



D A M S T R A

## WORKFORCE MANAGEMENT, HEALTH AND SAFETY

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[www.damstratechnology.com](http://www.damstratechnology.com)





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## Leading Global Mining Case Study

Damstra Technology delivers increased safety and efficiency through digitalization of workforce management for a global mining company on five continents





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## Summary

- Global Mining Company with well over 20,000 workers
- Global digital transformation across multiple continents
- Damstra digitalized manual workforce management processes and provides real-time visibility of the entire workforce on sites across the globe
- The digital transformation is powered by a set of integrated solutions that are driving safety and efficiency, as well as improving the way a large, globally dispersed workforce is being managed
- Damstra Technology workforce management solutions are implemented and integrated with their Global ERP, Timekeeping and Enterprise Payroll systems





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## Challenge

- One of the largest mining companies in the world sought a more efficient and cost-effective way to manage its large, global workforce, and ensure health and safety standards with the goal of increasing worker safety and regulatory compliance.
- With well over 20,000 employees and contractors to look after, they were searching for innovative technology to reduce manual workforce management processes and increase visibility of its worldwide workforce.
- The vision for this digital transformation project was to create a global standard for all regions under their corporate umbrella, where any worker from any country could use a global standardized access device to access any site worldwide.





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## Key focus

A key focus was on addressing the following issues:

- Not all workers carry badges and badges are site-specific
- For vehicles arriving at the gate, only the driver swiped their badge and therefore there was no accurate information regarding personnel on site
- Manual completion of time sheets resulted in errors, inconsistencies and rework
- In the event of an incident, there was not previously an easy way to report on all the worker, site and company information necessary to prove regulatory compliance and safety policies were followed



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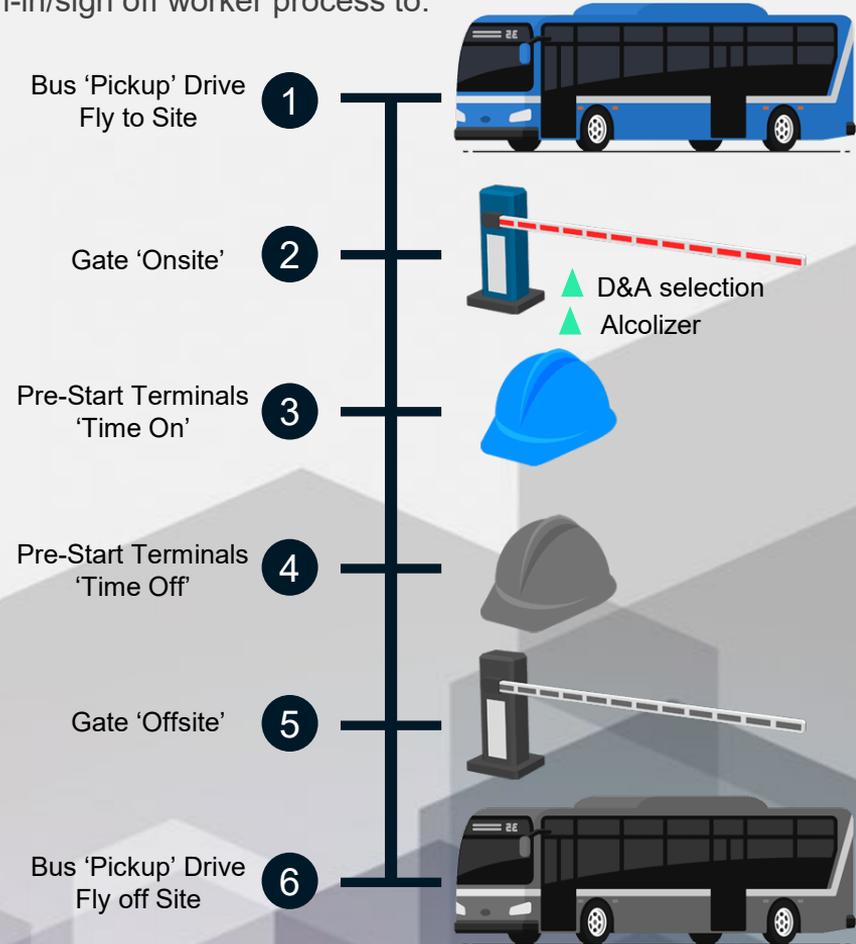
## Solution

The company engaged Damstra Technology to deploy an integrated badging technology globally for all employees, contractors, and visitors. This delivers dependable, real-time information determining:

- Who is on site, and where did they last badge in?
- Are they qualified to be on site with the required credentials and certification?

The solutions are driving the roll-out of value-driven technology by enabling capabilities such as site access and location, time and attendance, and workforce optimization to drive safety and efficiency in the way they manage their employees and contractors.

The solution is driven by transforming the manual sign-in/sign off worker process to:





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All employees/contractors will be required to carry badges connected to the system



Employees/contractors arriving at the site via bus will swipe at pickup locations to account for all persons



All employees/contractors arriving onto site will be required to swipe at the gate so we know when they enter



The bus driver will swipe a master pass containing information on all passengers aboard, automatically entering them into the system



All employees/contractors will swipe at the line-out locations to indicate 'time on'. The procedure in reverse will be in place for 'time off' and continue to the employee/contractor origin



All swipe cards will have photos and QR Codes that can be accessed from any mobile devices

Damstra Technology was selected because of the maturity of the solutions, deep domain expertise and experience in the mining industry and the ability to easily integrate with their other enterprise business applications. Damstra was the only provider with out of the box functionality that met all ten of their major requirements. The mining company also valued that there were other pre-integrated solution modules that could leveraged in the future such as eLearning which has now been deployed as well. Finally, the ability for the platform to orchestrate processes across Damstra and non-Damstra solutions was key to improving their global safety profile.



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The solutions are comprehensive and integrated, delivering safety centric capabilities such as:

- Site, location and personnel visibility
- Credentials
- Competencies, certifications, and expiries
- Induction and other status
- Site access
- Out of compliance alerts
- Integrated e-Learning





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In summary, the Damstra Technology platform is designed to:

- Digitalize timesheets and attendance for employees and contractors
- Establish a technical infrastructure for improved safety and security for employees and contractors through global badging technology
- Streamline, automate and significantly improve the employee and contractor experience for badging, location, restrictions, certifications, payroll, shift and work period access, drug and alcohol screening, and other functionality.
- Pass accurate punch in and punch out data to the time keeping system and payroll.

The screenshot displays the SOLO dashboard interface. At the top, there are navigation tabs for 'Solo', 'Live', and 'Map'. Below this, a list of users is shown with columns for Name, Device, Profile, Shift, and Last Activity. The users listed include various roles such as Operations Manager, Drivers, and Logistics. To the right of the list is a map of Australia with a location pin. Below the map, a detailed view for 'Johnathon Bailey' is shown, including his profile information, a timeline of activities (e.g., 'Driving - Speeding'), and a location map of Christchurch.

Name	Device	Profile	Shift	Last Activity
James Barnes Operations Manager	98%	Check-in only	Today, 9:14 AM 4:06 PM	Today, 10:37 PM 5:04 PM
Lily Banks	92%	Drivers	Today, 10:12 PM 1:06 PM	Today, 10:12 PM 1:06 PM
David Pughley	91%	Drivers	Today, 10:34 AM 2:27 AM	Today, 11:54 AM
Charles Tynes Operations Manager	91%	Logistics	Today, 10:35 AM 4:48 PM	Today, 11:31 AM
Beaucliff Miles Manager of Drivers	90%	Logistics	Today, 10:12 AM 1:18 PM	Today, 10:12 AM
Hollie Mathews	90%	Logistics	Today, 10:30 AM 1:12 PM	Today, 10:30 AM
Chris Richards	90%	Logistics	Today, 10:20 AM 1:30 PM	Today, 10:20 AM
James Montardy Operations Manager	90%	Logistics	Today, 10:00 AM 2:14 PM	Today, 10:00 AM
Thomas Rice Operations Manager	91%	Logistics	Today, 9:55 AM 2:46 PM	Today, 9:55 AM
Sam Jenkins Manager of Drivers	91%	Logistics	Today, 9:38 AM 2:43 PM	Today, 9:38 AM

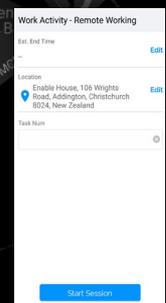
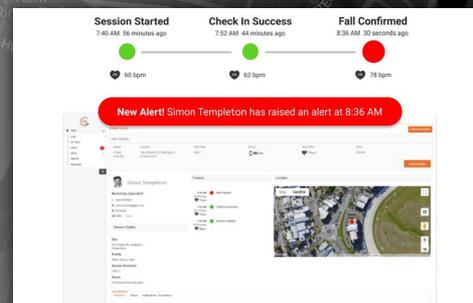
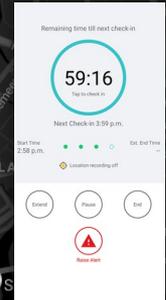
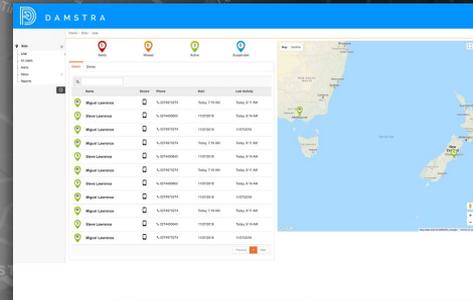
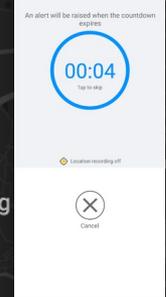
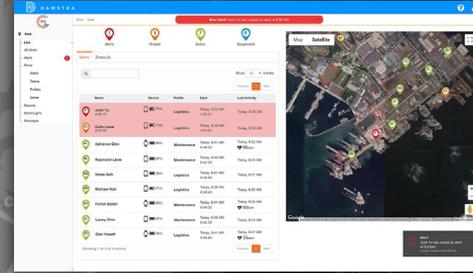


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# Outcome

The solutions provided by Damstra Technology delivered on the promise of increased safety and efficiency through:

- Real time visibility on who is on site and where they are
- Certifications and credentials available immediately through a person's badge
- Improved contractor and visitor management capabilities enabling them to pre-qualify for site access before actually arriving onsite
- Enhanced data availability and integrity for managers to proactively manage teams, including:
  - Absenteeism and unplanned overtime
  - Knowing who is at work; right people, right job (contractor and employees)
  - Real time shift scheduling and management of shift trades





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- Less frustration and wasted time for managers, employees and support functions
- Consistent, randomized drug and alcohol selection for testing and metrics throughout all sites
- Enterprise cost reduction through accurate contractor timekeeping and associated payroll expenses
- Time and cost savings through reduction of manual, paper-based processes
- Improved productivity through visibility to employee time and schedules worked
- Removed double entry of data through automated integration with their ERP, timekeeping and payroll systems
- Moved training and certification away from paper documents to eLearning

The financial benefit of the solution is estimated to deliver significant annual direct savings as well as the benefits associated with a safer and more efficient workplace.





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"Damstra provides our managers and supervisors with timely information to increase productivity of regions and sites, and to maintain safe work practices consistently across the globe. The scalability of the platform helps us manage a growing volume of sites, regional complexities, contingent, mobile workers and joint venture partners."

"In Damstra Technology, we have a partner not only for today but also for the future, due to their innovative product development. We see the workforce management roll out as a first step in improving efficiency, with future phases of the digital transformation earmarked to work with Damstra to roll out innovative asset management, learning management and predictive incident and hazard management tools."

