Case Study:
Mining
Workforce Management

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Client Situation

One of the largest mining companies in the world sought more efficient and cost-effective workforce management. With over 20,000 employees and contractors, the company needed to reduce manual management processes and increase safety of its worldwide workforce. Their goal was to standardise workflow with access to workers anytime, anywhere in the world.

Challenges

Prior to Damstra's Workforce Management solution, this mining company was facing the following management challenges:

- **Legacy systems**
  Move from a system where neither contractors nor workers registered with worksite badges to a comprehensive system that connects all workers and contractors to a workforce management system.

- **Process Improvement**
  Streamline manual time sheets with digital forms.

- **Access Control**
  Improve access control at work site entry points for workers and contractors.

- **Safety Compliance**
  Enhance regulatory reporting with accurate worker, site, and company safety protocols.

Damstra Solution

Damstra's Workforce Management solution was implemented using Access Control, Digital Forms, and eLearning. Workforce Management is comprised of six modules:

Solo

- Solo helped the mining company gain full visibility on their workforce's safety, and protect, connect, and inform teams and workers while creating a safer work environment. Solo is available on the mobile and with the latest wearable smartwatch technology with alerts and notifications, geofencing zones, check-ins, panic alerts, and fall and collision detection.

Online Worker Registration

- Workers upload all the documentation required to verify and approve a worker. This includes passport, driver's license, first aid certificate, qualifications, photos.

Independent Verification

- Damstra independently verifies all documents and certifications provided by contracting companies, suppliers, and workers to ensure skills and competency requirements are satisfied.

Online Induction Management

- Damstra's online induction module creates and delivers online induction training courses and site inductions for employees and contractors. The module can be customised to site induction requirements.

Time and Attendance

- Site access cards are issued allowing only compliant workers to the site.

Damstra's Workforce Management solution helped this mining company:

- Achieve paperless forms, eliminating rework and streamlining administrative processes.
- Identify all employees, contractors, and visitors with integrated badging technology determining:
  - On-site location
  - Time and attendance
  - Qualifications
  - Certifications
- Improve training delivery with eLearning
- Complete consistent, randomized drug and alcohol testing
- Remove double entry of data by automated integration with existing systems

Outcomes

- Eliminated the risk of non-compliant contractors and workers onsite.
- Achieved real-time visibility to workers, contractors, and visitors for safety and emergency evacuations.
- Improved time savings and reduced the cost of training through digital online learning.
- Streamlined administrative processes with digital forms.
- Heightened security with integrated access control at all entry points.
- Enhanced data integrity for team management, shift scheduling, absenteeism.

"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."

ABOUT DAMSTRA TECHNOLOGY

Damstra's Workforce Management solution keeps workers productive, safe and compliant. This solution is a module in Damstra Technology's Enterprise Protection Platform (EPP). This comprehensive platform helps maximise performance, safety, and profitability by orchestrating disparate processes and technologies.

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