# timeware® HRMS

## Human Resource Management System

CYBER ESSENTIALS PLUS

Citation ISO Certification

Management System Standards

ISO 9001: 2015

ISO 14001: 2015

ISO 27001: 2022

REGISTERED

Certificate No: IMS-491342025, 509932026

# Introduction...

With more than 7,500 successful installations throughout the UK, Ireland, and West Africa, timeware UK Ltd is renowned for its customised solutions, unwavering reliability, and outstanding customer service. The brand stands as a leader in the field of time and attendance systems.

For almost four decades, timeware® UK has specialised in workforce management software that organisations across the UK, Ireland and West Africa rely on every day. Built and supported in Britain, our solutions combine proven reliability with continuous development, helping businesses manage their people with confidence.

timeware® HRMS brings together HR, leave management, time management, workforce planning and employee self-service within a single cloud platform. Designed to support organisations of every size, it provides the flexibility to adapt to the way your business operates, rather than forcing your business to adapt to the software.

Our commitment extends beyond software. We operate to internationally recognised standards, holding ISO 9001, ISO 14001 and ISO 27001 certifications, giving our customers confidence in the quality, security and environmental responsibility that underpin every aspect of our business. From implementation through to ongoing support, our experienced UK-based team works closely with every customer to ensure a successful long-term partnership.

Choosing timeware® HRMS means choosing a company with decades of specialist experience, thousands of successful installations, and a reputation built on long-term customer relationships. We deliver more than software. We provide a dependable workforce management platform backed by people who remain committed to your success long after implementation.

**Simon Birchall**
Managing Director
timeware UK Ltd

Connect to me on LinkedIn

39 years

CYBER ESSENTIALS PLUS

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# timeware® customers include:

NMD³ acknowledges any logos and/or trademarks used within this document

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# Company...

timeware UK Ltd.

Tracing its roots back to 1986, timeware UK Ltd is a wholly owned British software company specialising in workforce management solutions. Founded by Simon Birchall and Nathan Price, the business remains under the same leadership today, with Simon continuing as Managing Director and Nathan serving as Technical Director and Lead Developer. Every line of code is designed and developed in-house, giving complete control over quality, innovation and long-term product development.

For almost four decades, timeware® has remained focused on building software that stands the test of time. Reliability, quality and compliance are at the heart of every solution we deliver, supported by internationally recognised standards and a commitment to providing knowledgeable, UK-based customer support.

One of the company's greatest strengths is the stability of its people. Many members of the team have been with timeware® for decades, building extensive product knowledge and lasting relationships with customers. This continuity means that when you contact timeware®, you speak to experienced professionals who understand both the software and your organisation.

Choosing timeware® means choosing a long-term technology partner with decades of experience, a proven track record and a commitment to supporting customers throughout every stage of their workforce management journey.

# Core Team Members

**Simon Birchall**
Managing Director.
39 years of service.

**Nathan Price**
Technical Director.
32 years of service.

**Mike Coope**
Head of Projects.
14 years of service.

**Charlotte Kavanagh**
Head of Customer Care.
11 years of service.

**Matt Wilkinson**
Head of Support.
13 years of service.

**Dave Webb**
Senior Implementation Specialist.
21 years of service.

# Product...

## timeware® HRMS

Built on almost four decades of workforce management expertise, timeware® HRMS brings HR, leave management, time management and attendance points together within a single, fully integrated platform. By removing duplicate processes and maintaining a single source of truth for workforce information, organisations benefit from greater accuracy, improved efficiency, and complete visibility across their business.

At the heart of the platform is a powerful dashboard providing instant access to the information that matters most. Interactive widgets display live key performance indicators, enabling managers to monitor absence, compliance, labour trends, employee turnover and workforce activity in real time. The integrated 'Attention Required' panel highlights outstanding tasks, helping managers prioritise approvals, onboarding, training and compliance activities before they become problems.

The Conversation Hub centralises all work-related discussions, ensuring communication stays organised. The Social Feed fosters employee engagement and retention by providing a space for broader workforce interactions. Integrated document management simplifies record keeping with secure digital forms and controlled workflows. Comprehensive reporting delivers meaningful operational insight, and Roll Call provides immediate accountability when every second counts.

Combined with the Employee Self Service app, extensive integration options, developer APIs, advanced security and specialist applications including the Fire Marshal App, timeware® HRMS replaces multiple disconnected systems with one scalable workforce management platform that grows alongside your organisation.

# HRMS modules

- Dashboard
- timeware HR — HR
- The Social Feed
- The Conversation Hub
- Marketplace
- Leave Management
- Time Management
- Attendance Points
- Roll Call
- Reports
- Document Management
- Queries
- Workflow
- Security
- timeware ESS — Employee Self-Service App
- Fire Marshal App
- Customisation
- Integration
- timeware Developer API / timeware Webhooks — Developer API and Webhooks

# Pricing...

Simple, Clear Pricing.

Our pricing begins with a one-off configuration fee tailored to your system. After that, it is straightforward: your monthly subscription is based on the number of active and archived employees. Active employees are charged at the standard per-person rate, while archived employees are retained at a lower rate. There are no ongoing charges for users, attendance devices or core integrations.

Approved customer administrators can adjust the number of active and archived employees directly within timeware® HRMS. Before any change is confirmed, the system clearly displays the revised monthly cost, giving you complete visibility and control.

Payments are processed securely through Stripe, with any changes automatically reflected in your next scheduled payment. Our support team is always available to assist, ensuring your subscription remains accurate, flexible and completely transparent.

stripe

timeware® HRMS subscription charges are processed by Stripe.

The total cost per month is made up of the following elements:

## Active person:

**£8 per active person per month** including the managed service.

+

## Archived person:

**£1 per archived person per month.**

# Infrastructure and Security...

Safeguarding customer data.

At timeware®, security is fundamental to everything we deliver. With our cloud platform, protecting customer data is built into every aspect of the service, combining robust security controls with over four decades of experience in managing workforce and time-related information.

Built on Microsoft Azure and hosted within the UK, the platform provides enterprise-grade resilience, availability and performance. Multi-factor authentication and single sign-on deliver secure, controlled access, while all data is encrypted both in transit and at rest. Compliance with GDPR, ISO 27001 and Cyber Essentials Plus is embedded throughout the platform, helping your organisation meet the highest standards of security and data protection.

Access to customer data is strictly limited to authorised timeware® personnel, all of whom undergo annual BS7858 screening. Comprehensive audit trails provide complete visibility of system activity, while regular security assessments and continuous monitoring help maintain a secure operating environment.

The result is a resilient cloud platform that protects your organisation's data while integrating seamlessly into your day-to-day operations, giving you the confidence to focus on managing your workforce rather than managing your technology.

Download timeware® Security & Infrastructure document

# App Overview...

All Your Workforce Tools in One App Suite.

timeware® HRMS is delivered through a suite of intelligently connected applications, each designed to provide clarity, control, and accessibility across your organisation.

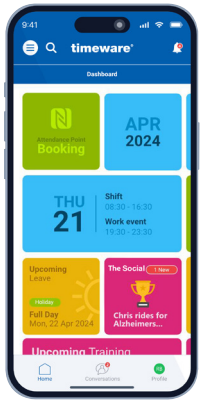
At the centre is the timeware® HRMS App, a powerful management platform that brings together HR, time management, reporting, and communication into a single, unified interface. Designed for managers and administrators, it provides full oversight of workforce activity, enabling informed decision-making with real-time data and comprehensive audit capabilities.

Supporting this is the timeware® Employee Self-Service App, giving employees direct access to their own information wherever they are. From booking holidays and viewing schedules to completing forms and acknowledging documents, it empowers staff while reducing administrative workload. All interactions are captured and fed back into the system, ensuring data is always current and consumed under management control.

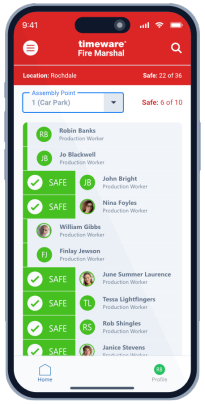
Completing the suite is the timeware® Fire Marshal App, a critical tool for health and safety. In the event of an evacuation, it provides instant visibility of who is on-site, enabling fire marshals to conduct roll calls quickly and accurately, enhancing safety and compliance.

Together, these applications create a seamless ecosystem, connecting management and employees while ensuring that essential information is always accessible, accurate, and secure.

## timeware®
## HRMS App




## timeware®
## ESS App




## timeware®
## Fire Marshal App

# Competitive Advantages...

Why timeware® HRMS Stands Above the Rest.

Here are some of the modules and features that make timeware® HRMS stand out in the market. From our fully managed service and intuitive HR tools to advanced reporting and seamless integration, every element is designed to give you control and clarity. With customisation, localisation, and developer tools, timeware® HRMS ensures your workforce management is future-proof.

1. **Managed Service**

We provide a fully managed solution, supporting you every step, from setup to ongoing optimisation.

2. **timeware® HR**

A powerful HR platform that streamlines your people management with precision and ease.

3. **Conversation Hub**

Centralised, auditable communication, ensuring clarity and accountability across teams.

4. **Marketplace**

Offer shifts and opportunities to staff transparently, ensuring operational agility.

5. **Leave Management**

30+ years developing unbeatable leave management features.

6. **Time Management**

30+ years developing unbeatable time management features.

7. **Social Feed**

Foster engagement with a dedicated feed for company updates and interaction.

8. **Localisation**

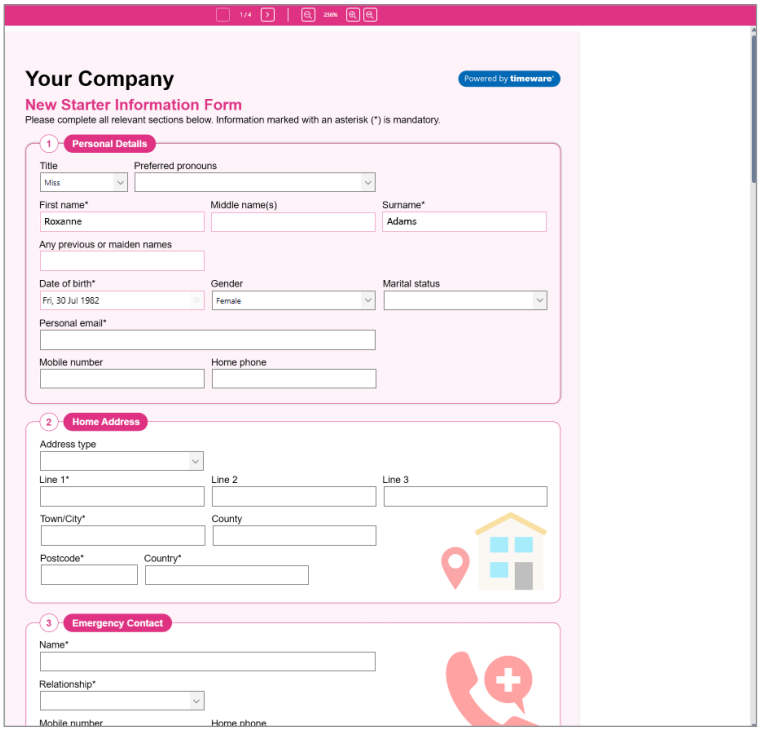
Adapt the system to regional needs with full multi-language support, ensuring compliance across locations.

9. **Reporting**

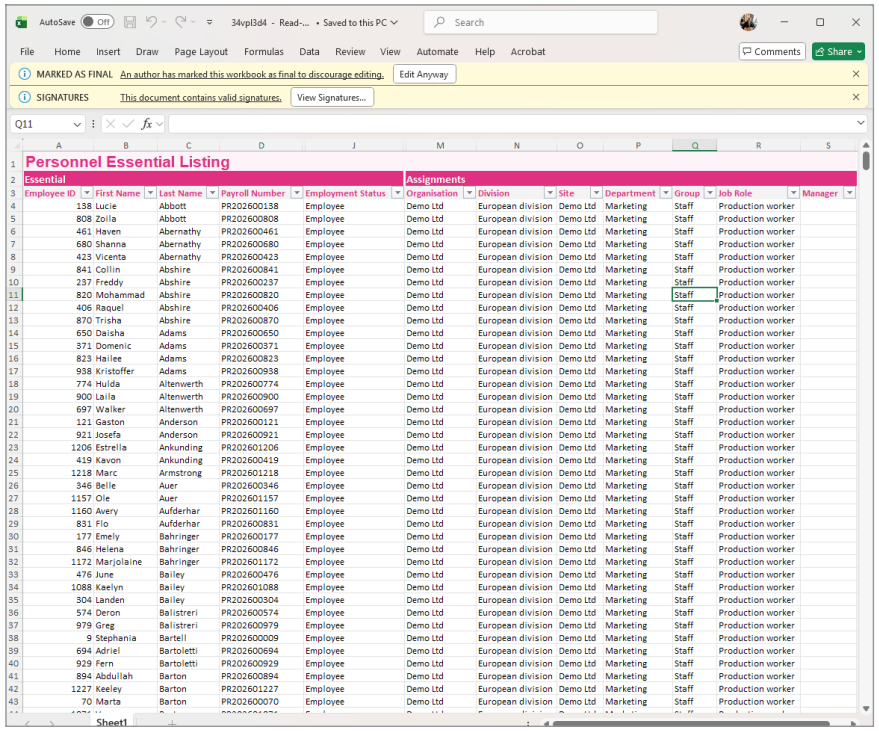
Gain deep insights with customisable reports that support data-driven decisions.

10. **Document Managemet**

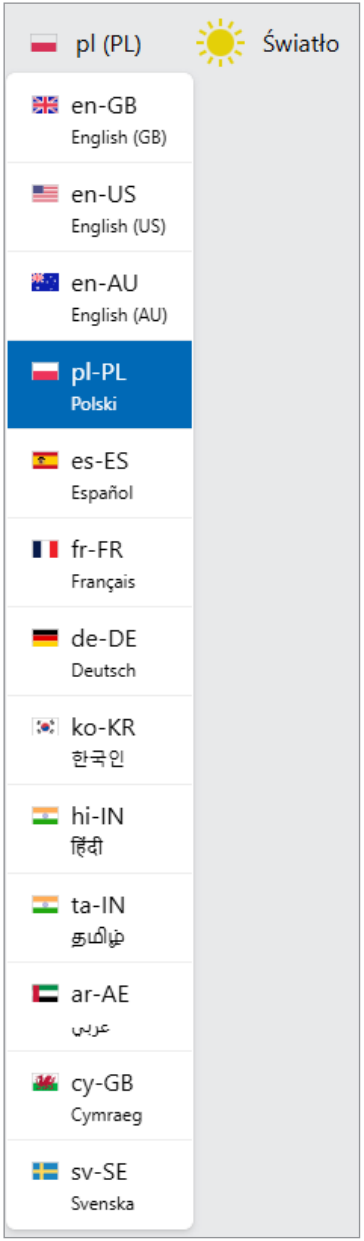
Organise documents securely, including editable PDFs, allowing data to be consumed directly back into the system.




Custom Form




Custom Report




Language Selection

## 11. Queries

Create ad-hoc, natural language queries for instant answers from your data.

## 12. Workflow

Automate processes for smooth, efficient task management across the system.

## 13. Customisation

Tailor the platform to reflect your exact operational needs and preferences.

## 14. Integration

Connect timeware® HRMS seamlessly with other business systems for a unified experience.

## 15. Developer API & Webhooks

Extend functionality and automate interactions with developer tools.

# timeware® Customer Care...

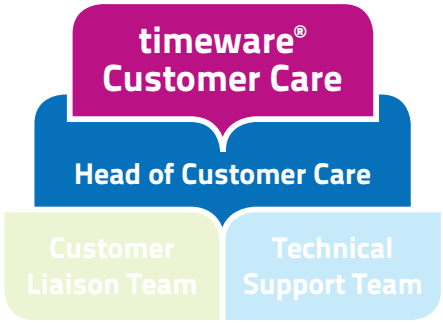
Once your timeware® software has been implemented, we believe that it is our responsibility to ensure that your system always runs smoothly. The timeware® customer care teams achieve this goal by working closely with each client in a pro-active manner.

Upon successful configuration of your timeware® system and completion of staff training by our implementation team, the transition to customer care will commence. During the initial weeks, a dedicated liaison team member will engage daily with your timeware® administrator to ensure optimal functionality and coordinate any necessary support.

Our customer care service is bolstered by two pivotal teams: the Technical Support Team and the Customer Liaison Team. Supervised by the Head of Customer Care, these teams are essential for maintaining seamless operations within the department.

The Technical Support Team consists of highly trained technicians committed to resolving support queries efficiently. As part of our managed service, this team will also perform annual software upgrades and regular system performance evaluations to enhance your timeware® experience.

Meanwhile, the Customer Liaison Team focuses on the operational reliability of your timeware® system. Though non-technical, their role is crucial in organising annual software upgrades, system reviews, and customer care engagements. Additionally, they coordinate roadshows and manage the production and distribution of timeware's quarterly publication, timelines.




**Charlotte Kavanagh**
**Head of Customer Care**

Charlotte is the head of timeware® customer care and manages the customer liaison and support teams and reports to the Managing Director.

Link to timeware® managed Service document

# timeware® Customer Liaison Team...

The liaison team ensure you are getting the most out of your timeware® investment.

**The Customer Liaison Team at timeware® is dedicated to ensuring that every client receives exceptional service and support through key responsibilities:**

**System Performance Reviews:**

These crucial meetings allow timeware® administrators to engage with our teams, evaluating system efficiency, resolving bottlenecks, and exploring new features. The frequency is tailored to the scale and complexity of each client's system.

**Customer Care Calls:**

Every six weeks, our administrators check in to confirm smooth system operation. These calls offer direct communication and immediate support insights.

**timelines Magazine:**

The team oversees timelines, timeware's quarterly magazine. It keeps clients informed about developments and innovations at timeware®.

Each of these services ensures every client interaction with timeware® exceeds expectations. We are committed to delivering excellence and success.

**Karl Briggs**
**Customer Liaison Officer**

The skills Karl gained during his time at Virgin Trains have been instrumental in the development of his role within timeware®.

# timeware® Technical Support Team...

The Technical Support Team take on the responsibility of administering your timeware® software as part of your timeware® managed service.

The timeware® Managed Service offers a straightforward and effective solution, ensuring that all timeware® customers enjoy a hassle-free managed experience. This service is structured around the availability of a skilled timeware® support technician, who takes charge of essential tasks such as setting up absence entitlement policies and adding new timeware® users tailored to your specifications.

Delegate routine tasks to timeware® support and focus your efforts on the critical administrative processes that are key to your business success! With timeware® Managed Service, you gain the expertise of seasoned specialists ready to resolve any timeware® queries and customise settings exactly as you need them. Experience simplicity and efficiency like never before!

## Included in the timeware® Managed Service:

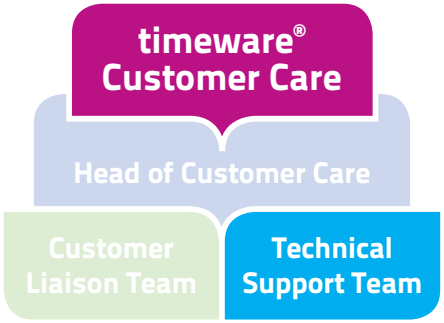
**Support Accessibility:**
Reach the timeware® technical support team from 8:30 AM to 5:30 PM, Monday to Friday, including bank holidays (excluding Christmas and New Year).

**Efficient Change Management:**
timeware® commits to fulfilling approved change requests promptly within a predetermined schedule.

**Proactive Upgrades and Training:**
Annually, our technical support team will schedule a visit or call to upgrade your software to the newest version and conduct training on new features.

**Performance Optimisation:**
Conduct regular system performance reviews to diagnose and resolve data flow issues, and discuss the implementation of new software standards.

**Complimentary Training and Support:**
Benefit from free remote training and courtesy calls from the customer liaison team every six weeks.




**Exclusive Community Insights:**
Enjoy a free subscription to the timeware® community magazine, 'timelines', for each member of your approved contacts list.

## How does the timeware® support team assist?:

Our dedicated support team, based in our office, is ready to assist you with any inquiries from 8:30 AM to 5:30 PM on weekdays. For after-hours support, you can use our ticketing system. Utilising remote desktop technology, our team can access your PC, with your consent, to swiftly diagnose and fix any issues. This close collaboration between our support, implementation, and development teams allows us to deliver an unparalleled level of technical expertise and product knowledge.

## timeware® Managed Service Change Request Procedure:

To initiate a change request, a timeware® administrator will log a ticket through the ticketing system. Upon receipt, our support team will arrange an initial consultation call to discuss the details of the request more thoroughly and plan the execution of the work within a mutually agreed time frame.

## Items included in the timeware® Managed Service Change Request:

**General:**

- Setup and configuration of user accounts, including permissions
- Policies for To-Do Lists and email notifications
- Monitoring and managing timeware® system health and performance

**System Administration:**

- Creation and updating of notifications for users and employees
- Management of terminal and remuneration policies
- Establishment and updates to groupings and training matrix policies
- Configuration of reports, exports, and dashboards
- Maintenance during scheduled system shutdowns

All configuration of key features is the responsibility of the timeware® support team, ensuring your system is tailored precisely to your operational needs. Whether it's absence policies, attendance schedules, or any core functionality, our team ensures everything is configured to meet your specifications, maintaining optimal performance across your timeware® system.

**Technical Support Team Overview:**

With over 13 years of support experience, Matt has played a pivotal role in advancing the capabilities of the support department. His team manages approximately 49 scheduled calls each day, ensuring consistent system performance for all customers. Matt remains committed to the ongoing development and training of his team, maintaining the high standards expected of timeware®.

**Matt Wilkinson**
**Head of Support**

Matt, a driving force behind our support team, leads with expertise and dedication. He ensures the team delivers optimal system performance daily and is committed to ongoing team development, ensuring the highest standards for timeware®.

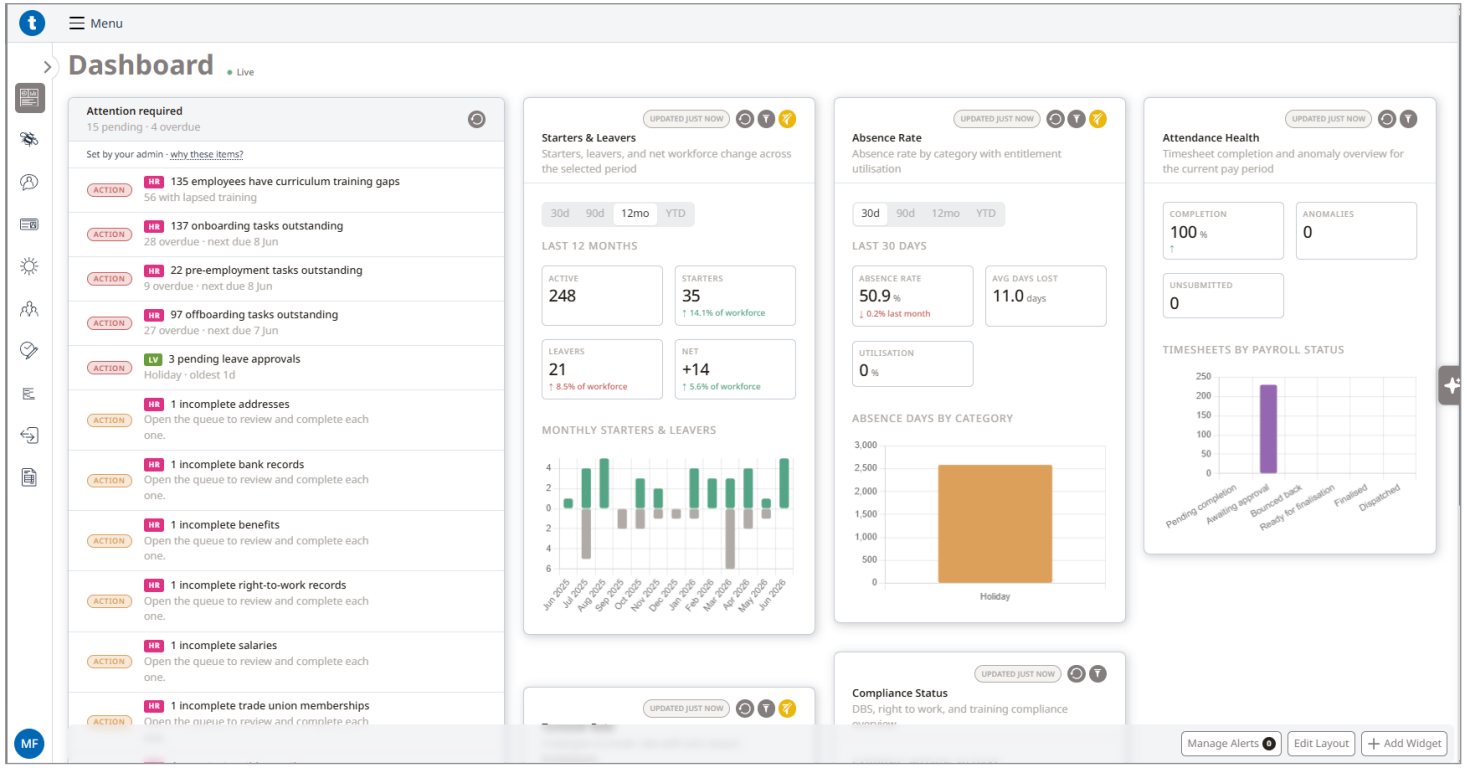
# Dashboard...

Intuitive, comprehensive, real-time, customisable, efficient, and user-friendly.

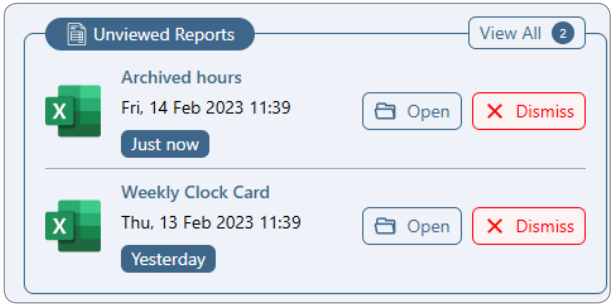
The timeware® HRMS dashboard removes the need to search for essential information by presenting key data in a clear, intuitive and easily readable format. At a glance, managers can see what matters most, enabling faster responses and more confident decision-making.

Each dashboard can be tailored to the individual user, ensuring that the information displayed is directly relevant to their role and responsibilities. This personalisation keeps teams focused on the metrics that drive performance, compliance and operational control.

As a core component of timeware® HRMS, the dashboard delivers proactive insight for team leaders overseeing day-to-day operations. It simplifies management, improves efficiency and ensures that the most important information is always immediately available, supporting better oversight, stronger accountability and a more responsive workforce.

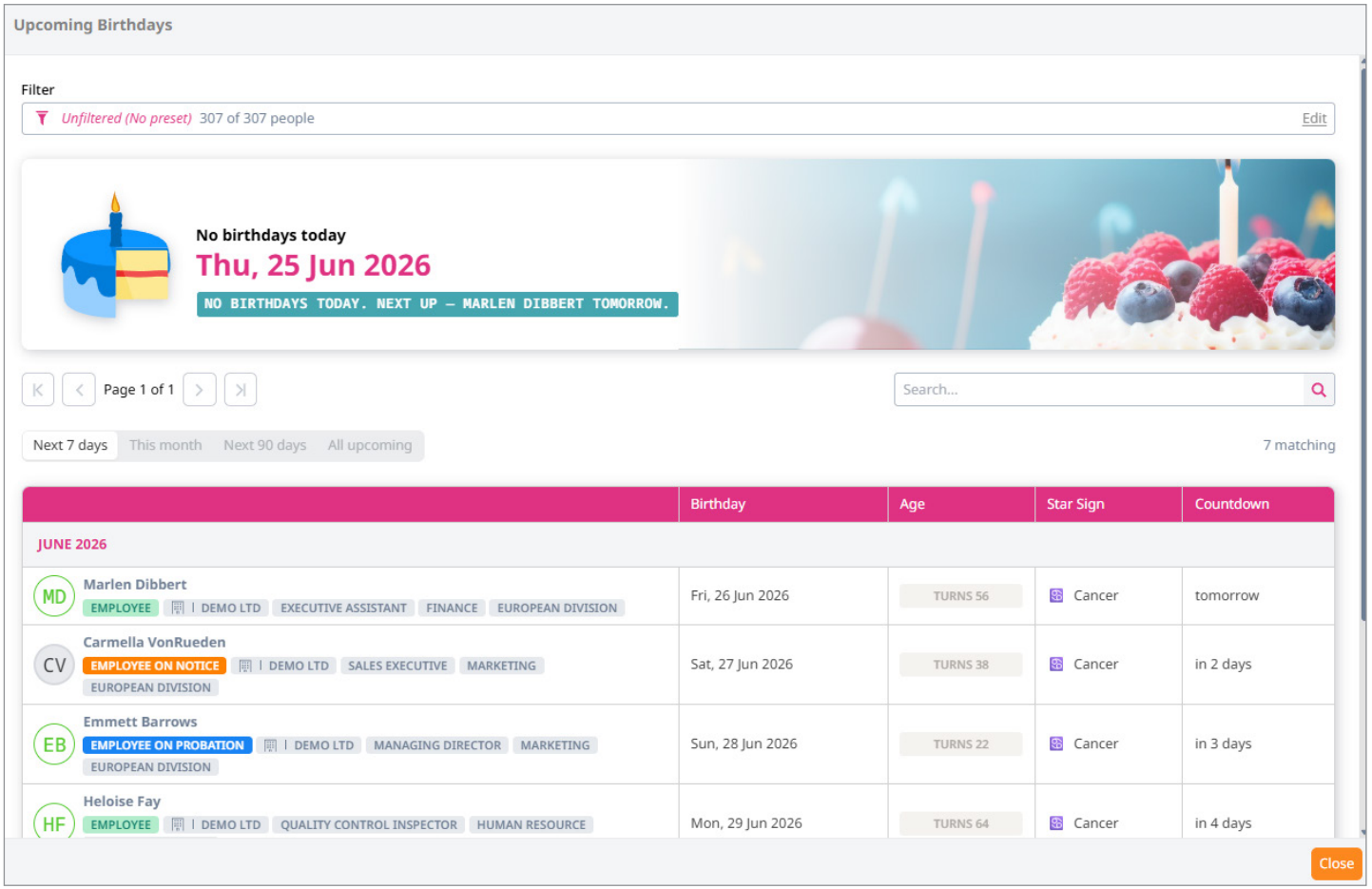



Dashboard updates in real time




Toast notification

Example dashboard tile




## Key Functions

- **Widgets:** Users can select widgets highlighting relevant KPI data.

# Personnel...

## Core

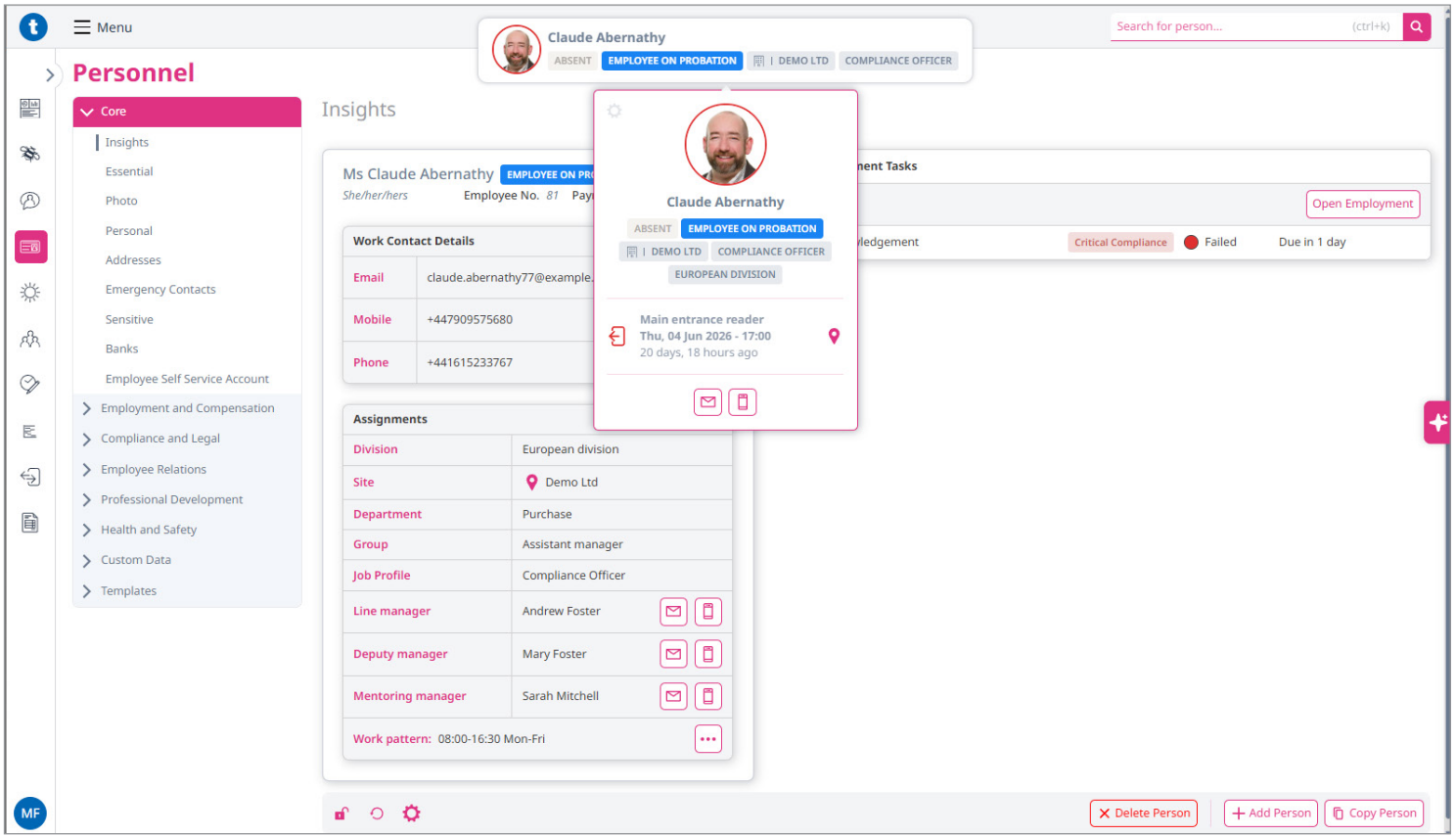
timeware® HR offers centralised HR records, seamless cloud integration, enhanced compliance, and a single secure view of workforce data.

timeware® HRMS brings all workforce information together in one secure, centralised system, offering complete visibility across your organisation. From licence records to compliance documentation, everything is stored in one protected environment, accessible instantly.

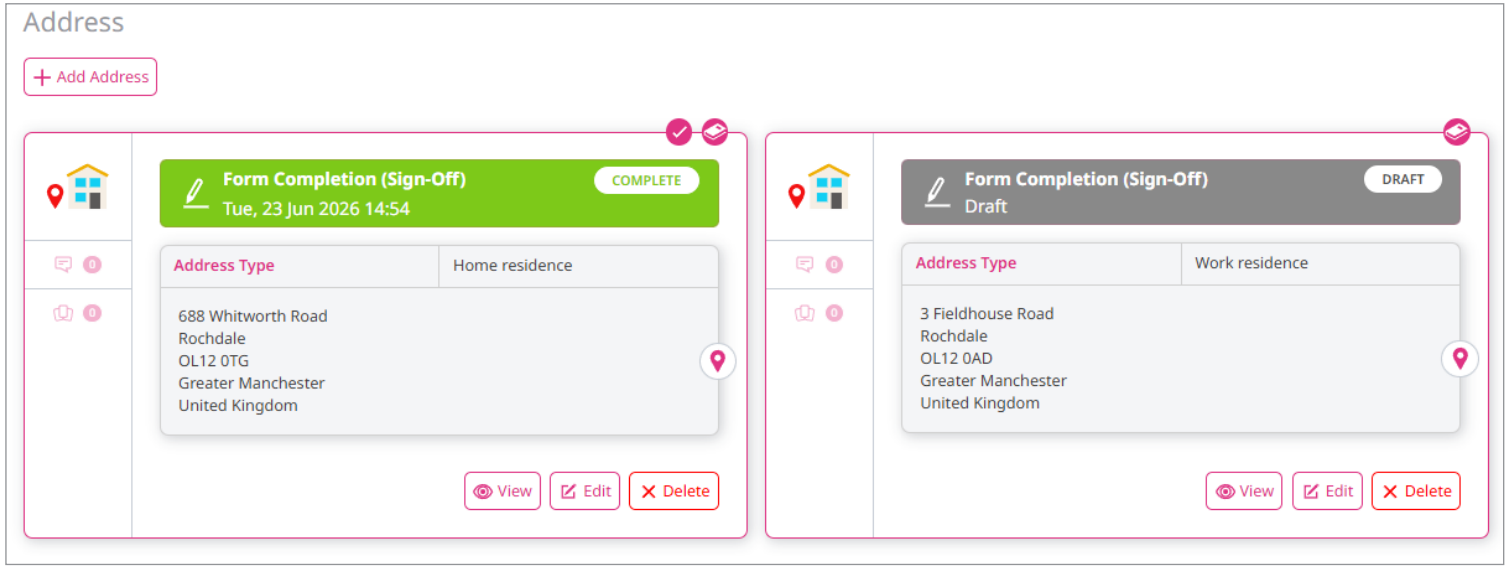
timeware® HRMS integrates seamlessly with key platform features like the Conversation Hub, Marketplace, Statistics, and your Dashboard, ensuring workforce data is connected and actionable.

It covers all essential personnel records, HR data, employment details, qualifications, health and safety, vehicles, and employee self-service, supporting confident decision-making and compliance.

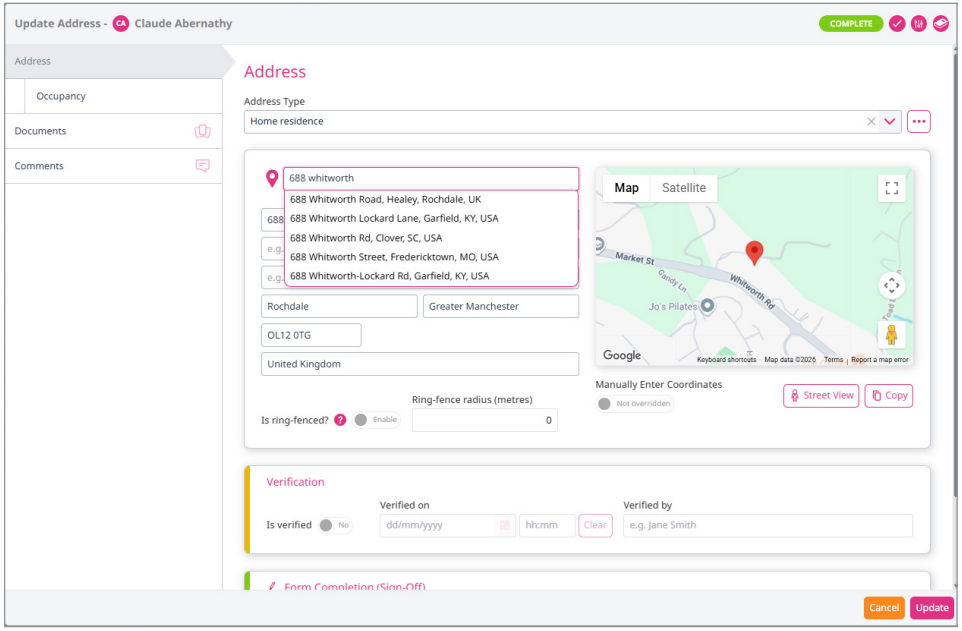
The result is a streamlined, future-ready solution that reduces administration, improves accuracy, and delivers a reliable picture of your workforce in one place.




Personnel, Core, Insights




Personnel, Address




Personnel, Update Address

Google Street View

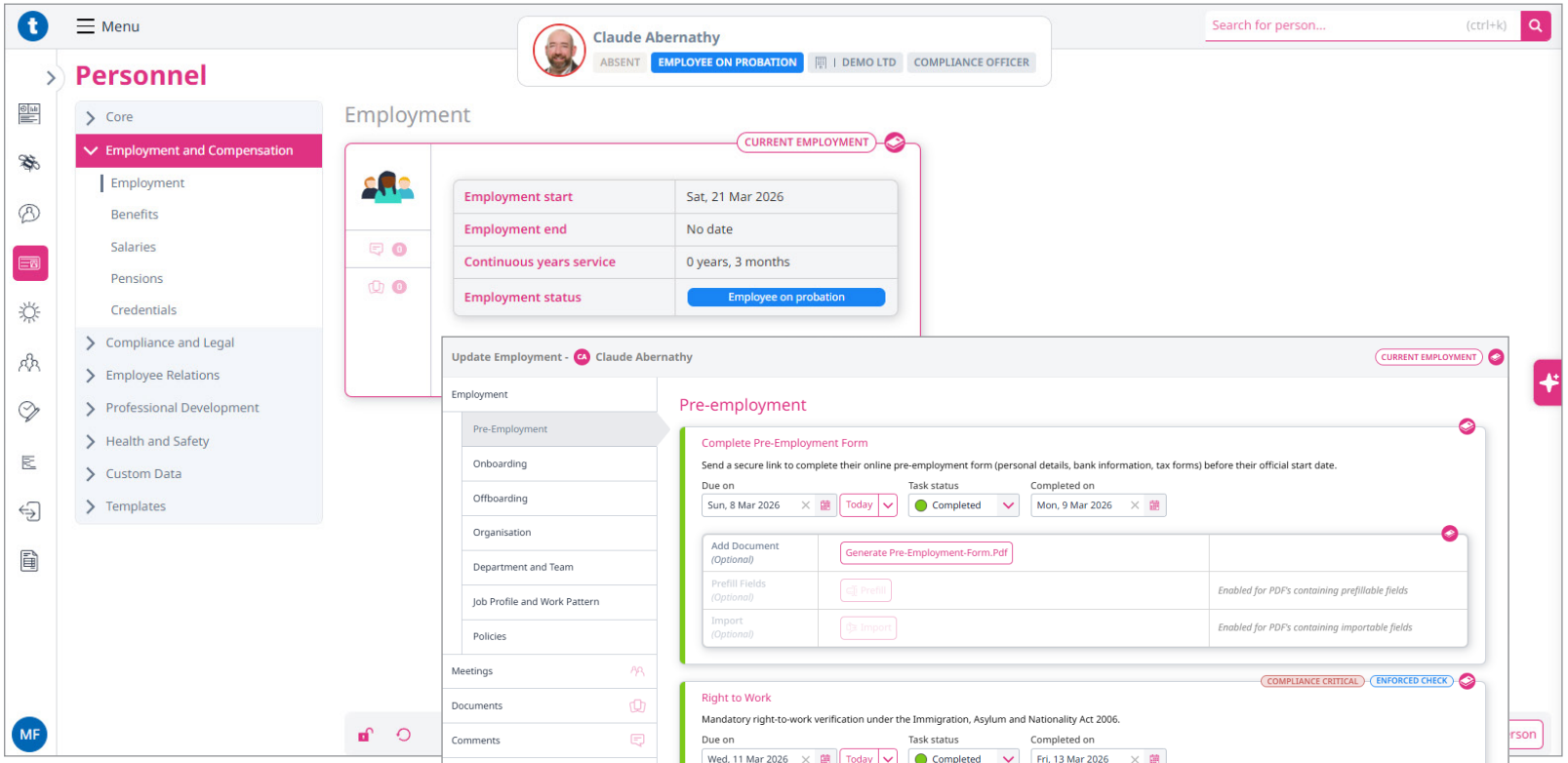
# Personnel...

## Employment and Compensation

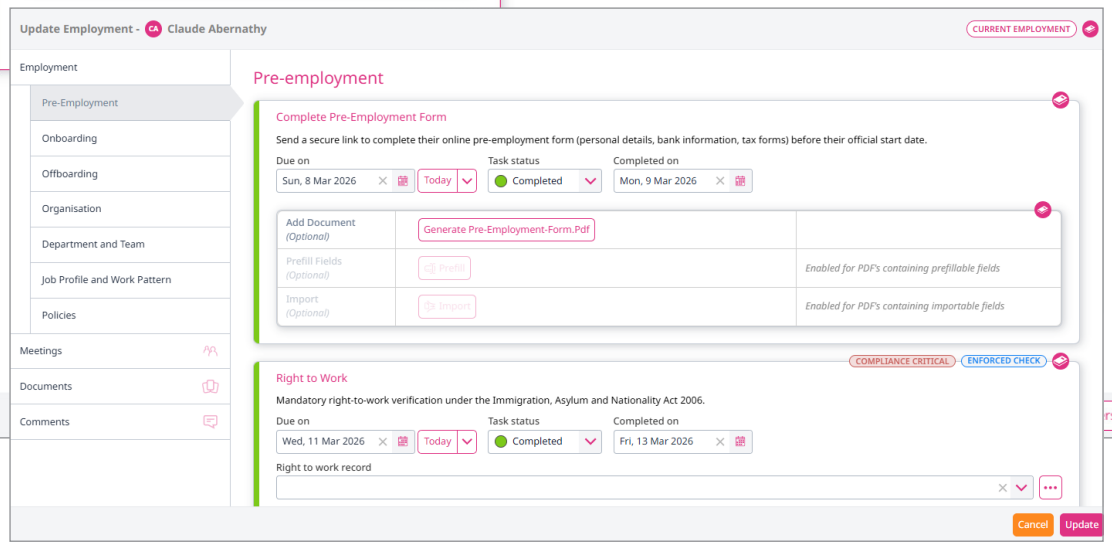
Employment details, contract records, financial data, and compensation insights in one secure system.

Under the Employment and Compensation section of timeware® HRMS, all essential subcategories are neatly organised. From managing employment details and overseeing salaries to handling benefits, pensions, and employee credentials, each area is designed for streamlined control.

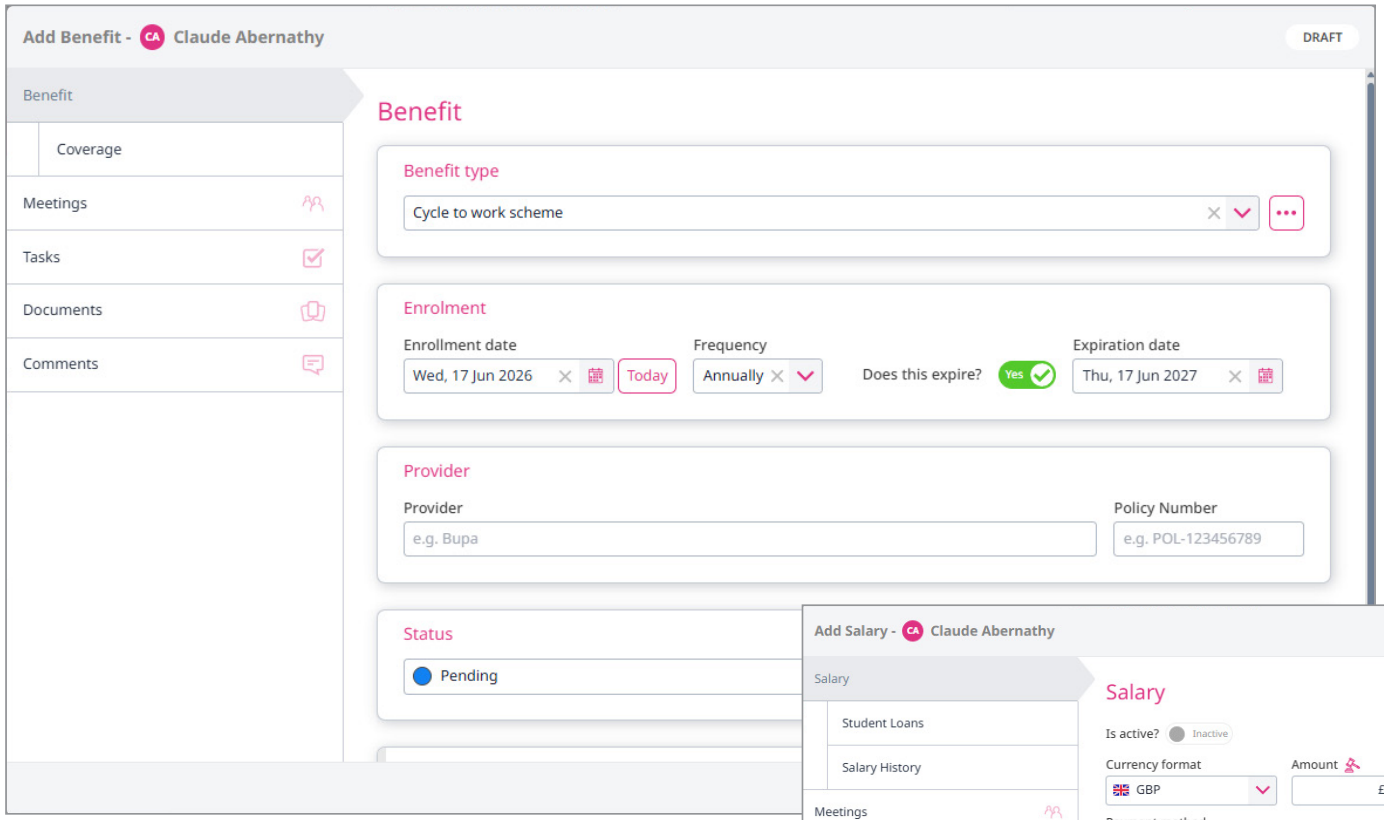
This structure ensures all aspects of employment management are accessible in one place, making it easier than ever to oversee compensation and compliance.



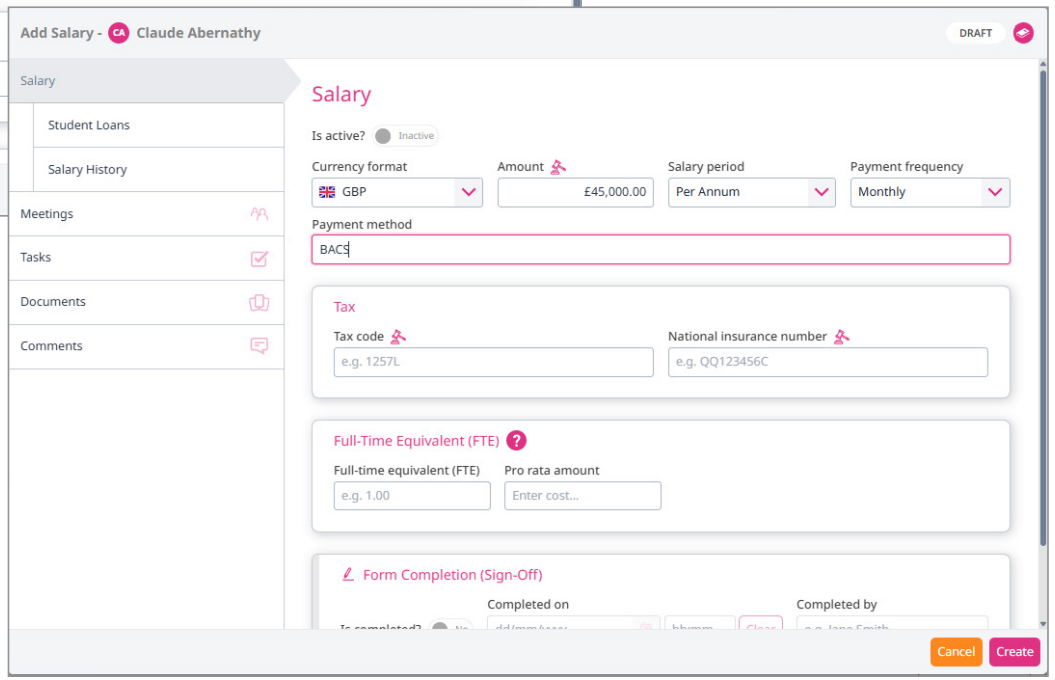

Personnel, Employment and Compensation, Employment




Pre-Employment




Benefit




Salary

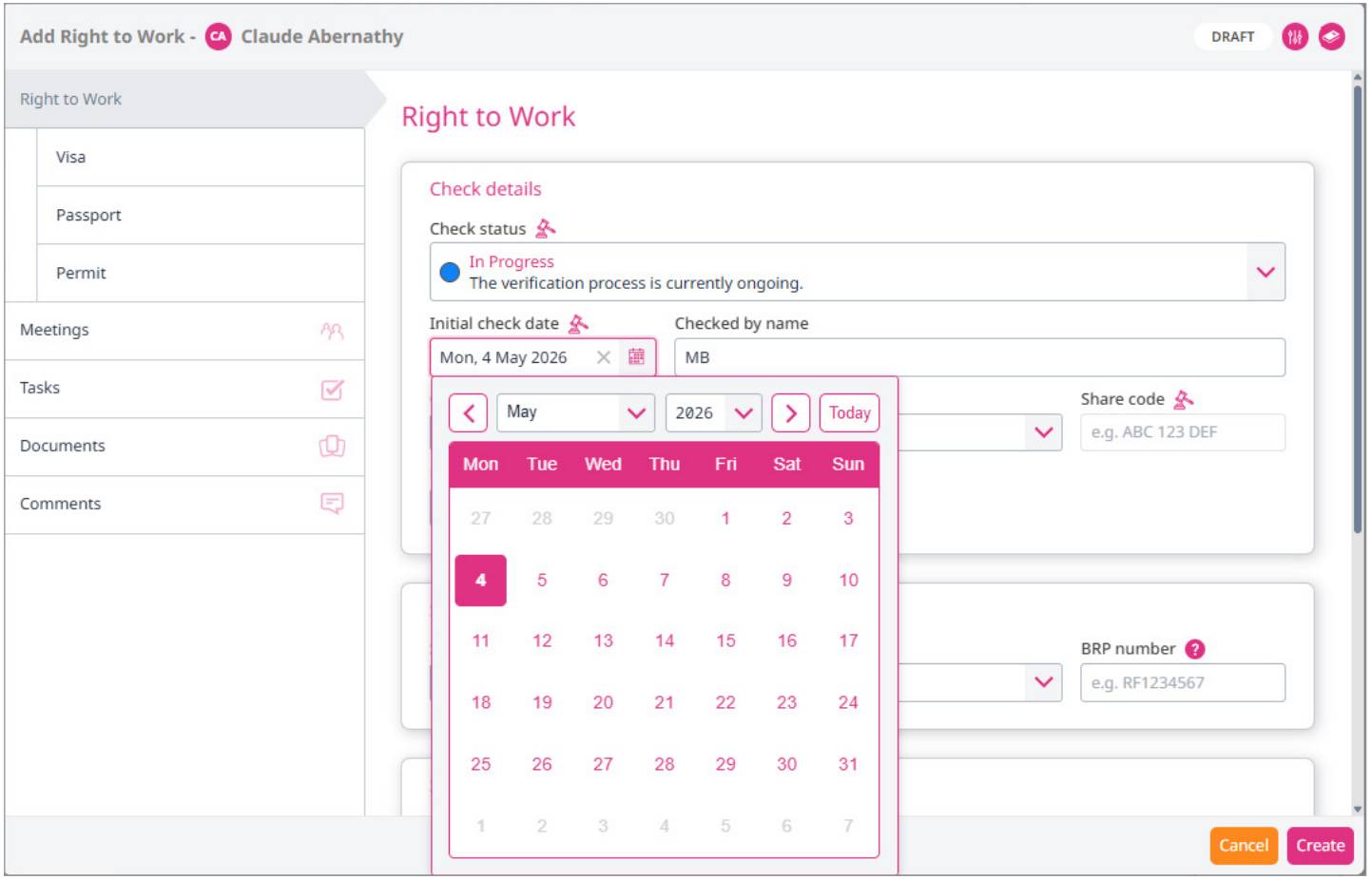
# Personnel...

## Compliance and Legal

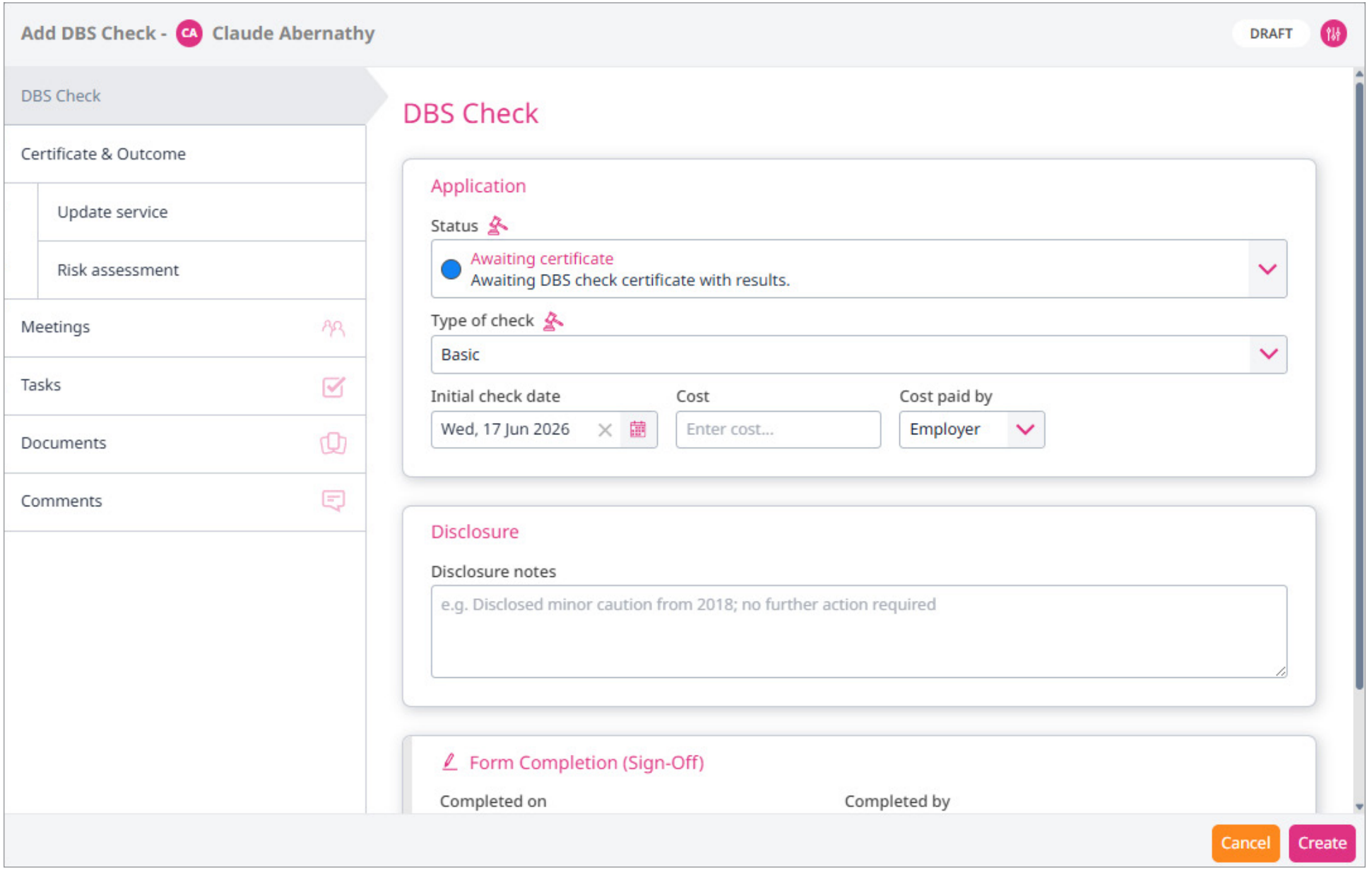
It handles compliance data, legal documentation, and regulatory records in a single secure place.

In the Compliance and Legal section of timeware® HRMS, all essential legal requirements are clearly organised and easy to manage. From Right to Work checks to Working Time Regulations, key compliance data is centralised and accessible when you need it.

This structured approach ensures your business remains compliant with minimal effort, reducing administrative burden while giving you confidence that critical records are accurate, up to date, and securely stored.




Update Right to Work




Update DBS Check

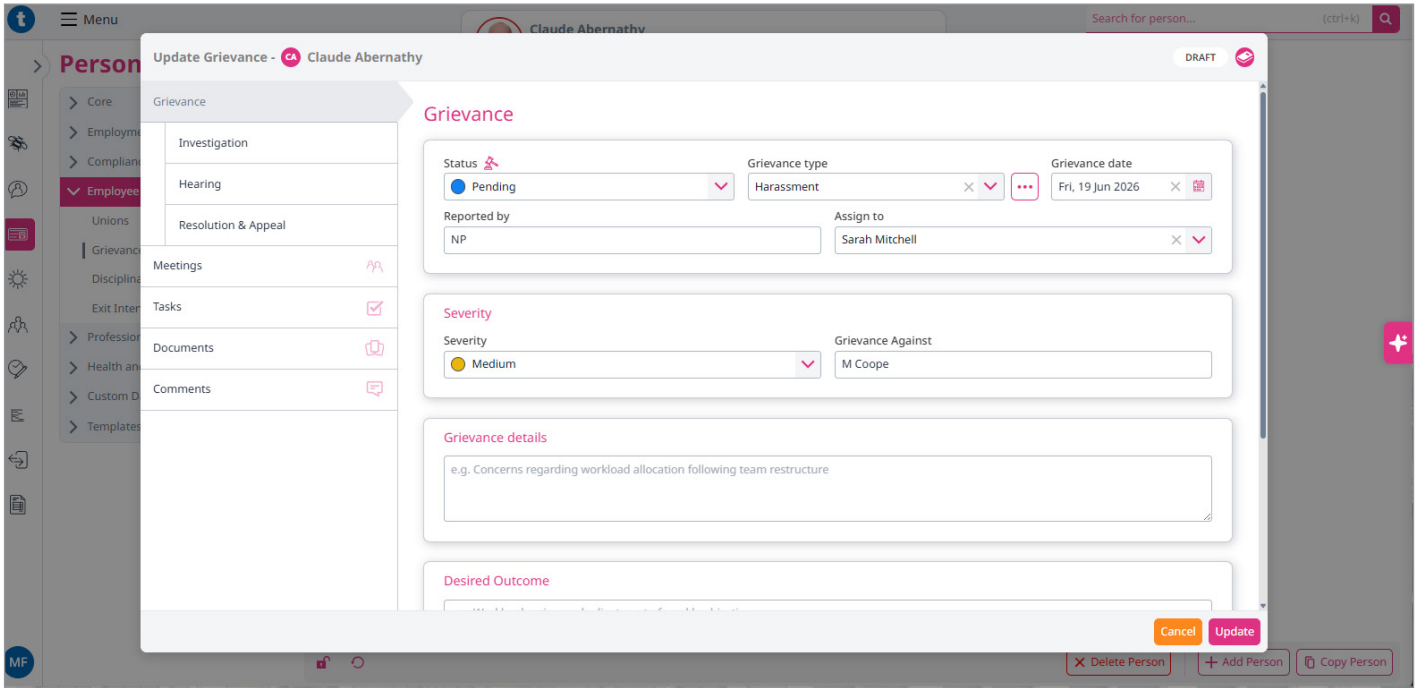
# Personnel...

## Employee Relations

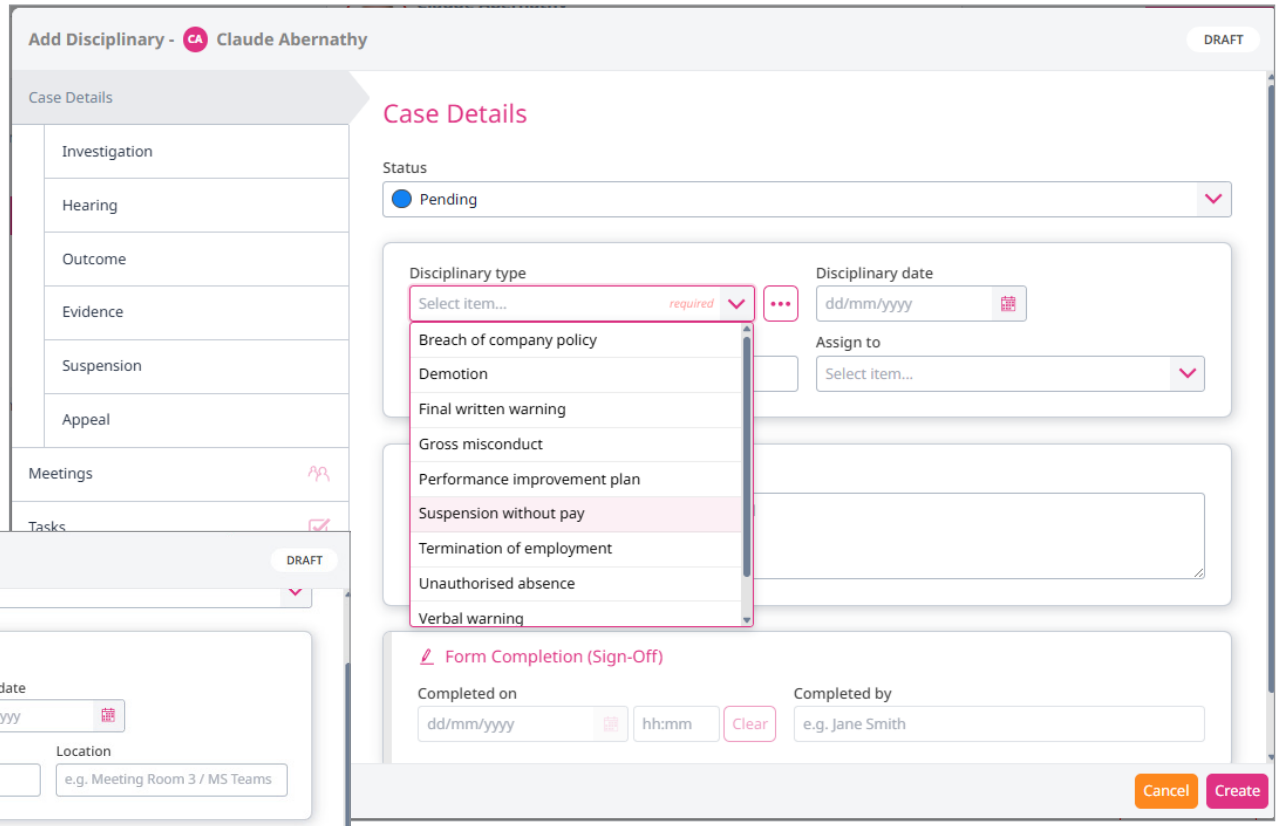
It covers employee relations by storing all HR communications, references, and related records securely in one system.

The Employee Relations area within timeware® HRMS provides a structured and professional approach to managing workplace communication and case handling. From day-to-day conversations and union engagement to grievances, disciplinary processes and exit interviews, every interaction is securely recorded in one central system.

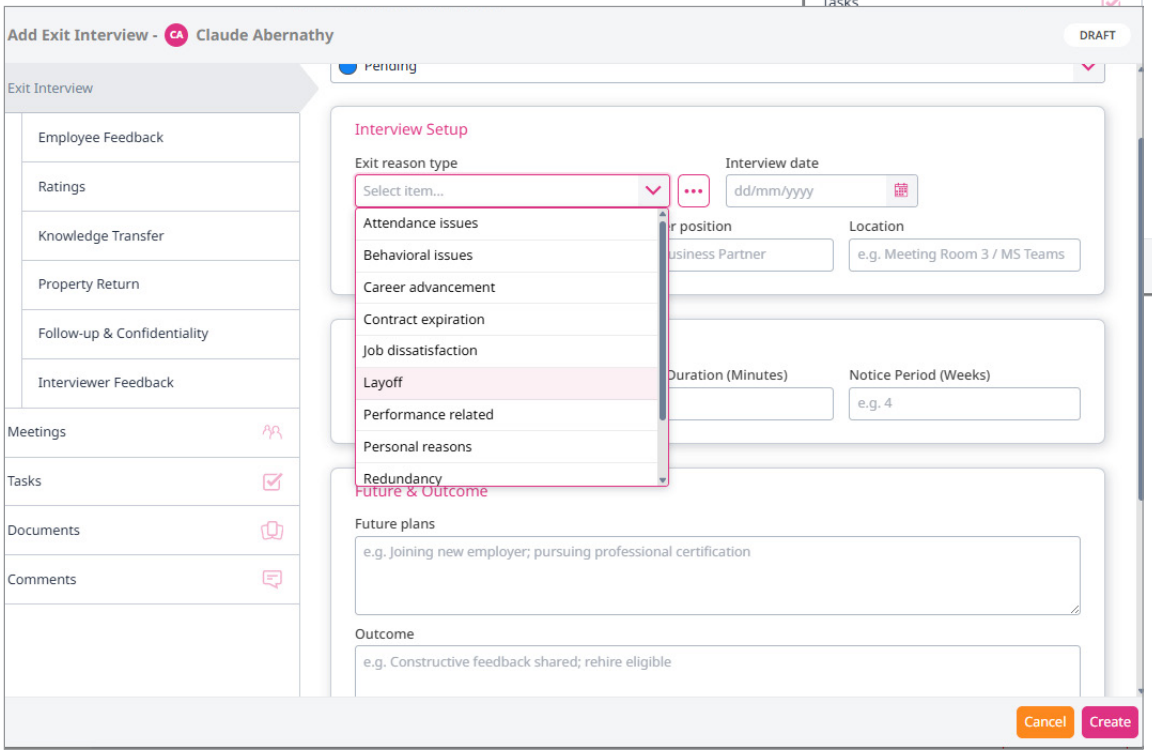
This ensures sensitive matters are handled consistently, actions are clearly documented, and outcomes remain auditable. By bringing employee relations into a single, accessible framework, timeware® HRMS helps resolve issues quickly, maintain transparency and strengthen trust across the organisation.




Personnel, Employee Relations, Grievance




Disciplinary




Exit Interview

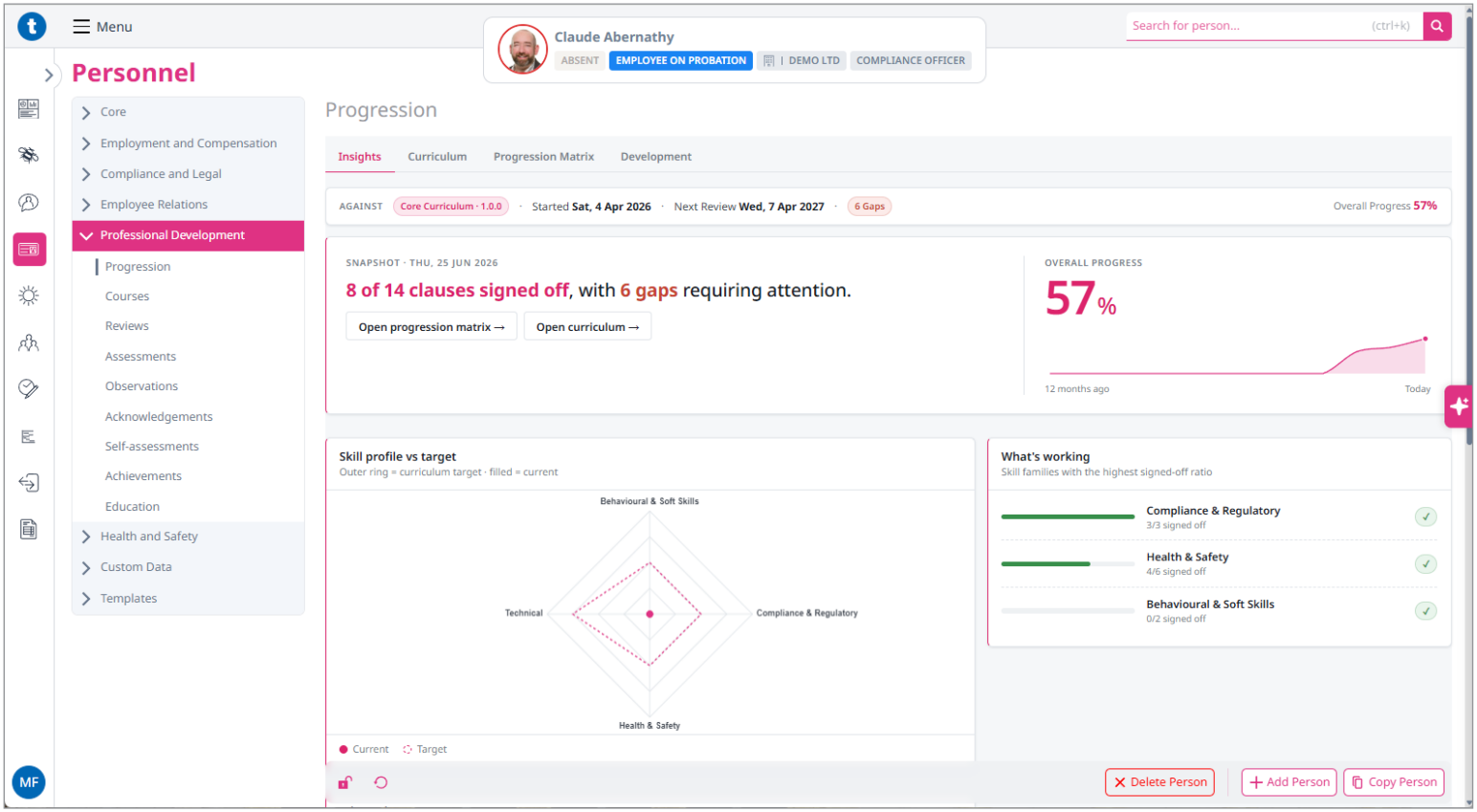
# Personnel...

## Professional Development

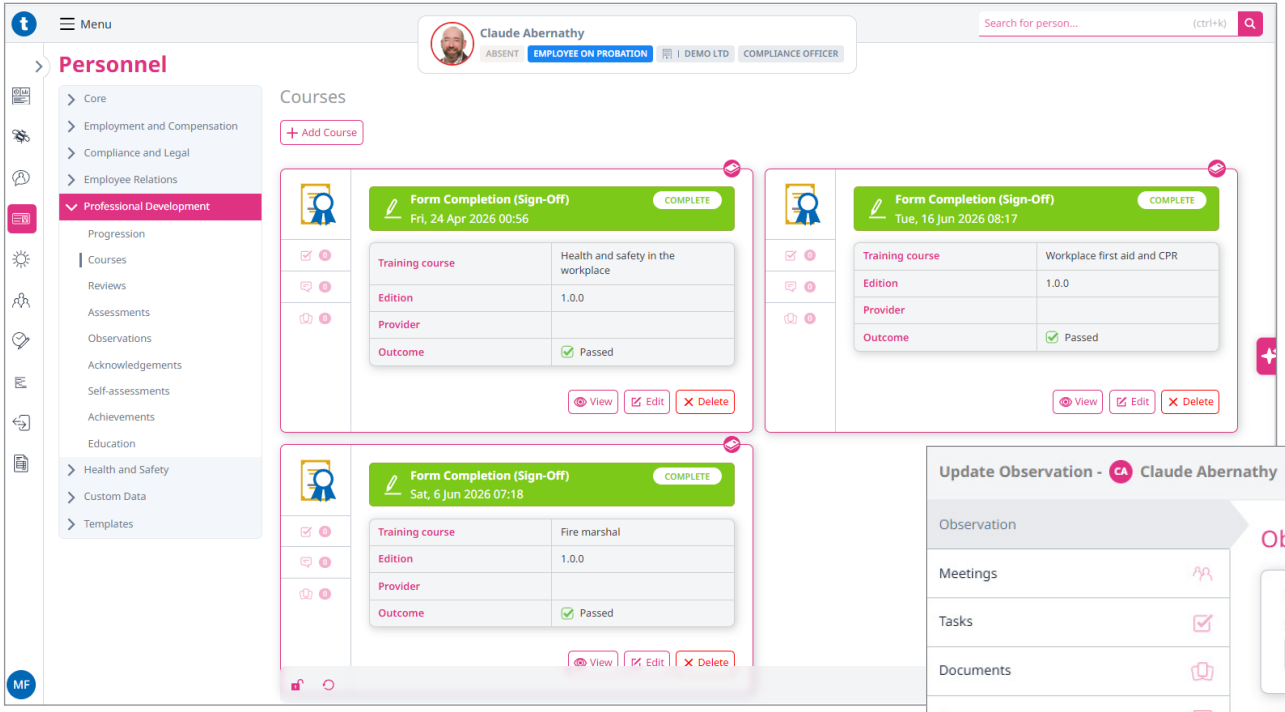
It supports professional development by tracking skills, qualifications, and training records all in one secure place.

The Professional Development area within timeware® HRMS provides a clear and structured view of employee growth and capability. From recording achievements and managing performance reviews to tracking skills, qualifications and progression, every development milestone is stored in one secure location.

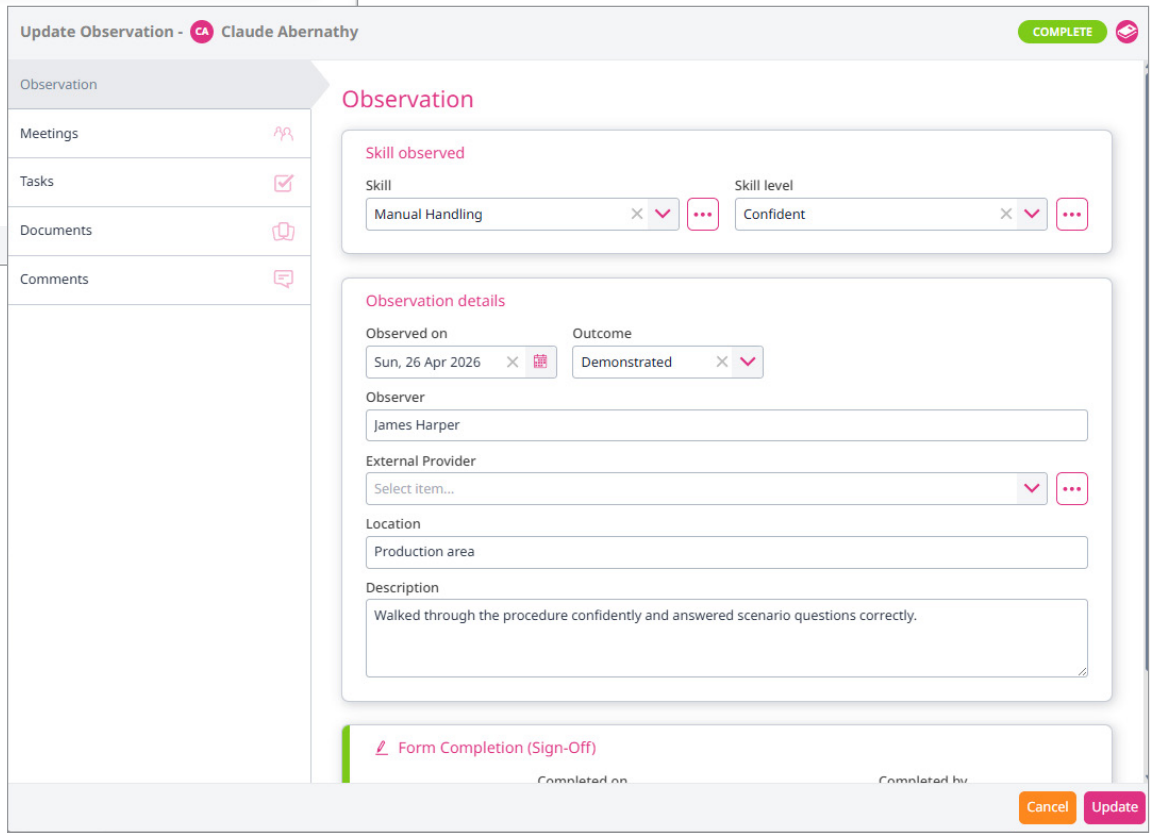
This enables managers to identify talent, plan training effectively and support career development with confidence. By bringing learning, performance and progression together, timeware® HRMS helps build stronger teams, retain key personnel and align individual development with organisational goals.




Personnel, Professional Development, Progression




Training




Observation

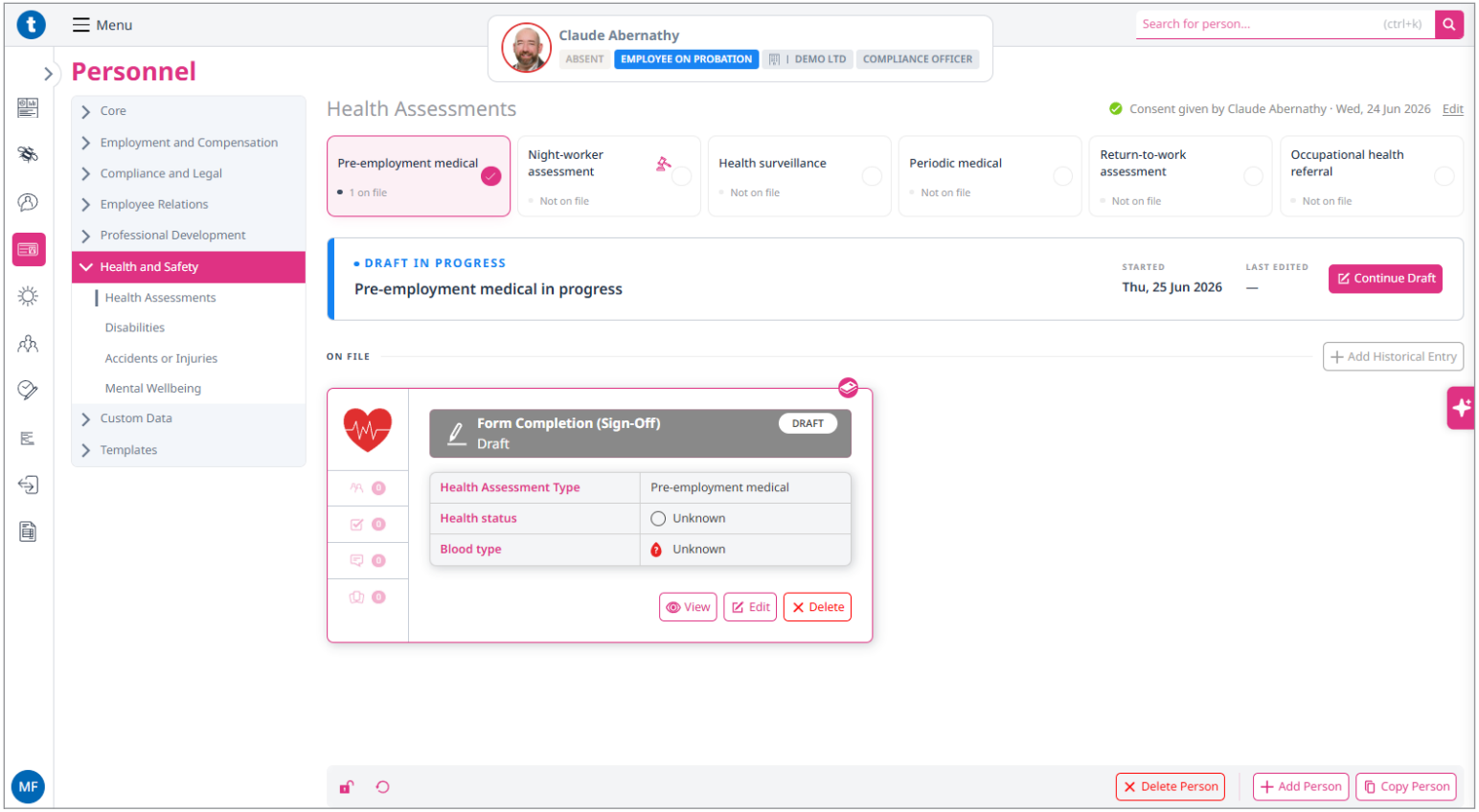
# Personnel...

## Health and Safety

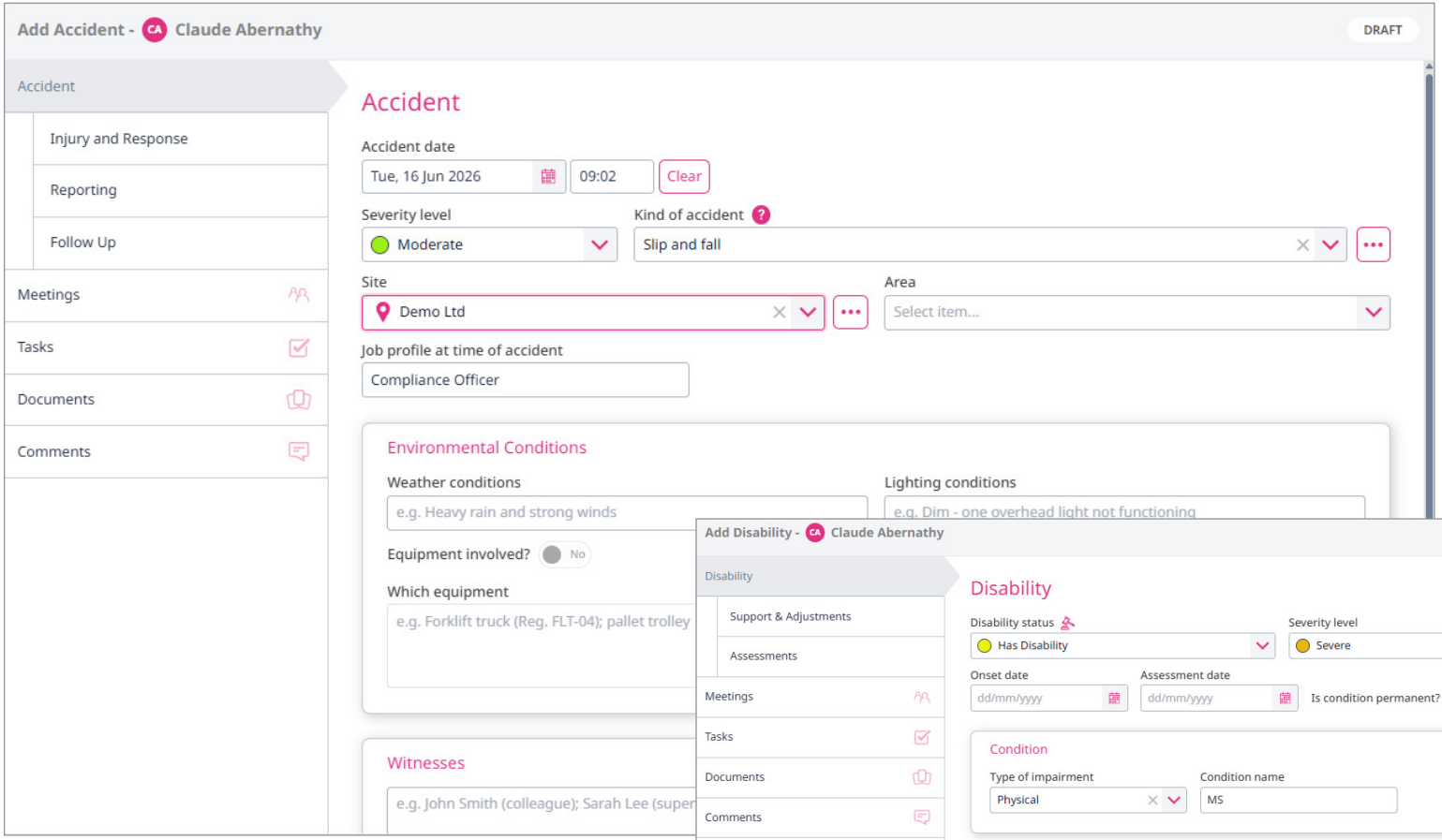
It manages health and safety records, ensuring all compliance and safety data is securely stored and easily accessible.

The Health and Safety area within timeware® HRMS provides a secure and structured way to manage employee wellbeing and workplace compliance. From recording health information and disabilities to documenting accidents, injuries and mental wellbeing, all critical data is stored in one central location.

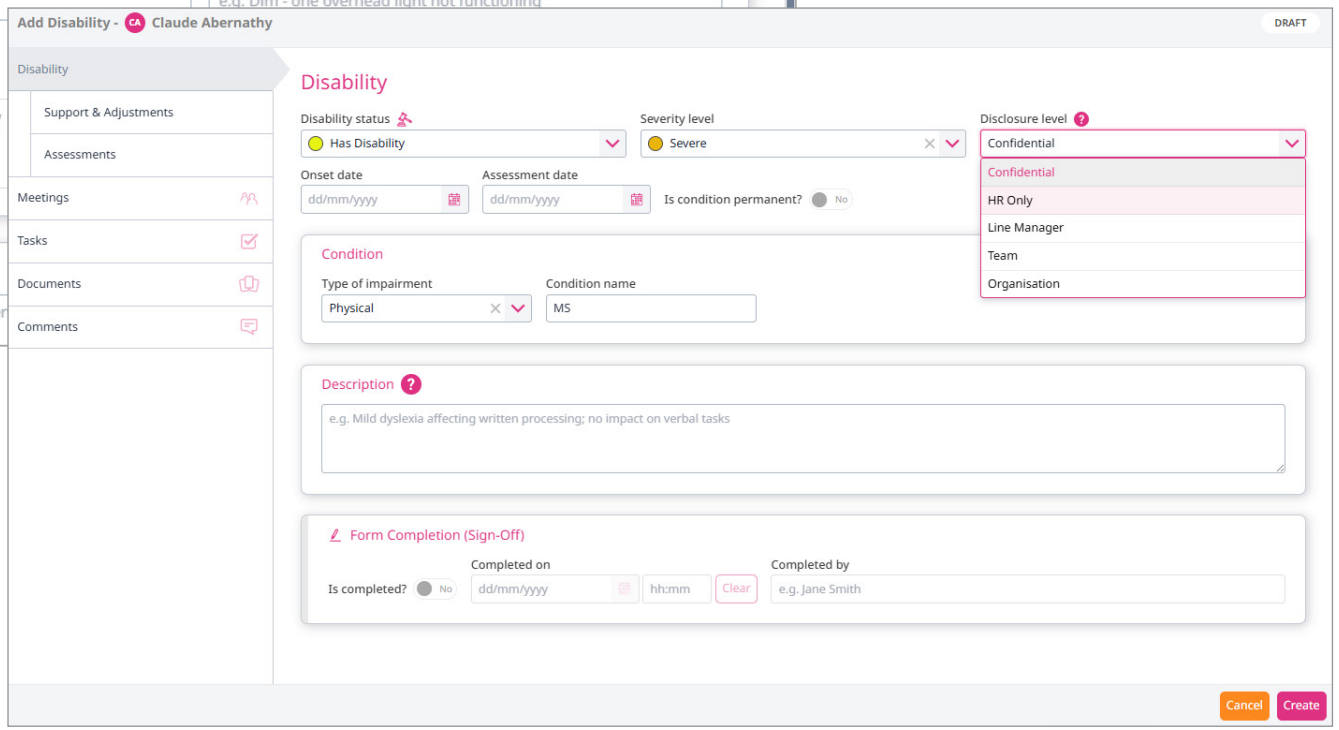
This enables organisations to respond quickly to incidents, meet their duty of care and maintain accurate records for audits and reporting. By bringing health and safety information together, timeware® HRMS helps reduce risk, protect employees and support a safer, more accountable working environment.




Personnel, Health and Safety, Health Assessments




Personnel, Health and Safety, Update Accident




Personnel, Health and Safety, Disability

# Personnel...

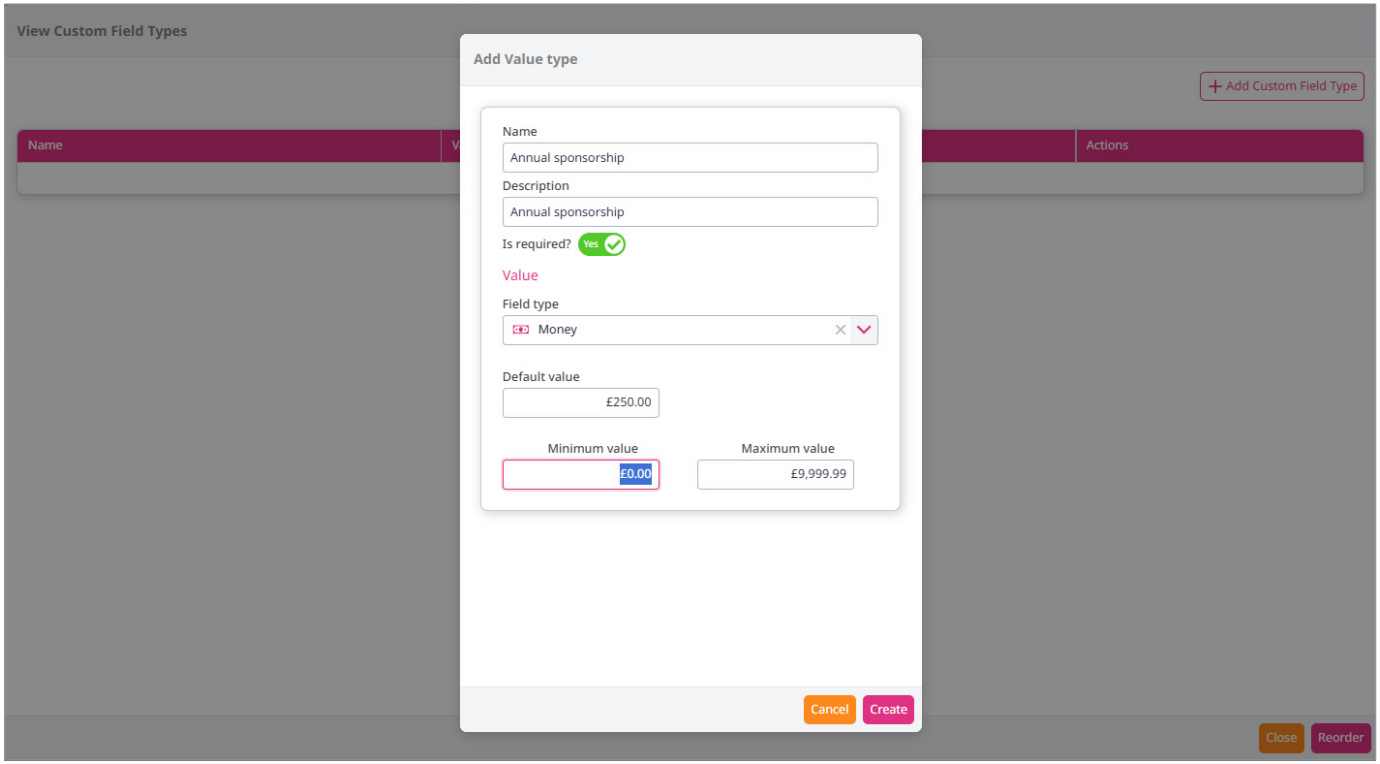
## Custom Fields

It offers custom fields to tailor the system to your organisation's unique HR needs, all securely centralised.

The Custom Fields area within timeware® HRMS gives organisations complete flexibility to tailor the system to their operational needs. With bespoke fields in a range of formats, including text, numbers, dates, time and monetary values, you can capture information beyond standard HR records.

From sponsorships and allowances to internal references and specialist data, each field can be configured as required, ensuring consistency and accuracy across your records.

This adaptable approach allows timeware® HRMS to reflect the way your organisation works, delivering a truly personalised workforce management solution without compromising control, security or reporting clarity.




Custom Field Types

**Key Functions**

- **Onboarding and offboarding** - streamlining every step from hire to retire.
- **Custom Fields** - allowing unlimited tailored fields to match your needs.
- **Document and Conversation Storage** - securely managing critical records and discussions.
- **Skills and Competency Matrix** - tracking employee skills and identifying training needs.
- **Credential Integration** - bringing external qualifications directly into records.
- **Performance Reviews** - documenting appraisals to foster career growth.
- **Workflow** - automating recurring HR tasks for efficiency.

- **Core**
  - Insights
  - Essential
  - Photo
  - Personal
  - Addresses
  - Emergency Contacts
  - Sensitive
  - Banks
  - Employee Self Service Account
- **Employment and Compensation**
  - Employment
  - Benefits
  - Salaries
  - Pensions
  - Credentials
- **Compliance and Legal**
  - Right to Work
  - Disclosure and Barring Service
  - Working Time Regulations
- **Employee Relations**
  - Unions
  - Grievances
  - Disciplinary
  - Exit Interview
- **Professional Development**
  - Progression
  - Courses
  - Reviews
  - Assessments
  - Observations
  - Acknowledgements
  - Self-assessments
  - Achievements
  - Education
- **Health and Safety**
  - Health
  - Disabilities
  - Accident or Injury
  - Mental Wellbeing
- **Custom Data**
  - Custom Fields
- **Templates**
  - Workflows

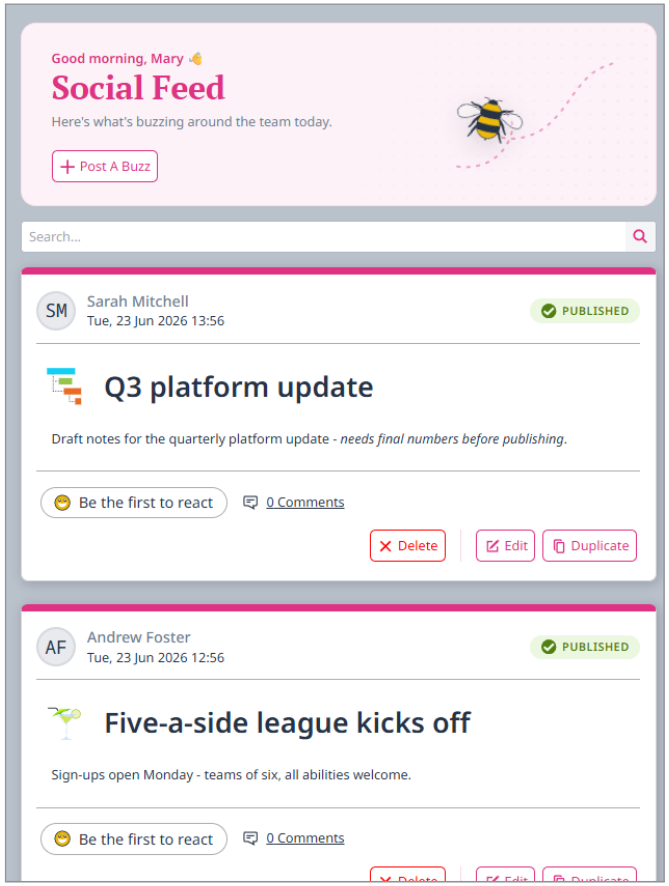
# The Social Feed...

Keeping teams connected and engaged.

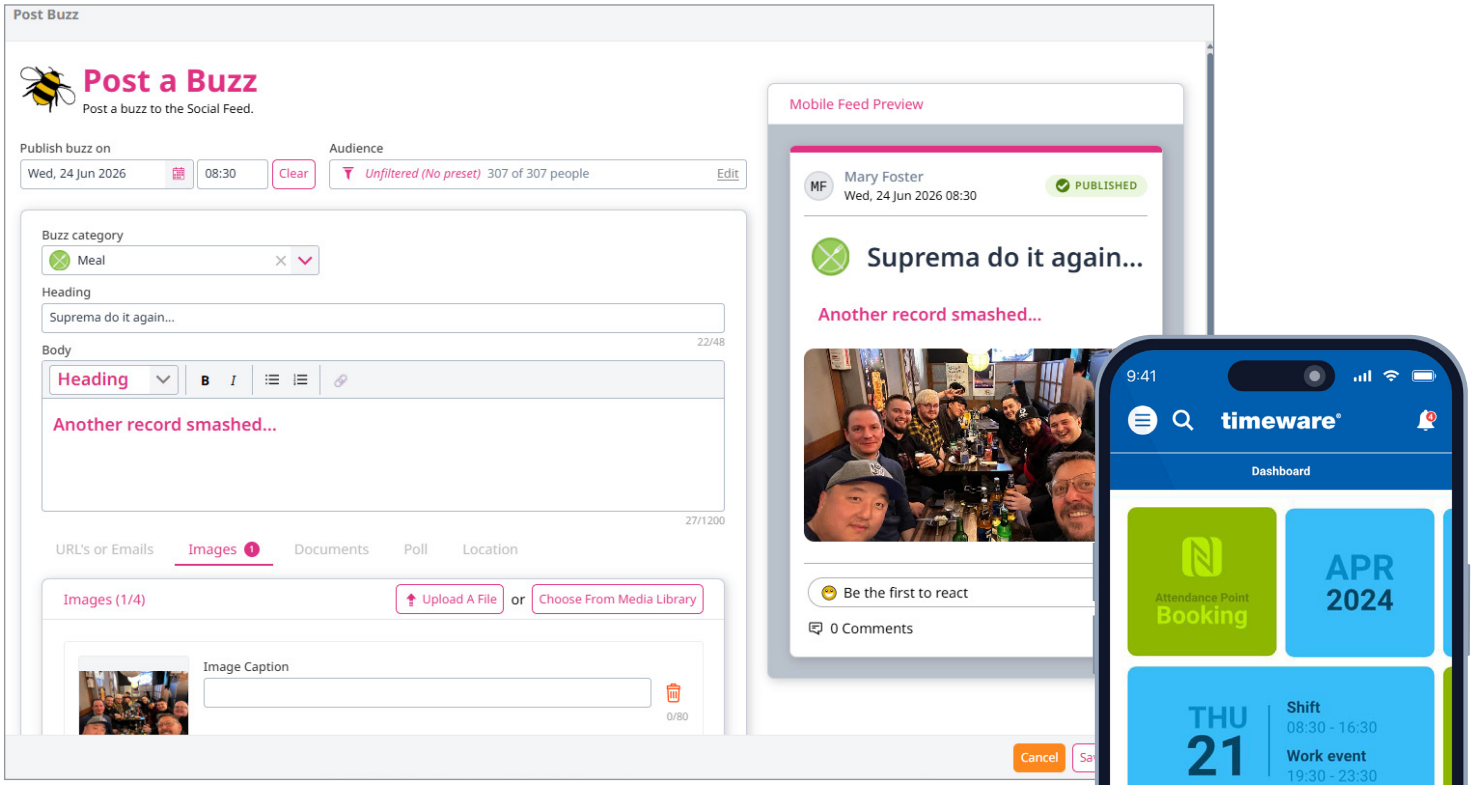
The Social Feed is timeware® HRMS's internal communications hub, designed to bring people, information, and engagement together in one secure space. Through quick, targeted social feed posts, managers share updates, recognise achievements, promote events, and gather feedback across the organisation. Whether announcing a policy, celebrating success, or running a poll, The Social Feed ensures every message reaches the right audience.

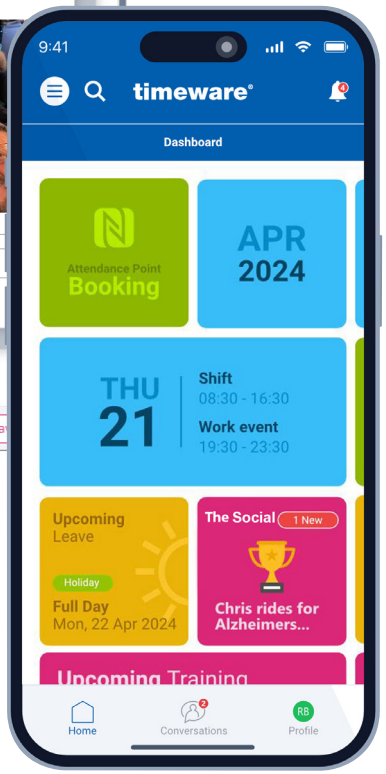
With a clean interface and mobile-friendly design, employees stay connected wherever they are, reducing reliance on email and enhancing day-to-day visibility. Rich content - images, documents, polls - can be added in seconds, while comments and reactions foster genuine two-way communication.

As a core part of timeware® HRMS, The Social Feed integrates with workforce data, dashboards, and HR features - creating a central hub for interaction. The result is a more engaged workforce, clearer communication, and a stronger connection between management and staff. The Social Feed turns updates into meaningful conversations, strengthening culture and awareness around what matters most.




Social Feed




Posting a Buzz

## Key Functions

- **Direct Management-to-Employee Communication:** Allows targeted or company-wide messages directly from leadership.
- **Cultural Reinforcement:** Celebrates achievements, milestones, and recognitions, fostering company culture.
- **Community Building:** Reduces isolation by fostering connection, especially for hybrid or remote teams.
- **Real-Time Updates:** Ensures prompt and transparent sharing of operational or social news.
- **Employee Retention through Engagement:** Promotes interaction and feedback, making employees feel valued and connected.

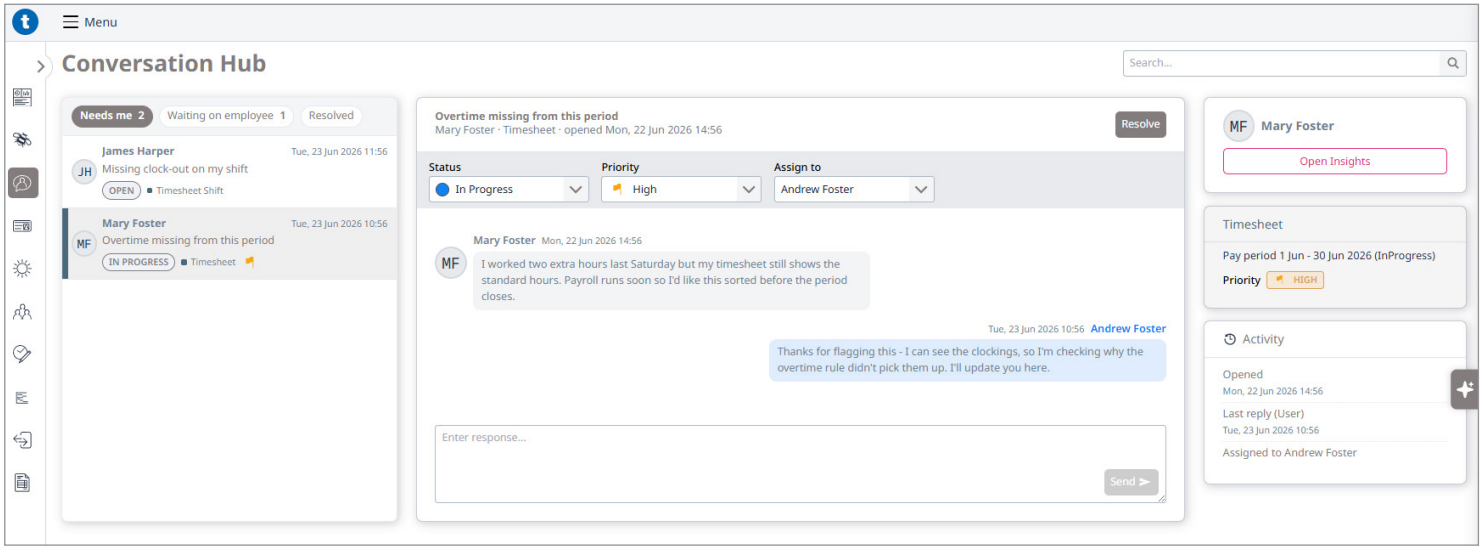
# The Conversation Hub...

A distinctive tool that promotes transparency, enhances understanding between the workforce and management, and assists in the swift resolution of workplace inquiries.

The Conversation Hub enables both employees and management to handle queries within a secure, fully auditable environment, supporting compliance with GDPR standards.

Seamlessly integrated within timeware® HRMS, it provides a controlled messaging channel between employees and management, ensuring queries, responses and updates are clearly recorded and easily accessible.

By bringing communication into one structured platform, the Conversation Hub improves response times, enhances transparency and supports more effective collaboration across the organisation.



Conversation Hub

## Example conversations

Laura Maynard

I was late this morning because the bus broke down. Sorry!

Friday, 20 Feb 2026 at 7:45AM

Stuart Booth

Don't worry, I've manually changed your start time to 9am.

Friday, 20 Feb 2026 at 8:45AM

Peter Ellison

Please can I request leave from 22nd – 26th April?

Monday, 23 Feb 2026 at 9:10AM

Sarah Wilkinson

Yes. I'll authorise that immediately.

Monday, 23 Feb 2026 at 9:20AM

Alan Marshall

My overtime isn't right.

Wednesday, 25 Feb 2026 at 10:16AM

Jess Barratt

Which day is wrong?

Wednesday, 25 Feb 2026 at 10:18AM

Alan Marshall

Sunday.

Wednesday, 25 Feb 20236 at 10:19AM

Jess Barratt

OK - did you forget to book in?

Wednesday, 25 Feb 2026 at 10:22AM

Alan Marshall

Yes - 6am

Wednesday, 25 Feb 2026 at 10:24AM

Jess Barratt

OK

Wednesday, 25 Feb 2026 at 10:25AM

### Key Functions

- Fully auditable conversations support compliance and accountability.
- Centralised communication ensures all interactions are accessible in one place.
- Transparent communication fosters consistent engagement across the organisation.
- Management updates are streamlined for prompt employee awareness.
- Miscommunication is reduced by having structured discussions

# Marketplace...

A streamlined way to notify your workforce about available shifts and overtime opportunities.

The Marketplace provides a central hub for advertising available shifts and overtime, accessible to employees through the ESS app. This intelligent feature matches available work patterns with qualified employees, ensuring the right opportunities reach the right people.

As a standard feature within timeware® HRMS, the Marketplace acts as a digital noticeboard, enabling organisations to promote, manage and fill shifts quickly and efficiently.

## Available shifts

| Monday 9th March | Tuesday 10th March | Wednesday 11th March | Saturday 12th March |
|---|---|---|---|
| **16:30 > 20:30** | **16:30 > 20:30** | **16:30 > 20:30** | **08:30 > 17:30** |
| 4hr | 4hr | 4hr | 8hr 60m unpaid |

Laura Maynard

I'll work the Tuesday 10th March shift please.

Friday, 20 Feb 2026 at 7:45AM

Stuart Booth

Confirmed, thank you.

Friday, 20 Feb 2026 at 8:45AM

Peter Ellison

I'll work the Wednesday 11th March shift please.

Monday, 23 Feb 2026 at 9:10AM

Sarah Wilkinson

Confirmed, thank you.

Monday, 23 Feb 2026 at 9:20AM

Paul Hilden

I'll work the Saturday 12th March shift please.

Monday, 23 Feb 2026 at 9:10AM

Angela Taylor

Confirmed, thank you.

Monday, 23 Feb 2026 at 9:20AM

## Key Functions

- Easy shift advertising via the ESS app.
- Intelligent matching of qualified employees to shifts.
- Rapid shift filling to ensure efficiency.
- Centralised digital noticeboard for all opportunities.
- Enhanced operational agility for shift management.

# Leave Management...

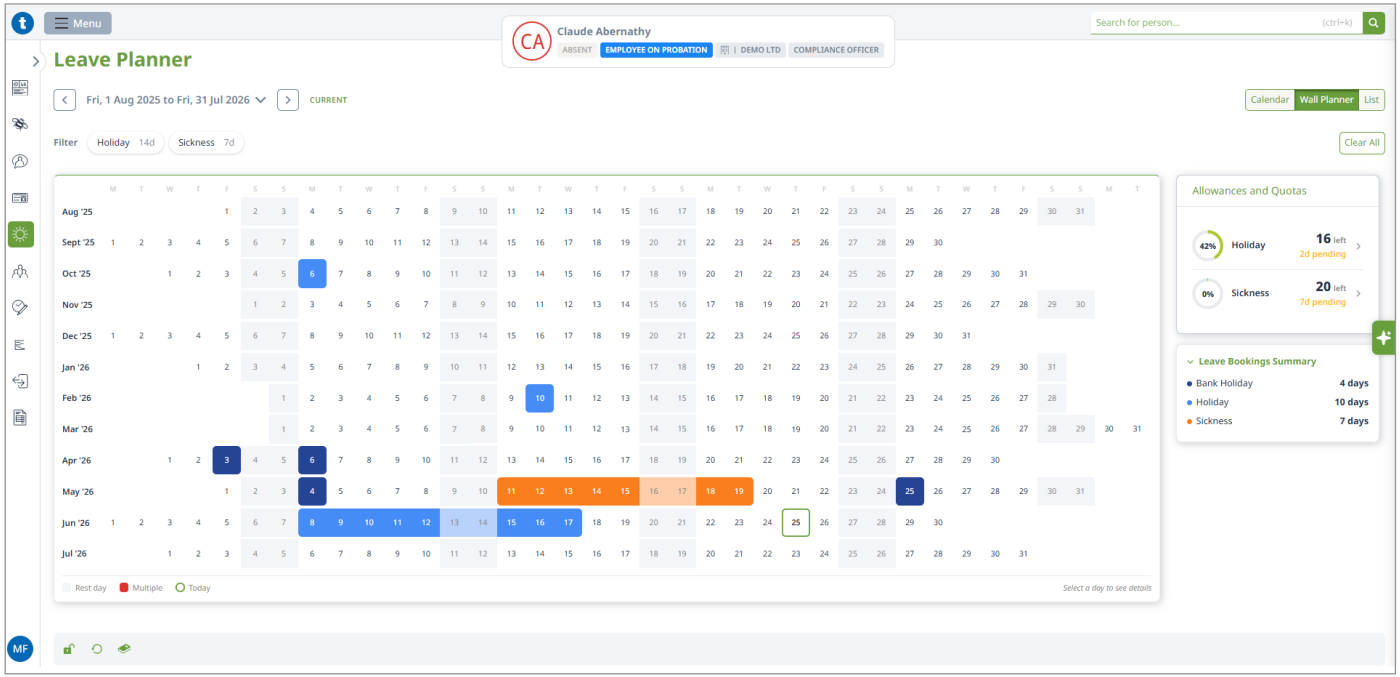
timeware® HRMS Leave Management enables fully customised holiday policies, carry-over limits, two-tier approvals, and proactive alerts to ensure compliance with leave rules.

timeware® HRMS Leave Management simplifies and centralises the way organisations manage employee absences. From holiday and sickness to compassionate leave and personal days, every request is recorded accurately and consistently.

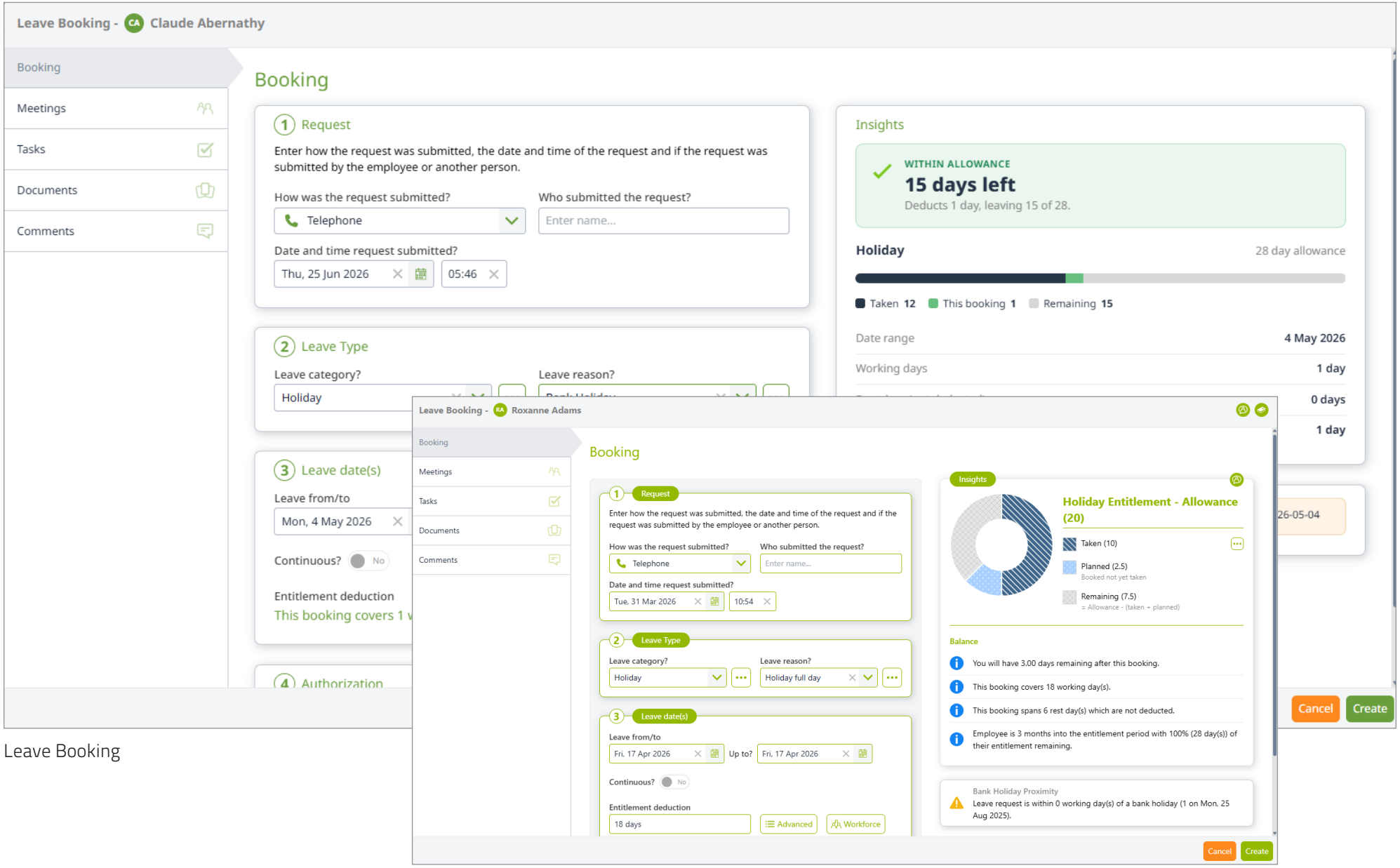
Managers can review and approve requests quickly, with clear visibility of entitlements, remaining balances, and team availability. This supports confident decision-making while maintaining appropriate staffing levels.

Real-time reporting highlights leave patterns and trends, enabling proactive management. Fully integrated with time and attendance and HR data, timeware® HRMS ensures records remain accurate, supporting payroll, compliance, and internal policies.

The result is a streamlined, reliable, and professional approach to managing leave across the entire organisation.

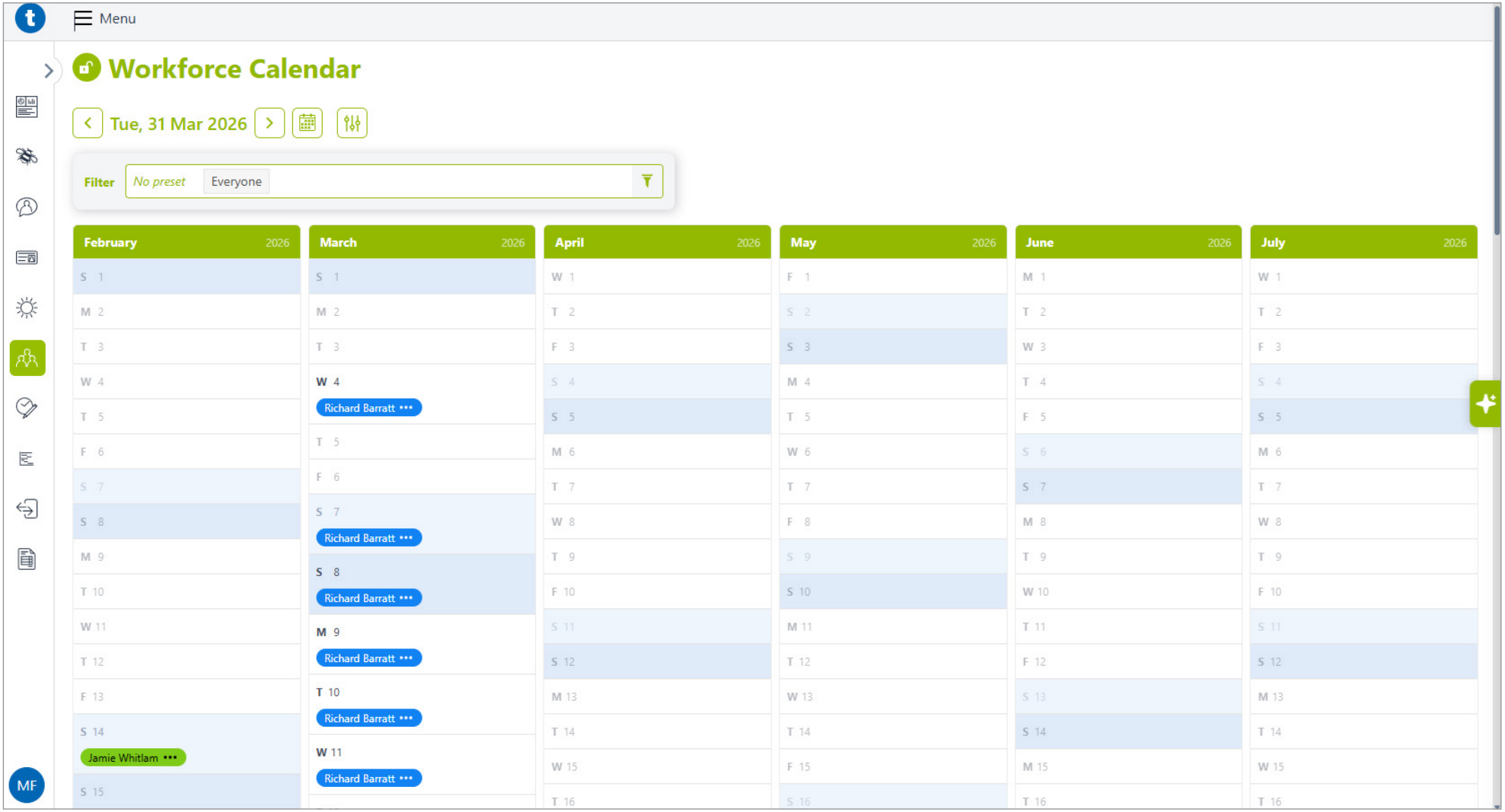



Leave Planner

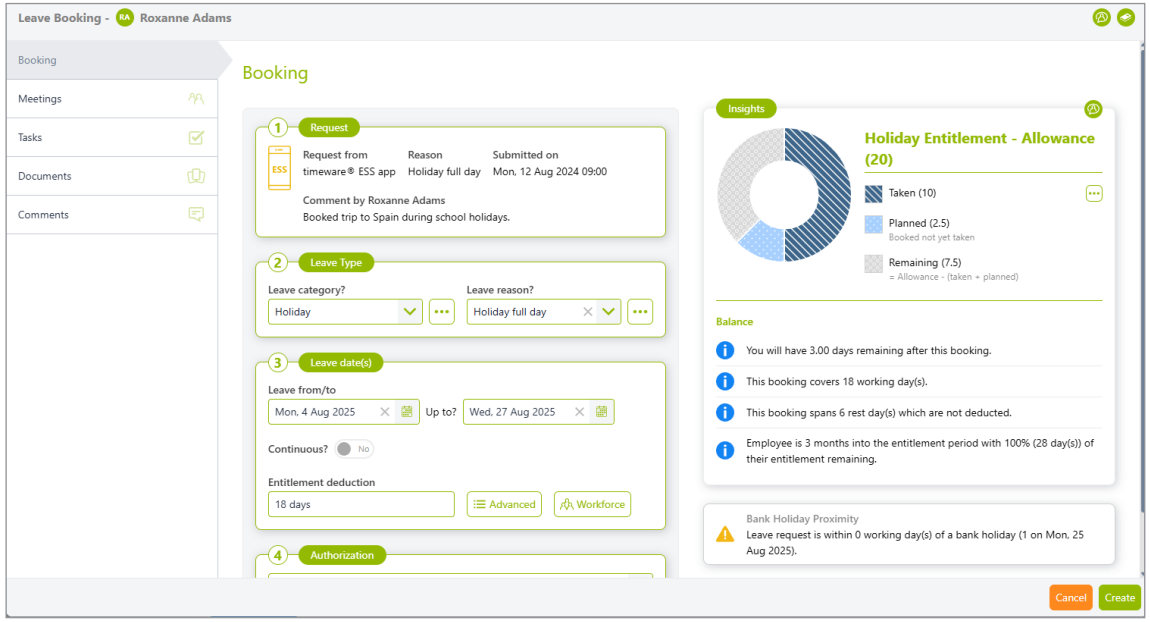



Leave Booking

# Leave Management...




Workforce Calendar




## Key Functions

- Comprehensive holiday management allows employees to request and track annual leave with ease through the ESS app.
- Robust sickness tracking ensures all absences - short or long-term - are recorded accurately.
- The system checks leave requests against work schedules, ensuring leave aligns with actual working days.
- Managers can grant additional holiday credits, offering extra days of leave as incentives or rewards.
- All leave balances and approvals are centralised, ensuring transparency and consistency.
- The process ensures smooth coordination between holidays, sickness, and shifts, supporting accurate payroll.
- Tactical absence alerts.
- Prohibitive leave days.

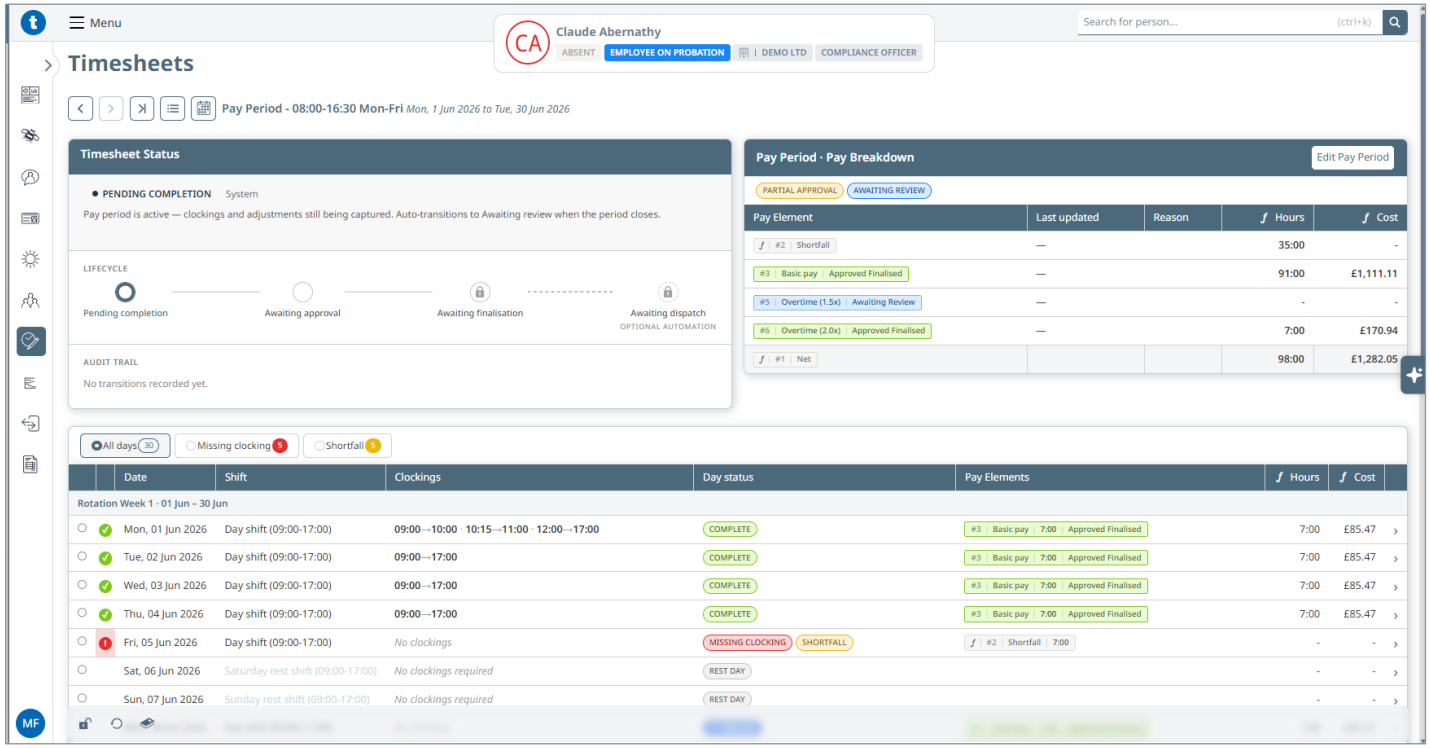
# Time Management...

Flexible scheduling, extensive overtime calculations, real-time calculations and alerts.

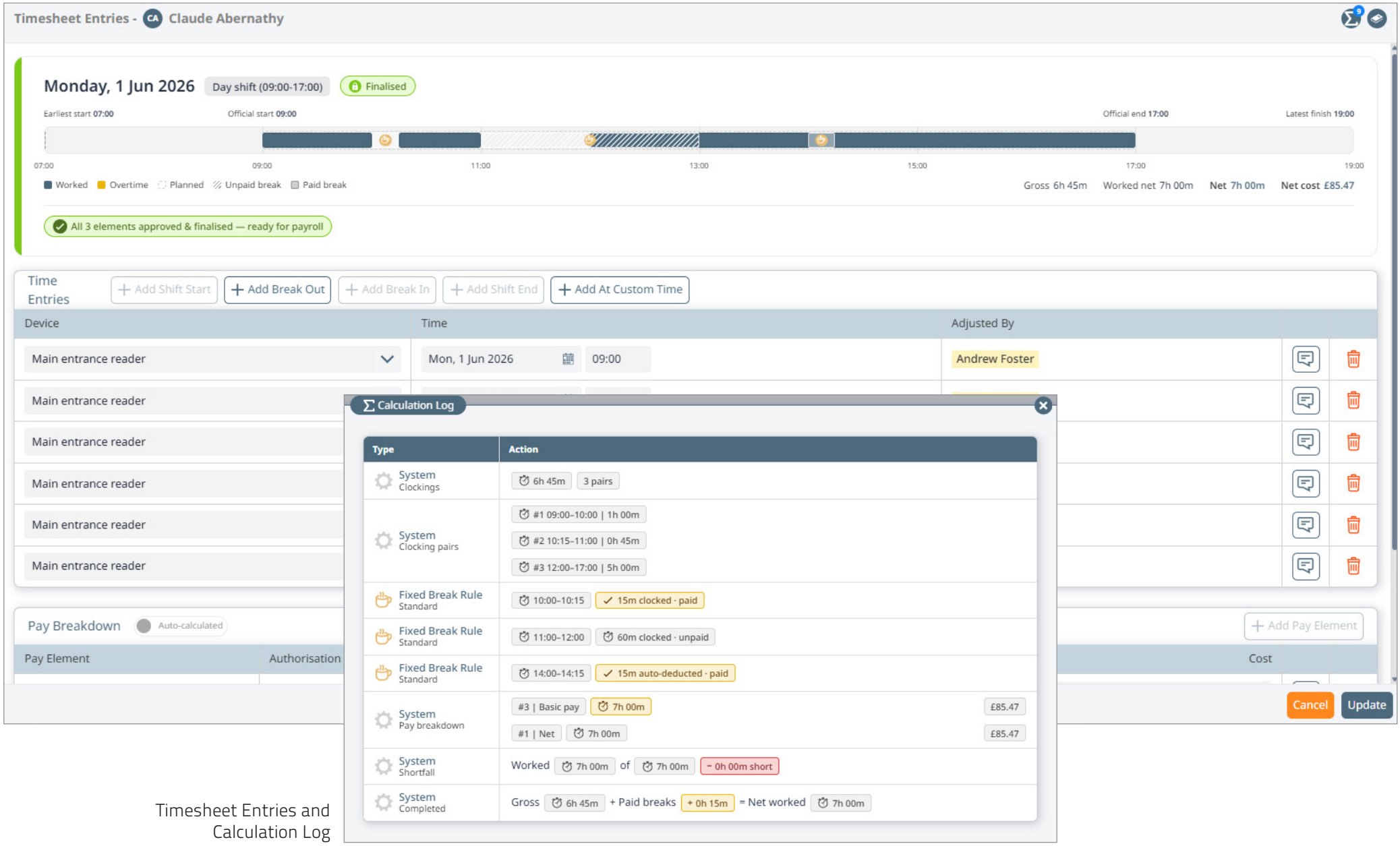
timeware® HRMS Time Management supports a wide range of working patterns, from standard hours and flexitime to complex rotating shifts. Schedules can be planned up to a year ahead, offering long-term visibility and control over workforce planning. Grace periods and rounding rules ensure consistent time capture, while flexible break classifications reflect diverse working practices.

The platform offers extensive overtime calculations, ideal for bespoke pay rules or industry-specific needs. Multiple approval routes ensure policies are applied fairly and transparently. Automated notifications keep managers informed, preventing payroll delays.

By combining robust scheduling, precise time recording, and intelligent overtime management in one integrated solution, timeware® HRMS provides managers with the tools to maintain compliance, control costs, and adapt quickly, all within a secure, cloud-optimised environment.

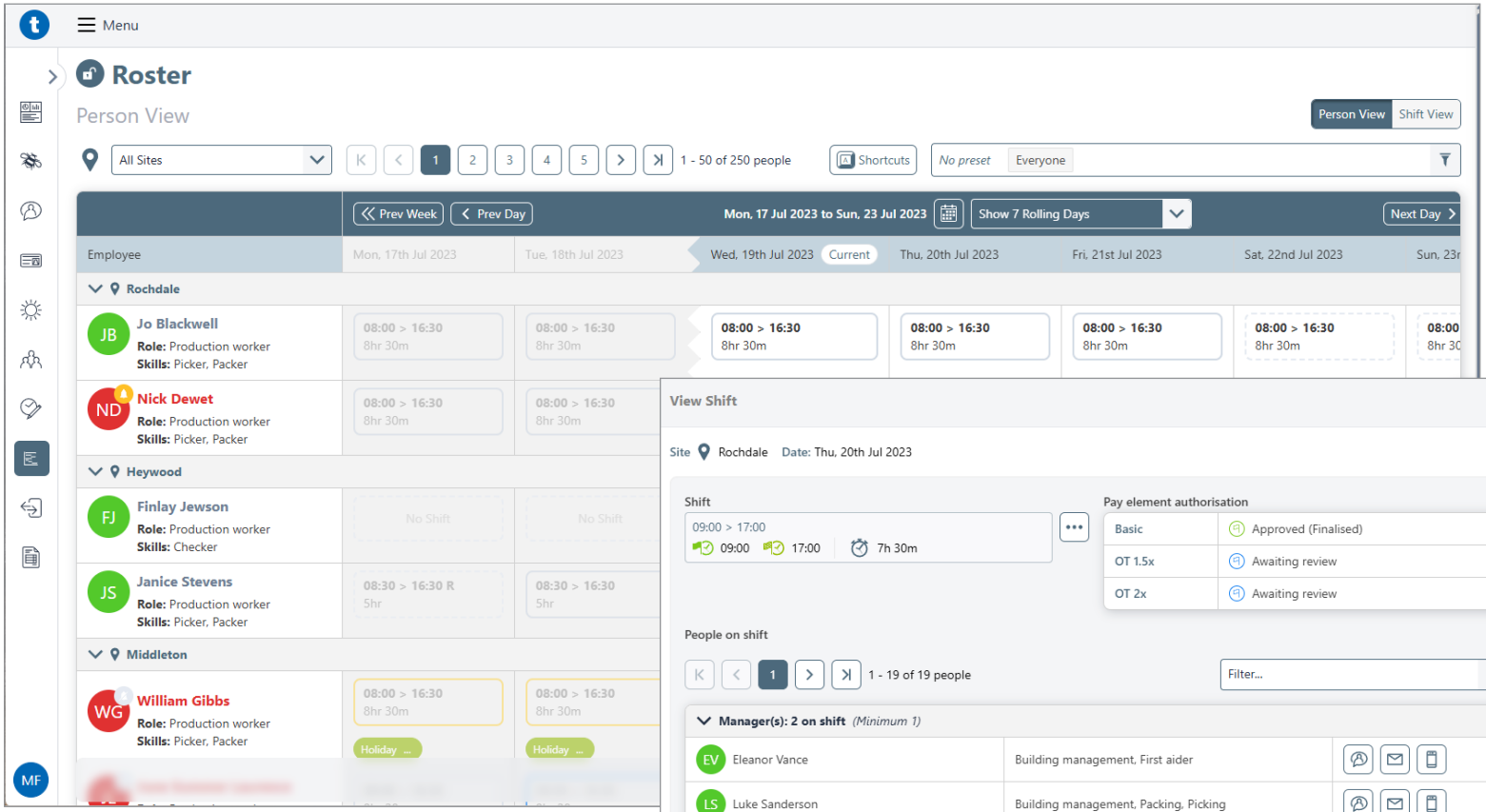


Timesheet



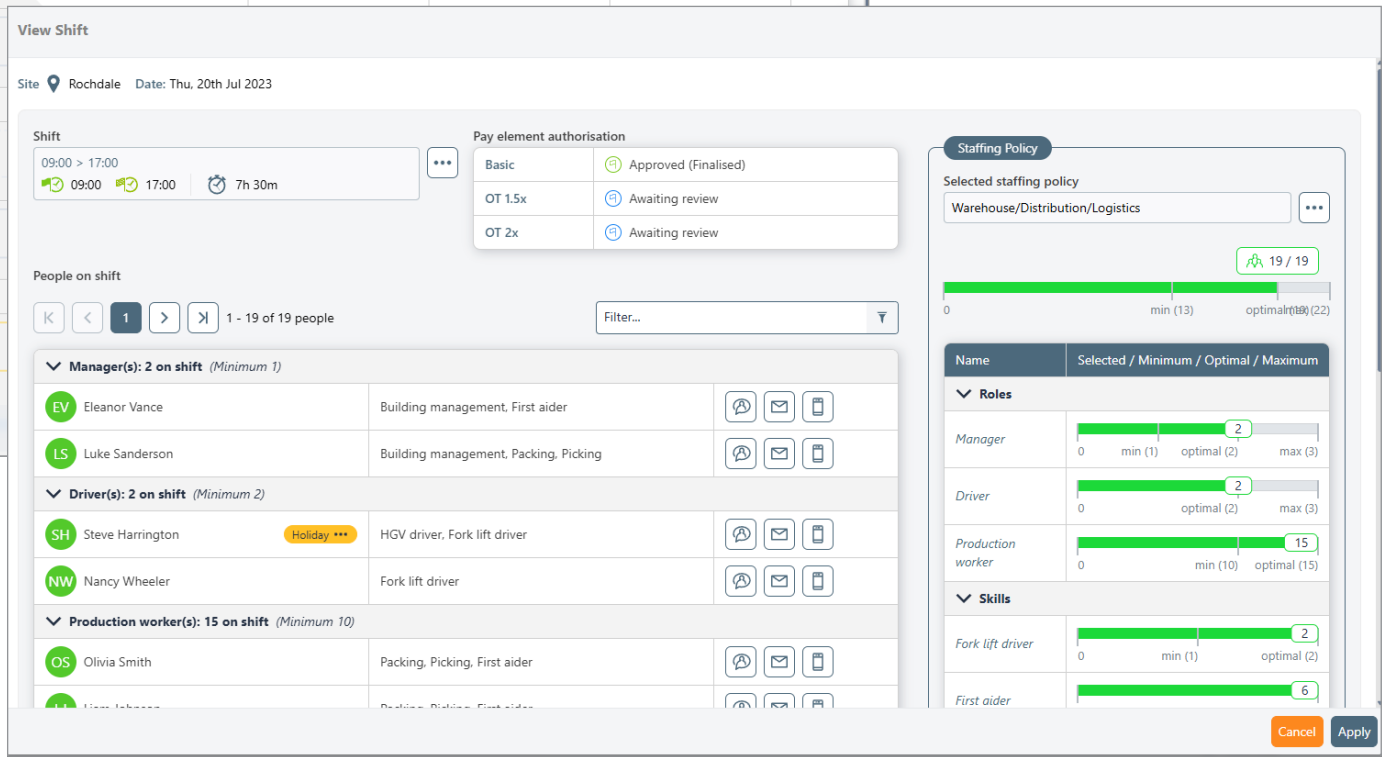

Timesheet Entries and Calculation Log

# Time Management...




Roster, Person View

Roster, Shift View

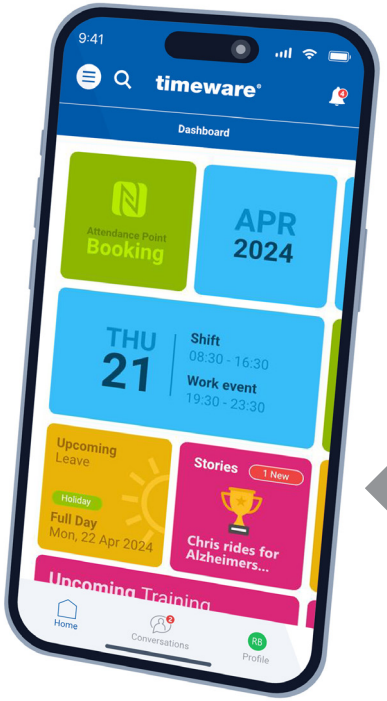


**Key Functions**

- Automated calculation of hours worked.
- Seamless overtime tracking, including complex overtime rule support.
- Configurable shift rules tailored to business needs, including flexi-time and continental shifts.
- Incorporates planned leave into time calculations.
- Integrates with attendance points to verify time accurately.
- Supports flexi-time arrangements for adaptable working hours.
- Supports continental shift patterns for continuous operations.
- Generates data ready for payroll preparation.

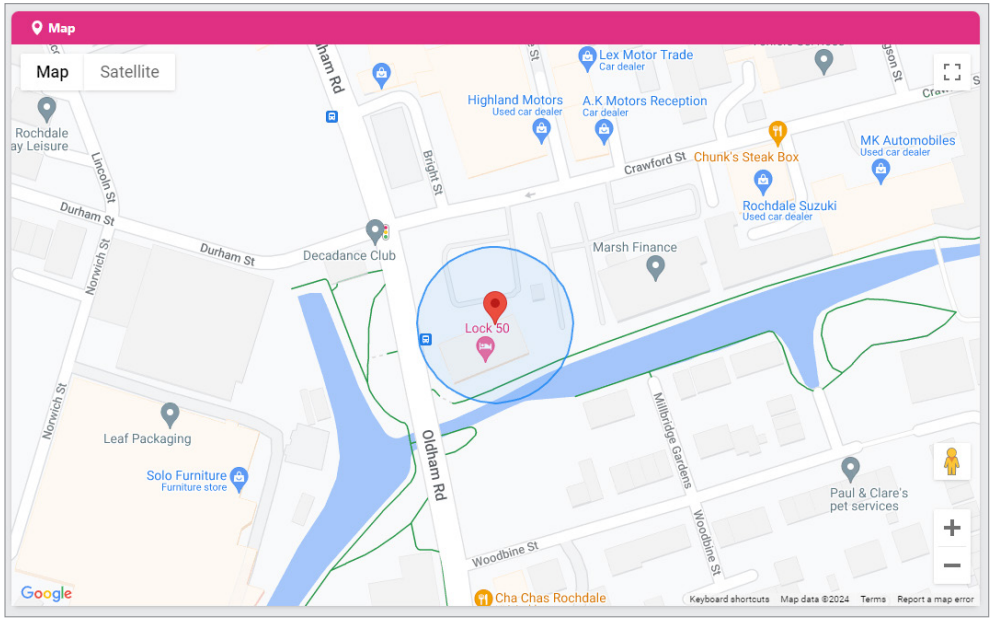
# Attendance Points...

Mobile, NFC tag, face authentication, fingerprint or proximity fob. There are ways to make an attendance booking for all types of business.



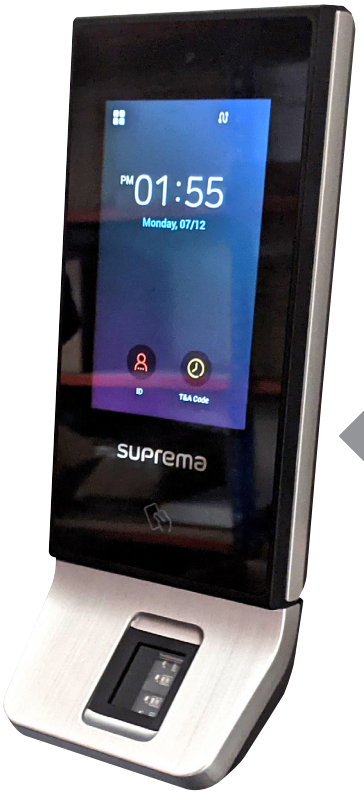

| timeware® ESS App |
|---|
| Multifunction attendance and absence management app. |
| Recommended for a mobile or static workforce. |
| Recommended to eliminate absence request bottlenecks. |
| Runs on Android and iOS. |

| timeware® Puck |
|---|
| Incorporates low cost NFC technology. |
| Recommended for internal or external attendance and assembly points when there is no network or power points. |
| IP67 rated. |
| Works with ESS GO app. |




Ring-fenced attendance booking using timeware® ESS app

| BioStation 3 |
| --- |
| Face recognition and proximity device with large display. |
| Recommended for internal attendance points. |
| IP65 rated. |
| Supports various proximity formats. |




| X-Station 2 |
| --- |
| Fingerprint and proximity device with large display. |
| Recommended for internal attendance points. |
| IP65 rated. |
| Supports various proximity formats. |
| Supports PoE for easy installation. |

| X-Station 2 |
| --- |
| Proximity device with large display. |
| Recommended for internal attendance points. |
| IP65 rated. |
| Supports various proximity formats. |
| Supports PoE for easy installation. |

## Key Functions

- Supports mobile and remote workers via the ESS app, enabling attendance bookings from anywhere.
- Multi-technology authentication including face recognition, fingerprint, and proximity cards.
- Seamless integration with Suprema devices, including BioStation 3 and X-Station 2.
- Flexible deployment with the timeware® Puck, ideal for sites without infrastructure.
- Reliable and secure time capture across all working environments.

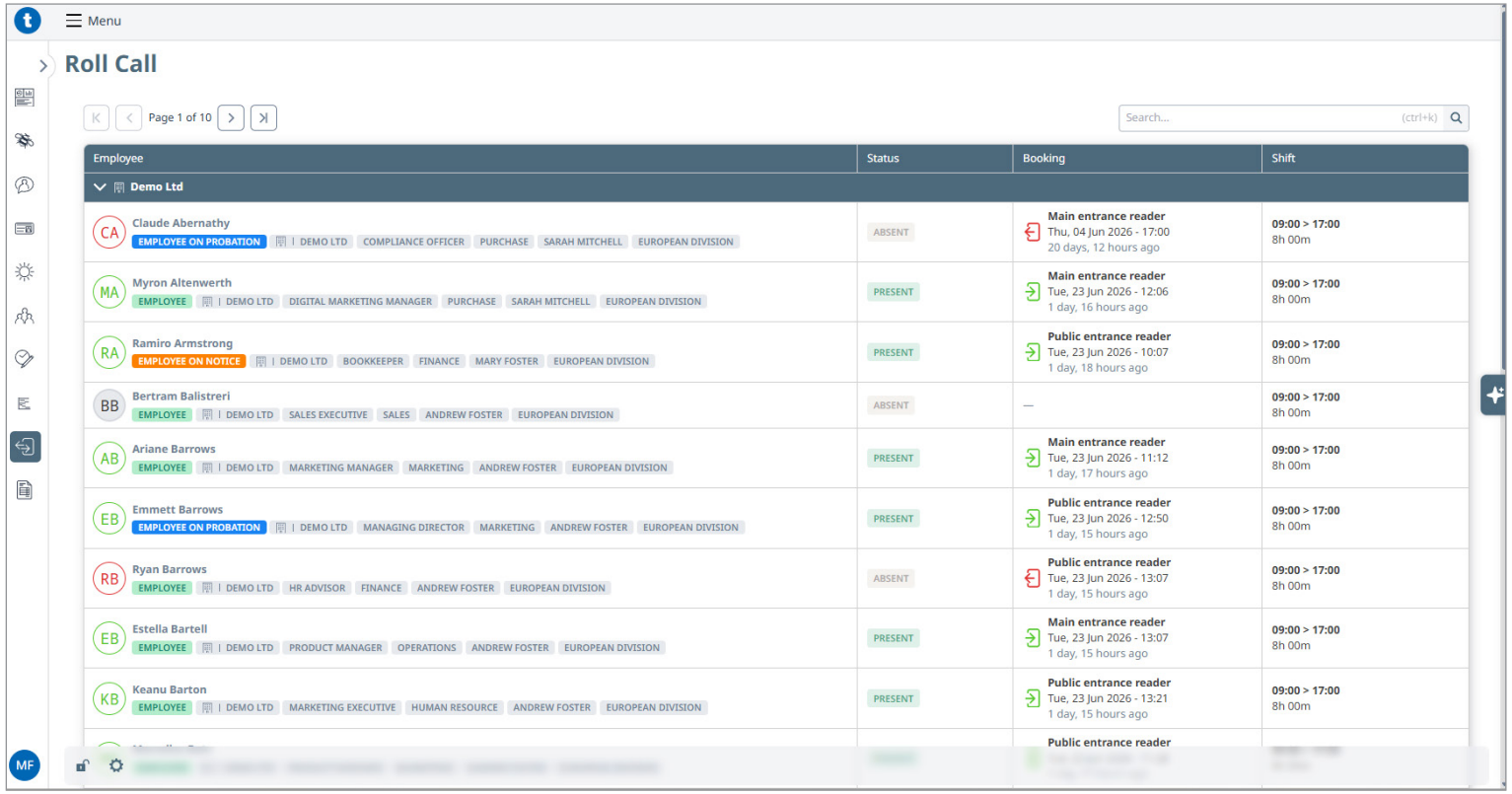
# Roll Call...

timeware® HRMS's Roll Call feature boosts workplace safety and efficiency, offering real-time on-site presence visibility during emergencies.

The Roll Call feature in timeware® HRMS offers a significant advantage in workplace safety and efficiency. It provides real-time visibility of who is on-site, crucial during emergencies or unexpected events.

The customer can nominate which access points and attendance point devices determine whether a person is entering or leaving the building. This ensures we can accurately track whether someone is in or out.

This feature can take advantage of a connection to the customer's fire alarm panel. In the event of a fire alarm, the Roll Call can run automatically, ensuring immediate visibility of on-site personnel. It can also be run manually at any time to check who is in the building. The Roll Call feature is further enhanced by the Fire Marshal app, which is covered later in this document.



Roll Call

**Key Functions**

- Real-time visibility of who is on-site during emergencies.
- Provides instant, accurate headcounts for safety procedures.
- Integrates with the customer's fire alarm system for automatic roll call triggering.
- Enhances emergency response speed and coordination.
- Supports compliance with workplace safety and evacuation procedures.

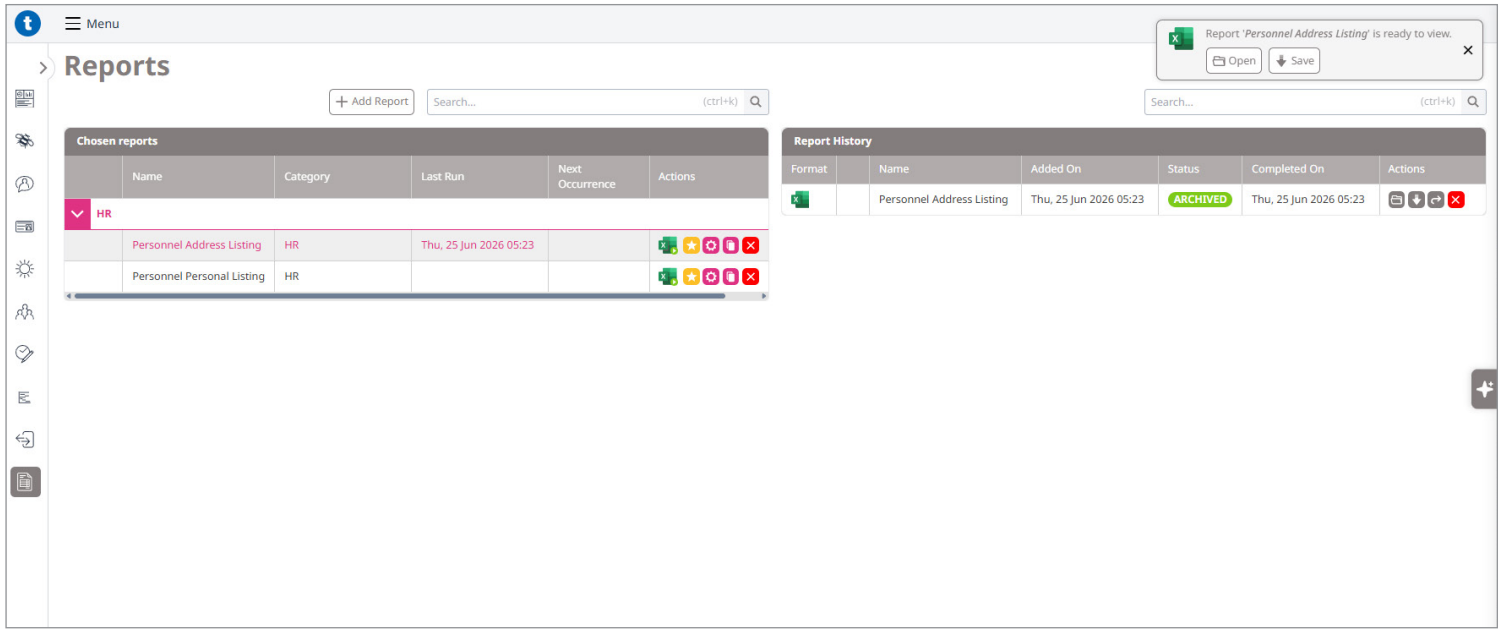
# Reports...

timeware® HRMS Reports offer vital insights into all key features, including HR, leave management, and time management, further enhancing decision-making and operational efficiency. Reports are available in PDF and Excel formats.

timeware® HRMS Reports provide detailed insights across every feature of the system, from Leave Management and Time Management to HR and beyond. These reports ensure managers have visibility of attendance, overtime, and all operational trends, enabling informed decisions that boost productivity and control costs.

Key features include digitally signed reports, guaranteeing they remain tamper-proof, and the option to produce non-editable formats for complete data integrity. With real-time data always accessible, you gain instant insights into workforce performance.

Reports can be run on demand or scheduled, ensuring critical information is delivered when needed. Available in PDF or Excel, timeware® HRMS Reports support confident planning, compliance, and effective management.

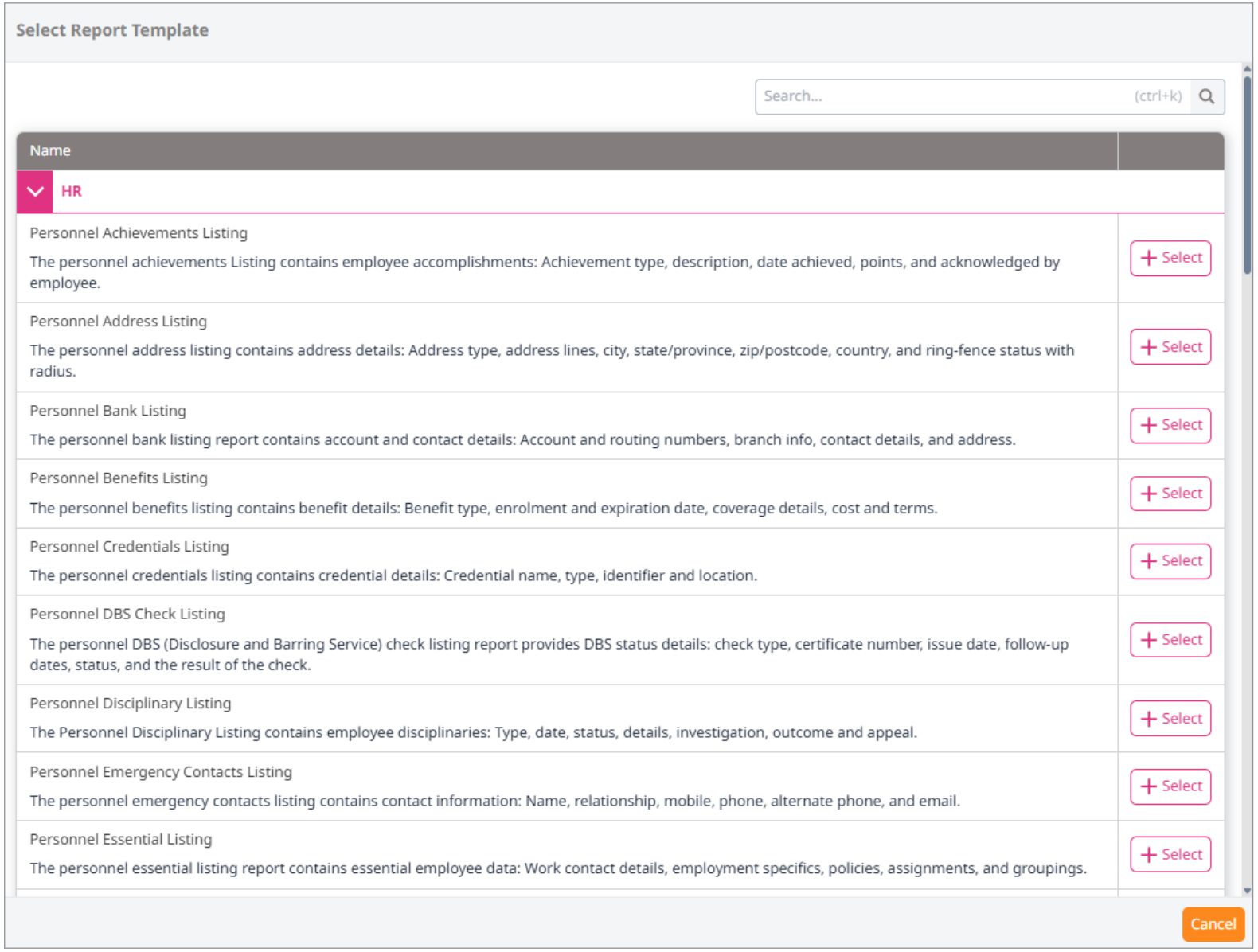



Reports

Reports are designed to provide a detailed breakdown of key data.

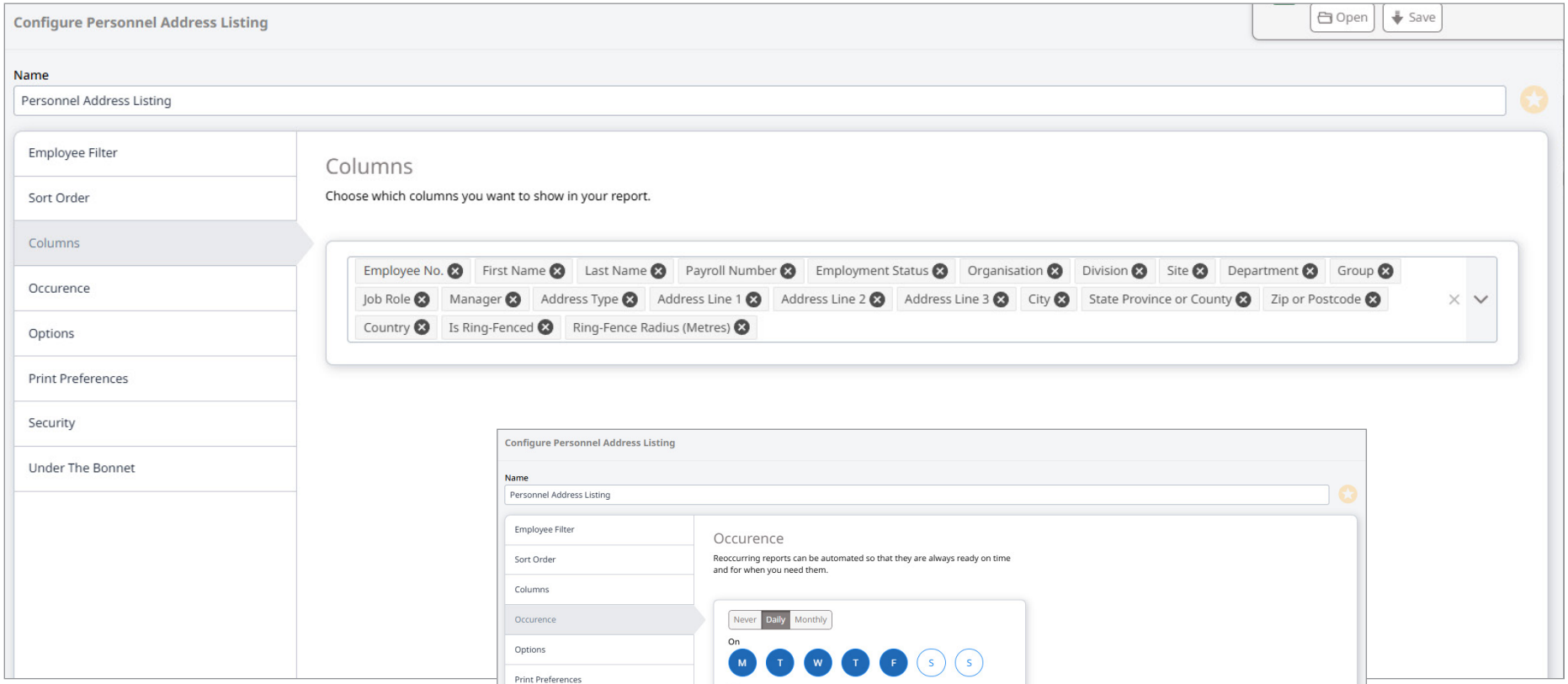
- HR
- Leave Management
- Time Management
- Roll call
- GDPR
- Working time regulations

All reports may be crafted as PDFs or Excel format for further manipulation and analysis.

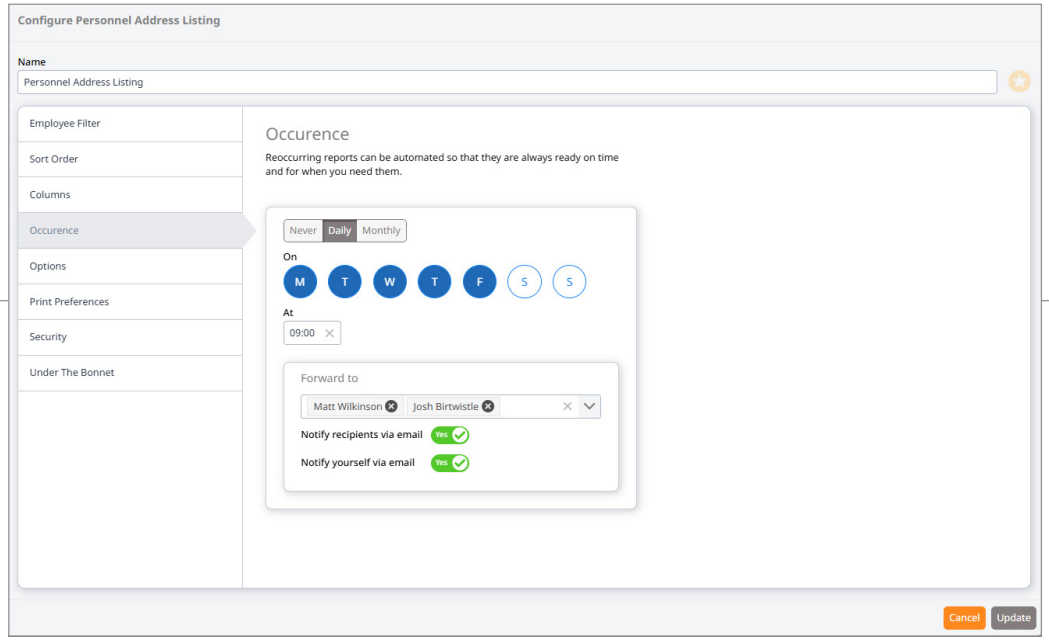



An extensive range of reports, each with clearly identifiable permissions

# Reports...



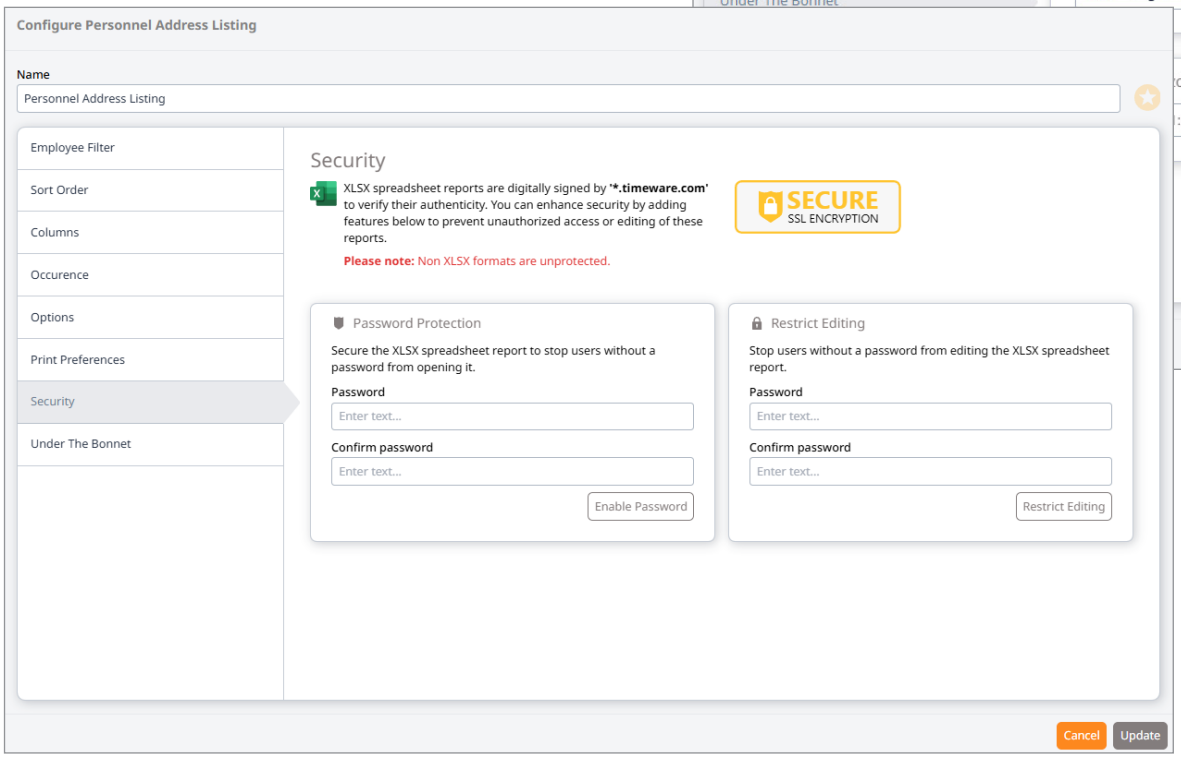

Control which fields appear in the report

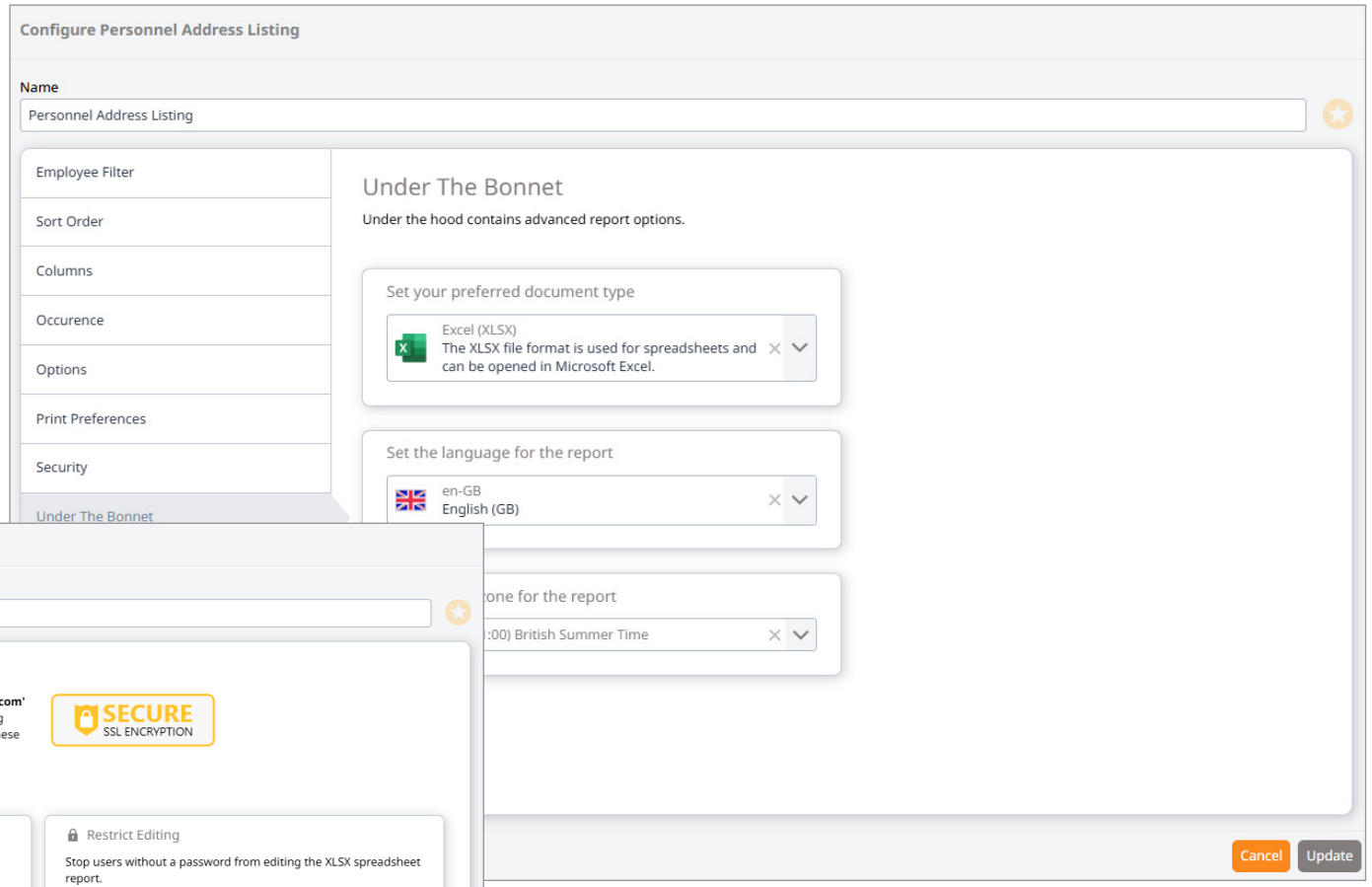



Control the time and day that a document crafts automatically

Who else should receive a copy of this report?

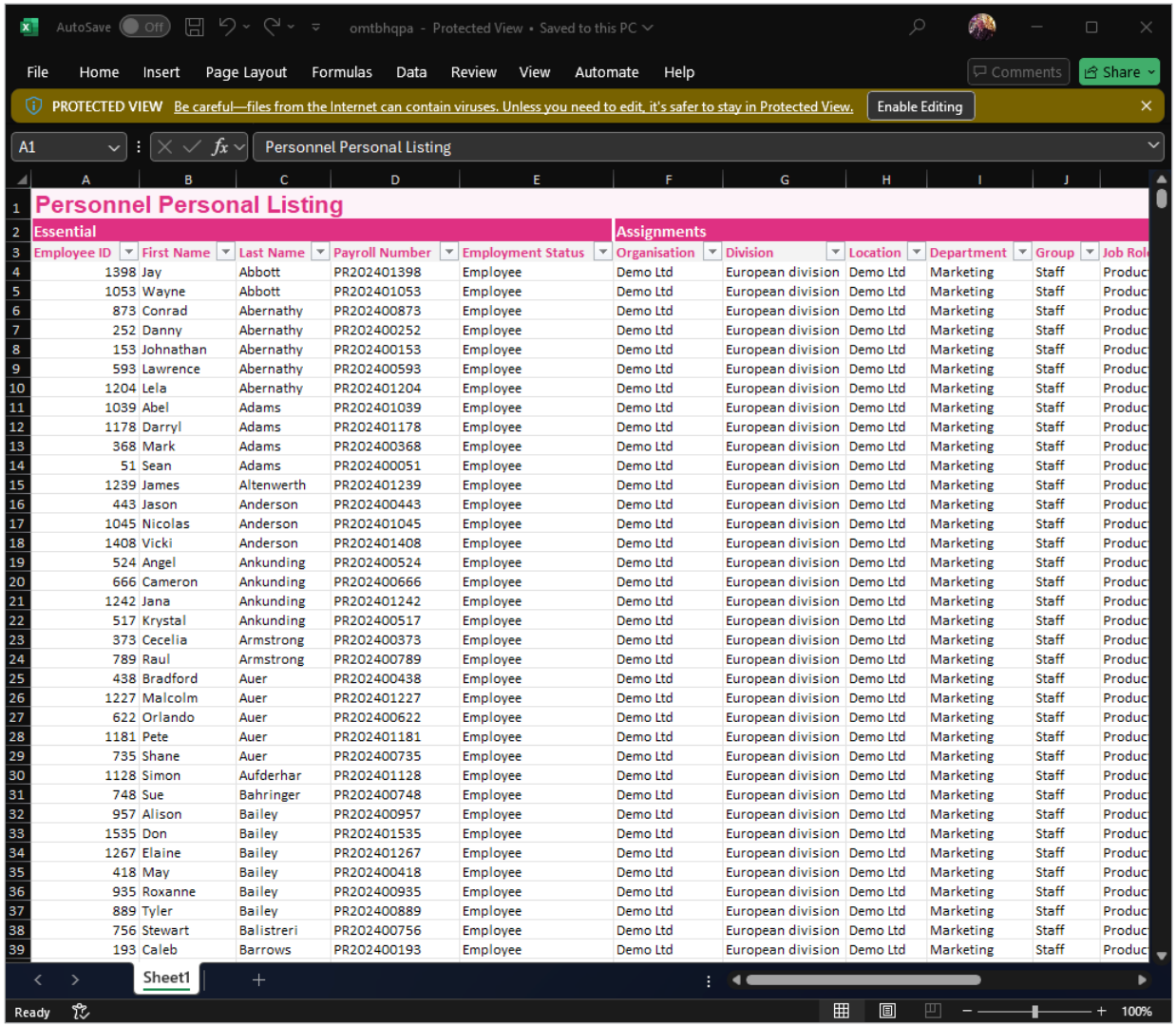
XLSX spreadsheet reports are digitally signed and can be password protected



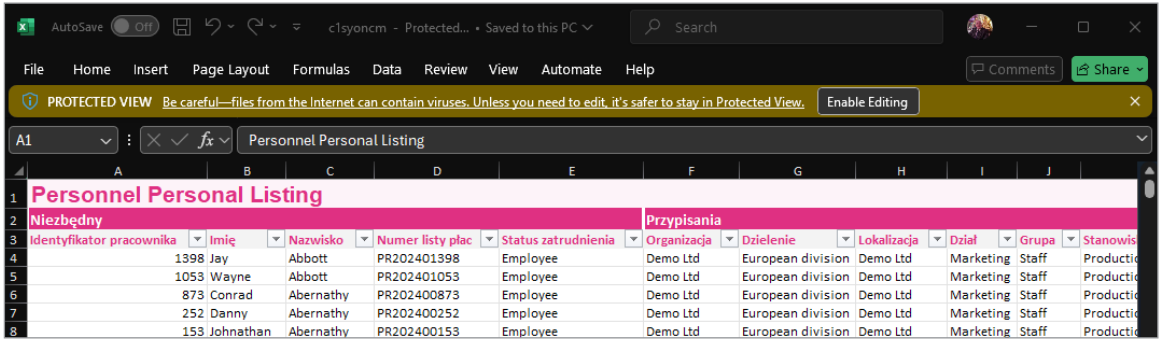




Specify document type, language and a time zone for automatically generated reports

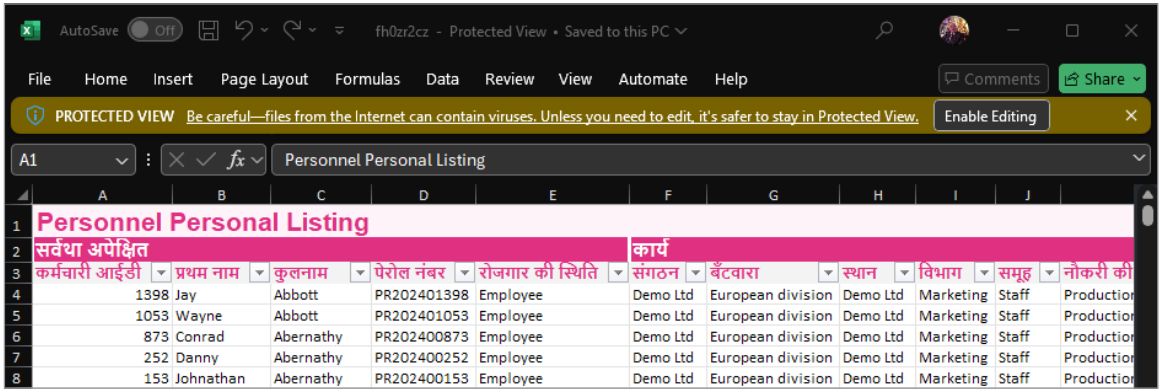
# Reports...



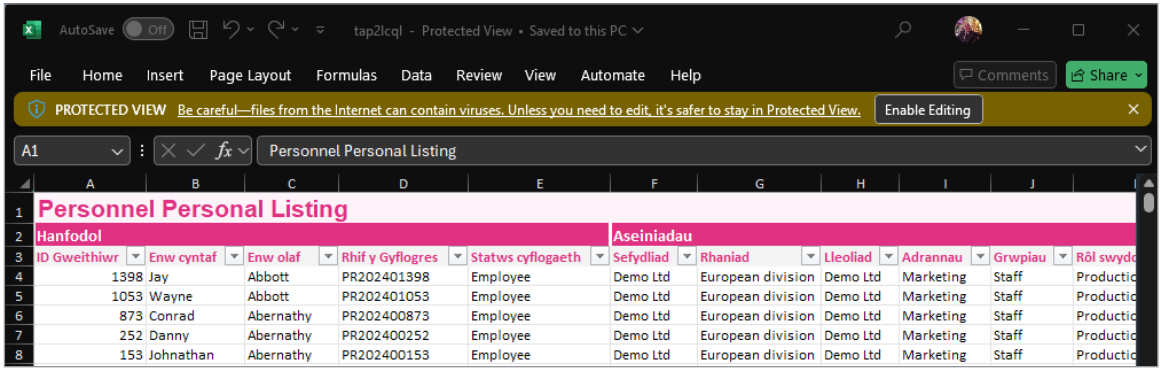

Example of an XLSX report




Report language set to Polish




Report language set to Hindi




Report language set to Welsh

## Key Functions

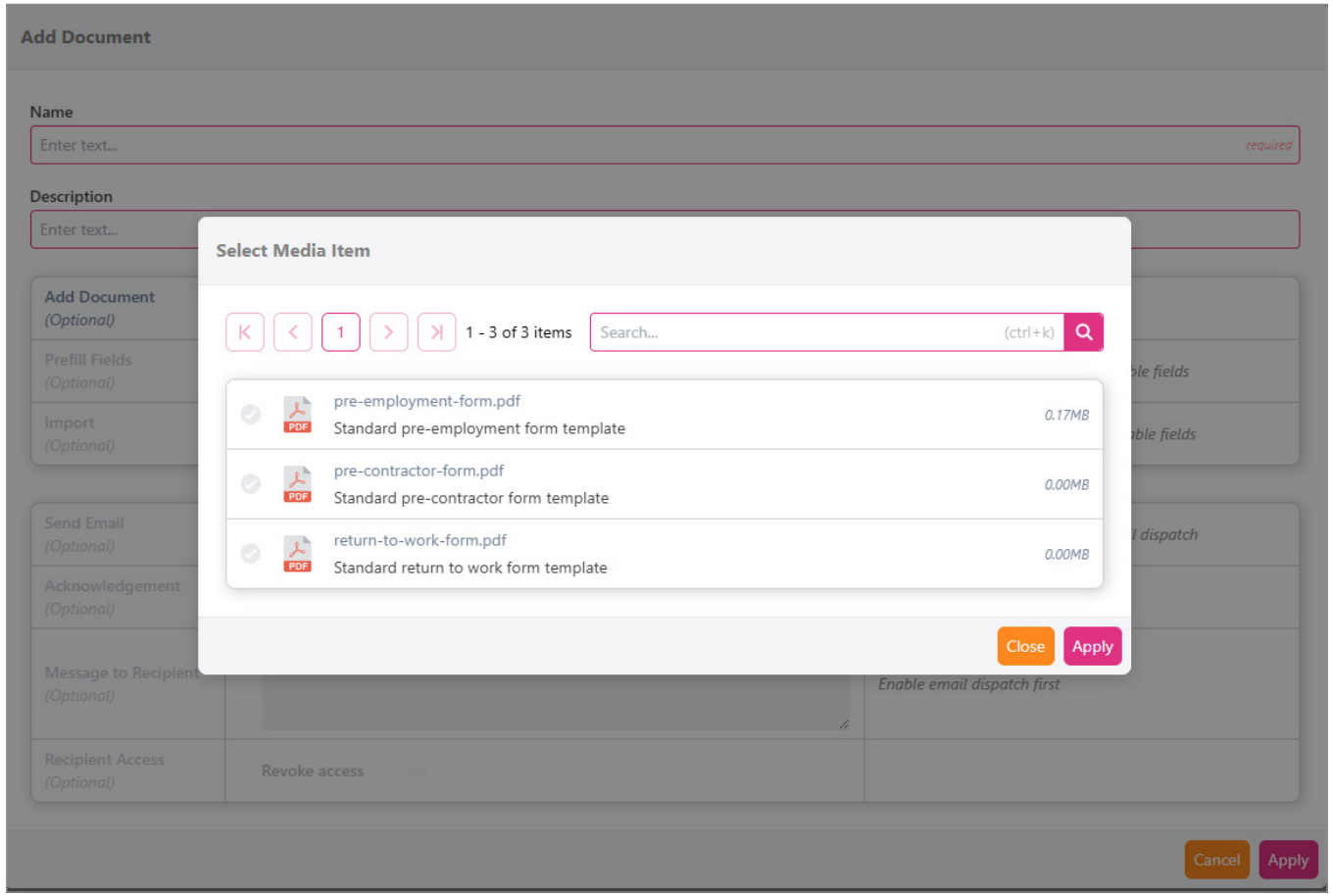
- Reports can be delivered in both Excel and PDF formats, ensuring flexible sharing and presentation.
- Reports support multi-language output, catering to diverse audiences.
- Reports can be run on demand or scheduled, providing flexibility and automation.
- Digital signatures ensure the integrity of report data.
- Role-based views allow tailored data for different users.

# Document Management...

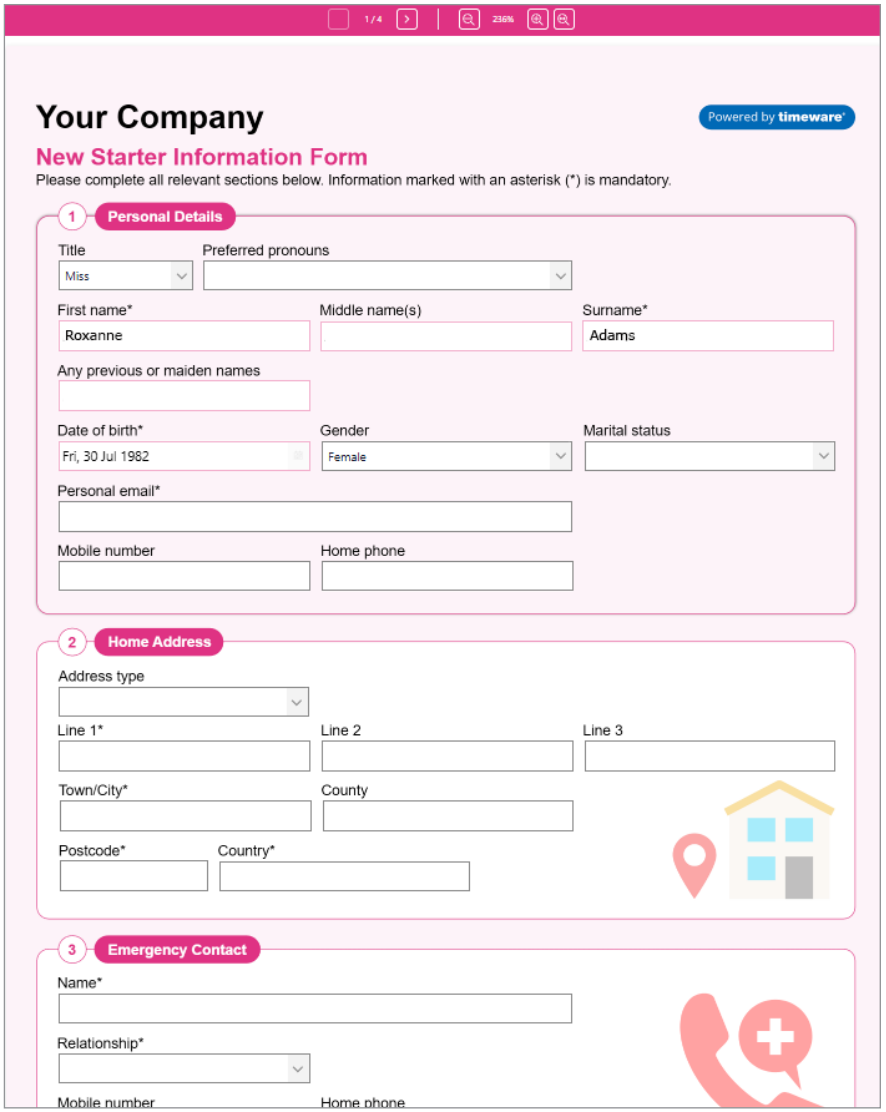
A fully integrated, efficient, document workflow.

In timeware® HRMS, document management delivers a streamlined process from end to end. Employees receive documents via the ESS app - such as a company handbook - and can acknowledge them, creating a record.

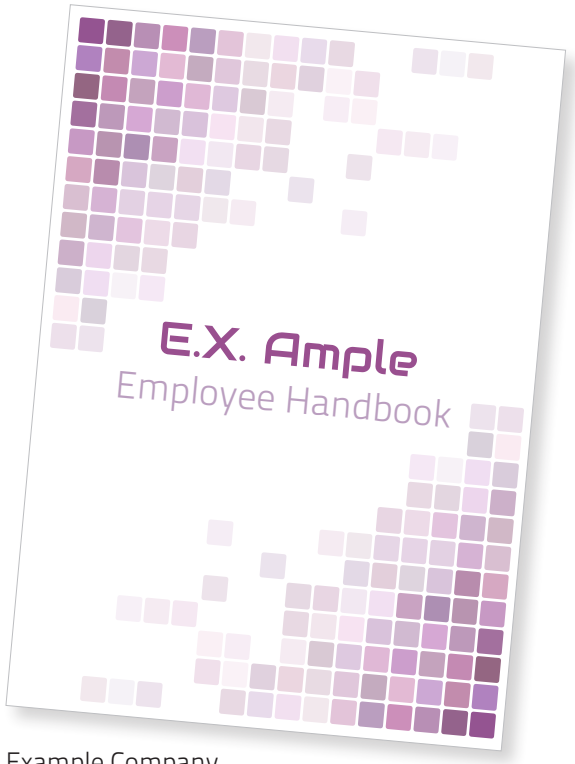
Managers can create documents, like return-to-work forms, under preset conditions directly in the system. Interactive onboarding forms are sent to employees, completed digitally, and consumed without manual data entry. Every document is indexed by AI, enabling managers to search key phrases across typed and handwritten documents alike. This ensures seamless retrieval and a fully integrated document workflow.




Select Template




Custom Form




Example Company Handbook

## Key Functions

- **Document acknowledgement via ESS app** - ensures immediate user engagement and compliance.
- **Automatic document indexing with OCR** - boosts efficiency and retrieval of information.
- **Editable forms consumed by the app** - eliminates duplicate data entry and reduces errors

# Queries...

A powerful AI-driven tool designed for those moments when standard reports won't suffice.

Introducing "Queries" in timeware® HRMS: a powerful AI-driven tool designed for those moments when standard reports won't suffice. In the everyday flow of business, managers often need specific data at a moment's notice. Queries allows you to ask those ad-hoc questions directly, no predefined report necessary.

Imagine a manager asking: "Can you provide a list of everyone in the production department who worked over one hour of overtime last month?" With Queries, that information is at your fingertips. Or, consider: "Can you list all accounts department employees over 55?" Queries instantly delivers the results.

By harnessing natural language, Queries makes workforce insights accessible to all. In timeware® HRMS, every spontaneous question can yield actionable answers, empowering managers and saving valuable time.

# Queries

Graph female age ranges.

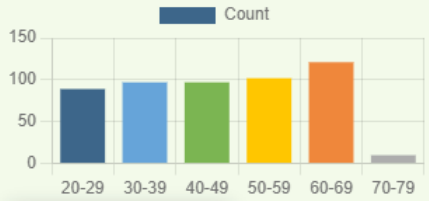
+ New Query

Graph female age ranges.

12:31

Thought for 9 seconds

Female employees by age bracket (counts):




| Age bracket | Count |
|---|---|
| 20-29 | 89 |
| 30-39 | 97 |
| 40-49 | 97 |
| 50-59 | 102 |
| 60-69 | 121 |
| 70-79 | 10 |

12:32

Type your query...

Send

Press Enter to submit, Shift+Enter for new line

Search queries...

List staff with first aid certificate in productio...
31 Mar

Any staff worked overtime last month?
31 Mar

Graph female age ranges.
31 Mar

# Workflow...

Streamlined workflows, maximum productivity every day.

The workflow system in timeware® HRMS is designed to transform how repetitive routine tasks are handled. By enabling users to create workflows for recurring processes such as onboarding, leave approvals, or compliance checks, it ensures consistency and efficiency.

With a simple interface, managers can automate task sequences, assign them to key personnel, and set notifications. This means fewer manual follow-ups and less risk of missed steps. For clients, this translates to smoother processes whether it is ensuring an employee's training is completed on time or that compliance tasks are never overlooked. In essence, this feature takes our already robust system to a whole new level, ensuring each customer's operations run like clockwork.

**Example onboarding workflow:**

1. New starter's details are entered into timeware® HRMS.
2. Automated email is sent to the new employee with a secure link to complete onboarding forms.
3. Once submitted, HR is notified to verify documents, including right-to-work checks.
4. System automatically assigns relevant training modules.
5. IT is alerted to set up accounts (email, access control).
6. Manager receives a task to schedule welcome meetings.
7. Final review task ensures all steps are complete before the start date.

**Exit interview workflow:**

1. Confirm resignation and schedule the exit interview with HR.
2. Automatically send the employee an exit interview form to complete.
3. HR conducts the interview and records insights directly in timeware® HRMS.
4. Flag feedback or actions for management review.
5. Notify IT to deactivate accounts on the departure date.
6. Archive the employee's record according to retention policies.

**Key Functions**

- **Create shortcuts to fields within HR, Leave Management and Time Management features.**

# General Data Protection Regulation (GDPR)...

GDPR affects every business in the UK. timeware's customisable GDPR controls ensure companies work within their own data protection rules.

General Data Protection Regulation (GDPR) sits at the heart of responsible workforce management, and timeware® HRMS is designed to support organisations in meeting these obligations with confidence. Rather than enforcing rigid rules, timeware® provides fully customisable GDPR controls, enabling each business to operate in line with its own data protection policies while maintaining complete oversight and accountability.

Within timeware® HRMS, organisations can define how long employee information is retained, whether for current staff or leavers, and establish structured housekeeping rules to ensure compliance is consistently upheld. This approach reflects real-world operational needs, where different industries and organisations require different retention strategies.

Importantly, timeware® does not automatically delete personal data. Instead, it places control firmly in the hands of the data controller, highlighting records that require attention and ensuring all actions are deliberate, traceable, and fully audited. This safeguards against accidental data loss while reinforcing a clear compliance framework.

**Some example GDPR housekeeping rules:**

**If timeware® HRMS is not being used as the primary HR system do not allow address information to be recorded.**

**If timeware® HRMS is not being used as the primary HR system do not allow National Insurance data to be recorded.**

**When an employee leaves the company, remove their biometric data within 24 hours.**

**When an employee leaves the company, remove all records of their future holidays and medical appointments within 24 hours.**

**When an employee leaves the company, disable access to the timeware® app and the ESS GO app with immediate effect.**

**When an employee has left the company and after the statutory period, remove all attendance and absence information and personal data.**

# Working Time Regulations (WTR)...

The Working Time Regulations (1998) implement the European Working Time Directive into GB law.

timeware® HRMS is designed to ensure that your workforce operates within the strict confines of the Working Time Directive.

Managers benefit from real-time notifications on their dashboard, alerting them when staff members are nearing or have exceeded regulatory limits. This proactive feature is essential for maintaining compliance and preventing any breaches that could lead to penalties or legal challenges.

## Rule 1

**Maximum weekly working time**

Workers have a statutory right to a maximum average working week of 48 hours.

## Rule 2

**Rest period**

Workers are entitled to a rest break in each shift lasting more than six hours.

## Rule 3

**Daily rest period**

Workers are entitled to 11 hours' consecutive rest between shifts each day.

## Rule 4

**Weekly rest period**

Workers are entitled to one day off each week, or two days off every two weeks.

## Rule 5

**Night workers**

Night workers should not exceed an average of eight hours in each 24-hour period.

## Rule 6

**Holidays**

You must give everyone who works for you paid annual leave - unless they are genuinely self-employed.

# Customisation...

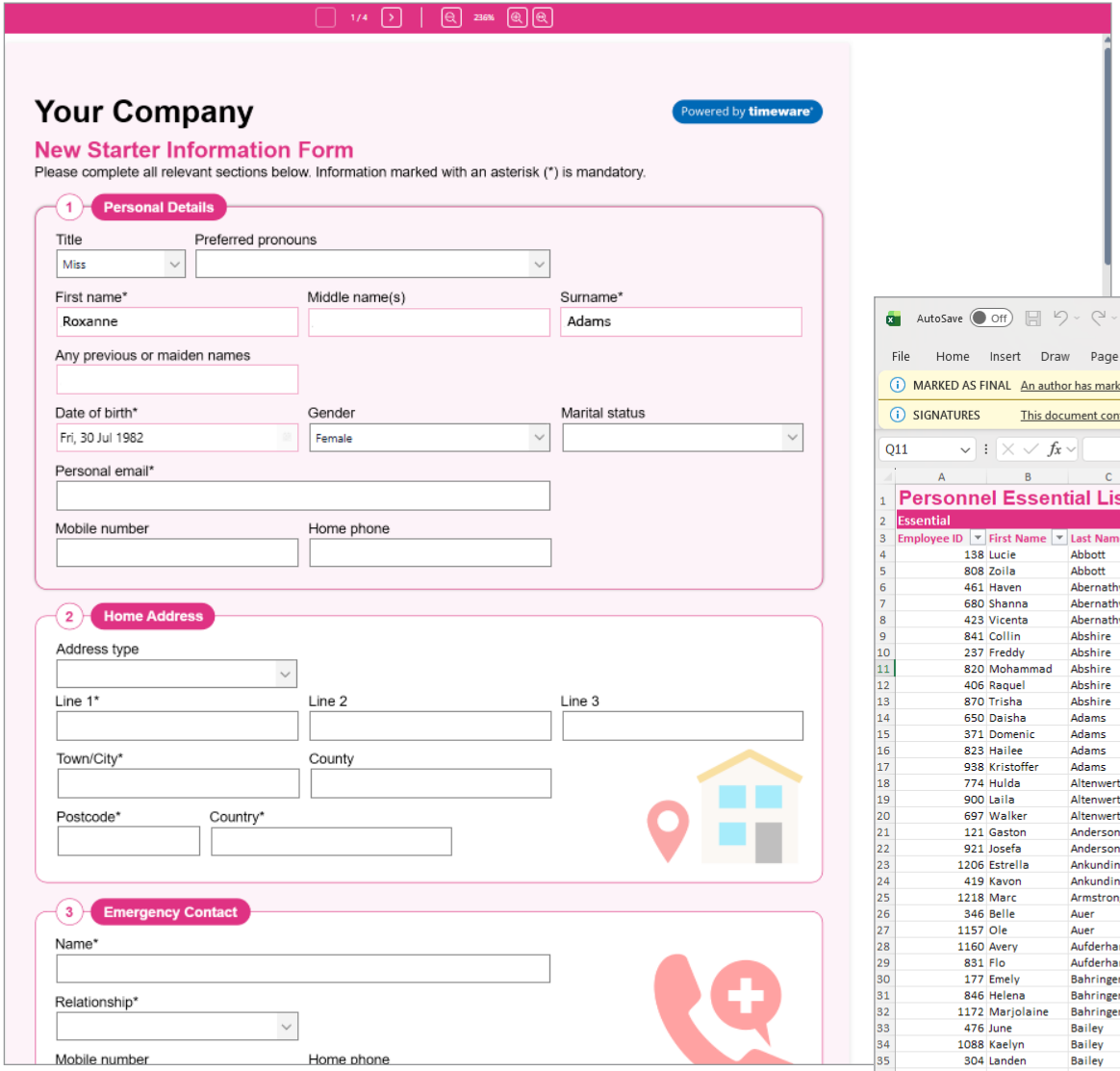
Customising timeware® HRMS means the system fits your forms, reports, overtime rules, and leave policies exactly to your needs.

Customisation sits at the centre of timeware® HRMS, ensuring the system adapts to your organisation rather than forcing your processes to change. Every business operates differently, and timeware® is designed to reflect that reality by giving you complete control over how the system is configured to meet your specific operational requirements.

From the outset, forms can be tailored so that the data you collect aligns precisely with your internal processes. This ensures that information is both relevant and meaningful, supporting accurate decision-making across the business. Reporting can also be customised, allowing you to generate insights that reflect your priorities, whether that is operational efficiency, workforce trends, or compliance monitoring.

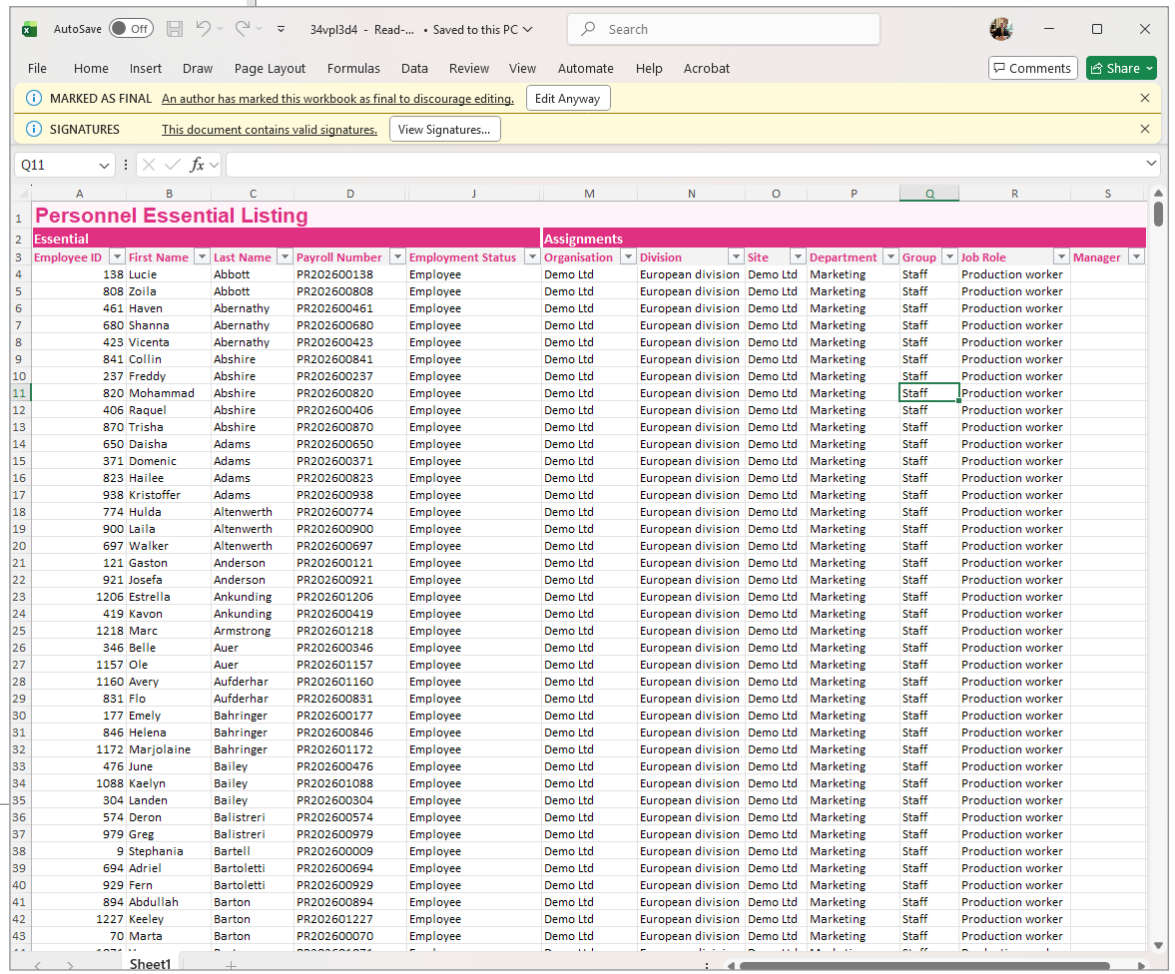
The flexibility extends further into time and attendance, where complex overtime rules can be configured to mirror even the most detailed working agreements. This allows organisations to handle nuanced calculations with confidence, ensuring accuracy and consistency in every scenario. In addition, leave management policies can be shaped to match your entitlement rules and absence procedures, integrating seamlessly into your existing workflows.

Ultimately, customisation within timeware® HRMS ensures that the system fits naturally into both your day-to-day operations and your longer-term strategy. The result is a solution that works the way your business works, delivering clarity, efficiency, and control at every level.




Custom Form

Custom Report

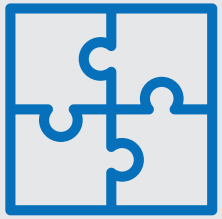


Personnel Essential Listing

| Essential | | | | | Assignments | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Employee ID | First Name | Last Name | Payroll Number | Employment Status | Organisation | Division | Site | Department | Group | Job Role | Manager |
| 138 | Lucie | Abbott | PR202600138 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 808 | Zoila | Abbott | PR202600808 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 461 | Haven | Abernathy | PR202600461 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 680 | Shanna | Abernathy | PR202600680 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 423 | Vicenta | Abernathy | PR202600423 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 841 | Collin | Abshire | PR202600841 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 237 | Freddy | Abshire | PR202600237 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 820 | Mohammad | Abshire | PR202600820 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 406 | Raquel | Abshire | PR202600406 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 870 | Trisha | Abshire | PR202600870 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 650 | Daisha | Adams | PR202600650 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 371 | Domenic | Adams | PR202600371 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 823 | Hailee | Adams | PR202600823 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 938 | Kristoffer | Adams | PR202600938 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 774 | Hulda | Altenwerth | PR202600774 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 900 | Laila | Altenwerth | PR202600900 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 697 | Walker | Altenwerth | PR202600697 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 121 | Gaston | Anderson | PR202600121 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 921 | Josefa | Anderson | PR202600921 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1206 | Estrella | Ankunding | PR202601206 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 419 | Kavon | Ankunding | PR202600419 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1218 | Marc | Armstrong | PR202601218 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 346 | Belle | Auer | PR202600346 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1157 | Ole | Auer | PR202601157 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1160 | Avery | Aufderhar | PR202601160 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 831 | Flo | Aufderhar | PR202600831 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 177 | Emely | Bahringer | PR202600177 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 846 | Helena | Bahringer | PR202600846 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1172 | Marjolaine | Bahringer | PR202601172 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 476 | June | Bailey | PR202600476 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1088 | Kaelyn | Bailey | PR202601088 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 304 | Landen | Bailey | PR202600304 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 574 | Deron | Balistreri | PR202600574 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 979 | Greg | Balistreri | PR202600979 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 9 | Stephania | Bartell | PR202600009 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 694 | Adriel | Bartoletti | PR202600694 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 929 | Fern | Bartoletti | PR202600929 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 894 | Abdullah | Barton | PR202600894 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 1227 | Keeley | Barton | PR202601227 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |
| 70 | Marta | Barton | PR202600070 | Employee | Demo Ltd | European division | Demo Ltd | Marketing | Staff | Production worker | |

# Integration...

timeware® HRMS seamlessly integrates with top HR, security, visitor management, and payroll systems through the use of APIs, ensuring compatibility with leading software and hardware solutions.



Integrating timeware® HRMS with HR, security, visitor management and payroll systems using APIs offers substantial benefits to your businesses. This seamless connectivity ensures that data flows effortlessly between systems, enhancing accuracy and reducing the need for manual data entry, which in turn minimises errors. For HR, it simplifies workforce management, providing real-time access to attendance records that help in tracking employee performance and compliance.

Security systems benefit by synchronising access control with employee attendance, enhancing workplace safety. For payroll, accurate and automated data collection ensures employees are paid correctly and on time, adhering to labour laws and reducing administrative overhead. This integration fosters efficiency, improves regulatory compliance, and supports a more streamlined administrative process.

## **Security** Integration

BioStar 2

Paxton | Net2

Genetec™

sensor ACCESS TECHNOLOGY GUARDPOINT 10

brivo

## **Payroll** Integration

ADP

IRIS

pegasus

sage

## **HR** Integration

bambooHR™

HiBob

access PeopleHR

## **Visitor** Integration

INVENTRY SIGN IN SOLUTIONS

## **Device** Integration

suprema SECURITY & BIOMETRICS

## **Web Application** Integration

_zapier

# Developer API and Webhooks...

API integration for your timeware® HRMS ensures seamless functionality, personalised solutions, improved efficiency, and access to innovative tools.

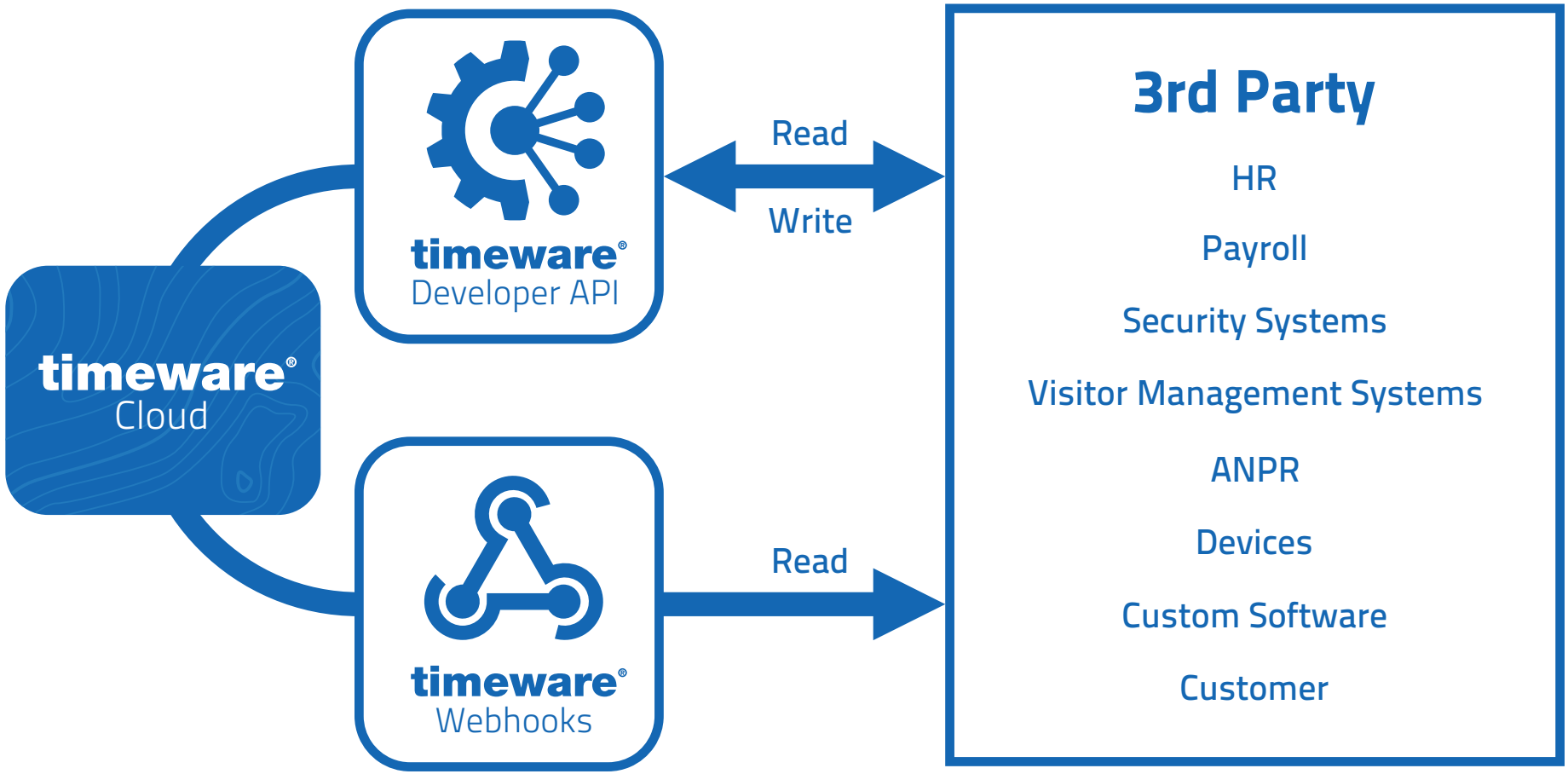
timeware® Developer API

timeware® Webhooks

Our Developer API and Webhooks open up a world of integration possibilities for timeware® HRMS users. By leveraging the Developer API, businesses can connect our HRMS platform directly to their own software ecosystems, enabling custom automations and tailored workflows. This flexibility means they can synchronise employee data, manage shifts, or even integrate with HR and payroll systems effortlessly.

Webhooks, on the other hand, provide real-time notifications that allow our customers to receive instant updates whenever certain events occur, such as an employee record being added to the software. This means businesses can respond immediately to changes, maintain up-to-date records, and create a more dynamic and responsive workforce management environment.

In essence, these tools offer our clients the power to shape timeware® HRMS to fit their unique needs, ensuring a smoother and more personalised integration experience.


timeware®
Cloud
timeware®
Developer API
timeware®
Webhooks
Read
Write
Read
3rd Party
HR
Payroll
Security Systems
Visitor Management Systems
ANPR
Devices
Custom Software
Customer

# Access Control...

Integrating with Suprema BioStar brings you indispensable security, protecting that which is most important - your people and your property.

timeware® has an authorised integration to Suprema BioStar X and Biostar Air which provide world class security systems controling doors, barriers, and gates.

Our team of access control specialists will carry out the install in a quick and efficient manner with the minimum amount of disruption to your workplace.

suprema

BioStar X

BioStar Air

**Flexible Architecture System**

Supports both centralised and distributed configuration, thereby providing the optimal solution.

**Optimal Access Control Solution**

Supports all access control features such as door/elevator/zone control, graphic map, server matching, video logs, image logs, and audit trail.

**Video Logs Support**

Any event that occurs near an access or attendance point may be recorded with an NVR and IP camera and monitored.

**Mobile Access**

Supports Suprema Mobile Access, a feature which allows people to use access points using their smartphone as a credential.

**Remote Control**

Provides user registration, real-time alarm system, and access control in the BioStar Mobile application.

**Cybersecurity**

Encrypts not only personal data used for authentication such as passwords, fingerprint templates and face templates, but all available data that may be linked to an individual. BioStar is equipped with information security and privacy information management system.

**Cybersecurity ISO 27001 and ISO 27701 certified.**

| BioLite N2 |
| --- |
| Robust fingerprint and proximity device with display. |
| Recommended for external attendance points. |
| IP67 rated. |
| Supports various proximity formats. |

| BioEntry W2 |
| --- |
| Robust fingerprint and proximity device. |
| Recommended for external access control and assembly points. |
| IP67 & IK08 rated. |
| Supports various proximity formats. |
| Supports PoE for easy installation. |

| BioEntry P2 |
| --- |
| Fingerprint and proximity device. |
| Recommended for external access points. |
| Supports various proximity formats. |

| XPass 2 |
| --- |
| Proximity device |
| IP67/IK09 rated. |
| Supports various proximity formats. |
| Supports PoE for easy installation. |

| BioEntry W3 |
| --- |
| Robust Face Recognition and proximity device. |
| Recommended for external access control and assembly points. |
| IP67 & IK08 rated |
| Supports various proximity formats. |
| Supports PoE+ for easy installation. |

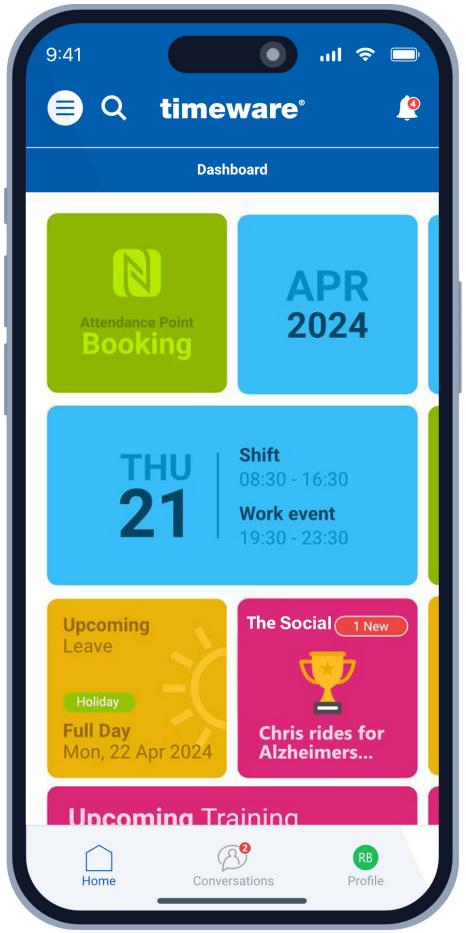
# timeware® ESS app...

The timeware® ESS app is an ideal solution for management teams to maintain transparent communication with the workforce regarding time and attendance.

timeware® ESS

Discover the versatility of the timeware® ESS app, designed to keep every member of your workforce connected, informed, and engaged. This powerful tool enables employees to take control of their schedules by reviewing timesheets, submitting leave requests, and viewing shift details with ease. It also offers instant access to leave entitlements, upcoming events, and essential training materials, ensuring everyone stays up to date.

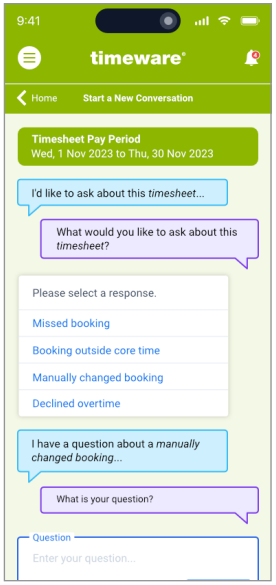
Employees can securely access company documents at any time and explore available shifts, promoting flexibility and participation across the organisation. Within the app, timeware® Social acts as a central feed for company updates, allowing management to share announcements and news directly with staff. Most notably, the timeware® ESS app includes access to the Conversation Hub - an intelligent, fully audited, GDPR-compliant platform that enables open dialogue between employees and management. Together, The Social Feed and Conversation Hub enhance communication, improve transparency, and foster a more connected workplace.

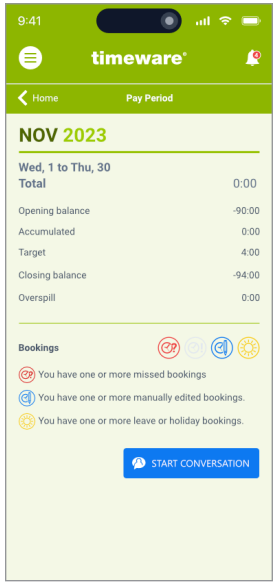


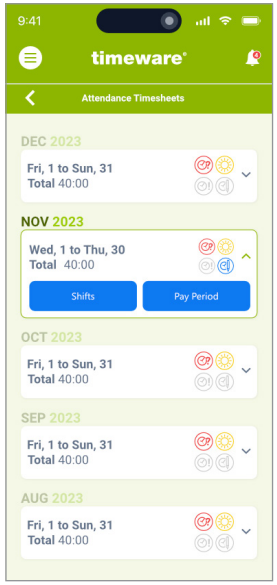

timeware® ESS app

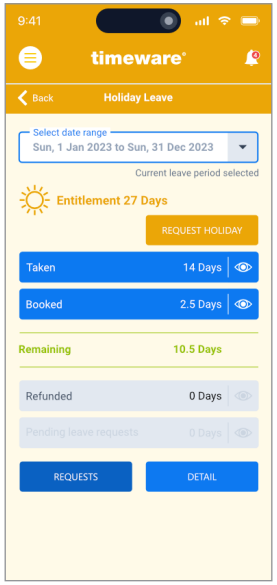
android

iOS

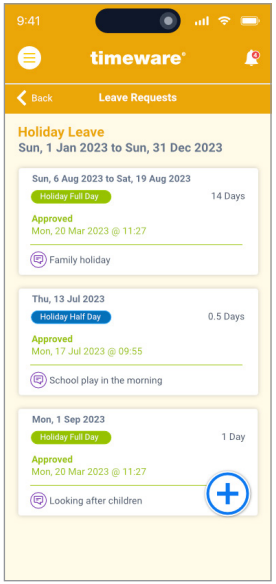


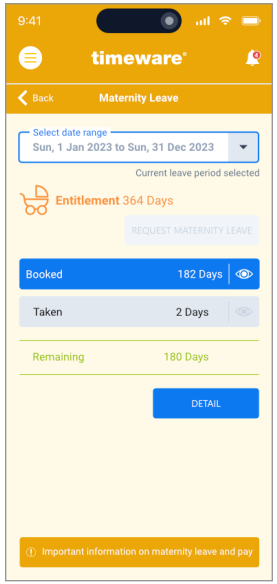



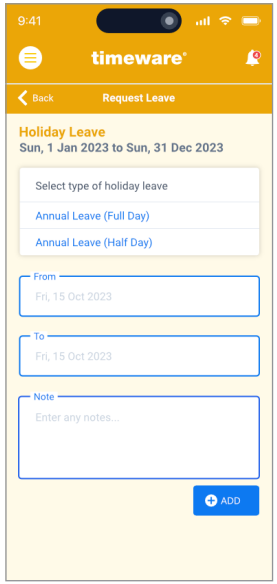



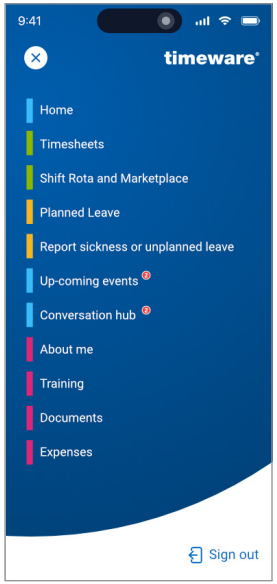




## timeware® ESS app screen shots




## Key Functions

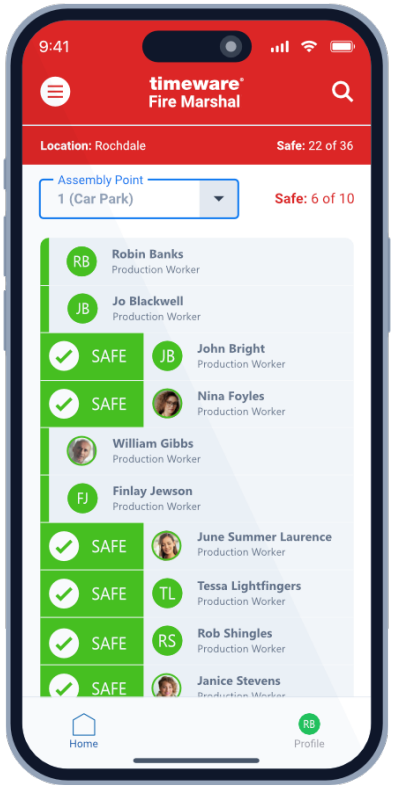
- Timesheets
- Timesheet status
- Leave entitlement
- Leave requests
- Shift Rota
- Marketplace
- Documents
- Training Matrix
- Conversation Hub
- Upcoming events
- Social Feed
- Messages
- Attendance booking

# timeware® Fire Marshal app...

timeware® HRMS Fire Marshal App ensures staff safety during emergencies, offering real-time updates across Marshal devices for efficient coordination.

timeware® HRMS Fire Marshal App is an essential solution for ensuring that staff members have safely evacuated during a fire emergency. This innovative app is specially tailored for installation on devices held by designated fire marshals, enabling marshals to swiftly verify the presence of individuals at safe locations. As it operates on a cloud-based platform, the app synchronises in realtime across all devices used by the marshals, thereby providing an exceedingly accurate and up-to-date status of each staff member with minimal latency. This feature ensures that every Marshal is informed of the current situation, significantly enhancing the efficacy and coordination of emergency response efforts.

**List of staff with pictures**




timeware® fire Marshal app

**Swipe right to confirm sight of team member**

android iOS

## Key Functions

- Supports multi-location businesses
- Supports multiple Fire Marshalls
- Supports multiple assembly locations
- Swipe right to confirm sight of team member
- Swipe left to cancel
- Multiple view sorts

# YouTube Video Links...

Enhancements

Link to timeware® HRMS videos

Discover timeware® HRMS in action! Our YouTube channel offers a complete library of quick, informative videos covering every aspect of our workforce management system, from onboarding to reporting.

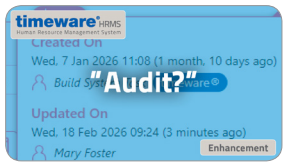
Please find below some short videos highlighting some of the features, functions, and enhancements included in the system. Simply follow the QR codes on this page to explore how timeware® HRMS can streamline your operations.

Theme Options

Person Search

Language Selection

Report Language Selection




Audit Symbol

Report Editing Restriction

Report Password Protection

E.164 Telephone number format

HR

The Social Feed

The Conversation Hub

Marketplace

Leave Management

Time Management

Attendance Points

Roll Call

Reports

Document Management

Queries

Security

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Human Resource Management System

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Genetec™

Paxton Approved Integration

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**Company Name:** timeware UK Ltd.
**Registered Office:** 3 Fieldhouse Road, Rochdale, Greater Manchester, OL12 0AD.
**Company Reg. No:** 05886806.
**Registered in:** England.

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