

**hfx**  
*it's about time*

PART OF  GROUP

# REACH NEW HEIGHTS WITH HFX IMPERAGO

EMBRACING A NEW WORLD OF WORK  
WITH SAAS CLOUD WORKFORCE  
MANAGEMENT SOLUTIONS



**TIME & ABSENCE MANAGEMENT | EMPLOYEE SELF-SERVICE | FLEXIBLE WORKING | ROSTERING**

BUDGETING & FORECASTING | WORKFORCE DESIGN | INTEGRATED DOOR ACCESS CONTROL  
VISITOR & CONTRACTOR MANAGEMENT | CLOCKING DEVICES | FIRE ROLL CALL

# hfx Imperago

A full SaaS cloud workforce management solution to fit all **companies – any size, any sector**

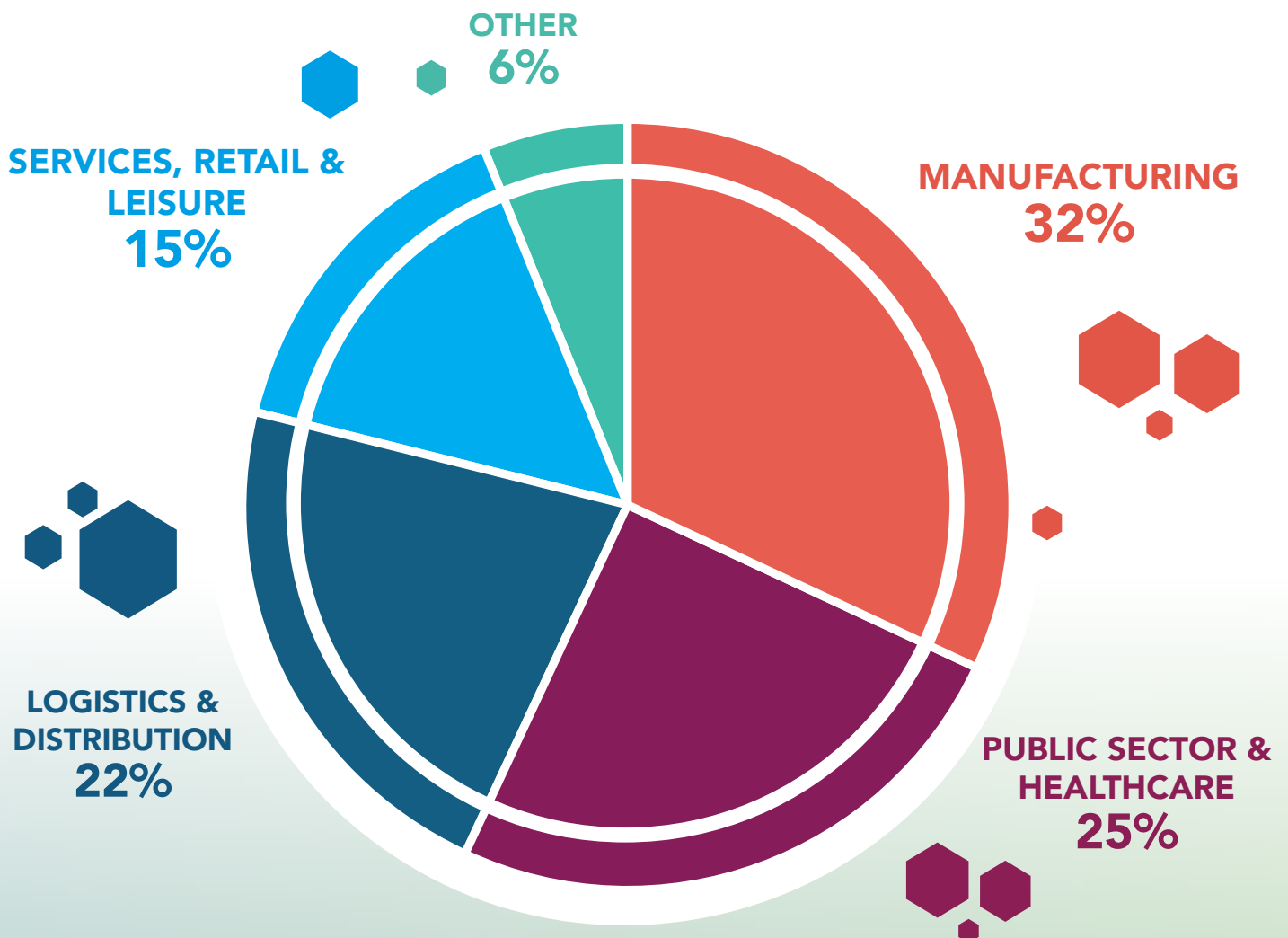


# WHO ARE hfx?

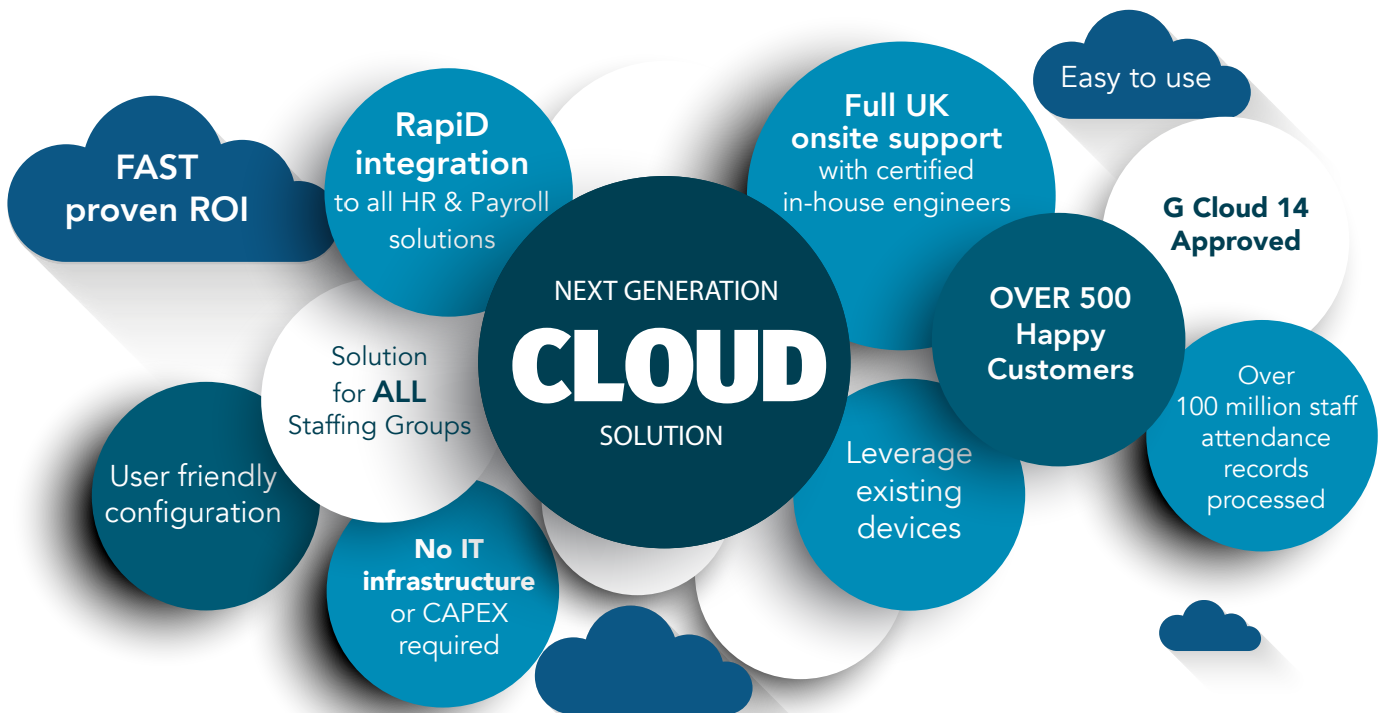
HFX specialises in Workforce Management software with core modules of Time & Absence Management, Flexible Working, Rostering & Employee Self-Service. The company was established over 50 years ago and has over 500 customers of all sizes and in all sectors.

HFX is part of the AdvancedAdvT Group - an international software solutions provider specialising in workforce management, finance, business operations, and compliance.

- We can show proven savings that our leading edge SaaS Imperago solution has given to our Customers
- Fully UK based operation. This means our product development is much faster than our competitors and we can provide a dedicated customer support service
- Over 500 customers rely on us every day for their attendance and absence recording, staff scheduling and payroll preparation.



# WHY CHOOSE hfx



## SEAMLESS INTEGRATION

Full seamless integration with all third party Payroll & HR systems

HFX's IMPERAGO seamlessly integrates with all mainstream Payroll & HR systems



deel.

Frontier software

access PeopleHR



HiBob

cezanne

moorepay  
Payroll & HR Solutions

IRIS

zellis

cascade

bamboohR™



iTrent

people first

naturalhr

# Over 500 customers rely on our workforce management solution to manage their staff daily



# CLIENT TESTIMONIALS

At HFX we make our customers our top priority from the day they become part of the HFX family, through Implementation and onto Support. Hear directly from our customers as they share their experiences with HFX, in their words, not ours...



## IDVERDE SUCCESSFULLY ACHIEVES £2MILLION ANNUAL PAYROLL SAVING WITH HFX IMPERAGO

"The robustness of the Imperago solution is impressive – the connectivity and lack of outages are excellent.

"Why did we take so long to do this?"

**Sean Mitchell,**  
*idverde Project Manager*



## BUFFALOLOAD CUTS YEARLY PAYROLL COST BY 1%, SAVING OVER £105K PER ANNUM, WITH HFX IMPERAGO

"The whole experience was pleasurable. There was a good team relationship between Buffaload and HFX and the configuration consultant was helpful, honest and good at offering solutions to the more challenging configuration requirements."

**Lesa Nicholson,**  
*Head of People at Buffaload*



## HFX IMPERAGO HELPS BLUE DIAMOND ACHIEVE ANNUAL STAFF COST SAVING OF £350K!

"HFX have delivered a solution that meets our needs, improved efficiency and delivered on the ROI, they are always improving the system and are responsive to feedback.

"In my opinion HFX are a good supplier and definitely a partner to approach when considering a time and attendance system."

**Wesley Haywood,**  
*Group Operations Manager at Blue Diamond*



## HFX IMPERAGO HELPS CROWNLEA ACHIEVE £20K SAVINGS PER ANNUM ON PAYROLL PREPARATION



“HFX have been great in the amount of time they have saved us and in the improvement in accuracy in hours for paying our staff.

“The project implementation was good and our project manager ironed out any issues quickly.

“HFX Support has been great; they always get things resolved quickly.”

**Martin Holmes,**  
**Group Payroll Manager at Crownlea**



## SMALLBONE OF DEVIZES ACHIEVES £240K ANNUAL PAYROLL SAVINGS WITH HFX IMPERAGO

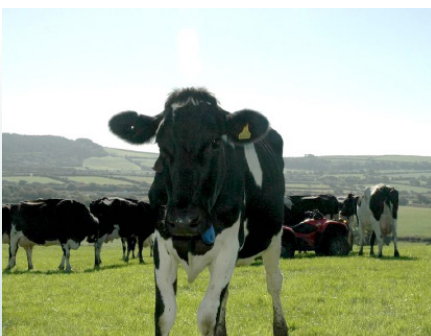


“We are very impressed with our estimated 9 months ROI for the Imperago Solution. Not only did we manage to achieve what we wanted to save but the system has gone beyond that. We have been surprised by the extra efficiencies.”

**Andy Payne,**  
**Group IT Director at Smallbone of Devizes**



## DAIRY PARTNERS SAVES AN ESTIMATED £30K YEAR ON YEAR ON MANAGEMENT TIME



“We are very happy with how the interface is working.

“The interface with Dairy Partner’s HR system is a clear benefit saving considerable time in the payroll preparation and giving the HR managers confidence that the data is accurate.”

**Jackie Tribbe,**  
**HR Business Partner at Dairy Partners**

# TIME & ABSENCE MANAGEMENT

Accurate data for fast payroll preparation is crucial. This can only be achieved with a well-developed and fully configurable tool for time and absence management.

HFX has spent more than 50 years developing, improving and refining its Time & Absence Management module. Installed in over 500 companies of all sectors and sizes it is the most powerful, robust yet easy-to-use and quick-to-configure solution currently in the market.

In addition, it is extremely easy to maintain with no hidden costs.

Proof of this are the numerous customer testimonials with quoted tangible savings being made year on year post implementation.



## BENEFITS

**Elimination** of errors, time theft and fraud

**Reduction** in lateness, absence and overtime

**Extensive** reporting and dashboarding

**Accurate**, automated timesheets and payroll process

**Ensure** compliance against the Working Time Regulations

**Capture** productivity, tasks and activity by time or cost

**Multi-Site**, multi-country and time zone compliant

**Leverage** the entire suite to cover all staffing groups, student workers, agency staff, contractors, remote workers.

**Reduction** in administration costs

**Gain** valuable real-time insight into staff deployment & activity.



# EMPLOYEE SELF-SERVICE

Guarantees huge time saving to HR and Payroll teams resulting in faster payroll preparation and is proven to increase employee satisfaction.

## Why do HR and Payroll departments love Employee Self-Service?

Because it saves a huge amount of time and ensures faster payroll preparation. It requires little to no training and is fast to roll out.

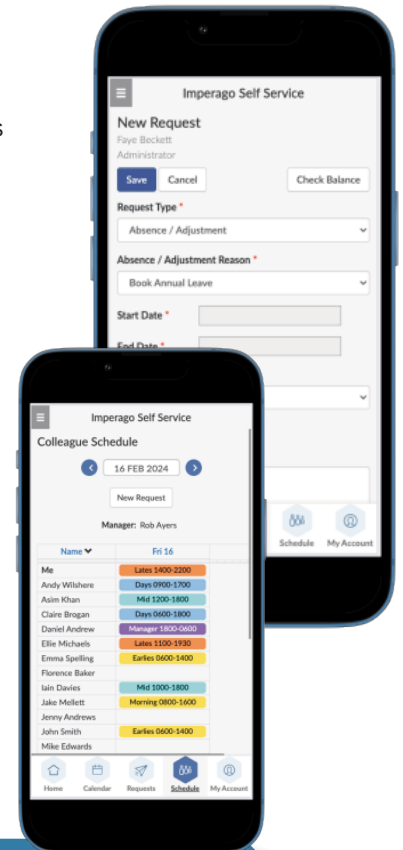
**How?** The Employee Self-Service module significantly reduces the volume of emails and calls to the HR and Payroll department. It also enables staff to resolve exceptions relating to absence online through Employee Self-Service. Employees can consult all their personal information on time worked, absence, holiday, balances of hours, published schedules and they can also manage changes to their schedule without having to contact HR.

## And Also...

## Why do employees love the Employee Self-Service?

Because it is easy to use and intuitive and they can obtain information about their working hours, holidays, absences and schedules 24/7 from any location in real-time without bothering the HR department or being restricted to office working hours.

They can also book holiday or absence outside of working hours without having to wait for the HR department to be back in the office, because the system does an auto-check as to whether the request would leave the department short staffed or unable to meet work demand.

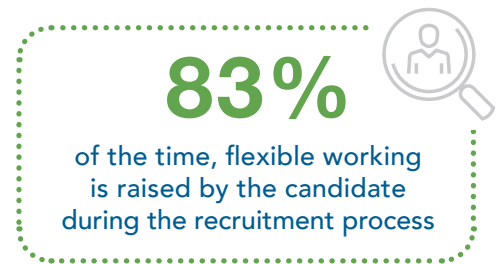


## Main Features:

- Holiday management
- Holiday requests
- Consult balances: hours worked, overtime, holiday taken and pending etc
- View work Schedules/shifts
- Manage your schedule: shift changes, publish availability
- Manage outstanding exceptions
- Messaging and notifications.

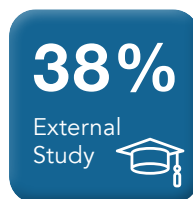
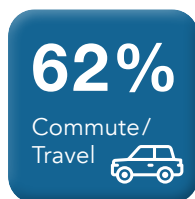
# FLEXIBLE WORKING

As we all move to a 24/7 culture, organisations need to find a way to become more agile in order to meet customer demand and help employees with their work/life blend. Increasingly technology is blurring the boundaries between work and home life, and this same technology is enabling an ultimately more flexible approach to work.



## Flexible Working Reasons

Responses given in order of importance



HFX is the only Cloud SaaS Flexitime system which can fully handle the patterns resulting from employees working truly flexibly for a blended work/life.

## Flexible workforce = Increased Staff Engagement and Improved Service Delivery

Numerous studies prove that flexible working is a benefit to the business and to the employee. HFX Imperago can help you to meet staff expectations to work more flexibly and increase staff productivity and engagement. Benefits include:

- Increased staff motivation & engagement
- Reduced staff turnover and absence
- Supports latest employment legislation
- Increased work/life balance
- Reduces staff costs
- Increases productivity

A pure web based product, HFX Imperago is intuitive to use, provides self service options for staff and runs on any tablet, PC or mobile.

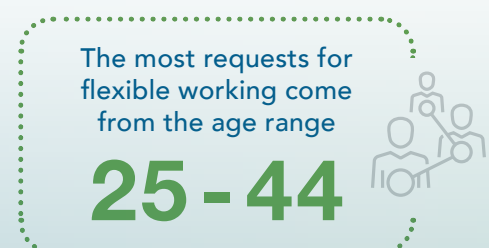


## Configuration and Clocking

HFX Imperago can be configured to meet exact requirements and supports unlimited number of working patterns supporting flexitime and any other form of flexible working. The system handles clocking in and out information from a wide range of sources. Staff can clock in from terminals, via their PC or smartphone. Tokens, cards or fobs used for access control, car park entry, vending or printer management can also be integrated with the HFX timeclocks if required.

## Integration and Fully Managed Cloud Option

HFX Imperago uses an advanced integration module to connect to main HR, Payroll and ERP solutions. HFX has over 50 years' experience of integrating with 3rd party applications and can provide bi-directional or one-way integration. Our managed Cloud service delivers the solution to any device, in any location, securely with optimal performance and 99% availability.



# ROSTERING

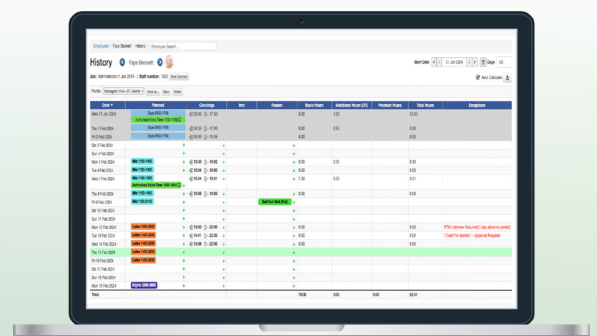
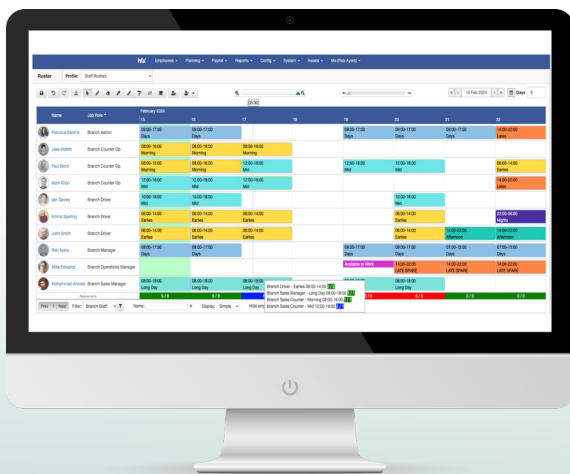
Guarantee you have the right **people**, on the right **job**, in the right **place**, at the right **time** and with the right **equipment**.

Imperago Rostering is a huge time saver! Why? Because you can plan your schedule or roster by any factor you wish such as location, department, skill, job contract, production line, time, equipment...the list is endless. Imperago Rostering also gives you the cost of your roster in real-time.

## 6 reasons why Imperago Rostering is unique compared to other Rostering products on the market.

- 1. Easy to use:** Imperago Scheduler is designed so that as well as having fixed rosters, managers can also change around shifts as they wish e.g. move a person to another job role at another time.
- 2. Make informed decisions:** Imperago Scheduler shows you real-time budget information and cost forecasts and how any changes you make to the staff schedule would affect these.
- 3. Rapidly manage and fill gaps in the roster:**
  - Staff can publish their availability for work in the Employee Self-Service module which can be viewed in real-time at any time by managers needing extra shift cover.
  - Managers can broadcast to staff any shifts which they need covering using the Employee Self-Service module, email, SMS etc
- 4. Manage, schedule and view staff rosters** or work schedules using advanced filters: view by location, job role or location and job role, production line, person, department, etc
- 5. Staff can make their own roster changes using Automated Shift Cover:** Staff can make absence or shift change requests and provided the request does not break any fixed requirements regarding required skill level, staff numbers etc, then the system will automatically authorise the request thus saving manager time.
- 6. Real-time Roster auto-check:** when a manager is making changes to the rosters or work schedules, the system is constantly checking in realtime if any rules are to be broken by making these changes and will alert the manager at the time of trying to make the change.

In other Rostering systems, the changes have to be made and then a manual validation process is activated and only then can the manager see what rules have been broken and so has to go back and modify the whole roster.



# ADDITIONAL MODULES

More available modules to optimise your business performance.

## BUDGETING & FORECASTING

**Imperago Budgeting & Forecasting is a powerful tool which uses your internal staff costings to accurately forecast the labour cost of planned rosters and schedules in real-time. It also enables you to simulate scenarios/workloads showing the labour costs, and flagging if you are over/under budget.**

- Simulates the cost of different staffing patterns based on planned workloads in real-time
- See costs in real-time of the different scenarios you run and see at a glance if you are within budget or exceeding it
- Provides real-time cost information and options for reviewing the costed budget data: Budget by client, job, agency, cost centre, production line etc
- Authorised access to budget costing reports and information.



## WORKFORCE DESIGN

**HFX Imperago enables highly efficient rosters to be created in minutes that not only meet the needs of the business but also provide staff-friendly patterns to work.**

- Simple 6 step process to create an optimised roster in minutes
- Super fast processing enables almost immediate results
- Ability to cost the plan and any shortfalls / overtime
- Ability to decide whether to fill peaks with overtime or additional headcount
- Ability to build in headroom for holiday, absence, training
- Exports to 3rd party Rostering and Time & Attendance systems.



# CUSTOMER SUPPORT

At HFX our support is staffed by real humans, not bots, right from your first contact.



We are proud of our service record and customer support, and that we provide help with real HFX team members. We do not have a traditional first line support system; all our staff are fully trained and often close calls on first contact. Our staff have between 10 and 20 years' experience in Workforce Management so are able to address issues quickly and effectively.

We have invested significantly in our service engineers and support tools, so customers can always rely on our support whether through email, web portal or via telephone we provide a highly rated service. Every customer is asked to rate and comment on the service they have received.

The customer has the choice to rate their interaction as "Not Good", "Just OK" or "Awesome". We track and review this feedback every month, and over a year we have a 95% "Awesome" rating.

Our onsite engineers based throughout the UK are highly qualified engineers and all hold the following 3 certificates:

1. **ECS Cards** - The Electrotechnical Certification Scheme is the sole ID and competence card scheme for electrotechnical operatives in the UK
2. **SSSTS Certification** – Site Supervision Safety Training Scheme for the Construction and Civil Engineering Industries.
3. **CPD Certified Asbestos Awareness Certification**

HFX is also **Safe Contractor Approved** and offers full UK coverage and support to our 1,500 customer sites.

“ I would like to thank HFX for their attention and prompt resolution to this issue. It has saved a lot of staff time carrying out a manual booking input exercise. ”



“ Gold standard as always. Thank you! ”



“ Great customer service as usual. ”

“ As usual, a quick response provided and a solution to the problem implemented in a very timely manner. ”

“ Your engineer arrived early and managed to fix the problem on what is a very old machine. ”



“ Very prompt and efficient service. ”

“ As always, a prompt reply and assistance. ”

“ We always receive a prompt response. Excellent! ”

“ An excellent customer service! ”

“ HFX Support has been great; they always get things resolved quickly. ”

**Crownlea Group -  
Martin Holmes, Group Payroll Manager**



“ “I can't really fault them, they have been brilliant!” ”

**Cromlix Hotel  
Andy Oram, Financial Controller**



# DATA COLLECTION DEVICES

HFX supply, install and support all of our own devices. We are the only UK Workforce Management provider that not only provides this wide range of devices but who are also experts in installation and support, with engineers located UK wide.

In addition, HFX provides a whole range of badge printing and bureau services where customers elect for a card solution.

HFX can also help you to save costs by integrating to your existing devices.

## OUR DEVICES



### HFX FACE & PALM

#### FACE & PALM RECOGNITION

Touch-free terminal recognising the employee's face or palm when positioned in front of the terminal. Totally touch free with rapid recognition speed. Dust tight and water resistant.



### HFX4GLASS

#### CARD / FOB READER & FINGER RECOGNITION

Premium terminal 100% made in Italy. Elegant and robust 'push to cloud' Time & Attendance Terminal offering exceptional reliability.



### HFX QR READER

#### QR CODES

Low cost device free solution. Employees can use their existing mobile phones to clock in/out without the need for application to be installed.



### HEXONE

#### CARD, RFID, FOB READER

Employees use a card to register time, optionally they can view their flexitime balance. Audio function: welcome and goodbye. Clocking direction assist.



### HFX 401 FACE READER

#### FACE RECOGNITION

Employees present their face to register time, and for quick and easy access.



### HFXV3

#### CARD / FOB READER & FINGER RECOGNITION

Hybrid-Biometric Access Control Terminal with Finger Recognition for efficient access.



### HFX 800

#### CARD RECOGNITION

Multi-tech card terminal designed for outdoor applications. Waterproof and vandal-proof.

**hfx**  
*it's about time*

PART OF  GROUP



**Contact us...**

[hfx.co.uk](http://hfx.co.uk)

**0330 122 7200**

[salesteam@adv-t-group.com](mailto:salesteam@adv-t-group.com)