



# BWG Foods: optimised workforce management and streamlined payroll

EPI-USE Labs' GeoClock and Query Manager solutions empower BWG Foods to streamline workforce management, enhance cost control, and ensure compliance in a dynamic retail environment.





Dynamic rostering, and real-time updates



Employee-friendly, flexible solution



Automated reports with Query Manager



Data-driven decisions



Proactive Payroll accuracy

## About BWG Foods

Part of BWG Group, BWG Foods UC is a leading retail and wholesale business. BWG Foods owns and operates the **SPAR**, **EUROSPAR**, **MACE**, **LONDIS** and **XL** brands in the Republic of Ireland, working in partnership with independent retailers with over 1,000 stores serving local communities right across the country.

## Pandemic challenges and controlling HR costs

The COVID-19 pandemic underscored the critical need for robust HR support within the retail sector. Government regulations were constantly changing, making it challenging for retailers to manage their staff effectively.

Another significant challenge for BWG Foods was controlling costs. In a highly troubled financial situation like the pandemic, the retail industry had extremely tight margins, so even small cost increases would hurt profits.

To respond to all of these requirements, BWG Foods created H2R, an initiative to provide comprehensive HR guidance, from recruitment and onboarding to payroll and compliance. The goal was to provide a platform to support all the retailers within the group during these difficult times.

“GeoClock is perfect for our business. It’s flexible and can be used by any employee.”

Vitor Notaro, Project Manager,  
BWG Foods



## Operational benefits from GeoClock and Query Manager

BWG Foods started building its new platform, selecting SuccessFactors as its core. To address time and attendance, they chose EPI-USE Labs' GeoClock solution.

GeoClock is an efficient management application that allows employees to capture their attendances, while equipping supervisors to make schedule changes. It allowed BWG Foods to have full visibility over the hours worked by employees, which is crucial in the retail business.

The initial integration, relying solely on duration data, limited reporting capabilities within Employee Central (EC). This necessitated a more robust approach, leading to the development of an OData2 API for GeoClock.

This API, combined with Query Manager, enabled the extraction of data from both systems (SuccessFactors and EC), facilitating the creation of accurate cost estimation reports.

Beyond cost estimation, the GeoClock and Query Manager integration empowered BWG Foods with significant operational benefits:

- Onboarding automation: automated welcome emails and manager notifications streamline new hire processes.
- Payroll optimisation: proactive checks against Time Valuation Results and Pay Components in Query Manager enable early identification and resolution of potential payroll issues, preventing delays and ensuring timely employee payments.

This integrated solution demonstrated the value of a robust HR technology stack, enabling BWG Foods to streamline operations, improve efficiency, and enhance employee experience.



It was easy to choose EPI-USE Labs products as we had a previous relationship with the business. We needed a time and attendance system, and GeoClock was our preferred option.

Vitor Notaro, Project Manager, BWG Foods



For our industry, it is especially important to manage the number of hours which employees work. 90% of our employees are paid hourly; we need accurate figures for time worked, which GeoClock gives us.

Vitor Notaro, Project Manager, BWG Foods

## Effective time management and report automation

The success of BWG Foods' HR2 platform, evident in its sustained use by retailers even after the pandemic, demonstrates the critical reliance of retail businesses on consistent and comprehensive HR support.

With Query Manager and GeoClock's report automation, managers gained valuable information to make more strategic business decisions and proactively identify possible concern areas before they became a problem.

GeoClock's dynamic rostering and real-time updates have significantly improved efficiency and provided leadership with the data-driven insights they need to achieve those tight margins.

Currently used by 3,000 employees, GeoClock is projected to scale to support a significantly larger workforce in the coming years. This scalability ensures BWG Foods can effectively support its growing workforce while maintaining operational efficiency.

As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your business challenges.