

Executive Perspective:

Maximise Your Workforce Management ROI

The workforce accounts for as much as 70% of total business costs, including employee wages, benefits, payroll or other related taxes¹. In fact, paid leave alone is 7.1% of labour costs and pay premiums and overtime is 3.3%²

With such a high cost up front, workforce management ROI is a priority for any organisation. A best-of-breed workforce management solution saves 11x per dollar spent.³ Here's how we can help:



Best-of-Breed Workforce Management

Workforce management applications include time and attendance tracking, workforce rostering, leave case management, workforce analytics, and fatigue management. Digitalising your organisation's workforce management processes with WFS's cloud-based, best-of-breed solutions will help you:



Control costs

Real-time visibility across your entire organisation will help you identify and deploy strategic cost-saving measures more quickly.



Increase efficiencies

From eliminating redundant processes to equipping employees and managers with intuitive self-service tools, a digitalised solution elevates cross-functional productivity.



Boost morale

Provide real-time visibility around time-off accruals and enable optional rostering features like shift swapping to help employees manage work-life balance.



Simplify compliance

Demonstrate compliance with the full range of national and local wage and hour laws, leave regulations, industry-specific regulations, union rules, and corporate policies impacting your workforce.



Extend the value

Integrate real-time workforce data with your existing technologies—from HCM and ERP systems to core HR, payroll, and finance applications—for maximum impact.



Reduce your total cost of ownership (TCO)

Our configurable cloud-based solution reduces your TCO and keeps you current with incremental updates.

¹ <https://www.bls.gov/news.release/eci.nr0.htm>, January 2019

² <https://www.bls.gov/news.release/pdf/ecec.pdf>

³ Nucleus Research, "WFM PAYS BACK \$10.99 FOR EVERY DOLLAR SPENT," Oct. 2014

5 Year ROI By Industry



Disclaimer: These are merely a representative sample of returns that can be realized with WFS Australia's solution. The total return on investment you can expect will depend heavily on the particulars of your current processes, implementation details and your desired state post-implementation.

Calculate Your ROI

Organisations using WFS solutions typically recoup their investment in 8.3 months and achieve a total ROI of greater than 300% over five years. You can calculate your workforce management ROI by adding up the total benefits you expect to receive from automation and subtracting the cost of implementing a new workforce management solution. Even by the most conservative estimates, a successful workforce management project can save millions in annual recurring expenses—freeing up funding for other key initiatives.

Maximise Your ROI

To get the most out of your workforce management solution, consider the full range of ROI drivers, including:

Direct Savings

- Reduce pay calculation errors
- Reduce data collection errors
- Eliminate time theft
- Reduce time-off leakage
- Reduce overtime costs
- Enable faster, more accurate retroactive calculations
- Reduce infrastructure costs

Indirect Savings

- Increase productivity
- Eliminate manual processes
- Reduce administrative tasks by enabling employee self-service
- Achieve greater process consistency
- Improve workforce capacity utilisation
- Tighten labour distribution costs
- Reduce compliance risks

Digitalisation Reduces Your Compliance Risk

Litigation is the number one non-compliance concern for 58% of organisations⁴. Yet it's not the only risk; organisations also face fines and penalties, and even the loss of brand equity in the eyes of consumers and constituents when non-compliance concerns surface.

Digitalising compliance processes for the full scope of national and local wage and hour laws and absence regulations—as well as industry-specific regulations, union rules, and internal policies impacting your workforce—allows you to quickly and easily demonstrate compliance, no matter where your employees work.

⁴WorkForce Software and Workforce. "2015-2016 Workforce Management Trend Survey." October 2015. (<https://www.workforcesoftware.com/white-paper/2015-16-workforce-management-trend-survey/>)