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Workforce Management Roadmap Review

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Presented by





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John Hathaway

Director, Product Management

I joined ABS in 2007 from an NS customer to influence the direction of our products. Product is my passion – continuously improving our fleet management suite to solve the key business needs of our customers

Crew and Payroll Manager Roadmap Review

Overview

Recently Delivered

Near Term

Future Plans

Workforce Management Roadmaps: Crew and Payroll Manager



Roadmap Development

The Roadmap comes from multiple sources, with a focus on our existing customers

- ➔ Regulatory Requirements
- ➔ RFP/New Customer Request
- ➔ Sales & Account Management
- ➔ Customer Success
- ➔ User Groups
- ➔ Customer Enhancement Requests
- ➔ Customer Projects
- ➔ Technical Debt
- ➔ Emerging Trends in the Industry

Recently Delivered

- Crew Work Rest Hours
 - Calculation improvements
 - Simplified selection of effective rules
 - Screen Improvements
 - Introduced ILO format “Record of Hours of Non-conformance” report
 - Enhanced reports to optionally display 15-minute increments
- Interface Enhancements
 - Seaman Import
 - Seaman Export
 - Embarkation Import
 - Embarkation Export

Near Term

- Qualification Requirements
 - Qualifications Matrix by Crew Position
 - Define by Vessel status
 - Qualification enhancements: multiple passports/types, expiry, substitution
- Training
 - Ability to define training Courses & Classes
 - Multiple qualifications per course/class
 - Credit based on attendance, pass/fail or score
 - Training Equivalence
- Application and Hiring Process
 - Separate applicant record
 - Tracking of application lifecycle
 - Upon hire, applicant records automatically converted to personnel records
- Onboarding of new Personnel
- Enhancements to Travel Requests
- More than 20 new notifications
- Room Assignments & Station Bill/Muster List
- Assign Crew Coordinators by Position

Future Plans

- Performance Review Enhancements
- Disciplinary Actions
- Grievances
- Promotion Management
- Repatriation Management
- Termination Process
- Travel Agency Interface
- Self service Portal
- LMS Integration
- Crew forecasting and optimization
- Web Transition
 - Currently in preview from 6.5.26
 - Launch target late Q1/early Q2 2024
- Crew Manager as a standalone or integrated solution

Vision

To provide a fully qualified and documented Crew, supporting compliance & management efficiency, delivering a full Maritime HR solution.

Recently Delivered

- Interface Enhancements
 - Voucher Export
 - Voucher Import
 - Allotments Export

Near Term

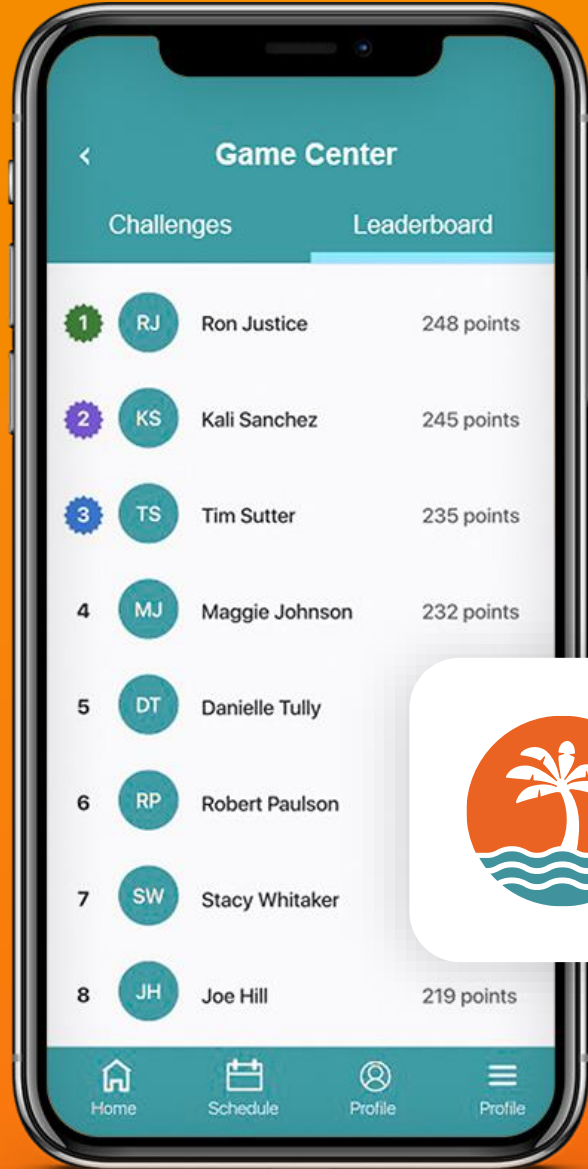
- Defined Pay Periods & Holidays
- Hourly Payroll
 - Timesheets by Service
 - Ability to auto populate earnings types and hours
 - Premium pay in addition to hours worked
 - Approval process
- Leave Tracking
 - Ability to track multiple Leave balances
 - Leave balances tracked in days or hours
 - Ability to accrue Leave on Shoreside Activities
 - Periodic Leave accruals, e.g. annual Leave, Sick Leave, etc.
 - Leave Request and Approval Process
- Assign earnings to Projects
- Rule-based earnings
 - Sailing out of Rate
 - Overdue Relief Pay
 - Hazardous Duty
 - Wage variations: Holidays, Weekends, etc.
- Payroll Registers & MGAs

Future Plans

- Advanced payroll rules
 - Automatic calculation of overtime
- Seasonal Pay
- Full YTD Adjustment Interface including Leave adjustments
- Voucher Stewardship & Reopen
- Timesheet revision/correction after approval & payment
- Tighter integration of timesheets with Roster scheduling
- Enhancements to interfaces to better support third-party Payroll processors
- Web Transition
 - Currently in preview from 6.5.26
 - Launch target late Q1/early Q2 2024
- Crew & Payroll Manager as a standalone or integrated solution

Future Discussion





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