

Case Study

Cascade HR are a leading provider of human resource solutions to the UK market. Founded in 1992 Cascade now have over 500 clients across many industries and sectors.

Our most innovative solution to date is CascadeHR which is a .Net browser based solution which is a proactive, dynamic and vibrant HR solution offering cutting edge, proven functionality to today's HR Professionals.

Systemex UK

Systemex UK Ltd is a subsidiary of the highly successful Systemex Corporation currently ranked in the top 10 global in-vitro diagnostic companies. Since its formation in 1991, Systemex UK has grown year-on-year and is now one of the UK's leading diagnostic suppliers with a reputation for quality, service and reliability throughout the business from products to personnel. Systemex developed and manufactured its first haematology cell counter in 1963 and has never looked back – leading the way in innovation and now setting the standard in automated haematology and clinical testing.

Systemex have been a Cascade client since the year 2000. Systemex have used all of Cascade's legacy products upgrading to Cascade's .NET application in August 2005.

Although historically grey screened client based systems have helped HR departments centralise employee data and have given the HR department the ability to use that data to assess patterns of employee behaviour, there has been a common frustration that this type of technology limits the opportunity to streamline HR processes and procedures, for example holiday requests and actions.

Systemex's key HR processes were still being completed manually; an example of this was the process for booking holidays, a paper system was employed to request holidays and once signed off by a line manager, this information was left to HR to key that data into the existing system.

Systemex Aims and Objectives

Systemex decided that they needed to streamline their HR processes and decided to evaluate our latest Cascade .NET HR solution and have a look at other HR systems by visiting a HR software exhibition.

Systemex decided to continue the excellent working relationship with Cascade and in August of 2005 began a project to implement Cascade's .NET solution. Systemex decided to procure a licence to hold up to 100 live employees and implement Cascade's .NET Core HR, Training, Manager Self Service, Employee Self Service, System Designer, and Workflow modules.

Systemex are also benefiting from Cascade's vast Core HR functionality which holds comprehensive employee information and a history of each employee's Systemex life including future activities such as training plans etc, Cascade's Training module controlling delegate numbers on scheduled training courses, budgets and training providers, Cascade's own easy to use report writer being able to produce statistics efficiently and accurately such as length of service data and a break down of employee absences by individual, department, location etc.

Systemex are about to start using Cascade's Workflow module to streamline their new starter process.



This decision was taken for numerous reasons, Systemex discovered that the majority of systems available in the market place were similar to the Cascade legacy product they were already using, grey screened client based systems with a web enabled add on to manage holiday requests only. Systemex felt that the Cascade system had been developed with the HR user in mind, the system can be accessed from any PC in the organisation without the need to install the software on each PC in the office.

The system is bright, very easy to use, informative and intuitive unlike dead grey screens, these screens deliver information as you work including graphs and planners, without the need to run a report to create them.

After a smooth project to implement Cascade .NET, Systemex have benefited from this latest .NET technology, several hours a month have been saved by allowing line managers and employees to request and authorise absences such as holidays through the Cascade system.

Cascade has also enabled the user to update their own details reducing the amount of time spent by HR ensuring information is correct.

Building and implementing business processes is easy, the workflow module will handle a multitude of tasks prompted by automatic decision, diary, e-mail or manual tasks which can be undertaken by many departments within Systemex.

The decision to implement the latest Cascade .NET solution was also testament to the relationship between the organisations, with Systemex being a client since 2000 Cascade's staff have an understanding of Systemex as an organisation and have the relevant experience to handle their specific requirements.



Systemex

cascade
human resources & payroll software

www.cascadehr.co.uk