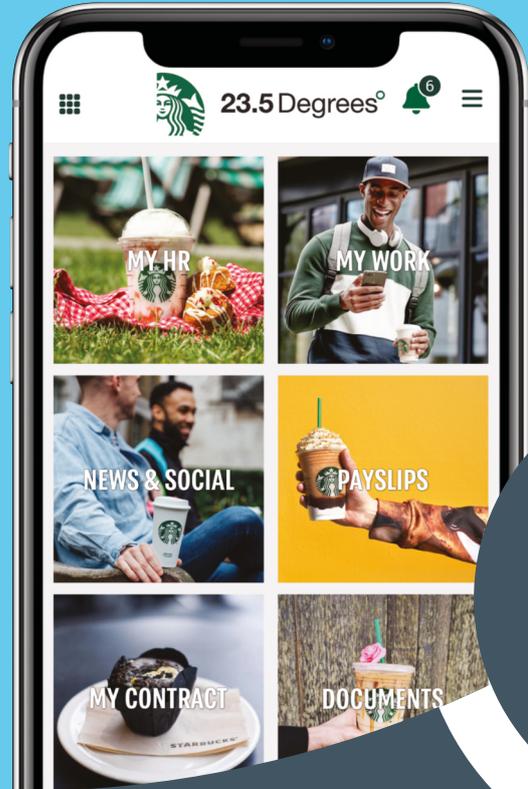


elementsuite

Powerful. Smart. HR Software.

+ BDO

How 23.5 Degrees said goodbye to their costly and time consuming HR processes



23.5 Degrees^o

Background Context

Following their strategic partnership in 2020, BDO's UK Payroll team and elementsuite have been joining forces to support UK businesses. Jointly, we deliver an end-to-end, flexible HR, workforce management and CIPP PAS-accredited payroll solution.

This dynamic partnership has proved to be invaluable for 23.5 Degrees, Starbucks' first UK-franchised business partner with over 90 stores and 1,600 employees. With multiple manual processes and unintegrated services that were unable to scale with the business, 23.5 Degrees were in need of an all-in-one solution that would help them streamline their HR and payroll function.

A bird's eye view of how we helped:

- Reduced processing time and errors in payroll
- 95% employee daily log-ins
- Automating processes to enable the business to scale more effectively
- Peace of mind around compliance
- Real-time analytics and dashboard reporting

Implemented in 5 Months

Despite being a complex project, from the initial kick-off meeting to the system going live, the project delivery was completed in a short 5 months.

- The project kicked off in early November 2021
- The next 4 weeks focused on conducting a series of workshops on the following modules: recruit, HR, Engage, Pay, Analytics, and advanced Workforce Management
- December and January were dedicated to configuration, build and system testing
- February was a payroll and user testing period between all parties
- March 2022 – the system went live!

The Challenge of Complex HR Processes



Our challenge was to find an HR solution that meets the business needs right now and allows us to scale up our growth plans based upon our franchise model. This would not have been possible with our old systems and daily time-consuming workarounds



Barry Mulholland,
Chief Operating Officer at 23.5 Degrees

23.5 Degrees

Since opening their first store in 2013, 23.5 Degrees is Starbucks first and largest UK franchised business partner with:

- 90 stores across the UK
- 1,600 employed franchise partners
- Plans to grow to 300 stores by 2027

Modules Selected



recruit



engage



analytics



perform



hr



work



pay

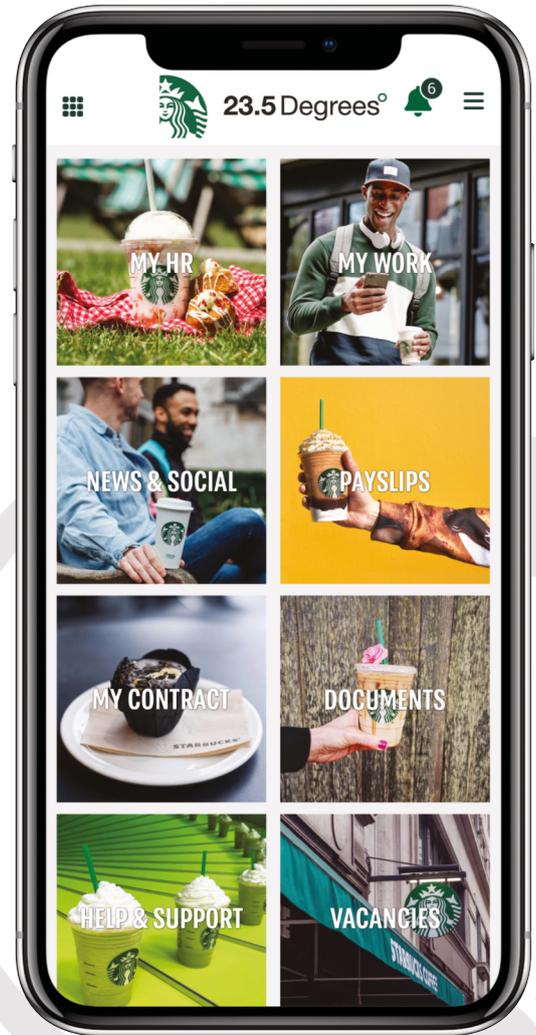


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Key Benefits

With elementsuite's HR technology and BDO's payroll and accounting expertise, 23.5 Degrees have transformed the way they manage their employee life cycle and business operations. Key benefits of the system include:

- ✓ Processing time and attendance data in real-time
- ✓ Automatically generating payable time – correctly and with integrated absence reporting
- ✓ Confidence that all pay will be paid accurately and on time with real-time pay calculations
- ✓ The ability to efficiently assess operational business needs with time and attendance reporting and forecasting
- ✓ Obtaining valuable insights into business trends to help influence short- and long-term business plans with the ability to integrate and analyse HR data alongside other key business metrics
- ✓ Increased user engagement rates to 95%. The mobile friendly, self-service, portal allows employees to book their time off and review payslips from anywhere and anytime



Well done to all the teams at elementsuite & BDO. A great achievement in delivering the project on schedule and budget.



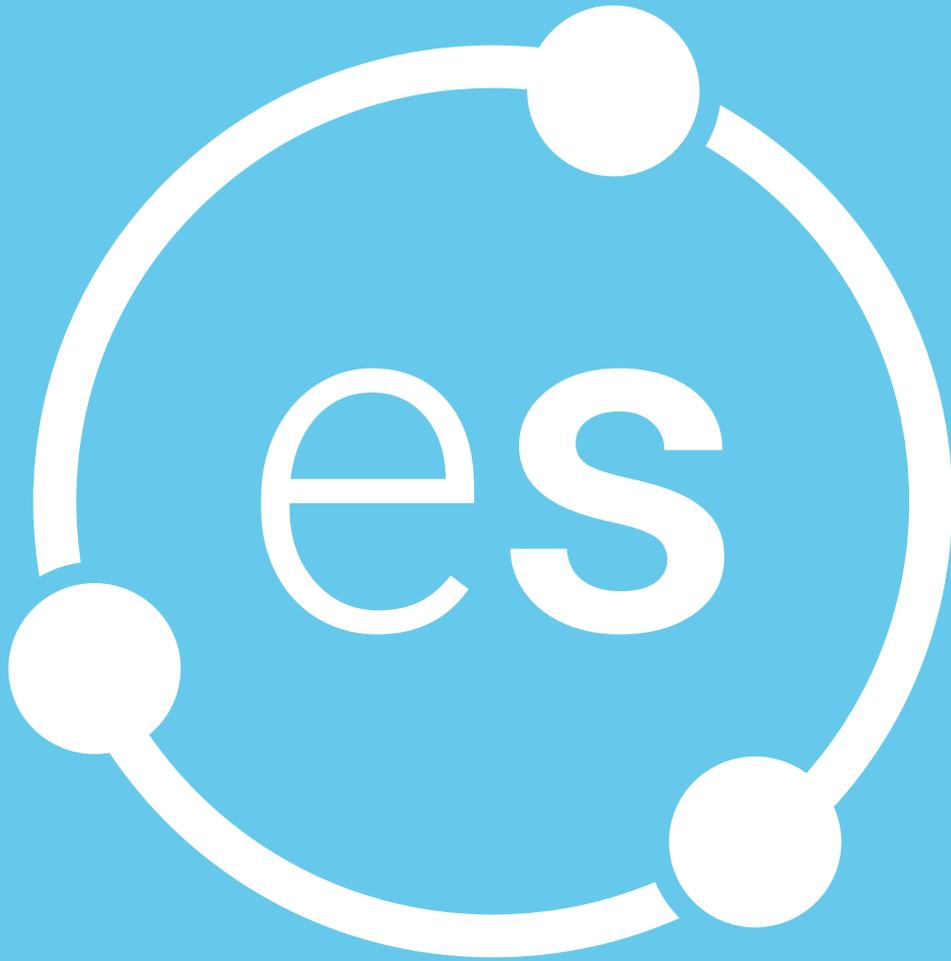
Barry Mulholland,
Chief Operating Officer at 23.5 Degrees



elementsuite's full-suite employee life-cycle solution has saved 23.5 Degrees not only valuable time but has removed numerous workaround processes thereby allowing our partners to spend more time with their customers. Our partners love it because it's easy to use and can be accessed anytime through their mobile devices.



Sarah Stephenson,
HR & Payroll Manager at 23.5 Degrees



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