

“Sirenum works to package everything you need [for workforce management] together, which means you can leverage the power of the Salesforce platform for day to day business applications.”

Claudio Cuccio, Deputy Head of Business Innovation, GI Group

Key Benefits

Shift management efficiency improved by 80%

Streamline compliance procedures

Offers GI Group a competitive difference in the market

Less than three months to implement



GI Group Background

The GI Group offers temporary recruitment, permanent and professional staffing, search and selection, executive search, outsourcing, training, outplacement, and HR consultancy.

Location: Operating in more than 40 countries across Europe, APAC, the Americas and Africa

Customer since: May 2019

Sirenum improved GI Group's shift management efficiency by 80%

The GI Group covers all the HR services a company might need, including hiring, placement, training, and outsourcing. As a leading, global company, they use Sirenum to manage an extensive and growing workforce.



Challenge

For specific contracts, Italian law requires that any time an employer changes the timing of a shift, the new shift information must be communicated to the employee and tracked to ensure compliance.

Previously GI Group would manage this process by getting signatures from its clients and workers, which could be a significant undertaking depending on the size of the client's needs. For example, GI could be managing at least 10,000 workers for a high-volume client, and its existing process to manage compliance would take days of work with multiple employees.

GI Group can maximise the rotation of workers across clients and push candidates quickly into roles where they can see a good fit

About Sirenum

Sirenum powers the dynamic workforce. As the leading global provider of cloud-based workforce management technology to temporary staffing agencies, Sirenum provides transformational technology to innovative employers, streamlining the management of tens of thousands of workers across the UK, Europe, and the USA, including organisations in the government, transport and logistics, care, and security and events verticals.

Solution

The Sirenum set up within GI Group took less than three months, and focused on the logistics sector area of their business. The modules implemented were Scheduling, Monitoring, Compliance and MySirenum. The MySirenum mobile app has been crucial to ensuring their legal compliance with shift changes, asking each candidate to agree to this new process during the onboarding process.



Benefits

The new internal processes for agreeing shift changes made workforce management much simpler and provided huge efficiencies. Rather than this process taking one or two people a full day, using Sirenum, it could now be achieved in a couple of hours by one person, improving efficiency by 80%.

GI Group found that using Sirenum offered them a point of difference from their competition. A GI worker also employed by a competitor asked their employer to use the same application GI were using as it was so intuitive.

For GI Group, Sirenum boasts all of the key features needed to manage shift work. Using Sirenum, GI is also able to maximise the rotation of workers across clients, and push candidates forward quickly where they can see there is a good fit. As a result of the efficiency of Sirenum, replacement candidates can also be made within the hour.

Other benefits of using Sirenum that GI Group found was the ability to rank workers according to their ability, which made finding quality candidates simpler for clients. In the future, GI is hoping to utilise its digital channels alongside Sirenum. This will develop a marketplace of workers pre-vetted and qualified by GI as part of a self-serve function for its clients.

Overall, GI Group has been very happy with how Sirenum improves management of its temporary workforce. Though the company had originally only contracted with Sirenum for the Italian market, recently the German division implemented Sirenum as well.