

Organisation: CRH



Overview: CRH is Ireland's largest company by turnover and was formed through a merger in 1970 of two leading Irish public companies, Cement Limited (established in 1936) and Roadstone Limited (1949). The newly formed group was the sole producer of cement in Ireland, and the principal producer of aggregates, concrete products and asphalt. Since that time, CRH's strategic vision has been to become an international leader in building materials, delivering superior and sustained shareholder returns. The success of this strategy has made CRH a group with sales in 2003 of €11 billion from over 1,500 locations in 22 countries.

Number of Employees: 54,000 world wide

Core Modules in Place: CorePay, CoreTime, Core Business Intelligence, CoreDBA

Implementation Date of CorePay: 2005

Challenge: Due to their large and varied workforce, CRH needed a flexible solution to cater for their changing work patterns and pay rules for both onsite and off site employees.

Solution: A key requirement for CRH was the implementation of a fully integrated solution. Because CoreHR is modular by design CRH were in a position to tailor the Core solution to their requirements in the knowledge that whether they selected one or all of the Core products they were being provided with a fully integrated system.

Benefits:

- Improvement in the speed and efficiency of CRH's entire payroll process
- CorePay solution's ability to manage CRH's various payment schemes efficiently and cost effectively proved a major advantage. In addition to paying CRH's staff on time CorePay also manages CRH's sick pay scheme, holiday supplement, Christmas bonus calculation, share participation and meal allowance.
- Reduced duplicate data entry, minimising the risk of errors.
- CorePay is fully integrated with Core's time & attendance solution, CoreTime. This allows CRH to directly feed approved standard and overtime hours from CoreTime to CorePay, ensuring all worked hours are reflected accurately and instantly in an employee's payslip.