

TIMES TimeSheet

Weekly Shift Setup Guide for Administrators



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Chapter 1. Introduction

TIMES TimeSheet system can calculate shift workers' total normal hours of work clocked and overtime hours earned on a weekly basis.

This guide for administrators explains the method to achieve this.

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Assumptions

This guide is written with the assumption that the reader has knowledge of the standard setup of TIMES TimeSheet system and this guide will not cover in detail the functions of the standard setup of the system (such as Shift Setup, Shift Schedule, etc.).

Instead this guide provides relevant and sufficient information in setting up the weekly shift and will not cover topics beyond this scope.

Should the reader require more information on the standard setup of TIMES TimeSheet system, please refer to the *TIMES TimeSheet Standard Setup and Maintenance User Guide for Administrators*.



Chapter 2. Standard Setup Workflow

To calculate a shift worker's normal hours of work clocked and overtime hours earned on a weekly basis, the shift worker needs to work in a *Weekly Shift*.

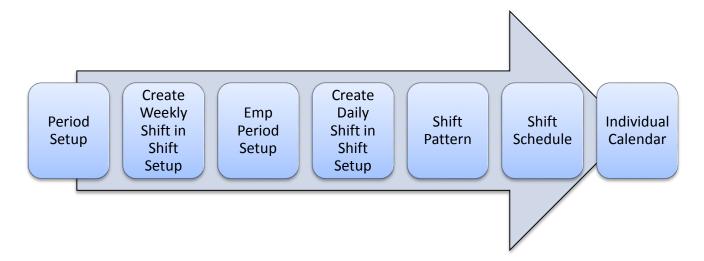
To begin creating weekly shifts, first the system needs to know what constitutes a week. A typical week consists of 7 calendar days and starts from Monday to Sunday. A week can also start from Sunday to Saturday. The Administrator will need to define this setting at **Period Setup**.

After that, the Administrator creates the *Weekly Shift* in **Shift Setup**. This shift determines the total number of normal work hours per week, typically 44 hours per week, and the overtime rates that a shift worker can earn should the shift worker worked more than the indicated normal work hours per week.

The next step is to assign the weekly settings from Period Setup and a Weekly Shift to a shift worker in **Emp Period Setup**. This will determine the weekly overtime rule that the shift worker will follow. Each shift worker can have different weekly shifts and settings.

While the weekly shift determines the weekly overtime calculations, the daily shifts determine the shift workers' shift schedules. The daily shift can be created at the **Shift Setup** and arranged in a weekly work pattern at the **Shift Pattern**.

Once completed, the daily shifts are assigned to the shift worker in the **Shift Schedule** to update the shift worker's work calendar. Final checking and daily adjustments to this calendar can be done at the **Individual Calendar**.





Chapter 3. Logging into the TIMES TimeSheet System

Open your internet browser and enter the URL address to access the TIMES Solution portal login web page, example: http://www.myportal.com/esolution/Signin.aspx

An example of the login page is shown below.



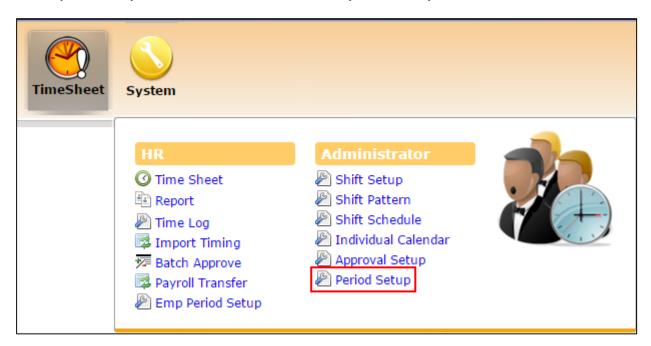
- 1. Click on the "Company" drop-down list to see a list of available companies and choose the one that you want to access to.
- 2. Key in your login id at "Emp No".
- 3. Key in your password at "Password".
- 4. Click the button to login into the system.

To effectively use this guide, ensure that you are given the role of Administrator for the company that you are logging into. If the role is not setup yet, use login id *Admin* at "Emp No" to login as the Administrator.

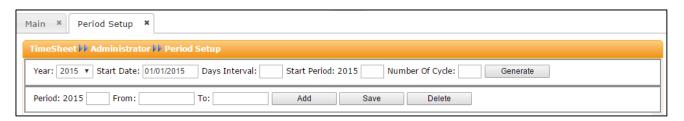


Chapter 4. Period Setup

First we will need to determine the weekly periods for a single year. A typical week starts from Monday to Sunday and it can also start from Sunday to Saturday.

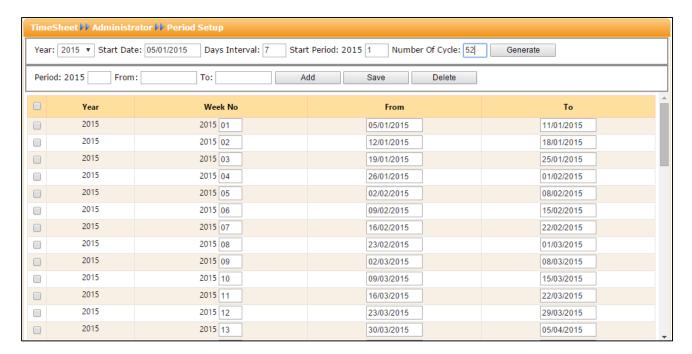


1. Access the Administrator menu and click on the Period Setup option to access the Period Setup web page.

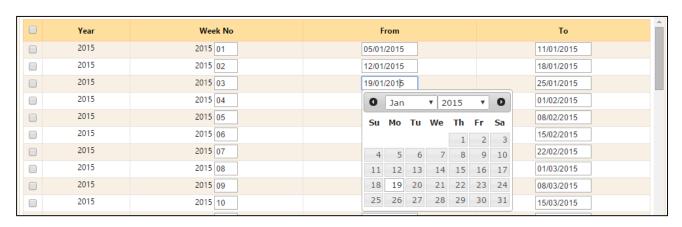


- 2. Choose the "Year" that you want to generate the weekly periods.
- 3. Choose the "Start Date" to indicate the first day of the weekly periods.
- 4. Indicate the number of days that constitutes a week at "Days Interval". For example, entering in 7 days interval indicates that there are 7 days in a week.
- 5. Indicate the number of weeks that you want to generate at "Number Of Cycle". If you indicate 52 number of cycle, then the system will generate 52 weeks.
- 6. Indicate on which week you want to generate the weekly periods at "Start Period". Normally you indicate 1 here to begin generating the weekly periods from the first week.
- 7. Click Generate to generate the weekly periods.





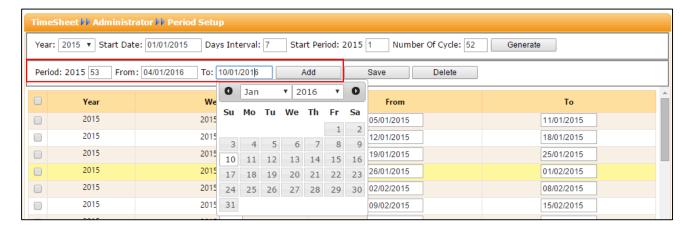
Once the weekly periods have been generated, check through them and should you need to make changes to them, you can either re-generate the entire weekly periods with the new "Start Date", "Days Interval", "Start Period" and "Number Of Cycle", or you can make changes to the generated weekly periods individually by changing the "Week No", "From" and "To".



Be sure to click Save to save any changes.



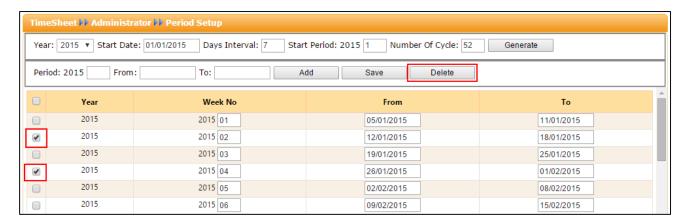
4.1 Adding Individual Weekly Period



If you want to add additional weekly period without re-generating the entire weekly periods, you can do so by indicating the "Period", "From" and "To". Then click the Add button to add in the new weekly period.

When adding in new weekly period, ensure the new weekly period's "Period" is unique and the date range "From" and "To" does not overlap with existing weekly periods.

4.2 Deleting Weekly Period



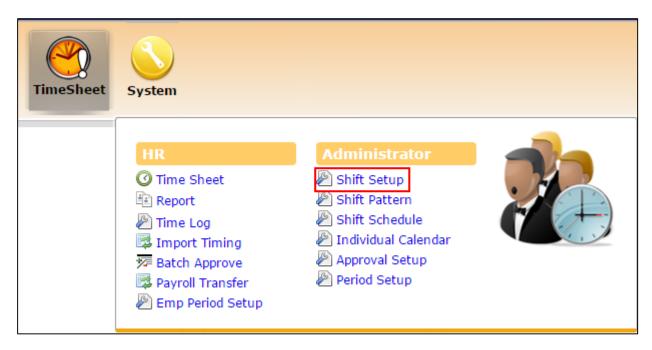
To delete a weekly period, select the period by clicking on the checkbox next to the period and click on the period button to delete the selected period.

Deleted records are unrecoverable.



Chapter 5. Create Weekly Shift in Shift Setup

A Weekly Shift is used to track a shift worker's working hours clocked for the week and determines whether the shift worker is entitled to overtime hours.

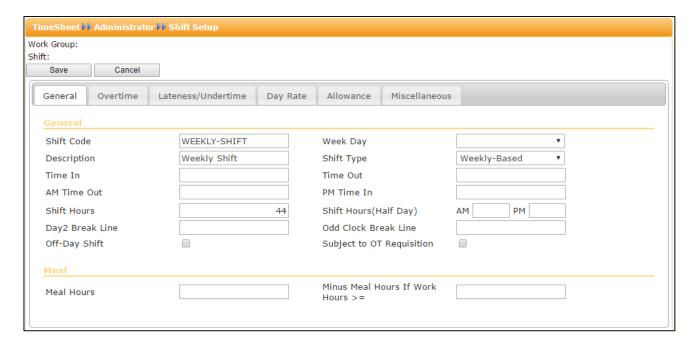


- 1. To create a weekly shift, first access the Administrator menu and click on the Shift Setup option to access the Shift Setup web page.
- 2. At the Shift Setup web page, create a "Work Group".

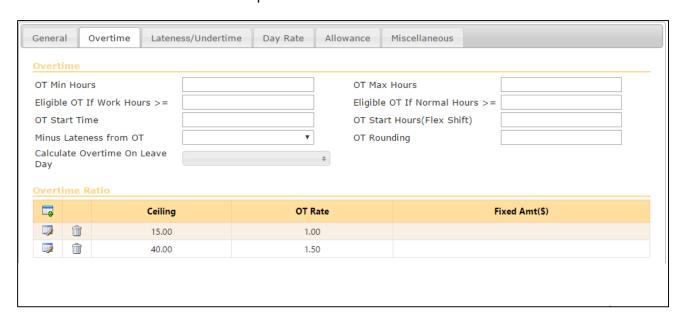


3. Click on the button to create a new shift.





- 4. When creating the new weekly shift, take note of the following:
 - a. The shift must have "Shift Type" set as Weekly-Based.
 - b. No "Time In" and "Time Out" required as these will be determined by the daily shifts.
 - c. The "Shift Hours" must indicate the minimum hours shift workers must work in a week before they can clock in overtime hours. For example, if the "Shift Hours" is set as 44 hours, a shift worker who clocked in 45 hours in a week will have clocked in 44 normal work hours and 1 hour of overtime.
 - d. Overtime rates must be setup.



5. The overtime rate(s) must be defined at **Overtime** tab. The "Ceiling" for the overtime rate(s) is based on the maximum number of overtime hours an employee / shift worker can clocked for a



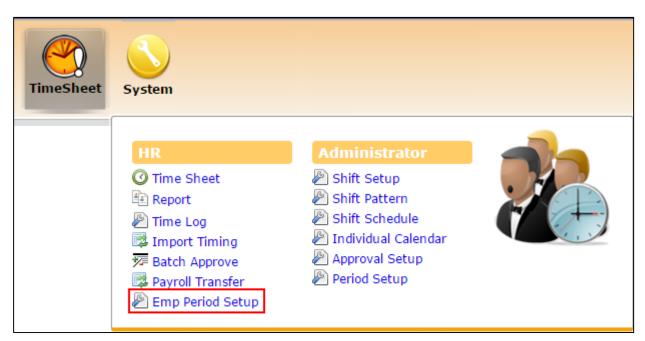
single overtime rate for the entire week. Do note that the "Ceiling" hours are accumulative. Example:

- a. Total hours an employee / shift worker can work for a week are 12 hours a day * 7 days a week = 84 hours.
- b. Total hours an employee / shift worker needs to work before earning overtime hours = 44 hours.
- c. Total overtime hours possible in a week = 84 44 = 40 hours.
- d. First 15 hours of overtime are paid overtime rate of 1.0 = "Ceiling" 15 "OT Rate" 1.0.
- e. Next 25 hours of overtime are paid overtime rate of 1.5 = "Ceiling" 40 "OT Rate" 1.5.

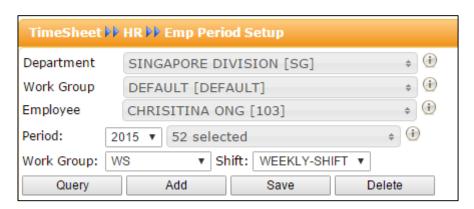


Chapter 6. Emp Period Setup

Once the weekly period and weekly shift are setup, it's time to assign them to shift workers.

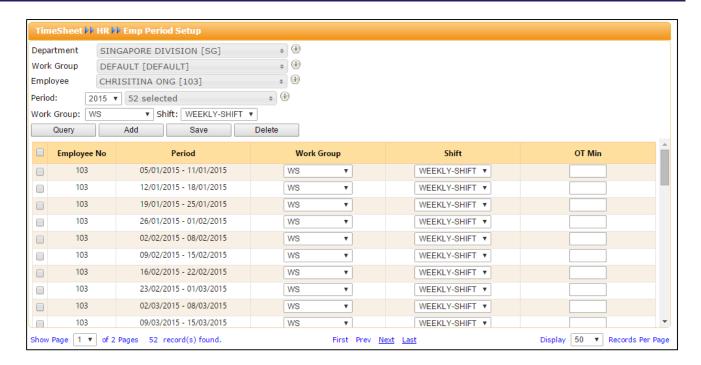


 Access the HR menu and click on the Emp Period Setup option to access the Emp Period Setup web page.

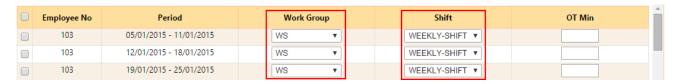


- 2. First you will need to determine the shift workers that will be assigned the weekly period and shift.
- 3. Choose "Department", "Work Group" and "Employee". If you had chosen multiple selections, you can check them by clicking on the 🕦 button.
- 4. Next, choose the weekly period(s) at "Period".
- 5. Choose the "Work Group" of a weekly shift.
- 6. Choose the weekly shift that you want to assign to them at "Shift".
- 7. Finally, click downweekly period and weekly shift.





8. Once assigned you can see a list weekly shifts by weekly periods for each shift worker(s).

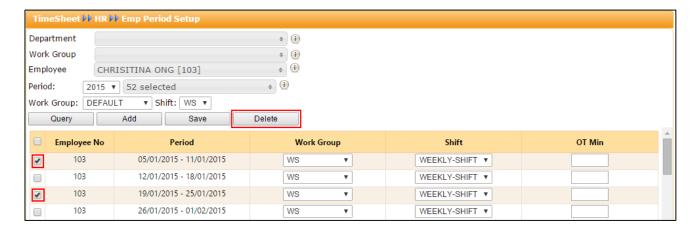


9. If you want to make changes to the weekly shifts assigned, you can do so by choosing a different "Work Group" and "Shift". Be sure to click Save to save your changes.

Whenever you visit this page, you can always view back these details by choosing the appropriate "Employee" and "Period", and clicking on the Query button.



6.1 Deleting the Weekly Period and Shift Assignment



To delete a record in the Emp Period Setup, select the record by clicking on the checkbox next to the record and click on the delete button to delete the selected period.



Deleted records are unrecoverable.



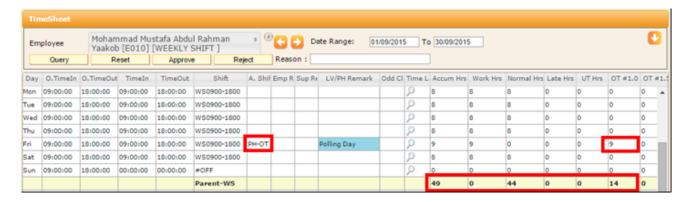
Chapter 7. The Remaining Setup

With the weekly periods and weekly shifts assigned to the shift workers, the last step is to create daily shifts, design them in a weekly shift pattern and assign them to the shift workers.

You can refer to the *TIMES TimeSheet Standard Setup and Maintenance User Guide for Administrators* for more information on how to do them, specifically on the topics of Shift Setup, Shift Schedule and Individual Calendar.

There are a few things to take note:

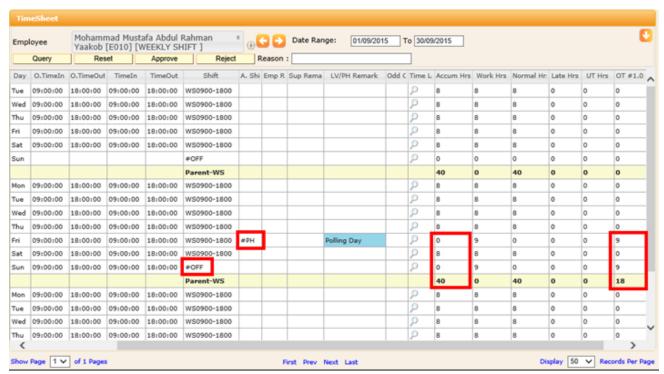
- 1. The daily shifts "Shift Type" must be blank.
- 2. It is not necessary to create daily shifts after assigning weekly periods and weekly shifts to shift workers. You can actually create daily shifts first and assign them to shift workers before you begin setting up the weekly periods and shifts. This is especially true if you already have existing duty rosters for shift workers so there isn't any need to create daily shifts.
- 3. A shift worker can be assigned a weekly shift from one work group and daily shift from a different work group. The system provides this great flexibility.



4. The weekly shift has the overtime rates. If you define overtime rates for daily shifts as well, the shift workers can potentially earn full overtime pay for both the weekly shift and daily shift. In the example above, the employee had earned 9 hours of overtime pay for work done on the public holiday. The 9 hours worked on the public holiday are still counted into the weekly shift overtime calculation which resulted in the shift worker qualifying for an additional 5 hours of overtime pay (49 Accumulated Work Hours for the week – 44 Normal Work Hours = 5 hours of weekly shift overtime + 9 hours of public holiday overtime earned = 14 hours of overtime earned total)







5. If you define overtime rates for daily shifts and your organisation has a policy that any overtime hours earned from the daily shifts must be excluded from the weekly shift overtime calculations, you can achieve this by indicating the symbol # next to the daily shift's "Shift Code" when you create them. In the example above, the shift worker is paid 18 overtime hours for the public holiday and off day work. Because overtime has been paid for those days, the hours clocked for those days are not counted into the weekly shift overtime calculation.