

Employment Law

Stay in control of changes in employment law without disruption to your workforce



Keeping up with ever-changing employment legislation such as the recently introduced shared maternity/paternity leave requirements is a challenge to every organisation. New employment legislation can easily impact negatively on time and attendance policies and practices with continued efficiency depending upon how well an organisation can adapt to new demands.

Etarmis, the flexible workforce solution, has been designed to seamlessly accommodate the compliance requirements of new or changing employment legislation. It's customisable and highly configurable interface allows changes to be quickly and easily implemented without disruption to Flexitime management.

Department	Name	Periods	Days	Score
ICT	William Anna	5	36	875
ICT	Travis Mike	6	10	960
Ecology	Hardy Steven	5	13	325
3		Total 16	Total 50	Total 1560

FEATURES

- Comprehensive flexible workforce solution
- Easily configured to keep pace with changes in employment legislation
- Readily customisable to meet specific organizational needs
- Easy data export for use in audit trails or across other applications

BENEFITS

- Enables managers to quickly adapt to legislation changes without impacting the workforce
- Provides transparency and enhances workforce engagement
- Reduces employment policy queries by staff
- Supports employee work/life balance and improves staff retention

“Our hfx system gives us a fantastic management tool for security and for flexible working – it has enabled us to implement the new working rules seamlessly, is easy for staff to use and has given us the opportunity to retain experienced staff with new working policies.”

Alasdair MacTaggart, Assessor at Renfrewshire VJB

The system makes it simple for employers to support the new occupational health service that helps employees return to work after a long-term sickness absence of four weeks or more. The change to the child's age limit for parental leave and recent alterations to certain pension restrictions as well as the usual shifts in statutory rates of pay are all readily introduced.

With its open and transparent approach, **Etarmis** tracks time and attendance data in conjunction with an organisation's Flexitime management. This data is easily accessible through a range of reporting formats and can provide detailed information in circumstances such as PSN audits.



Name	Actual Period Begin	Actual Total Worked	Absences	Correction Include Time	Calc Period Begin	Calc Correction Include Time	Calc Total Worked	WTD Average
T. M. Hill	16/02/2014	228.36	2	00.36	13/02/2014	03.36	235.16	14.25
H. J. Steven	16/02/2014	290.34	1	00.00	17/02/2014	00.36	290.00	17.31
Z			3					12.50

Etarmis provides an easy-to-implement solution to meet changing legislation that can be readily customised for specific needs and leaves managers in complete control.

About hfx

hfx introduced the concept of flexible working hours over 40 years ago and is a leading provider of time management systems to both the public and private sectors today.

Etarmis, with its 'one card – one solution', incorporates access control, photo ID, time and attendance recording, flexitime management and provides seamless integration with major HR and payroll systems. **Etarmis** can be configured to meet exact requirements and supports unlimited numbers of work patterns.

hfx services clients across the public and private sectors throughout the UK, including Home Office, Merck, Bentley Motors, adidas, Buhler Sortex Ltd, The Society of Motor Manufacturers & Traders (SMMT), Eaton Limited, MoD, National Farmers' Union, Borough Council of King's Lynn & West Norfolk, North Lanarkshire Council, East Renfrewshire Council, Isle of Man Government, MoJ, Met Police, Flintshire County Council, Office for National Statistics, UK Intellectual Property Office, NHS Business Services Authority, Pembrokeshire County Council, Science and Technology Facilities Council and many more.

Apply any flexible working policy securely, transparently and with consistency.

To find out more about **hfx** and our solutions please call **01438 822170**, visit **www.hfx.co.uk** or email **sales@hfx.co.uk**

Flexible working solutions