

# IMPERAGO

it's about time

# hfx

PART OF ADVT GROUP



# Imperago™ for Metals & Mining

Transforming Workforce Management in Metals & Mining



Metals & mining operations demand precision, safety, and workforce resilience — from extraction and processing to refining and distribution. For HR teams and line managers, this means balancing strict compliance, complex shift coverage, and workforce visibility across often remote and high-risk environments.

HFX Imperago is a flexible, cloud-based Workforce Management platform trusted by organisations across the metals value chain such as **Swiss Steel International, Valbruna UK Limited, Meridian Steel Ltd, Reazn UK Ltd, Medway Galvanizing Company (Joseph Ash Medway Ltd), and Newbrel Ltd** to streamline operations, strengthen compliance, and control labour costs.

The HFX Imperago Cloud solution is used by 500+ organizations across many sectors such as metals & mining, manufacturing, logistics, education, public sector, and food production. Its modules — Time & Attendance, Rota Management, Flexible Working, Budgeting & Forecasting, Employee Self Service, Integration with HR & Payroll and multiple clocking devices — deliver fast ROI and operational agility.

To find out more about HFX and our solutions please call **0330 122 7200**  
email [salesteam@advt-group.com](mailto:salesteam@advt-group.com) or visit [www.hfx.co.uk](http://www.hfx.co.uk)

# Real-World Results in Metals & Mining

- HR teams have moved large, distributed workforces from manual timesheets to Imperago, **integrating seamlessly with payroll and HR systems**. Payroll preparation time reduced from hours to minutes — eliminating errors, disputes, and end-of-month pressure on HR teams.
- Line managers in plant and site environments have **replaced paper-based and spreadsheet-driven scheduling with automated rota management**. This improves shift coverage, reduces last-minute gaps, and removes the daily firefighting associated with absence and overtime.
- **Self-service functionality** empowers employees to manage holidays and shifts directly, significantly reducing HR admin workload and constant manager interruptions — particularly valuable in 24/7 operations.
- **Customers report ROI within months**, alongside substantial payroll savings. Automation of overtime, absence, and shift management removes manual processes, while Roll Call functionality enhances workforce visibility and safety during emergency evacuations.



## HR & Line Manager Pain Points

- Constant firefighting to cover shifts in 24/7 operations
- Lack of real-time visibility of workforce across sites
- Manual timesheets and spreadsheets creating payroll errors and disputes
- High administrative burden from employee queries and data corrections
- Difficulty maintaining compliance with working time and safety regulations
- Overtime costs spiralling due to poor workforce visibility
- Managing a dispersed workforce across multiple or remote locations



# Why HFX Imperago is Ideal for Metals & Mining

Metals & mining organisations place heavy operational and administrative pressure on HR teams and line managers. Imperago directly addresses these challenges:

- **Compliance pressure on HR:** Managing health & safety regulations, working time rules, and audit requirements across multiple sites and jurisdictions
- **Lack of real-time visibility for managers:** Difficulty knowing who is on-site, late, absent, or working overtime — especially across remote or hazardous locations
- **Complex shift planning:** Rotating shifts, skilled workforce dependencies, and 24/7 operations make scheduling time-consuming and error-prone
- **Manual processes creating risk:** Spreadsheets and paper-based systems lead to payroll errors, compliance gaps, and employee disputes
- **High admin burden:** HR teams handling repetitive queries about shifts, holidays, and hours worked
- **Operational disruption:** Last-minute absences creating coverage gaps in safety-critical roles



## Core Features and Metals & Mining Specific Benefits



### TIME & ATTENDANCE

Accurate, auditable records with several clocking options including biometrics — reducing payroll disputes and ensuring site accountability



### ROTA & SHIFT PLANNING

Simplifies complex scheduling for line managers, reducing time spent managing rotas and filling gaps



### FORECASTING & BUDGETING

Helps HR and operations align workforce levels with production targets, shutdowns, and demand cycles



### ABSENCE & FLEXITIME CONTROL

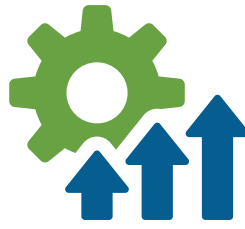
Automates absence handling, reducing disruption and removing manual intervention from managers



### EMPLOYEE SELF-SERVICE

Cuts HR admin by enabling employees to manage their own schedules, requests, and availability





## Impact Metrics

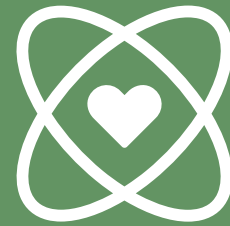
- **Minimum saving of around 2% of overall payroll cost in annual management time savings**
- **Up to 50% faster payroll processing — reducing HR workload and stress**
- **Significant reduction in overtime and unplanned shifts through improved manager visibility**
- **Reduced HR queries and emails via self-service — freeing up time for strategic HR activities**

## Value Proposition Summary

Book a tailored demo to see how HFX Imperago can streamline your workforce management strategy while addressing the real challenges faced by HR teams and line managers in metals & mining.

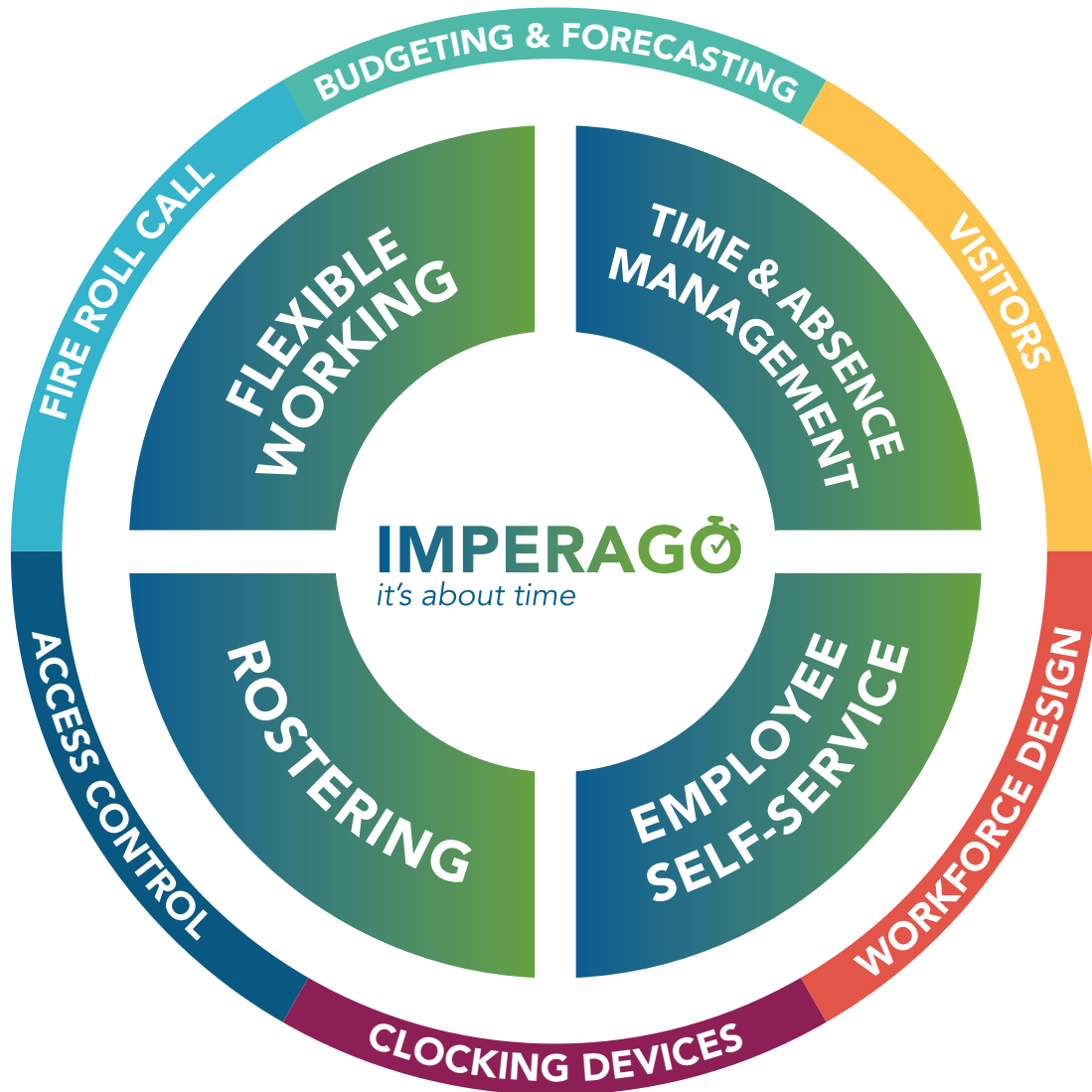
Whether you're extracting, smelting, rolling, or finishing, we'll help you optimise your most valuable asset: your people — while reducing admin, improving compliance, and giving managers the visibility they need to run efficient, safe operations. HFX Imperago gives metals & mining organisations a scalable, cloud-based workforce solution that:

- **Reduces HR administrative burden and payroll complexity**
- **Gives line managers real-time control and visibility of their workforce**
- **Improves compliance & safety in high-risk environments**
- **Boosts operational flexibility across sites and shifts**
- **Enhances workforce transparency and engagement**



**BOOK A LIVE DEMO**

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## ABOUT HFX

HFX has spent more than 50 years developing, improving and refining its SaaS Cloud Workforce Management solution comprising Time & Absence, Flexitime and Rostering.

Installed in over 500 companies of all sectors and sizes, it is a powerful, robust yet easy-to-use and quick-to-configure solution. It integrates seamlessly with all HR and payroll systems and is easy to maintain with no hidden costs.

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