



HOLMEN AB

ABOUT HOLMEN

Holmen is a forestry industry group which manufactures printing paper, cardboard and timber products, and conducts operations in the fields of forestry and energy. Its own forest holdings and high proportion of self-produced energy are strategically important resources for the future development of Holmen.

The business is made up of five business areas:

- Holmen Paper (printing paper)
- Iggesund Paperboard (cardboard)
- Holmen Timber (timber products)
- Holmen Skog (maintenance and development)
- Holmen Energi (hydropower and development in the energy sector)

HOLMEN

www.holmen.se

QUOTES – HOLMEN

- *"It is easy to keep track of available staff numbers, so it is possible to plan resources effectively. This allows overtime to be shared among more people and avoid infringing contracts."*

PATRIK HJELM, STAFF MANAGER, HOLMEN PAPER

ABOUT MARK INFORMATION

Mark Information is an innovative software company offering the Workforce Management solution ProMark from offices in Denmark, Sweden, Norway, United Kingdom and Romania.

ProMark enables customers to optimise productivity and generate savings through scheduling the right resources, at the right time, for the right job and ensures that resources are remunerated correctly in the most effective way.

We service global corporations and have more than 1000 installations and 300,000 users.





HOLMEN: GREATER EFFICIENCY IN THE PLANNING PROCESS AND BALANCED DISTRIBUTION OF PERSONNEL AMONG SHIFTS IS CREATING FUTURE SAVINGS

THE CHALLENGE

- Manual, time-consuming planning process.
- Too much overtime being done due to an uncertain and inflexible planning process.
- Lack of clarity and involvement in the planning process from the standpoint of operators.

PROJECT SCOPE AND SUCCESS CRITERIA

- Enhanced efficiency in the planning process.
- Reduction in the cost of overtime and breaches of working time regulations.
- Greater staff satisfaction.
- Capacity planning over time which reflects the actual need.

KEY METHODS

- Overall, the solution is a workforce management solution which supports planning, reporting and follow-up.
- The solution comprises ProTime, which includes all employees at Holmen.
- The solution is now being supplemented with ProPlanning for shift workers.
- Integration with HR-plus payroll

OUTCOMES

- Real-time image of who is on which shift, with current eligibility and balances, as well as a list of people who are absent.
- A better overview, with an opportunity to identify future overtime problems
- Simple, consistent planning for all personnel in one and the same system.
- Support for management of replacements, taking into account overtime and working time regulations.
- Opportunity to follow up on individual-related absence and correction.



PRIMARY RESULTS

- Enhanced efficiency in the planning process.
- Reduction in the cost of overtime and breaches of working time regulations.
- Reduced absence and related costs
- Greater staff satisfaction.

