



hire. schedule. manage. pay.

## Roubler Solution Overview

### The business need

After a review of our current software and paper-based systems we have concluded that we require a new solution that:

- Allows us to manage all our HR & Workforce Management functions on one platform.
- Eliminates paper-based processes and data entry to reduce administrative workloads.
- Allows our managers to work flexibly and remotely on the cloud.
- Prioritises data integrity and security.
- Automates compliance with industrial relations and tax legislation.
- Can be implemented with minimum disruption to our workforce.
- Engages our workforce with a tool that allows them to manage their employee related information and schedule.

### Roubler product overview

Roubler will allow our business to consolidate multiple HR and workforce management functions into one easy to use, cloud-based HR and payroll system. Roubler encompasses:

- **Recruitment functionality** including job-posting, applicant tracking, candidate assessment and talent engagement capabilities via Scout Talent integration.
- **A completely paperless and fully customisable onboarding process.** New hires can complete forms and induction tasks online so they arrive ready to work on their first shift.
- **Intelligent rostering** which uses leave and unavailability data, standard shift patterns, budget metrics and scheduling rules to create rosters quickly while delivering costing and efficiency information.
- **An inbuilt time clock system** which feeds data to Roubler's time and attendance module. It automatically calculates any combination of business rules while synchronising seamlessly with payroll.
- **Leave and unavailability management functionality** with direct integration through to payroll.
- **Employee self service mobile app** enabling employees to update their details, view rosters and payslips, apply for leave, view company documents and even swap shifts online with all changes feeding directly into Roubler's roster in real time.
- **100% compliant payroll software** synchronised with Roubler's time and attendance feature. The payroll engine also facilitates pay compliance and offers a complete reporting suite.
- **E-learning capability** with GO1 integration offering an easy-to-use LMS for customised courses or ready to go online learning with over 1000 ready-to-deliver programmes.
- **Multi-site management capability** offering visibility, management, reporting and consolidation of the whole business operation on one platform.
- **A document library** for managing, storing and sending company documents such as policies and procedures to individuals or groups for signing.

All Roubler features are connected by a single data source enabling us to view and manage employee information across the entire HR and workforce management lifecycle on one platform.

Using a paperless, cloud-based system means that the information we need to onboard employees, create rosters, approve and manage leave and run payroll is always up to date and ready to access wherever and whenever we need it.

# roubler.

## Technology & Security

- The Roubler system is built in the cloud on a single codebase so updates can be rolled-out quickly with no down-time.
- Roubler's software is cloud-based using AWS (Amazon Web Services) certified in ISO 9001, ISO 27001, PCI-DSS. The data is hosted in centres in Sydney, Singapore and Dublin.
- Roubler uses Auth0 for authentication and secure system access. Sensitive data such as passwords undergo 256-bit encryption with a 1,024-bit salt.
- The system can integrate with existing account packages such as NetSuite, MYOB, Sassu and Xero and several POS systems.

## Implementation

- Implementation is fully managed by a dedicated Customer Success Manager. Roubler will work with our staff on data migration and set up and full training will be provided.
- Implementation takes between 1 and 6 weeks depending on the complexity of our requirements, volume of data to be migrated and number of training sessions required.

## Support

- We will be provided with a dedicated Customer Success Manager and have access to 24/7 online technical support.

## Cost

- The software costs are tiered as it is based on the number of employees and the frequency of pay runs. The price starts at R120 per employee per month on a subscription basis.
- The software cost includes all software updates, continuous improvement and development of features, all server costs, and unlimited administration users.

## The case for shifting to Roubler

- The single code-base connecting Roubler's features will eliminate the need for rekeying and transferring data offering us greater data integrity.
- Roubler ensures we are compliant with payroll legislation.
- Roubler is scalable: it is not restricted by employee numbers so it can grow with our business.
- Roubler offers significant cost savings – one system gives us all the features we need for a lower cost per employee than multiple systems.
- The platform is continually being developed and improved, with new features being released each month. We will always be on the latest version.
- Roubler's employee self service app will improve employee engagement by empowering staff to take control of their working life while reducing administrative burden on HR.
- Roubler allows us to integrate with our existing accounting and POS packages.