



SNOW

**Payroll and
Time & Attendance
Solutions**



SNOW



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About Snow Technology

Established in 2001, Snow Technology Limited is a pioneer and leader in the development and provision of payroll software in Ireland and is Ireland premier Time & Attendance & Scheduling provider in Ireland.

Our Mission

Our Mission at Snow Technology is to serve our customers with highly sophisticated and comprehensive payroll & time and attendance solutions through an easy to use and easily accessible management and reporting tool. We make what was previously only available through tired and delayed expensive auditing and management reporting software easily accessible in real time to effect decisions and profits.

Our proudest achievement as a company is the trust which our customers place in us and this goes to the very heart of our Snow Technology brand. More than anything else we pride ourselves on it. Our agile approach and professionalism in delivering a robust and reliable payroll and time & Attendance system where our first priority is always our customer is our number one objective.



Our Products



Snow Technology through the Quantum suite of products uses the latest technology to bring you an easy-to-use yet extremely powerful payroll system.

SNOW PAYROLL SOLUTIONS

Having previously created Micropay, through Computer Resources in the 1990s, our founders took their experience, expertise, product and market knowledge to the next level through the creation of a new best in breed payroll which we called **Quantum Payroll**. Today the **Quantum Payroll Suite** includes **Quantum Web**, **Quantum Enterprise** and **Quantum Bureau**.

As the developers of the Quantum Payroll Suite, we have the agility to be able to respond to customer needs, keep our payroll solutions up to date with the latest advances in technology and legislation and to communicate more effectively, listen more attentively and support & deliver more efficiently for customers.

Payroll Software



Quantum Enterprise



Quantum Web



Quantum Pay



Quantum Bureau

Quantum Portal

Quantum Hosting

Q Business Intelligence

SNOW TIME & ATTENDANCE & SCHEDULING SOLUTIONS

POWERED BY UKG

Snow Technology is Ireland's leader in employee management technology and are the UKG (Ultimate Kronos Group) Channel partner for Ireland for time and attendance systems.

UKG have over 50,000 Mid-Market and Enterprise customers globally. UKG employs over 13,000 staff and global revenue in 2022 was \$4.656 billion. Over the past five years, UKG has spent \$2.5 billion on R&D, the industry's largest investment focused solely on HCM and workforce management cloud solutions.

Time and Attendance and Rostering involves the scheduling, capture and calculation of employee worked hours, reporting on this information, and sharing with third party databases. Our cloud-based time and attendance software automates your processes and significantly reduces the admin and associated errors.



Dimensions®
Time & Attendance

Time & Attendance Software

Absence Management
Employee Scheduling
Mobile Workforce
Workforce Planning
Analytics
Compliance
Human Resources

Time & Attendance Hardware

UKG Intouch DX®
Right Punch

PAYROLL SOLUTIONS



Quantum Payroll is Snow Technology's powerful and highly customisable Payroll Suite, made in Ireland since 2001

Payroll Software

Quantum Enterprise

Quantum Web

Quantum Pay

Quantum Bureau

Quantum Portal

Quantum Hosting

Q Business Intelligence

Payroll Features

Data Security
Have confidence in the security of your payroll data. Quantum Payroll will always ensure that data is encrypted and secure on its servers giving our customers peace of mind.

Easy to Use
The Quantum Payroll Software comes fully loaded with many easy-to-use features, compliant with your Revenue requirements. Snow Technology makes payroll management hassle-free.

Compliance
Being payroll compliant saves your business time and reduces costs. Quantum Payroll communicates directly with Revenue Online System (ROS) enabling information upload.

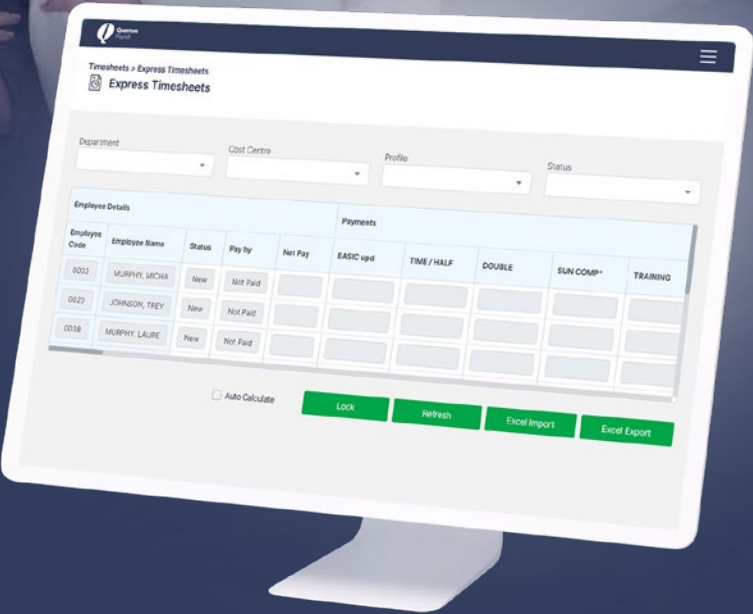
Error-Free Calculations
The risk of human error is high in manual payroll. Thanks to Quantum Software technology, you can process payroll payslips error-free.

Time & Cost Effective
With Quantum Software you can save the time and money spent on manual payroll processes and focus on different aspects of your business.

Customer Support
Concerned about your payroll software queries and problem solving? Snow Technology will provide the best Customer Support for your payroll related issues.

Q Script
The I/O module is available to assist third party developers integrate to and/or from the database to establish seamless integration with external systems. It requires knowledge of both Microsoft Access and Visual Basic.

Snow Technology through the Quantum suite of products uses the latest technology to bring you an easy-to-use yet extremely powerful payroll system.



PAYROLL SOLUTIONS



Quantum Enterprise Payroll is easy to use, cost effective and can vastly reduce human error in payroll processes. Reduce unnecessary hours spent calculating employee hours, wages, bonus payments and tax withholdings.

Quantum Enterprise is a powerful payroll system designed and developed by our specialist team at Snow Technology. Our Payroll Software is intuitive with tools designed to minimise error and maximise data output.

Quantum Enterprise is designed to help keep your business compliant including automatically calculating and submitting payroll taxes. The system can be fully customised to your team's requirements.

Quantum Enterprise uses an SQL database providing a secure database platform for your data. It includes several features that can encrypt data, limit access and authorisation and protect data from theft, destruction, and other malicious behaviour. There are many benefits to Quantum Enterprise as listed.

Key Benefits and Features

Two Tier Cost Reporting: Employees can be allocated to departments and within these departments can be allocated to cost-centres, therefore reports can be run by department and/or cost-centre. Where the Multi-Timesheet function is installed, employees can be allocated to multiple departments and /or cost-centres within a period. This data can be shared with third party databases dynamically using our Q Script API or through batch updates in ASCII files

Save Time: With Quantum Enterprise you don't have to worry about time-consuming processes. Quantum software helps speed up many functions and payroll processes with its vast array of automated features. Payroll software reduces these errors dramatically and helps keep your business compliant.

Cost-Effective: Payroll software will save you money over a short period of time, by reducing

the amount of work you perform manually. By spending less time processing payroll, it frees up your time to perform other important tasks crucial to your business.

Accuracy: Paying employees can be a complicated and time-consuming task. With Quantum payroll, employees are paid accurately and on time, building employee trust and confidence.

Compliance: Quantum Enterprise helps you remain compliant with all aspects of payroll obligations and process and Revenue requirements in Ireland. Our software is regularly updated with compliance in mind.

Integration: Quantum Payroll integrates with many financial and business tools. Integrating with payroll enables you to keep track of the information you need to successfully manage your employees and run your business.

Business Intelligence (QBI)

QBI is a reporting and business intelligence platform that connects directly to relational and non-relational data sources. Its dynamic reporting capabilities allows users live access to information relating to their specific needs.

QBI enables users and managers to improve decision making and make 'real-time' decisions allowing them to 'cut costs', 'identify items that need immediate attention' etc.

Specific dashboards are built by our team for each user / department manager. QBI can be viewed in real time on any smart device.

QBI eases the transition to modern self-service reporting and analytics through smart integration, without extensive customisation.

QBI's point-and-click interface is designed for the standard business user, with advanced options available for those with greater access and skill.

QBI can be used in conjunction with Quantum Payroll and cannot be used on a stand-alone basis. The third-party developer of the reporting tool retains all underlying intellectual property rights in 'Quantum BI'. The Customers User's license to use 'Quantum BI' is subject to End User's a valid paid-up support contract. QBI terminates in the event of Non-Payment of this recurring annual cost.

System Hosting & Managed Services (Q Host)

Quantum offers a fully managed hosted solution to host important and sensitive employee personal information, all our customer data is stored in Ireland in line with the GDPR requirement to have data stored in the EEA.

Our managed solution ensures our customers do not need to worry about managing their server on a daily basis, it also ensures employee data is stored and managed in line with GDPR requirements.

Tasks we undertake as part of the solution include:

Security

- Backup and restore points
- Network monitoring
- The provision of SSL and dedicated Firewalls
- Anti Virus and Malware Detection software
- Access and User permissions
- Restricted file management

Regular Patch Management

This is increasingly important considering global Cyber-attacks such as the Wannacry, Spectre, Meltdown, this patch management includes Anti-Virus.



PAYROLL SOLUTIONS



Quantum Web is a web based program available for those on Quantum Enterprise, which will redefine the payroll User's Experience by enabling users to process their payroll ANYWHERE, ANYTIME AND ON ANY DEVICE.

With enhanced navigating options users can design a quick view for employees and decide what employee fields they want to view at a glance, such as dept/cost code/ payment type or employee status.

Users will have a better overview of multiple payrolls and can filter down to find all weekly payrolls for example, or search for a company, or find an employee through all payrolls and a quick view will enable you to check employee information without having to open the employee record. Users can add an employee into payroll also. The screens in Quantum Web are more intuitive, user friendly and in line with Snows user-first approach.

Quantum Web is responsive to all screen sizes for smart phone, tablet, desktop and laptop, enabling it to work with any device using a web browser.

With Quantum Web the payroll process can be completed from beginning to end in the browser. On the web, not only can you process your payroll, but also design your home dashboard for an enhanced experience, where you can view what's important to your company, such as viewing budget used this payroll period, hours already allocated and period to period trends.

Key Benefits and Features

Cost Saving: Embracing a web-based payroll software frees businesses from the complexities and expense of purchasing, maintaining, and upgrading legacy on-premises systems.

Efficiency: Empowering businesses to be faster and more efficient, Quantum Web enables efficiency in today's fast-paced mobile, interconnected, and data-dependent world.

Accessibility: Quantum Web allows business owners to access their payroll information from wherever they are, allowing payroll professionals to respond faster to employee requests and to get their own work done faster.

Centralised: Payroll is more than calculating your employees' wages and salaries. If you don't organize all your employee records in a central place right from the employees' first day at work, it can affect the accuracy of payroll.

Track Data: Track and manage information related to all your employees' life cycle events, such as onboarding, benefits, salary revisions, holiday leave, and investment declarations, using one centralized source of data.

Simplified Compliance: Unlike legacy software, the cloud-based payroll software allows you to adapt to compliance changes on the fly.



Snow Technology's smart app. Quantum Pay (Q Pay) is available on the App Store and Google Play.

There are many benefits to Quantum Pay for business and employees within the payroll process. The App enables staff to raise queries thus helping to simplify processes and save time for payroll and HR managers.

Quantum Pay allows employees to manage current and historic pays slips on their self-service employee app. The self-service app can be accessed anywhere securely from your smart device. Employees can take control of their absence management through Quantum Pay.



Key Benefits and Features

Calendar: With Quantum Pay staff can see annual leave, sick leave, unpaid leave, maternity leave etc within their own calendar view. Another time saving feature is the ability to view remaining and available leave, reducing time spent on queries with payroll and HR departments.

Payslip: When payroll is processed, each employee can easily view their latest payslip within the app. Employees can receive app notifications or email when payslip is ready.

Payslip Archive: Every employee can view and manage existing and previous payslips within Quantum Pay. Employees can view or download their payslips from the app. This is an additional time saving feature that will both benefit the employee and employer.

Security: Quantum Pay uses many security measures to help protect employee data against many types of vulnerabilities including

data injection, fake requests, hacking, cross-site scripting, and exposure flaws. Using the latest web protection solutions alongside Microsoft Azure, Quantum Pay offers customer peace of mind when it comes to data security.

Annual Leave Requests: Every employee with access to Quantum Pay can request time off through the employee self-service portal. Managers will be notified of any time off requests and can approve through the system. Employees will receive notification from managers once requests are approved or declined. Leave entitlements will automatically update on Quantum Pay. All annual leave will be updated within the payroll system.

Integrate with Quantum Enterprise Payroll: Quantum Pay and Quantum Enterprise software is fully integrated saving time on dual and manual data input. Any leave requests will automatically update within Quantum Enterprise giving real time reporting functions to payroll management.



At Snow Technology, we offer a managed payroll Bureau service to facilitate client payroll allowing you focus on managing and growing your business.

Many clients are increasingly finding the processing of payroll to be a more complicated function, with ever changing legislation and more emphasis by Revenue put on the employer to capture more taxable items through the payroll system.

By outsourcing your payroll to Snow Technology, you will experience a hassle free service, enjoying time and cost savings through a simple but powerful solution.

All managed payroll customers are treated with full confidentiality and can avail of our expert customer support



How it works:

- ➔ You send all static information (employee information, contract details etc) and we set up your payroll.
- ➔ You send us your variable information (pay details, static adjustments etc) by email or fax before each pay-run.
- ➔ We validate the payroll and send a report directly to you for approval.
- ➔ Once you approve the payroll, we complete the processing.
- ➔ We dispatch payslips and management reports by email, post or courier.
- ➔ We dispatch the payment and relevant ROS files via email in time to pay employees and Revenue submissions etc.

Key Benefits and Features

Drive cost efficiency: Managing your own payroll in-house can be very time-consuming and less efficient for your business. Outsourcing to Quantum Bureau service is cost effective, compliant with revenue and a more secure way of paying employees.

Improve payroll accuracy: Paying employees on time and accurately is an important responsibility for any business, to keep employees happy within their jobs. Our Payroll Specialists help maintain accurate payroll processes.

Manage risk and compliance: Payroll compliance is an important factor for any business. With Quantum Bureau you can be assured that we manage risk, staying compliant and avoiding penalties.

No payroll software costs: You don't have to worry about the extra cost of paying for Payroll Software. You don't have to worry about searching for software that works in your business. We use Quantum Enterprise Payroll for all our bureau clients.

No payroll related training: Not sure how to use Payroll Software? Not familiar with the processes involved in running payroll. With Quantum Bureau there is no need for training as we will manage all your payroll functions giving you time to focus on other important aspects of your business.

Skilled payroll professionals: All of Quantum Bureau operatives specialise in payroll processes. They are IPass certified and have all the essential experience and information needed to work in a payroll environment. Your payroll is always handled by a qualified professional.

TIME & ATTENDANCE SOLUTIONS



Dimensions[®]
Time & Attendance

Powerful, intuitive and customisable
Time & Attendance Solutions

UKG Dimensions is a world-renowned Time & Attendance System now available in Ireland through Snow Technology

Employees constitute a pivotal asset in any business, yet they also represent a valuable, albeit costly, resource that requires effective management, akin to other facets. Monitoring employees' time and attendance holds paramount significance in enhancing productivity, especially in identifying discernible behavioural trends among the workforce.

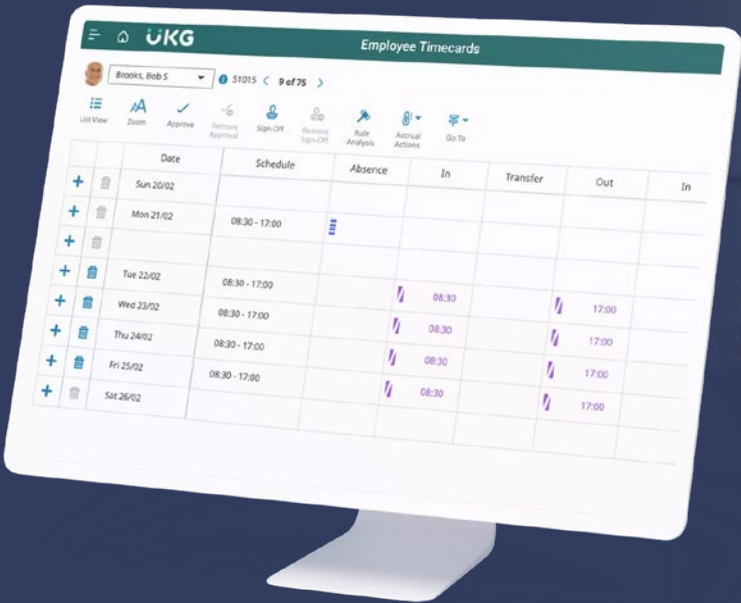
Reliance on manual procedures reliant on paper-based administrative processes escalates the risk of errors. These errors can carry a substantial cost, including underutilized personnel or lost working hours. Precisely tracking each employee's time stands as a prime utilization of your human resources team. As businesses expand, the intricacy of managing time and attendance intensifies.

UKG Dimensions Time & Attendance software automates all the processes surrounding this part of business management.

Adopting a cloud-based approach considerably reduces the necessary management time and the likelihood of

errors. Employ it to enhance the management of various tasks, ranging from roster planning to labour allocation within shifts.

This solution proves valuable for overseeing employee work hours, scheduling vacations, and a multitude of other functions. Additionally, bolstered by its robust reporting tools, this software aids in business planning and acts as a safeguard against potential overpayments.



TIME & ATTENDANCE SOLUTIONS

Key Benefits of Time & Attendance Software



Spend less time on admin

Eliminate manual administration and collating paper-based timesheets. With digital records the process is quicker, more accurate and can be repeated automatically at any time.



Regulatory compliance

Make sure your staff's records are compliant for tax, shift constraints and minimum service levels with staffing. Businesses need to become more agile with compliance.



Reduce costs

With a manual system, human error can occur. Firms using a software system can see a dramatic error rate reduction which, in turn, reduces the costs of managing such errors.



Prevent fraud, reduce errors

Removing manual processes for time and attendance will help to lessen the chances your business is subject to abuse, fraud or even honest errors.



Data security

Sensitive information is held within our secure data centres with full encryption and cybersecurity measures for your peace of mind.



Accurate reporting

Customisable reports offering insights into employee trends. Improve decision making, providing accurate data using real time reporting.



Avoiding unnecessary over payments

When employees understand that they are being recorded accurately, attendance will tend to improve overall. Avoid paying people for extended breaks, lunchtimes taken as overtime and even for days off work not being recorded.



Streamline time and attendance

Any enterprise, large or small, can fully manage its time and attendance needs accurately with our software solution. Keep time & attendance management streamlined with a powerful business solution that will meet all your needs. Improve business analysis.



Hardware for time and attendance

Make use of our software which will integrate with biometric technology that can work with numerous devices. We offer options that include PCs and mobile devices that will handle facial recognition, magnetic card swipes and other approaches to biometrics.

Features of Time & Attendance software

Time & Attendance management

Our time and attendance software keeps accurate time logs for clocking in and out. Hence, it keeps track of the labour costs, accrued time off, leave eligibility and duration of sick days. You can also use it for automated shift creation and scheduling based on business demand and availability.

Accessibility

The software is cloud-based, making it accessible from any device. Employees can punch in and out from the web or phone during fieldwork providing a self-service platform for workers.

Automated report

Users can generate real-time reports and analytics and receive notifications. For instance, you create reports for hours worked monthly and the expected wages for every employee in the company.

Virtually log time on projects

You can use time and attendance software to keep track of time spent on a project. Employees can manually record the duration of each project in the field if the projects have variable pay.



Dimensions®
Time & Attendance

Absence Management

Assist your employees with accurate and easily accessible leave options while minimising the risk of non-compliance.

Employee absenteeism can be difficult to forecast, but UKG Dimensions™ Absence offers the insights necessary to reduce expenses, uphold productivity, and mitigate the potential for non-compliance. The impact of absenteeism on costs and productivity can be managed effectively through the implementation of UKG Dimensions Absence.

Why choose UKG Dimensions Absence?

Embrace HR solutions that prioritise people-centric business strategies, recognising individuals as more than just their work roles. UKG Dimensions Absence solution simplifies the process and reduces administrative burden, labour costs, and compliance risks associated with managing leave-of-absence requests and eligibility.

Proactive Indicators

Enhance productivity and pre-empt burnout by establishing proactive indicators that standardise the management and enforcement of leave policies.

Acknowledge & Incentivise

Automatically initiate rewards or corrective measures to ensure attendance management remains equitable and consistently implemented throughout the organisation.

Transparent Analytics

Precisely gauge the expenses linked to absenteeism and comprehend pivotal influencers via reporting functionalities, delivering comprehensive transparency into attendance and leave information.

Integration

Through its seamless integration with UKG Ready Time, our leave solution streamlines the process and minimises the administrative burden, labour costs, and compliance risks linked to handling leave-of-absence requests and eligibility.



➔ INCLUDED FEATURES

Leave Functionality

- Generate leave-related documents instantly
- Automatically oversee, handle, and compute accruals
- Monitor both paid and unpaid time simultaneously
- Easily configurable, rule-based procedures

Attendance Capabilities

- Customise Attendance Policies
- Auto Notifications Document Creation
- Automated Policy Application
- Audit Trail Generation

Accrual Features

- Central Access Point
- Complete Integration
- Enable employees use accrued time off

➔ KEY BENEFITS FOR MANAGERS

- Gain immediate, unrestricted access to the information and resources essential for proactive personnel management
- Pre-built reports offer comprehensive oversight of attendance and leave information
- Efficiently monitor time and administer policies through a unified automated system, ensuring readiness for audits
- Receive automated suggestions to assist in the decision-making process for approving time-off requests

➔ KEY BENEFITS FOR EMPLOYEES

- Initiate leave requests and create leave cases independently
- Revise approved periods within 72 hours of signing off
- Access and modify leave cases using a mobile device
- Adjust leave details and insert additional leave time directly within the schedule



Dimensions®
Time & Attendance

Employee Scheduling

Simplify your scheduling processes with accurate and intuitive solutions that are built for your business.

Employee scheduling solutions strike the perfect balance between meeting your people's life-work needs and ensuring compliance and safety standards are adhered to. With our system, you can effectively manage both aspects, benefiting both your employees and your business.

The right choice

Choose UKG for Employee Scheduling and pave the way for success by leveraging an intelligent, data-driven solutions. With UKG, you can make informed decisions to not only efficiently staff your business but also ensure that you have the right individuals in the appropriate roles, benefiting both your people and your organisation.

Streamline Employee Scheduling

Effortlessly communicate schedules, mitigate compliance and safety risks, and promote fairness and transparency in scheduling. Experience enhanced productivity, improved employee engagement, and effective control over labour costs.

Empower Your Workforce

Through the ease and accessibility of an employee scheduling app, your employees gain the power to effortlessly view schedules, set preferences, manage availability, swap shifts, request coverage, and stay informed about any schedule changes and much more.

Enable Intelligent Staffing Decisions

Enforce policies equally, swiftly, and fairly to mitigate compliance risks. Utilise flexible and powerful tools that adapt to your unique rules and workflows, ensuring consistent and accurate enforcement of policies across your entire organisation.

Proactive Indicators

Enhance productivity and pre-empt burnout by establishing proactive indicators that standardise the management and enforcement of leave policies.



➔ INCLUDED FEATURES

With UKG Dimensions™ intelligent employee scheduling tools, you gain the ability to create flexible schedules for your workforce, effectively manage compliance and safety risks, and align talented individuals to efficiently accomplish tasks.

Flexible Scheduling

Create dynamic schedules to ensure the perfect match of individuals to tasks at the optimal time.

Enhanced Staffing Insight

Obtain clear visibility into schedules and guarantee that individuals possessing the right skills or certifications are assigned to crucial shifts.

AI-Driven Efficiency

Leverage the capabilities of advanced AI and machine learning for round-the-clock work scheduling and forecasting, guiding your workforce toward decisions that benefit both the employees and the business.

➔ KEY BENEFITS

- Decrease labour costs by aligning staff coverage with fluctuating demands, avoiding overstaffing and unexpected overtime expenses.
- Maintain compliance effortlessly with automated schedule generation that enforces your organisation's policies, labour laws, and union regulations.
- Ensure employees possess the necessary skills and certifications for their roles.
- Empower employees with convenient self-service capabilities accessible on any device, from any location.



Dimensions®
Time & Attendance

Mobile Workforce App

Enable employees to access work remotely anytime, anywhere on any device.

Accessible for download from the Apple and Android app stores, the UKG Dimensions™ mobile app gives instant entry to vital employee resources and tools through an intuitive, user-friendly interface. Created to amplify productivity, this mobile app enhances the user experience for both employees and managers with a modern, pleasurable work encounter, whether within the office or while on the move.

➔ INCLUDED FEATURES

- Ensure data protection on user devices through embedded encryption
- Seamless Mobile Deployment and Uniform User Experience
- Precise Punch-In and Out Control
- Tailored Mobile Experience by Device
- Secure Access Options
- Efficient Single Sign-On (SSO) Capability
- Compatibility with Activities and Validation

Why choose UKG Dimensions Mobile App?

Give employees an intuitive, easy to use tool that enables them to request time off, interact with schedules, punch in and out and so much more all within a safe encrypted employee self-service environment.

Employee Engagement

The Dimensions mobile app drives higher adoption and engagement by providing a unique mobile experience for users, with a focus on simplicity and user-friendliness. Whether it's accessing employee information, managing time-off requests, or leveraging Dimensions insights, all these functionalities are easily accessible at your fingertips.

Employee Self-Service

Empower employees with greater control over their schedules through employee self-service, enabling them to request time off, request extra hours, and more. These self-service capabilities adhere to your organisation's scheduling rules, ensuring that you always have the right individuals in the right place at the right time. It's the ideal balance, empowering your workforce while achieving an optimal schedule.

Instant, Secure Access

Incorporated encryption and user authentication quickly and securely log in your managers and employees to the app using fingerprint or face unlock in mere seconds. All data is encrypted both on your phone and during transmission between Dimensions and the mobile app, ensuring the utmost safety for you and your information.

➔ KEY BENEFITS FOR MANAGERS

- Instantly assess and oversee timecards and schedules
- Handle deviations in timecards and schedules
- Review and respond to schedule and time-off requests
- Execute job and work rule transfers
- Access people insights and formulate data-backed decisions while on the move

➔ KEY BENEFITS FOR EMPLOYEES

- Clock in and out of shifts, even without an internet connection
- Promptly respond with alerts and take action using Push Notifications with Actions
- Review and authorize timecards
- Seek a shift change or swap shifts with a colleague
- Request and accept available shifts for extended hours
- Examine and submit schedule and time-off requests
- Execute job transfers
- Access crucial employee details like accrual and payroll information





Dimensions®
Time & Attendance

Strategic Workforce Planning

Anticipate, assess and bridge the gaps between your frontline workforce and your HCM requirements for the future.

Amidst periods of change and uncertainty, it has become critical for businesses to adapt and prioritise the well-being of their employees. Beyond mere survival, excelling requires a method to foresee, evaluate and address the gaps between your present frontline workforce and requirements of your future HCM.



Choose UKG Dimensions Strategic Workforce Planning

In a competitive labor market coupled with an uncertain economy, businesses within the retail, food service, and hospitality sectors must empower their workforce like never before.

Surviving and thriving demands more than mere reaction – it necessitates the ability to anticipate, analyze, and bridge the gaps between your current frontline workforce and the future demands of your human capital.

Dive into this replay of our webinar to explore the latest addition to our lineup, UKG Strategic Workforce Planning. Witness how it provides an extended foresight into your upcoming staffing and operational prerequisites, allowing you to approach your personnel strategy with a more strategic mindset.

➔ WITH UKG STRATEGIC WORKFORCE PLANNING, YOU CAN:

- Accurately compute your long-term workload and team capacity over weeks, months, and even years
- Attain real-time insights and track progress via robust labor analytics and reporting
- Anticipate and strategize for future needs through intelligent “what if” scenario planning
- Identify the ideal staffing levels, skills mix, and recruitment possibilities

Workload Budgeting

Develop a comprehensive, activity-oriented labour framework by incorporating customised workforce norms and demand determinants. Perform swift and simple calculations utilising your distinctive data and a framework of logical rules. Harness the potential of your workforce framework by aligning it with company budgets to detect gaps and react with assurance.

Workforce Analytics

Fully customisable and configurable dashboards and reporting based on your unique needs and interests. Easily toggle, roll-up or drill down based on organisational hierarchy and timeframe. Track progress towards your KPIs and other metrics with the ability to input additional data sets.

What-if Scenarios

Attain complete command over your operations by swiftly defining, computing, and evaluating various business scenarios. Comprehend the business consequences or return on investment using integrated analytics. Foster collaboration across Operations, Finance, and HR, facilitating result examination, feedback, and the publication of revisions.

Capacity Planning

Identify the ideal staffing quantities, skill blends, and recruitment possibilities to cultivate and enhance your most valuable asset - your workforce.

➔ TOTAL WFM SOLUTION

Operations in Real Time

Record and monitor work hours on the day.

Short-Term

Plan and forecast for optimal scheduling in the near future.

Medium to Long-Term

Strategically plan and manage workforce and capacity needs over extended periods, including months, quarters, and years. Providing a comprehensive UKG workforce management suite that encompasses both intelligent short-term forecasting and long-term workforce planning tools within a single, robust platform.

➔ KEY BENEFITS

Optimised Staffing

By accurately calculating long-term workload and team capacity, organisations can ensure they have the right number of employees with the right skills at the right time.

Improved Efficiency

The ability to run “what if” scenarios helps organisations identify potential challenges and opportunities.

Enhanced Insights

Robust workforce analytics and reporting provide real-time insights into workforce performance and productivity.

Collaboration

Enables collaboration between different departments, such as Operations, Finance, and HR.

Optimized Workforce Costs

Organisations can manage labour costs more effectively, ensuring that resources are allocated efficiently.

Talent Development

Identify skills gaps and opportunities for hiring.

Long-Term Strategy

Strategic workforce planning provides a longer-term view into future staffing and business needs.



Dimensions®
Time & Attendance

Time and Attendance Analytics

Obtain valuable and actionable insights into your workforce, empowering you to make strategic decisions with confidence.

UKG Dimensions Analytics offers instant insights to frontline and operational managers, empowering them to make informed labour decisions backed by data. Seamlessly identify, manage, and improve workforce cost savings and productivity. Leverage KPIs, metrics, and predefined thresholds to ensure ongoing real-time alignment with your business goals.



Choose UKG Dimensions Analytics

Explore the myriad ways in which UKG Dimensions Analytics contributes to a favourable influence on your organisation's people and operations.

- Enhance efficiency with on-demand reporting, streamlining data accessibility
- Manage labour expenses through Dataviews, granting immediate access to operational data in real time
- Mitigate non-compliance risks by delving deeper to pinpoint the origins of issues
Tackle significant workforce issues like overtime and turnover with ready-to-use data science solutions utilising machine learning
- Offer a view into your organisation's alignment with business goals and targets through real-time KPIs, furnishing valuable insights

Personalised Business Metrics

Equipped with personalised KPIs, metrics, and thresholds, your managers can seamlessly synchronize with business objectives in real time. This enables confident, informed and influential workforce decisions, effectively reducing workforce expenses while optimising productivity.

Comprehensive Reporting

Accurate workforce management reports thoroughly explore your business, offering timely overviews that enhance your readiness for the future.

Leverage Big Data for Large Businesses

Strategically navigate through extensive data reserves, analysing them based on your specific requirements, and employing your preferred business intelligence tools.



➔ KEY FEATURES OF ANALYTICS

- Seamlessly integrated into the Dimensions D5 platform
- Provides real-time data and reporting
- Offers almost 150 KPIs and metrics pre-configured
- Empowers users to create and customize KPIs with KPI Builder
- Dashboard tiles on the home page are easily configurable
- Mobile-friendly for easy access on the go

➔ KEY BENEFITS FOR FRONTLINE AND OPERATIONAL MANAGERS

- Utilise KPIs, metrics, and thresholds for effortless alignment
- Gain immediate access to insights and tools for proactive people management
- Decrease labour costs by aligning staff coverage with fluctuating demands, avoiding overstaffing and unexpected overtime expenses
- Maintain compliance effortlessly with automated schedule generation that enforces your organisation's policies, labour laws, and union regulations
- Ensure employees possess the necessary skills and certifications for their roles
- Empower employees with convenient self-service capabilities accessible on any device, from any location

TIME & ATTENDANCE SOLUTIONS | SOFTWARE



Dimensions®
Time & Attendance

Time and Attendance Compliance

Empower you staff with accurate and easily accessible time and attendance solutions and minimise the risk of noncompliance.

Ensuring compliance demands a proactive approach to swiftly adapt to evolving laws. Our focus is on minimising risk by promoting flexibility, automating processes, and anticipating emerging trends before they unfold.

CHOOSE UKG FOR COMPLIANCE

Transform Regulations into Competitive Advantages, Empowering Your Entire Workforce

Navigating through complex and ever-changing legislation can be challenging, but with UKG Dimensions, you can rest assured. Our system is automatically updated, effectively eliminating any risk of non-compliance for your organisation.

Optimise Compliance Procedures

Incorporate the necessary pay, time, and HR regulatory standards into automated rules and calculations managed by your solution, thereby minimising manual work and mitigating noncompliance risks.

Stay Current with Latest Standards

Remain agile by swiftly adopting the latest labour law changes, from local to global, with the assistance of UKG experts who consistently monitor and provide timely updates to the solution.

Forge Links with Compliance

Access the most up-to-date DEI&B (Diversity, Equity, Inclusion, and Belonging), company culture, and employer brand best practices, all within the same platform where you manage regulatory compliance. This integration empowers you to develop more future-ready policies.

The Importance of Compliance

Failure to comply with time and attendance regulations may lead to organizations facing legal penalties, fines, and reputational damage. Your organisation must guarantee precise tracking and recording of employee working hours, breaks, leaves, and all other time-related data, following working time directive, industry regulations, and company policies.

➔ KEY BENEFITS

- Minimise administrative errors.
- Reduce costly legal disputes and penalties.
- Ensure compliance for employees with different pay structures, including union employees, part time or seasonal employees and salaried employees
- Can be tailored to meet an organisation's specific network and workforce needs.
- Automatic updates ensure organisations comply fully with current legislation.
- Easily manage human resources, time and labour, leave management, scheduling and job costing for employees in different locations and worksites.

TIME & ATTENDANCE SOLUTIONS | SOFTWARE



Dimensions®
Time & Attendance

Human Resources

Create a comprehensive people strategy that integrates work and personal life

HR serves as the crucial link connecting individuals, management, and leadership within your organisation. It is essential to consolidate the right technology, partnership, and cultural approaches in one place to effectively influence both employees and business objectives.

Why choose Human Resources Solutions?

Embrace HR solutions that prioritise people-centric business strategies, recognising individuals as more than just their work roles.

Forge connections between life and work

Empower your employees and managers with leadership tools that consider the entirety of an individual's journey, catering to their specific needs at every stage. This personalised support fosters a sense of belonging and facilitates high performance.

Adapt and optimise

Streamline your administrative tasks through automation and strategic partnerships, allowing you to focus on critical matters, optimise your time, and continuously improve your processes.

Craft exceptional employee experiences

Nurture a culture where your workforce feels deeply invested in their work and proactively supported. By implementing best practices and leveraging AI-powered guidance when needed, you can ensure that your employees feel valued, heard, and engaged.

➔ INCLUDED FEATURES

Our comprehensive HR solution offers a unified platform for all employee information. With intuitive drag-and-drop workflows, you can streamline tasks and receive proactive alerts that align with your organisation's activities. Moreover, our best-in-class employee experience is accessible across devices, ensuring convenience for all.

Human Resources

HR solutions automates core HR functions, providing an exceptional employee experience through self-service capabilities. It also offers real-time access to accurate employee information within a single database, minimising compliance risks. Discover how HR software simplifies routine tasks, reduces paperwork, and enhances employee engagement through a single, user-friendly solution.

Benefits

Effectively manage benefits administration challenges with Benefits. This streamlined solution simplifies planning, setup, and administration of benefit offerings. It ensures secure and automatic delivery of enrolment and benefits data to carriers for open enrolments and life events. Additionally, it provides a mobile-friendly enrolment experience, empowering employees to make informed decisions for themselves and their families.

Onboarding

Smoothly transition from the recruitment to onboarding processes with Onboarding. Eliminate redundant tasks and confusion for new hires, enhancing their overall experience.

Charts and Dashboards

Effortlessly stay on top of your people data with Charts and Dashboards. These intuitive visualisations allow HR, payroll, and managers to quickly interpret and act on critical information, reducing time spent organising data.

TIME & ATTENDANCE SOLUTIONS | HARDWARE

Learn more about our time tracking hardware solutions

Maintain your time capture data is both accurate and easy to use

In today's busy world of commerce, time tracking tools are often a prerequisite to make sure that businesses are both productive and run optimally in terms of their valuable human resources. However, manually operated time collection techniques are frequently old-fashioned, meaning they can be inefficient and error prone. As such, they often result in unnecessary administrative tasks, unwanted overheads and, in some cases, compliance risks.

High-quality time tracking hardware, on the other hand, will update your firm's time and attendance management processes at a stroke. In short, such systems can eliminate all of the aforementioned problems. Our hardware options offer state-of-the-art technology and are world-class in terms of in time tracking and data capture. Able to integrate fully with numerous time and attendance software systems, our hardware offers the ultimate business solution. With our hardware, you'll improve your workforce's efficiency, bear down on labour costs and save time.



UKG InTouch DX

Intuitive to operate, UKG InTouch DX has a welcoming touchscreen which provides managers with real-time notifications thanks to a secure, cloud-based approach data capturing. Workers are able to punch-in and punch-out with ease. What's more, they can use the device to request time off work, ask for shift swaps and more besides. Make your employees' time and attendance recording a breeze with UKG InTouch DX.

COMMERCIAL BENEFITS OF INTOUCH DX

Tailored user experience: Obtain instant access to employee-specific records, transactions and other data.

Tough construction: The rugged design of this product offers a secure and reliable system in virtually any industrial setting with a display that's always on and ready.

Real-time functions: View and resolve critical tasks instantaneously. Address your firm's priorities on the fly for exceptional operational efficiency.

Future-proofed and ready: Upgrade your system when you need extra functionality, such as an optional biometric authentication system or a battery pack expansion, as your commercial needs change.

Multi-clock scheduling: Help enforce schedules and working patterns from any Kronos InTouch DX wherever it might be installed on your business premises.



RightPunch™

An easy-to-use time and attendance system, RightPunch can be accessed from any mobile device. Use it to monitor and manage employee time and attendance in real-time, for example, thanks to its integrated UKG technology. Workers simply scan a barcode ID to submit punch data when needed. Alternatively, they can take a photo and make use of their unique facial biometrics to do the same.

COMMERCIAL BENEFITS OF RIGHTPUNCH™

Lower costs: Run this system from devices you already use, whether they're laptops, tablets or smartphones.

Geo-fencing: The system prevents employees from submitting punches outside of the designated area.

Prevent time fraud: Capture unique biometrics with time and attendance punch data to prevent false claims and potentially non-compliant submissions.

Customised questionnaires: Generate questionnaires to capture additional data instantly during the recording process.

Convenient data capturing: Employees can use any handheld smart device to authenticate themselves with ease.



Our Services

Choosing the right Payroll or Time and Attendance Solution can save your business valuable time and cost and at the same time helping you achieve your business goals. We will help determine your software needs, implement your Payroll or T&A system and support your solution when you need us. Snow Technology has you covered.

Consultancy/ Implementation

Snow Technology has the experience and knowledge of your industry to help your organisation plan, manage and use Quantum Payroll or T&A Software in the most efficient and cost-effective way. Consultancy will help identify your needs and determine the modules or tools that will help streamline your processes. We will lead you through the process, answer your questions and ensure your payroll system fully meets your requirements from the planning stages and throughout the training and support stages.

Project Management

We offer you a comprehensive plan before, during and after software installation, ensuring that the needs of your business are always met. This ensures that nothing gets overlooked and can measure readiness for implementation, monitor performance and the momentum of your project. Snow Technology will always maintain clear communication and continuity, from beginning to end.

Installation

Our team project managers, software developers take care of installing your payroll or T&A software, freeing up time for you and your team. We configure and migrate data based on your organisation's specific requirements. We will integrate your Quantum Payroll software with Time and Attendance and HR systems.

Training

To ensure your Software System remains relevant to you and your business, we offer full end user training. We will assess your current skill level and requirements and develop a training plan that gives you the confidence that you need to manage your Solution on a day-to-day basis.

Support

At Snow Technology, our relationship with you doesn't end after installation and training. It continues to grow as your business grows. We are there to support you on all your Payroll, Bureau and T&A Software queries. Included in your 'paid support' service is day-to-day access to our payroll analysts. In addition to the help desk support, we will make available all software updates and any organisational changes you need to make.

Why choose Snow Technology

Businesses choose Snow Technology because of the highly sophisticated and comprehensive payroll and software solutions that is configurable and adaptable to business demands.

With 30 years in Irish Payroll and Time and Attendance, we offer expertise, trust and market knowledge through the creation of a new best in breed payroll solution. We work with organisations of all industries and sizes and are considered the foremost solution provider in the mid to enterprise market space. We are Software Professionals, committed to exceeding client expectations.

Attention to Detail

You are unique to Snow Technology and so are your payroll and Time and Attendance requirements. We listen to you and continually develop our software with every detail of your business processes in mind.

Experts Only

Snow Technology is comprised of specialists with experience across all sectors and businesses. From Development to Implementation to our very own Managed Payroll Bureau, you will always be assigned a Specialist.

Pricing

Our prices are always competitive and transparent. No surprise bills. Any additional costs must be pre-approved by you. To ensure Snow Solutions are priced competitively for all businesses, pricing is based on employee numbers.

Creativity: Think Different

Our creative development team have listened to you and provide solutions which includes Enterprise Payroll Software, Time and Attendance Software, Business Intelligence Software, Managed Payroll Bureau.

Meeting Deadlines

We have worked with organisations across every Industry and Sector. We understand the issues you face with payroll and workforce management every day. When you choose Snow Technology, we plan a definitive timeline of expectation from Scope Document to Implementation to Onboarding & Training.



Contact us

Get in touch, book your free demo
and find out why more than 1,500
businesses trust Snow Technology.

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