

Harmony Gold: Rostering Transformation. A case study

At a glance

Harmony Gold is a world class gold mining and exploration company with mines across the world. At their Papua New Guinea mine site, Harmony Gold engaged Cru Software to assist with the rostering of more than 2500 full time employees and contractors. Discover how Harmony Gold improved operational efficiency, reduced costs and increased productivity with Cru Rostering.

Key results

Critical to Harmony Gold was improving the overall productivity of their mine. Without a clear line of sight on the entire operation, it was difficult to know who was where and which tasks they were performing. Thanks to Cru Rostering, Harmony Gold was able to lower their rates of absenteeism and increase operational efficiency and savings.



53%

Reduction in absenteeism



50%

Reduction Admin hours



MILLIONS+

Operational savings

CHALLENGES



Absenteeism and low visibility over the workforce left Production goals unattainable for Harmony. Further challenges for Harmony included rostering the workforce with manual, disconnected Excel spreadsheets, bilingual requirements, remote locations, inability to see real-time changes, and poor visibility into the workforce's movements. Complicating matters was the onset of the global covid pandemic, and the constantly changing quarantine regulations.

INTEGRATED SOLUTION



Harmony Gold implemented our web-based CRU rostering solution for their remote operations that streamlined workforce planning and the data capture of staff movements. This combined with their new biometric site access system and additional integrations with their existing HRIS & payroll software creates a unique workforce management ecosystem.

BENEFITS



1

Accountability through visibility

Establish the visibility of your team with Cru Rostering Dashboards, which give your key decision-makers a 360-degree view of operations and resource utilisation.

2

Simplified workforce planning

Rapidly create rosters in minutes. Easily manage and communicate with your entire workforce roster from one platform, no matter where they are.

3

Mobile workforce

The Cru Worker App leverages your investment in Cru Rostering allowing you to easily communicate rosters, worker availability, travel & react to real-time changes.

4

Integrated Solutions

Cru Rostering provides the ultimate workforce management solution by allowing you to share data with other business-critical systems and partners.

+61 7 3252 0810

www.crusoftware.com

www.linkedin.com/company/cru-software

Read the full Harmony Gold Case Study:
www.crusoftware.com/successstory