

## Bachy Soletanche manages comprehensive payrolls and cost allocation with tailor-made IPL HRMS

### Leading Geotechnical Specialist in Hong Kong

Bachy Soletanche Group Limited (Bachy) is the leading geotechnical contractor in Hong Kong, combining the global competence of the Soletanche Bachy Group with local knowledge to provide design and construction services in the ground engineering field. Incorporated in Hong Kong since 1973, Bachy has been engaged in many major infrastructure projects and developed a corporate culture of prioritizing safety and prudence.



**BACHY SOLETANCHE**  
法國地基建築公司

### Comprehensive HRMS with Industry-specific Customization

Since early 1990s, IPL HRMS has been Bachy's partner of choice for managing its human resources (HR) involving various projects and contractors and numerous site workers. Over the long established partnership, Bachy has maintained high consistency, accuracy and efficiency in its HR processes through the IPL HRMS core system, providing robust functions for the essential human capital, leave and payroll management. The IPL HRMS service team also works closely with Bachy through on-site support and face-to-face meeting for better maintenance services.

To manage dozens of projects carried out in various construction sites involving countless workers with varying rosters, IPL HRMS customized the iTimeSheet module for Bachy. The web platform allows on-site administrative staffs to mark the attendance, including in & out time and allowance for each construction worker. With auto-synchronization, in-house HR staffs can check and verify their attendance records through the core system, which can then facilitate the calculation of payrolls and further OT allowance.

To cover all necessary information under a user-friendly interface, IPL HRMS customized a ledger report which includes costing codes, payment codes and other specific information required by Bachy. The ledger report allows HR personnel to calculate cost on project basis with high accuracy and do integration with the finance department on cost charging to different cost centers.

## Enhancement for Higher Usability

With the trend of browser responsive and compatible design, IPL HRMS is going to carry out a large-scale revamp on the whole system, from re-writing the codes in new language for supporting multiple browsers, to optimizing the logic and functions for higher user-friendliness. A batch import function will be added to the iTimeSheet module, so that on-site staffs can directly upload roster spreadsheets even on construction sites with unstable network connection. For going paperless and improve efficiency, payslips and tax returns will be in e-form and sent to staffs through email automatically, which will minimize a lot handling and administrative cost.

## Long-term Partnership Built with Reliability

Throughout the long-term partnership, Bachy is satisfied with the reliable performance of IPL HRMS in both technical expertise and service level. Ellen Soo, Human Resources Manager of Bachy, said, "We recommend IPL HRMS since the system is built with a clear logical workflow and highly customizable modules that fit our



construction industry. The intuitive user interface makes sophisticated functions and features approachable and allows efficient day-to-day processes of my HR team. The strong IPL HRMS technical support provides timely and tailor-made updates upon changes in regulations and our specific requirements."