easy Log

Brogan Group: Meeting the needs of a larger employer with customised attendance apps

With more than 700 employees and 89 construction projects underway in the UK, Ireland and the Middle East, it would not have been surprising if Brogan Group had turned to a similarly large supplier when it came to buying a new staff attendance system for its UK operations. But instead they opted for customised software from easyLog because – unlike bigger players with off-the-shelf solutions – easyLog was able to provide a tailored product that fulfilled all their requirements exactly.

"We researched a few companies because we had an idea of how we wanted the attendance recording app to work," explains Brogan Group's Inesa Averlingyte, of business development.

"With new sites opening and others moving, we didn't want anything that would be time consuming and not very cost-effective to take out and re-install somewhere else after a few months. So we needed something mobile that people could use from their own phones and which wouldn't take up anybody else's time on-site. We also wanted our app to be customised so it would work better for our needs.

"We contacted quite a few bigger companies who specialise in time keeping apps. But they would just say, 'This is our system and this is how it works', they would not customise it the way we wanted. Whereas easyLog would say, 'Hold on a second, let us think about it – yes, we can make it work'. As a smaller company, they could meet our needs better."

Flexibility, simplicity and reliability

Brogan, which specialises in providing mast climbers, scaffolding, hoists, crane decks, towers and other high-rise construction services, chose easyLog's Location Confirm app, which enables

employees to clock in and out on their own smartphone by selecting from a drop-down list of sites. Brogan wanted additional protection from clocking fraud so easyLog modified the app to prevent users from changing their individual ID once it had been input on the phone.

The company has also enrolled all its site workers on easyLog's Geo Clock With Photo app for tablets so it has a back-up system for workers who cannot use Location Confirm, for example because they do not have a suitable phone or do not have it with
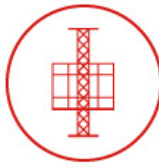
them. This app, which is operated by a foreman or manager, uses facial recognition software to confirm identity while taking a clocking. Like Location Confirm, Geo Clock has a GPS feature which automatically registers location.

"Every Brogan employee in the UK is using the easyLog system now, including people at our Gamlingay depot, the yard workers, drivers, in the offices – over 50 staff. And everybody on-site is using it, which is about 180 people," says Inesa.

"At head office in Welwyn Garden City we have our own clocking system so we only use the easyLog apps for people who travel, like design engineers and health and safety specialists who go on-site. All these people are enrolled with Geo Clock and I would say about 95 per cent of the construction staff use Location Confirm on their phones. If they can't for some reason, the foreman will take a picture of them from the iPad or the work phone and clock them in with Geo Clock. This is the only way we produce timesheets now."

Saving time and money

The attendance system has been fully up and running for about three months, following an intensive transition period to get the system just how they wanted it.

"We doubled up with paper timesheets to start with until people got used to it," says Inesa. "Sometimes they would genuinely forget to use the app even though we sent a lot of reminders and communications. It was three months or so until everyone felt comfortable and got into the routine of using the app.

"All this time we were tweaking, testing and dealing with things we hadn't thought of before. Once we had dealt with the technical issues we stopped using the manual timesheets altogether."

She adds that the new system is saving time both on-site and in the office, while a further software customisation has given employees instant access to their clocking records via the app.

"It's much quicker than manual timesheets because the foremen don't have to spend time filling them in. And it saves payroll a lot of time chasing for timesheets because they can just log in and they see the clockings," she says.

"But it's not just payroll – now everyone can view their own timesheets with the Location Confirm app. If they don't have it on their phone, I send the links so they can see them on a

computer. And if they think there was an error or they forgot to clock in, they can come back to us and we can check. It's very good that they have this option. If the system is used properly it saves a lot of time for everybody – foreman and payroll."

Support when it's needed

Another bonus for Brogan, who are currently planning to extend the attendance system to Ireland, has been the level of support they have received from easyLog, especially during the customisation process.

"Any idea we just came up with, easyLog managed to make it a reality," says Inesa. "For example, they changed the way the reports are laid out, so it's less time consuming and works better for us. We wanted extra security on the app so phones could not be swapped around and people couldn't clock in from home. Again, they put that on the app where other companies could not offer it. So for us it really worked that easyLog customised the app exactly how we wanted.

"I would definitely recommend them, because every business is different and it's important to get everything how you want it."