

Simmons Hanly Conroy

Creating Employee Accountability with Replicon



SIMMONS HANLY CONROY

Challenges:

- ❗ Manual time accounting for over 300 timesheets per pay period made the process error-prone and tedious
- ❗ Lack of centralized information added administrative overheads for HR and payroll teams

Solution:


- ✅ Solidified a culture of accountability and productivity among employees
- ✅ Replicon was able to better coordinate employee availability

Industry
Legal

Company Size
Medium

Products Used

 TimeAttend

 CloudClock

For people who have been diagnosed with mesothelioma, a rare, asbestos related cancer, the health and legal ramifications are massive. People affected by this type of cancer are entitled to high quality legal help.

That's where law firms like Simmons Hanly Conroy, LLC (SHC) come in. SHC has helped individuals and families recover millions in compensation for these types of cases. The firm strives to provide first-class, sophisticated counsel to its clients in mesothelioma and asbestos, dangerous drugs and devices, consumer protection, mass torts and class actions, sexual abuse, environmental commercial, and personal injury.

With over 70 attorneys in New York City, Chicago, San Francisco, Los Angeles, St. Louis, and Alton, Illinois, in addition to an extensive medical team, discovery team, and bankruptcy team, SHC employees want to ensure they're always in a position to offer a helping hand.

It Starts with the Staff

Every payroll period, the SHC HR staff found themselves scrambling to understand how employees spent their time to ensure accurate timesheets. It was a highly manual process riddled with potential errors.

"We have employees and clients everywhere. On any given day, a good percentage of our population is out on the road traveling, meeting clients, and before Replicon there was no way to accurately document how they spent their time or how many clients they were able to work with that day."

Amy Barboza, HR Director at SHC

These manual time-tracking processes left a lack of structure and effective time tracking. The more information that was needed, the more paper pushing started to creep into the workplace. The time accounting process was onerous and tedious - over 300 timesheets per pay period required manual review. There were always last minute estimations which meant relying on someone's memory and ability to recall exactly when they started working, took lunch, and left for the day for days or weeks at a time.

“

Time is one of our greatest assets as a company, and we've ensured that there's no more guessing when it comes to reporting it.

Amy Barboza, HR Director at SHC

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Creating Visibility through Accountability

Putting Replicon CloudClock in place has been transformational for the employees at Simmons Hanly Conroy. With the shift in accountability and real-time clock capturing, SHC has been able to accrue more granular data into when, where and how long employees are actually working.

“We have a CloudClock mounted right on the floor so it's easy and in your face as you come in the door or leave the office for lunch or at the end of the day. For the folks out on the road, we've taken advantage of the slick mobile app which also captures location so we always know our employees are safe,” says Liz Cowell, a payroll administrator at SHC.

“It's also cut down our payroll team's overhead time from a tedious nine-hour bi-weekly process down to just 30 minutes.”

Liz Cowell, Payroll Administrator at SHC

By keeping Replicon as for a reliable system for managing employee time, leave and absences, SHC has been able to derive greater benefits from Replicon than just basic time tracking. They have been able to automate time-off accrual policies, automate usage and balance tracking, ensure compliance with overtime regulations using the compliance library, and ensure they know who's working, and where at any point in time. In fact, SHC has found a use for Replicon to - in the case of emergency - determine who is physically present in the building and account for all employees.

“Replicon's time and attendance solutions allow us to glean deeper insights into the habits and patterns of our workforce,” says Amy Barboza, “Time is one of our greatest assets as a company, and we've ensured that there's no more guessing when it comes to reporting it - both on the go and in our multiple offices across the country.”

Results

- ⚙️ Reduced payroll team's overhead time from a tedious nine-hour bi-weekly process down to just 30 minutes
- ⚙️ Centralized information about employee availability and attendance increased accounting accuracy and reduced administrative overhead.

About Replicon

Replicon, the Time Intelligence company, has over 20 years of industry leadership and is pioneering a new approach to time management. Time Intelligence elevates time as a strategic asset within an organization, to improve operational productivity, performance, and profitability.

Replicon's Time Intelligence Platform offers solutions for global time and gross pay compliance, enterprise time management for ERP, business operations software for professional services, and an SDK for continued development - expanding the company's award-winning portfolio of cloud-based products, including complete solution sets for client billing, project costing, and time and attendance.

Replicon supports thousands of customers across 70 countries, with over 400 employees around the globe including the United States, Canada, India, Australia, and the United Kingdom.

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