



workforce management
made easy



ITR Case Study

Sunrise Farms



About Sunrise Farms

Type Food Processing

Location Surrey, BC - Canada

Website www.sunrisepoultry.com

Customer Needs

- Automated time and attendance system to streamline the collection of employee data
- A central repository for HR related personnel information
- Time and Attendance system that integrates with payroll software for quick and accurate data capture

Company Profile

Sunrise Farms consists of Sunrise Poultry, Sunwest Food Processors Ltd., J&L Beef, Fraser Valley Chick Sales Ltd. and a series of corporate farms. The company's processing facilities produce air chilled processed and fully cooked poultry products. They also own two egg hatching facilities and 12 corporate farms, which account for live production of 6 million birds per year. J&L Beef specializes in the production of ground beef and raw beef burgers. As a result, the company provides a consistent supply of quality raw and fully cooked products to customers across Canada and the US.

Business Challenge

Sunrise has employees across over 6 locations. The firm has been rapidly growing, most recently building a new processing plant and a hatchery in Lethbridge, Alberta. Their main challenge was to streamline the collection of time and attendance data of their employees, as there was a mix of systems in place, including automated systems, time clocks, and manual sign-in sheets. Data and HR related personnel information was not centralized, and there was significant manual intervention required to gather payroll summaries from each plant, manually summarize and then manually transmit data into their payroll software - Canpay. In addition, accuracy of data was constantly in question because of the variety of collection methods, plant specific pay rule calculations and different manual entries required to complete payroll.

Selection Process

After reviewing a variety of vendors, and having had familiarity with an ITR system in their Surrey, British Columbia location, Sunrise made the decision to follow through with the positive experience they had already had with the ITR software and service provided by the Vancouver and Edmonton regional offices. Art Belloumini, Sunrise's Corporate Controller confided, "We had such a good relationship with our Support Analyst that we felt confident in making the decision to upgrade to the ITR TimeZone Client Server Workforce Management software in order to seamlessly integrate all 6 of our locations. We looked at other vendors, but ITR was the obvious choice."



"Prior to installing TimeZone, we spent a lot of time gathering and communicating information between head office and our processing plants. By streamlining and implementing an enterprise - wide application amongst our 6 plants we have significantly reduced the cost of producing payroll and increased consistency and accuracy. Even more important however, is the level of service ITR provides - it is professional, attentive and delivered by analysts who really seem to care."

Art Belloumini, Corporate Controller
Sunrise Farms

The Solution

Sunrise chose ITR to streamline and centralize all of its time and attendance and HR data. Using TimeZone Client Server the firm has automated time capture, absence management and payroll calculation. The flexible system accommodates and standardizes pay rules across the plants and centralizes the data at the corporate headquarters in Surrey, British Columbia. Employees swipe in and out at ITR 760 data collection terminals which have been installed at each location. Supervisors and plant clerks perform edits and approve the completed edits for their respective departments and plants. Head Office's input in the process is limited in that they are only required to review and approve the summaries before automatically transmitting to their CanPay software.

Results and Benefits

Prior to having a centralized system, personnel at corporate and the supervisors at the individual locations were prevented from gaining up to date information on their labour costs, absenteeism trends and requirements. Information is now easily accessible and communication issues between the corporate office and each location is greatly reduced. HR information is now central, secure and accessible to only authorized individuals. Sunrise has benefited from the robust HR features of the TimeZone software, and stores disciplinary notes on employees, as well as adjusted punch information. Consistent enforcement of pay rules and reduction of calculation errors have shown a significant return on investment for Sunrise. The company believes that ITR will take them into the future as Sunrise Farms pursues its path of continued growth.



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