



core | ROSTER

Organisation: DePuy



Overview: DePuy Ireland Limited is a Johnson & Johnson company based in Cork. DePuy work in partnership with healthcare providers to improve people's lives through new and better treatments for musculo-skeletal disorders. DePuy occupies the leading position in numerous international markets as a result of a universal commitment to product and service excellence.

Core Modules in Place: CoreRoster, CorePay, CoreTime, CorePersonnel, CoreAccess and Core Employee Self Service

Implementation Date of CoreRoster: 2005

Challenge: To provide a simple and easy to use employee scheduling solution for one of the worlds leading manufacturing and research and development pharmaceuticals.

Solution: Core created a flexible, tailored solution that replaced manual record-keeping and data entry with an automated workforce management system, in the process strengthening the accuracy and efficiency of DePuy's entire administrative chain.

Benefits:

- Due to the nature of DePuy's business, employee work patterns vary greatly, from hourly-wage-earning warehousing and manufacturing personnel, part-time workers, commissioned salespeople and salaried employees, all of whom pose unique workforce management problems. Since the implementation of CoreRoster all staff are now rostered simply and efficiently with the primary focus placed on reducing non essential overtime. As a result DePuy have seen a marked reduction in their overtime expenditure.
- The pharmaceutical industry, like many others, is heavily regulated by health and safety legislation relating to employee working hours and levels of competency. With CoreRoster in place, DePuy supervisors can rest assured in the knowledge that they are creating schedules that guarantee employees are not breaching the EU Working Time Directive and that the required level of skills are available on site at all times. Any breach in legislative rules is flagged by the system upon its creation and supervisors are given the opportunity to replace a breach causing employee with a suitable employee chosen from a system generated available staff list.
- CoreRoster is fully integrated with other modules of the CoreHR solution including CorePay, CoreTime, CorePersonnel and CoreAccess allowing DePuy to ensure the consistency and integrity of information across the entire organisation.