

BIPO Helps East Marine Improve Business Efficiency



Established in 1986, East Marine is a trusted specialist in dredging and marine engineering works. Over the years, the company has grown from a mere 2 unit dredger fleet to a total fleet size of more than 80 vessels and has been participating in numerous mega marine projects worldwide. It often provides expert and customised solutions to clients, establishing its distinctive trademark for its technical ability and reliability.

Challenges Faced

- Employees used time card for manual attendance recording by line supervisors onboard vessels and in site offices.
- There is a lot of manual interpretation and calculation of attendance data by payroll administrator, making the HR process difficult to manage with limited information.
- The current leave administration is totally manual. There is no online system for leave application and approval and the HR team spent a lot of time in entering leave records and tracking balances.

Solutions Offered

- With BIPO attendance, payroll, claims, leave management and business intelligence solutions, the company was able to cover HR management from administrative to strategic functions with highly configurable policies and workflows to ensure flexibility, and scalability.
- By deploying our HRMS cloud-based system, the company is ensured at least 99.5% uptime.
- Our Business Intelligence tools offer multi-dimensional views of the HR analytics in the interactive graphics and tabulated format.

Results

- The HR team now experiences real-time, clear and actionable employee information and the risk of having human errors is greatly reduced using integrated automated processes.
- There is assurance of statutory compliance at all times as our HRMS prompts updates to changes with minimum disruption.
- We achieved an average quantitative time savings of 61% and total yearly cost savings of S\$66,000.

Another Happy Client!

“BIPO integrated HRMS allows us to better manage manpower, regardless of the physical location of our vessels which includes overseas projects. Automation means paperless; this is more environmental friendly and makes tracking of applications and approvals much easier to trace.”

— Lena Teo, Group Director

“Changes are always preceded by dissatisfaction as people are often forced outside of their comfort zone. With that, we understand how these changes affect employees and are aware of their ‘emotional pain’. Mindfulness and patience was shown by the BIPO team during the implementation and we are very grateful.”

— Anne Chua, HR Manager