



"Once we got it, staff couldn't live without People First."

Karen Sturgess,
Director at Waterline



Customer
Waterline



Sector
Distribution



Number of employees
130



Products supplied
People First

About Waterline

Kitchen trade supplier Waterline distributes across the UK. With many of their 130 employees working remotely or on the road, Waterline needed a way to connect employees and streamline their HR processes.

Time for a unified solution

Before implementing People First, Waterline didn't have an HR system in place. Everything was on spreadsheets or paper files, which was very-time consuming for their HR team. Their previous payroll system required lots of manual interventions, leading to inefficient processes and complicated calculations. They knew they needed one central HR and payroll system that would automate manual processes and save time in the long run. This is where People First came in.

"Nobody had an integrated system like People First – everything else seemed clunky. You were on a pedestal compared to everyone else."

Karen Sturgess,
Director at Waterline

Smooth implementation

Implementation of People First was efficient and stress-free with support from MHR. Waterline's Director Karen Sturgess said, "Every meeting working with the consultants we achieved something. We were blown away with every single meeting that we were continually moving forward and could see the platform coming to life."

Tangible results

From spending multiple days every month checking and calculating payroll to having a system that automates the process, Waterline's HR team has been able to save time and cut manual tasks with People First. The mobile app allows employees to view their pay in real time and access their payslips from anywhere, which has improved their financial wellbeing significantly.

People First also plays a key role in Waterline's internal communications strategy. Employees love the org chart as it gives them visibility of every person and their role within the organisation. With the newsfeed functionality, they can welcome new starters, celebrate retirements or recognitions, and post important business updates.

Key benefits

- Automated, real-time payroll
- Visibility on organisational structure with People First's org chart
- Connecting a dispersed workforce with the newsfeed
- Digital transformation of HR processes

" We would 100% recommend People First, not only the platform, but the support staff are brilliant. "

Karen Sturgess,
Director at Waterline

