

# RIGHT FIRST

## TIME PAY:

WHAT DO YOU  
NEED HELP WITH?



Clocking and Editing Clocks



Timecard Signoff



Cross-Region Shifts



Colleague Portal



Processing IGNITE

# RIGHT FIRST TIME PAY: CLOCKING AND EDITING CLOCKS



How are edited clocks measured?



What is the best practise for clocking and editing clocks?



What do I do if... ?



How do I enrol a colleague on the Kronos Touch-ID Terminal?



What if my colleague can't use their fingerprint to clock?



What is the fallback process in case of a system issue or power failure?

# CLOCKING & EDITED CLOCKS: HOW ARE EDITED CLOCKS MEASURED?



When a colleague clocks in and out, these become their original clocks.  
If either of these clocks are altered to create a shorter shift than the original clocks by the colleague, these will be considered as reduced shifts and non-compliant.

## Examples of non-compliance:

Example 1:  
Delaying start time

Colleague scheduled to start at 9:00am



Colleague clocks in at 8:30pm



GM amends punch to 9:00am in STAR



Original clock is now edited & reduced by 30 minutes



Colleague will not be paid for 30 minutes of worked time



Example 2:  
Bringing finish time forward

Colleague scheduled to finish at 4:30pm



Colleague clocks out at 5:30pm



GM amends punch to 4:30pm in STAR



Original clock is now edited & reduced by 60 minutes



Colleague will not be paid for 60 minutes of worked time



Example 3:  
Removing a clock to reduce time worked

Colleague clocks in and out when they start and finish



GM deletes one of the original clocks



GM enters a later start or earlier finish time instead



Original clocked time is now reduced



Colleague will not be paid for some of their worked time



# CLOCKS & EDITED CLOCKS: WHAT IS BEST PRACTICE?



## CLOCKING IN / CLOCKING OUT

- Brief ALL your colleagues on their responsibilities to clock accurately when they start and finish work. Help them understand why it's important and that it ensures they will be paid correctly
- Keep a Supervisor Card somewhere safe in your store so you can immediately enrol any new starters (This should always happen on a new colleague's 1<sup>st</sup> day in store)



## MANAGING COLLEAGUE CONDUCT

- You as the GM are responsible for setting the correct clocking culture in your store.
- Colleagues who repeatedly forget to clock or who clock for time they haven't worked should be given any required coaching, and then if necessary should be managed through the company capability & conduct process (Your RM will be able support with this)



## EDITING OF CLOCKS

- When editing a clock, do this by amending the original clock for the colleague
- Make sure you're clear on what causes an edit to be non-compliant examples If you are unsure please contact your Regional WFM Lead for additional support.
- Before you sign off your timecards, first refer to your timecard screen on the WFM website to check for any non-compliant edited clocks - this will allow you to amend them back for they impact your compliance score.



# CLOCKING & EDITED CLOCKS: WHAT DO I DO IF... ?



My colleague forgot to clock in when they arrived

*Ask your colleague to clock in as soon as they realise, then edit the clock in STAR to their actual start time – remember there is no penalty if you edit a shift to lengthen time worked*



My colleague clocked out and then stayed late to serve a customer

*Ask your colleague to clock out again when they are done working and then delete the middle punch (this will ensure the most accurate record is kept).*



My colleague clocked in when they arrived in store but didn't start work until half an hour later

*This is incorrect colleague behaviour and you should address this with the colleague. In this instance you should edit the clock in STAR to shorten the shift (this will show on your compliance reporting) – make sure you have added a comment to the punch for auditing purposes. Also make sure the colleague knows that you have shortened the shift and why and that you are able to evidence this conversation if needed.*



My colleague clocked in and started working before their scheduled start time but I didn't ask them to

*Again this is incorrect colleague behaviour and should be addressed, however in this instance the colleague has actually worked the time and should be paid for it. Leave the clock as is, but make sure the colleague knows not to do it again.*



# CLOCKING & EDITED CLOCKS: COLLEAGUE ENROLLMENT



To be able to clock in and out for their shifts colleagues first need to be enrolled on the Kronos Touch-ID terminal. Instructions on how to enrol a colleague can be found in the STAR handbook on this site. [Click here](#) to view.



If your store is missing the Supervisor card needed for the enrolment process, you can get another one from your TPC.



If you're getting an error message during the enrolment process:

- First make sure you are using the correct prefix to enrol your colleagues ("100" for 5-digit payroll numbers, "10" for 6- or 7-digit numbers)
- If you're still getting an error, contact your TPC who will escalate this for you.



If your colleague has a physical limitation that stops them being able to enrol or clock (a skin condition for example), you should raise this with your Regional Manager who will give authorisation for the colleague to clock without biometrics. Your TPC will process the request and explain the process for the colleague to follow when clocking for their shifts



# CLOCKING & EDITED CLOCKS: FALLBACK PROCESS



## COMING SOON!



# RIGHT FIRST TIME PAY:

## TIMECARD SIGNOFF



What is the best practise for timecard signoff



What do I do if... ?



What reports exist and where can I find them?





# TIMECARD SIGNOFF: WHAT IS BEST PRACTICE?



## GOOD PLANNING

- Make sure you have a trained second-user in your store who can signoff timecards in your absence. Your TPC will be able to authorise and request STAR access for them
- Good accurate scheduling will mean you have fewer exceptions and they'll be easier to handle.
- When scheduling, also make sure either you or your second user are scheduled to work on signoff day
- Handle exceptions daily and you will have less to do on signoff day
- Remember – signoff deadline is now 3pm on Mondays, so you have 4 extra hours to get this done!
- Check the Timecard Report on the WFM website before signoff, so you can fix any non-compliant edited clocks before it's too.
- Check the Timecard Report again after signoff to make sure all your timecards are correctly showing as signed off



# TIMECARD SIGNOFF: WHAT DO I DO IF... ?



I don't know how to process something?

*Log into the WFM Website and select Right First Time Pay from the menu on the left – then select Timecard Signoff. Select the colleague with the affected timecard and click the help button on the right-hand side – this will easily help you find the information you need, and if not will allow you to raise a ticket for additional support.*



I get an error message and the system won't let the timecard be signed off?

*Follow the process above and raise a ticket for additional support*



Due to unforeseen circumstances neither me nor my second user are in store on signoff day?

*Your RM has access to a report that will highlight if there are no STAR users in any branches on signoff day, and will be able to request support from your TPC to sign off your timecards.*



# RIGHT FIRST TIME PAY:

WHAT REPORTS  
EXIST AND WHERE  
CAN I FIND THEM?



I am a GM



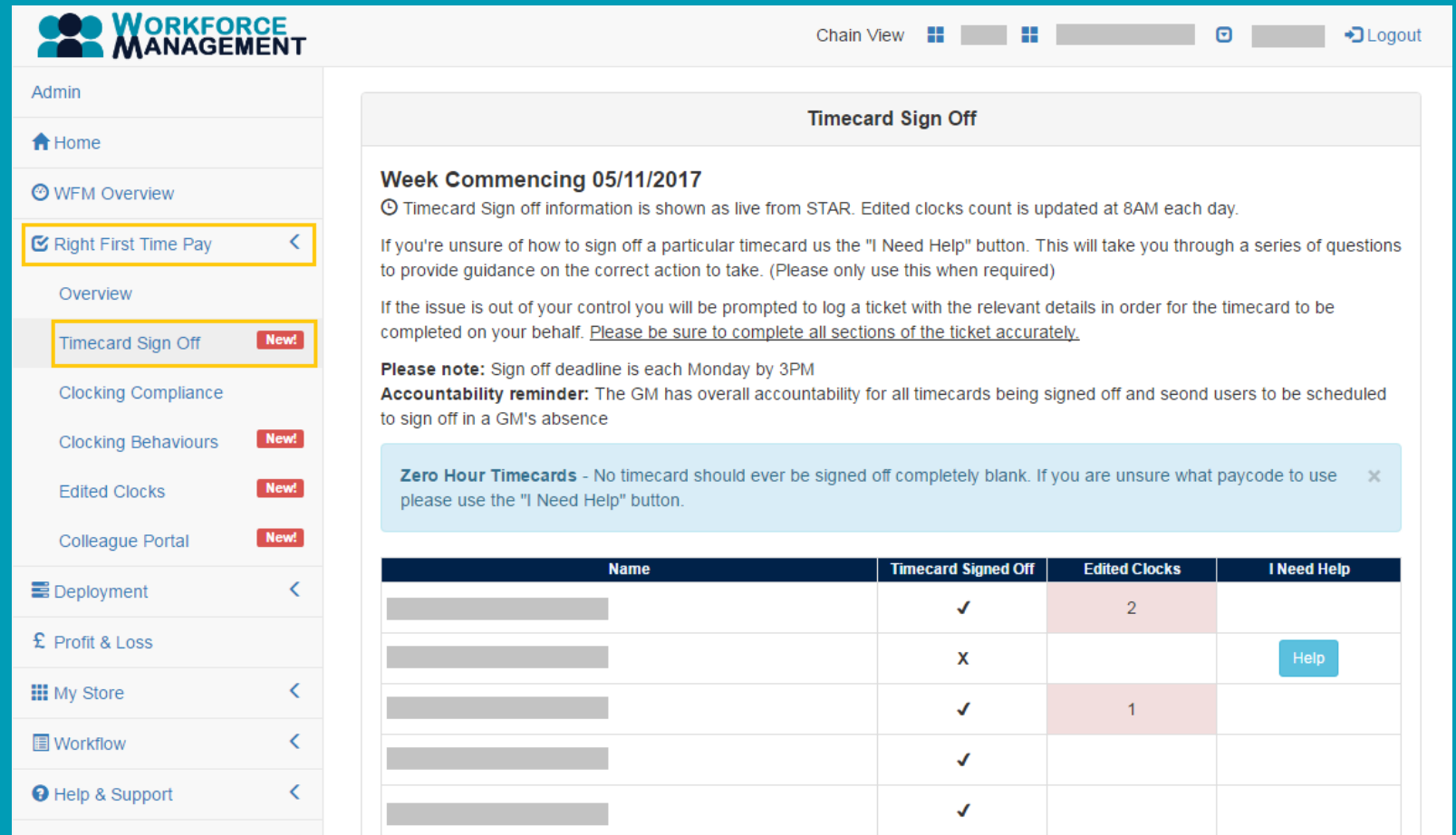
I am an RM or a WFM Lead



# TIMECARD SIGNOFF GM REPORT VIEW

## NEW Reporting on the WFM website

- ✓ Live view of timecard sign off for your store colleagues
- ✓ I need help button for timecards you cannot sign off and need support
- ✓ Supporting accurate time card sign off by highlighting edited clocks – pre sign off



The screenshot displays the Workforce Management (WFM) website interface. The left sidebar contains navigation links: Admin, Home, WFM Overview, Right First Time Pay (highlighted with a yellow box), Overview, Timecard Sign Off (highlighted with a yellow box and marked 'New!'), Clocking Compliance, Clocking Behaviours (marked 'New!'), Edited Clocks (marked 'New!'), Colleague Portal (marked 'New!'), Deployment, Profit & Loss, My Store, Workflow, and Help & Support. The main content area is titled 'Timecard Sign Off' and shows the 'Week Commencing 05/11/2017'. It includes instructions on how to sign off timecards, a note about the sign-off deadline (Monday by 3PM), and an accountability reminder. A table displays the status of timecards for various colleagues, with columns for Name, Timecard Signed Off, Edited Clocks, and I Need Help. The table shows that some timecards have been signed off, some have edited clocks, and some require help.

**Timecard Sign Off**

**Week Commencing 05/11/2017**  
⌚ Timecard Sign off information is shown as live from STAR. Edited clocks count is updated at 8AM each day.

If you're unsure of how to sign off a particular timecard use the "I Need Help" button. This will take you through a series of questions to provide guidance on the correct action to take. (Please only use this when required)

If the issue is out of your control you will be prompted to log a ticket with the relevant details in order for the timecard to be completed on your behalf. Please be sure to complete all sections of the ticket accurately.

**Please note:** Sign off deadline is each Monday by 3PM  
**Accountability reminder:** The GM has overall accountability for all timecards being signed off and second users to be scheduled to sign off in a GM's absence

**Zero Hour Timecards** - No timecard should ever be signed off completely blank. If you are unsure what paycode to use please use the "I Need Help" button.

| Name       | Timecard Signed Off | Edited Clocks | I Need Help          |
|------------|---------------------|---------------|----------------------|
| [Redacted] | ✓                   | 2             |                      |
| [Redacted] | X                   |               | <a href="#">Help</a> |
| [Redacted] | ✓                   | 1             |                      |
| [Redacted] | ✓                   |               |                      |
| [Redacted] | ✓                   |               |                      |





- ✓ Regional Timecard Sign off - Live
- ✓ Highlights where you don't have a STAR user scheduled
- ✓ Highlights if a STAR user has not clocked in

Chain View

Admin
Home
WFM Overview
**Right First Time Pay**
Overview
**Timecard Sign Off** New!
Clocking Compliance
Clocking Behaviours New!
Edited Clocks New!
Colleague Portal New!
Deployment
Profit & Loss
My Store
Workflow
Help & Support

Timecard Sign Off

**Week Commencing 05/11/2017**

All information is shown as live from STAR today.

Here the timecard view makes it very easy and provides a real time view of how many timecards per store vs total are signed off, enabling each store % region to deliver 100% by the 3PM deadline.

Provided also is full visibility of each stores planning, with guidance showing if a timecard approver is scheduled in store as well as clocked in store to complete timecards. The schedule and clocked in data is real time for today.

If you have outstanding timecards and no STAR user scheduled or clocked in, by exception, your TPC can support on request.

| Branch Name | Timecards Completed | Star User Scheduled | Star User Clocked |
|-------------|---------------------|---------------------|-------------------|
|             | 6/6                 | Y                   | Y                 |
|             | 10/11               | Y                   | N                 |
|             | 5/5                 | Y                   | Y                 |
|             | 7/7                 | Y                   | Y                 |
|             | 9/10                | Y                   | N                 |
|             | 11/11               | N                   | Y                 |
|             | 5/5                 | Y                   | Y                 |
|             | 4/4                 | Y                   | Y                 |
|             | 0/5                 | Y                   | Y                 |
|             | 7/7                 | Y                   | Y                 |

# RIGHT FIRST TIME PAY: CROSS REGION SHIFTS



How does it work?



Where is the form?



How do I fill in the form?



# CROSS REGION SHIFTS

## HOW DOES IT WORK?

### NEW PROCESS

- ✓ You can now raise cross region shifts (and cross chain)
- ✓ Simple form on the website – pick colleague, day, times (can do multiple shifts on same form)
- ✓ TPCs will support and deal with the rest of the process from here
- ✓ SOH reported correctly in both stores
- ✓ **Colleague paid right first time**



- *You should aim to fill in the form on the WFM website as soon as the shift has been agreed.*



**PLEASE NOTE:** If you raise the form after the timecard has been signed off you will need to raise an inaccurate pay form to your TPC so please do this before sign off.

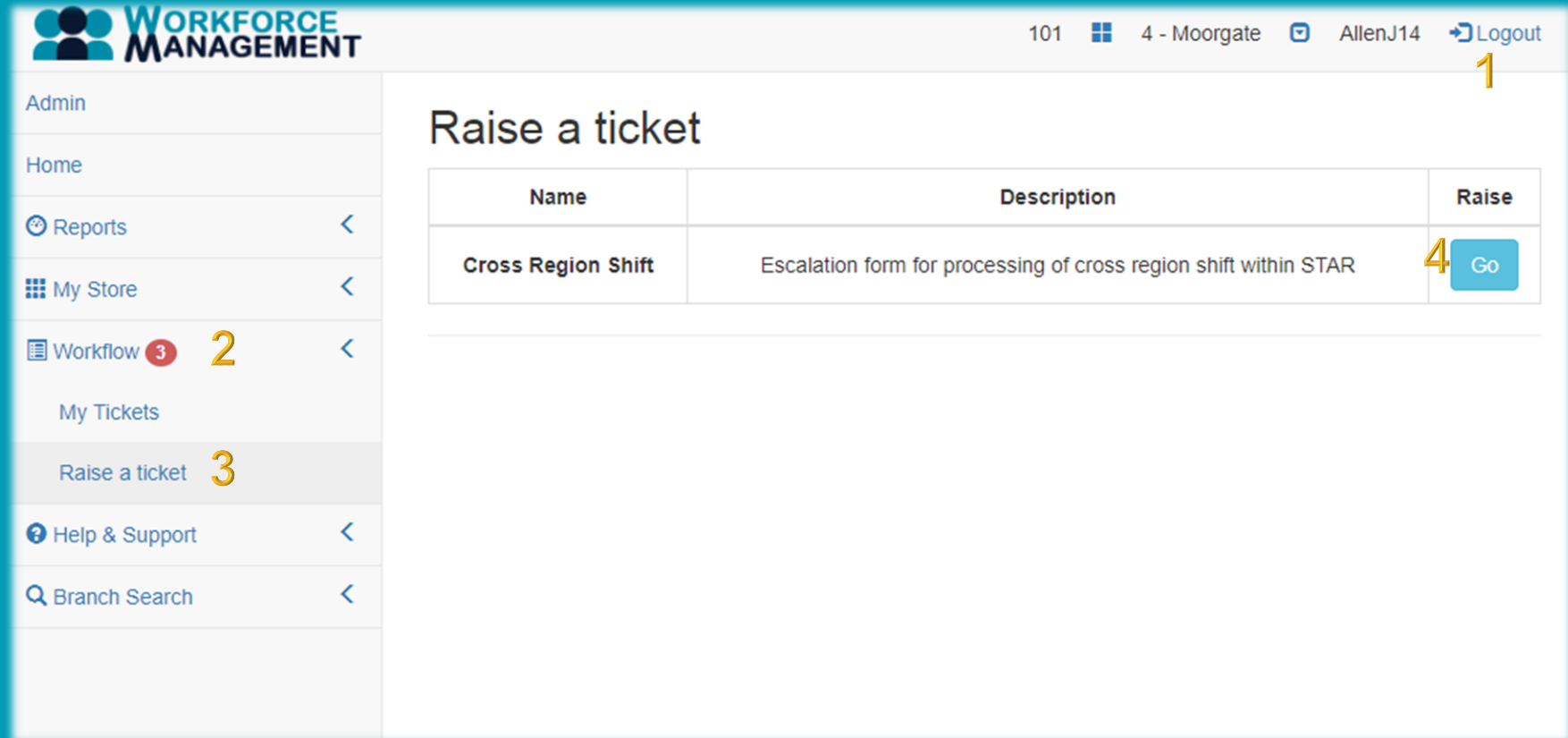


# CROSS REGION SHIFTS

## WHERE IS THE FORM?



1. Log into the WFM website
2. Click *Workflow* in the menu on the left.
3. Click *Raise a ticket*
4. Click *Go*



The screenshot shows the Workforce Management (WFM) website interface. The top navigation bar includes the WFM logo, user information (101, 4 - Moorgate, AllenJ14), and a Logout button. The left sidebar menu contains links to Admin, Home, Reports, My Store, Workflow (with a red notification badge '3'), My Tickets, Raise a ticket (with a yellow notification badge '3'), Help & Support, and Branch Search. The main content area is titled 'Raise a ticket' and contains a table with the following data:

| Name               | Description  | Raise  |
|--------------------|--|--|
| Cross Region Shift | Escalation form for processing of cross region shift within STAR | <div>4</div> <input type="button" value="Go"/> |

The yellow notification badge '4' is positioned next to the 'Go' button in the 'Raise' column.

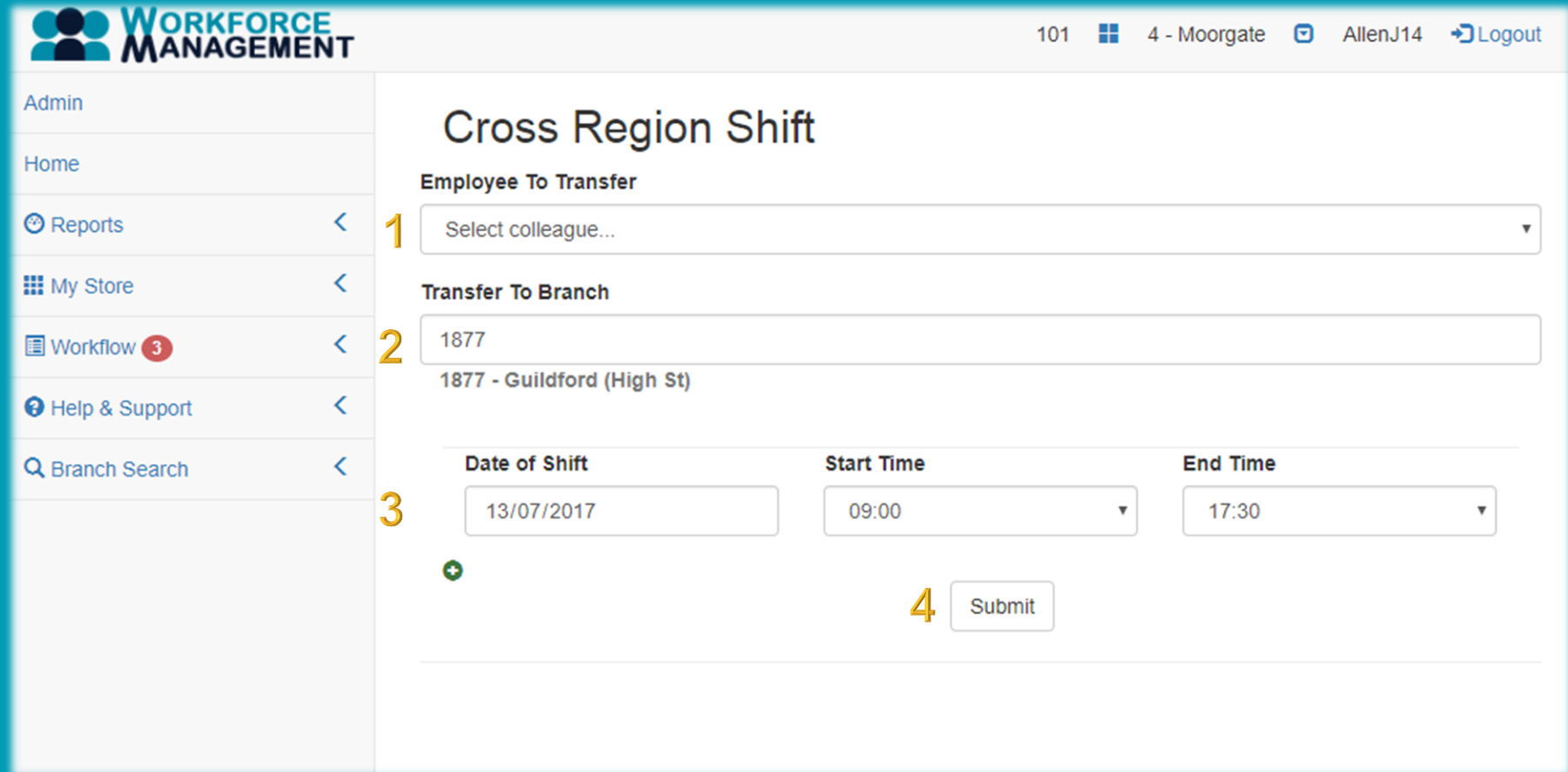


# CROSS REGION SHIFTS

## HOW DO I FILL IN THE FORM?



1. Select the colleague being transferred from the dropdown list
2. Type in the branch number your sending cover to in the next field.
3. Enter the shift information (click the plus button if the colleague is covering more than once that week)
4. Click *Submit*



The screenshot shows the 'Cross Region Shift' form in the Workforce Management system. The form is titled 'Cross Region Shift' and has a sidebar with navigation links: Admin, Home, Reports, My Store, Workflow (with a red badge '3'), Help & Support, and Branch Search. The top right of the form displays user information: 101, 4 - Moorgate, AllenJ14, and a Logout button. The form fields are as follows:

- Employee To Transfer:** A dropdown menu with the text 'Select colleague...'. A yellow number '1' is next to it.
- Transfer To Branch:** A text input field containing '1877'. Below it, the branch name '1877 - Guildford (High St)' is displayed. A yellow number '2' is next to the input field.
- Date of Shift:** A text input field containing '13/07/2017'. A yellow number '3' is next to it.
- Start Time:** A dropdown menu with '09:00' selected.
- End Time:** A dropdown menu with '17:30' selected.
- Submit:** A button labeled 'Submit'. A yellow number '4' is next to it.

A green plus icon is located below the Date of Shift field.

# RIGHT FIRST TIME PAY: COLLEAGUE PORTAL



## Colleague Submitted Hours View

- This provides your colleagues with a view of exactly how many hours are signed off for their timecards each week
- This is a live view so as soon as the timecard is signed off this displays immediately for your colleague
- Pay queries should still be directed to HRSC via the usual process
- **PLEASE NOTE** – This is currently only live for colleagues on our Part Time payroll

Colleague Pay Portal

Select Pay Period:




September - Paid: 29 September 2017

This pay packet includes these weeks:

| CPW Week  | 17        | 18        | 19          | 20           | 21           |
|-----------|-----------|-----------|-------------|--------------|--------------|
| w/c Date: | 20 August | 27 August | 3 September | 10 September | 17 September |

These hours have currently been processed for you:

The below reflects the hours submitted on STAR - please see your manager as soon as possible if you are unsure about anything shown below. Pay queries should be raised to your store manager in the first instance.

|  |       |       |      |       |      |
|--|-------|-------|------|-------|------|
| Worked Hours   | 40:00 | 16:00 | 7:00 |       | 8:00 |
| Holiday  |       |       |      | 16:00 | 8:00 |
| Sickness                  |       | 7:00  |      |       |      |
| All Other Paid Absence    |       |       |      |       |      |
| All Other Unpaid Absence  |       |       |      |       |      |

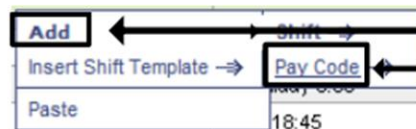
Select pay period to view hours submitted on STAR



## Processing IGNITE hours on STAR

# RIGHT FIRST TIME PAY: PROCESSING IGNITE

- You **MUST** follow the below process to credit the hours back for your colleague on IGNITE training
- If their Ignite dates have changed to a different week - sign them off as approved unpaid leave for their contract hours until their course starts.
- You will only be reimbursed for the hours the colleague attended. If your colleague only attends part of IGNITE, their schedule must be updated as the store will only receive credit for the amount of hours the IGNITE team confirm the colleague was there for.



### STEP 1:

Right click on a colleagues shift box within STAR, select "Add" followed by selecting "Pay Code"

### STEP 2:

Select the pay code: "UK Out Of Store Training"

Select the "IE-UK Ignite" option within the comments field

### STEP 3:

Enter a total of 29 hours split over 3 days for the colleagues IGNITE course. **The amount of hours for IGNITE will change for a Temp colleague. This will be communicated by the Work Force Management team nearer the time of resourcing Temp colleagues**

