



**timeware**<sup>®</sup>

HR, Time and Attendance Software

**2025**

Integrates with

**SUPrema**  
BIOMETRICS

**HIKVISION**<sup>®</sup>

ON PREMISE  
SOFTWARE

**Software modules include:**

Personnel, Absence Management, Attendance, Access Control, Cost Centre Analysis, Dashboards and Reports, To-do List, Payroll Integration (licenced), GDPR, Working Time Regulations & ESS GO (licenced).

# Introduction

timeware® is recognised as one of the UK's leading developers of Time and Attendance software. With more than 7,500 installations across the UK, Ireland and West Africa, the timeware® name is synonymous with long-term reliability, enhanced functionality, and continuous innovation.

timeware® comprises of professional workforce management specialists, based in the UK with over 36 years' experience in developing and implementing customised Time and Attendance software.

Our Implementation Team have worked with businesses of every size and are skilled in interpreting your requirements whilst designing the best software solution for you.

We install our software, train our users and provide a world class managed service to each and every customer.

We pride ourselves on maintaining long term business relationships and value customer feedback to assist in the development of our products.

This year sees the release of the 23rd generation of our core product and includes many new features.

No matter what size of business, we believe that our software could help streamline your workforce management by reducing the time spent on repetitive tasks, improving accuracy and providing clear and concise data through dashboards and reports.

“ Integration and customisation are our USP...”



visisure West Africa Ltd has proudly been the exclusive partner of timeware® UK Ltd in Sub-Saharan West Africa for over 18 years. Our long-standing partnership ensures the highest quality workforce management solutions, backed by unparalleled expertise and local support. Trust us for your advanced time and attendance needs.



**Simon Birchall**  
Managing Director  
timeware® (UK) Ltd



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Current timeware® customers include:



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# Overview...

## timeware® Time and Attendance Software

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timeware® offers a powerful suite of modules to streamline your company's workforce management.

### **Personnel Module**

The personnel module stores detailed employee information, integrating with your existing HR system.

### **Absence Management**

The absence management module tracks authorised and unauthorised leave, highlights trends and anomalies, and ensures correct holiday entitlements.

### **Attendance Module**

Central to timeware® is the highly customisable attendance module. It supports various work patterns, including standard shifts, flexitime, continental shifts, and annualised hours, and processes hours via the ESS GO mobile app. Customisation ensures accurate calculation of basic and overtime hours, tailored to your business needs.

### **Cost Centre Analysis**

Manage different pay rates for various departments effectively with the cost centre analysis module.

### **Access Control**

Implement robust physical access control by connecting to approved devices, allowing managers to control access based on security levels.

### **Fire Alarm Monitor/Assembly Point**

Ensure quick and accurate roll calls during emergencies by linking the fire alarm monitor/assembly point module to your fire alarm system and muster point devices.

### **Dashboard and Reporting**

Quickly access and analyse data with the dashboard and report module, offering Excel integration.

### **Suprema Integration**

As an approved Suprema Integration Partner, timeware® UK Ltd provides advanced solutions, including proximity, fingerprint, and face authentication technologies.

Discover how timeware® can enhance your workforce management with its versatile and powerful modules.

Time to take control...

# timeware®

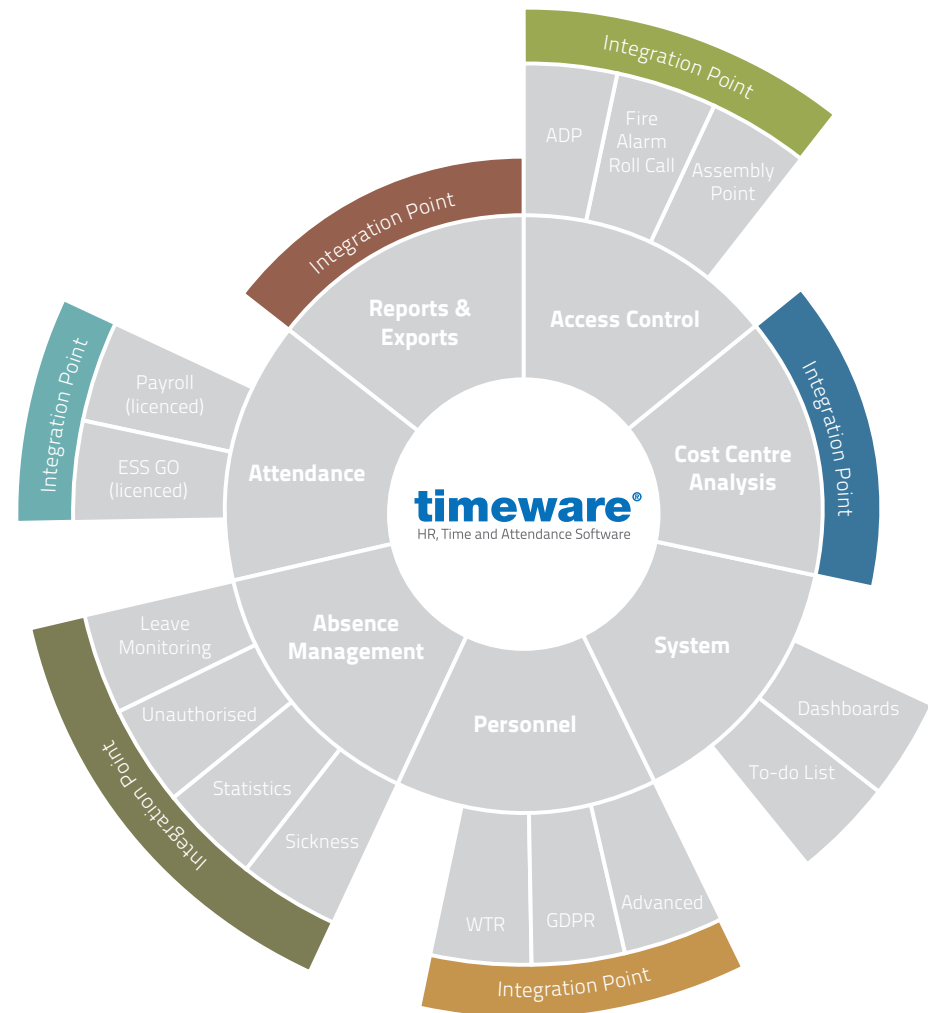
HR, Time and Attendance Software



# Integration...

Combining specialist systems to improve workflow.

timeware's primary USP is its ability to integrate with other applications, for example a Payroll, HR or Security system. timeware® or the third party software becomes the 'primary' system passing data to the 'secondary'. A well planned integration enables a business to improve workflow and increase efficiency.





# Customisation...

Tailoring great software to meet the exact requirements of your business.

timeware's secondary USP is its extensive customisation potential. Over 95% of businesses using timeware® software have implemented at least one unique customisation project. This means that the majority of timeware® customers benefit from a unique business tool that provides a maximum return on their product investment.

## Examples:

### A – Absence Entitlement

Control special requirements for an employee's annual leave entitlement.

E.g - Employees can be awarded entitlement from when they started rather than from holiday year.

### B – Break

Adjust when an employee is entitled to breaks within the shift.

E.g - A script can be written to automatically deduct breaks so employees won't need to clock out/in for breaks.

### C – Email

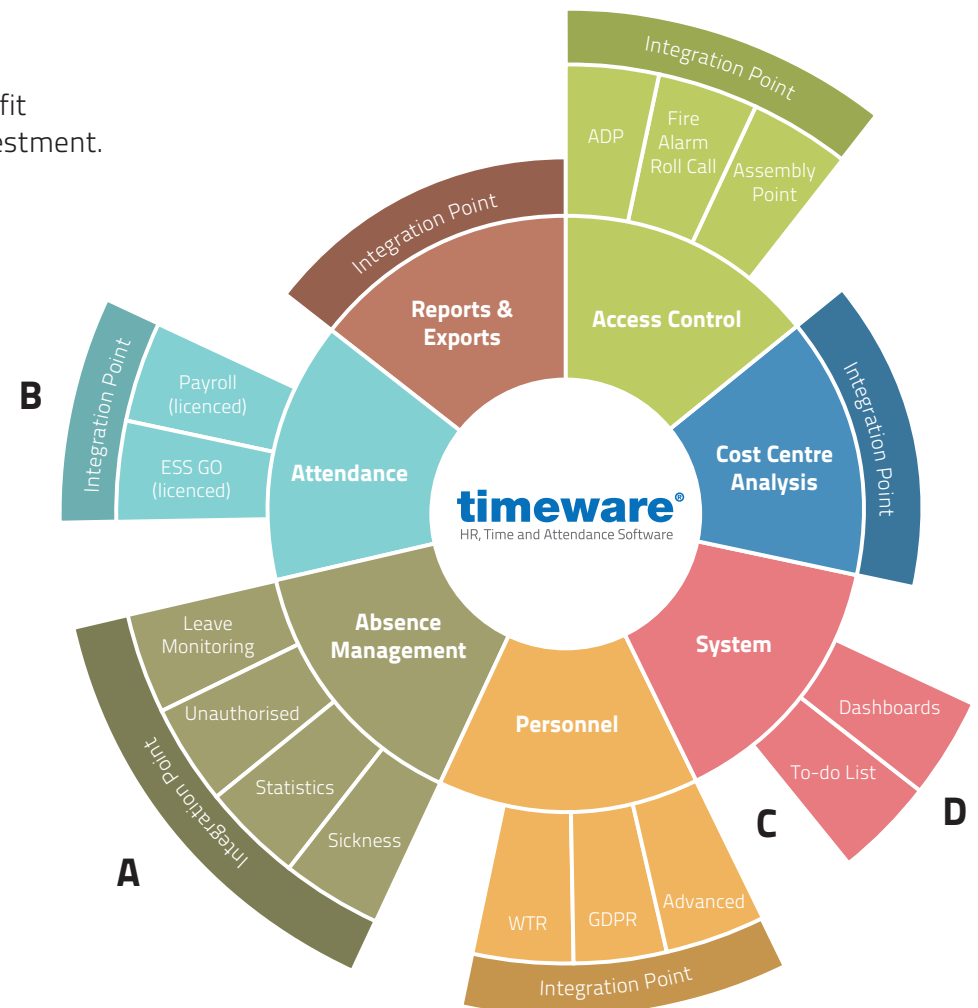
Send emails to managers under specific circumstances.

E.g - Email To-do list to selected users.

### D – Event Handler

Run specific events at set intervals i.e. every day at 09:00.

E.g - Email lateness report to managers.



# Personnel...

timeware® personnel provides an effective way of managing all your personnel data. It allows you to store, update and view information, with full auditing in a secure environment with multiple levels of security access.

timeware® personnel keeps all of your information in one place. From copies of driving licences to employer references, from blood type to bank account details timeware® personnel stores the data centrally making it available for viewing and reporting when required.

timeware® personnel provides an extremely effective solution, integrating with to-do lists to provide reminders of important events ranging from birthdays to overtime authorisation.

## Features include:

- Right To work notes.
- DBS notes.
- Document scanning.
- Enhanced employment history records.
- Training matrix.
- Take staff ID photos using your webcam.
- Store training records, disciplinary notes and qualifications.
- Use the personnel wizard to quickly set up new employees, ensuring that all the required information has been added correctly.
- The proactive to-do list alerts you when important items such as qualification and review periods are due to expire.
- User defined fields allow you to hold unique information specific to your business that is not included as standard in personnel.
- Scan documents such as a driving licence and passport and store within the employee's record.
- Print ID badges directly to your ID badge printer.

The screenshot displays the 'Personnel' management software interface. The window title is 'Personnel' and the employee ID is '1'. The first name is 'Dave' and the last name is 'Webb'. The interface is divided into a left-hand navigation pane and a main content area. The navigation pane includes categories like 'General', 'Employment', 'Rights to Work', 'Miscellaneous', 'Personal', 'Contact Details', 'Training and Qualifications', 'Achievements', 'Education', 'Disciplinary', 'Interview', 'Accident or Injury', 'Bank Details', 'Pension Details', 'Union Details', 'Assets', 'Documents', 'Notepad', 'User Defined Fields', 'Mobile Worker', 'Vehicle', 'Health', 'Appraisal', and 'Working Time Regulations'. The main content area is titled 'Essential (General)' and contains various fields for employee information: 'Badge format' (26 bit - NMD3), 'Facility code' (0), 'Badge' (10698345), 'Payroll' (1), 'Integration ID', 'GPS IMEI', 'Known as' (Webb, Dave), 'Email address' (dave.webb@timeware.co.uk), 'Security pin', 'Biometric data' (Finger (Suprema), Finger (SecuGen), Face (Suprema), Other), 'Date started with company' (31/10/2009), 'Badge activator', 'Employment status' (Employee), 'Absence entitlement policy' (20 Days Holiday), 'Period schedule' (06:00-14:00; 14:00-22:00; 22:00-06:00), 'Terminal policy' (Admin Employee (All Office Access 24/7)), 'Email policy' (Not Required), 'Remuneration policy' (Not Required), and 'Flextime closing balance set on' (// /). A photo of Dave Webb is shown in the top right corner with the instruction 'To select a photo use right mouse click on the box'. At the bottom of the window, there are buttons for 'Add', 'Edit', 'Delete', 'Find...', 'Refresh', 'Preview...', 'Copy...', and 'Close', and a status bar indicating 'Record 1 of 91'.

# Absence Management...

Tracking holiday entitlement, managing holiday schedules and monitoring authorised and unauthorised sickness are the four essential points that make up timeware® absence management.

You can create absence entitlement policies that define the number of days holiday based on years' service from any date. You can specify the amount of time that may be carried forward from one year to the next and even award entitlement credits for additional holidays. All absence management amendments can be subjected to a two-tier approval process if required.

timeware® absence management enables team leaders to view holiday schedules before authorising an absence booking to ensure that minimum staffing levels are maintained at all times.

The absence management information panel can be customised to the clients exact requirements.

## Features include:

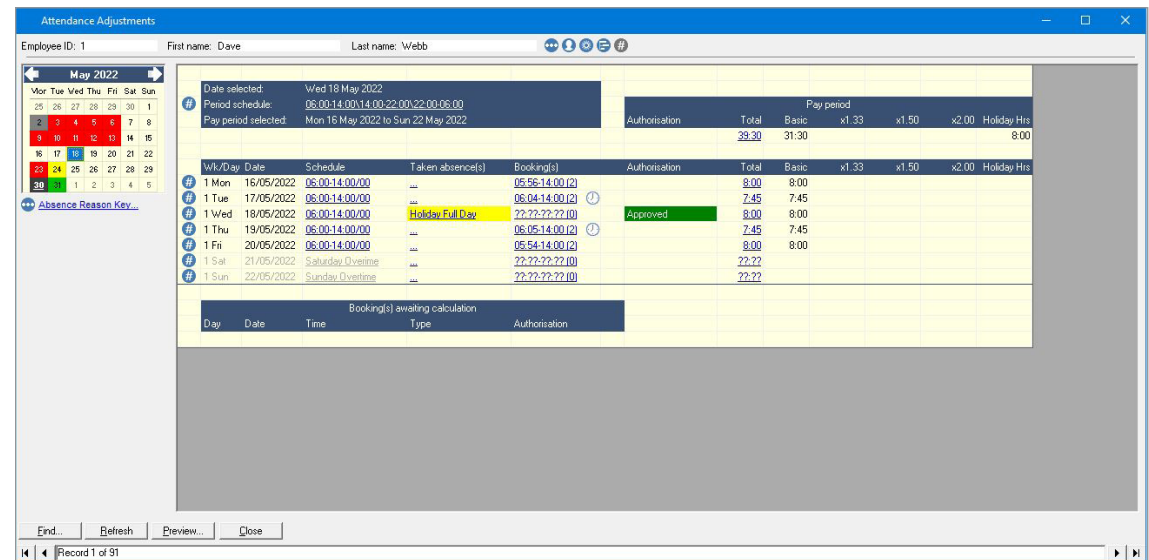
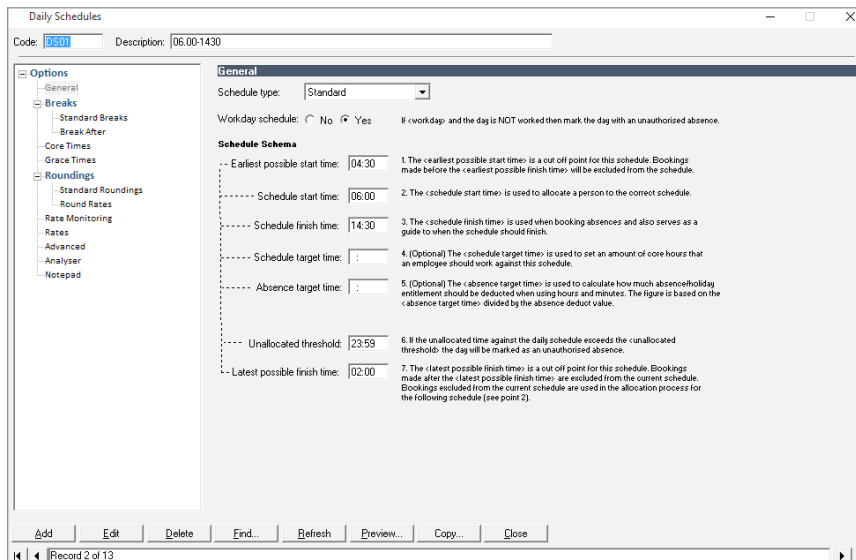
- Comprehensive absence and holiday booking screens for ease of data entry.
- Compatible with Bradford factor methodology.
- Detailed statistical information is available while booking absences allowing you to maintain the correct staffing levels whilst ensuring that employees cannot take more than their annual holiday entitlement.
- Automatic renewal of an employee's holiday entitlements each year, taking into account any days carried forward from the previous holiday year.
- Create entitlement policies with special rules for new starters and long serving employees.
- Tactical absence analysis.
- Return to work procedures.

# Time and Attendance...

Time and attendance is timeware's flagship module, developed over many years to provide an accurate solution for processing employee attendance information.

The time and attendance module supports a number of well-known work methodologies including standard, flexitime and rotating shifts which may be planned up to 52 weeks in advance. Grace times and roundings are standard features along with various work-break categories. The module also supports an extremely comprehensive range of overtime calculation standards. There are also many ways to authorise overtime with email alerts and on-screen warnings if the payroll deadline is approaching and overtime has not been approved.

During the pre-installation phase, a member of our implementation team will work with your representatives to fully understand your business's time and attendance requirements before providing a fully documented report.



# Access Control...

Bringing you indispensable security, protecting that which is most important – your people and your property.

timeware® has an authorised integration to Suprema BioStar 2 and HIK Vision access control which provides world class security system controlling 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 2**

**HIKVISION®**



#### **Flexible Architecture System**

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



#### **Video Logs Support**

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



#### **Remote Control**

Provides user registration, real-time alarm system, and access control in the BioStar 2 Mobile application.



#### **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.



#### **Mobile Access**

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



#### **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 2 is equipped with information security and privacy information management system.

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

# Cost Centre Analysis...

Different rates of pay for different processes are no problem for timeware's cost centre analysis module.

Do your employees have different rates of pay depending on the cost centre they are working in? If so, timeware's cost centre analysis module and enhanced remuneration feature are now available to identify the amount of time, and the labour cost, of the work.

The screenshot shows the 'Personnel' system interface for employee Dave Webb. The 'Essential (General)' tab is active, displaying various fields such as 'Badge format', 'Facility code', 'Badge', 'Payroll', 'Integration ID', 'GPS IMEI', 'Known as', 'Email address', and 'Security pin'. It also includes biometric data options for Finger (Suprema), Face (Suprema), Finger (SecuGen), and Other. The 'Date started with company' is 31/10/2009, and the 'Remuneration policy' is set to 'Manufacturing and Production'. The 'Cost centre (default)' field is currently empty.

Specifying the cost centre can be achieved in a number of ways: some companies choose to install separate terminals in each cost centre whilst other companies require that the employee selects the correct cost centre from a list on the terminal screen running the Tokyo platform.

A timeware® implementation specialist will help the customer to identify the preferred methods and procedures and will produce a specification for the development team, enabling suitable scripts to be produced, providing a solution that fits the clients exact requirements.

The screenshot shows the 'Remuneration Policy' table for 'Manufacturing and Production'. The table lists various cost centres and their corresponding rates across different categories.

Cost Centre	Basic	x1.33	x1.50	x2.00	Holiday Hrs	Rate 06	Rate 07	Rate 08	Rate 09	Rate 10	Rate 11	Rate 12
Attendance	£9.44											
Manufacturing	£10.63	£11.69	£15.22									
Production	£11.58											
Service Desk												

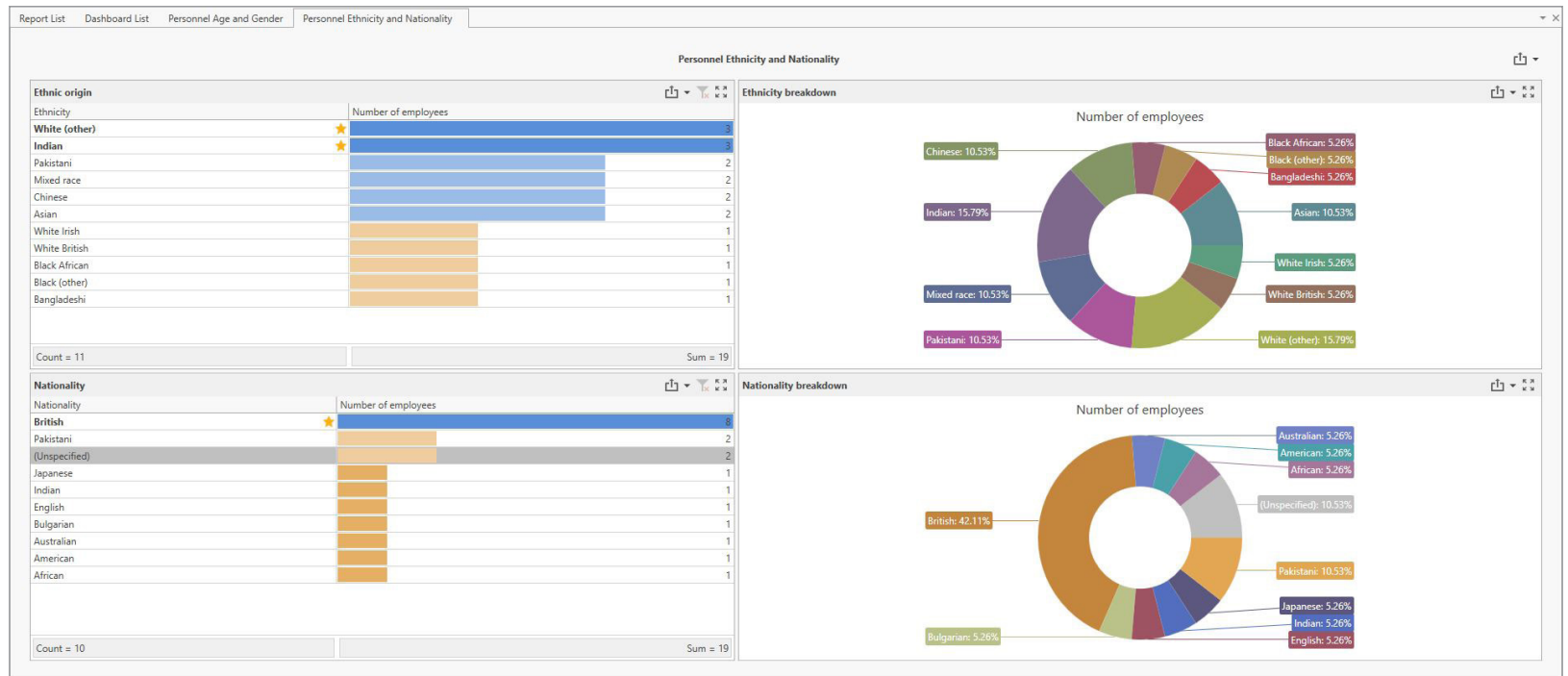
# Dashboards and Reports...

Clear and concise data produced quickly, on demand.

Dashboards provide at-a-glance views of key performance Indicators (KPI) whereas reports are designed to provide a more detailed breakdown of that key data.

- Personnel
- Absence management
- Attendance
- Access control
- Cost centre analysis

All reports may be exported to Excel for further manipulation and analysis.



# To-do List...

Key business information displayed in real-time.

No more searching for important information. The to-do list feature presents important data in an easy to read format. Standard to-do lists are provided with the system and are assigned to users at the point of installation.

To-do lists are an integral component within timeware® and provide pro-active information for team leaders responsible for overseeing daily operations.

timeware® Professional 2021 [Licensed to 'Demo Copy timeware Professional 2021 (Nathan Beveridge) Not for Resale']

File View Tables Sort and Filter Wizards Advanced Hardware Help

Quick Links

- To-do List
- Personnel
- Absence Management
- Absence Statistics
- Attendance Adjustments
- Planner
- Attendance Display Panel
- Asset Management

## 'To-do' List

- System Health**
  - Warning, your Mobile Worker licence has expired on Thu 24 February 2022
- Payroll**
  - Warning, your Sage payroll link has expired on Thu 24 February 2022
- Attendance Adjustments**
  - [11] Outstanding missed bookings that require attention
  - [87] Outstanding unauthorised absences that require attention
- People Missing from Active Daily Schedules**
  - 09:00-17:00/60 All Hrs Std (9:00am - 5:00pm on Wed 25 May 2022)
    - Broadhurst, Liz [5]
  - 08:00-16:30/30 (8:00am - 4:30pm on Wed 25 May 2022)
    - Briggs, Phillip [8]
    - Wilkinson, Leslev [7]
    - Wilkinson, Matt [4]
    - Zelem, George [6]
  - 22:00-06:00/00 (10:00pm - 6:00am on Tue 24 May 2022)
    - Coope, Michael [2]
    - Webb, Dave [1] Holiday Full Day, his absence has been approved
  - Core Time Infringement
    - 08:00-16:30/30 (8:00am - 4:30pm on Fri 20 May 2022)
      - Briggs, Phillip [8] 8:06am on Fri 20 May 2022
    - 22:00-06:00/00 (10:00pm - 6:00am on Thu 19 May 2022)
      - Coope, Michael [2] 10:00pm on Thu 19 May 2022
    - 09:00-17:00/60 All Hrs Std (9:00am - 5:00pm on Thu 19 May 2022)
      - Broadhurst, Liz [5] 9:03am on Thu 19 May 2022
    - 08:00-16:30/30 (8:00am - 4:30pm on Thu 19 May 2022)
      - Wilkinson, Matt [4] 8:05am on Thu 19 May 2022
    - 06:00-14:00/00 (6:00am - 2:00pm on Thu 19 May 2022)
      - Webb, Dave [1] 9:05am on Thu 19 May 2022
    - 09:00-17:00/60 All Hrs Std (9:00am - 5:00pm on Wed 18 May 2022)
      - Broadhurst, Liz [5] 9:06am on Wed 18 May 2022
    - 08:00-16:30/30 (8:00am - 4:30pm on Wed 18 May 2022)
      - Briggs, Phillip [8] 8:04am on Wed 18 May 2022
    - 07:00-16:30/30 (7:00am - 4:30pm on Wed 18 May 2022)
      - Zelem, George [6] 8:04am on Wed 18 May 2022

## 'To-do' List

- System Health**
  - Warning, your Mobile Worker licence has expired on Thu 24 February 2022
- Payroll**
  - Warning, your Sage payroll link has expired on Thu 24 February 2022
- Attendance Adjustments**
  - [11] Outstanding missed bookings that require attention
  - [87] Outstanding unauthorised absences that require attention
- People Missing from Active Daily Schedules**

### Attendance Adjustment Anomalies

Anomaly Δ	Employee ID Δ	Payroll	First Name	Last Name	Known As	Badge	Employee Status	Anomaly Date Δ	Anomaly Δ
An unauthorised absence has been taken against this daily schedule. [87 items]									
1	1	1	Dave	Webb	Webb, Dave		Employee	Tue 03/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Wed 04/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Thu 05/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Fri 06/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Mon 09/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Tue 10/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Wed 11/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Thu 12/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Fri 13/05/2022	An unauthorised absence has b...
1	1	1	Dave	Webb	Webb, Dave		Employee	Mon 23/05/2022	An unauthorised absence has b...
2	2	2	Michael	Coope	Coope, Michael		Employee	Tue 03/05/2022	An unauthorised absence has b...



# Payroll Integration (licenced)...

timeware® are an official Sage Development Partner and as such, we are able to provide an approved integration to your Sage payroll software.

timeware® incorporates an authorised, Sage payroll integration.

Every company has a deadline for running the payroll yet how many times has the deadline had to be delayed due to line-managers failing to approve overtime?

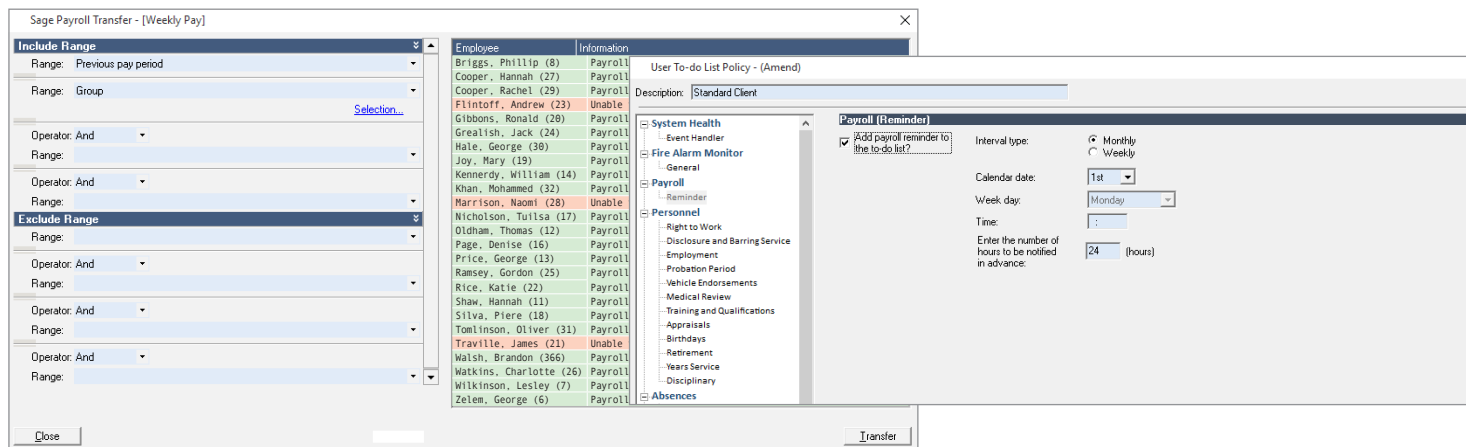
timeware® includes a 'payroll reminder' to-do list item. Set by the timeware® administrator, this feature provides an hourly countdown of the oncoming payroll deadline!

Once the timeware® payroll integration has transferred the hours worked, the to-do list item highlights the date and time of the successful Payroll integration.

Following the payroll run, it's time to lockdown the historic data. The timeware® administrator can protect data up to a specified date, therefore eliminating any manual amendments. The historic lockdown is password protected.



timeware® also has payroll integrations with ADP, Earnie, Iris and Pegasus.



Pushing the approved hours worked from timeware® into Sage payroll is actioned by pressing the Transfer button.



# General Data Protection Regulation (GDPR)...

timeware® takes General Data Protection Regulation (GDPR) very seriously.

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

The General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679) is a regulation by which the European Parliament, the Council of the European Union and the European Commission intend to strengthen and unify data protection for all individuals within the European Union (EU).

What does this mean for a company using timeware® time and attendance software?

Customer care will organise a meeting where a timeware® technician will discuss your company's GDPR policy with your GDPR data controller.

## **This meeting will cover two main areas:**

1. The way in which timeware® (UK) Ltd handles your company data which in turn will impact on the way our support team provides certain types of service.

For example, your business may require that timeware® never removes personal data from site. This information must be recorded against your SLA notes to ensure we do not create an environment where a personal data breach could occur.

The processing of personal data stored within the timeware® application. We will identify any personal information fields within timeware® that do not need to be recorded and take steps to ensure that they are made invisible.

2. We will also discuss how long certain information needs to be kept by the company for people classed as employed or as a leaver. We will then create a series of GDPR housekeeping scripts that will ensure these rules are upheld.

Please note that the timeware® software will never automatically delete any personal data. We think it is much safer that timeware® operates within your data controller's policies and highlights data that requires deletion. This will always be completed by your data controller and is fully audited.

## **Some example GDPR housekeeping scripts:**

1. If timeware® is not being used as the primary HR system do not allow address information to be recorded.
2. If timeware® is not being used as the primary HR system do not allow National Insurance data to be recorded.
3. When an employee leaves the company, remove their biometric data within 24 hours.
4. When an employee leaves the company, remove all records of their future holidays and medical appointments within 24 hours.
5. When an employee leaves the company, delete all passwords to the timeware® app and disable the employee's ESS GO app within 24 hours.
6. 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)...

## Why do we have working time regulations?

This legislation was introduced to help employees maintain a healthy work-life balance by limiting the hours that they had to work each week and ensuring that adequate breaks are taken on a daily and weekly basis. The health and safety benefits to both the employee and employer are obvious: A healthy workforce is more productive and less likely to take days off sick.

Remember that some categories of work or job role are exempt from the regulations, including the police, armed forces, emergency services staff when dealing with an emergency and sometimes senior managers and people employed by family members.

## The 48-hour working week

In the UK we allow workers to opt out of the 48 hour working week limit. Quite often than not, the employer and or employees think that opting out means they are opting out of the whole regulation. This is not the case they are only opting out of the total hours limit which is currently set at 48 hours.

The working time regulations apply to the majority of employees in almost every business in the UK and it was this fact that encouraged us to re-develop the WTR into a core feature for 2020.

<http://www.hse.gov.uk/contact/faqs/workingtimedirective.htm>



### 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

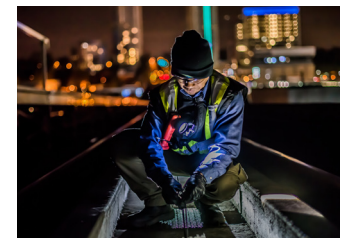
Workers are entitled to 11 hours' consecutive rest between shifts each day.



### 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.

# ESS GO (licenced)...

Do you know there's a timeware® Employee Self Service app that can streamline your business by empowering your workforce whilst reducing time consuming tasks?

The app is called ESS GO and it enables users to request leave, check work rotas and view timesheets from their Android or Apple smartphone.

## Shift rota

Users can see which shifts and rest days have been planned over a rolling 31 day period. If a manager updates a user's shift rota, the change is reflected instantly within ESS GO. An email alert is also sent to the user informing them of the change.

## Leave entitlement and remaining balance

Users can check their annual leave entitlement, leave requests awaiting approval, declined leave requests of course, their remaining entitlement balance.

## Leave requests

Company rules determine how far in advance a user can make a leave request. Once a leave request has been approved or declined, an email alert is sent to the user informing them of the managers' decision.

## Current and previous timesheets

Users can see their own timesheets for the current and two previous pay periods. They can see their attendance

bookings, basic and approved overtime hours and any core-time infringements.

## Flexi balance

If your business operates a flexitime policy, users will see their opening flexitime balance, hours worked and closing flexitime balance on their timesheets.

## Offsite attendance bookings

For users that work away from the office, ESS GO supports offsite attendance bookings where the user simply clicks a button when they start or stop work. There is a notepad feature for the user to provide more details about the booking and ESS GO also notes the GPS coordinate of each booking which integrates with the phone's mapping feature.

## What's next?

The employee self service app, ESS GO is an amazing addition to the timeware® product range. Its ease of use and versatility makes it the perfect solution for so many bottlenecks experienced by HR. If you would like a demonstration of ESS GO, please contact our sales team on +44 (0)1706 659368 and we can organise an on-site or Teams meeting at a time to suit you.



### Attendance bookings at the timeware® Puck

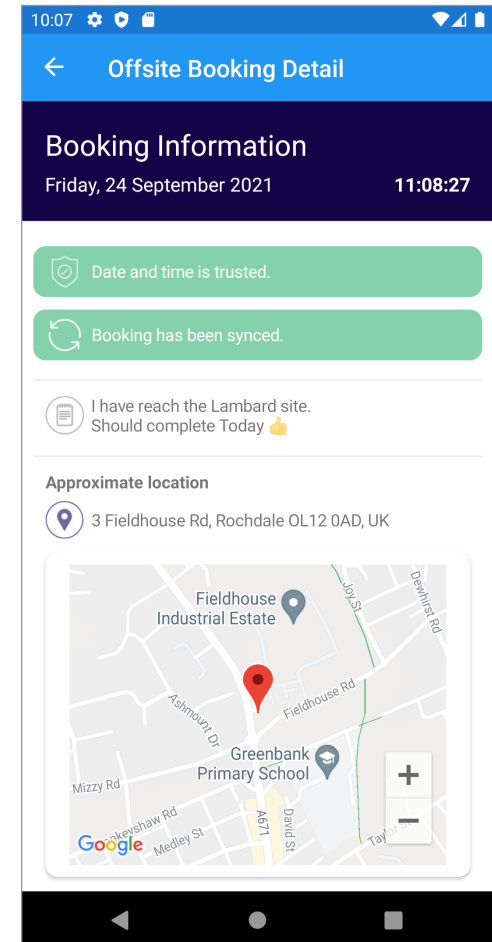
The new timeware® Puck is the perfect attendance point for businesses where the cost of a traditional attendance device is prohibitive or where network or power is unavailable. Each timeware® Puck incorporates an NFC tag which allows them to be 'read' by all modern smart phones running the employee self service app, ESS GO from a distance of about 4cm.

If you have a low number of staff working in a retail premises, a remote warehouse or an isolated area, there is now an affordable alternative to the traditional attendance device.

Remember that timestart®, timeware® Small Business and timeware® Professional support any number of timeware® Pucks so now multiple locations become easily affordable.

### What's next?

If you would like a demonstration of the timeware® Puck, please contact our sales team on +44 (0)1706 659368 and we can organise an on-site or Teams meeting at a time to suit you.



# timeware®

HR, Time and Attendance Software

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