

Cripps Harries Hall LLP

...a Leading Law Practice using Award Winning HR Software



Cripps Harries Hall LLP solicitors based in Tunbridge Wells is one of the largest law practices in South East England. **Joan Wixey** has been Payroll Manager there for the last 12 years and has seen many changes, not least of which their staff numbers have nearly trebled. Cripps purchased Select HR back in May 2003 and the system has grown with them during this time.

The intranet version of Select has been in use throughout the company for the last two years and all members of staff use it. **"Select was like a divine light!"** says Joan. "The reduction in paper going round the company has been enormous. It has **saved a phenomenal amount of paperwork and data entry** and everything is now so smooth. Select keeps track of everything – holidays, absence, benefits – and **using it has become second nature to everyone here**, including the partners."

Cripps also implemented online recruitment last year which now runs on their website. "After some basic teething problems our end, implementing Recruit went really well," explains Joan. "Everything goes straight on to the database which **saves a great deal of time inputting** and with links to checklists, mail merges and spreadsheets it is really easy to use. **One click and you hire! Brilliant!"**

Another area that Cripps found fundamental benefits with is Absence. "Every department receives a Bradford Factor report each month," says Joan. "This highlights persistent offenders and means that we can really crack down which has **brought amazing results."**

"The other important area in the latest version of Select is recording **absence in hours**. With 54 varieties of working hours, lots of different contracts with term times and different working hours, we need Select to record hourly absence data accurately. We can't keep a handle on it otherwise. **Staff really like taking leave in hours** and the **flexibility encourages our mums to come back to work."**

"In fact, with the checklists and notifications built into Select I have become totally reliant on the database for everything – **everything is driven by Select!"**

Joan recently booked a training day with one of Select Software's consultants and found it very useful too. "The catch-up day was most beneficial," she comments. "One to one time with a trainer **means you can really focus on what you need ."**

Continuing Professional Development (CPD) points, an important consideration for solicitors, is administered by a training assistant at Cripps who, according to Joan, has found Select easy to maintain, with its inbuilt checks and reminders. **"Reporting is fantastic** – I use Crystal Reports all the time," says Joan, "and with my audit trail. I can figure out who has input what and keep a check on everything."

Joan is now looking seriously at the latest edition to Select Software's suite of products, Select HR Web Edition. "I really want to go down the Web Edition route and we are making enquiries now. We really need total reliance from a system, which we have with Select. **It is inspirational!"**

"Select has saved a phenomenal amount of paperwork and data entry ... it has become second nature to everyone here!"

*Joan Wixey
Payroll Manager
Cripps Harries Hall LLP*

