

Customised solution impresses the train manufacturer

Introduction of Time recording software is also a question of security

Bombardier, the train and aircraft manufacturer, was established in Canada in the 1930s and currently has a global workforce of over 64,000 across the different divisions. As a result of large investments in infrastructure and in new technologies, the facility located in Crespin, France has grown in significance in the rail sector.

Bombardier has been working with the primion's Belgian subsidiary GET at several locations since the end of the 1980s and was using the Tempus Time recording system until the successor software, XTremis, was introduced in 2010. The extensive range of functions offered by XTremis that fulfilled all the specifically defined requirements, was what convinced the train manufacturer to make the change.

The implementation of the new system presented GET with a big challenge. As wages and salaries had to be calculated based on the pattern of hours worked, some clever modifications were required because of the different types of employment and working models. Many of the application's standard parameters has to be adjusted to Bombardier's specific requirements, resulting in a tailored solution that met all expectations.

The staff record their working times at the Falcon card readers that are installed across the site. Different working models are used depending on the different employment contracts. Previously, employee who worked a three-shift system, earlies / lates / nights, had worked fixed hours. XTremis now made it possible to

implement flexible working hours, whereby the administration is done automatically through the calculation rules and counter functions integrated in the software.

The management at Bombardier also record the start and end of their working time since the introduction of the new system, which was an important criterion for the train and aircraft manufacturer, as about a third of the workforce is made up of management. Thanks to the objectivity of the data created by the Time management system, company managers now have the necessary creative leeway to be able to correct situations that deviate from the standard.

The fact that XTremis handles the administration of overtime makes life a lot easier for HR. The overtime hours that are recorded in the system are assigned on an individual basis and the correct salaries are automatically generated, which guarantees error-free remuneration. Because of Bombardier's special requirements, the flexibility of the integrated Time management system brings genuine added value.

For example, HR uses a Web module for the decentralised management of absence times. This tool automatically transfers the responsibility to qualified persons, usually line managers, who can evaluate specific requests.

They approve or refuse requests for overtime or vacation, and process





calculation queries, etc. Staff can request vacation or check their vacation balance and their overtime account using the Web module. Employees who do not have access to a PC can use one of the freely-available PC terminals that are located at central locations within the site. This allows HR to carry out a lot of tasks centrally. If there is no booking for an employee on a specific day, a check can be made centrally as to whether perhaps, an absence code was missing.

The Health department that is set up at Bombardier looks after sick notes. The complete health management function is based on the automatic daily reports that XTremis produces. Once an employee resumes work after a period of illness, he can be requested to go for a check-up. The lists are created by the Time management system and also offer the option of creating lists of employees who have reported in sick or who already have a certain number of days of absence.

The security factor also plays an important part for companies like Bombardier. If there is an emergency, thanks to the presence recording the company can produce a current and complete presence list very quickly. The significance of this should not be underestimated if there has to be a site evacuation, and is a further example of the provision of protection for people and assets.

