Sophisticated yet easy to use Intelligent **Workforce Solutions**

tambla

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Our solutions are easy to use…
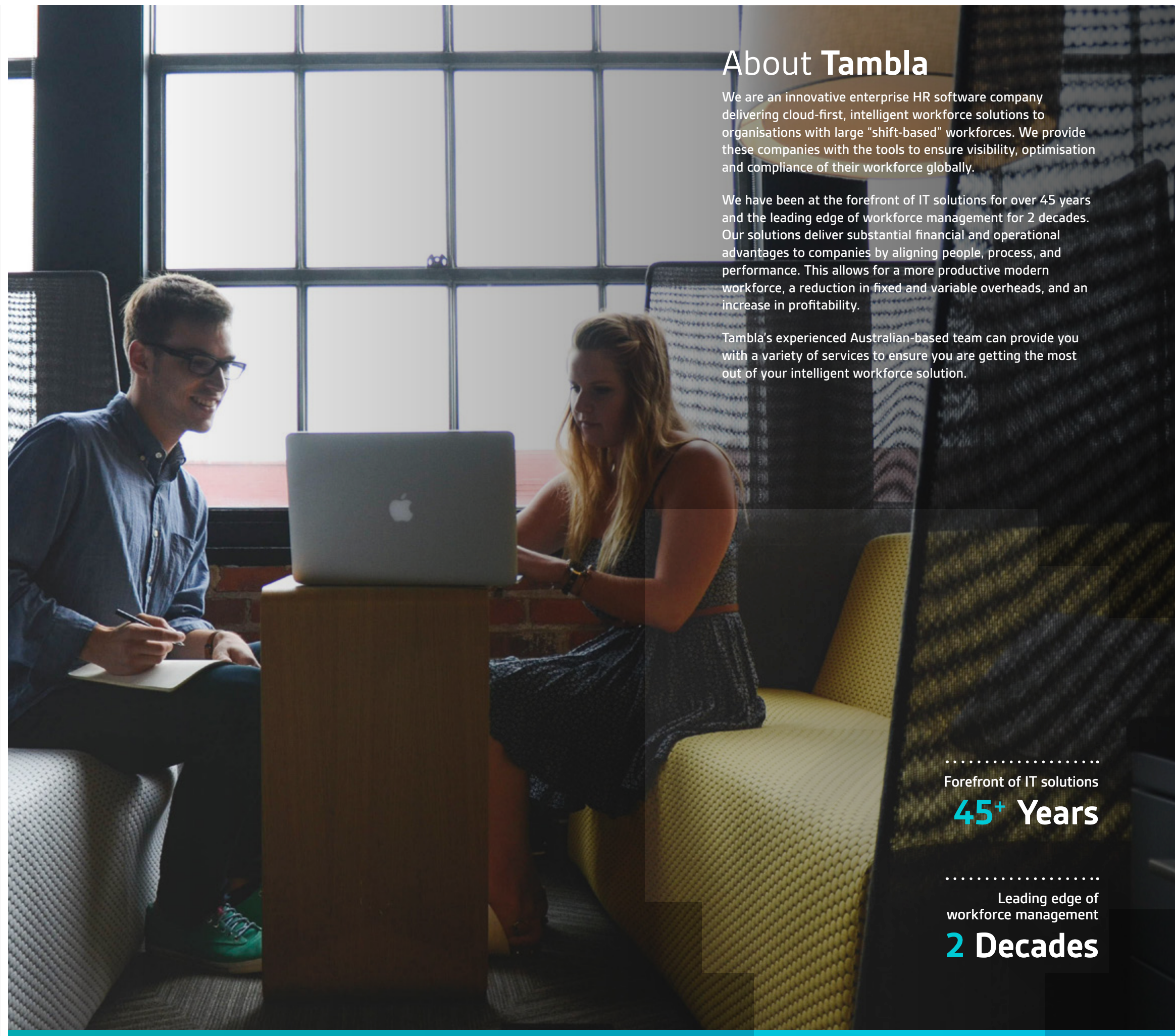
About **Tambla**

We are an innovative enterprise HR software company delivering cloud-first, intelligent workforce solutions to organisations with large "shift-based" workforces. We provide these companies with the tools to ensure visibility, optimisation and compliance of their workforce globally.

We have been at the forefront of IT solutions for over 45 years and the leading edge of workforce management for 2 decades. Our solutions deliver substantial financial and operational advantages to companies by aligning people, process, and performance. This allows for a more productive modern workforce, a reduction in fixed and variable overheads, and an increase in profitability.

Tambla's experienced Australian-based team can provide you with a variety of services to ensure you are getting the most out of your intelligent workforce solution.
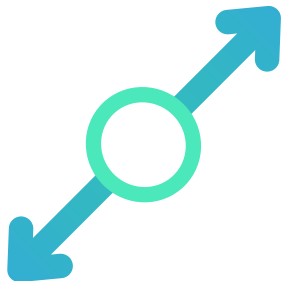
Forefront of IT solutions

45+ Years

Leading edge of workforce management

2 Decades

Workforce **Planning**

We help you ensure your future workforce is optimised against the forecasted demands and business rules of your organisation.

Enterprise PEPM
+ **Rostering & Scheduling**

Enterprise Plus
+ **Demand based volume resource planning**
+ **What-if scenarios**

Understand, forecast and optimise your future workforce requirements

Optimise your Workforce Planning

Utilising our advanced optimisation algorithms and graphical visualisations, our Workforce Planning module allows you to forecast future workforce schedules that are optimised against a variety of metrics, including compliance and cost. We can take into consideration several workforce demand generators, including projected sales, enrolments, visitors or customer numbers.

What-if Scenarios

Our Workforce Planning Module allows you to easily create and test "What-if" scenarios to help you better understand how you can achieve the optimised workforce you require. Manipulating variables such as percentage of full-time, part-time or casual workers, or schedule overtime will allow you to create optimal rosters, predict labour costs and ensure compliance.

Planning as a Service

We understand in some organisations that workforce planning may not be a daily, or even weekly task. Our experienced team can provide you with a variety of services to ensure you are getting the most out of your workforce planning module.

Tambla provides flexible workforce management solutions for a wide range of businesses

Workforce **Operations**

We provide the tools your staff need to manage daily operations efficiently and effectively with access to critical information and insight when and where it is required.

Enterprise PEPM
+ **ESS/ Mobile**
+ **Time & Attendance**
+ **Leave Management**

Enterprise Plus
+ **Job-order billing**
+ **Event Scheduling**
+ **Real-time deployment**

Improve visibility and drive efficiency across your organisation

Automation

By ensuring the removal of manual processes and promoting workforce efficiency, we have embedded our configurable workflow and automation capabilities into all aspects of Tambla software.

Self Service

Empower your employees with a modern suite of integrated apps and portals that support your business objectives. Your staff will be able to easily manage/support your workforce and related costs with a feature-rich solution.

Time & Attendance

At the heart of every workforce management platform is a reliable time capture capability. Tambla provides options that include; biometrics, facial recognition, software clocking and GPS enabled mobile apps — providing you with complete flexibility.

Seamless integration

Integration with applications like HR, On-boarding, Enrolment, Booking and Payroll are critical to reduce manual tasks, increase efficiency and improve accuracy. Our open interfaces and file transfer capabilities automate these integrations: freeing up the time spent on duplicate data entry and allowing your staff to what they do best — manage the business and the people.

Workforce **Compliance**

Tambla's Workforce Compliance solution removes the complexity, cost and risk associated with manual processes. This ensures that your staff remain safe and are paid correctly whenever they work.

Enterprise PEPM
+ **Award, EBA and Business Rule interpretation**

Enterprise Plus
+ **WHS**
+ **Fatigue Management**

Ensure your workforce is safe and paid correctly

Workforce Rules Interpretation (Award, EBA)

Tambla's Rules Interpretation Engine is considered the most comprehensive and flexible in the market. Designed and built in Australia to specifically accommodate the complexities of our employment frameworks, Tambla can help you remain compliant with the most challenging awards and agreements.

"We provide you with the ability to manage, maintain any number of the awards, enterprise or individual agreements that may be employed across your business. Our applications allow you to apply short and long term changes quickly — by individual, location or company-wide - as required.

Unique capabilities like Roster Choices help you to manage the individual flexible agreement components of your awards. Our Pay Comparison tool enables review of employee Better Off Overall Test (BOOT) conditions, automate pay reconciliation processes, adhere to audit compliance/reporting for underpaid employees and fix any overpayments.

Fatigue Management (FAID)

Tambla's FAID module is a scientifically developed and proven methodology to score fatigue in your workforce and provides a quantifiable, audited record of fatigue scores to support optimal placement of staff and minimise risk of OH&S incidents.

Workforce Health & Safety

Tambla's WHS module allows you to proactively protect and drive your organisation by efficiently managing risks, incidents, hazards and safety processes.

Workforce **Intelligence**

Unlock the value of your workforce data with real-time, actionable insights into critical operational metrics.

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Enterprise PEPM
+ **Historical Reporting**
+ **Standard Dashboards**

Enterprise Plus
+ **Real-time Reporting**
+ **Customised, Intelligent Dashboards**

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Actionable insight at your fingertips - drive real business value from your WFM data

Role Based Analytics

Ensure staff at all levels of your organisation have timely access to the information they need - where and when they need it. Web based dashboards provide executives, operational managers and leaders across your business with information tailored to their role - providing WFM analytics for key areas like overtime, absence and leave budget compliance, skills shortages and scheduling.

Actionable Insight

Define the metrics that are critical to your business and present them in a way that is both simple to display and easy to interpret. Replace your reliance on distributed reports that provide no clear call-to-action with interactive visualisations that get right to the heart of problems and enable action to be taken to avoid unnecessary expense, risk or compliance issues.

Integrate Operational Data

Whether you start with out-of-the-box common dashboards or opt for more highly configured analytics displays, integrating data from external sources provides insight into your workforce data in line with other operational measures. For example, understanding the relationship between your schedule and your visitors or customers, measuring your budget against actual revenue numbers, or applying weight to critical areas such as absence skills, can help to provide both cause and effect.

Tambla Cloud
Platform Delivery

Tambla cloud provides you with flexibility on the deployment of your Tambla WFM solution. Select options around BCP, DR and resilience or chose between dedicated, shared or hybrid hosting options to meet your specific requirements.

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Cost Effective

Tambla cloud is cost effective. When compared to solutions like AWS we can host your Tambla solutions at extremely competitive rates - you may be surprised how much you can save.

Data Security

Tambla operates data centres located in Australia under ISO 270001 and ISO 9001 accreditation. Our cloud solutions are backed up with industry recognised security procedures and protocols ensuring security of your data at all times.

Hosting Options

Depending on your business requirements, Tambla is able to accommodate your hosting requirements - we offer dedicated hosting, co-hosting and multi-tenant options to ensure your IT and security requirements are met.

Cloud solutions delivered the way you need them

Talk to us about how we can provide you with alternatives on your current hosting arrangements.

Service **Delivery**

Tambla Services are committed to helping you achieve success with your Workforce Management solutions. Our consultants accelerate the value of your investment — providing solutions that match your needs by understanding your organisation and your business to deliver smart value fast.

Committed to meeting your expectations with the experience you expect and a partnership that is focused on your long-term success

Advisory

Consulting advisory and strategic assessment services across HR and WFM processes to help ensure that our solutions deliver successful business outcomes and accelerate value realisation. Our subject matter experts work with your stakeholders to ensure that your platforms are optimally aligned with your business rules and compliance requirements are integrated to automate manual processes wherever possible.

• Workforce Management Solution Design
• Workforce Management Business Process Review
• Workforce Compliance and Governance

Deployment

Whether a new customer deploying a solution for the first time, an existing customer upgrading or migrating from another platform to our cloud solutions — Tambla Deployment Services team are here to provide a smooth process and the right outcome. Our dedicated project management office provide control and oversight of every engagement and keep you informed throughout the journey.

• Installation Services
• Upgrade Services
• Migration Service

Education Services

The Tambla consulting team provide a full catalog of training programs designed to help you get the most out of your investments. From new client on-boarding to end user training and to advance courses on EBA and Award configuration, we can provide your staff with the support they need. As people move within your business, new staff are brought in or new capabilities are deployed - our experienced team can help you to train new administrators, workforce planners, payroll and HR staff or simply refresh the skills of existing team members. We help you retain the skills you need to get maximum value from the platforms.

• Administration
• Operations
• End User
• Custom Training

Support Services

From time to time every business needs support and our dedicated Service Desk is here to help with your enquiries. Based in Sydney this team of experts will provide the help and guidance your staff need — when they need it.

• Service Desk
• After Hours, Extended Hours and 24x7 options available
• Expertise on-demand

Businesses that
Love Tambla

Case Studies

Discover more at:
tambla.com.au/case-studies

" We needed a reliable, flexible, configurable system which would enable us to **rapidly** establish new awards, bill clients and pay contractors on time and in line with their award. At the same time, we were looking for an **automated solution** that was best of breed, could be configured and integrated seamlessly into our enterprise architecture.

PHIL ALLEN — HAYS

" Because store managers were no longer having to interpret awards and conditions, the accuracy of our wage payments increased immediately. We were also able to **capture details** of staff annual and sick leave entitlements.

GAIL BYRNE — SRG

" We reviewed several options but selected Microster based on its overall cost, flexibility and feature functionality. We'll now be able to proactively manage labour costs and optimise our utilisation while **supporting our compliance** and safety regulations. We believe Microster will substantially improve our workplace operations and overall business performance.

ADAM O'HALLORAN — HARBOUR CITY FERRIES

" Microster allowed us to realise the business case we required and the anticipated **operational efficiencies.** We are experiencing time savings on all roster allocations and are now able to project and manage costs. Microster enabled us to optimise the use of our distributed workforce. In addition, we now have real-time, factual time sheets and this information form the basis of our invoice to our customers.

RUSSELL HARRIS — SNP SECURITY
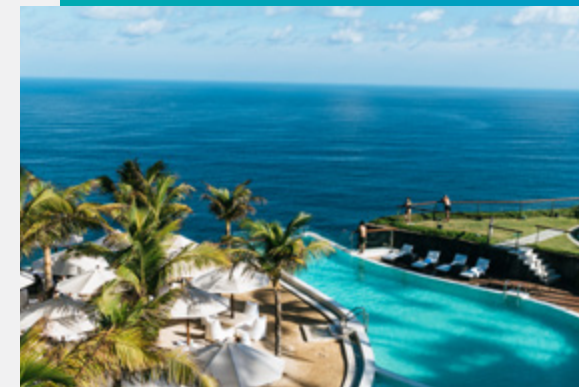
STARWOOD HOTELS

2,000 staff — 10 properties
Leading hotel group Starwood Hotels operates ten properties and employs more than 2,000 staff around Australia.

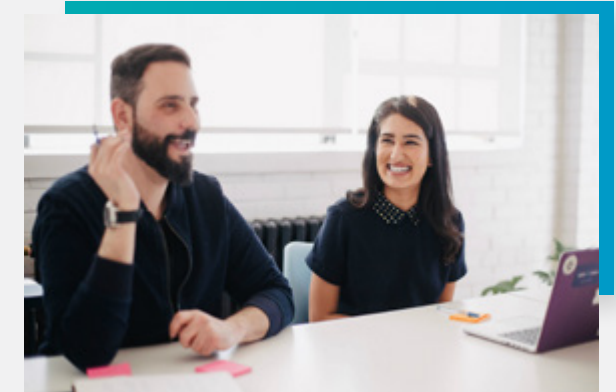**SYDNEY HARBOUR FERRIES**

173,329 scheduled ferry services
Harbour City Ferries [HCF] has selected Tambla Workforce Management Solution Microster, as a core component.

SPOTLIGHT

7,000 Staff — 170 Stores
Spotlight Retail Group (SRG) encompasses two of Australia's favourite retail brands, Spotlight and Anaconda.

HAYS

15,000 Time sheets per week
Hays Australia, part of the $2.3 billion UK listed Hays plc.

ADP
A more human resource.

AHRI
Organisation Member™

KlayaCare
Care Workers Mobile App

Ascender

attaché

Aurion
PEOPLE & PAYROLL SOLUTIONS

Aussiepay

aws

DATACOM

dormakaba

earnd.

elula

EmpowerHR

Frontier
software

Google Cloud

hr3

KRONOS

MessageMedia

MUMBA

myob

Microsoft

NOAHFACE

ORACLE®

P

sage

SAP

ShopperTrak

suprema

sybiz

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