Casual staff onboarding: preparing your business for Christmas

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The key challenges when onboarding seasonal staff

The key to dealing with the Christmas chaos is streamlining your onboarding and induction process.

For many businesses, the Christmas holidays represent 'silly season', and that means many look for extra help in the form of Christmas casuals.

With such a competitive labour market and the peak period fast approaching, it's crucial to ensure you have processes to seamlessly onboard staff, allowing them to hit the ground running in the countdown to Christmas.

Onboarding new employees is all about efficiency. The most successful businesses have a thoughtful, well-planned onboarding strategy. One that leverages technology to remove paperwork, build customised experiences and automate the entire process.

Thankfully, Roubler's all-in-one workforce management software provides businesses with just that.

Challenge 1: Legacy systems and processes

Speed, efficiency and accuracy should be key considerations when onboarding seasonal staff.

Unfortunately, many still onboard new employees using dated systems, or worse, rely on receiving physical copies of paperwork.

All too frequently, this results in the hiring manager having to chase for additional, missed or incorrect information with little time to spare.

As a result the hiring manager is burdened with additional pressure and employees may not feel as confident going into the busy festive season.

Challenge 2: Compliance data that doesn't sync

It's a common misconception that compliance starts at payroll. In truth, it starts at onboarding, if not before.

Onboarding is your first (and best) chance of recording crucial employee data that will form the backbone of your business and its ability to meet compliance obligations.

Despite this, many businesses rely on disparate systems and processes for different stages of the employee lifecycle.

This results in data being lost or not recognised at crucial points such as rostering or payroll. Blunders like this can easily result in compliance breaches.

Challenge 3: One size fits all approach

Different roles require different qualifications, skills and certifications.

Similarly, different locations require different licences, have different rules and different policies they may wish to make new employees aware of.

Yet, when onboarding, many businesses use the same workflow for all employees, regardless of their role or location.

This 'one size fits all' approach can lead to vital information being missed or lost, compliance issues forming later on, and more generally, a confused employee experience.

Challenge 4: The last-minute scramble

With little time to onboard and train staff, hiring at Christmas can be a nightmare for some.

Last minute scrambles to gather the right information and train employees can cause all sorts of inefficiencies that could easily be avoided with the right system and processes in place.

Furthermore, seasonal employees will be eagerly awaiting their first pay packet so setting them up on payroll needs to be fast-tracked.

Without a system like Roubler in place, teams are already at a disadvantage before the crowds have started.

Creating efficient onboarding practices for a great employee experience

End-to-end automation

Roubler's employee onboarding software automates the employee onboarding process without the need for paperwork or manual data entry. Thanks to our all-in-one workforce management system, all data flows seamlessly to rostering, time and attendance, payroll and beyond.

Compliance embedded from day one

With Roubler, compliance doesn't just begin with payroll, it's best practice embedded throughout your business. During onboarding, managers can mandate that new employees in certain positions or locations supply specific documentation or qualifications. These requirements synchronise through to the roster process and will block any employee from working a shift unless they meet the requirements. As a result, it helps you avoid instances of non-compliance from day one.

Multiple and custom workflows

One size doesnt fit all when it comes to onboarding new employees. Roubler recognises that businesses can operate over different locations and different positions may have different requirements. That's why we enable you to create as many different workflows as your require which are all completely customisable to your employees' needs.

Live progress tracking

We understand how important it is to get your employees up and running as smoothly, and as quickly as possible. Roubler's onboarding function has live progress tracking, so you can monitor your new employees progress, recognise if they are stalling and jump in to help them where possible.

Customised training for employees

With Roubler, you can incorporate employee induction training into onboarding, to help new hires prepare for their role. You can build out a training program that includes video content, documents, and other course content to ensure employees complete the necessary training before their first shift.

Rehire casual employees with ease

Finding reliable workers that understand your business can be difficult. Roubler recognises this and makes it easy to rehire staff that have previously been onboarded in the system. This helps streamline processes, remove blockers and means onboarding is so easy that you no longer dread the Christmas casual season. Terminated employees are archived with their information saved on file, ready to be rehired within a few clicks.

One seamless system. Business-wide impact.

Roubler enables business-wide efficiencies by bringing together everything you need to recruit, onboard, schedule, manage and pay your staff in one seamless system.

Roubler + HG Retail (IGA)

HG Retail operates 16 IGA stores across Australia. They first implemented Roubler in 2017, creating technological efficiency across the business and enabling them to deliver on their promise of "Good food, great people".

The HG Retail leadership team was faced with the challenge of managing the day-to-day rostering, time and attendance and payroll of more than 500 staff, while maintaining their close-knit culture.

By allowing staff to onboard themselves and manage their own availability, Roubler enabled managers across HG Retail to lead from the front and focus on the employee experience that is so valuable to their team.

Roubler's cloud-based software provides the power of one seamless system for all your workforce management needs. It includes everything you need to recruit, onboard, roster, manage and pay your employees.

Our unique all-in-one solution simplifies day-to-day operations, increasing efficiency and driving employee productivity.

With Roubler, HG Retail has:

- A seamless and easy-to-use rostering system
- Improved employee communication via the mobile app
- Total visibility over wage spend and labour costings
- Complete transparency across locations
- Comprehensive training for all managers and staff.

All-in-one workforce management

Roubler is a unique workforce management solution trusted by businesses all over the world including IGA (HG Retail), Estee Lauder, WHSmith and MAC.

We'll help you to recruit, onboard, schedule, manage and pay your staff, all while providing data clarity and real-time analytics across every aspect of your workforce.

We bring you true peace of mind, knowing that Roubler's always-on compliance and risk management tools are with you every step of the way.

By harnessing the latest AI, machine learning and automation we are providing a new depth of insight and intelligence, and shaping the workforces of tomorrow.

Want to find out more?

Call us on +61 1300 833 137
or email info@roubler.com

Recruit

Find and attract the very best talent to join your team.

Onboard

Automate employee onboarding and go paperless.

Roster

Create efficient rosters with a single click.

Manage

Manage employees seamlessly at every stage.

Pay

Enjoy peace of mind with built-in compliance.

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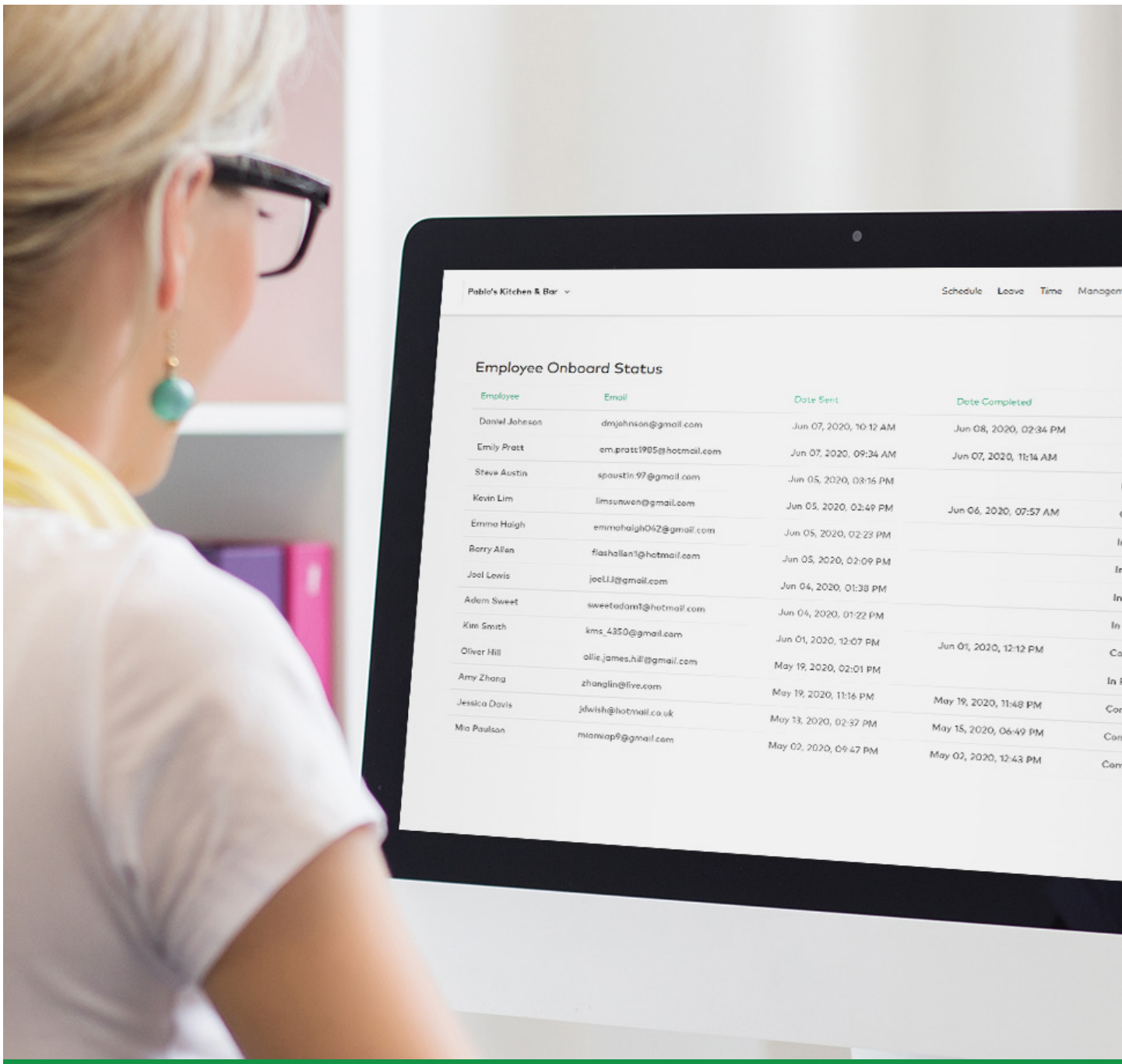

Find out more

Want to learn more about creating cost efficiencies?

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