PLUKON
food group

ECONOMICAL OUTSOURCING IN THE ISGUS CLOUD

The Dutch Plukon Food Group is one of the largest poultry processors in Europe with 8.5 Mio butchered chickens per week. The Plukon Food Group consists of 18 subsidiaries in the Netherlands, Germany, Belgium, France and Poland with 6.600 employees.

Plukon offers fresh and deep-frozen poultry, convenience foods and poultry sausages which are delivered to retail companies, bulk consumers and catering trade. In cooperation with the ISGUS subsidiary in Osnabrück, Plukon has implemented ZEUS® Time & Attendance and Access Control as Software as a Service (SaaS) for 3.000 employees within 4 of its 5 German subsidiaries in the past year. In doing so, Plukon has relocated the backup, update and maintenance of its data to the ISGUS data centre in the ISGUS headquarter in Villingen-Schwenningen, Germany.

For Plukon, ZEUS® is not unknown to them. At the Friki Storkow site, they have used the ISGUS ZEUS® system since 2005. ISGUS sales representative Bastian Peucker had always wanted to gain the interest of the Plukon site in Visbek to have a ZEUS® system; Stefan Berning, Network Manager at Plukon, already knew of the ZEUS® solution from the installation in Friki Storkow and was looking for an outsourceable Time & Attendance and Access Control software to replace the outdated software installed in Visbek. Bastian Peucker cold called Plukon and that was the beginning of the successful business relationship between ISGUS and Plukon.

Economical Outsourcing

Of course, Plukon investigated ISGUS competitors, but ISGUS was the only one offering Software as a Service as a pre-requisite of Plukon's requirements: The customer no longer hosts the software solution in its own IT, but in the ISGUS Cloud. So they no longer need to look after computing environment, database licenses and operating systems. Also the full technical administration is part of the SaaS services. This ensures more transparency in the IT budget and improves the cost structure.

Simultaneously Plukon benefits from the data availability and high data security and can therefore fully concentrate on its core business. „Plukon in general is a very cloud orientated business. The Time & Attendance software is not the first product that we have outsourced. SaaS provides us with a clear cost overview and what costs to expect. You don't need to reserve any resources for a later growth. Plus, the risk of a system failure is passed on and we don't need to look for backups or server maintenances for administration, installation etc. Furthermore, all T&A data is centrally accessible from each Plukon location", summarises Stefan Berning. Some of the reasons that led to the decision for the

ISGUS SaaS solution as follows: „We can easily outsource T&A and Access Control as we don't generate any income with it. It is not our core business and outsourcing does not include any business-critical data", emphasises Stefan Berning the meaningfulness of outsourcing. The requirement corresponded completely with the solution offered by the ISGUS team in Osnabrück, who presented itself as technically versed, flexible and service oriented.

Implementation during ongoing production
The ZEUS® T&A and Access Control roll-out happened during July and December of 2018, and throughout ongoing production. Accordingly, the installation of the Access and T&A terminals happened on Fridays and during weekends.

„We always chose to make the installation during a weekend at the beginning of a month, so that we had to rework only few days which were booked in the old system", said Stefan Tholen, Senior Application Manager at Plukon, about the smooth timings of the hardware installation. They never worked parallel with two systems: After the ISGUS terminals had been installed, only ZEUS® was used for T&A and Access Control bookings.

Transparent working times
Plukon uses the SAGE payroll system. ZEUS® automatically exports a file with all required information which is imported into the Sage payroll program. Via the ZEUS® interface fully automated reports reach the requested target location.

The digital transmission of the Plukon payroll data currently has to reach five companies at three different locations separately. „The handover of the payroll data from ZEUS® facilitates the supervision of working times. Remembering the paper chase, today everything is done automatically and the error bookings or problems are displayed in real-time on the ISGUS dashboard", describes Stefan Berning the new transparency with the ZEUS® Time & Attendance software. In the near future, the site in Storkow will be connected to the SaaS solution, to complete the outsourcing project.

Sustainability at Plukon

Sustainability at Plukon means a healthy balance between social desires, environment and profitability. Plukon is a pioneer in the European poultry sector in the areas of animal welfare, animal and human health and innovation.

6 pillars of sustainability policy

» Healthy, responsible products
» Food safety & transparency
» Animal welfare
» Animal health
» Efficient production & logistics
» Employees and society

90 Access terminals at 3 sites

Plukon has realised the ZEUS® Access Control at three sites. In Visbek and Gudensberg 25 terminals each are installed, in Brenz approximately 40. Some of these terminals are also used for cost centre changes, e.g. if an employee changes the line of production.

Booking = Cost Centre Change

Cost centre change is a leading topic in the production site Brenz. „Frequently, employees change between production lines and departments and on their way to the next department they pass a cost centre or access terminal, present their badge and the cost centre change is made", explains Stefan Berning the easy and user friendly procedure.

Group diary is very well accepted

An important role at Plukon is the ZEUS® Group diary. It is mainly used in production by supervisors, production managers and head of departments, to see which employees are present and at what time they started – a classical absence. With the Team Manager ISGUS also offers a new functionality to plan absences, enhance working times and modify daily patterns. These are all activities previously carried out by the supervisors.

ZEUS® evaluations with high significance

For the management board at Plukon, the ZEUS® evaluations are of great importance: Whether it concerns the period-end closing or illness statistics. Monthly

Stefan Tholen, Senior Application Manager at Plukon, Stefan Berning, Network Manager at Plukon and Bastian Peucker from the ISGUS subsidiary in Osnabrück (fltr). Not visible is Uwe Leifhelm (Technical project manager) with his team, who has accompanied the technical implementation and did a great job.

statements and cycles are different at Plukon. „Since 2012 we have been part of the Plukon Food Group. Previously, we were autonomous as company named Stolle. We were family owned and owner operated, this has changed. We used to make monthly statements, now we make period ends, which means one year has twelve months but 13 cycles. A cycle ends all four weeks and accordingly at the end of each cycle dialogues are held and all figures are put on the table.

Thanks to ZEUS® we can now see all evaluations of all Plukon subsidiaries in the summary", concludes Stefan Tholen the high significance of the ZEUS evaluations for the company development at Plukon.