

# Case Study Australian Paper Pty Ltd

Maryvale, Victoria

**A**ustralian Paper Pty Ltd is part of Paperlinx which is a leading international fine paper merchant and distributor, and Australian paper manufacturer. Australian Paper has been part of our lives in Australia for many years with mills in Maryvale, Shoalhaven and Tasmania's Wesleyvale and Burnie areas.

In 2003 a new Enterprise Agreement (EA) was introduced which required increased controls in overtime for the maintenance employees at Maryvale mill. The existing payroll system that ran on a fortnightly cycle could not cope with the new EA changes that required overtime to be managed on a daily basis. As a result another daily recording system and database was implemented to work around the issue. This however created further problems in data integrity and inconsistencies resulting in no other alternative but to pursue a new payroll system, but this would also need a smart rostering 'front-end' tool.

**As Australian Paper's Commercial Accountant Martin Hooimeyer reflects:**

"During the implementation stage, we felt that we were taking on a high level of risk by going with RosterOn who were a smaller company at that time, and their product was tailored for the healthcare industry and not the manufacturing industry. Although we knew the risks, we sensed the potential benefit of RosterOn as a system flexible enough to accommodate our complicated award rules, and yet be simple enough for the end user which would be 200-300 production and maintenance employees. Based on these perceived benefits and their willingness to enhance their product at a reasonable cost to meet our needs, this justified our decision to go ahead with them."

**The drivers to improve efficiencies at AP included:**

- eliminating duplicate time-card systems (weekly/ fortnightly cards for payroll and daily timesheets for Maintenance produced timesheets never concurred)
- phasing out the old payroll system
- adding better reporting (on such areas as absenteeism)
- consolidating internal systems to free-up vital resources

"Now that RosterOn is in operation we have dismantled the maintenance database, phased out daily \ fortnightly manual timesheets, and consolidated all the required reports into the one system. We have also gone through the process of incorporating the new EA rules into RosterOn, and upgrading to the new release. With all these things in place, we will be in a position to devote resources to further enhancing Rosteron as a labour management tool."

