

Mactaggart and Mickel

How we built a lasting relationship with Scotland's premier home builder

Mactaggart and Mickel has been hand-crafting homes since 1925. The family-owned company takes pride in creating high quality homes and leaving a lasting legacy for future generations. Built using the latest techniques and sustainable materials, Mactaggart & Mickel has a long-standing reputation for quality.



Problem

For Mactaggart and Mickel, managing the attendance and pay for its ever-increasing workforce was becoming a time consuming and stressful process. With a mix of permanent staff and contractors, on a wide range of pay grades, they required a system that would free up their time and ensure employees were paid accurately, via the existing COINS payroll solution.

Solution

iTime and iHR were implemented at head office, eight construction sites and timber systems factories for over 700 employees and subcontractors.

Administered by 13 users in HR, Payroll and line management, iTime was rolled out to accurately capture the working hours of both salaried and contracted employees. We worked closely with Mactaggart and Mickel to ensure that all of their bespoke requirements and contractual rules were configured into the system.

Capita WFM also implemented a bespoke integration between iTime and Mactaggart and Mickel's existing payroll software, COINS. This resulted in the logged hours going directly to the payroll export, significantly reducing admin time, human error and internal costs.

A bespoke link was also created for iHR to track all absences in the system, including holidays.

Mactaggart and Mickel chose biometric clocking terminals to capture the employees attendance. In doing so, this added not only another level of security to their office and sites, but also resulted in providing them with detailed and accurate Health and Safety reports and attendance register in the event of an emergency or incident on one of the sites.

For areas where a 3G or network connection was not possible, a telephone clocking solution was installed for employees to still be able to log their hours.

Benefits

- Single source payroll & T&A system
- Accurate EHS records for site-based construction workers
- Detailed absence analysis
- Reduction in repeat data input
- Reduction in admin time



“ Intelligent Time has the most functionality and flexibility suited to the needs of our business while providing user-friendly software. The competitive cost ensured the project was brought in on budget. ”

Anne Neil
Payroll Manager