



Staff schedule optimisation for the industry



Syntheticis

Dynamically manage the workforce

- **Simplify the development of the staff schedule**
 - By making the best use of the available skills
 - By promoting versatility
 - By depending less on individual memory
- **Comply with legal rules and local constraints**
- **Guaranteeing equity, mastering difficult times**
 - Alternate difficult positions,
 - Balancing overtime hours
- **Anticipate needs and manage unforeseen events**
 - Adjust the number of temporary workers
 - Training in certain skills
- **Around a tool common to all parties**

Challenges for everyone stakeholders



Plant Director

- Equity and social peace
- Compliance with the legal framework
- Optimal use of resources



Head of HR

- Staff development
- Loyalty of temporary workers
- Monitoring of strenuousness



Management Control

- Compliance with budgetary standards
- Analysis of allocated hours
- Monitoring the use of temporary workers



Head of Production

- Production organisation
- Maintenance of versatility
- Reduction in the use of temporary workers



HR Manager

- Managing temporary workers
- Monitoring hours



Head of Quality

- Up-to-date skills matrix
- Authorisations and validations in the position



Head of Planning

- Quick and easy planning
- Less human error
- Validation of leave



Head of Training

- Organisation of training courses
- Coordination with production



Head of HSE

- MSD prevention
- Well-being at work

PeopleForce – Software for the industry

– Assignment to positions

- Under constraints
- Automatic

– Simulations

- Leave periods
- Changes in workloads

– Allocations

- Breakdown for management control

– Reports

– Management of training courses

– Configurable

- Suitable for the organisation of workshops
- Rules set by the manager
- Internal control

– Welcoming

- Multi-users
- Multilingual

– Open

- To the Time management system

– Project

- Licensing by number of managed employees
- Configuration support
- Typical duration of 3 months

Assignment and simulation

— Features and functions

- Line opening management
- Management of the staff availability schedule
- Manual and automatic assignment of staff to positions

— Benefits

- Streamline the construction of schedules
- Approve leave in a consistent manner
- Ensure equity and manage hardship to maintain social peace
- Adjust the degree of versatility to ensure flexibility
- Control the use of hours
- Optimise the use of resources through better collaboration
- Eliminate wasted time

Allocations and reports

■ Features and functions

- Entering the work performed on the basis of the planned assignment
- Automatic calculation of counters
- Report creation wizard: allocations, skills, assignments, events etc.

■ Benefits

- Better analysis of staff time spent
- Traceability of the finished product
 - History of working in strenuous jobs
 - Breakdown of hours by budget item etc.
- Accuracy of meters
- Up-to-date skills matrices

Training management module – optional

– Features and functions

- Structure training plans
- Plan internal, external or online training
- Log training courses

– Benefits

- Ensure the skills of the teams to cover needs
- Organise training without disrupting production
- Have a training plan in place quickly and efficiently
- Effectively share training without wasting time
- Facilitate the administration of training courses



Some screens

Home screen

PeopleForce DEMO3 - Home

2 weeks | 10/26/2020 | Making

Assign Manage Transactions Training Configuration System

Home Opening Calendar by shift Calendar by team Assignment by shift Assignment by team Staff by day Staff by shift Staff by team

Assign

Opening

Opening schedule of production lines with adjustments

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Line 1	M1	M2	M3	M1	M2	M3	
Line 2	M1	M2	M3	M1	M2	M3	
Line 3	M1	M2	M3	M1	M2	M3	

Calendar by shift

Staff calendar according to shift rotation and shift transfers

Staff	Line 21	Line 22	Line 23	Line 24
Abali Michel	M			
Arena Fabrice		Transfer to...		
Bachmann Bill			Transfer to...	
Bachmann Pascal				M
Barnes Alexandre				M

Calendar by team

Staff calendar according to team membership and team transfers

Staff	Line 21	Line 22	Line 23	Line 24
Bachmann Pascal				M
Barnes Alexandre				M
Bachmann Bill				M
Bachmann Pascal				M
Barnes Alexandre				M

Assignment by shift

Assignment of staff to workstations grouped by shift

Staff	Line 21	Line 22
Fischer Nicolas		Fischer Nicolas
Six David		Six David
Bachmann Bill	Bachmann Bill	Bachmann Bill
Karnes Elise	Karnes Elise	Karnes Elise
Arena Fabrice	Arena Fabrice	Arena Fabrice

Assignment by team

Assignment of staff to workstations grouped by team rotation

Staff	Line 21	Line 22
Fischer Nicolas		Fischer Nicolas
Six David		Six David
Bachmann Bill	Bachmann Bill	Bachmann Bill
Karnes Elise	Karnes Elise	Karnes Elise
Arena Fabrice	Arena Fabrice	Arena Fabrice

Assignment by day

Assignment of staff to workstations with shifts side by side

Staff	Line 21	Line 22
Fischer Nicolas	Fischer Nicolas	Fischer Nicolas
Six David	Six David	Six David
Bachmann Bill	Bachmann Bill	Bachmann Bill
Karnes Elise	Karnes Elise	Karnes Elise
Arena Fabrice	Arena Fabrice	Arena Fabrice

Staff by shift

Detailed agenda for each staff member according to shifts rotation and shift transfers

Staff	Line 21	Line 22	Line 23	Line 24
Abali Michel	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Arena Fabrice	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Bachmann Bill	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Bachmann Pascal	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Barnes Alexandre	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00

Staff by team

Detailed agenda for each staff member according to teams membership and team transfers

Staff	Line 21	Line 22	Line 23	Line 24
Abali Michel	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Arena Fabrice	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Bachmann Bill	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Bachmann Pascal	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00
Barnes Alexandre	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00	[M] H04:00-12:00

Manage

Workforce

Manage workforce per team

Team	Position	Registration Number
Driver	Chauffeur	
Driver	Chauffeur	
Driver	Chauffeur	
Driver	Chauffeur	

Teams

Manage team members

Description	Order	Team count	Index
Making 1	M_1	Making	
Making 2	M_2	Making	
Making 3	M_3	Making	
Making 4	M_4	Making	

Skills

Configure staff member's skills per team

Description	Order	Team count	Index
A ON Assistant driver occupation			
A ON Cleaning			
A ON driver occupation			
A ON driver occupation			
A ON driver occupation			

Groups

Manage staff group members

Description	Order	Team count	Index
Making 1	M_1	Making	
Making 2	M_2	Making	
Making 3	M_3	Making	
Making 4	M_4	Making	

Profiles

Manage staff member profiles

Description	Order	Team count	Index
Making 1	M_1	Making	
Making 2	M_2	Making	
Making 3	M_3	Making	
Making 4	M_4	Making	

Team rotations

Configure team rotation over shifts

Line 21	Line 22	Line 23	Line 24
M_1	M_2	M_3	M_4
M_2	M_3	M_4	M_1
M_3	M_4	M_1	M_2
M_4	M_1	M_2	M_3

DEMO3 - Home | AdminSecu

Opening Schedule

PeopleForce DEMO3 - Opening

Assign Manage Transactions Training Configuration System

1 week 10/19/2020 Making

Home Opening Calendar by shift Calendar by team Assignment by shift Assignment by team Assignment by day Staff by shift Staff by team

View

Week 43 - 10/19/2020 - 10/26/2020

	Monday 19			Tuesday 20			Wednesday 21			Thursday 22			Friday 23		
	AM	PM	N	AM	PM	N	AM	PM	N	AM	PM	N	AM	PM	N
	M_2	M_3	M_1	M_2	M_3	M_1	M_2	M_3	M_1	M_2	M_3	M_1	M_2	M_3	M_1
Cheese Reversing	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev	Rev
Cheese Making	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make	Make
Draining	Drain	Drain	Drain		Drain	Drain	Drain	Drain	Drain	Drain	Drain	Drain		Drain	Drain
Demoulding Salting	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt	Dem Salt
Reinf. Dem. Salt.															
Refining hall	1D 1R	1D 2R	1D 2R	2C 2R	2C 2R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R	1D 1R
Mould Setup															
Reinf. Mould Setup		1			1					3					
Laundry			2					2							
Laundry Roll															
Sanitation	1	1	2	1	1	2	1	1	2	1	1	2	1	1	2

DEMO3 - Opening Modified on 10/25/2020 17:08 by AdminSecu AdminSecu

Calendar

PeopleForce DEMO3 - Calendar by shift

Assign Manage Transactions Training Configuration System ALL Everyone 1 week 10/19/2020 Making

Home Opening Calendar by shift Calendar by team Assignment by shift Assignment by team Assignment by day Staff by shift Staff by team

View Default event

PL Paid Leave Start 0:00 End 0:00 Complete day To be validated

Week 43 - 10/19/2020 - 10/26/2020

	Monday 19	Tuesday 20	Wednesday 21	Thursday 22	Friday 23	Saturday 24	Sunday 25	Monday 26
Abaki Dylan	HO							PL
Arama Drew			PL					
Bachmann Bilal								
Beamon Ryan					UD			
Berras Alexandra		Transfer to Evening						
Biden Chantal				IL				To Nov 22
Bindana Martina	PT							PT

DEMO3 - Calendar by shift AdminSecu

Assignments

PeopleForce DEMO3 - Assignment by shift

Assign Manage Transactions Training Configuration System ALL Everyone 1 week 10/19/2020 Making

Home Opening Calendar by shift Calendar by team Assignment by shift Assignment by team Assignment by day Staff by shift Staff by team

Automatic assignment Cancel Assign

Week 43 - 10/19/2020 - 10/26/2020 Week 44 - 10/26/2...

	Monday 19	Tuesday 20	Wednesday 21	Thursday 22	Friday 23	Saturday 24	Sunday 25	Monday 26
Evening								
Making								
Cheese Reversing								
Reversing	Six David	Six David	Bullwater Jonathan	Delucas Cyril	Bullwater Jonathan			
Reversing	Delucas Cyril	Guillet Florian	Delucas Cyril	Guillet Florian	Guillet Florian			
Cheese Making								
Driver coagulation	Chapon Nolwenn	Chapon Nolwenn	Chapon Nolwenn	Chapon Nolwenn	Chapon Nolwenn			
Assist. driver coag.	Bonnil Angelica	Bonnil Angelica	Bonnil Angelica	Bonnil Angelica	Bonnil Angelica			
Cleaning Renneting	Lepetit Muriel	Delucas Cyril	Lepetit Muriel	Bullwater Jonathan	Delucas Cyril			
Draining								
Mechanical reversing	Judas Jonathan	Judas Jonathan	Judas Jonathan	Judas Jonathan	Judas Jonathan			
Mechanical reversing	Lutz Patrick	Lutz Patrick	Lutz Patrick	Lutz Patrick	Lutz Patrick			
Empty Tray Transfer	Leemand Patrick	Leemand Patrick	Leemand Patrick	Leemand Patrick	Leemand Patrick			
Cleaning Drying rooms	Horville Julian	Horville Julian	Horville Julian	Horville Julian	Horville Julian			
Demoulding Salting								

DEM03 - Assignment by shift Modified on 10/29/2020 13:05 by AdminSecu Assignment Views

Staff

PeopleForce DEMO3 - Staff by shift

5 days 10/19/2020 Making

Assign Manage Transactions Training Configuration System

Home Opening Calendar by shift Calendar by team Assignment by shift Assignment by team Assignment by day Staff by shift Staff by team

View

Week 43 - 10/19/2020 - 10/26/2020

	Monday 19	Tuesday 20	Wednesday 21	Thursday 22	Friday 23
Abaki Dylan	HO	HO	HO	HO	
Arama Drew	[N] Cleaning Renneting	[N] Cleaning Renneting	PL	[N] Cleaning Renneting	[N] Cleaning Renneting
Bachmann Bilal	[N] Driver coagulation	[N] Driver coagulation	[N] Driver coagulation	[N] Driver coagulation	[N] Driver coagulation
Beamon Ryan	[AM] Assist. driver coag.	[AM] Assist. driver coag.	[AM] Assist. driver coag.	[AM] Assist. driver coag.	UD
Berras Alexandra	[AM] Cleaning Under Table	> PM	[AM] Cleaning Under Table	[AM] Cleaning Under Table	
Biden Chantal	[AM] Unstacker chain	[AM] Unstacker chain	[AM] Unstacker chain	IL	IL
Bindana Martina		[AM] Driver coagulation	[AM] Driver coagulation	[AM] Driver coagulation	[AM] Assist. driver coag.
Bonnil Angelica	[PM] Assist. driver coag.	[PM] Assist. driver coag.	[PM] Assist. driver coag.	[PM] Assist. driver coag.	[PM] Assist. driver coag.
Bossard Matthew	[N] Refining driver	[N] Refining driver	[N] Refining driver	[N] Refining driver	[N] Refining driver
Braud Anny	[PM] Rouleur haloirs	[PM] Rouleur haloirs	[PM] Rouleur haloirs	[PM] Rouleur haloirs	[PM] Rouleur haloirs
Bregeon Georges	[AM] Mechanical reversing		[AM] Mechanical reversing	[AM] Mechanical reversing	
Buiguez Doris	[N] Reinf. Cleaning moulding chain	[N] Reinf. Cleaning moulding chain	[N] Reinf. Cleaning moulding chain	[N] Reinf. Cleaning moulding chain	[N] Reinf. Cleaning moulding chain
Bullwater Jonathan			[PM] Reversing	[PM] Cleaning Renneting	[PM] Reversing
Buttin Anthony	[PM] Unstacker chain	[PM] Unstacker chain	[PM] Unstacker chain	[PM] Unstacker chain	[PM] Unstacker chain
Chapoy Nelson	[PM] Driver coagulation	[PM] Driver coagulation	[PM] Driver coagulation	[PM] Driver coagulation	[PM] Driver coagulation

DEMO3 - Staff by shift Modified on 10/29/2020 12:57 by AdminSecu AdminSecu Default

Transactions

PeopleForce DEMO3 - Transactions by shift

Assign Manage **Transactions** Training Configuration System

5 days 10/19/2020 Making

Transactions by shift Transactions by team Overview Total per person

Validate all Action

Week 43 - 10/19/2020 - 10/26/2020

	Monday 19	Tuesday 20	Wednesday 21	Thursday 22	Friday 23
Abaki Dylan	[7:00] Holiday	[7:00] Holiday	[7:00] Holiday	[7:00] Holiday	
Arama Drew	[8:00] CM Cleaning	[8:00] CM Cleaning	[7:00] Paid Leave	[8:00] CM Cleaning	[8:00] CM Cleaning
Bachmann Bilal	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] CM Coagulation
Beamon Ryan	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] CM Coagulation	[8:00] Delegation

✓ Approve ↻ Cancel Beamon Ryan Total= 8:00

20 Tue									
05:00	06:00	07:00	08:00	09:00	10:00	11:00	12:00	13:00	14:00
	6:00 14:00 CM Coagulation								
Night	Morning							Evening	
Fischer Nicolas	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing	[8:00] CM Reversing

DEMO3 - Transactions by shift Modified on 10/29/2020 13:15 by AdminSecu AdminSecu

Skills matrix

Preview

Print Quick Print Header/Footer Scale Margins Orientation Size Find Thumbnails Bookmarks Editing Fields First Page Previous Page Next Page Last Page Many Pages Zoom Out Zoom Zoom In Export To E-Mail As Close

Print Page Setup Navigation Zoom Export Close

Skill Matrix 29/10/2020 - 30/10/2020

Staff	A Bell Feed	A Bell Packing	A Bell Pilot	A Bell Supply	A Box 1 kg Feed	A Box 1 kg Pilot	A Box 1 kg Pilot trainer	A Box 1 kg Supply	A CM driver coagulation	A DR Cleaning rooms	A DR Cleaning rooms +	A DR Cleaning Under	A DR Empty Tray	A DR mechanical	A DR Transfer	A DS Demoulding spray	A DS Demount Brine	A DS Demount	A DS Prestacker &	A DS Reinf. Demoulding	A L250 Label control L1	A L250 Pilot	A L250 Pilot trainer	A L250 Tray rack driver	AL250 Tray rack	A LA Reinf. Tray	A LA Reinf. Tray rack	A LA Tray cleaning	A LA Tray rack cleaning	A LO Lid Opener Driver	AMS Mould setup	A PA Palletizer	A PS Packing supply	A QC Quality control	A RH CIP Refining Hall	A RH Refining driver	A RH Refining rotation	A RH Tray roller	A TS Transfer sorting	C Quality Control							
Bigelow Gwen																					3																										
Bire David		1 (0)	1				1															1	1	1					2			1															
Brunell Caldwell	1	1	2	1																																											
Carbon Charlotte	1		3	1							1	1	1	1	1	1																															
Chattertown Cristel		1																				1	1	1																							
Christmas Amadeus		1			1	2		1																																							
Close Myriam	1			1	1		1													(1)					(1)		(1)																				
Compton Benedict	1	1	3	1																																											
Courtesy Denzel		1																				1	3	1																							
Dang Glenn	1	1	2	1																		1	3	1																							
Danneels Frederic		1																				3	1	1																							
Devil Eddy																																														1	

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Teams, skills and contract

PeopleForce DEMO3 - Workforce

Assign **Manage** Transactions Training Configuration System

5 days 10/19/2020 Making

Workforce Teams Presentation last saved: Just now Team rotations Reports

Drag a column header here to group by that column

Last name	First name	RegistrationNumber
Abaki	Dylan	
Arama	Drew	
Bachmann	Bilal	
Beamon	Ryan	
Berras	Alexandra	
Biden	Chantal	
Bidans	Martina	

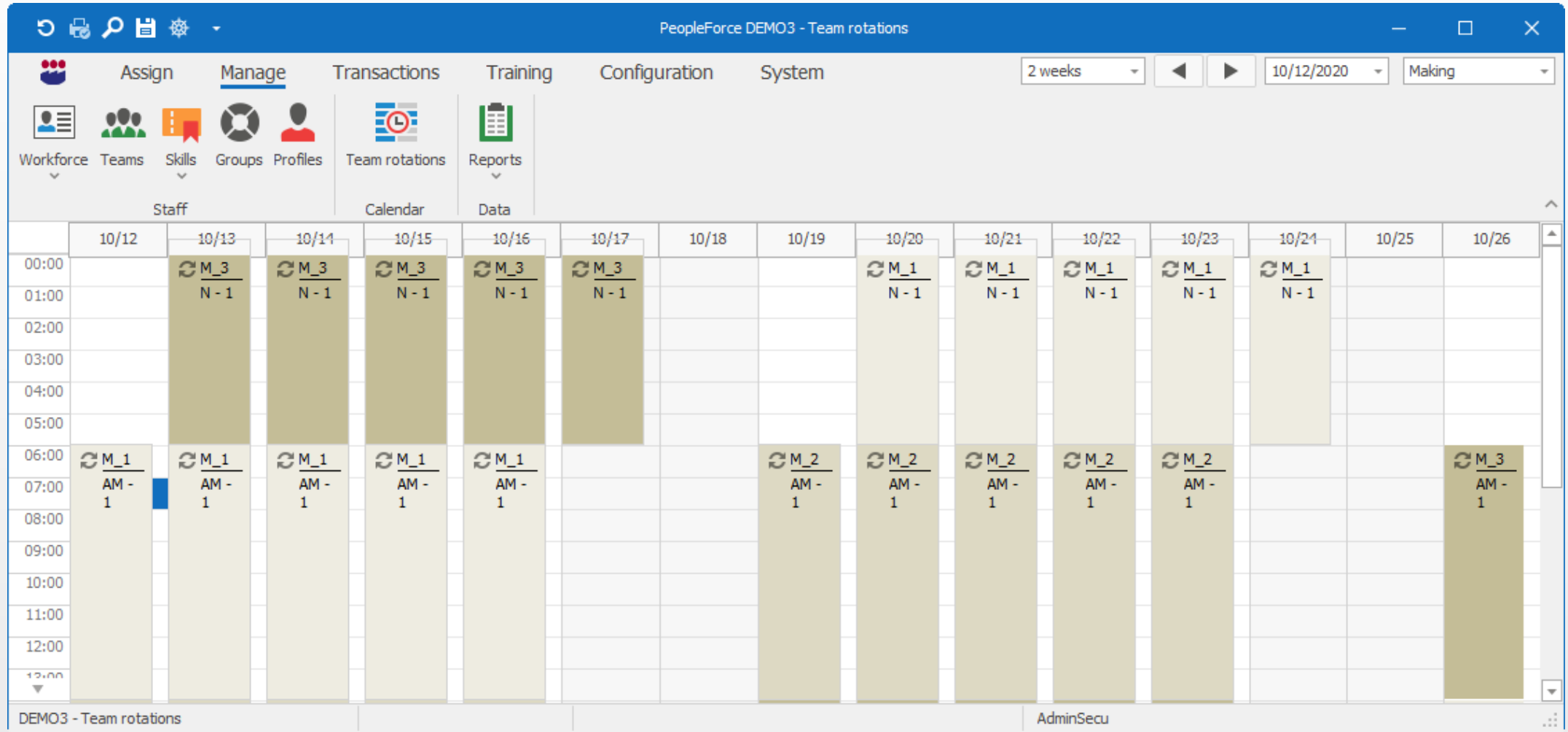
85 item(s)

Skills Teams Profiles Trainings Record Picture Notes Contract period

Current							Available	
	Index	Start	End	Disabled	Description			
▶ A CM Assistant driver coagulation	1			<input type="checkbox"/>		← Add	▶ A DR Cleaning rooms	
▶ A CM Cleaning Renneting	1			<input type="checkbox"/>		→ Remove	▶ A DR Cleaning rooms + foam	
▶ A CM driver coagulation	1			<input type="checkbox"/>			▶ A DR Cleaning Under Table	
▶ A CM Reinf. Cleaning moulding chain	1			<input type="checkbox"/>			▶ A DR Empty Tray transfer	
▶ A CM Reversing	1			<input type="checkbox"/>			▶ A DR mechanical Reversing	
							▶ A DR Transfer	
							▶ A DR Demoulding spray	

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Team rotation



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