unique requirements are consistently considered. Approachability and open communication are always encouraged so you can ensure you're always in the loop.

Resources at your disposal

To help you along the process, we have created a preparation pack to save you time and share all the information required in the new system with minimal admin and hassle. This includes data migration templates, configuration workbooks and much more.

You're at the heart of it

With our pre-tested and proven-successful implementation methodology, we can get you up and running on-time and on-budget.

You become the experts

Ensure you are all ready to go before the Go-Live with a set of workshops from our delivery team. The ongoing demonstration sessions reinforce knowledge and play back your system configuration to you, so that you know exactly what to expect. This is also the perfect opportunity to polish the system, before rigorous system testing is completed by our fully in-house team.

A smooth process

Working together to scope the unique configuration needs for your HR and Workforce Management system, we will plan the individual stages of your implementation according to you.



23.5 Degrees[®]



Over the past five months, we have worked in partnership with the elementsuite team to digitalise and automate our HR processes across the employee lifecycle in order to achieve our company growth plans and objectives. ”

Barry Mulholland,
Chief Operating Officer,
23.5 Degree, Oct 2023



I'm delighted to announce that Fridays have successfully implemented elementsuite's HR platform (HR, Work, Pay, Engage, Recruit). Kudos to the project team from Fridays and elementsuite who have made this implementation happen, on time and in a few short months, truly dispelling the myth that HR software implementation takes years – thank you elementsuite. ”

Erica Livermore, Former Chief Technology
Officer,
TGI Fridays, Aug 2022



Travelodge



We are thrilled to have gone live with elementsuite to the timeline agreed at the outset of the programme. This is a significant IT transformation programme for Travelodge, affecting every one of our 12,000 colleagues, and it would not have been possible without the hard work, flexibility, and collaborative approach of both the Travelodge and the elementsuite teams. ”

Hannah Thompson, Chief People Officer,
Travelodge, May 2023

Book your free demo

Nothing beats the experience of seeing our AI-enabled, HR, Workforce Management and Pay platform in action. It's flexible, scalable and easy to use by everyone.

Whether you're HR, Finance, IT or Ops, experience your new world of work first-hand.

Book a demo



Features glossary

We know there's a lot of terminology to get your head around when it comes to HR and Workforce Management tech, so we've created a little glossary that helps you know what's what!

HR

Organisation management

Manage your organisation hierarchy in terms of business structure, locations, jobs, and positions

New starters

Provide Pre-Hire access for new starters to sign their contracts and access useful documents e.g. employee handbook

Onboarding

Add pre-hire activities for new starters, sign documents and store documents e.g. handbooks

Personal details

Hold all your employees' personal records in one central place

Right to work

Capture and record your employees right to work information within the system

Employment records

Review and update your employees employment record within the system

Employee files

Your online filing cabinet! Keep employee documents in one place, including contracts, certifications, and other HR documents

Manage leavers

Manage leaver processes, including final holiday pay and termination letters

Absence management

Easy to configure absence management, requests and approvals

Document management

Create, manage and store employee contracts and letters throughout the employee lifecycle

Employee relations

Manage and track your Disciplinary, Grievance, and Health and Safety processes within one system

Advanced absence management

Support for complex absence rules such as extra holiday days

Time & Attendance | Scheduling

Employee availability

Input employee working patterns and additional roles

Rota (schedule) build tools

Build and edit rotas using templates and tools

Shift allocation

Easily change and adapt your shift allocation on the rota

Rota (schedule) approvals/validations

Publish rotas to employees and ensure they meet validations (e.g. working time directives)

Shift swapping

Enable employees to swap shifts on rota and find shifts in other sites/departments

Integrations (standard APIs)

Feed actual sales and budget data into the system via standard integrations

Sales/transaction forecasting

Forecast sales and transactions by site/department using actual sales/budget data

Timecard

Quickly confirm your employees worked time by dealing with your daily exceptions

Webclocks & clocking integrations

Our webclock allows your employees to clock in from a web-based device (e.g. a tablet) in your building

Premiums and bonuses

Automatically generated timecard premiums or bonuses based on pre-defined rules

TRONC (tips)

Consume and allocate TRONC payments via standard rules and integrations

Events integration (standard API)

Feed live events data into the system

Advanced sales/transaction forecasting

Advanced forecast sales and transactions by site/department including events data

WFM reporting

Real time reporting and visibility on your rota forecasts or labour costs based on the timecards

Aggregated rota reporting

Multi-level reporting of all forecast and timecard data across your entire workforce

Site attributes for workload generation

Add site attributes to support workload generation (Shape of Day)

Workload generation (Shape of Day)

Generate optimised labour curve by site/department

Auto scheduling

Generate optimised rota (schedule) based on business specific rules

Shape of Day actuals

Additional Shape of Day to show what labour you should have used based on actual sales successfully

Pay

Ad-hoc payments

Add one-off or recurring payments (or deductions) alongside core compensation, e.g. overtime, deductions, etc.

Bonuses

Run bonus schemes for different populations in your business, based on rules you define

Payroll files

Generate payroll files to capture all pay information and key changes made to employees to pass to your payroll provider

Online payslips, P45s & P60s

Provide access to online payslips, p45s & P60s for your employees

Wage banding

Define salary and hourly pay bandings based on the roles in your system

Auto uplifts

Age related uplifts based on national minimum wage rates

Expenses

Add, approve, and process employee expenses in the system

Salary review

Manage salary review process and add salary changes based on predefined rules and uplift amounts

Benefits (new starter)

Track and manage employee benefits manually or automatically

Payroll processing

Manage your payroll processing steps and generation of your payroll files

Engage

Branded look & feel

Create your own branded look and feel

Company documents

Store all of your up to date company documents in one place for all to access

People directory

Search for people within your company to find their contact information

Help & support

Ability to build your own help and support documents

Links to your apps

Provide access to all of your frequently used company links and application to be found in one place

Surveys and polls

Create and publish surveys and polls to obtain feedback across your business

Communications feed

Publish internal and external news across your business

Recruit

Vacancy management

Publish and manage vacancies within your business

Applicant management

View and manage applications for your vacancies from application through to hire

Application form builder

Create standard and tailored templates from application through to hire

Interview management

Schedule candidate interviews via your interview calendar

Candidate portal

Internal and external applicant portals where candidates can sign up and track the progress of their application via their portal

Job board integration

Publish vacancies to our set of pre-delivered third-party job board integrations

Offer and hire

Capture and send out offer information to successful candidates. Seamless integration with elementHR for new starter hire and onboarding

Agency portal

Portal that allows agents to manage their candidates within the system and apply for vacancies on their behalf

Recruitment microsite

A bespoke careers microsite built for your company to align vacancies with your company branding

RTW validation

Validate your applicants right to work as part of your recruitment process through our trust ID integration

Performance

Performance templates

Capture employee objectives and different performance ratings to track progress across your workforce

Performance cycle administration

Create recurring or ad hoc reviews to be used within your business

Performance review completion

Review an individual's strengths, weaknesses and working potential in line with their objectives

Performance history

View and compare employees' historical performance results

Peer recognition - feedback

Employees can be rewarded feedback points by fellow colleagues and managers

360° feedback

Employees can send 360 feedback requests to nominated managers and subordinates within their review process.

Skills framework

Skills are the ability to perform a specific activity with a specific level of competence, usually specific to a role. These can be self-endorsed and endorsed by colleagues

Talent profile

Personal choices that may impact talent management decisions e.g. willingness to relocate, desire to progress

Competency framework

Our competency framework provides structured models that define the skills, knowledge, and behaviours required for employees to perform effectively in their roles, helping organisations align workforce capabilities with business objectives and improve performance management

Benchmarking and succession

Identify your talent pool and view your colleagues' potential rating vs current performance via the 9- box grid, bar and summary chart. Management of succession planning as part of talent management processes

Learn

Course administration

Manage training plans and courses, schedule training sessions and manage from one simple dashboard

eLearning (SCORM)

Surface content such as interactive videos, online test and SCORM compliant eLearning within the employees road map

Search & enrol

Employees, managers and administrators can enrol on training courses based on their role

Knowledge test builder

Create knowledge tests to verify your teams knowledge within the business

On the job assessments

Assess employees in real-time and on the move with the ability to view instant results

Training record

Ability to view an employees training progress within their role

Configurable learning pathways

Simple and intuitive view for employees and managers of their training roadmap including real-time progress

Waitlisting

Manager and Administrators to review training demand for particular training courses via manage waitlists