

# ISGUS

No. 36

# News

**ZEUS<sup>®</sup> X MOBILE**  
THE NEW **MUST-HAVES**

**HANNOVER MESSE**  
**INDUSTRY 4.0**

**ALLPORT CARGO SERVICES LTD.**  
IN LEICESTER USES **ZEUS<sup>®</sup>**

**Plukon Food Group:**  
Economical  
Outsourcing in the  
ISGUS Cloud

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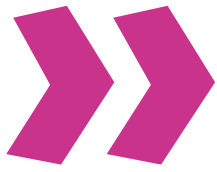
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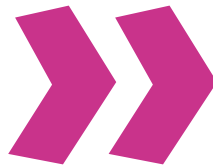


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ZEUS® X Time Management supports just-in-time deliveries

# PREFACE



Sylvia Martin-Knoch, ISGUS Export Manager

Dear Reader,

A very successful 2018 for ISGUS seamlessly continues into 2019. The obvious efforts of companies, public authorities and other organisations to improve and digitise their processes and systems continues without slowing down.

Creating a „fit for the future“ for themselves and concentrating on their core business, the number of customers deciding to host their ZEUS® solution in the ISGUS data centre is growing tremendously. Today the attendance of 37.000 employees worldwide is being calculated in the ISGUS Cloud.

Our SaaS customers are companies from SME's to multinationals, from 25 up to 10.000 staff and from across all industries. As a consequence, their requirements are many, varied and not limited to Time & Attendance only. The ZEUS® modules Access Control, Staff Planning, Job Costing and Plant Data Collection are also available as „Software as a Service“ hosted in the ISGUS datacentre.

In this edition, read about our customers PLUKON food group and Allport Cargo Services Ltd., and how they benefit from an ISGUS solution, about our latest innovations on our ZEUS® X mobile App, and a lot more.

As always, we wish you insightful and interesting reading!

Yours sincerely





## ECONOMICAL OUTSOURCING IN THE ISGUS CLOUD

The Dutch Plukon Food Group is one of the largest poultry processors in Europe with 8.5 Mio butchered chickens per week. The Plukon Food Group consists of 18 subsidiaries in the Netherlands, Germany, Belgium, France and Poland with 6.600 employees.

Plukon offers fresh and deep-frozen poultry, convenience foods and poultry sausages which are delivered to retail companies, bulk consumers and catering trade. In cooperation with the ISGUS subsidiary in Osnabrück, Plukon has implemented ZEUS® Time & Attendance and Access Control as Software as a Service (SaaS) for 3.000 employees within 4 of its 5 German subsidiaries in the past year. In doing so, Plukon has relocated the backup, update and maintenance of its data to the ISGUS data centre in the ISGUS headquarter in Villingen-Schwenningen, Germany.

For Plukon, ZEUS® is not unknown to them. At the Friki Storkow site, they have used the ISGUS ZEUS® system since 2005. ISGUS sales representative Bastian Peucker had always wanted to gain the interest of the Plukon site in Visbek to have a ZEUS® system; Stefan Berning, Network Manager at Plukon, already knew of the ZEUS® solution from the installation in Friki Storkow and was looking for an outsourceable Time & Attendance and Access Control software to replace the outdated software installed in Visbek. Bastian Peucker cold called Plukon and that was the beginning of the successful business relationship between ISGUS and Plukon.

### Economical Outsourcing

Of course, Plukon investigated ISGUS competitors, but ISGUS was the only one offering Software as a Service as a pre-requisite of Plukon's requirements: The customer no longer hosts the software solution in its own IT, but in the ISGUS Cloud. So they no longer need to look after computing environment, database licenses and operating systems. Also the full technical administration is part of the SaaS services. This ensures more transparency in the IT budget and improves the cost structure.

Simultaneously Plukon benefits from the data availability and high data security and can therefore fully concentrate on its core business. „Plukon in general is a very cloud orientated business. The Time & Attendance software is not the first product that we have outsourced. SaaS provides us with a clear cost overview and what costs to expect. You don't need to reserve any resources for a later growth. Plus, the risk of a system failure is passed on and we don't need to look for backups or server maintenances for administration, installation etc. Furthermore, all T&A data is centrally accessible from each Plukon location“, summarises Stefan Berning. Some of the reasons that led to the decision for the

ISGUS SaaS solution as follows: „We can easily outsource T&A and Access Control as we don't generate any income with it. It is not our core business and outsourcing does not include any business-critical data“, emphasises Stefan Berning the meaningfulness of outsourcing. The requirement corresponded completely with the solution offered by the ISGUS team in Osnabrück, who presented itself as technically versed, flexible and service oriented.

#### **Implementation during ongoing production**

The ZEUS® T&A and Access Control roll-out happened during July and December of 2018, and throughout ongoing production. Accordingly, the installation of the Access and T&A terminals happened on Fridays and during weekends.

„We always chose to make the installation during a weekend at the beginning of a month, so that we had to rework only few days which were booked in the old system“, said Stefan Tholen, Senior Application Manager at Plukon, about the smooth timings of the hardware installation. They never worked parallel with two systems: After the ISGUS terminals had been installed, only ZEUS® was used for T&A and Access Control bookings.

#### **Transparent working times**

Plukon uses the SAGE payroll system. ZEUS® automatically exports a file with all required information which is imported into the Sage payroll program. Via the ZEUS® interface fully automated reports reach the requested target location.

The digital transmission of the Plukon payroll data currently has to reach five companies at three different locations separately. „The handover of the payroll data from ZEUS® facilitates the supervision of working times. Remembering the paper chase, today everything is done automatically and the error bookings or problems are displayed in real-time on the ISGUS dashboard“, describes Stefan Berning the new transparency with the ZEUS® Time & Attendance software. In the near future, the site in Storkow will be connected to the SaaS solution, to complete the outsourcing project.

### **Sustainability at Plukon**

Sustainability at Plukon means a healthy balance between social desires, environment and profitability. Plukon is a pioneer in the European poultry sector in the areas of animal welfare, animal and human health and innovation.

#### **6 pillars of sustainability policy**

- » Healthy, responsible products
- » Food safety & transparency
- » Animal welfare
- » Animal health
- » Efficient production & logistics
- » Employees and society



### **90 Access terminals at 3 sites**

Plukon has realised the ZEUS® Access Control at three sites. In Visbek and Gudensberg 25 terminals each are installed, in Brenz approximately 40. Some of these terminals are also used for cost centre changes, e.g. if an employee changes the line of production.

### **Booking = Cost Centre Change**

Cost centre change is a leading topic in the production site Brenz. „Frequently, employees change between production lines and departments and on their way to the next department they pass a cost centre or access terminal, present their badge and the cost centre change is made“, explains Stefan Berning the easy and user friendly procedure.

### **Group diary is very well accepted**

An important role at Plukon is the ZEUS® Group diary. It is mainly used in production by supervisors, production managers and head of departments, to see which employees are present and at what time they started – a classical absence. With the Team Manager ISGUS also offers a new functionality to plan absences, enhance working times and modify daily patterns. These are all activities previously carried out by the supervisors.

### **ZEUS® evaluations with high significance**

For the management board at Plukon, the ZEUS® evaluations are of great importance: Whether it concerns the period-end closing or illness statistics. Monthly

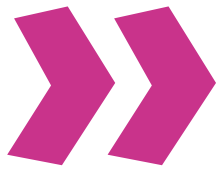


Stefan Tholen, Senior Application Manager at Plukon, Stefan Berning, Network Manager at Plukon and Bastian Peucker from the ISGUS subsidiary in Osnabrueck (filtr). Not shown is Uwe Leifhelm (Technical project manager) with his team, who has accompanied the technical implementation.

statements and cycles are different at Plukon. „Since 2012 we have been part of the Plukon Food Group. Previously, we were autonomous as company named Stolle. We were family owned and owner operated, this has changed. We used to make monthly statements, now we make period ends, which means one year has twelve months but 13 cycles. A cycle ends all four weeks and accordingly at the end of each cycle dialogues are held and all figures are put on the table.

Thanks to ZEUS® we can now see all evaluations of all Plukon subsidiaries in the summary“, concludes Stefan Tholen the high significance of the ZEUS evaluations for the company development at Plukon.





# ZEUS<sup>®</sup> X MOBILE

## THE NEW MUST-HAVES

### BRILLIANTLY SIMPLE - EASY TO USE

Benefit from the latest software functionalities in our ZEUS<sup>®</sup> eXperience Time Management solution with our mobile App. With ease of use for simple handling and up to the minute information.

#### Notifications

By receiving email notifications, you are notified immediately about any booking anomalies or critical time balances, therefore avoiding disappointed employees who have not been advised in time to submit their request for approval. Also, depending on the notification settings made, you can receive email notifications advising you of

changes in planning or pending update tasks concerning electronic locks / transponders, or enabling you to monitor the maximum daily working time of your employees. Choose the notification or event and automatically receive a message in "real time" via the ZEUS<sup>®</sup> screen, via e-mail or simply via push message to your mobile phone. Stay updated with this function and don't ever miss an important message again.

#### Shift swap / Shift market

Your employees are working shifts and you as the shift planner are responsible for the correct staffing levels? There are times when shifts need to be swapped or changed for various reasons.

What previously required a time consuming amount of effort, can now be managed with just one simple mouse click! Simultaneously you keep the overview and control of your shift planning. If an employee wishes to change his shift, other equally qualified employees within the preferred shift are notified via message. After an exchange partner is found and both agree to a shift swap, they are immediately informed and can accept / deny the shift swap request.

If your employees do not have access to a computer, they can easily use this functionality via smartphone or tablet computer.

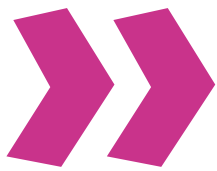


#### ZEUS<sup>®</sup> X mobile plus

If needed, our customers may now use our new app ZEUS<sup>®</sup> X mobile plus. With this app, the user may use the geographical data (GPS) of the phone to generate automatic bookings when entering / leaving a predefined area. Use the app for example for job costing, or quantifiable hours spent within home/ nursing care recording times a nurse needs for various patients.



**ZEUS<sup>®</sup> X**  
**mobile plus**



# YOUNG ISGUS TALENTS



## OPPORTUNITIES TO ENCOURAGE YOUNG PROFESSIONALS

Employees at ISGUS are highly committed and work at a very high professional level. At the same time, ISGUS employ 15 students and trainees with less or no working experience at all, giving them the chance to become a young professional in a successful company.

Every year there is a high demand for apprenticeships and ISGUS are proud to welcome new trainees and students for many years now. Traineeships are offered in the following areas: IT specialists for system integration, application developers, industrial managers and electronics technicians. Students of the dual university gain practical experience for the following studies: economy, technical management and information technology.

Of course, ISGUS also offer various internships for those who do not yet know what they are striving for. In order to facilitate the start into the working life, interns have the possibility to gain first insights into different departments: production, software development, technical support, sales, marketing, export sales, shipping, IT, purchasing, finance & controlling and HR.

### Jobs for Future

With challenging projects, the ISGUS trainees learn how to take responsibility by themselves. One of these projects is organising the participation in a trade fair which is called Jobs for Future. The trade fair takes place once a year and focuses on young adults looking for job opportunities, internships and traineeships.

The ISGUS trainees appoint a project manager and allocate the numerous tasks. Deadlines are set and implementation is monitored at regular intervals. With the help of a mentor they can always address to, the trainees ensure a successful trade fair presence every year.

### Girls' Day

Once a year ISGUS open the doors to give young women insights into the ISGUS world. During this special day, they have the chance to learn more about the company and to inform themselves about occupations which are usually dominated by men: mathematics, computer science, natural sciences and technology. All four areas are enormously important in the development and production of ISGUS systems and we are pleased to introduce the young women to these occupations.



Teamwork: ISGUS trainees preparing the booth for the trade fair "Jobs for Future", a project which is organised by themselves



Discovery tour through the ISGUS museum: sales representative Oliver Kuehling guides the young ladies through the history of ISGUS





# SUCCESSFUL ISGUS PRESENCE IN HANOVER



## LEADING TRADE FAIR IN HANOVER INDUSTRY 4.0

Due to the fact that the CEBIT no longer takes place, we presented our solutions and innovations at the HANNOVER MESSE from 01. - 05. April 2019. The ISGUS team is pleased about many new contacts and the visit of our customers.

ISGUS looks back on a successful trade fair in Hanover. The leading trade fair was themed Industry 4.0, Industrial Automation and Energy. Around 6,500 exhibitors from more than 70 countries presented their latest developments and welcomed more than 200,000 visitors.

At HANNOVER MESSE you met all key technologies and core areas of industry. The spectrum ranged from research and development, industrial automation and IT, through subcontracting, production technologies and services, to energy and mobility technologies.

Following the motto of industrial digitisation, ISGUS presented the latest web-based software solution ZEUS® eXperience, covering today's and tomorrow's requirements for Time & Attendance, Workforce Management, Staff Planning, Plant Data Collection and Access Control.

In industrial environments, the ZEUS® X modules for Job Costing and Plant Data Collection provide reliable processing times, analyses and key figures to streamline manufacturing processes, for increased efficiency and cost advantages. For mobile operation, the ZEUS® X mobile app for all smartphones and tablet PCs is the

ideal solution. Monitor your attendance times, project and processing times with this on-site app. Furthermore, ZEUS® X mobile offers employee-self-service and real-time information for employees and managers, e.g. about presence/absence of team members, holiday entitlements or current time totals.

The entire ISGUS team is looking back on a successful trade fair.





## **ZEUS® X TIME MANAGEMENT SUPPORTS JUST-IN-TIME DELIVERIES**

**Allport Cargo Services Ltd. in Leicester is an affiliate of Allport Cargo Services, a global supply chain, logistics and freight forwarding company. Established in 1963 the company grew over the years to become one of the UK's leading independent freight forwarders.**

Allport Cargo Services provide global, multi-modal, freight and logistics services to companies of every size across many sectors, with a high level of specialisation in retail, fashion and consumer goods. Today Allport Cargo Services has investments in over 20 countries and operates in another 100.

As one of 4 Warehouses & Distribution Centres covering the Midlands, the Bardon Distribution Centre (Leicestershire) with 130,000 ft<sup>2</sup> offers a wide range of special and logistics services e.g. container processing, labelling, pick pack, store packs, bespoke presentation, UK and International eCommerce fulfilment etc. About 250 employees engage every day to ensure each product reaches the customer on time and on budget.

Allport Cargo Services employ both full time and temporary staff via an employment agency. Time recording was done manually by means of timesheets, both labour intensive and open to error. As Rachael Gough, who manages monitoring of hours worked, says „We had issues with transparency and reporting of accurate hours worked and spent a great deal of time and resource in collating data for payroll. We needed a time recording solution, where Allport staff and temporary staff are grouped separately within the software with the employment agency having their own log in to view staff.“

After successful consultations with the ISGUS UK sales team they made the decision to move forward and implement ZEUS® X. The reasoning behind this decision

was influenced by its ease of use, functionality and the ability to add new modules step by step, plus having the ability to extend to further company sites. „I have used a competitor solution within another organisation but much prefer the ZEUS® solution. In addition, acceptance of the solution by our staff has been very positive right from the beginning as errors were eliminated immediately“, explained Rachael.

Installation of the solution (hard- and software) went smoothly and was very carefully managed by the ISGUS UK support team. Today Rachael and her colleagues within the HR department are very happy having the confidence and the ability to monitor in „real time“ hours worked, overtime etc.

In particular temporary/contract workers, who are unloading the containers coming in on a variable/difficult to schedule basis. Printing of e.g. daily/weekly absence reports can also be carried out quickly and easily and transferred to the appropriate shift managers.



Very satisfied with the ZEUS® solution: Chris Pike, sales representative ISGUS UK; Rachael Gough, administrator at Allport Cargo Services Ltd. (fltr)

The decision to extend the system with additional modules (Payroll Export, Staff Planning) and to other Allport sites in the UK is for the Head office to make as and when but „The fact that the system is working so well here can only be a positive thing“, said Rachael.



## ISGUS - AS INTERNATIONAL AS ITS CUSTOMERS AND ITS SOLUTIONS

ISGUS with its close net of distribution partners, its entirely customer orientated and excellent service and training concepts, is your strong and reliable partner now and in the future.

Benefit from our longstanding experience resulting from over 14,000 installations worldwide.



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