

PEOPLE, PAY AND WORKFORCE MANAGEMENT FOR THE MANUFACTURING PLANT FLOOR

Designed for multi-site operations, complex shifts
and the reality manufacturing day-to-day.



When skills are scarce, shifts are complex and production cannot slow down, connected HR, Pay and Workforce Management helps manufacturers reduce friction, protect compliance and keep operations moving with confidence.

Unlimit what's next for people and performance.



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THE MANUFACTURING PEOPLE CHALLENGE

In manufacturing, where every shift is engineered for output, quality and safe execution, disconnected HR, scheduling, and pay processes create avoidable noise in the system, pulling managers and teams into admin and correction work when their focus should stay on keeping production moving.

EVERY SHIFT HAS A PEOPLE EQUATION: THE DAY-TO-DAY REALITY

Across multi-site operations, manufacturing leaders are balancing fluctuating demand and shift patterns of real complexity, while also contending with skills shortages and retention pressure. Managers need to know who is available, who is qualified, who can safely step in, and how those decisions affect labour cost, compliance and output before disruption reaches the line.

WHERE THE PRESSURE BUILDS

The pressure in manufacturing does not come from one source. It builds across labour availability, scheduling complexity, pay accuracy and compliance, with each moving part capable of creating cost, delay or frustration if teams are forced to manage it manually.



SKILLS SHORTAGES AND WORKFORCE AVAILABILITY

The sector's skills gap is already affecting day-to-day operations: **99 percent of manufacturers say access to skills will shape their future growth plans**, while **55,000 long-term vacancies are costing the UK manufacturing sector £6 billion in lost output each year**. When a qualified machine operator or maintenance engineer is unavailable, managers need to know quickly who can safely step in, without compromising compliance, quality or line performance

SHIFT PATTERNS THAT CHANGE CONSTANTLY

Absence, maintenance windows, order volume and line priorities can all reshape the week's labour plan. That creates more admin time rescheduling shifts, greater reliance on last-minute cover, and higher overtime costs when managers are working without a joined-up view of people, skills and demand.

VARIABLE PAY THAT DEPENDS ON ACCURATE INPUTS

Overtime, premiums and role-based pay rules make payroll highly sensitive to timing and data quality. When updates are captured late or passed between systems manually, payroll teams spend more time validating exceptions and employees are more likely to question whether their pay reflects what they actually worked.

COMPLIANCE THAT LIVES INSIDE EVERYDAY DECISIONS

In manufacturing, scheduling decisions can affect fatigue risk, minimum rest, right-to-work compliance and qualification validity. That means the challenge is not simply filling the shift, it is filling it safely, legally and with confidence that the decision will stand up later.

THE OPERATIONAL COST OF FRAGMENTATION

When HR, Workforce Management and Pay sit in different systems, the business loses more than efficiency. It loses time, confidence and control, because changes made to keep production moving do not always flow cleanly into the next step of the process, and employees experience that disconnect through avoidable queries, uncertainty and pay issues.

MORE EMPLOYEE QUERIES AND ADMIN RERUNS

For instance, if an employee's hours change after a shift swap, but the update does not appear consistently across systems, HR and payroll then spend time checking records and correcting outcomes that should have updated automatically.

MORE TIME SPENT RESCHEDULING ROTAS

If, for example, maintenance issue changes labour requirements for the next shift, but managers cannot instantly see who has the right availability and qualifications, rescheduling becomes manual, slower and more expensive.

PAYROLL ERRORS CAUSED BY DISCONNECTED UPDATES

Let's say a supervisor approves overtime to keep a production line running, that information does not flow automatically into payroll, the result is rework for payroll teams and frustration for employees.

A POORER EMPLOYEE EXPERIENCE

When rotas, hours and pay do not align, employees are left chasing answers at the same time as managers are trying to keep the shift on track. Trust drops quickly when people cannot see accurate information in one place.



INTRODUCING ZELLIS FOR MANUFACTURING

Zellis supports manufacturing organisations by connecting the moments that matter, from onboarding and right-to-work to skills visibility, scheduling, time capture and pay day, while giving leaders the real-time visibility required to manage labour cost, overtime, anomalies and workforce readiness across production lines and sites.

WHAT YOU GAIN WITH ZELLIS



COMPLEX PAY, HANDLED WITH CONFIDENCE

Manufacturing payroll often has to account for overtime, premiums, allowances, multi-skill roles, split rates and holiday pay rules, all while staying accurate under pressure. Zellis helps teams validate those moving parts earlier, with real-time insight, anomaly detection and the controls needed to reduce rework and deliver dependable pay.



WORKING PATTERNS OF ANY COMPLEXITY, COVERED WITH CONFIDENCE

Manufacturing rarely runs on standard patterns. Rotating shifts, nights, overtime, shutdowns and short-notice changes all place pressure on scheduling. Zellis helps managers build schedules around real operational constraints, with labour demand forecasting, skills-aware scheduling, absence visibility and built-in compliance checks that support safe, cost-aware decisions.



HR OPERATIONS THAT KEEP PACE WITH CHANGE

New sites, site expansion, seasonal recruitment and new production lines all increase labour demand and HR complexity. Zellis helps simplify the operational load with workflows for onboarding, right-to-work, compliance activity, and qualification tracking, so HR teams can scale processes without scaling manual effort.



SELF-SERVICE THAT WORKS FOR FRONTLINE TEAMS

Many manufacturing teams are not desk-based, and many employees do not have regular access to central systems or offices during the working day. Zellis gives employees and managers mobile access to key updates around shifts, pay information, absence requests, company communications and everyday HR tasks, helping reduce queries overall while improving access, speed and data quality.



FINANCIAL WELLBEING THAT STRENGTHENS TRUST IN PAY

When pay varies with overtime, absence and shift patterns, clarity matters just as much as accuracy. Zellis helps reduce financial stress through early access to earned wages, clearer pay information and intelligent payslips that help employees understand changes and deductions more easily, reducing avoidable questions and improving confidence on payday.

WHAT TEAMS GAIN, SHIFT AFTER SHIFT

Manufacturing performance depends on repeatability, which means the most valuable gains are the ones that reduce friction every week, strengthen decision-making before issues escalate, and give each team more control over the risks that can quickly affect output, compliance or workforce trust



FOR OPERATIONS LEADERS

- Gain clearer visibility of labour costs, overtime trends and anomalies, so issues can be identified and resolved before they ripple into wider cost or coverage problems.
- Improve shift coverage through forecasting and scheduling that reflect demand patterns, operational constraints and skills availability.
- Spot staffing gaps and capability risks earlier, reducing reliance on last-minute agency cover, overtime and firefighting.

FOR HR TEAMS

- Automate onboarding, right-to-work validation and compliance workflows, helping standardise processes across sites without adding administrative load.
- Keep training, certification and qualification records in one place, with alerts for expiry and renewal so readiness is easier to manage.
- Communicate company updates more consistently to dispersed teams through mobile-friendly access points that fit frontline ways of working.

FOR PAYROLL TEAMS

- Use continuous recalculation, smart dashboards and anomaly detection to surface issues earlier, reducing rework and cut-off pressure.
- Strengthen governance in high-volume payroll environments with embedded validations and better visibility of exceptions before payday.

FOR MANAGERS AND SUPERVISORS

- Handle requests and approvals through simple self-service tools, keeping work moving without pulling managers away from the floor for avoidable admin.
- Schedule with more confidence using skills and qualification-aware support, so the right capability is in the right place without manual checking.

FOR EMPLOYEES

- Access rotas, payslips and HR information more easily through mobile self-service, reducing uncertainty and improving trust in everyday processes.
- Understand pay more clearly through interactive and intelligent payslip support, reducing the need to raise queries during busy production periods.

BUILT FOR MANUFACTURING COMPLEXITY AND COMPLIANCE

DESIGNED TO HANDLE HOW MANUFACTURING WORKFORCES ACTUALLY OPERATE

From multi-site factories to varied shift patterns and cross-skilled teams, Zellis is engineered to manage the complexity of modern manufacturing, including rotating shifts, night work, overtime premiums, multi-skill allowances and multi-site operations, with pay rules applied automatically so payroll remains accurate as patterns change.



COMPLIANCE THAT SITS INSIDE THE DAILY RHYTHM

Manufacturing scheduling sits within UK legal boundaries, including maximum weekly working hours, daily and weekly rest, and additional protections for night workers, and because fatigue risk increases on long and successive shifts, particularly at night, a robust approach benefits from compliance checks and alerts that help managers stay aligned with working time and minimum rest rules during day-to-day scheduling.

Zellis supports audit-ready processes through automated right-to-work validation, qualification tracking, licence renewals and pay governance, with risks flagged early so compliance supports continuity, safety and output rather than creating late-stage disruption.

REAL-TIME VISIBILITY THAT PROTECTS MARGINS

Aligning HR records, requests and payroll configuration ensures leave flows cleanly into statutory pay without manual intervention, creating a predictable and respectful experience across sites.

INTEGRATION THAT FITS YOUR ENVIRONMENT

Zellis supports integration with leading ERP, finance and production systems to provide a single, accurate view of workforce costs and operations, reducing duplication and supporting more precise decision-making across sites.

DON'T JUST TAKE OUR WORD FOR IT

My favourite thing is the access I have to our data in the background and the ability to feed that back to the business in useful ways.



Phillip Young
People Service Systems Technical Specialist

We've started to move away from asking basic questions like 'Did everyone get paid on time?' to 'How did we get there?'. We're achieving a greater depth of analysis, looking at factors such as the accuracy at different stages of the pay cycle, and how effectively changes were communicated within the team. This is helping us make additional process enhancements in key areas like payroll.



Darren Bartholomew
Head of HR Planning & Information Systems



We needed a platform that supported scalability and provided the scheduling flexibility that is so crucial to our business. The automation of our manual processes will not only save us time but also increase operational efficiencies across the organisation.



Nia Johnson
Human Resources Manager

SERVICES THAT KEEP EVERY SITE RUNNING SMOOTH

For manufacturers operating across multiple sites and shift patterns, external expertise can help protect continuity, reduce risk and keep critical people processes moving. read from the same rulebook, which reduces queries and removes ambiguity for variable-hours teams. HMRC's guidance for 2026 to 2027 is the anchor for these settings.



TECHNOLOGY IS POWERFUL, AND OUTCOMES DEPEND ON HOW IT IS DELIVERED

Zellis combines technology with expertise and partnership, supporting organisations with advisory, implementation and managed services, because consistent performance across multiple sites and shift patterns depends on operational readiness, adoption and continuous improvement rather than a single go-live moment.



ADVISORY SERVICES

Specialist guidance that helps align processes, governance and technology to drive efficiency, safety and performance across your operation.



PROGRAMME IMPLEMENTATION SERVICES

A defined, collaborative approach that supports multi-site and multi-contract set-up, focusing on adoption, accuracy and operational readiness.



MANAGED HR AND PAYROLL SERVICES

Specialists who ensure accurate, compliant processing for large workforces across multiple sites, supporting continuity through peaks, staff shortages and operational change.



FLEXIBLE EXPERT SUPPORT

Support that protects operations during peaks, new site onboarding and resourcing pressure, while reducing risk and freeing internal teams for higher-value work.



THE ZELLIS DIFFERENCE



BUILT FOR THE REALITIES OF MANUFACTURING WORKFORCES

Zellis is built for organisations managing multi-site operations, complex shift patterns, cross-skilled teams and the need for accurate pay under constant operational pressure. From labour forecasting and qualification tracking to payroll validation and mobile self-service, the platform is designed to help manufacturers reduce friction and keep production moving reliably.



TRUSTED BY MANUFACTURING ORGANISATIONS THAT NEED CONTROL AND FLEXIBILITY

Manufacturers across the UK have selected Zellis to help centralise HR, scheduling and pay, improve workforce visibility, and give employees easier access to the information they need through mobile-friendly experiences.



AI AND INSIGHT THAT FIT PLANT REALITY

Zellis brings together pay, HR and workforce data so leaders can monitor labour cost, overtime trends, anomalies and workforce readiness across sites, while ELLA and connected insight tools help teams spot issues earlier and act with greater confidence.



SELF-SERVICE THAT IMPROVES TRUST AND REDUCES ADMIN

Employees and managers can access rotas, payslips, requests and key HR information through mobile and self-service experiences that fit frontline working patterns, helping reduce queries, improve data quality and strengthen trust in everyday processes.

TAKE THE NEXT STEP

Bring resilience, accuracy and visibility to your operations, in a way that feels designed for plant reality, where operational continuity depends on skills coverage, safe scheduling, dependable pay and clear workforce insight across every site.

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UNLIMIT
WHAT'S
NEXT 

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