

WorkForce Suite Capability Snapshot



The Definitive Solution for Mastering Global Workforce Management Complexity at Scale

The power of our globally configurable solution lies in scaling and streamlining your workforce management wherever you operate, future-proofing your system without the limitations of traditional custom solutions. Our software excels in automating complex pay and work rules, agreements and processes—safeguarding against compliance risks at the local and global level. Rostering capabilities address both job and demand-based labour management needs for flexible, efficient operations. Optimised labour spend and cost allocation come together across time tracking, shift management and overtime use—according to your specific rules. Enterprise-grade and future ready, you can count on the WorkForce Suite to handle your unique requirements for greater agility, productivity and employee engagement.

Pay and Compensation

- **Trade Union Agreements With Variable Pay Rules**
Automated calculations can be configured that support trade union agreements, including overtime equalisation, shift differentials and seniority-based pay.
- **Allocating Hours Across Multiple Cost Centers Within the Same Shift (Labour Distribution)**
Flexible and unlimited labour distribution and timesheet fields enable time and allocation across departments, projects or cost centers aligned within accounting standards.
- **Employees With Multiple Roles Requiring Different Payroll Setups (Split and Multiple Assignments)**
Dynamic job assignment tracking supports correct pay and rostering for employees working multiple roles or assignments.
- **Complicated Calculations Like Retroactive Pay Adjustments or Overlapping Pay Rules**
Calculations like retroactive pay adjustments or overlapping pay rules can be managed and automated with real-time validation of pay and time data.
- **Time-Off Accruals, Fatigue Management, or Blended Overtime Rate Formulas (Large or Many Formulas)**
Complex calculations are configurable for time-off accruals, fatigue management and blended overtime rates.

Compliance and Risk Management

- **Integrated Case Management for Absences**
Centralised case management platform tracks and manages leave requests, compliance documentation and exceptions, including overlapping or concurrent leave types like FMLA, CFRA and PDL.
- **Fatigue and Safety Management**
Built-in rules, monitoring and alerts to track work hours and rest periods make it easier to enforce fatigue management and improve employee safety, essential in regulated industries.
- **Multinational or Global Footprint**
Country-specific compliance templates and configuration support compliance with international and regional labour laws, tax regulations, multi-currency payroll integration and contractual obligations across global operations.
- **Exception Management**
Workflow automation handles exceptions like missed punches, unapproved overtime and policy violations with configurable alerts and escalation paths for quick resolutions.
- **Variable Rules Across Business Units**
Tailored compliance settings and reporting support distinct policies for different business units whilst maintaining centralised oversight.

Rostering and Resource Allocation

- **Multiple Timesheet and Roster Approvers**
Workflow configurability provides role-based access for managers, supervisors and administrators to approve timesheets, leave requests and rosters.
- **Job-Based Rostering**
Dynamic shift and task assignments are automated based on employee roles, qualifications and validated certifications.
- **Demand-Based Rostering**
Predictive rostering capabilities align staffing levels with business demand using labour forecasts and real-time data.
- **Cross-Functional Workforce Allocation**
Real-time allocation dashboards and configurable matching assign employees across roles, departments or projects based on demand and availability.

“The WorkForce Suite is the only solution capable of meeting our complex cases, especially with its planning tools and payroll management. It supports every pay rule, every compliance requirement and every unique agreement across our entire employee population.”

At WorkForce Software, we don’t just promise excellence—we prove it. We are committed to transparency and proof in demonstrating our solution, using your specific workforce management rules, requirements and scenarios.

Request a Proof of Capabilities Demo