

DatumRPO

AGENCY
"HOW TO DO GUIDE"

DatumRPO

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HOW TO LOG INTO UNIVERSE

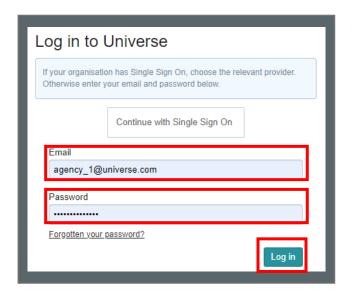
Signing In To Universe?



Open your web browser and go to Universe (<u>universe.datumrpo.com</u>). You will have already received your email address and password from IT.

The Universe application has been modified to allow users to use their normal network password for access. All other users will experience no change to the password they use.

On the first screen, every user is required to enter in their email address and password, then to click the **Log in** button.



TOP TIP - save Universe to your favourites tab in your browser so you can locate it quicker!



PLAN OVERVIEW

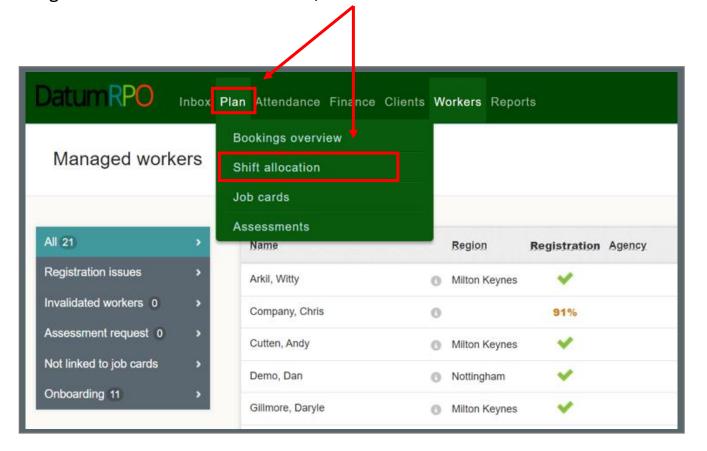


SHIFT ALLOCATION

Where To View Preferences On Shift Allocation?



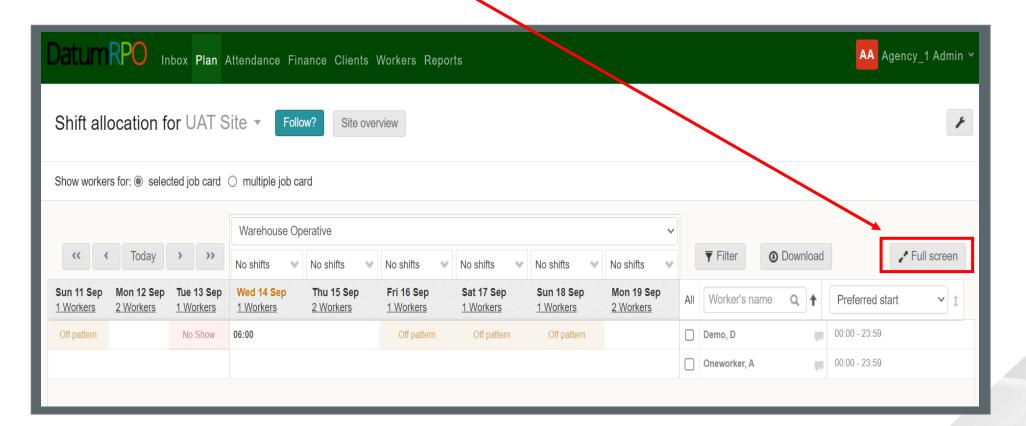
Log in to Universe & click on Plan, then Shift Allocation



Where To Change View Preferences?



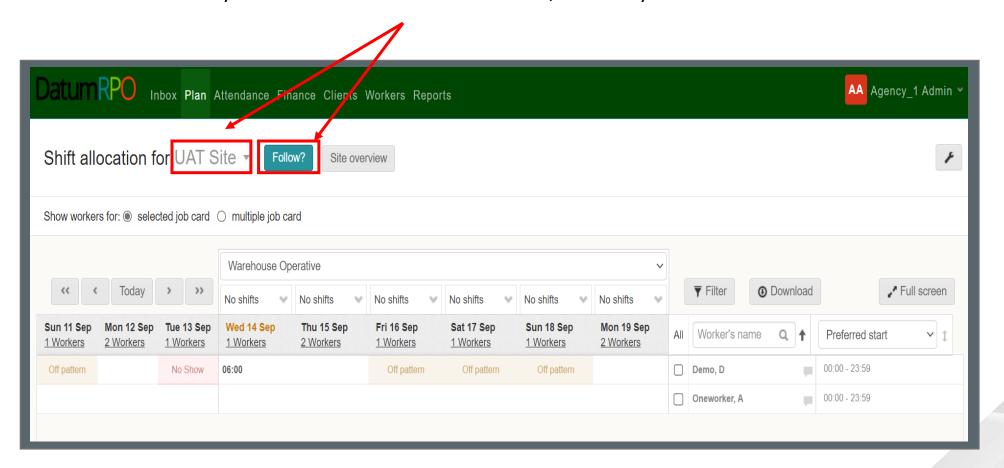
To extend your planner view click on 'Full Screen' – this will hide the top section of the page and allow you to view more workers at the same time



Where To View Sites And Follow?



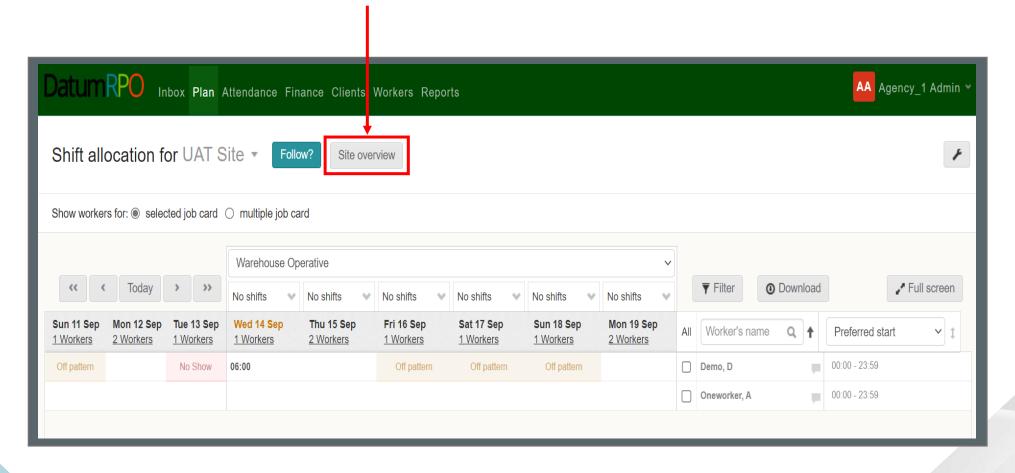
You can view and find your site from this location and follow/unfollow your sites here too.



Where To View Site Overview?



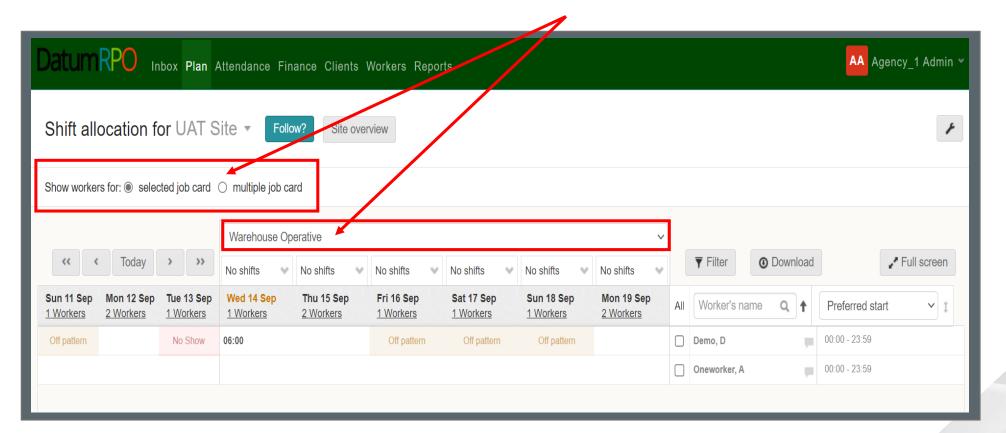
You can view a site overview of any unallocated shifts for your job cards.



Where To View Job Cards?



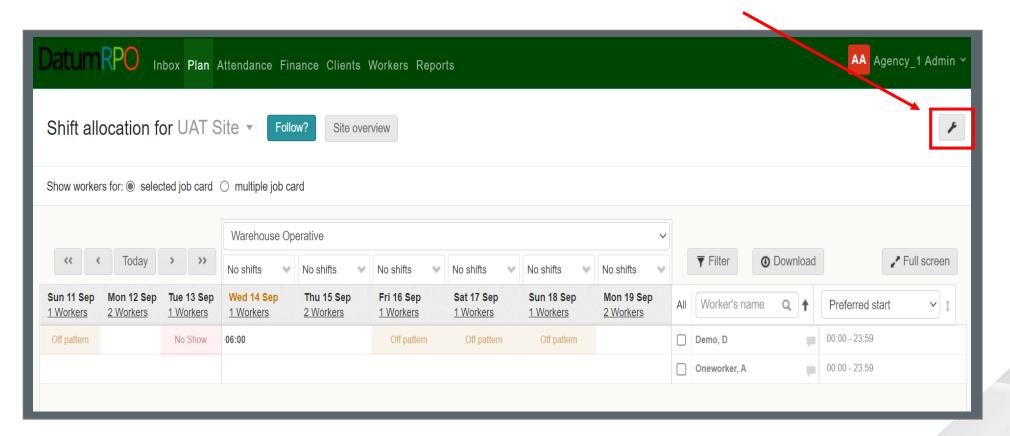
At the top of the page, you can view job cards by selecting all, unselecting all or selecting one job card. You can also select the specific job card you want to add shifts to from the dropdown.



Where To Set View For Published Shifts?



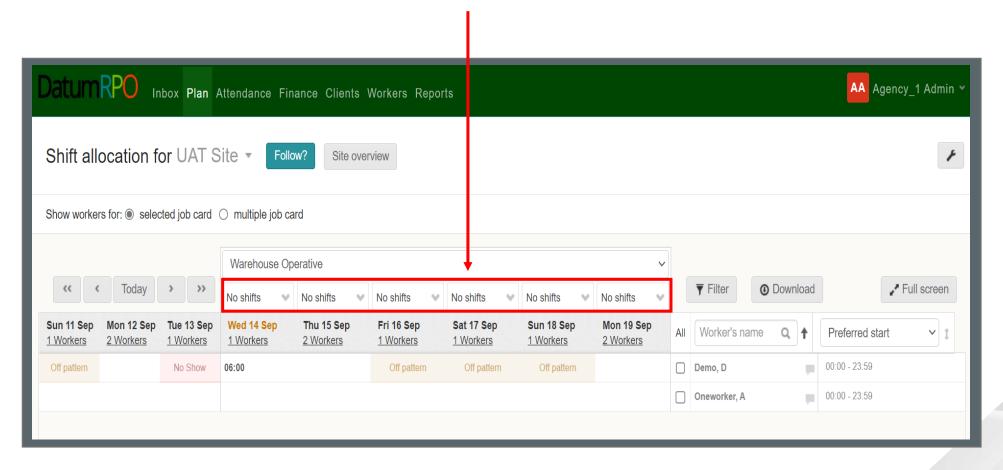
You can change your publishing preferences by clicking the wrench icon (you can go set this to 'publish straight away', or 'plan then publish' - we recommend to set this as plan then publish.)



Where View, Create Shifts & Allocate Workers?



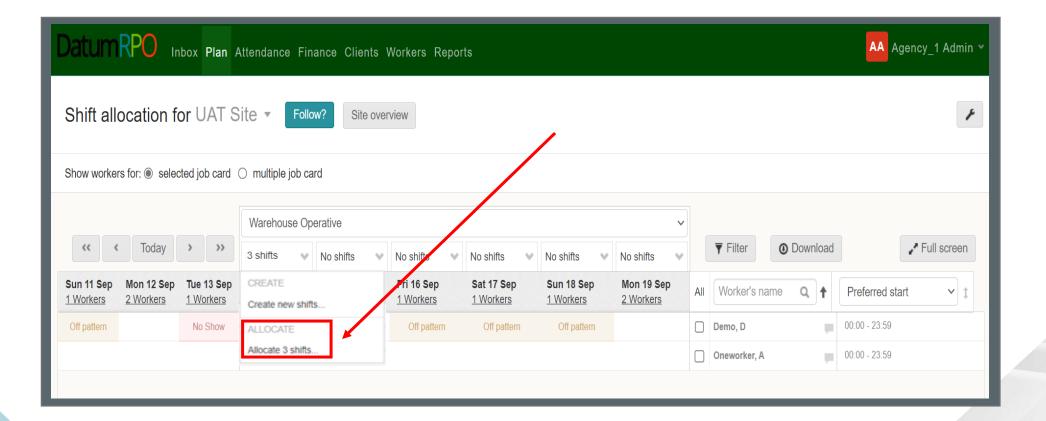
Next, you can view create shifts and allocate workers from here.



How Do I Allocate Shifts?



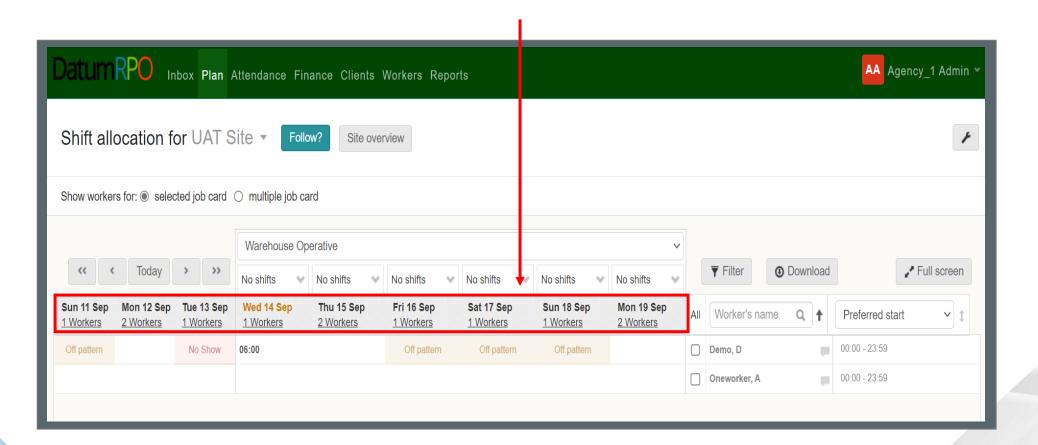
You will now see the shifts you have created, the option to create additional new shifts and the option allocate the shifts.



How To View Dates And Overview?



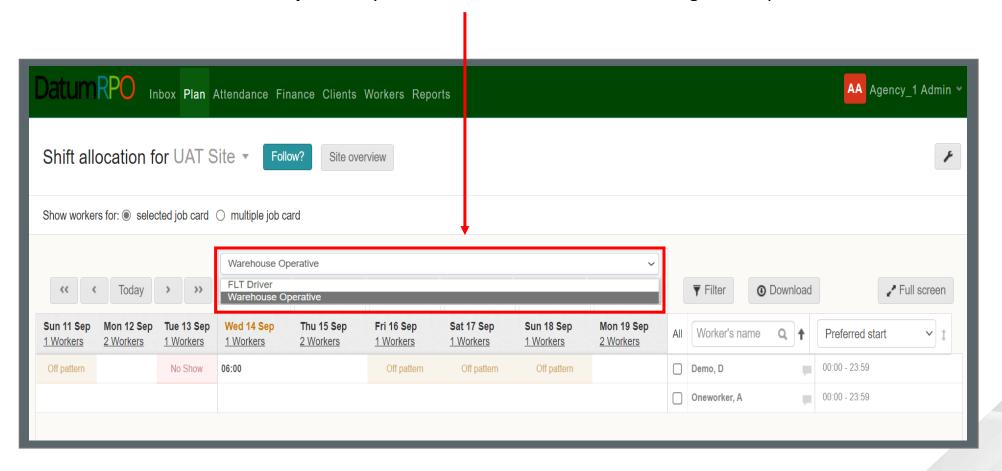
You can also view the date and day and if you click on workers, you will be able to view a real time plan.



How Do I View Created Shifts For Each Job Card?



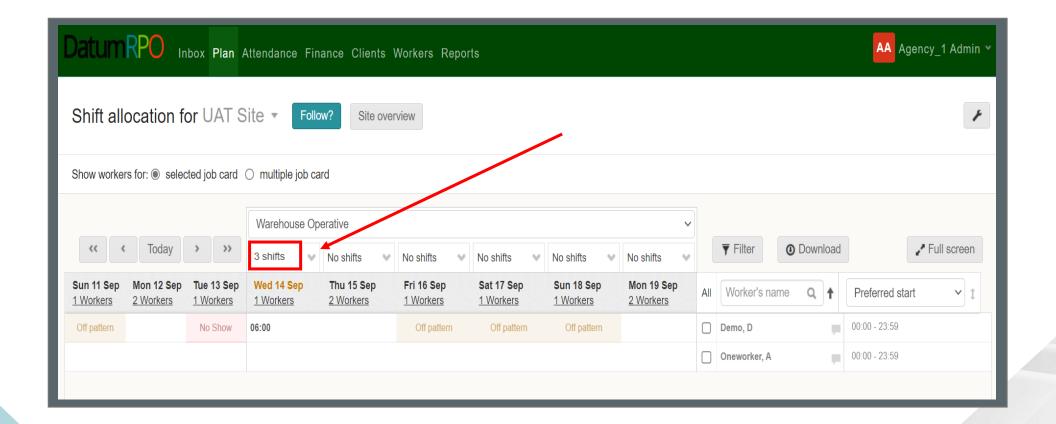
To create shifts, first select the job card you want to create the shifts for using the dropdown box.



How Do I View Created Shifts?



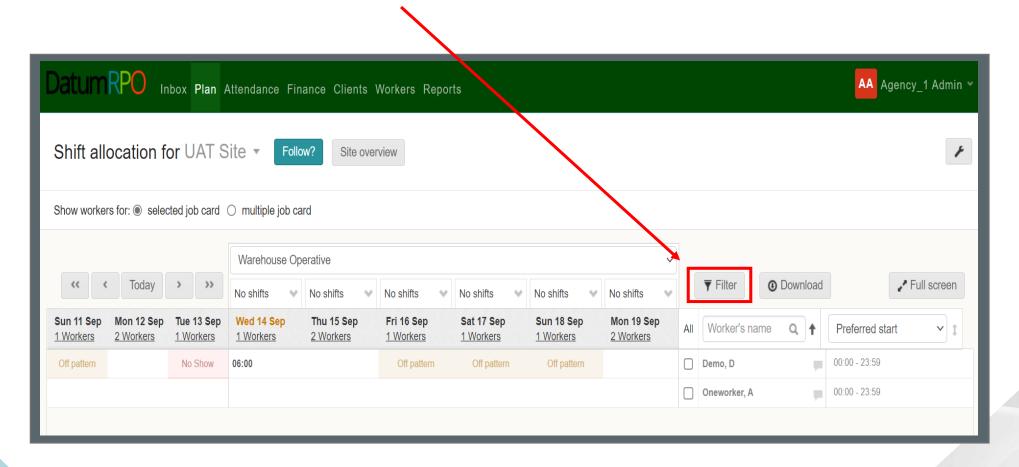
You will now see the shifts which have been created.



How To View Filters?



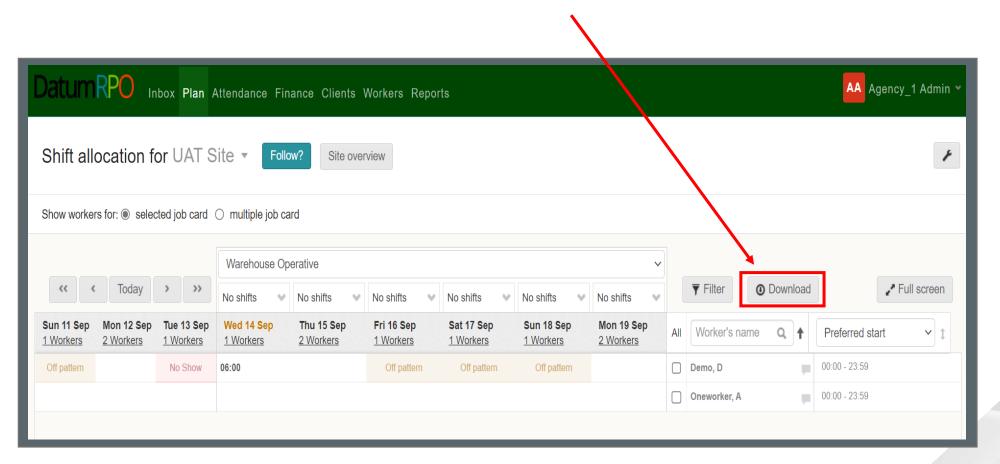
Across from dates you will see 'Filter'. There are many different filters you can use.



How To View Downloads?



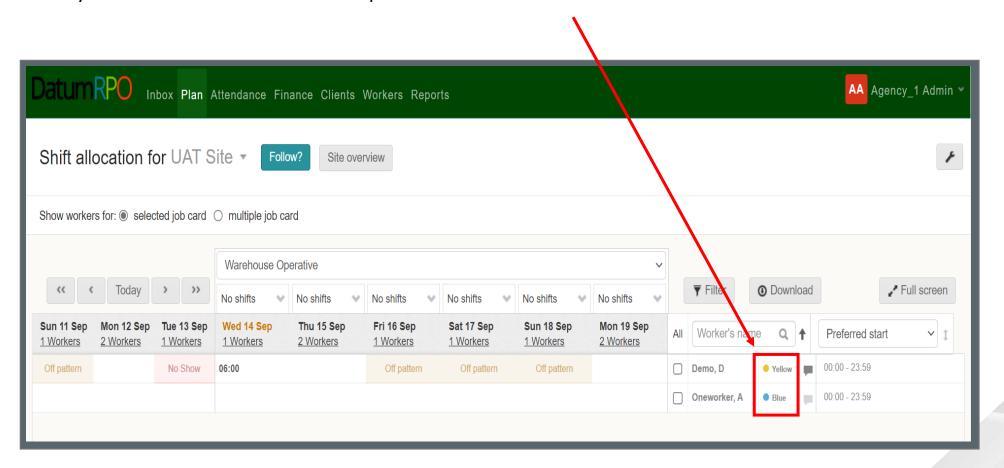
From here you can download the shift allocation plan as a CSV file.



How To View Colour Shift Patterns?



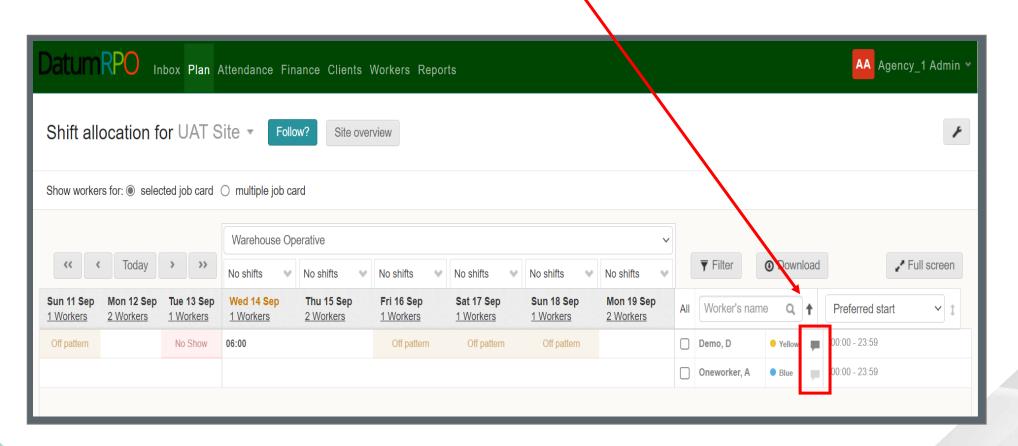
Here you can see allocated colour shift patterns associated to workers.



Who Has Notes?



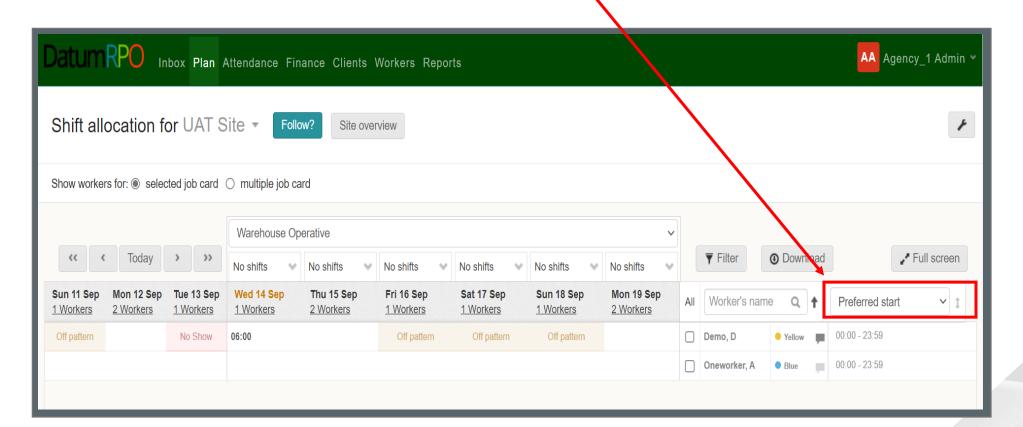
Here you can see if the worker has any notes on their profile – where a worker has a note, the message box will show darker.



Where To Find Different Information Filters?



Finally, you have a dropdown that has many options to choose from to see specific information about that worker.





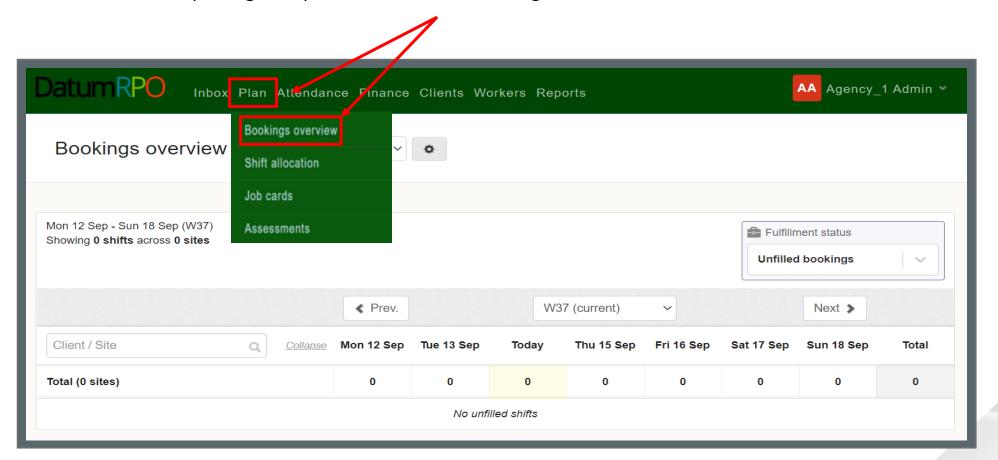
BOOKINGS OVERVIEW



BOOKINGS OVERVIEW PART 1

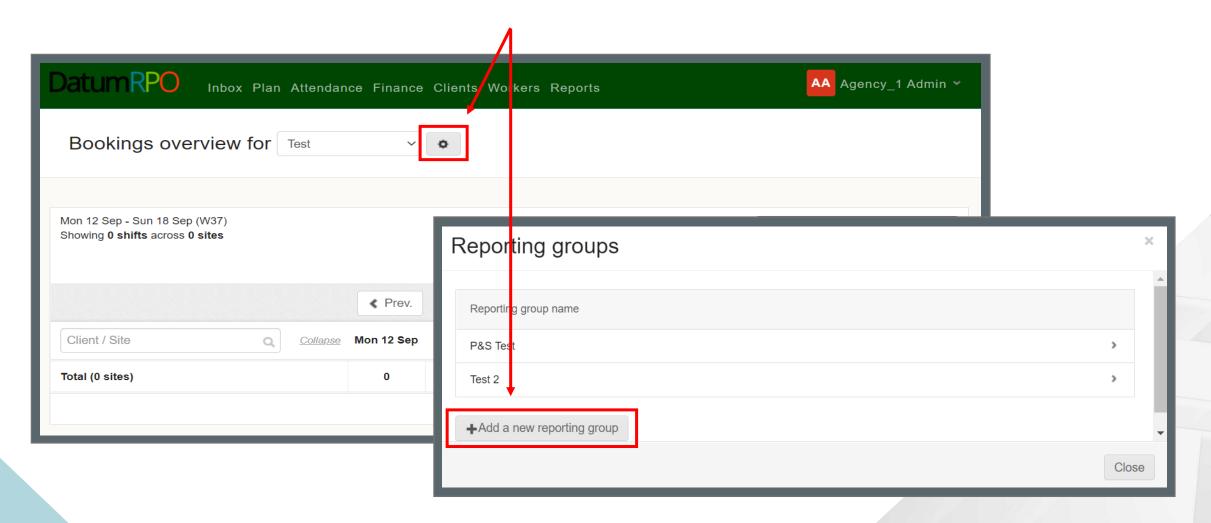


To create a New Reporting Group, click on 'Plan' & 'Bookings Overview'



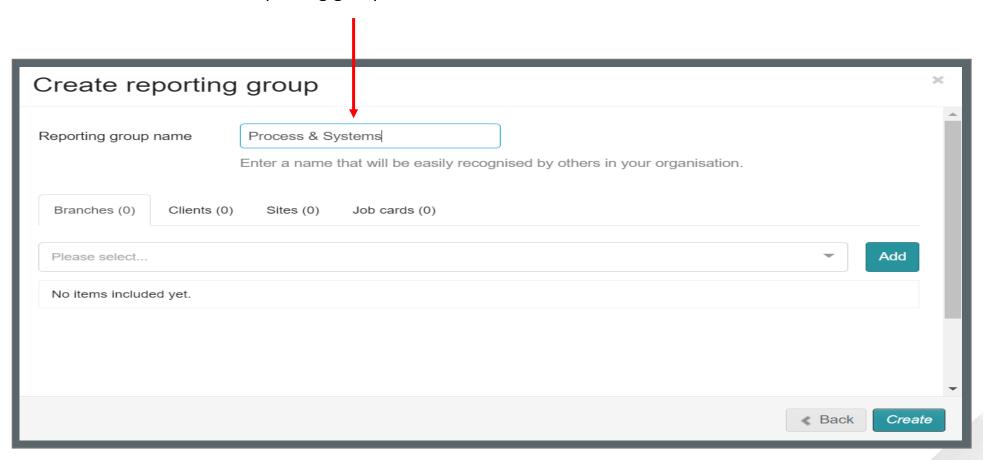


To create a new reporting group - click the cog icon o and select 'add a new reporting group' from the pop up.



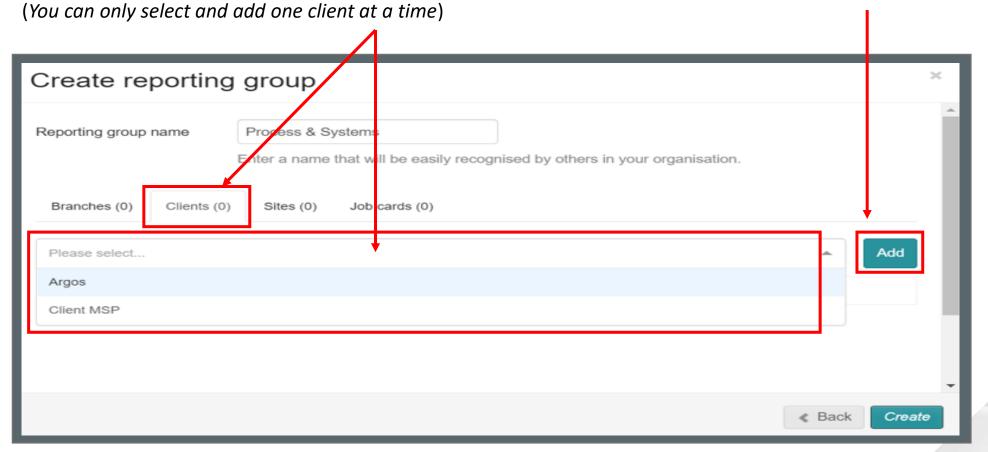


Enter a name for the new reporting group





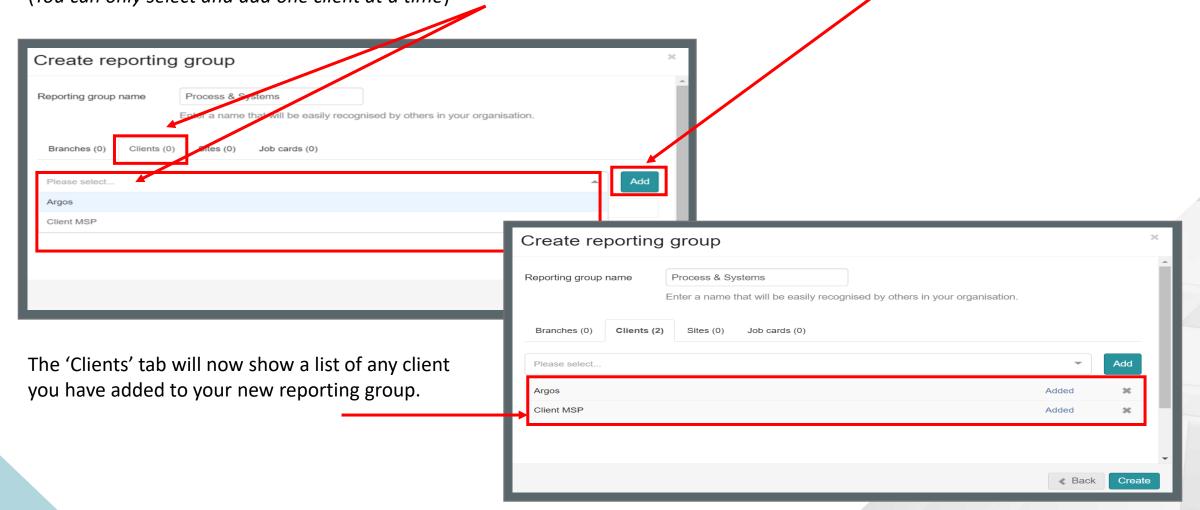
Next, select the 'Clients' tab and select your desired client(s) from the dropdown list followed by 'Add'.





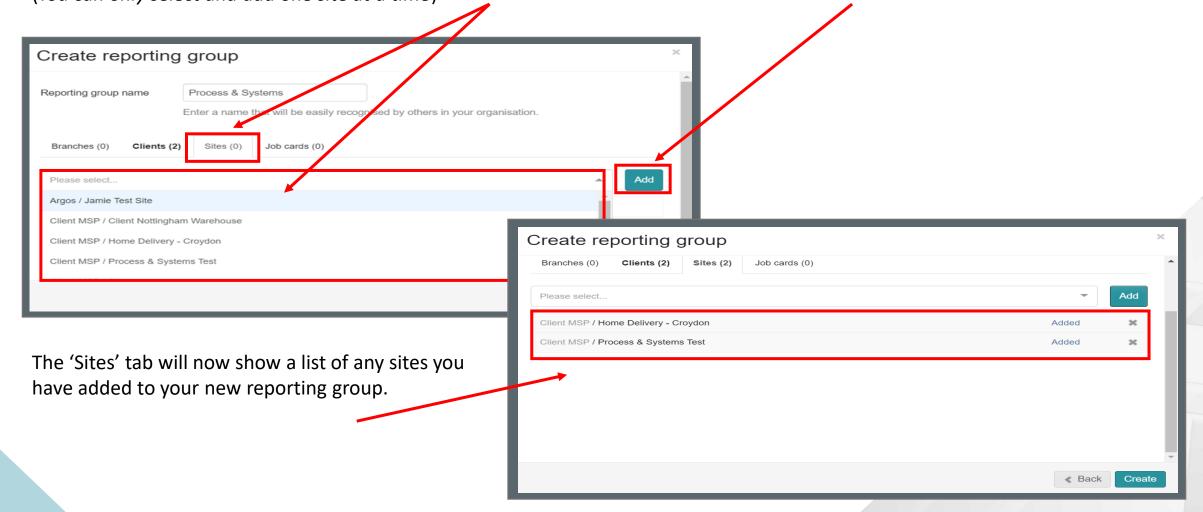
Next, select the 'Clients' tab and select your desired client(s) from the dropdown list followed by 'Add'.

(You can only select and add one client at a time)





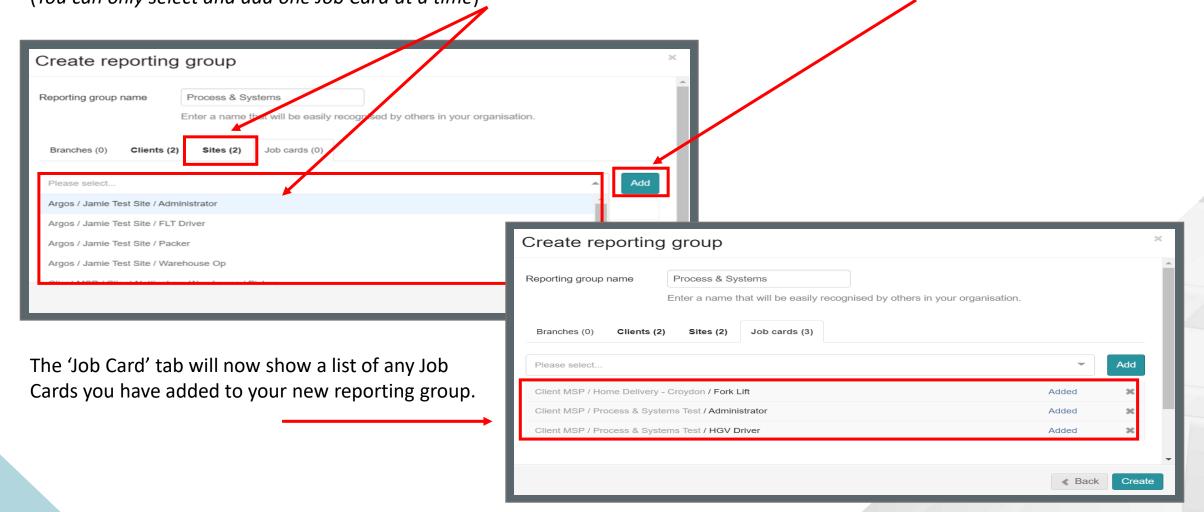
Next, select the 'Sites' tab and select your desired site(s) from the dropdown list followed by 'Add'. (You can only select and add one site at a time)





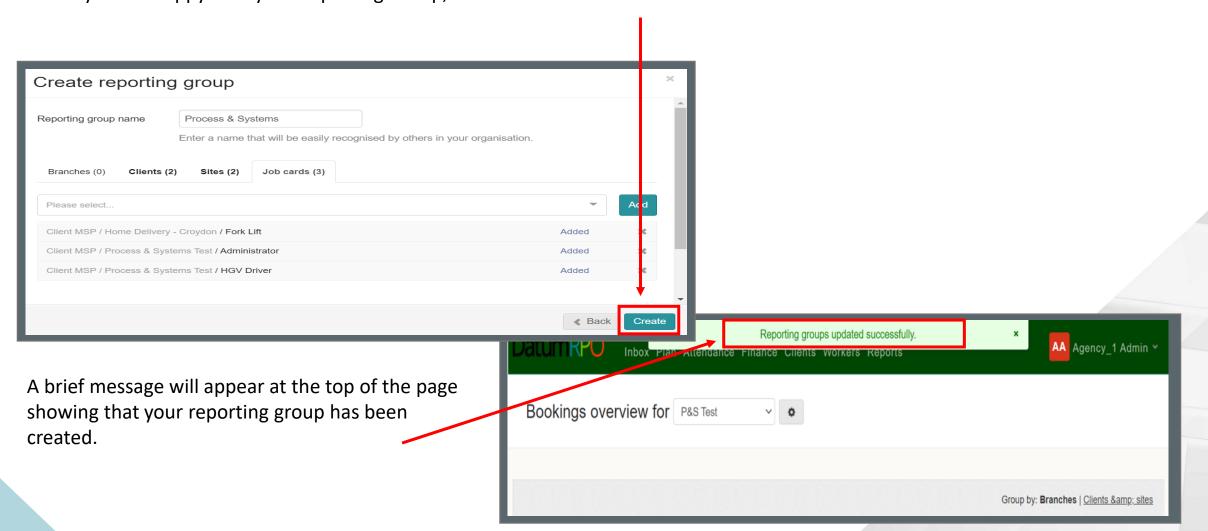
Next, select the 'Job Cards' tab and select your desired Job Card(s) from the dropdown list followed by 'Add'.

(You can only select and add one Job Card at a time)





When you are happy with your Reporting Group, click 'Create' to save it.



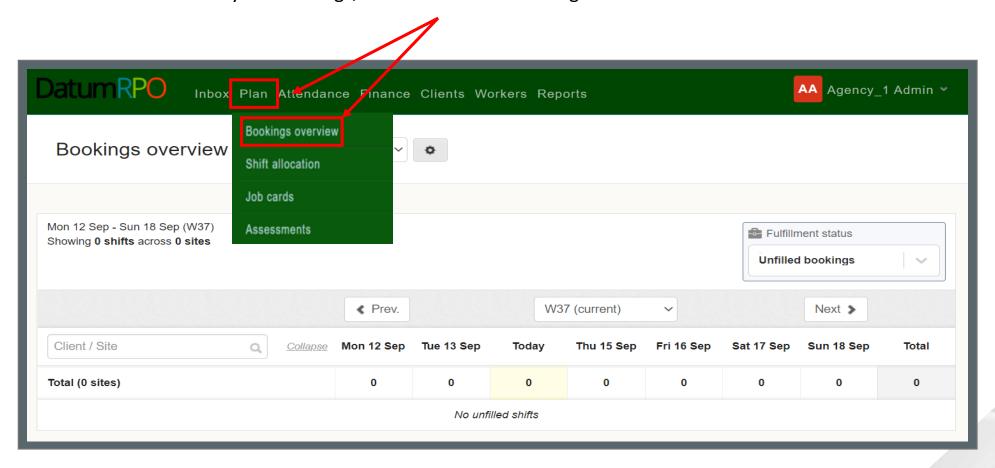


BOOKINGS OVERVIEW PART 2

Where Do I Find The Bookings Overview?



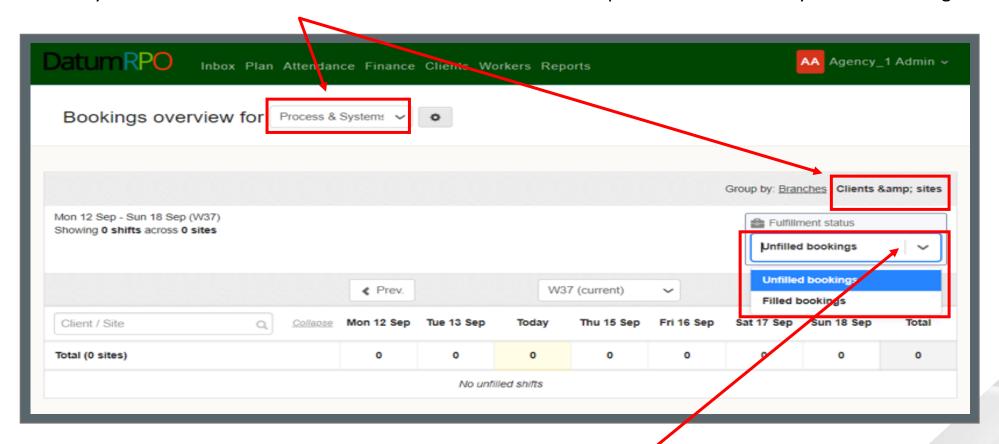
To view an overview of your bookings, click on 'Plan' & 'Bookings Overview'



How Do I View The Bookings Overview?



From here, select the Reporting Group you want to see the bookings overview for using the dropdown box & ensure you have 'Clients & sites' selected. You can now use the dropdown box to view any unfilled bookings.

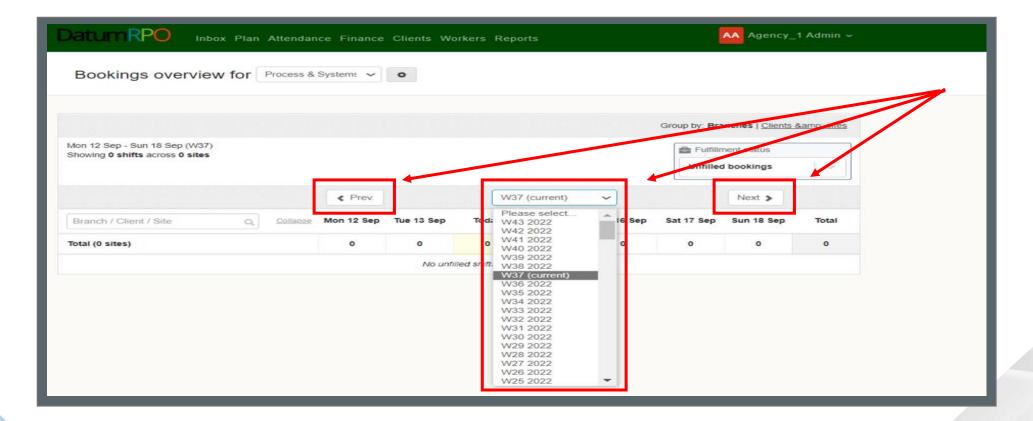


You can now use the dropdown box to view any unfilled bookings.

How Do I View The Bookings Overview?



You can change the week you are viewing by using the Prev. button to go back 1 week or the Next > button to go forward 1 week. You can also select the week using the dropdown box.



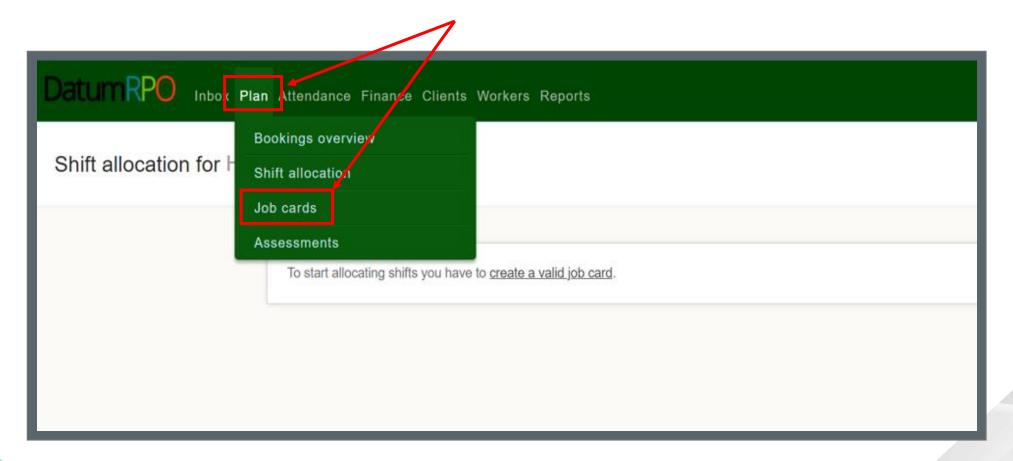


JOB CARDS

Where Do I Find Job Cards?



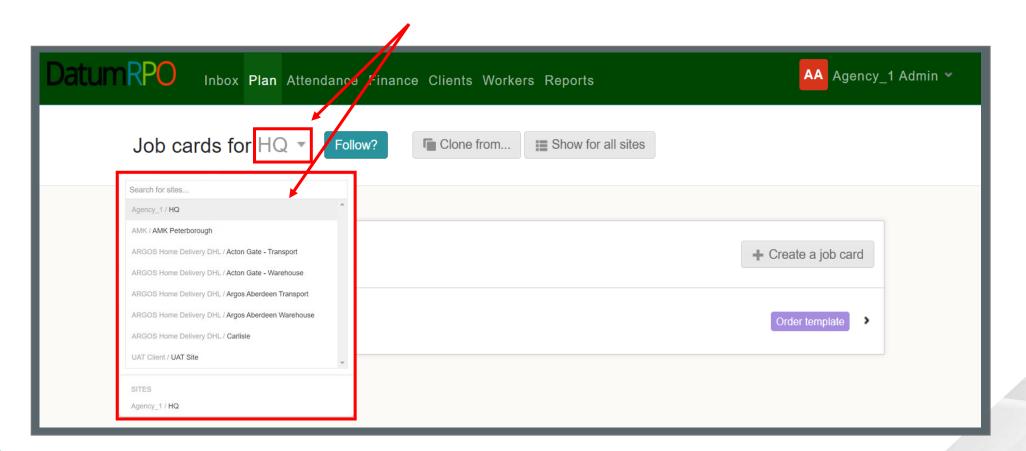
To view you job cards and order templates, go to 'Plan' and select 'Job Cards'.



How Do I Find Job Cards For My Site?



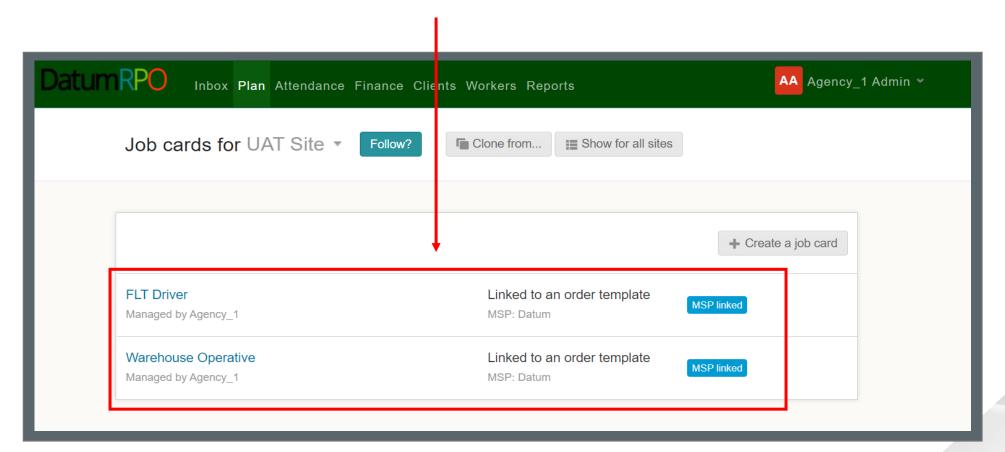
Select the site for the 'Job Cards' you want to view using the dropdown box.



How Do I Find Job Cards For My Site?



You will now see a list of the job cards for your chosen site.



How Do I Follow My Site?

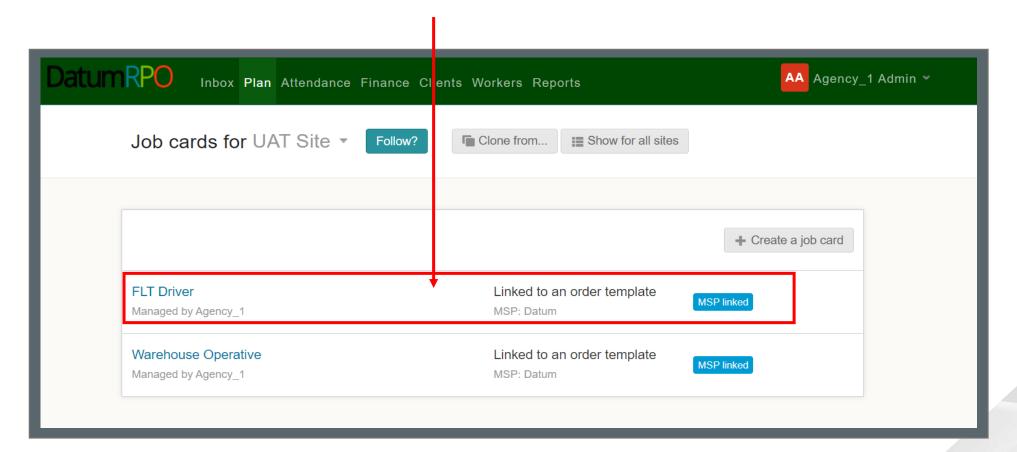


You can 'Follow' or 'Unfollow a site by clicking Follow? **DatumRPO** AA Agency_1 Admin ~ Inbox Plan Attendance Finance Clients Workers Reports Job cards for UAT Site ▼ Follow? Clone from... Show for all sites + Create a job card **FLT Driver** Linked to an order template MSP linked Managed by Agency_1 MSP: Datum Warehouse Operative Linked to an order template MSP linked Managed by Agency_1 MSP: Datum

How Do I View The Job Card Details?



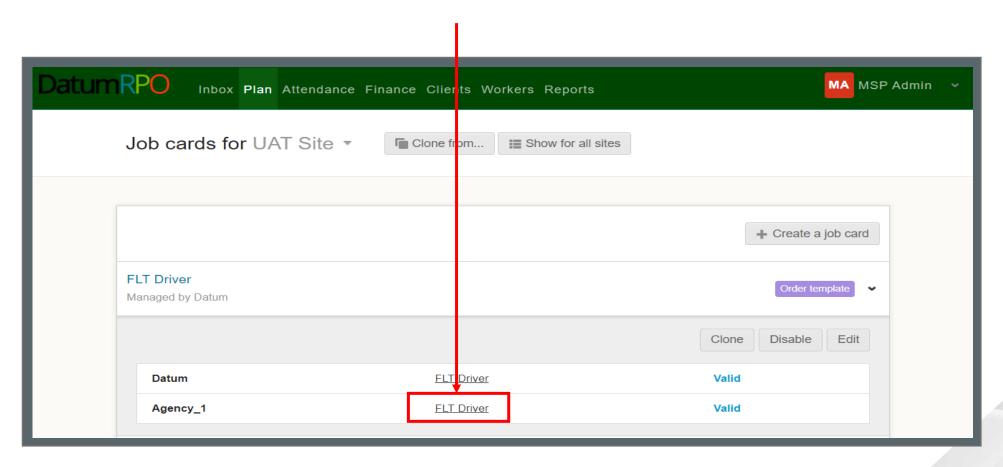
To view the job card details – click on the job card you want to see the details of.



How Do I View The Job Card Details?



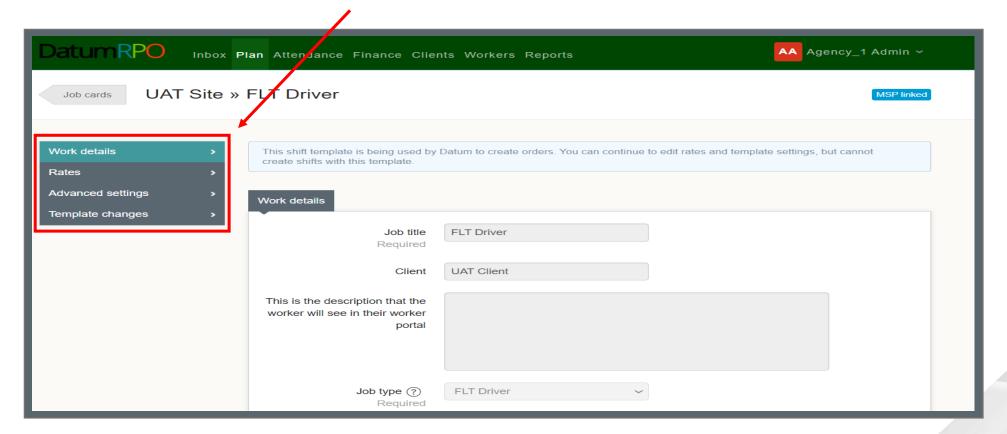
Then click on the hyperlinked name of the job card.



How Do I View The Job Card Details?



You will then be taken into the job card where you will be able to view the 'Work Details', 'Rates', 'Advanced Settings' and details of any 'Template Changes'

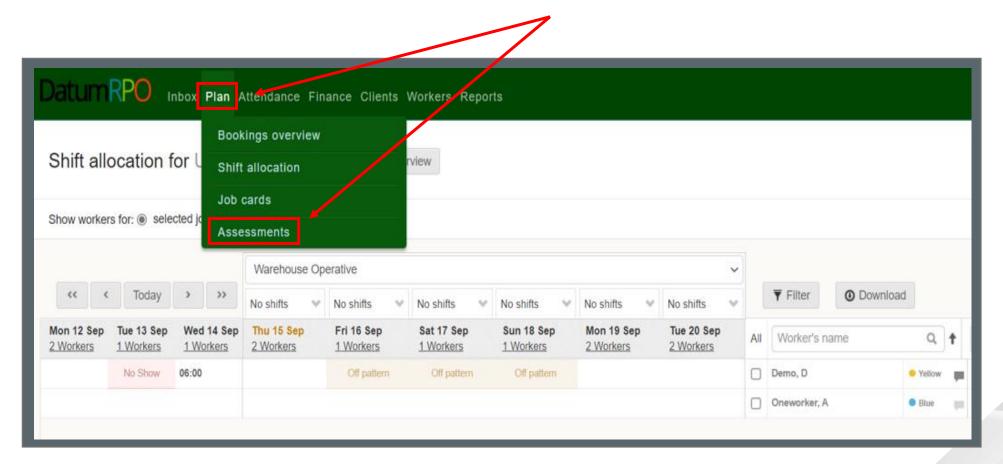




ASSESSMENTS

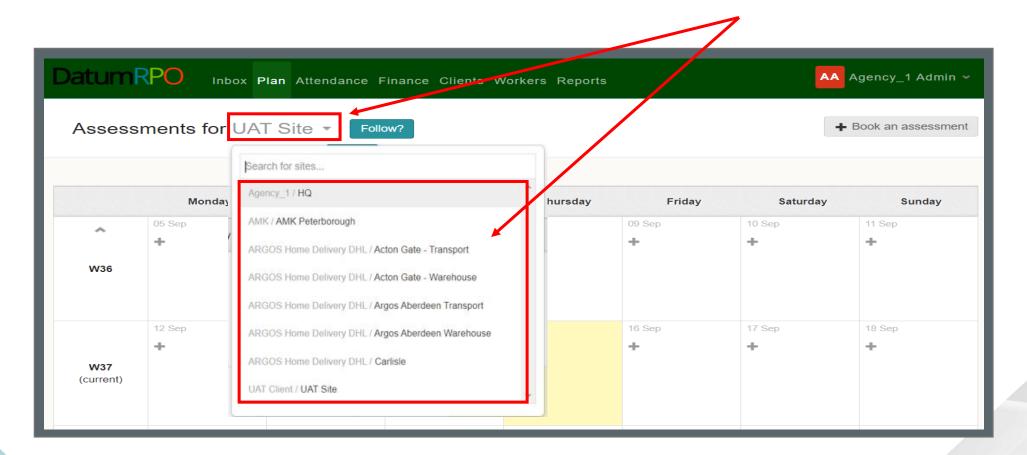


To view or create assessments, go to 'Plan' and select 'Assessments'



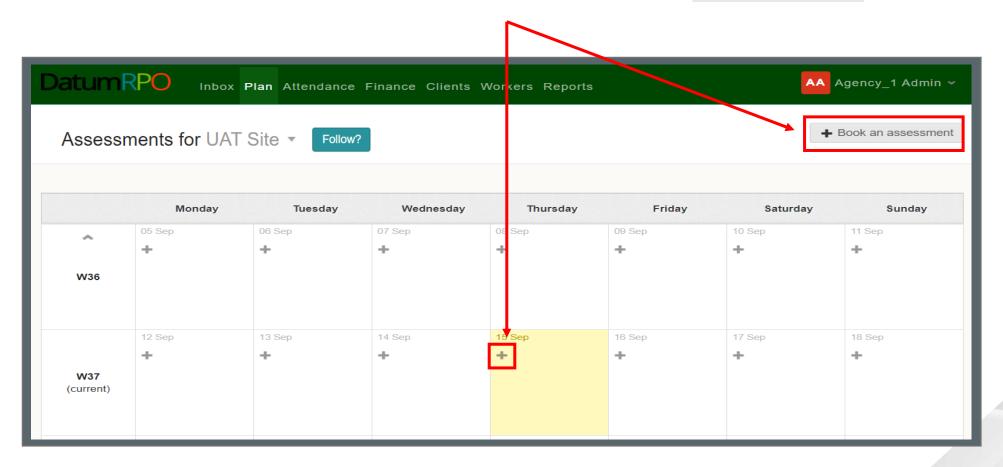


Next, use the dropdown box to select the site you wish to create or view assessments for.



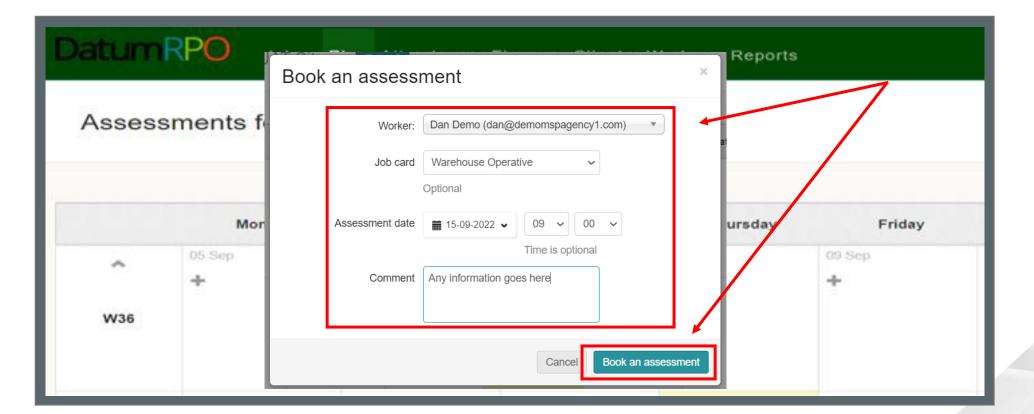


Click the + on the date you wish to create the assessment, or you can click + Book an assessment



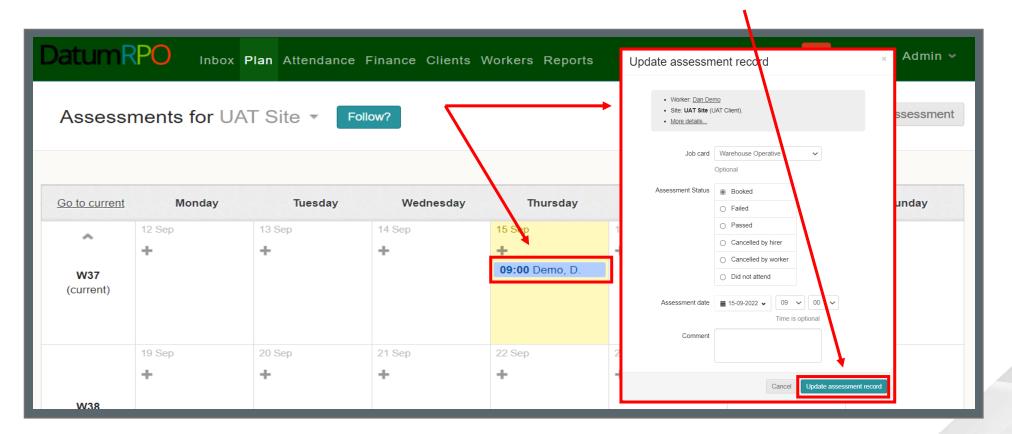


In the pop-up box, enter the workers name, the job card the assessment will be for, the assessment date and time (time is optional) along with any other relevant information – then click Book an assessment





You will now see the assessment on the day you selected. Clicking on the assessment will allow you to update the assessment record in the pop-up box. To complete the update click Update assessment record





ATTENDANCE OVERVIEW

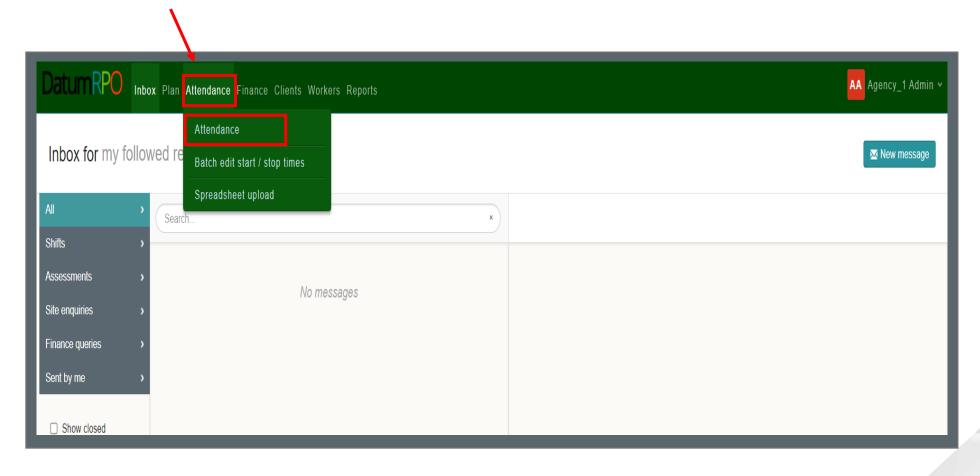


ATTENDANCE

Where Do I Go To Find Attendance?



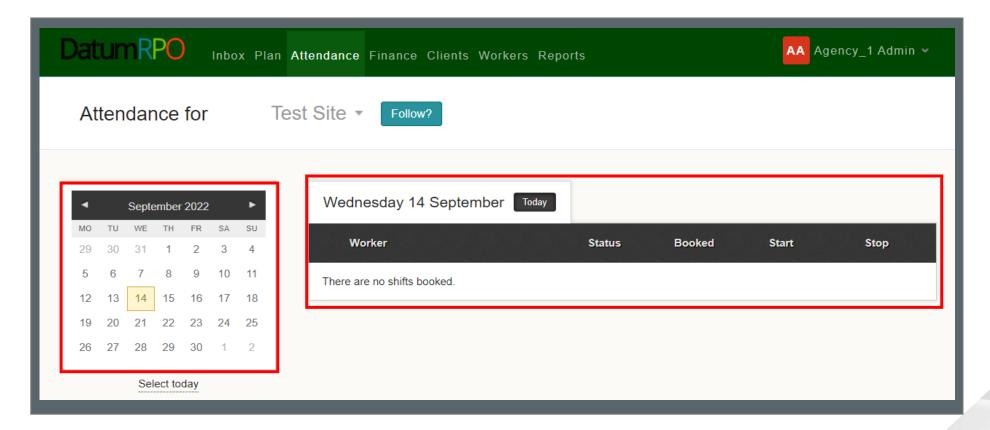
Go To Attendance > Attendance



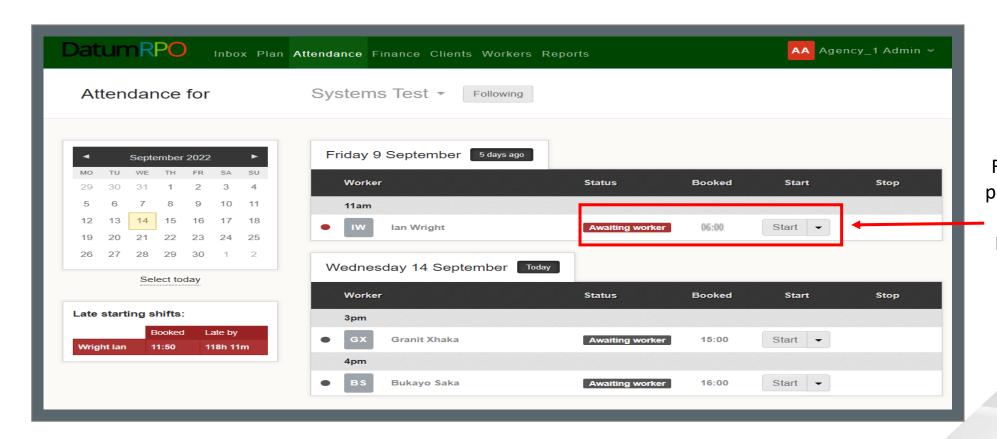
How To View Your Attendance?



Page view shows calendar and no shifts booked. You Also need to make sure you are on the correct site page if you have more than one client



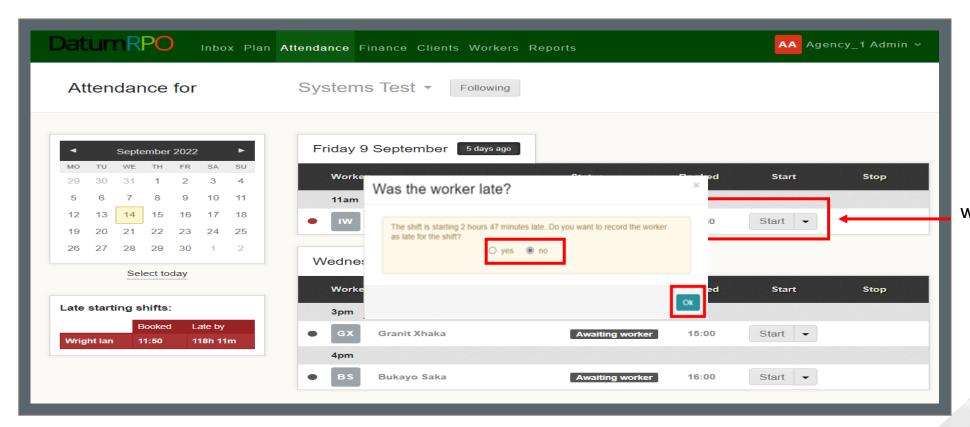




From the Attendance page you can start and stop times.

Next click on 'Start'.



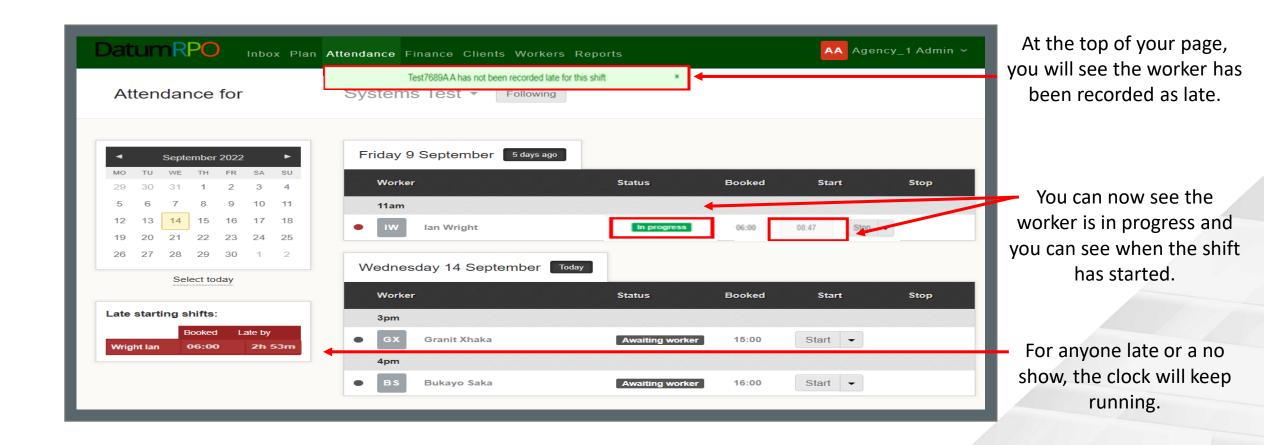


If you don't start the clock on time or the worker is late, you will be asked if they are late.

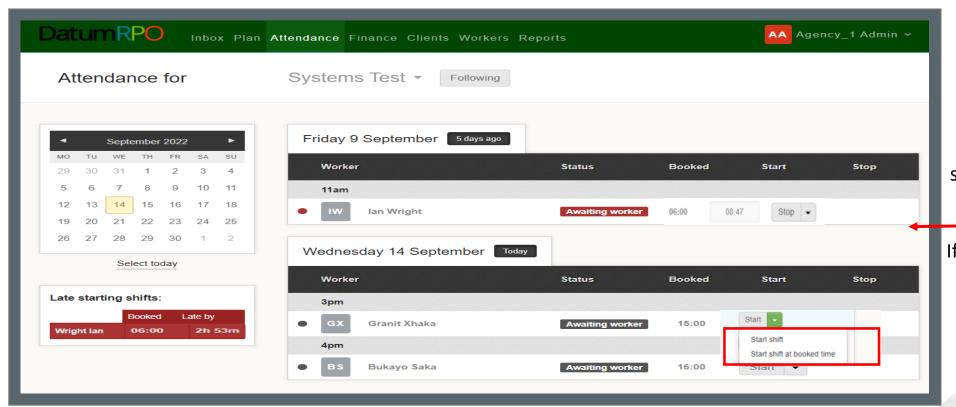
Click "Yes" or "No".

Next click on 'Ok'.







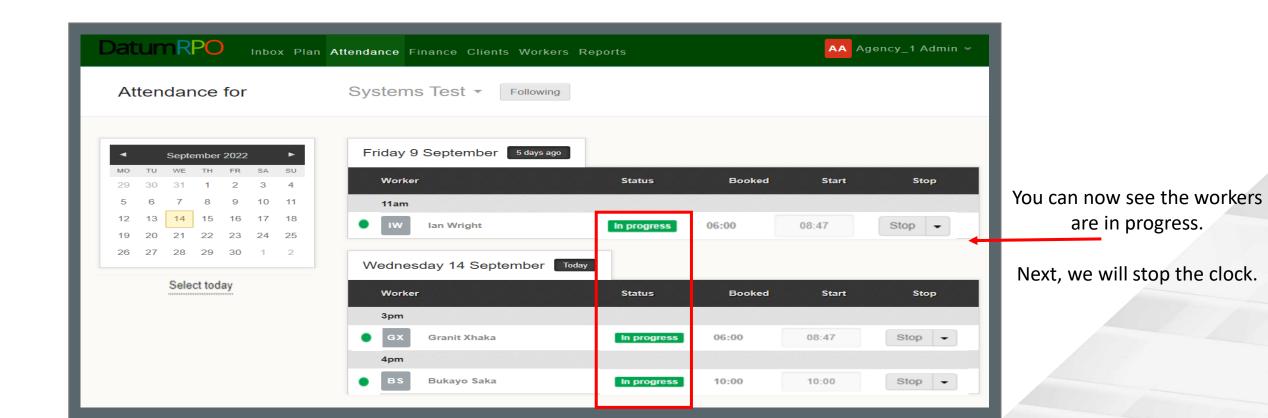


We are now going to start the clocks. You can either start as 'Start shift' or 'Start shift at booked time'.

If you select start shift it will ask if the worker is late if after the start time.

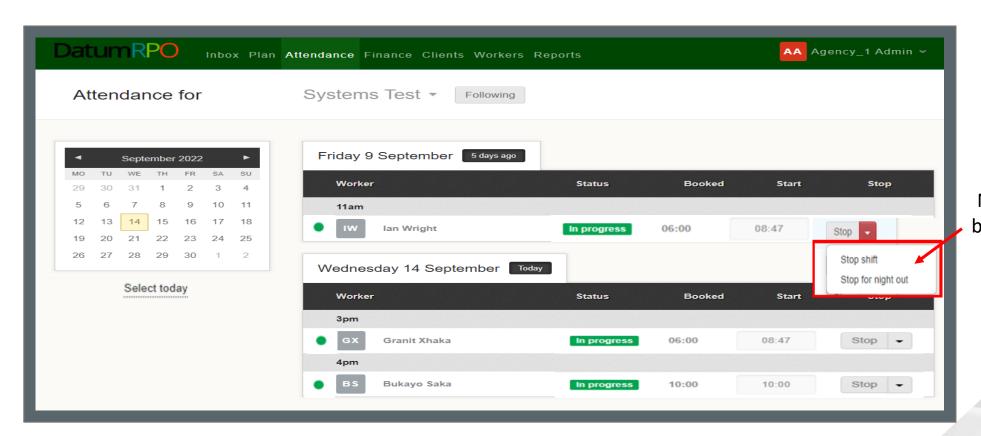
What To Do If A Worker Is Late?





What To Do If A Worker Is Late?

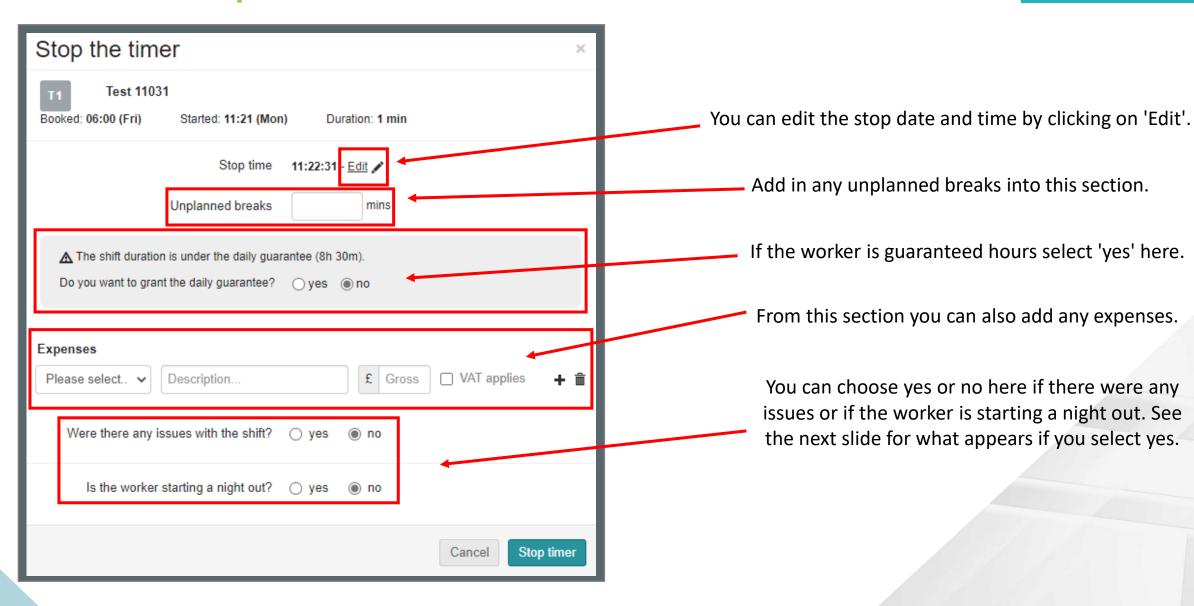




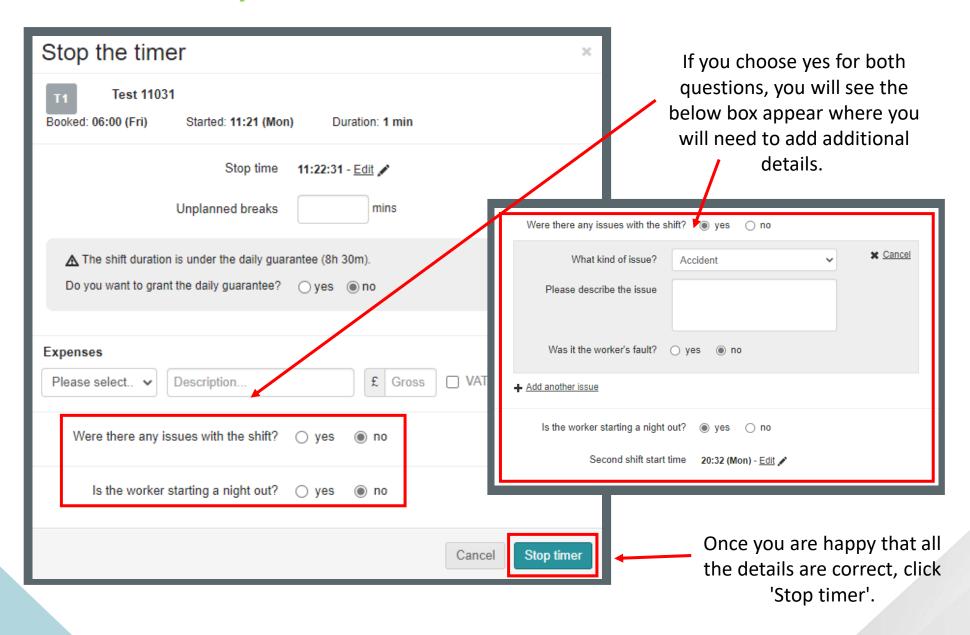
Now we can stop the clock by clicking either 'Stop shift' or 'Stop for night out'.

Click on 'Stop Shift'.



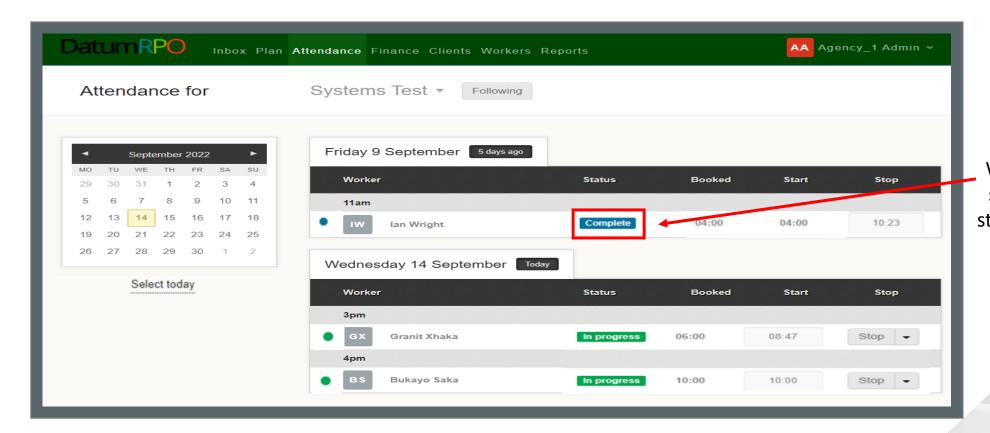






What It Shows When You Have Added The Stop Time?

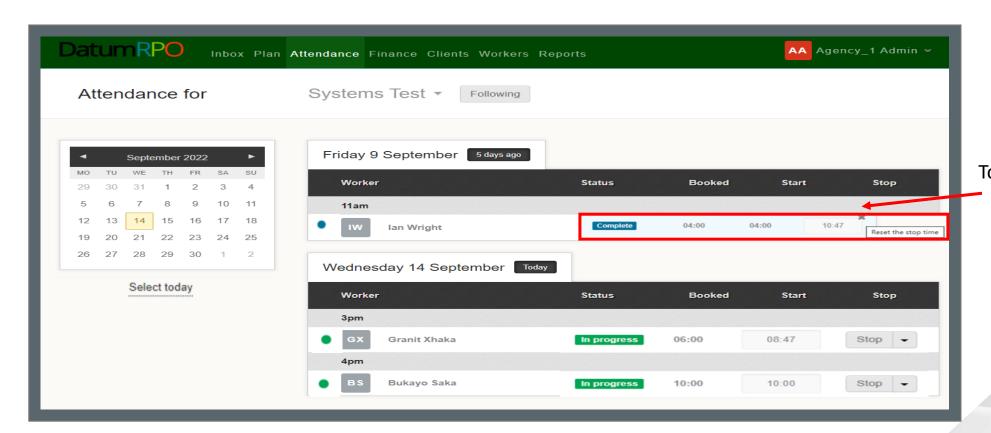




When you have added the stop time you will see the status change to 'Complete'.

How Do I Amend The Time?

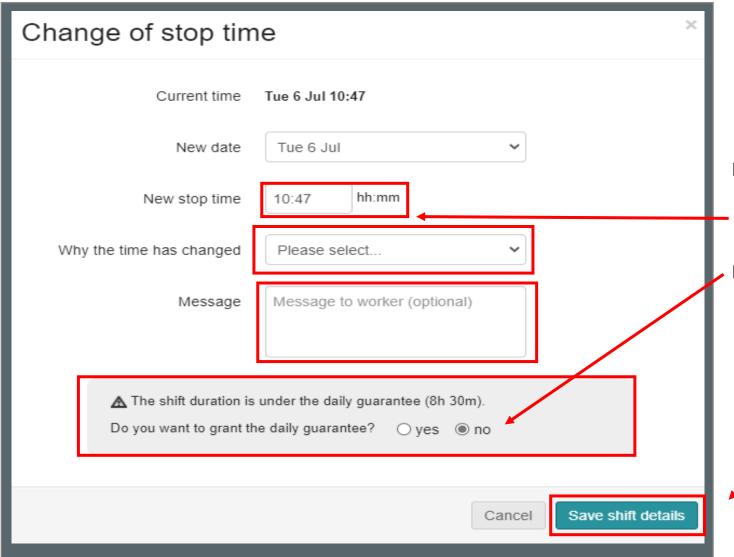




To amend the time, click on the 'x' to open the page.

Where To Amend The Clock?





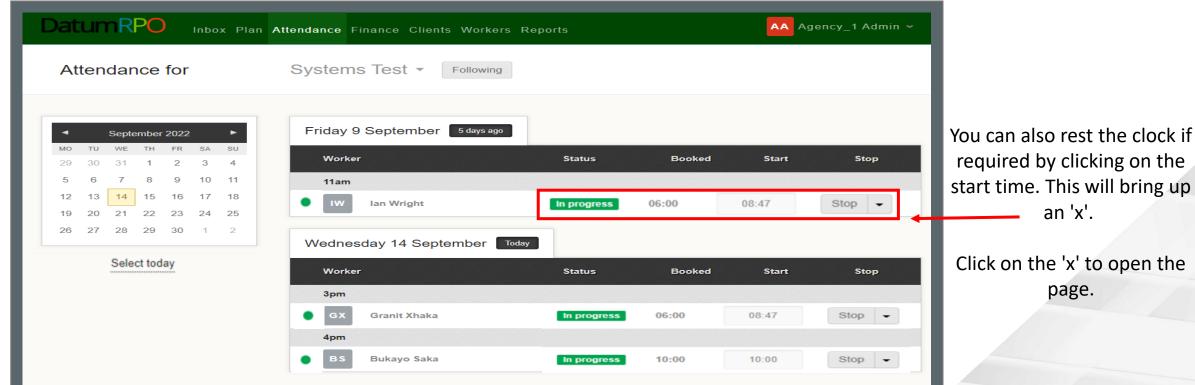
Enter in the new time, why the time has changed and a message if applicable.

If the worker is guaranteed hours click 'yes' and save the shift details.

Save shift details

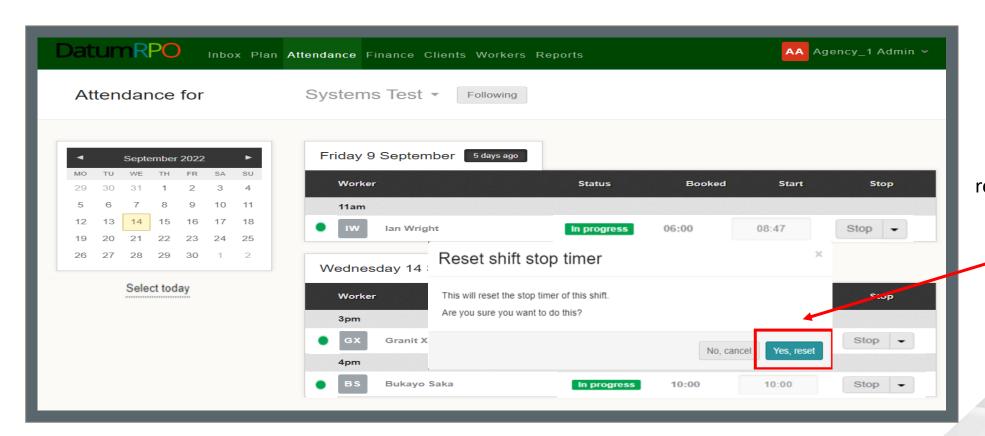
Where To Restart The Clock?





Where To Reset Shift Stop Timer?



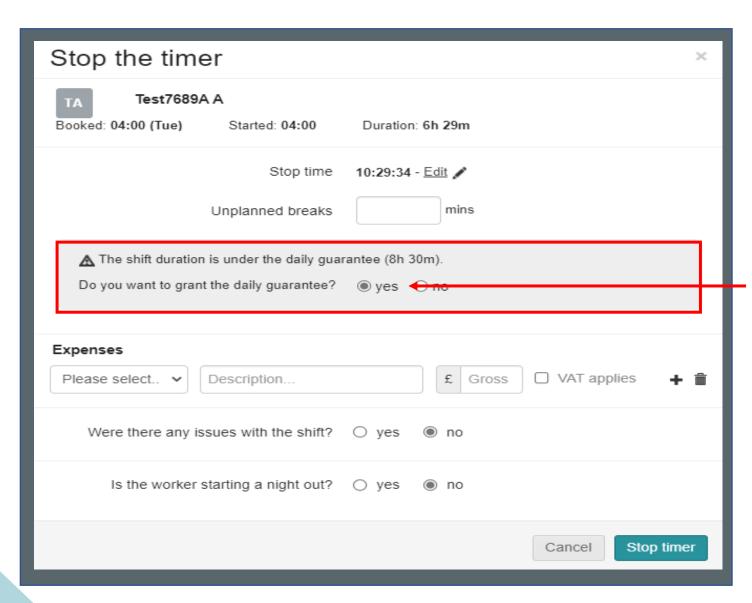


Next click on the 'Yes, reset' button to continue.

Yes, reset

How To View And Add Guaranteed Hours?

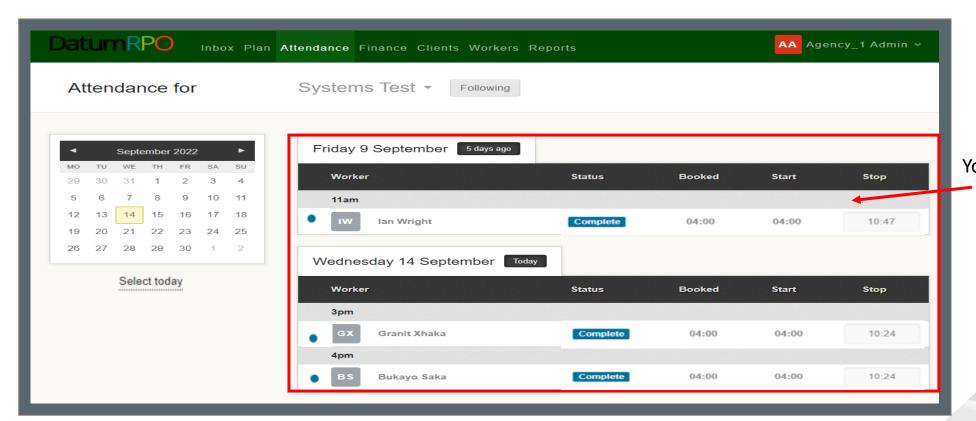




If your worker is guaranteed hours, then you will need to click on 'yes' to guarantee the payment is correct and then click on 'Stop timer'.

How To View Once Completed?





You can now see the workers are all completed.



BATCH EDIT START / STOP TIMES

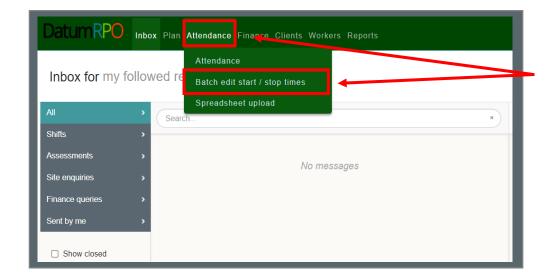


BATCH EDIT SHIFTS AMEND TIME



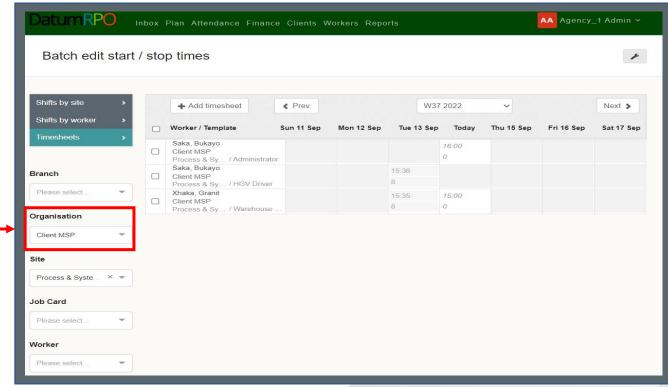
Where To Find Batch Edit Shifts?

This process happens after the shift has been completed. You can Batch Edit or Stop times (please refer to Start Stop times how to do guide on this process.)



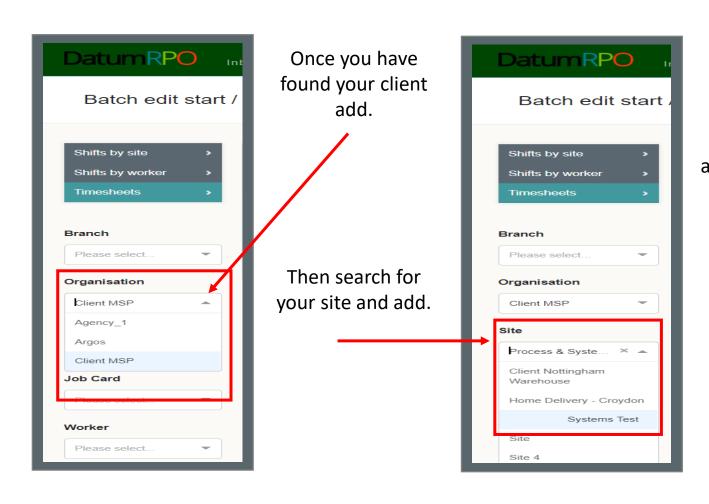
Next go to Organisation to search for your Client.

Go to Attendance>Batch edit start/stop times.



Where To Find Your Organisation, Site and Workers?



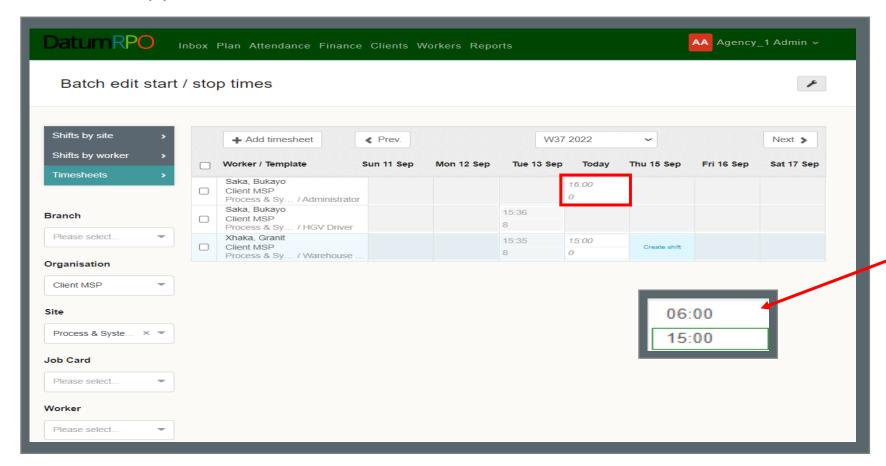


DatumRPO Batch edit start / st If required, you can Shifts by site also filter by Job Card Shifts by worker and Worker. Timesheets Branch Please select. Organisation Client MSP Process & Syste... Job Card Worker Please select.





Go to the day you would like to amend.



It is easy to amend the time if the workers shift hasn't been submitted.

Click on the time and amend.

Once amended then click save.

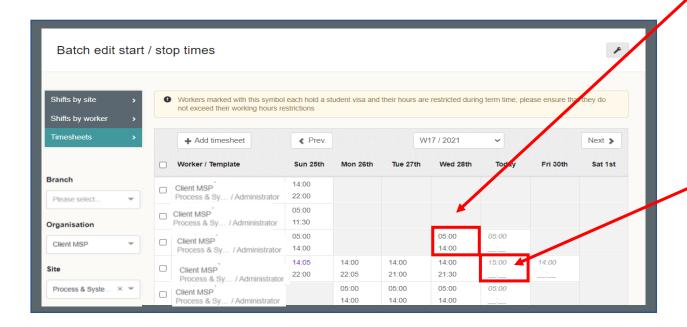
Save changes (1)

How To Add Finish Time?



The next part is to add the finish time or hours.

We are going to start with finish times and input the end time.

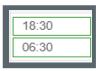


You can see we have already processed the finish time.

Add your finish time working on a 24-hour clock.



Once added click on the Save changes (2) button.



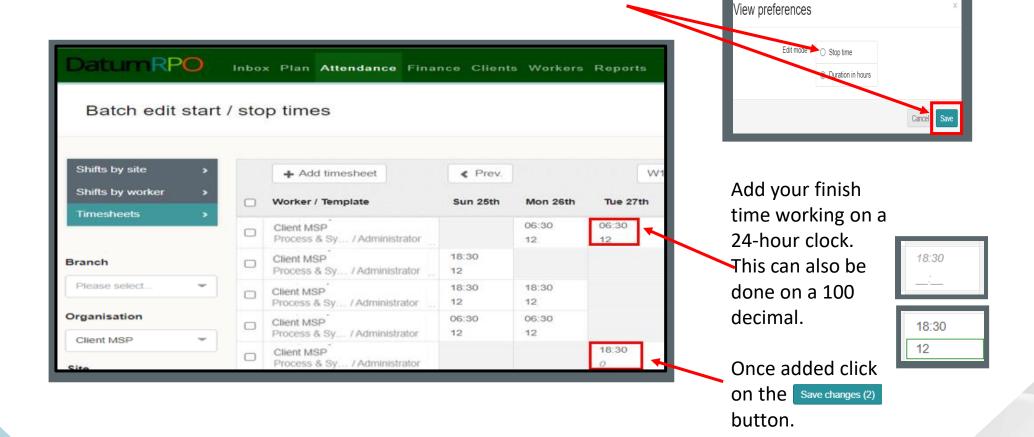
• Workers marked with this symbol each hold a student visa and their hours are restricted during term time, please ensure that they do not exceed their working hours restrictions

A notification will pop up if you have a student working with restricted hours.

How To Add Finish Hours?



This is the same process as before; however, we are going to change the view preferences from Stop time to Duration time. To do this click on the \circ to change and save.

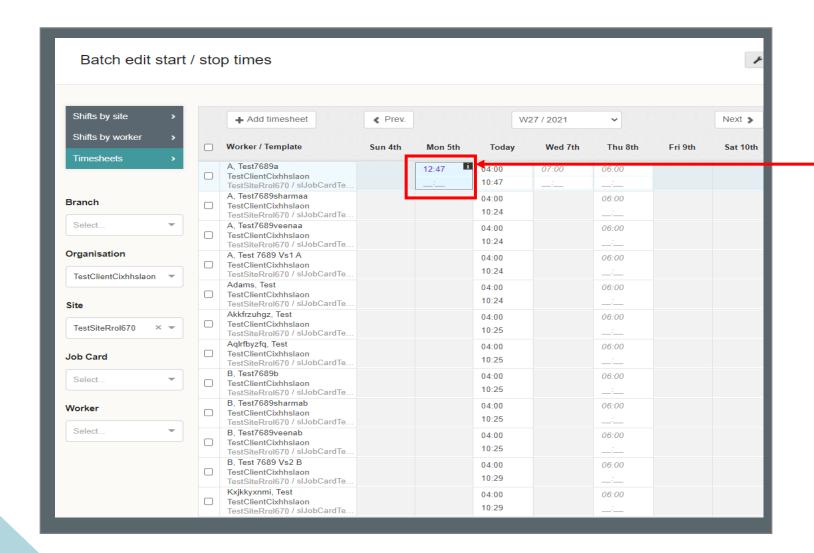




CANCEL A SHIFT THROUGH BATCH EDIT



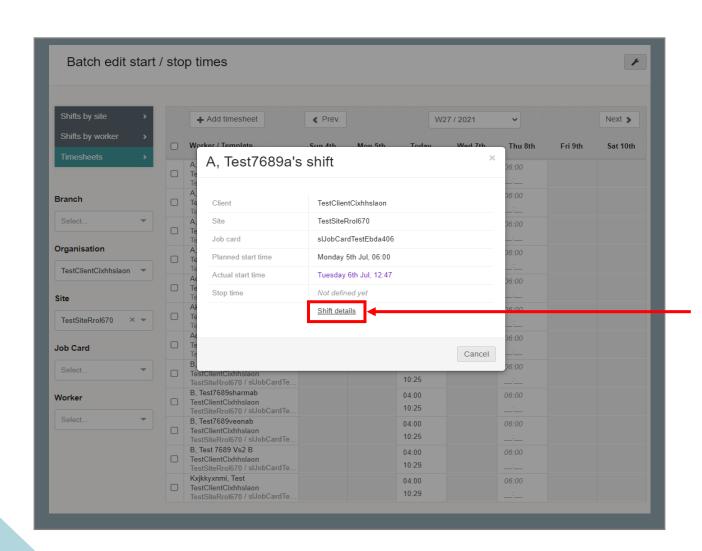
How To Open The Shift?



Click on the to open the shift.

How To Open The Shift Details?

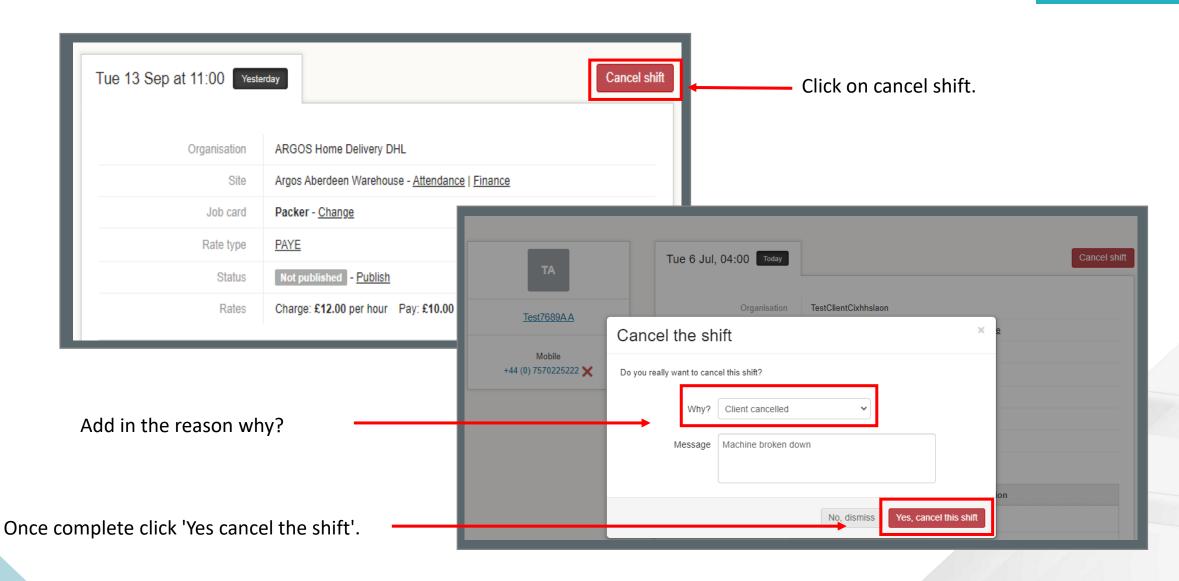




Click here to open the shift details.

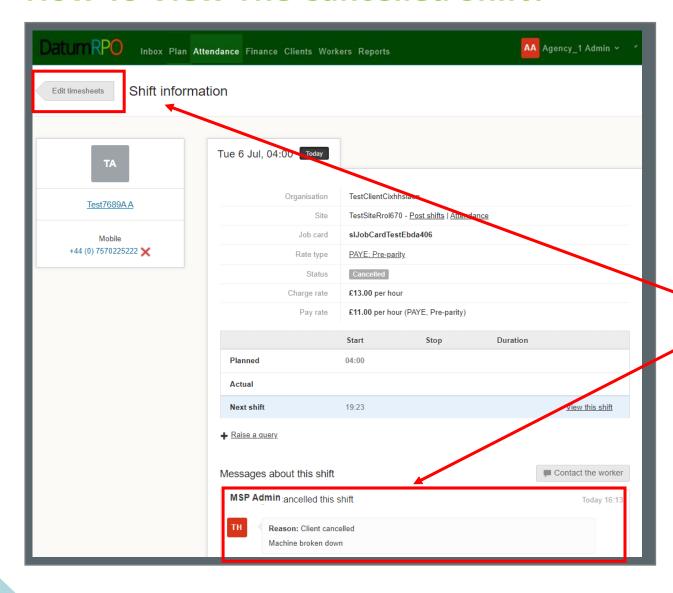
How To Cancel The Shift?







How To View The Cancelled Shift?

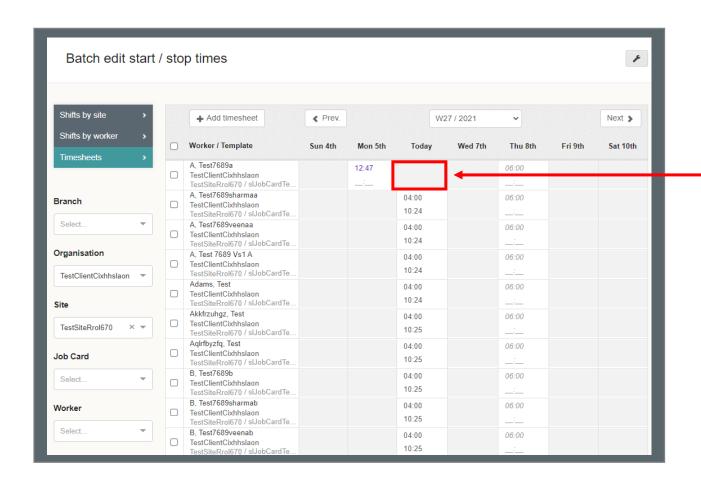


You will now see the cancelled shift has been removed and a comment added to the cancelled shift information.

Once complete click on Edit timesheets button to go back to the Batch Edit page.

How To View Batch Edit Once Completed?





The shift has now been removed.

Repeat the process if you are deallocating a worker from the list. Only difference is reasons why.

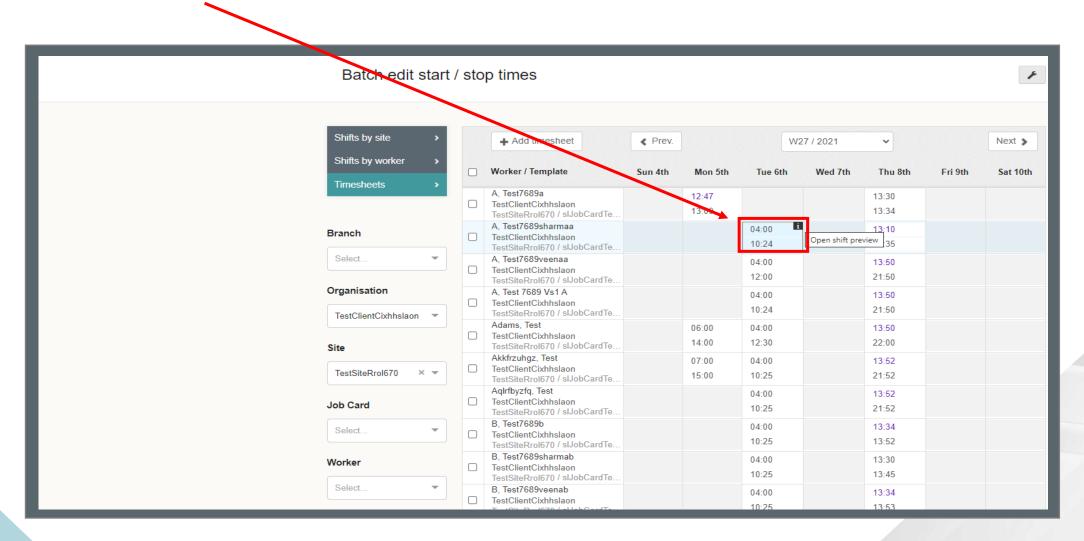


HOW TO VIEW SHIFT DETAILS



How To Open Shift Details?

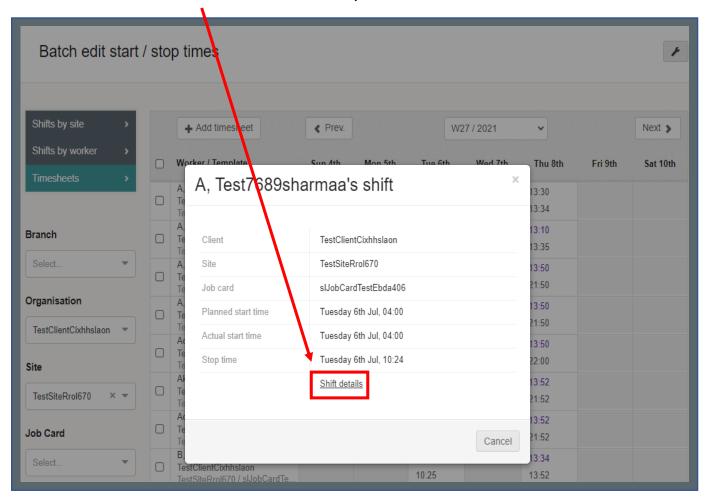
Next click on the **1** to open the shift details.





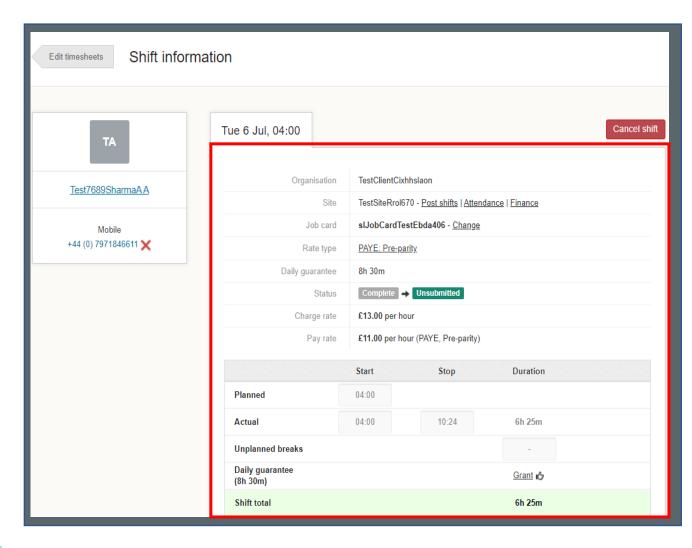


Next click on here to open the shift details.





How To View Shift Details?



You have now opened shift details and are able to view job card information, start and finish time, hours worked, Adjustments, Expenses and are able to query a shift from here.

It also shows you who booked or cancelled a worker.

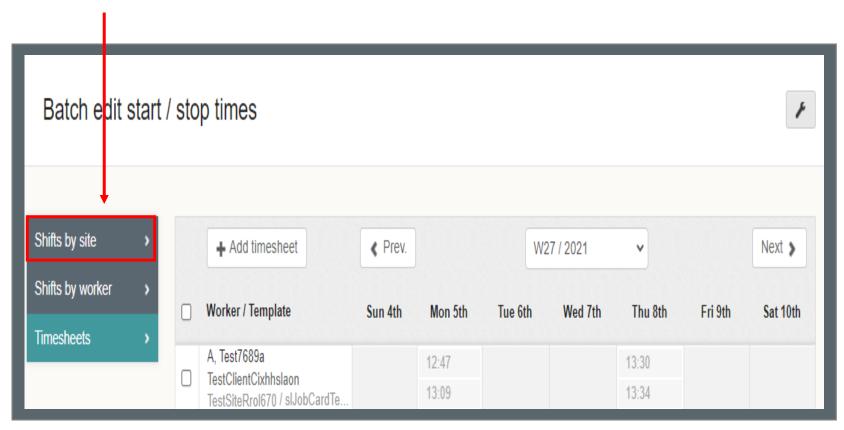


HOW TO VIEW SHIFTS BY SITE



Where Do I Go To Open Shifts By Site?

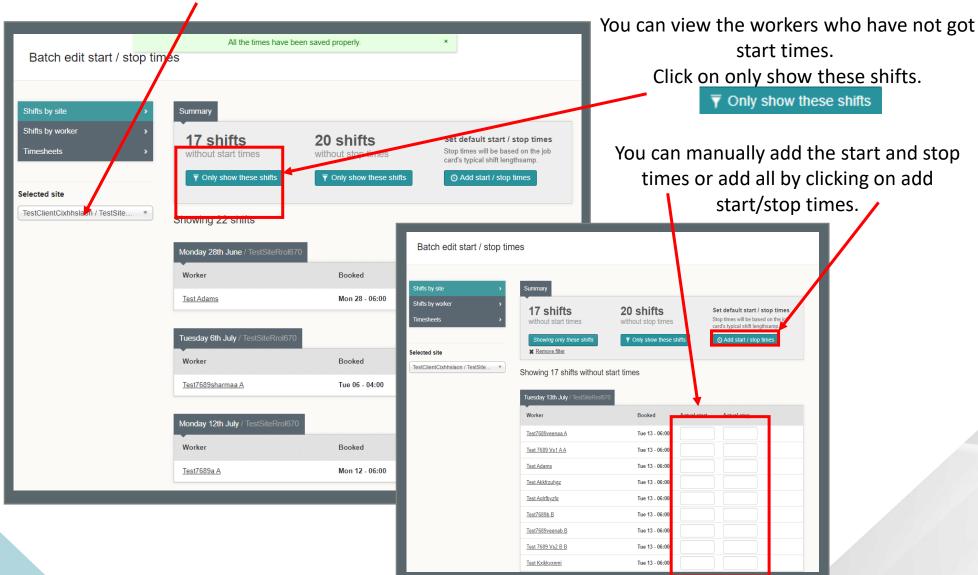
Next click on 'Shifts by site'.





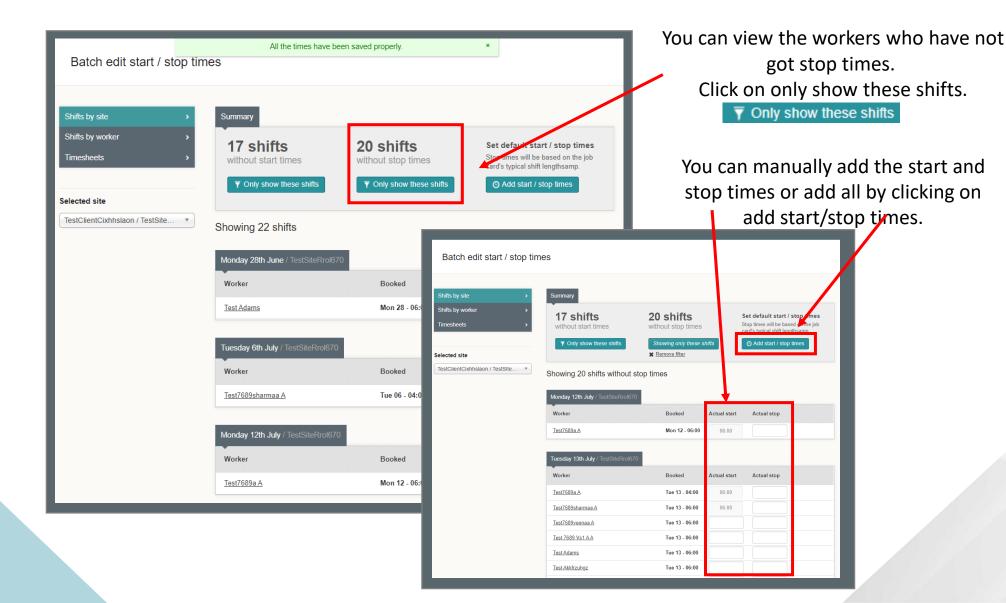
How To Only Show Shifts Without Start Times?

Search for your site in the dropdown box.



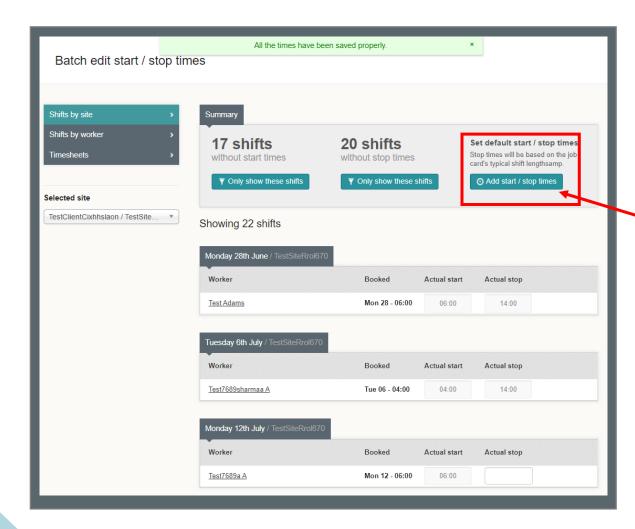


How To Only Show Shifts Without Stop Times?





How To Add Start/Stop Times?

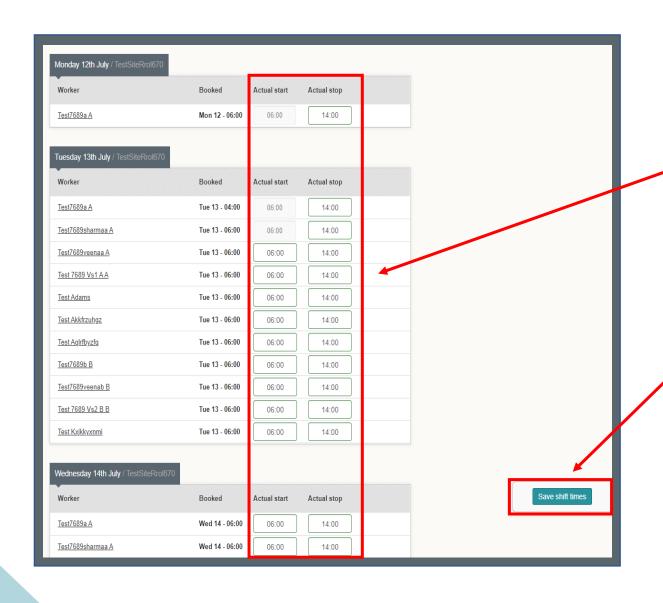


Now we have viewed who has start or stop times we can now add those who haven't.

Click on Add Start/Stop Times.

How To Check And Complete Start/Stop Times?





This function will input the start/stop times for you.

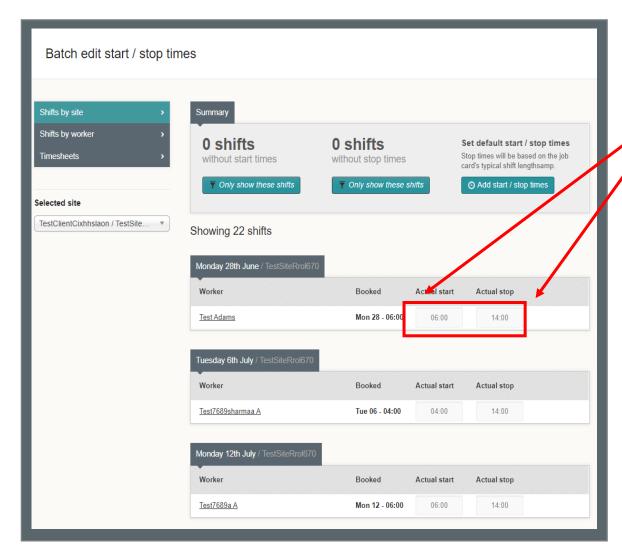
Next click on save shift times.

You can either amend times now or you can save and go back and amend.

It is quicker to amend before saving.

How View Complete Start/Stop Times?





You can now see the start and stop times are greyed out and it is now showing no shifts without start or stop times.

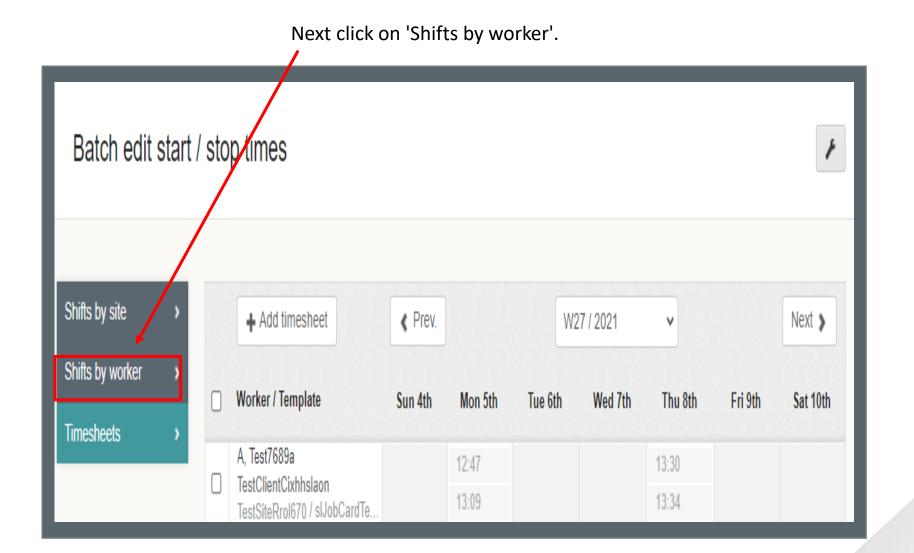
You have now completed how to view shifts by site and complete start/stop times!



HOW TO VIEW SHIFTS BY WORKER



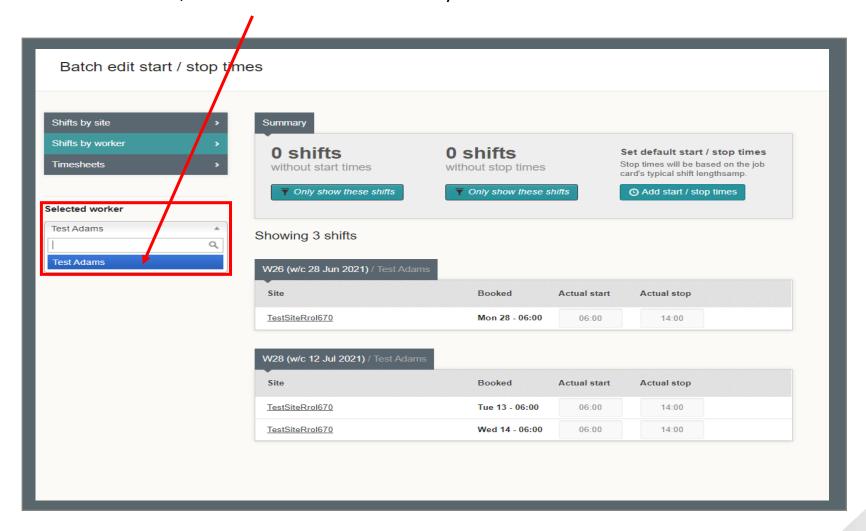
Where To Go To Open Shifts By Worker?





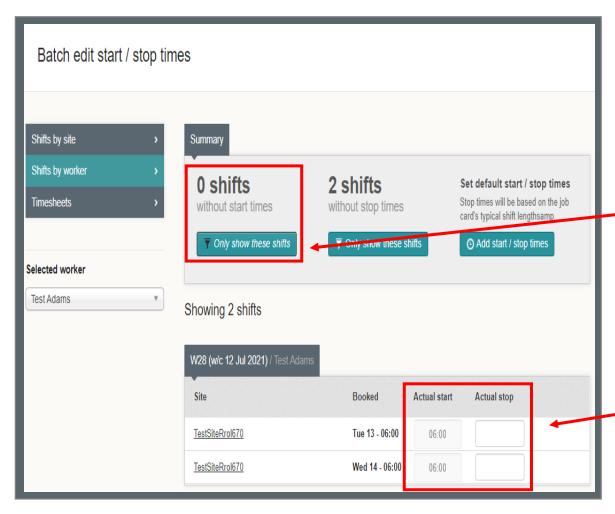
Where To Go To Select The Worker?

Next, search and select the worker you would like to view.





How To Only Show Shifts Without Start Times?



You can view the shifts of the worker that don't have start times.

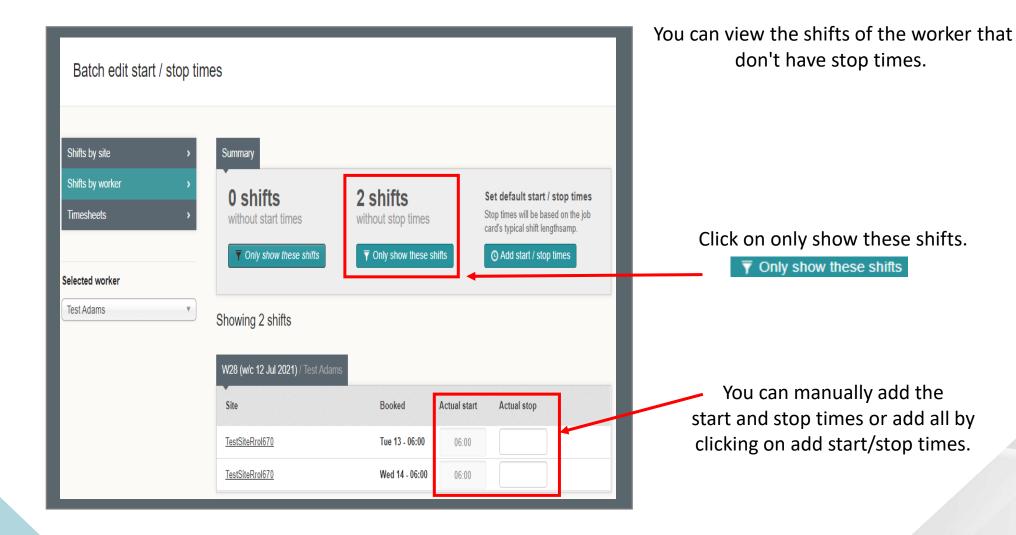
Click on only show these shifts.

▼ Only show these shifts

You can manually add the start and stop times or add all by clicking on add start/stop times.

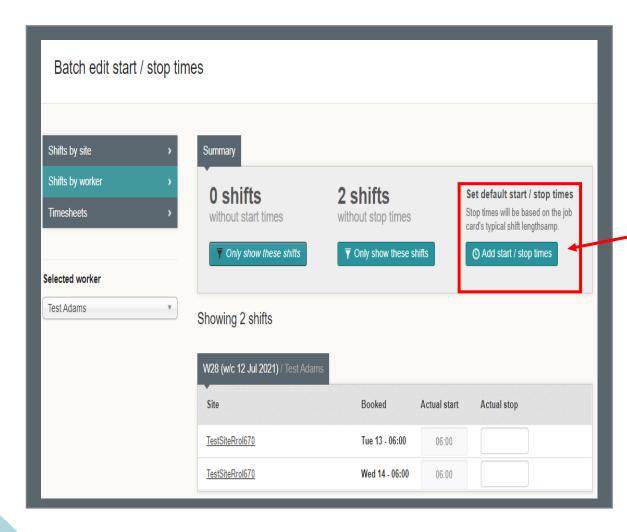


How To Only Show Shifts Without Stop Times?





How To Add Start/Stop Times?

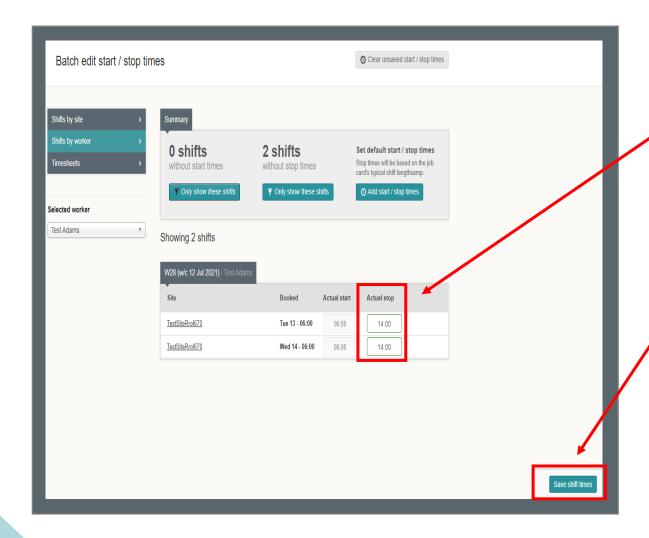


Now we have viewed the shifts that don't have start or stop times we can now add those in.

Click on Add Start/Stop Times.
 This will add in both start and finish times which is taken from the job cards.



How To Check And Complete Start/Stop Times?



This function will input the start/stop times for you.

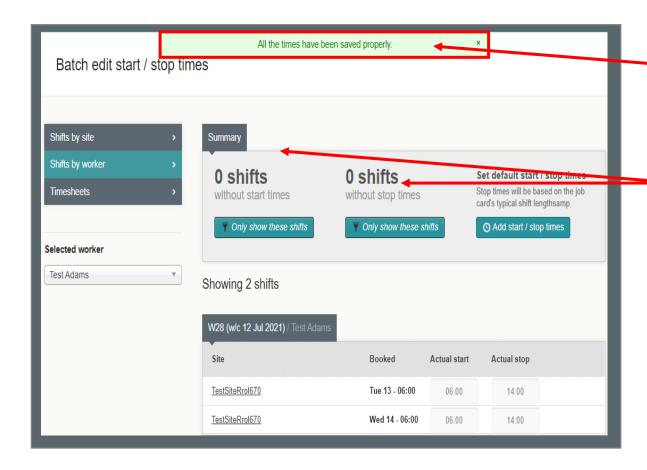
Next click on save , shift times.

You can either amend times now or you can save and go back and amend.

It is quicker to amend before saving.



How View Complete Start/Stop Times?



You will also notice at the top of the page when you save it will advise if it has saved properly

You can now see the start and stop times are greyed out and it is now showing no shifts without start or stop times.



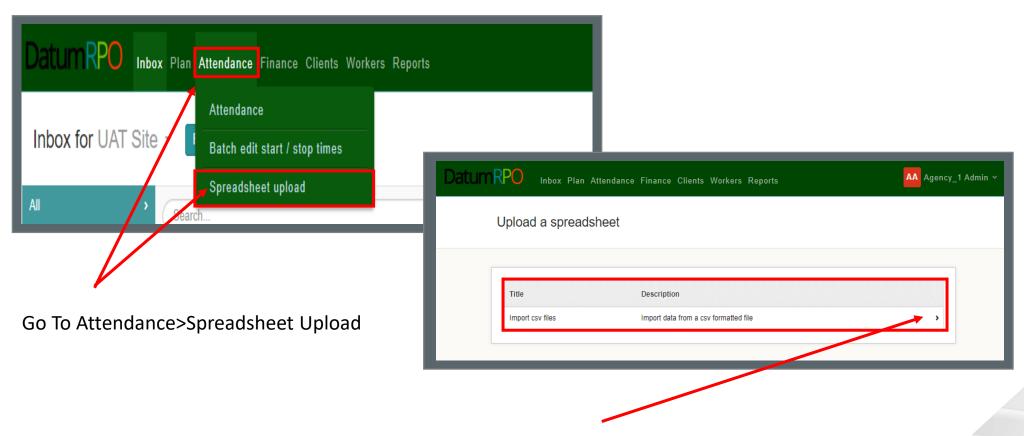
SPREADSHEET UPLOAD



HOW TO DOWNLOAD YOUR WORKERS THROUGH A CSV UPLOAD



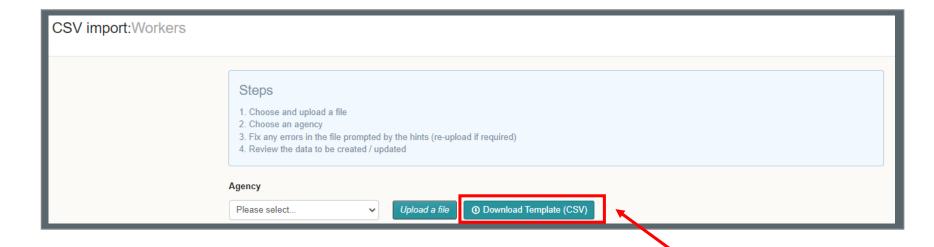
How Download Workers Into Universe?



Next, click on Import CSV Files and the arrow >



How Download Workers Into Universe?



Click on the download Template to upload all your workers information. Once you download the template file out the information as required

How I Fill Out The Template?



Below shows the mandatory fields that need to be completed. Please ensure you complete the highlighted section to ensure our system doesn't contact your workers

Preferred Employm									
First name	e Surname	Email	NI number	Is driver role	site ID	ent status Skip	email confirmation until	Enable email comms	Enable SMS comms
Upload	Test6	upload@test6.com	NA233333A	N	6.01E+0	8 PAYE	20/12/2022	2 N	N
Upload	Test7	upload@test7.com	SS663526C	N	6.01E+0	8 PAYE		Υ	Υ
Upload	Test8	omeradm2016@gmail.com	NA233335A	N	6.01E+0	8 PAYE		Υ	N

First Name

Last Name

Email Address

NI Number

Is driver role (Y or N)

Preferred Site ID (the ID of a site the worker will work at, which can be

find in the client page)

Employment Type (PAYE, LTD_Company, Umbrella)

Enable email comms = N

Enable SMS comms = N

How I Fill Out The Template?



You can also populate the 'Skip email confirmation until' column which will mean they don't need to manually skip the email to use the profile. They provide a date (e.g., 20/12/2022) and the email will be skipped until that point

If an email address or NI number exists anywhere in DatumRPO (not just that agency) the profile will not be created. You need to use a different email or NI number

If you don't put N for email/SMS comms, there is a risk that a worker will receive comms from the system.

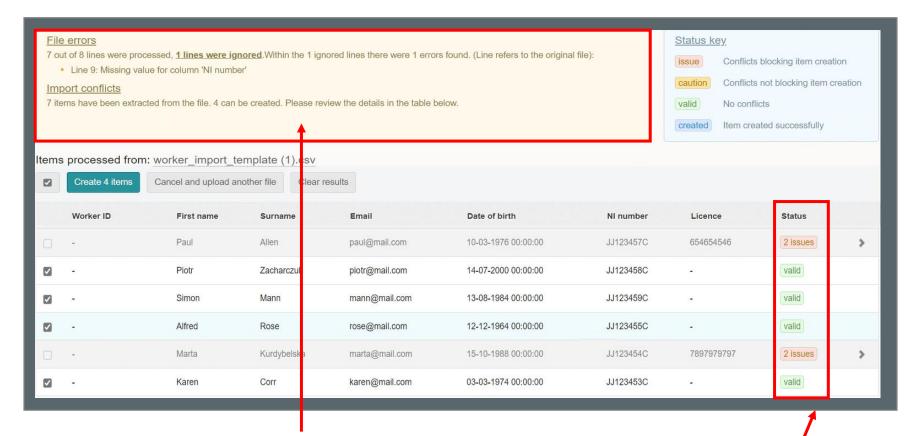
Only a user for the agency can uploader the workers for that agency. Eg Datum cannot upload for Bob's Recruitment and Bob's Recruitment cannot upload for Jeremy's Recruitment

Whilst the uploader only requires the details stated. The created profile cannot be linked to a job card until the following as been completed;

Mobile Number Date of Birth Nationality Address

The personal and employment status validations must have been passed (by clicking the buttons at the bottom of the personal information page). For each profile you would need to manually validation (clicking those buttons) after the upload has happened



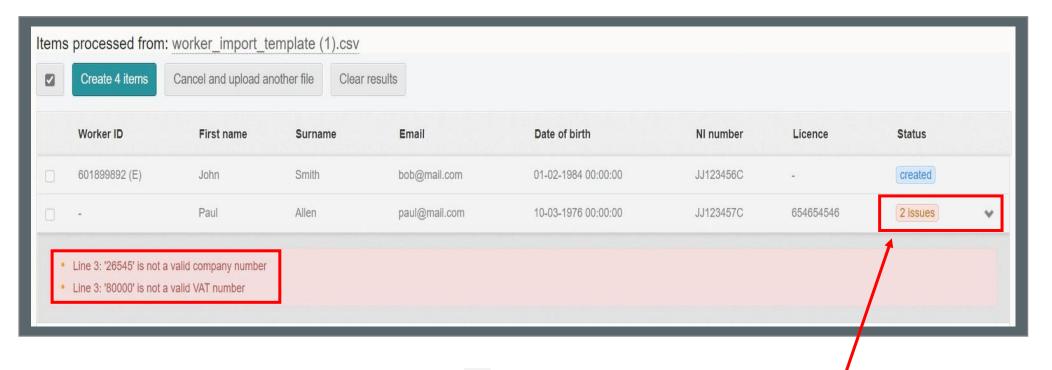


Now we have downloaded the report, we can now see who has no conflicts and who has conflicts blocking items creation.

Any worker that is not valid, will now show an issue and how many issues.

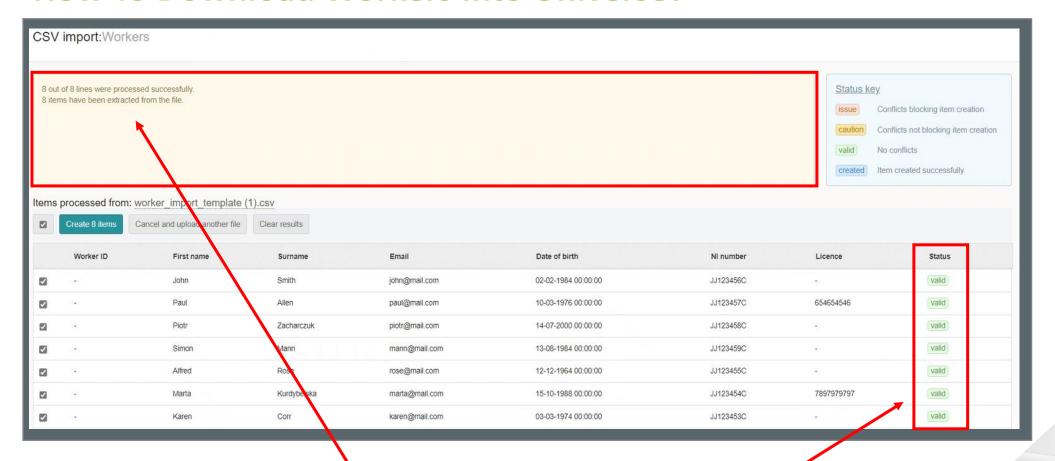






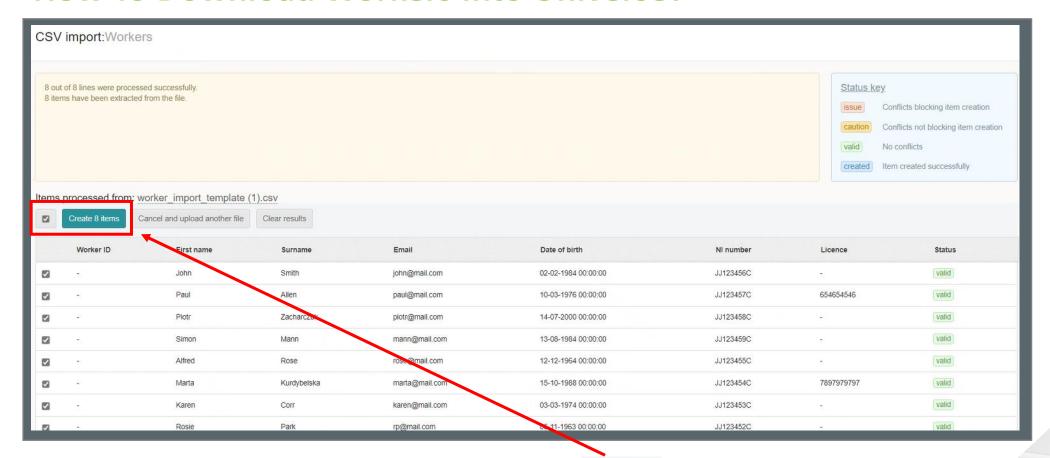
When you click on the arrow it will dropdown the reasons of the issue and also which line from the report it is from for you to be able to rectify. Once amend re upload the report.





Once the upload has been completed again you will now see Valid right hand side. You can now create 8 items.



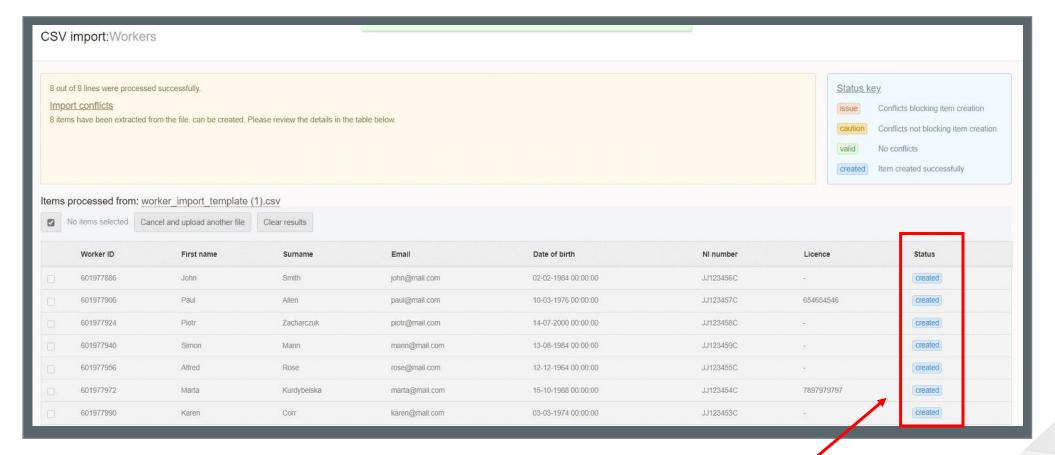


Next, click on Create 8 Items and select all.

Top Tip

You can only create 50 at a time. Once you have created 50 select all again and repeat the process





Once the system has created the items you will see conformation on the right side as created.

Once completed search for your worker and double check the details.



FINANCE OVERVIEW



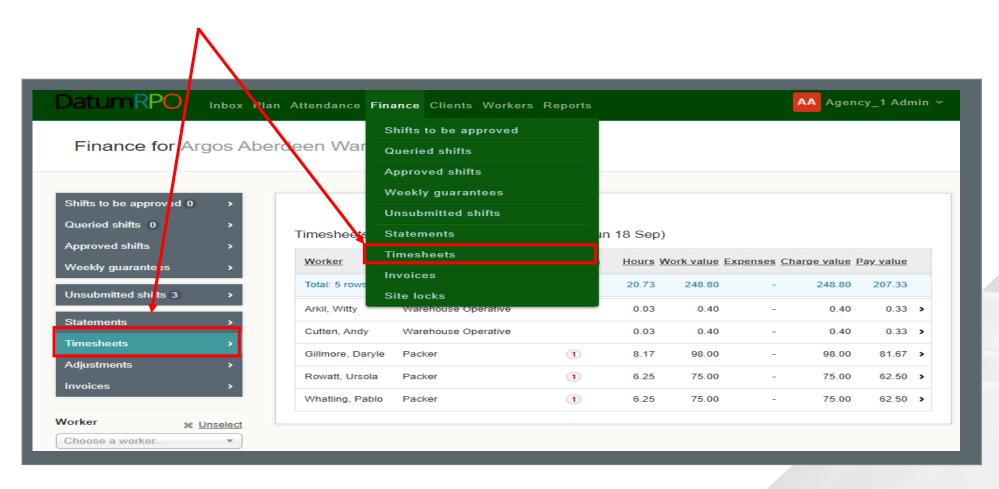
TIMESHEETS



Where To Find Timesheets?

Timesheets are the start and finish times you have processed through either Stop/Start or Batch Edit Shifts.

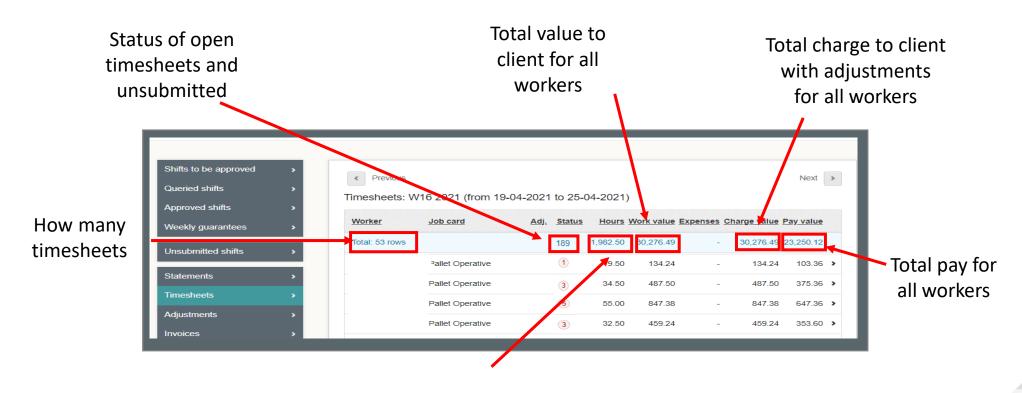
Each day is processed as a timesheet, and you will be able to find them on each worker.





What's On The Timesheets?

Below is some information on the timesheets represented by different columns.

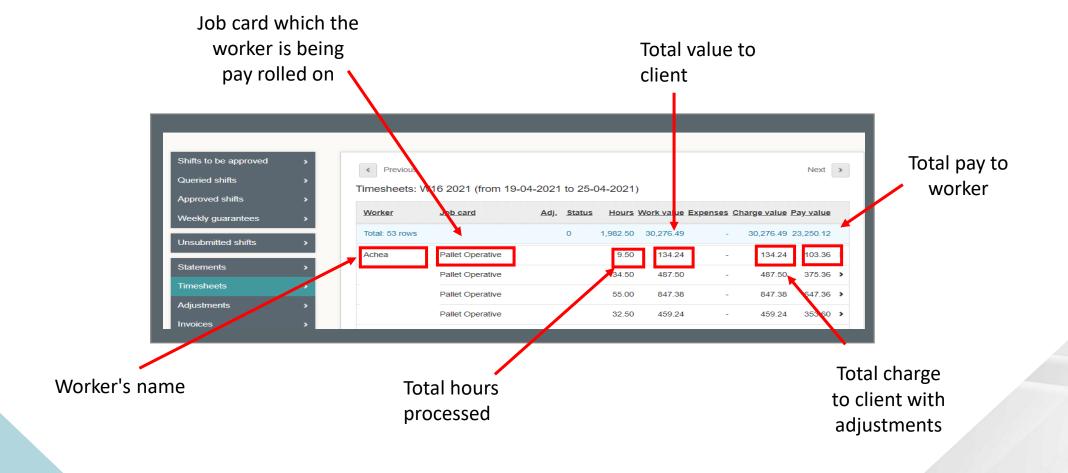


Total hours processed for all workers

What's On The Timesheets?



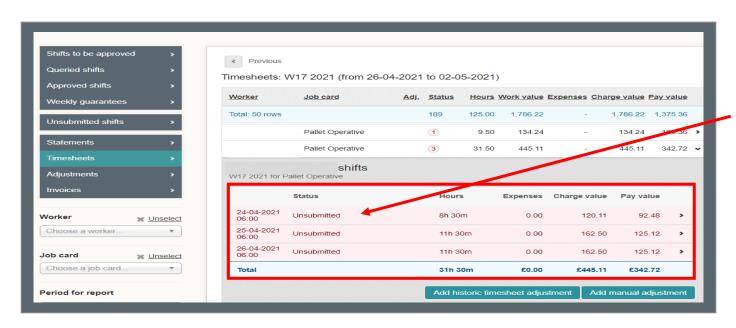
Further information on the timesheets represented by different columns.





How To View Timesheets?

The timesheets represent each day the worker has worked, including hours processed with charge and pay totals for each day.

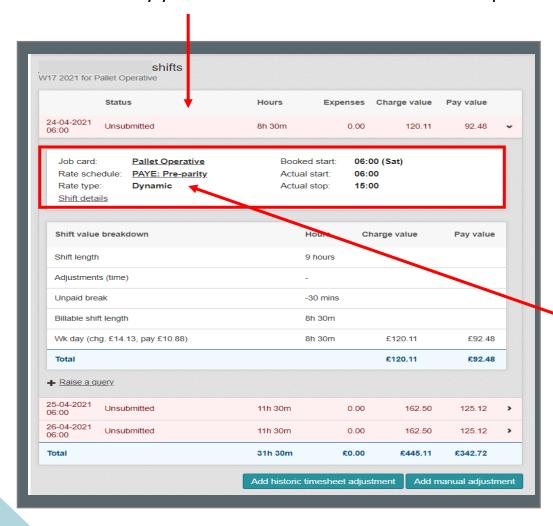


Timesheets which have been created for the worker, that haven't yet been submitted and are highlighted pink

What Information Is On Each Timesheet?



Click on the day you would like to view. Each section represents the job card rules and hours processed.

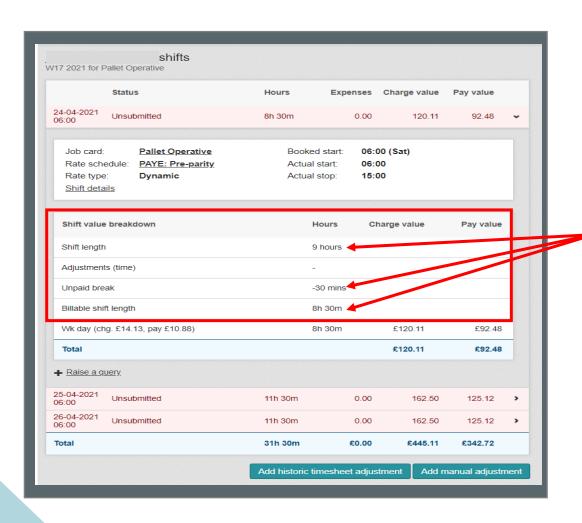


The first part is information that has been placed on the job card.
You can also go to the job card from this section by either clicking on:
Job Card
Rate schedule
Shift details





The second part of the timesheet is the shift value breakdown.

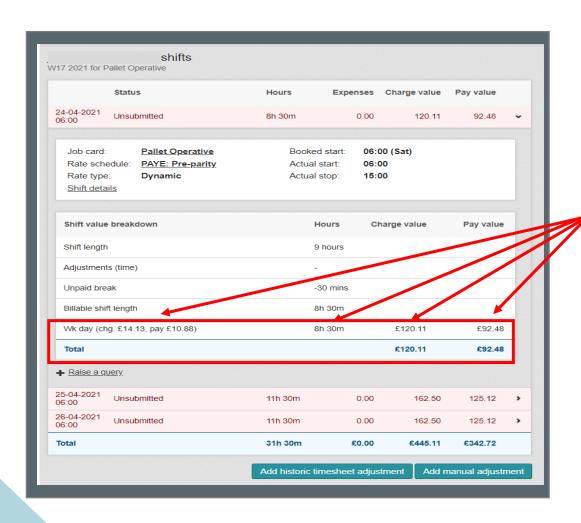


This part shows the shift length, any adjustments, unpaid breaks and the total shift length billable to the client



What Information Is On Each Timesheet?

The last part of the timesheet is the total costs.

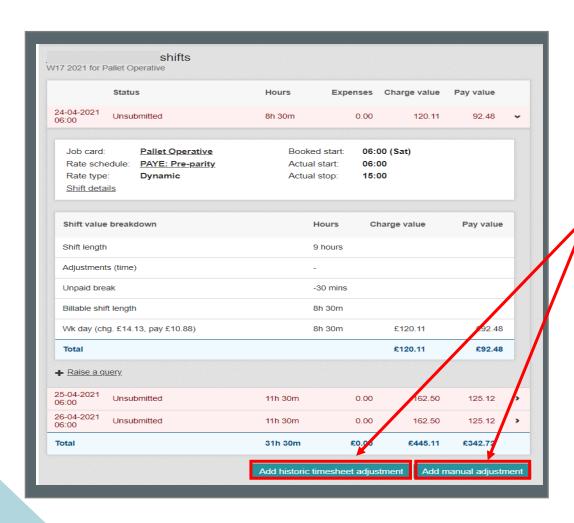


The final part is the charge rate, pay rate, hours, charge value and pay value



What Are Historic And Manual Adjustments?

These are for any missing payments or adjusted rates.



Please see the How To Guide on historic and manual adjustments for more information.



UNSUBMITTED SHIFTS

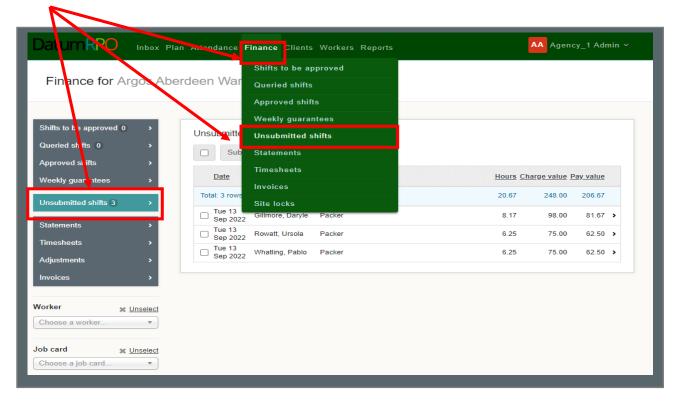
What Is An Unsubmitted shift?



An **Unsubmitted Shifts** are timesheets that have been created and are waiting to be processed for payroll.

This is where you can check the hours and costing for each job card before submitting the Unsubmitted Shifts.

Go to Finance > Unsubmitted Shifts.

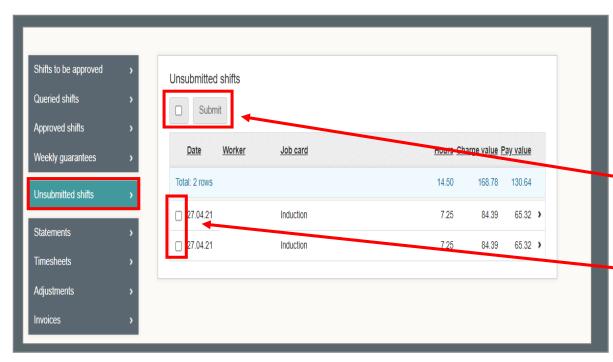




How To Submit Your Unsubmitted Shift?

You will be able to view all workers with hours on Universe.

When submitting unsubmitted shifts you are on your way to locking lines.



You can either submit all workers at a time or one by one.

For all workers you need to click on: Unsubmitted shifts



To submit worker's individually, click one box at a time.



APPROVED SHIFTS CLIENT PROCESS



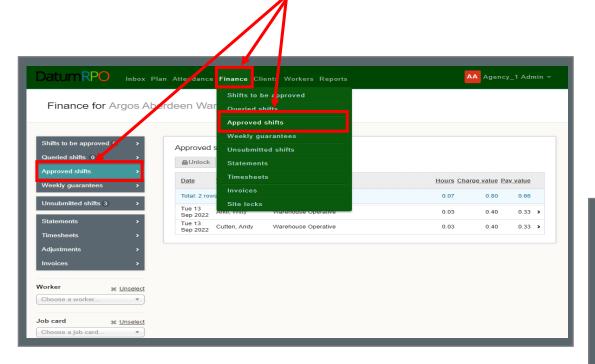
The Client Will Need To Approve Shifts?

Approved shifts need to be approved by your client by completing the next stage.

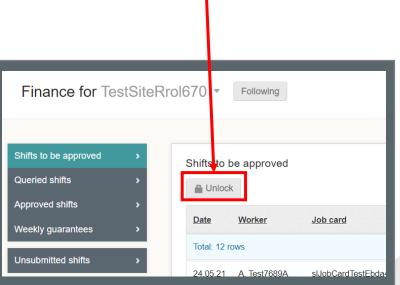
Where To Find Shifts To Be Approved?



This process happens after the shift has been submitted and continues the process of locking the payroll. The process will need to be completed by your client, find your site, go to Finance > Shifts to be approved.

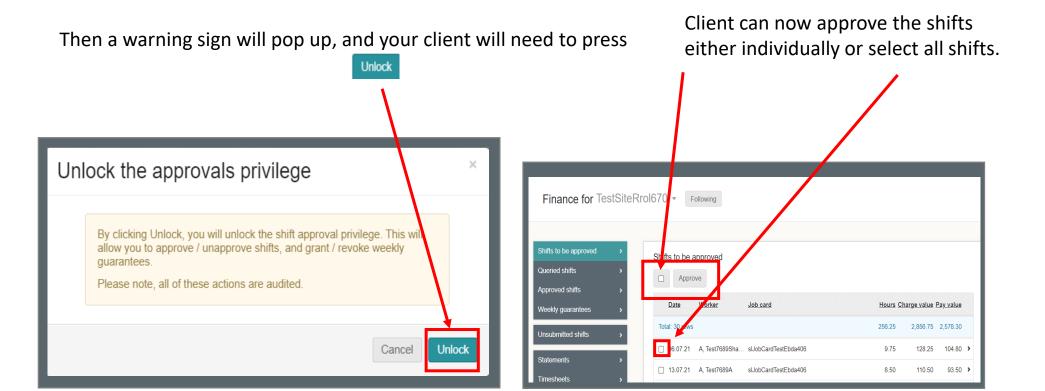


Next **Unlock** the shifts to approve.



How To Approve Shifts?





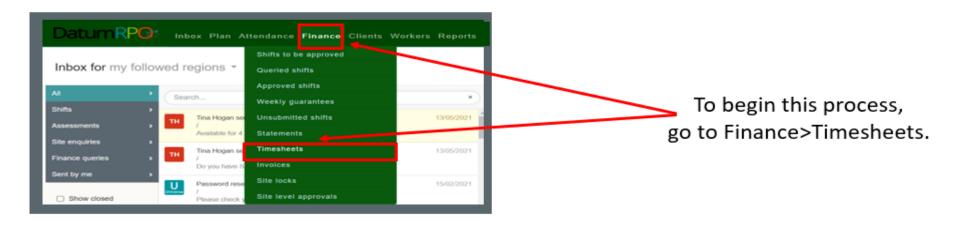


QUERY SHIFTS

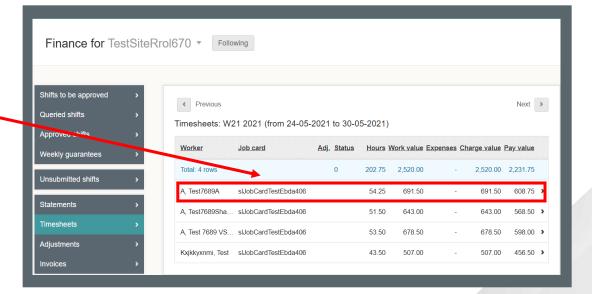


Where To Query A Shift?

A query is where you have processed hours, approved the shifts and then noticed they are overpaid or underpaid due to incorrect start/stop times.



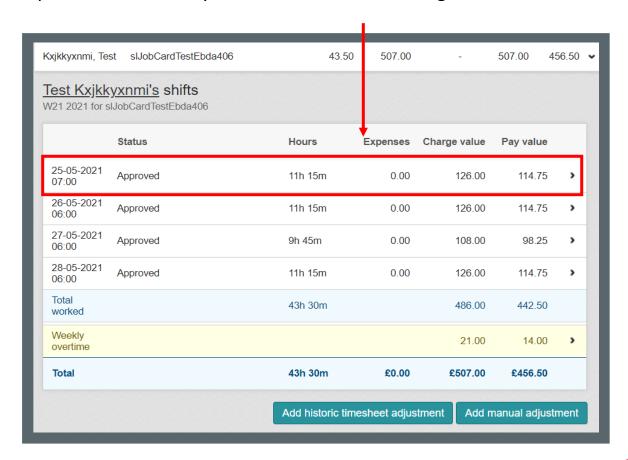
Click on the worker where you need to raise a query.

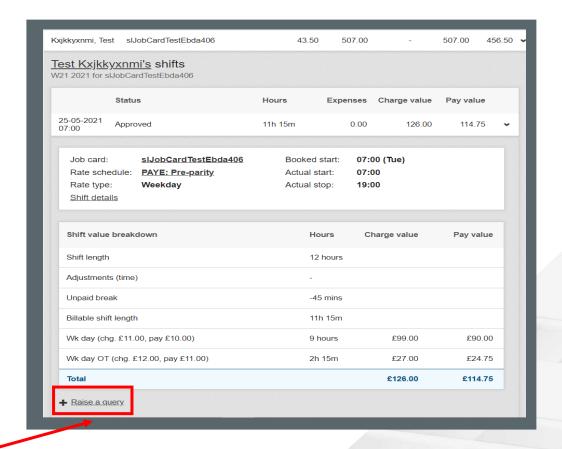




How To Raise The Query?

Open the timesheet you need to make the changes to.

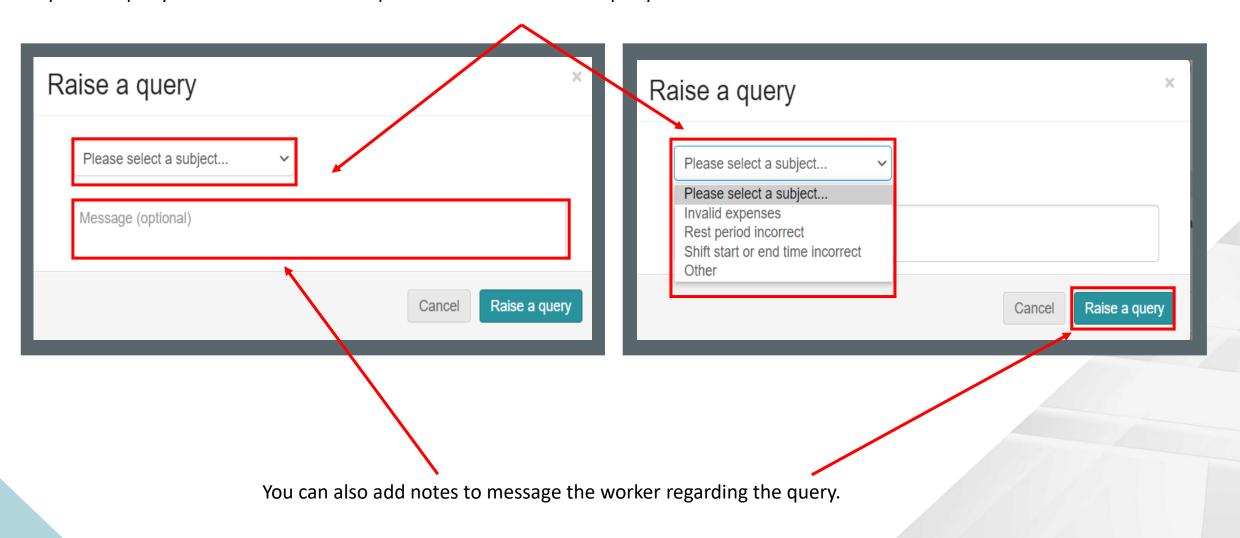






How To Complete The Query?

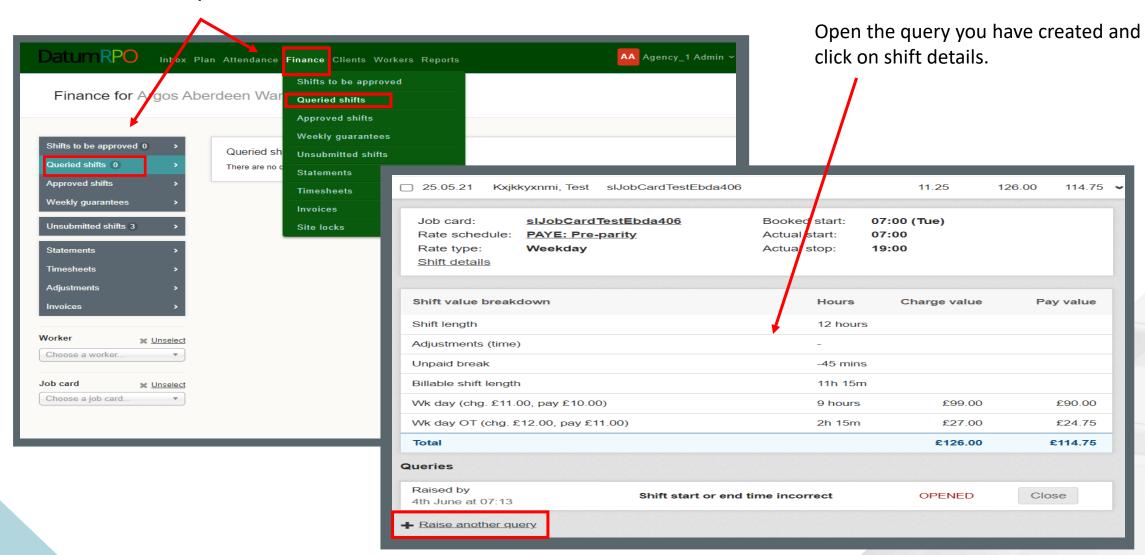
Open the query and select from the dropdown the reason for the query.





Where To Open And View Shift Details To Amend?

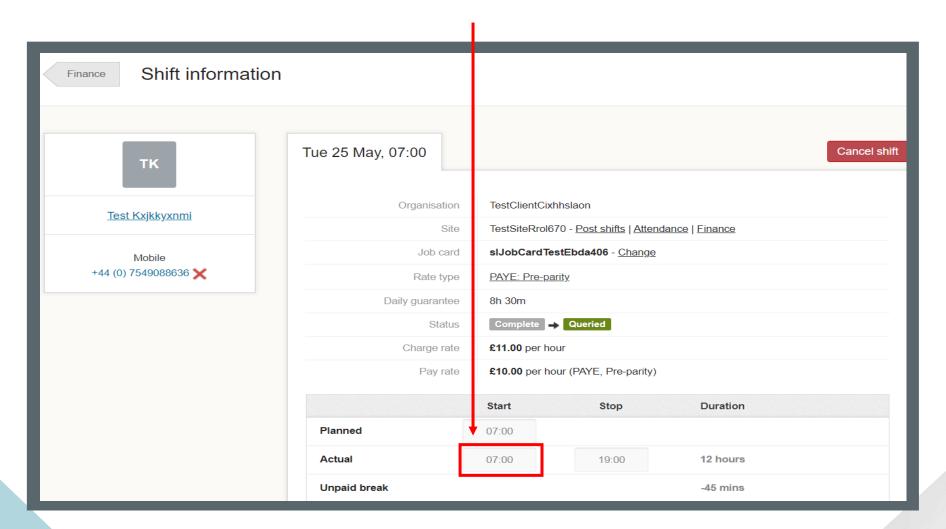
Go to Finance > Queried shifts.





Where To Change The Time?

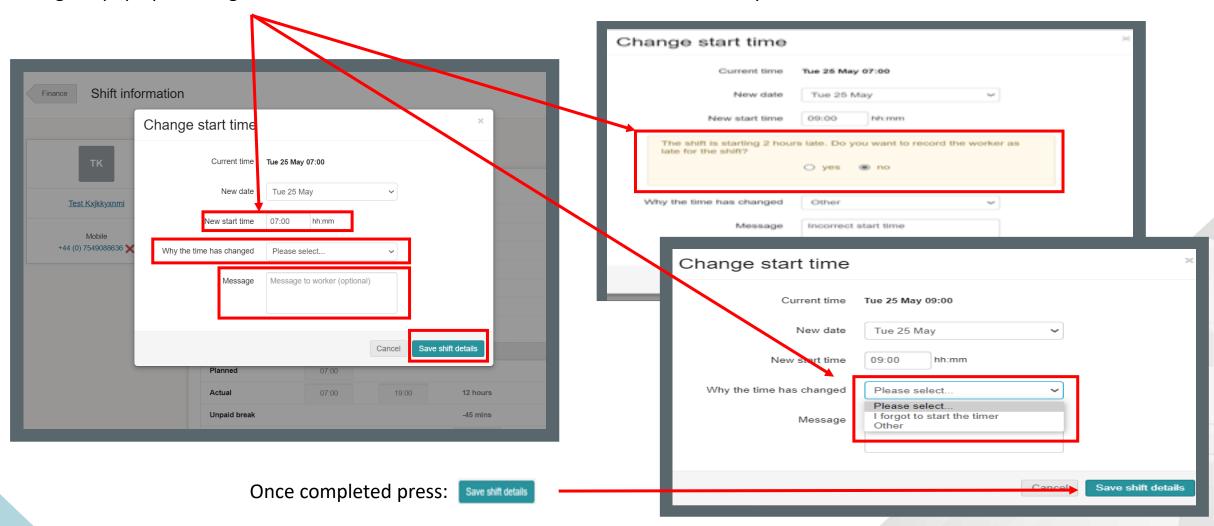
Click on the actual start time and change the start time to the correct time.





Where To Change The Time And Add Reason?

Add in the new time and use the dropdown to add in the reason. If required add a message for the worker. You will get a pop up advising on the start time, was the worker late. Click 'No' Unless they were late.

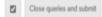




How To Close The Query?

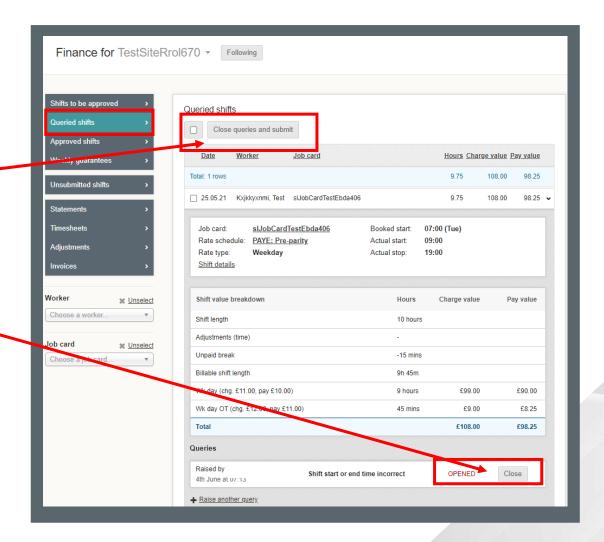
There are two ways you can close a query under queries.

1. At the top of the page close queries and submit



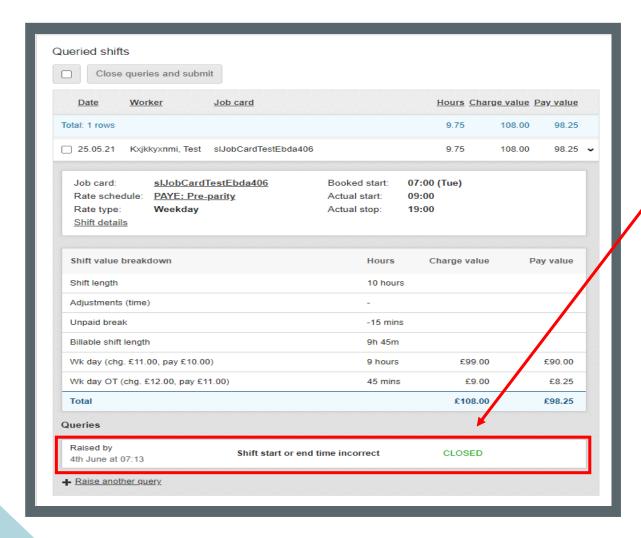
2. Or close - if you click on close you will then need to resubmit your shift

Raised by Shift start or end time incorrect CLOSED 4th June at 07:13





Where To View The Changes?



Once you have completed the changes you can view the closed query on the timesheet.

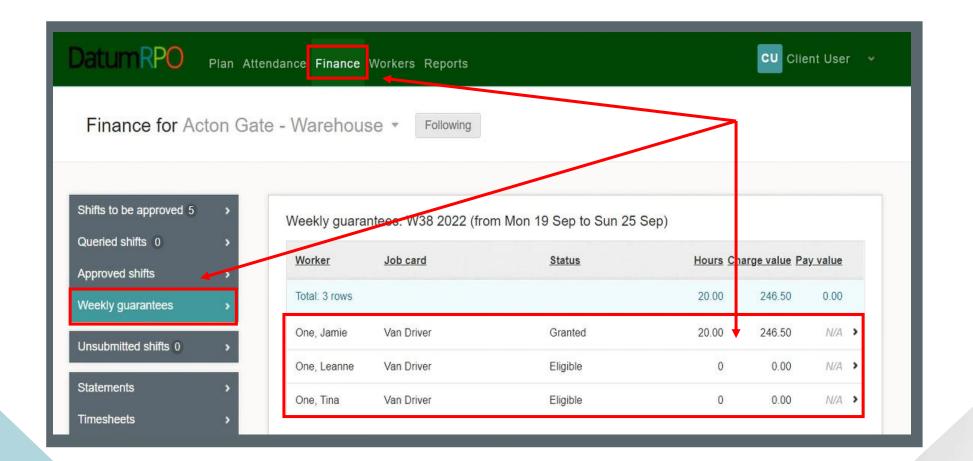
You have now completed how to amend, view and close a query!



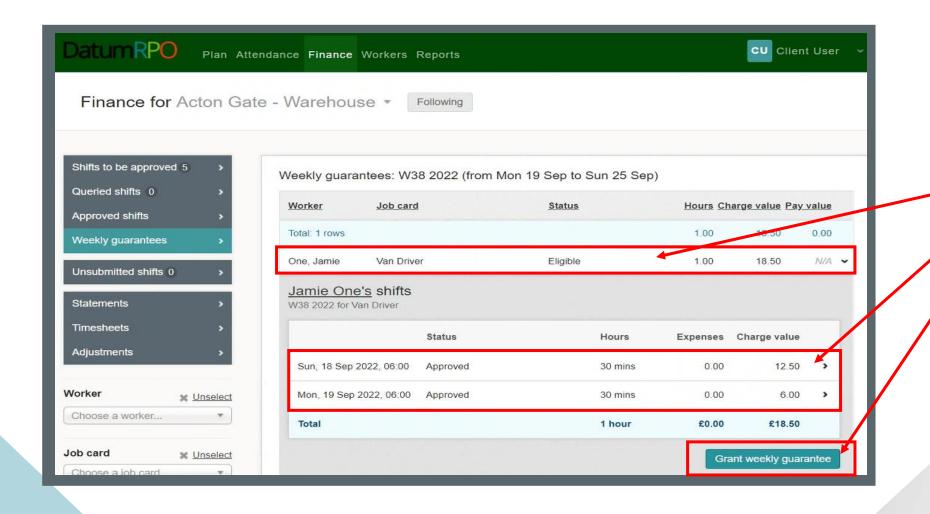
WEEKLY GUARANTEES



To view and manage any weekly guarantees you may have, go to the 'Finance' tab and select 'Weekly Guarantees'. You will now see any workers how are eligible for weekly guarantees.





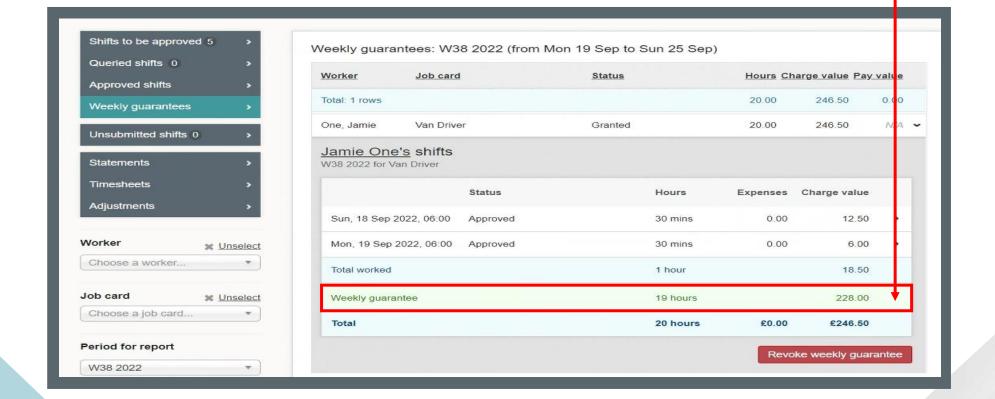


To grant a workers weekly guarantees, click on the eligible workers banner to view the detail and then click 'Grant Weekly Guarantees'.



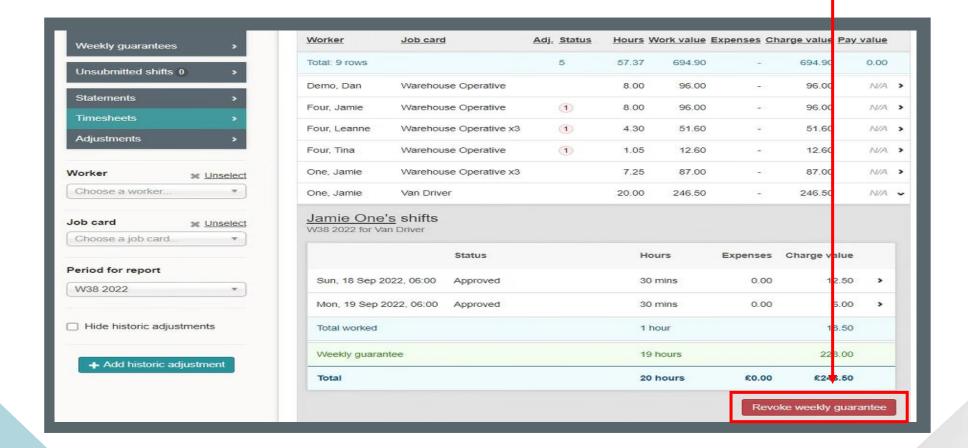
Once the weekly guarantees have been granted, you will be able to view the details of the weekly guarantee and

see the hours and charge value.





If a weekly guarantee has been granted in error, you will be able to remove it by clicking 'Revoke Weekly Guarantee. This will remove the weekly guarantee & restore the timesheet to its original state.

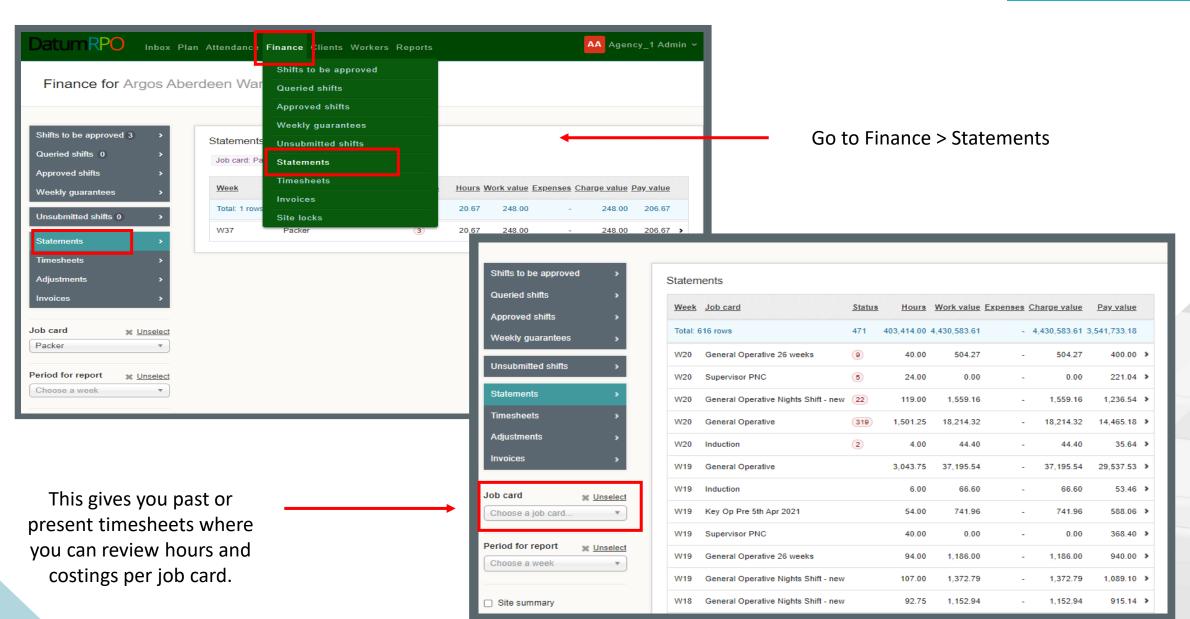




STATEMENTS

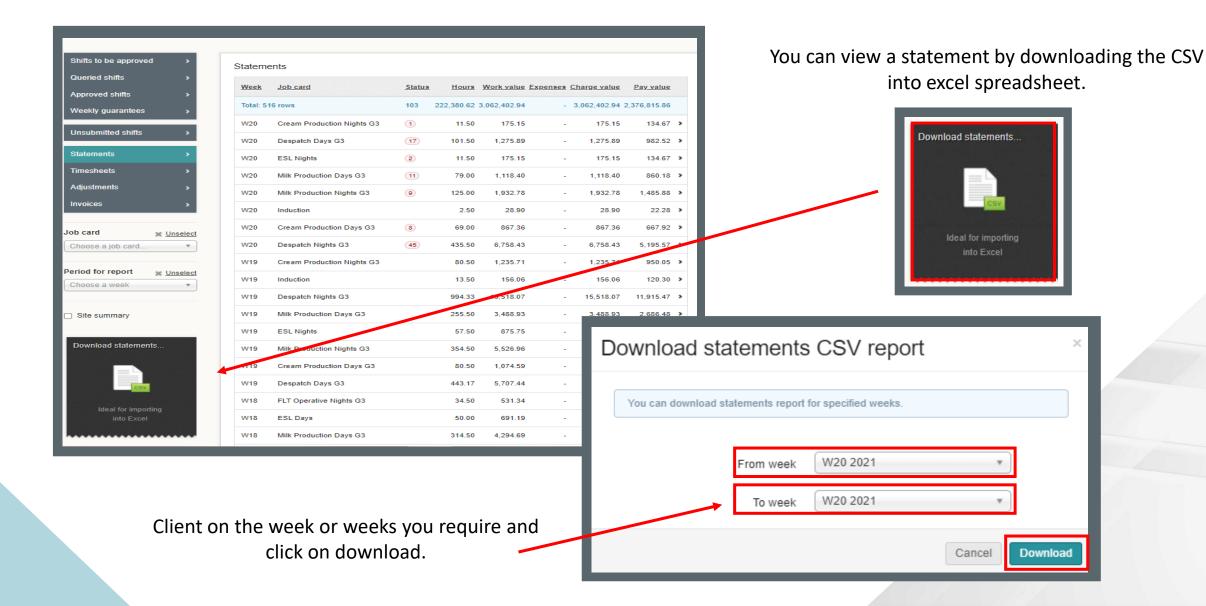






How To View Statements?





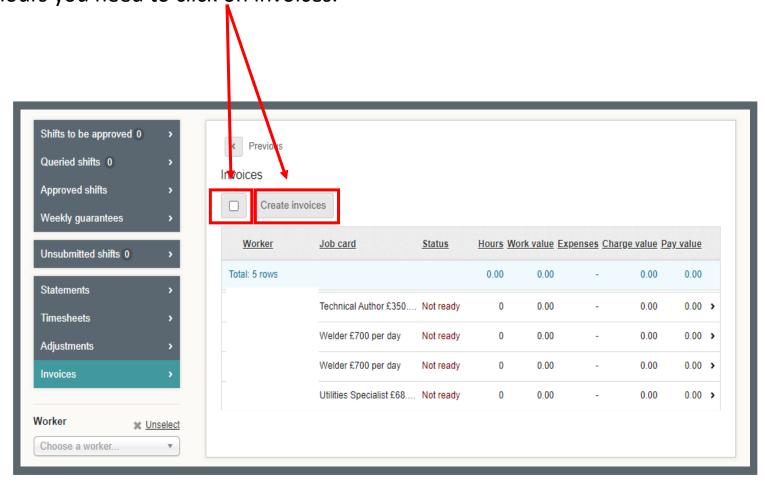


INVOICES





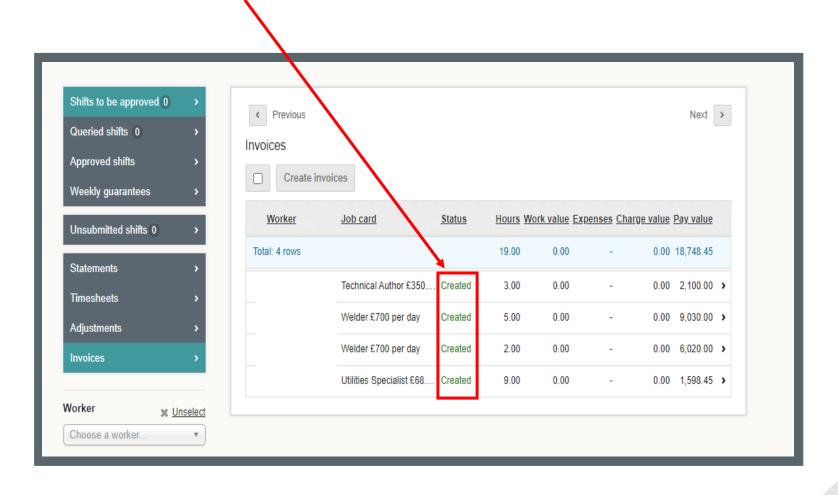
On your finance page go to your Invoices and once you have processed the hours you need to click on invoices.







Once you have created your invoice you will see created on the profile.



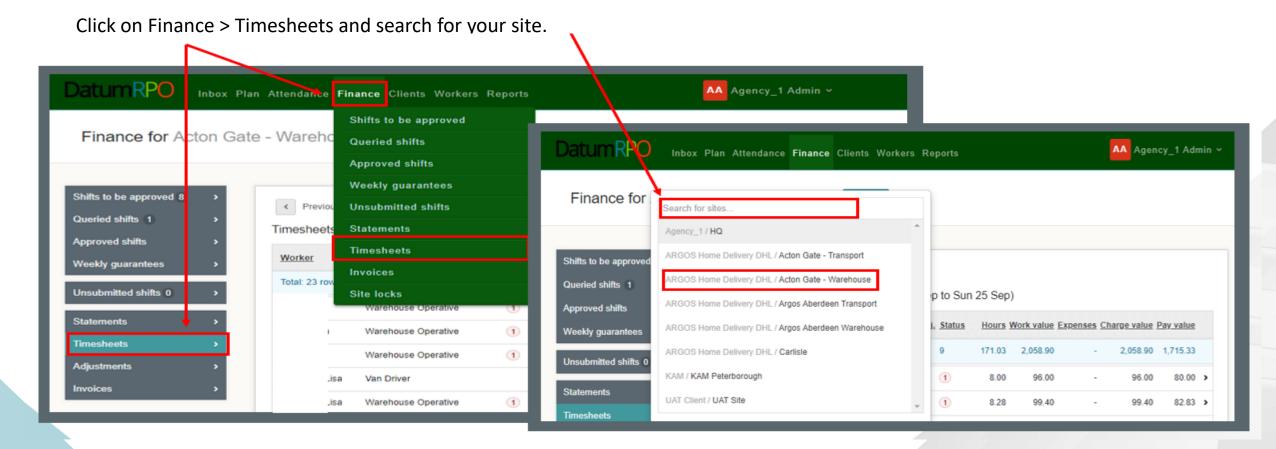


MANUAL ADJUSTMENTS -BONUS





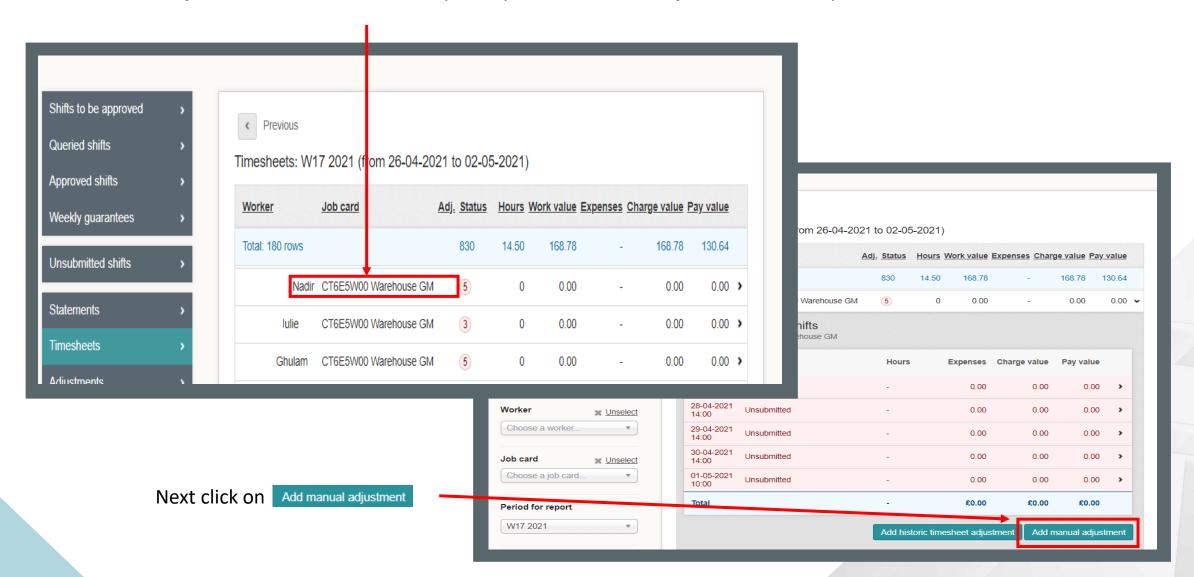
A manual adjustment can be entered at any time if there is a timesheet. A manual adjustment is where we need to deduct, refund or pay a shift bonus. The **correct** way to process this is through a manual adjustment and not an historic adjustment.





Where To Find Manual Adjustment To Add Shift Bonus?

To add a manual adjustment, click on the worker you require to make the adjustment to and open the timesheet.

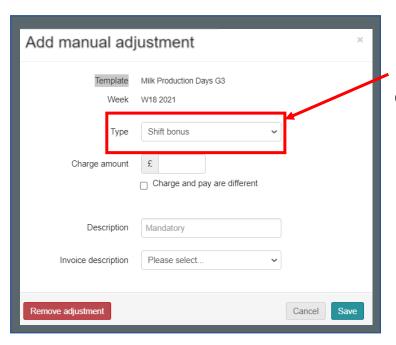




How To Add A Manual Shift Bonus Adjustment?

The manual adjustment can be entered at any time, if there is a timesheet.

Shift bonus payments are for any extra pay that is a bonus, and the worker doesn't accrue holiday pay. This means it doesn't go through the shift allocation but is done as a manual adjustment or a download adjustment.



Go to type and click in the box.

You will then see your drop down and click on shift bonus.

Next click on the charge amount then add the payment amount click on the Charge and pay are different

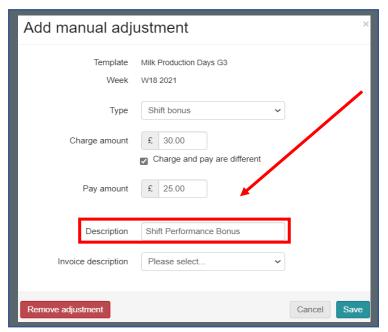
box and add amount.

Add manual adjustment ×		
Template Week	Milk Production Days G3 W18 2021	
Туре	Shift bonus	•
Charge amount	£ 30.00	
	Charge and pay are different	
Pay amount	£ 25.00	
Description	Mandatory	
Invoice description	Please select	•
Remove adjustment		Cancel



How To Add A Manual Shift Bonus Adjustment?

Next you need to add your description and invoice description.



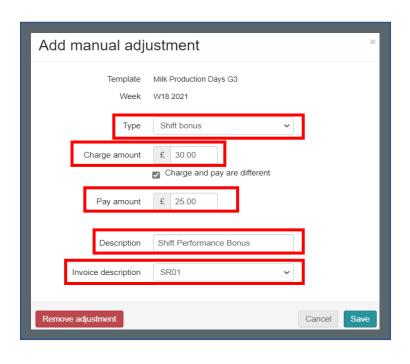
Add manual adjustment Go to Description, click in the box and type in Template Milk Production Days G3 W18 2021 what it is for. Shift bonus £ 30.00 Charge amount Last thing is to click on Charge and pay are different invoice description and Pay amount £ 25.00 select SR01 from the Shift Performance Bonus drop down. Invoice description Cancel

If shift bonus is for supervisor check in don't add charge amount, add in description 'Supervisor Check In'.



How To Complete A Manual Shift Bonus Adjustment?

Finally do your check list before saving.



Correct Type ✓

Correct Charge amount ✓

Correct Pay amount ✓

Correct Description ✓

Correct Invoice description ✓

Then click on Save



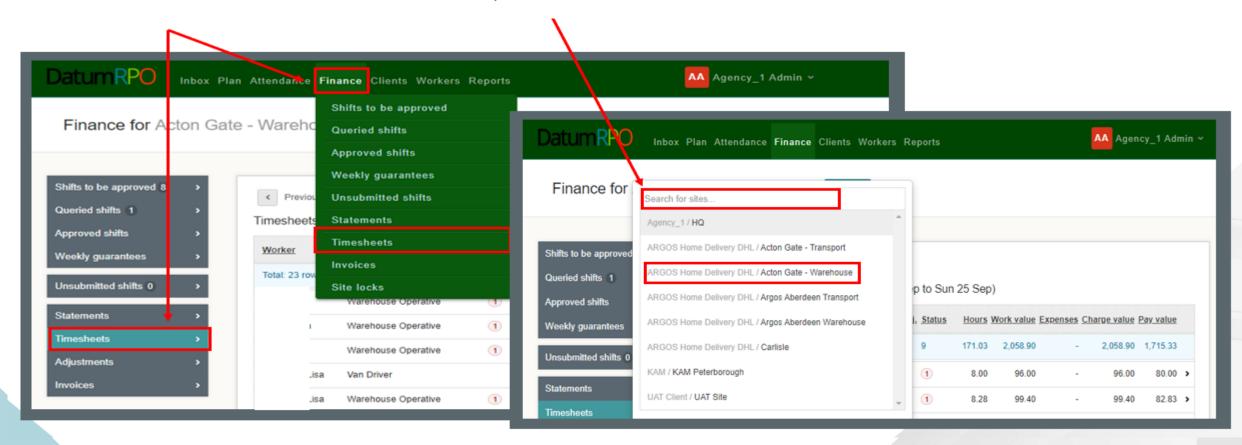
HISTORIC ADJUSTED RATES



What Is A Historic Adjustment?

A historic adjustment is where we have missed payment for a worker. It might be basic hours, overtime or backpay. This is the **correct** way to process missing payments and **not through manual adjustments.**

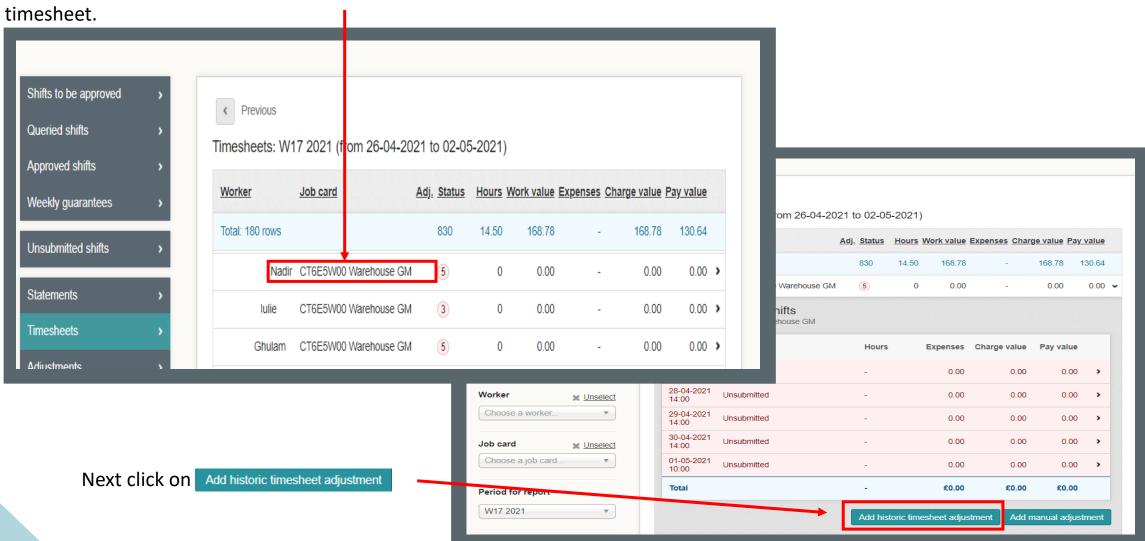
Click on Finance > Timesheets and then search for your site.





How To Add An Historic Adjustment?

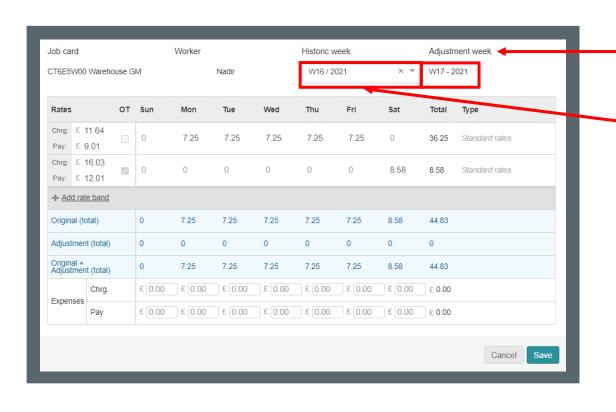
To add an historic adjustment, click on the worker you require to make the adjustment to and open the





How To Add An Adjustment To The Relevant Week?

When adding an adjustment for a historic week you must ensure you are on the week you need to pay and the week the payment was missing from.



Adjustment week is the current week that you are payrolling.

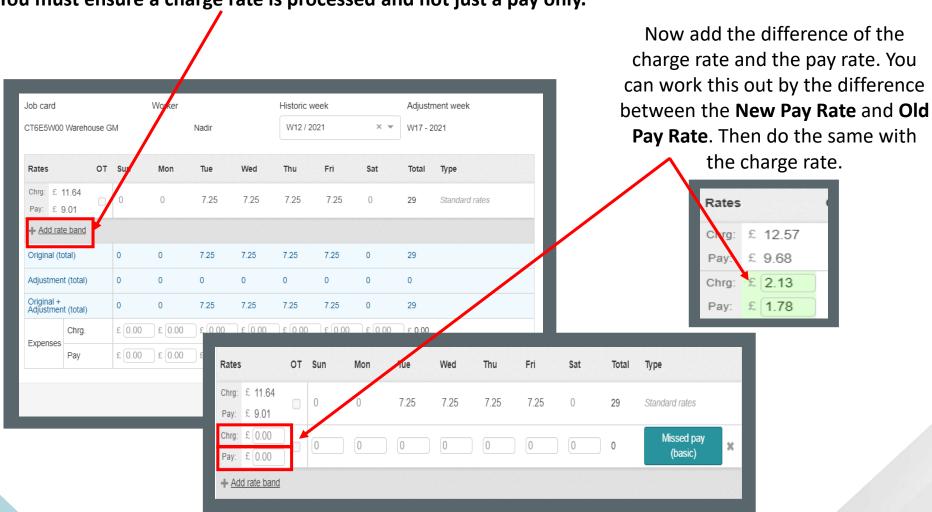
Historic week is the week you need to pay the worker.

Click on the relevant week for the Historic Adjustment.



How To Add In The Charge And Pay Rate Difference?

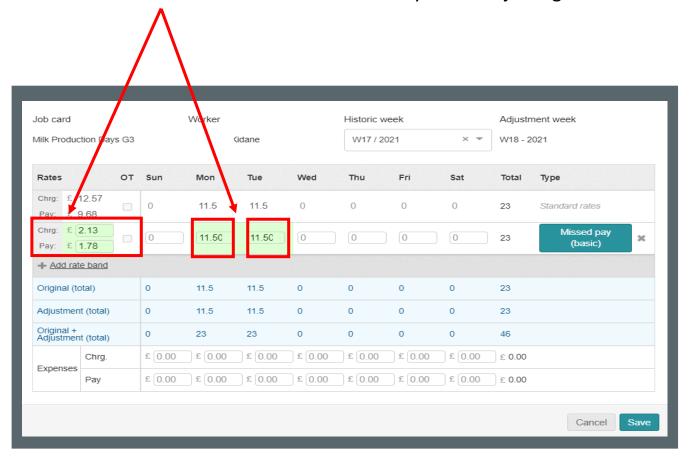
Next, we need to add the rate band which will bring up charge rate and the pay rate for processing the hours. You must ensure a charge rate is processed and not just a pay only.





How To Add In The Hours?

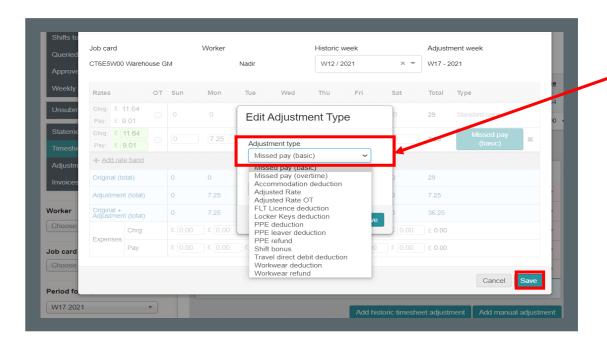
Now we have added the charge and pay rate difference, we now need to add the hours in the correct day of which the hours need to be the same as the hours for the week you are adjusting.





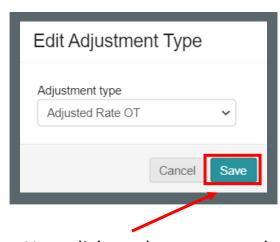
How To Add In Standard Rate Information?

Once with have opened the edit adjustment section, you need to select either Missed pay (basic), Missed pay (overtime), Adjustment rate or Adjustment Rate Overtime **ONLY.**



Next click on **Adjusted Rate** or if overtime adjustment click **Adjusted Rate OT.**

This will be on your drop down.

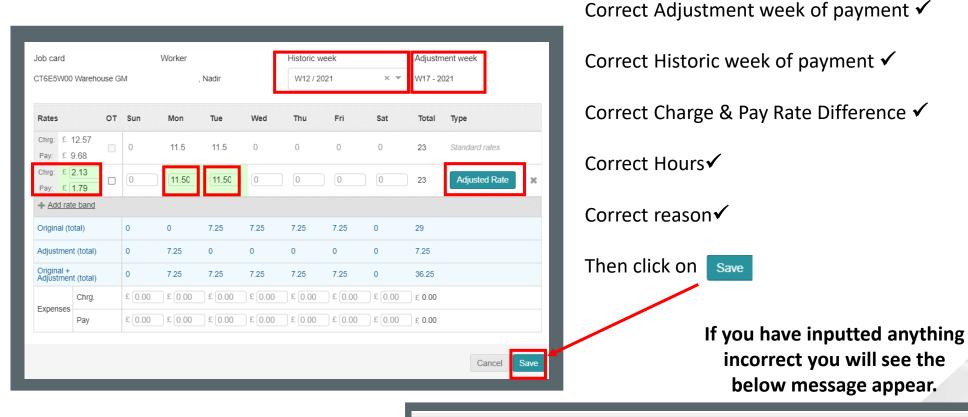


Next click on the reason and



How To Check Before Saving?

We have now added all the information to save the adjustment. Next, we need to check to ensure the information is correct.

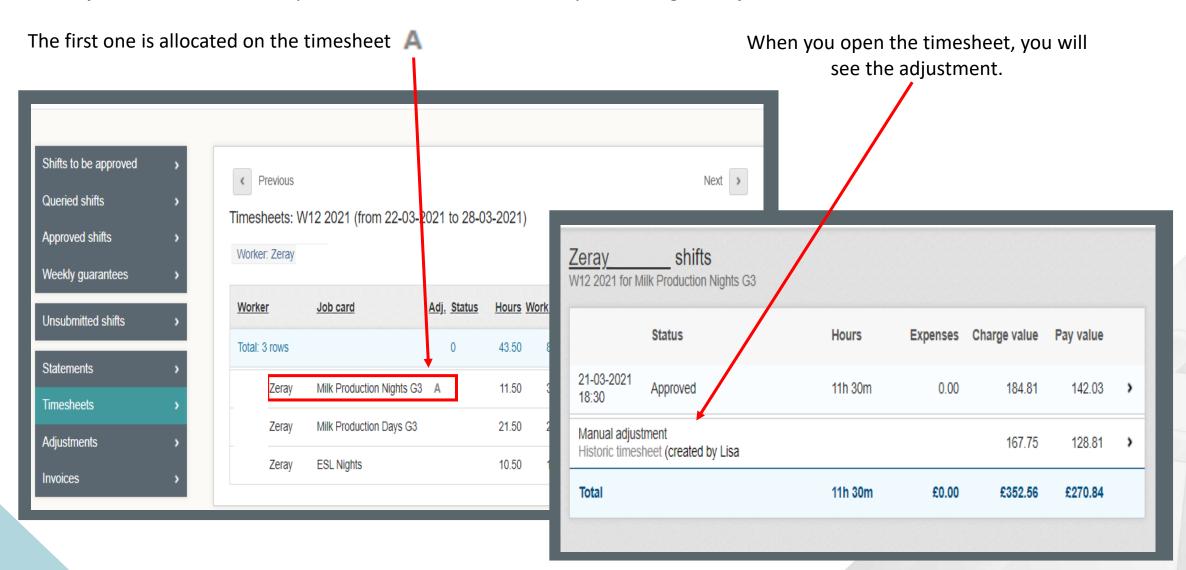


Adjusted Rate is used if the pay rate is below NMW, please use Missed Pay for pay x rates above NMW (above minimum rate on the job card)



How To View The Adjustment In Timesheets?

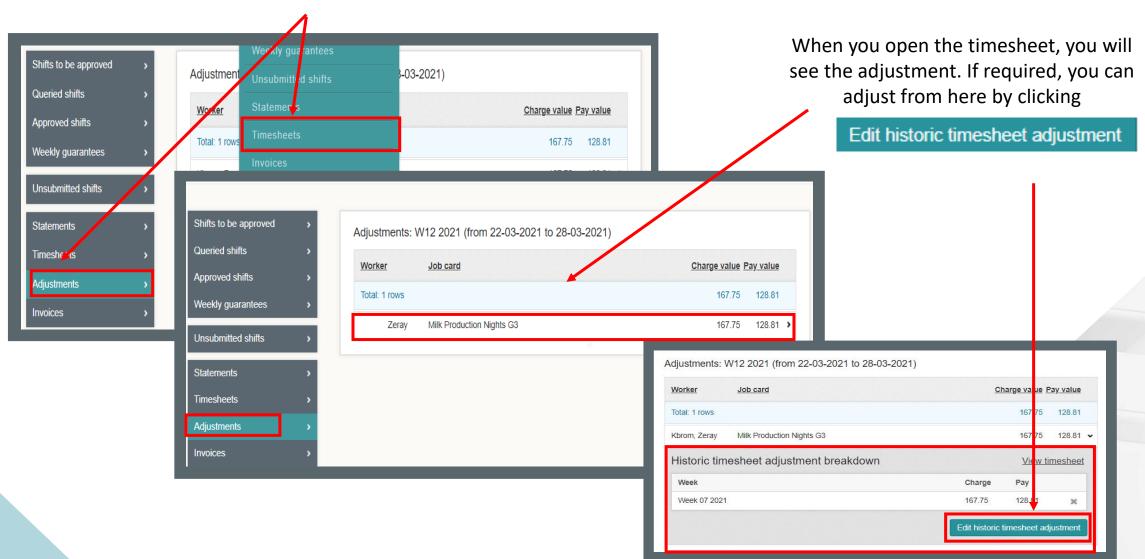
The Adjustment has now been processed and there are two ways of finding the adjustment.





How To View The Adjustment In Adjustments?

The second way is to go to timesheets and on the left side you will see adjustments.





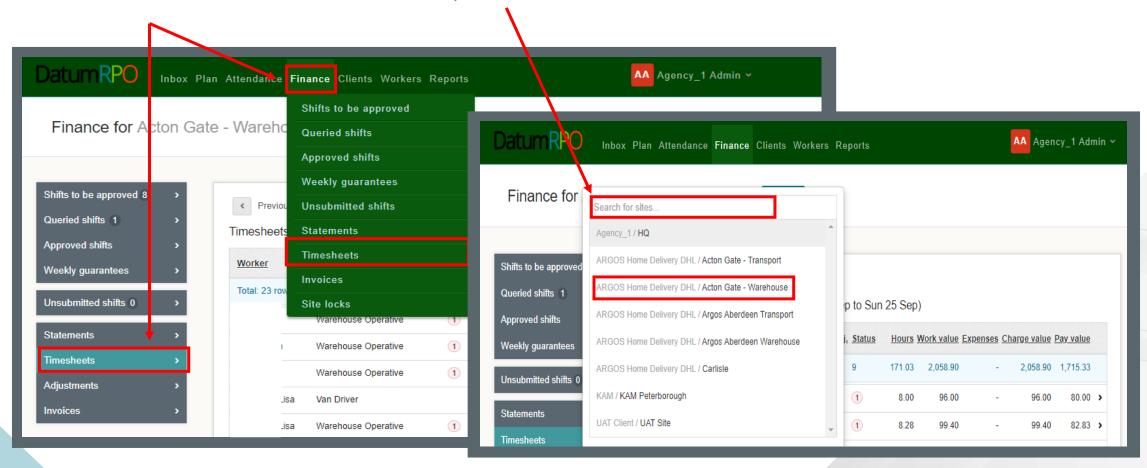
HISTORIC ADJUSTED MISSING HOURS



What Is An Historic Adjustment?

An historic adjustment is where we have missed payment for a worker. It might be basic hours, overtime or backpay. This is the **correct** way to process missing payments and **not through manual adjustment.**

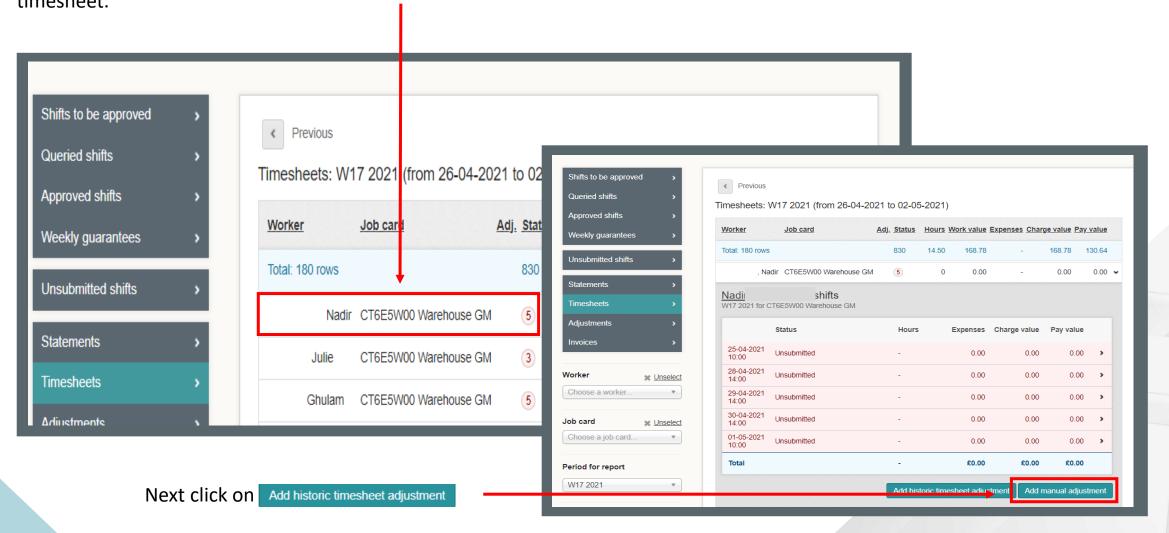
Click on Finance > Timesheets and then search for your site.





How To Add An Historic Adjustment?

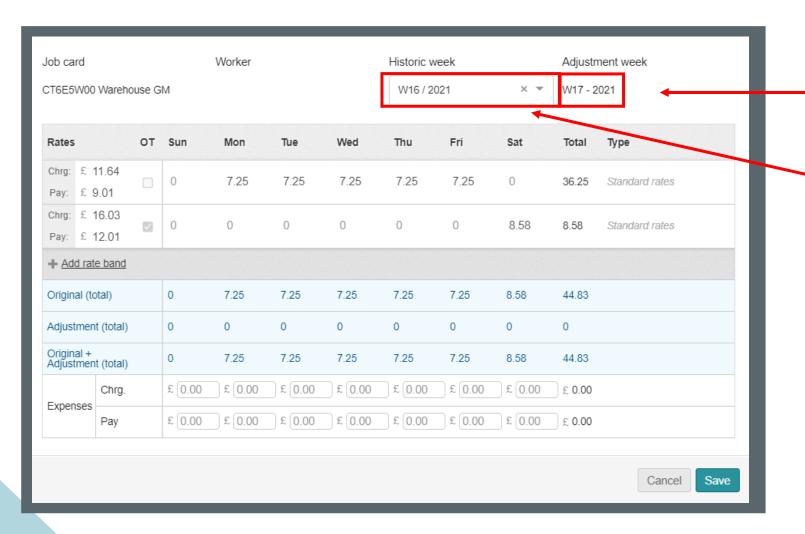
To add an historic adjustment, click on the worker you require to make the adjustment to and open the timesheet.





How To Add An Adjustment To The Relevant Week?

When adding an adjustment for a historic week you must ensure you are on the week you need to pay and the week the payment was missing from.



Adjustment week is the current week that you are payrolling.

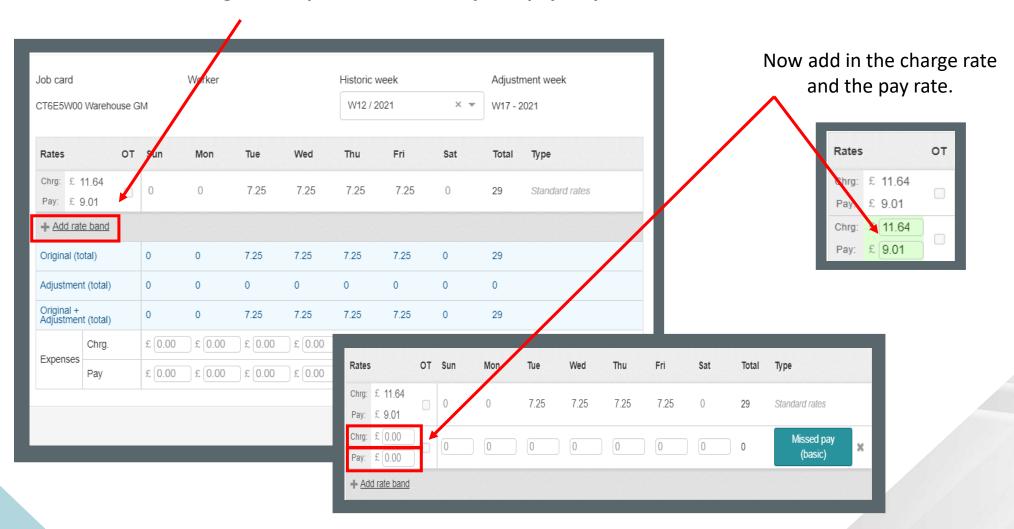
Historic week is the week you need to pay the worker.

Click on the relevant week for the Historic Adjustment.



How To Add In The Charge And Pay Rate?

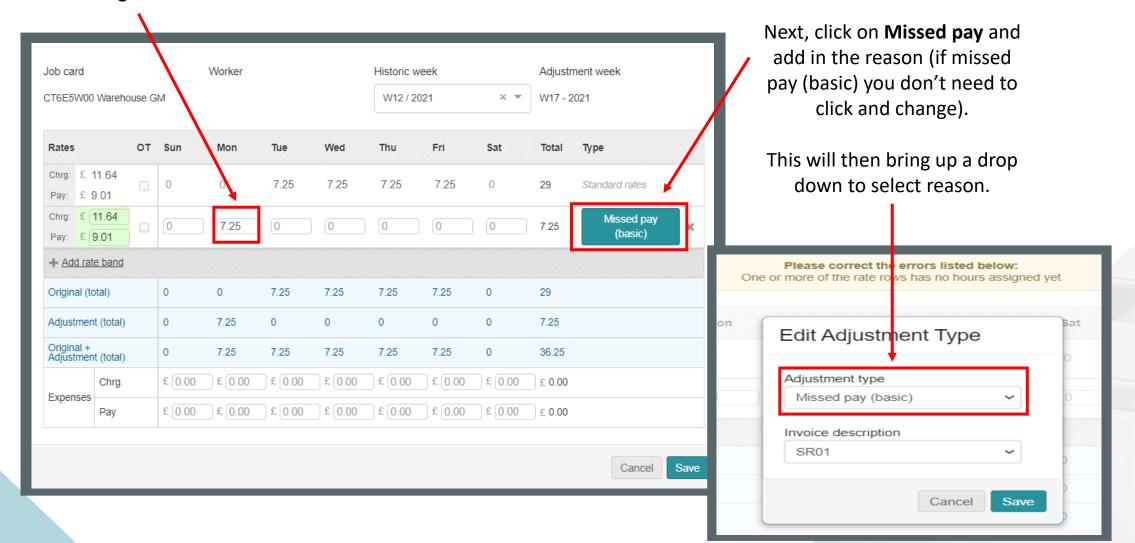
Next, we need to add the rate band which will bring up charge rate and the pay rate for processing the hours. You must ensure a charge rate is processed and not just a pay only.





How To Add In The Hours?

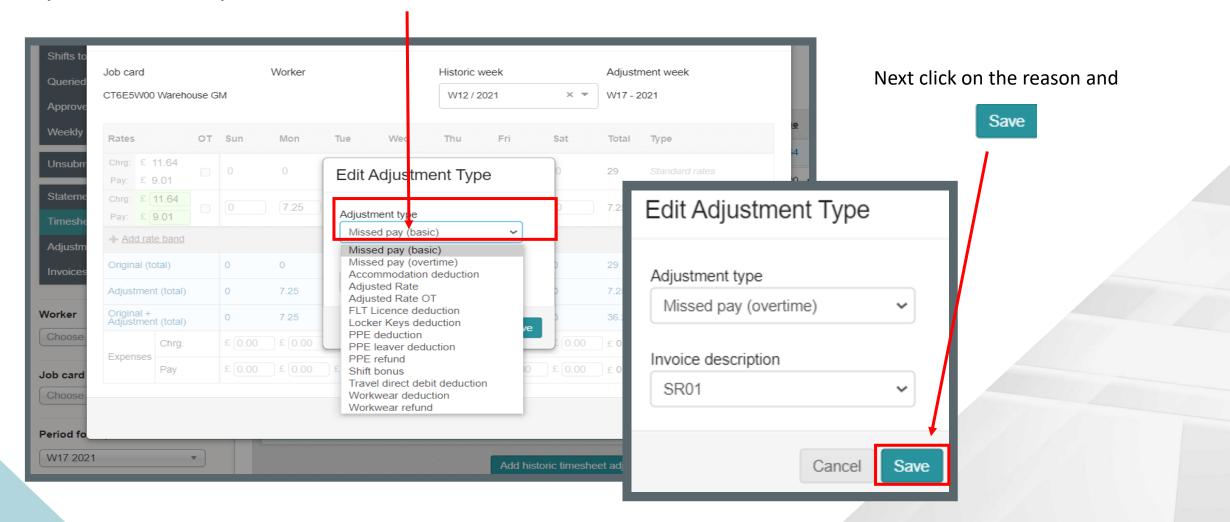
Now we have added the charge and pay rate we now need to add the hours in the correct day of which the hours were missing.





How To Add In Standard Rate Information?

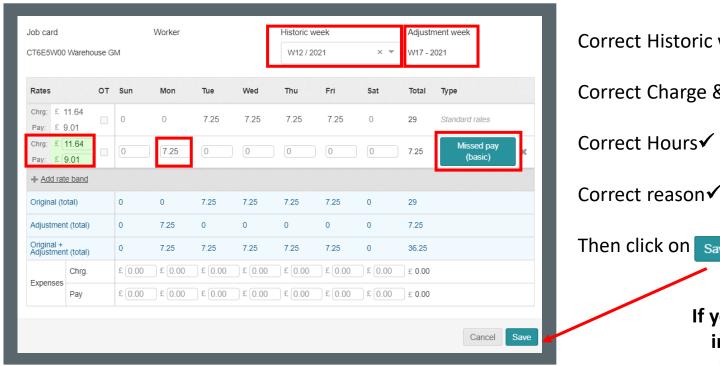
Once you have opened the Edit Adjustment you need to select either Missed pay (basic), Missed pay (overtime), Adjustment Rate or Adjustment Rate Overtime **ONLY.**





How To Check Before Saving?

We have now added all the information to save the adjustment. Next, we need to check to ensure the information is correct.



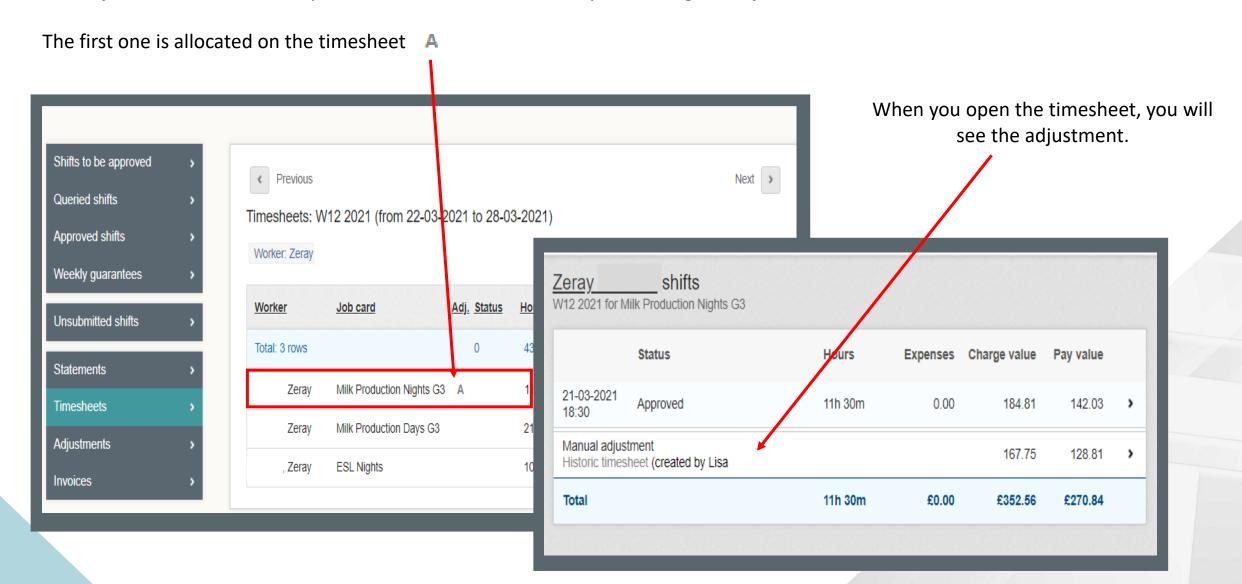
Correct Adjustment week of payment ✓ Correct Historic week of payment ✓ Correct Charge & Pay Rate ✓ Correct reason√ Then click on Save If you have inputted anything incorrect you will see the

below message appear.



How To View The Adjustment In Timesheets?

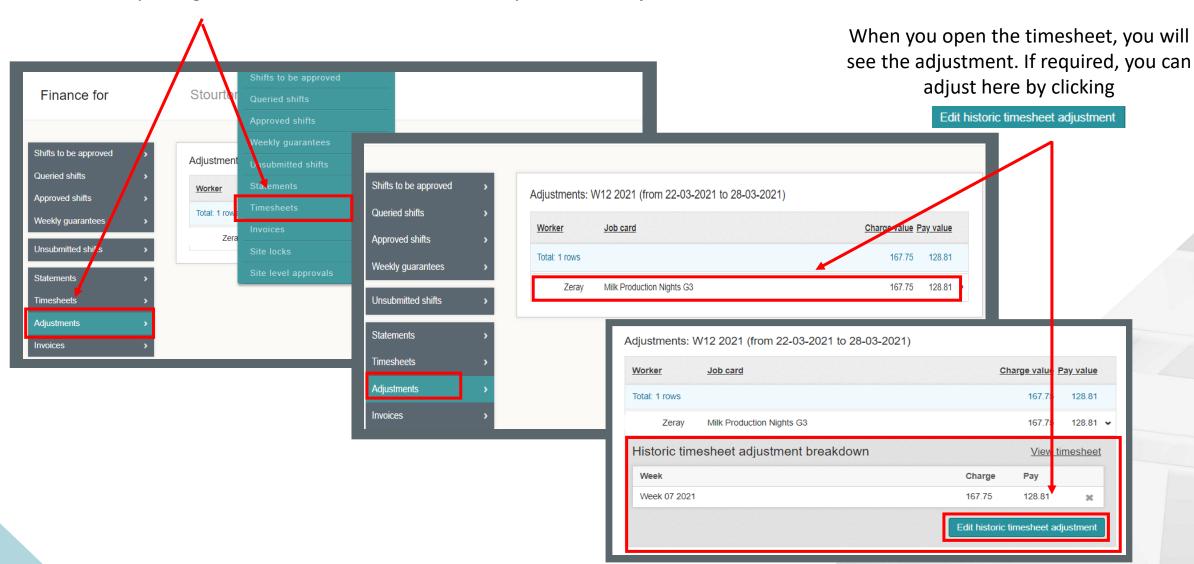
The Adjustment has now been processed and there are two ways of finding the adjustment.







The second way is to go to timesheets and on the left side you will see adjustments.





SITE LOCKS





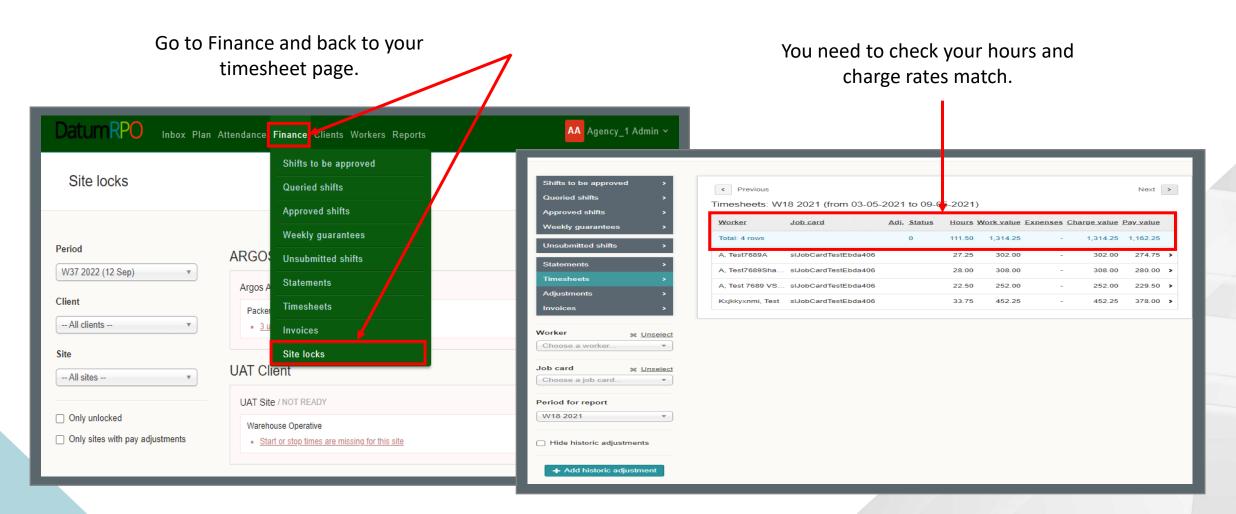
DEADLINE FOR LOCKING SITES IS: MONDAY 2PM

If you don't lock or advise of an issue the site will be locked for you which could result in workers not being paid.



What Do I Need To Check Before I Lock Site?

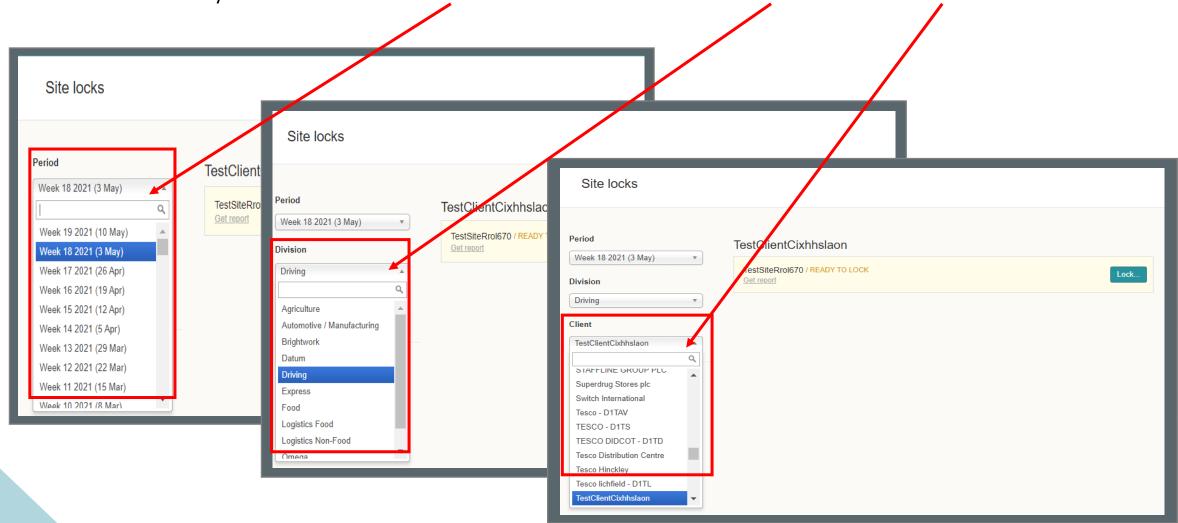
Site Locks is the final process before you complete payroll. Once you lock the site you are not able to do anything if you find something wrong. It is important that you do your checks before finalising.





Where To Find Period (Week), Division And Client?

Next you will need to add your Period. This is the **week** of payroll you are processing, **division** which your **client** sits under and then find your client.







Click on get report and this will then generate a CSV report.



The report will show you
Worker, Workers ID, Job Card, Hours,
Pay Rate, Charge Rate, Total Pay and
Total Charge.

This will enable you to do a final check before locking your payroll.

f	Employer	Division	Consultar	Candidate	Original I	Candidate	Candidate Employe	Mook Ctory	Vool: End	Client Ore Joh Brain	dab ld	Job Dof	Joh Tuno	Timocho	d House We	ima Data Data Cad	Day Data Charge D	Customor Customor	Dansian C Appro	tic Haliday A Invaica	Day Cubto	Charge Cu	liant clas
7	Employer	DIAIZION	Consultar	Candidate	Original I	Canalaatt	Candidate Employm	t week star v	veek chu	Chefit Ort Job Proje				Timesne	i nours wc	ime kate kate cou	ray kate Charge K	customer customer	Pension Cappre	ntic Holiday A Invoice	(Pay Subic	charge 5u	Hent Clock
	SL	DR	1.7E+08	6.4E+08	6.4E+08	Test76895	A PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	28	BASE_RAT Y	10 11	6.3E+08 testsitern	1	1 28 Basic p	ay 280	308	
	SL	DR	1.7E+08	6.3E+08	6.3E+08	Test	Kxjkkyxnn PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	27	BASE_RAT Y	11 13	6.3E+08 testsitern	1	1 28 Basic p	ay 297	351	
	SL	DR	1.7E+08	6.3E+08	6.3E+08	Test	Kxjkkyxnn PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	6.75	DT_RATE N	12 19	6.3E+08 testsitern	1	1 0 Overtin	n 81	101.25	
	SL	DR	1.7E+08	6.4E+08	6.4E+08	Test 7689	A PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	18	BASE_RAT Y	10 11	6.3E+08 testsitern	1	1 28 Basic p	ay 180	198	
	SL	DR	1.7E+08	6.4E+08	6.4E+08	Test 7689	A PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	4.5	DT_RATE N	11 12	6.3E+08 testsiterr	1	1 0 Overtin	n 49.5	54	
	SL	DR	1.7E+08	6.4E+08	6.4E+08	Test7689/	A PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	25	BASE_RAT Y	10 11	6.3E+08 testsitern	1	1 28 Basic p	ay 250	275	
	SL	DR	1.7E+08	6.4E+08	6.4E+08	Test7689/	A PAYE	2E+07	2E+07	10IT	6.3E+08	slJobCard	Driver	6.4E+0	2.25	DT_RATE N	11 12	6.3E+08 testsitern	1	1 0 Overtin	24.75	27	
	Total																				1162.25	1314.25	





You are now ready to lock your site. The final stage is to add in PO if required. There are also options to add to job card or worker.



You can now lock your site.



The site will go from lock to unlock.

It is forbidden to unlock a site and will not allow you to do so.



WORKER OVERVIEW

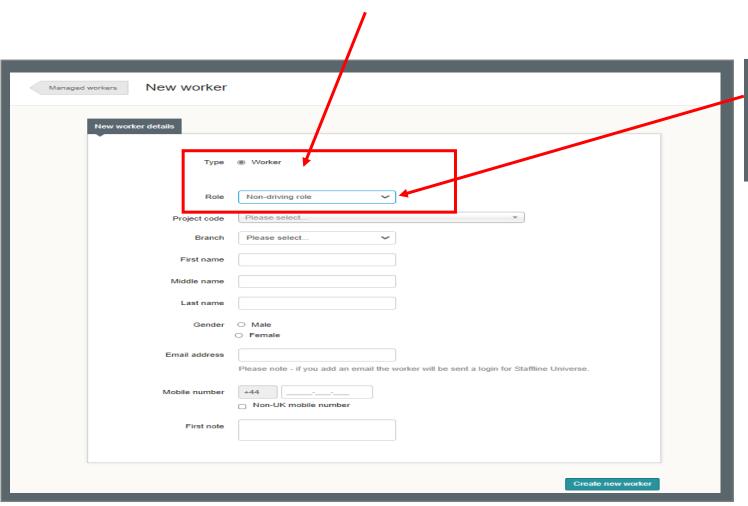


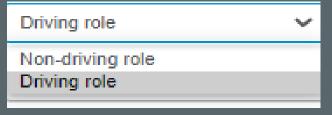
MANAGE WORKER



How To Fill Out The Workers Details?

Enter the worker's type. You need to select worker here.



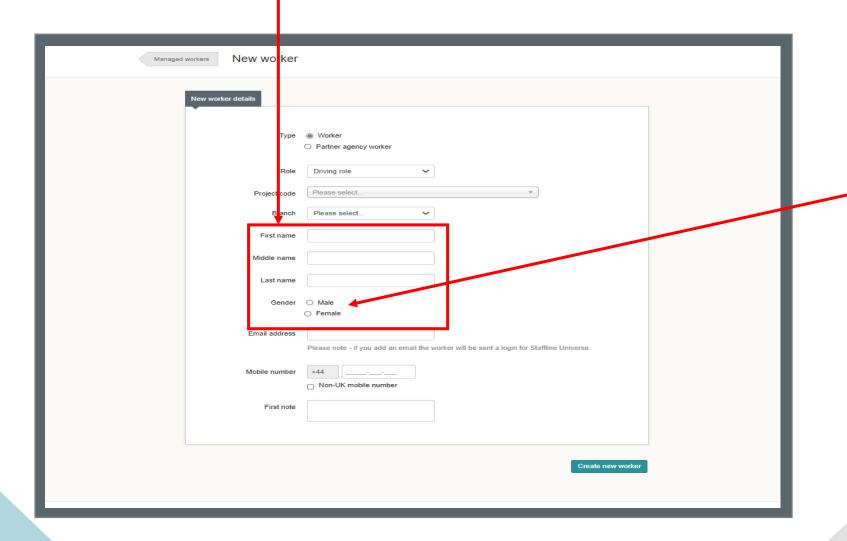


Select the role from the dropdown.

How To Fill Out The Workers Details?



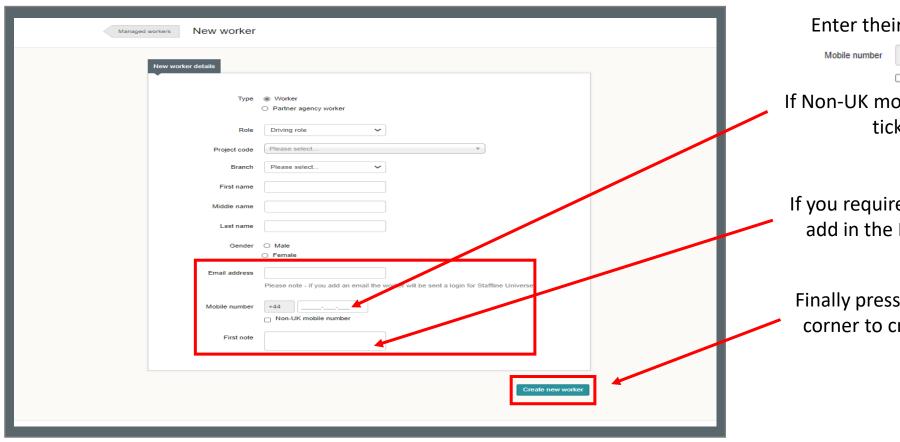
Enter the candidate's name here. 'First name' and 'Last name' must be completed, but 'Middle name' is optional.



Enter gender here.







Enter their mobile number.

If Non-UK mobile number, please tick the box.

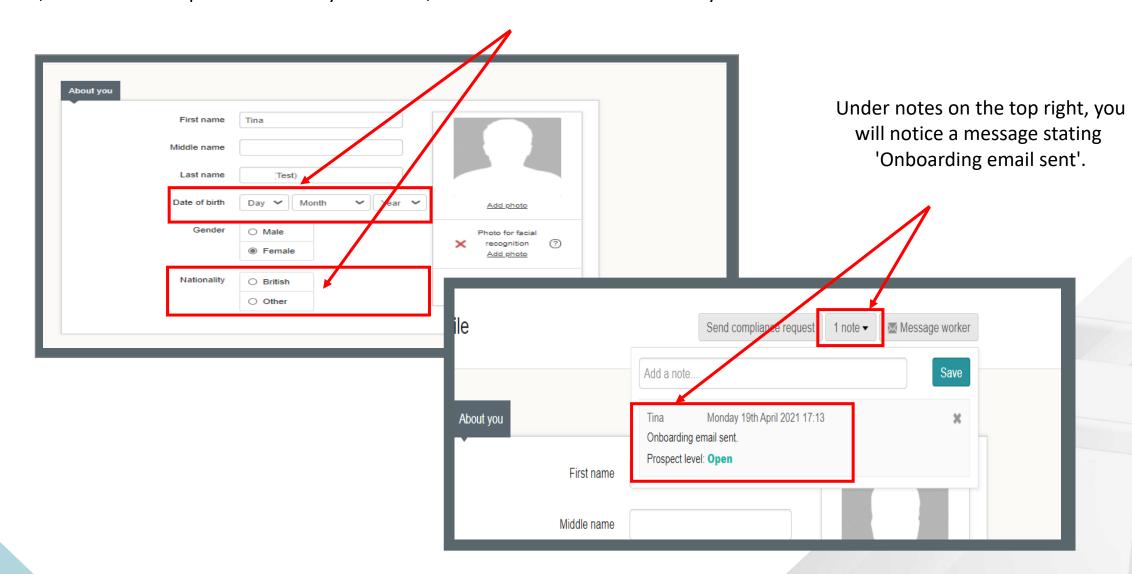
If you required to add any notes add in the First Note section

Finally press on the right hand corner to create new worker.





Next, we need to complete the about you section, add date of birth and nationality.

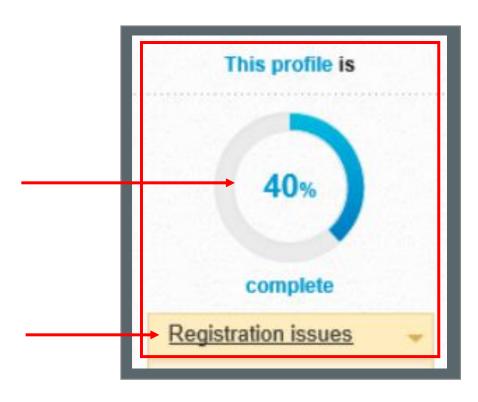




How To Reduce Incomplete Profile?

Once a section is completed, the profile percentage will start to decrease until it reaches 100%. Underneath the profile percentage, it will also show issues that are outstanding with the profile.

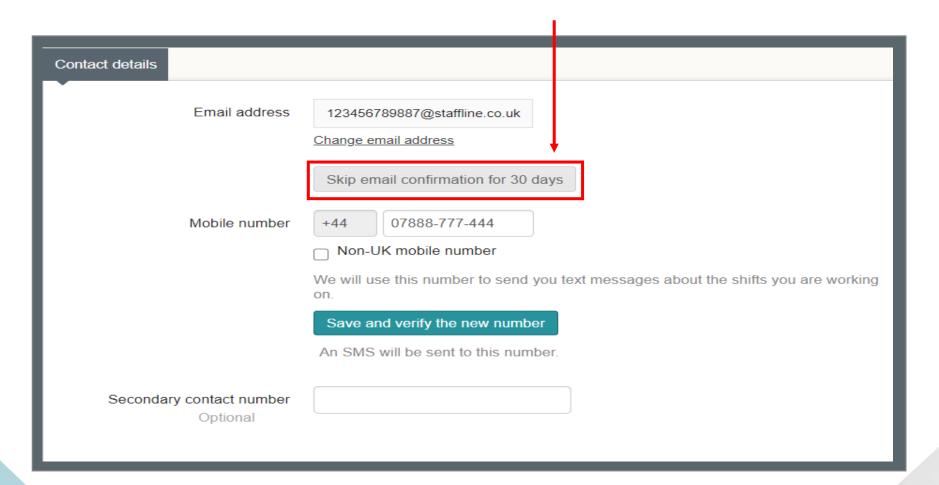
The following sections will need to be completed so that the registration percentage reaches 100%, this way the worker can then be made compliant.





How To Complete Contact Details?

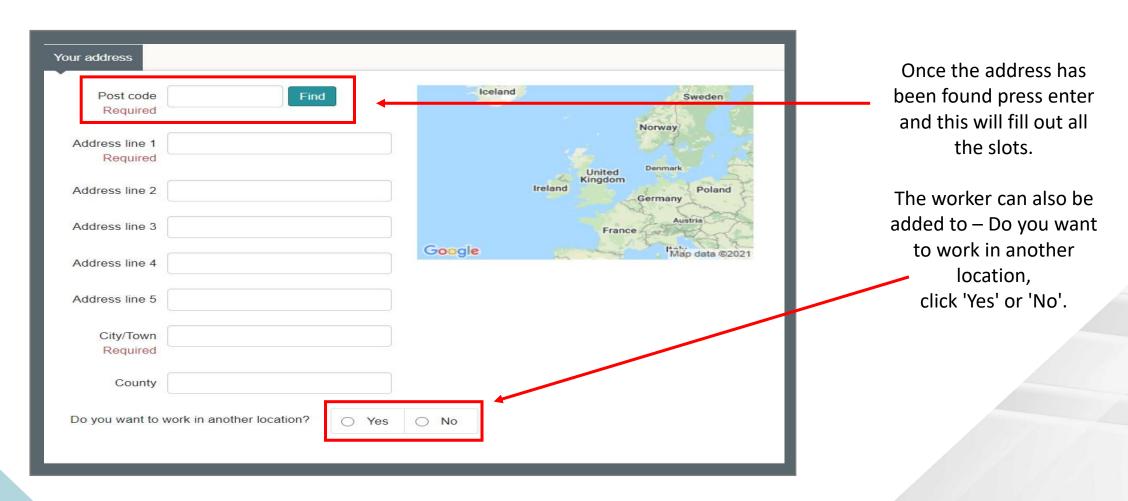
Contact details need to be verified, this will be through email and text message. If the worker doesn't confirm email address, you can skip for 30 days while you get the worker to confirm.





How To Complete Your Address?

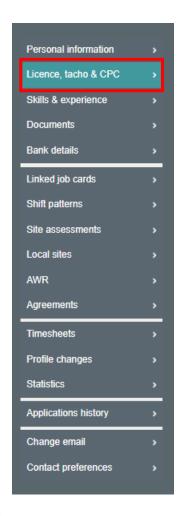
To complete the address, you can manually add in all the information or add in the post code which will give you a drop down to find the number of the house/road.

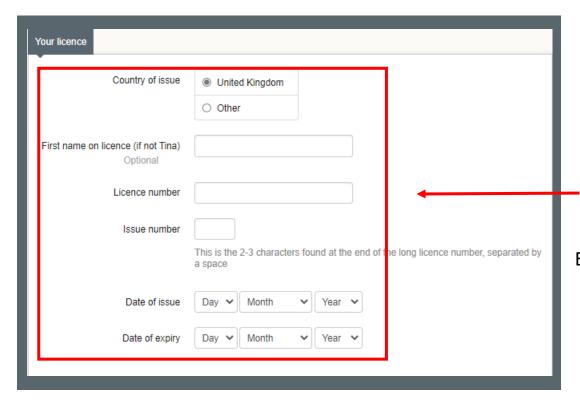


How To Complete Licence?



Go to Licence, Tacho and CPC on the left-hand side of the worker's profile.





Please fill in the following information:

Add in the country of issue. Follow the UK guidelines for licenses. If other use the dropdown to select the country.

Entre the full name on the Licence.

Enter the Licence number on the driving Licence card

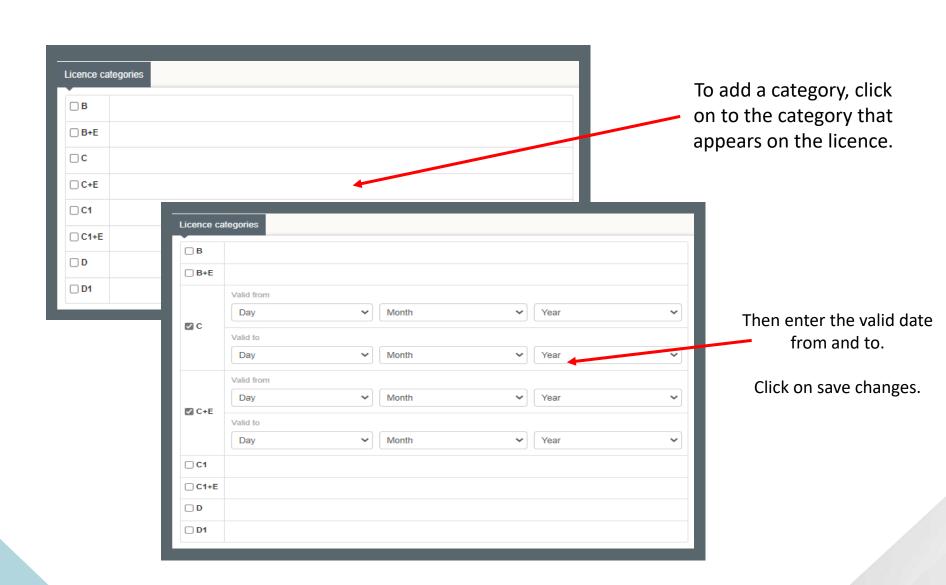
Enter the issue number.

Date of Issue.

Date of Expiry.



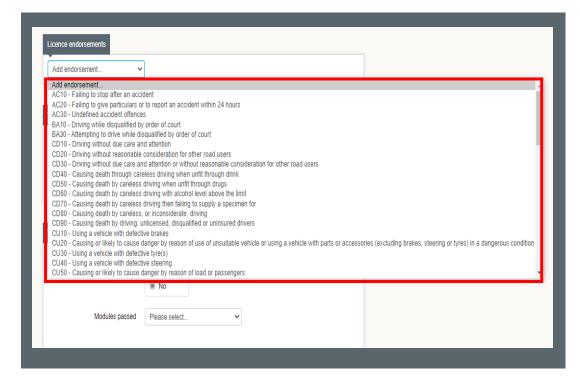
How To Complete Licence Categories?





How To Complete Licence Endorsements?



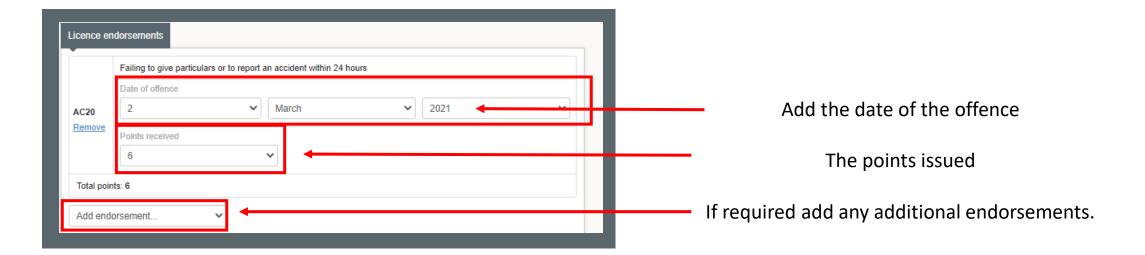


If a worker has any endorsements on their licence, you need to make sure you add them to Universe. To find your endorsement click on the drop-down arrow to review the dropdown list.

Once you have entered the reason you will need to fill out the dates of offence.



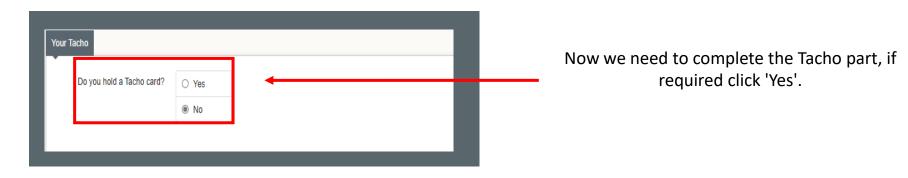
How To Complete Licence Endorsements?

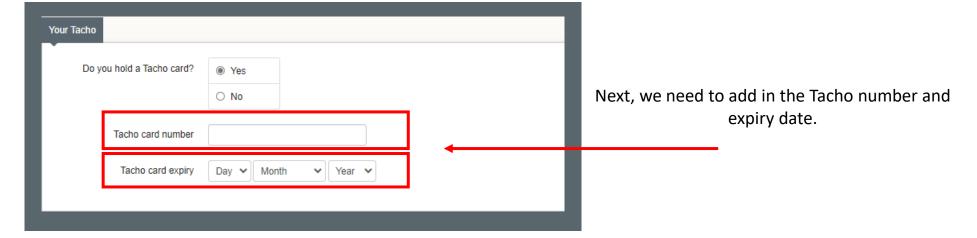


Once completed press save change.





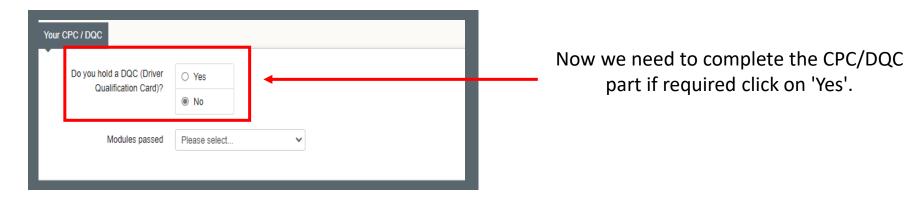




Once completed press save changes.







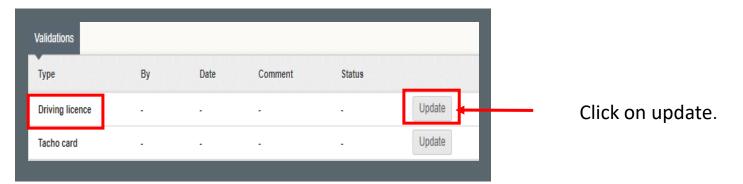


Once completed press save changes.

How To Complete Validations For Licence And Tacho?



To validate the workers Licence And Tacho, you will need to click onto each one and validate.

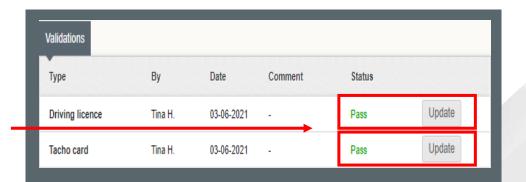


Pass the worker.

If you click fail the worker will not be able to be placed out into work. This would be a decline in the interview process.



Repeat the process on the Tacho Card.
You will now see both sections have been updated and status is Pass.

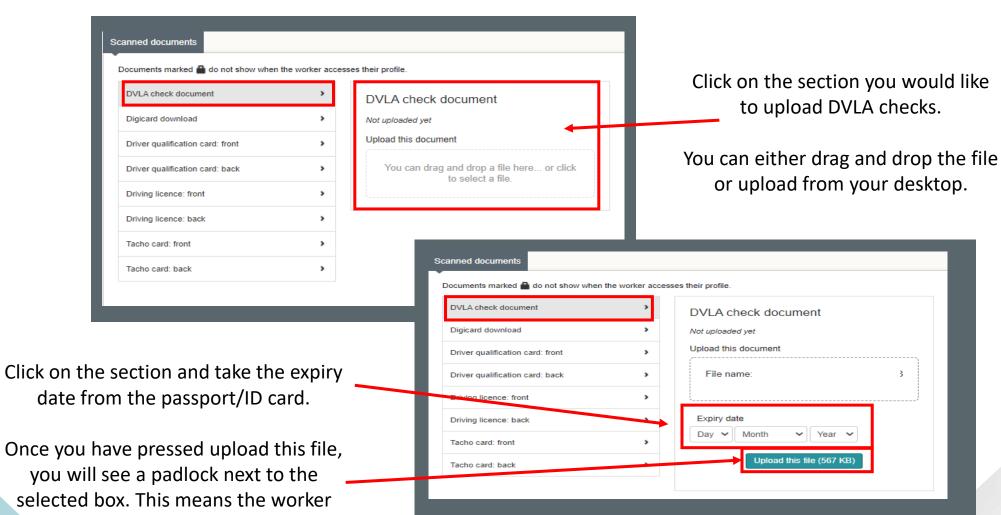




How To Upload Driving Licenses And Checks?

The next section to complete is the scanned document section.

cannot delete the file.

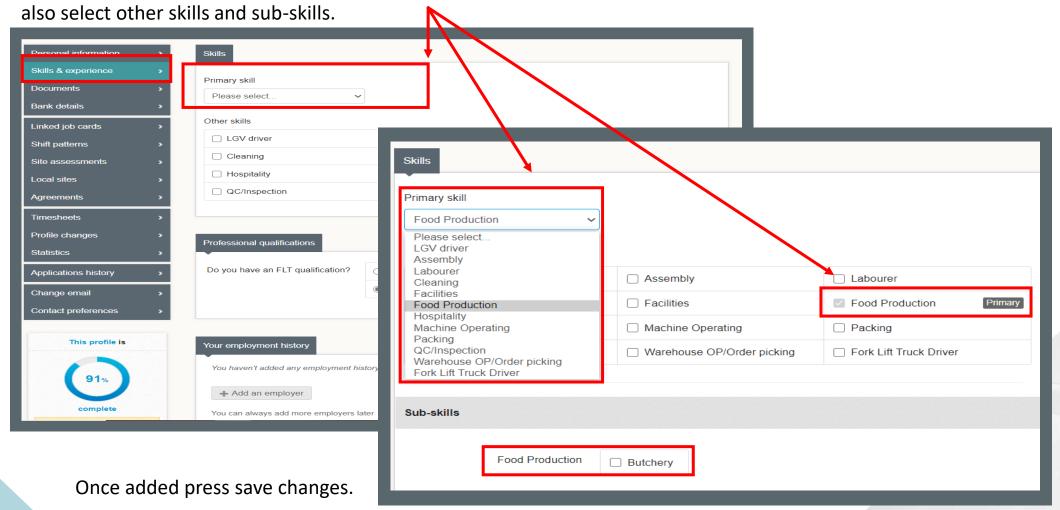






To complete Skill's first select a primary skill.

If you don't have a primary skill, click on the roles that they have experience on in their previous work history. You can



How To Complete Skills And Experience?



To complete professional qualifications, select whether you have an FLT license or not.

If yes is selected, an additional box will appear with FLT qualification provider and FLT qualification date. Insert the license from the drop down and input the most recent qualification date or refresher date.

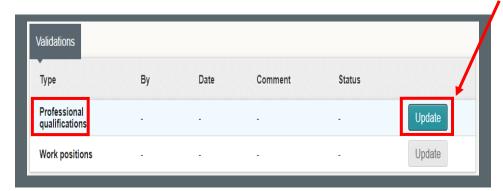


Once added press save changes.



How To Complete Validations For Skills?

To validate the skills section of a worker's profile, you will need to click on each one to validate.



Pass the worker.

If you click fail the worker will not be able to be placed out into work. This would be a decline in the interview process.



Repeat the process on the work positions.

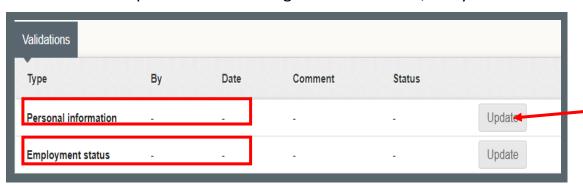
You will now see both sections have been updated and the status is Pass.

Validations							
Туре	Ву	Date	Comment	Status			
Professional qualifications	Tina H.	21-04-2021	-	Pass	Update		
Work positions	Tina H.	21-04-2021	-	Pass	Update		

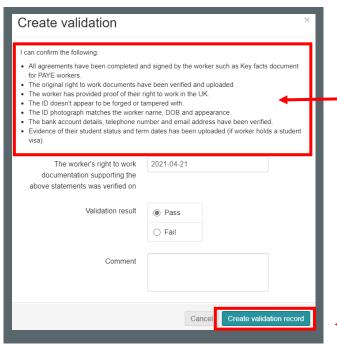
How To Validate The Workers Personal Information And Employment Status?



This is the same process as validating the skills section, but you will have to do your check list before you click pass.



Click on update for personal information and employment status.



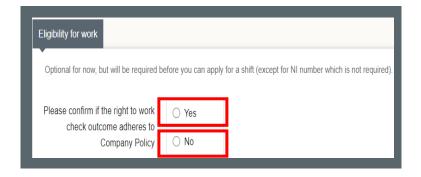
When confirming the validation of the worker you are confirming the following.

One happy, you can pass the worker, add a comment and then select 'Create validation record'.

How To Make The Worker Compliant?

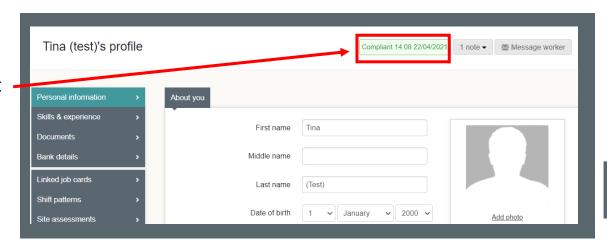


The last requirement to enable you to place the worker onto an Induction is to confirm if the right to work check outcome adheres to company policy.





Once you have click on 'Yes' you will see at the top of the page the worker will turn compliant.



If you click on 'No' you will see at the top of the page the worker will have failed compliant.



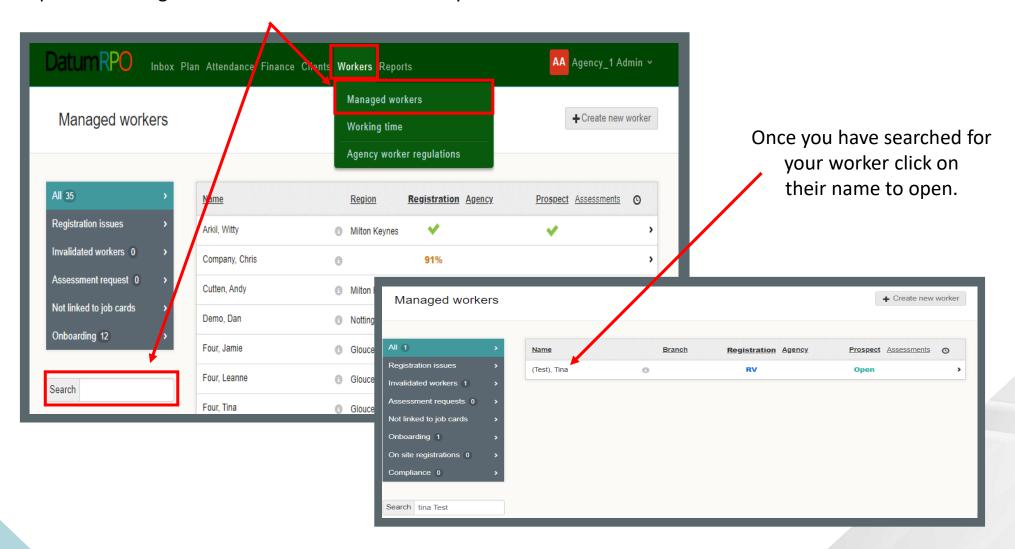


LINKING A WORKER TO A JOB CARD



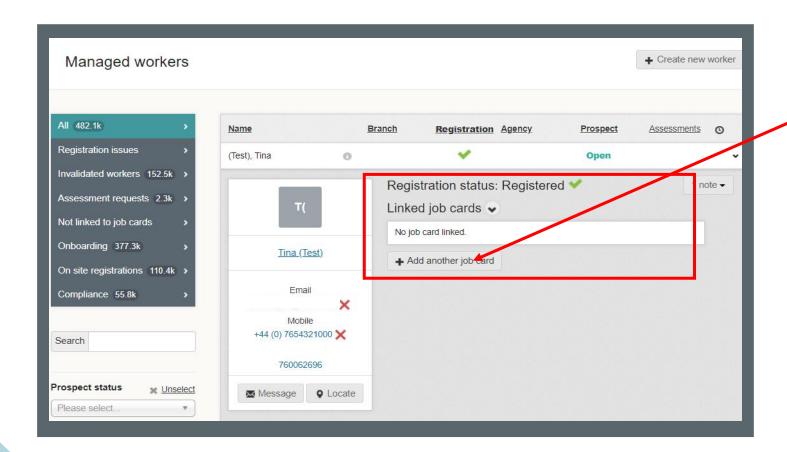


Open Universe go to workers and then search for your worker in the search bar.





How To Add And Link Job Card?

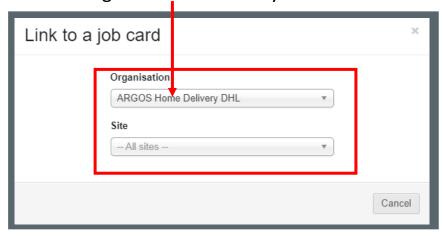


Click on add another job card.

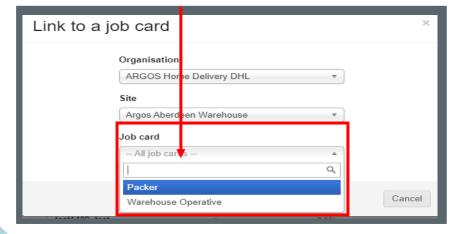


How To Link A Worker To Job Card In sections?

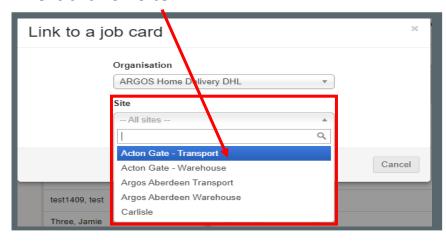
Click on organisation and add your site.



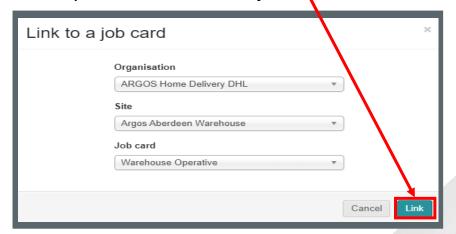
Next allocate the job card.



Next click on Site.



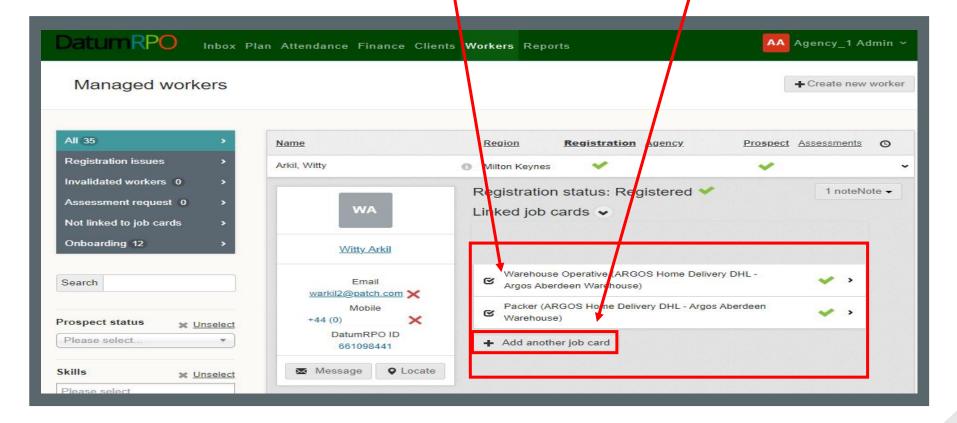
Finally click link to add the job card.







You can now see your job card is linked to the worker. Click on add another job card to repeat the process if required.



You can also repeat this process on the workers profile!

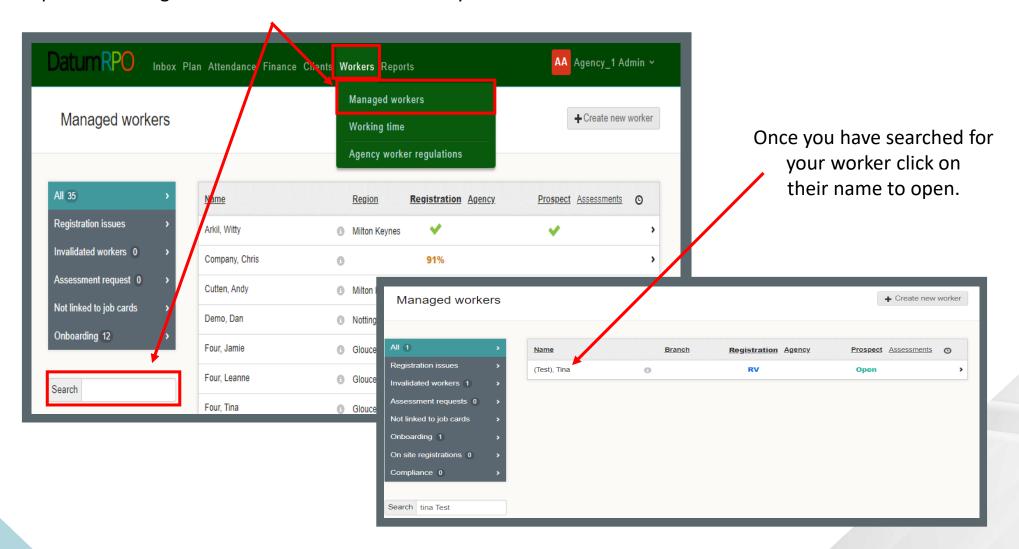


UNLINKING A WORKER





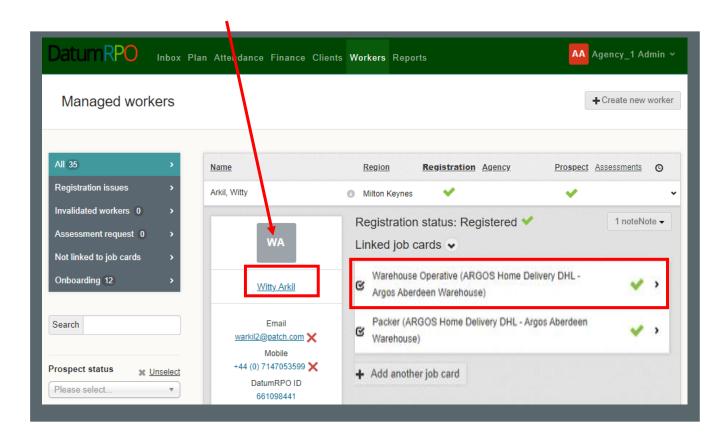
Open Universe go to workers and then search for your worker in the search bar.







You can either go into the workers profile or click on the linked job cards.

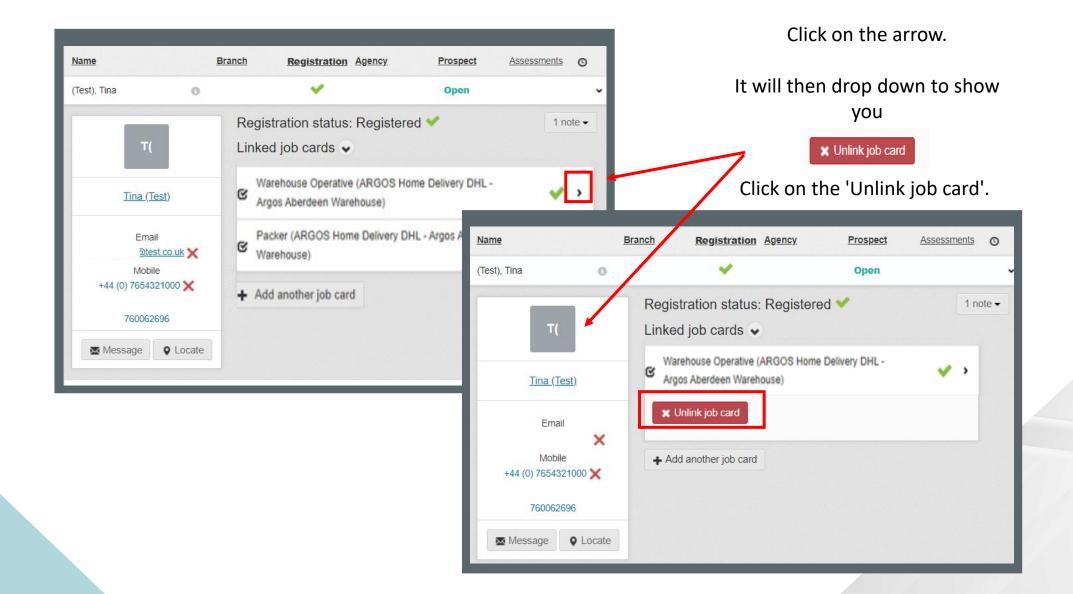


On the left of the workers profile, select 'Linked job cards'.

Otherwise you can remove from this page.



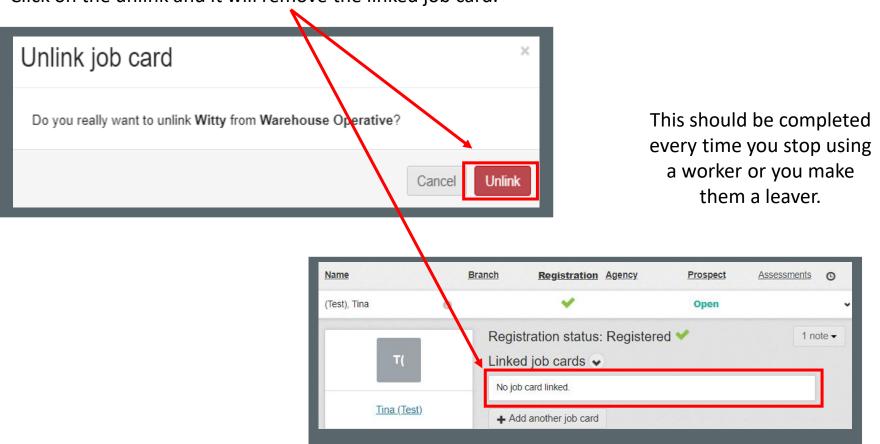
How To Unlink A Worker From Job Card?





How To Complete The Unlinking Of The Worker?

Click on the unlink and it will remove the linked job card.



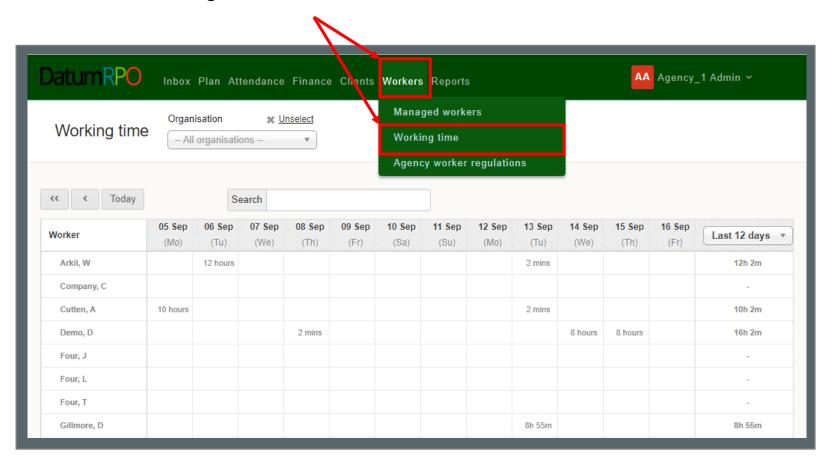


WORKING TIME



How Do I View Working Time?

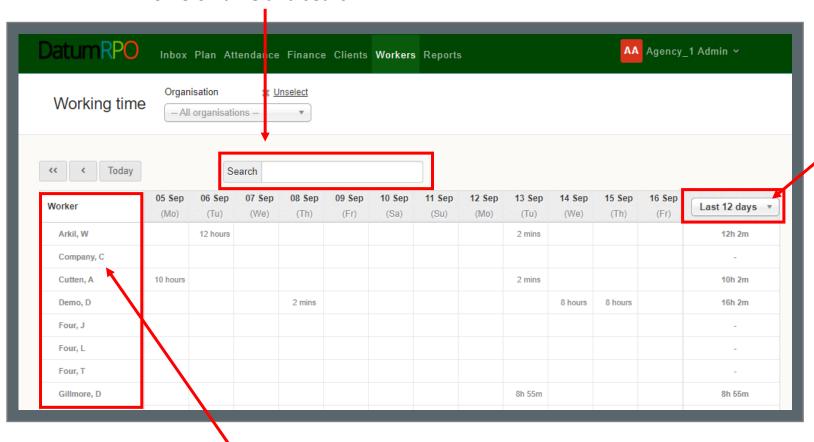
Go to Workers>Working Time







You can type in the workers name and search

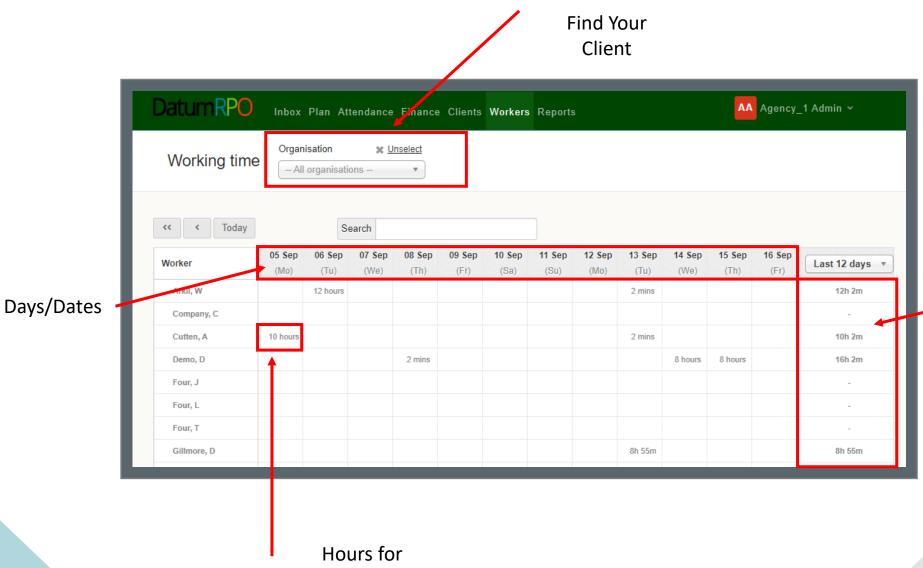


You can view from 2 to 16 days

Workers Names







Total hours for the days you have showing

the day

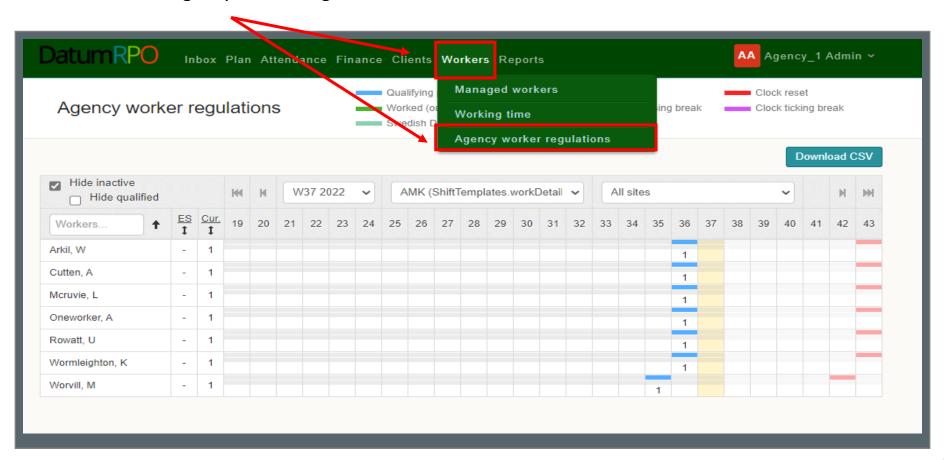


AGENCY WORKER REGULATION



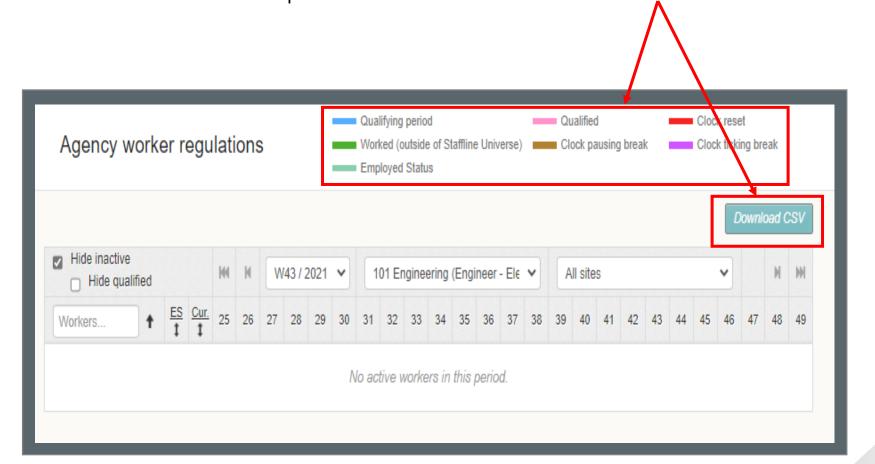
Where To Go To Find Agency Worker Regulations?

Go to Workers > Agency worker regulations.



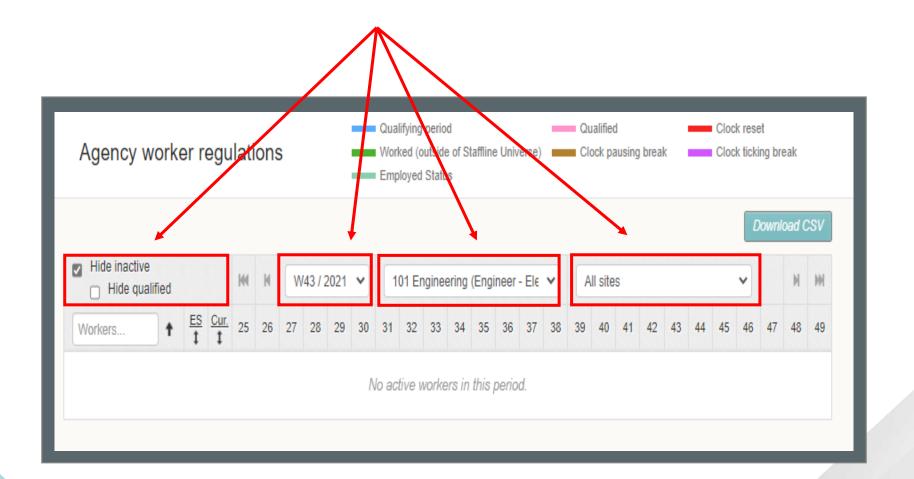


At the top of the page, you will see a colour chart, which gives you the reason for the colour. You can also download a CSV report from here.



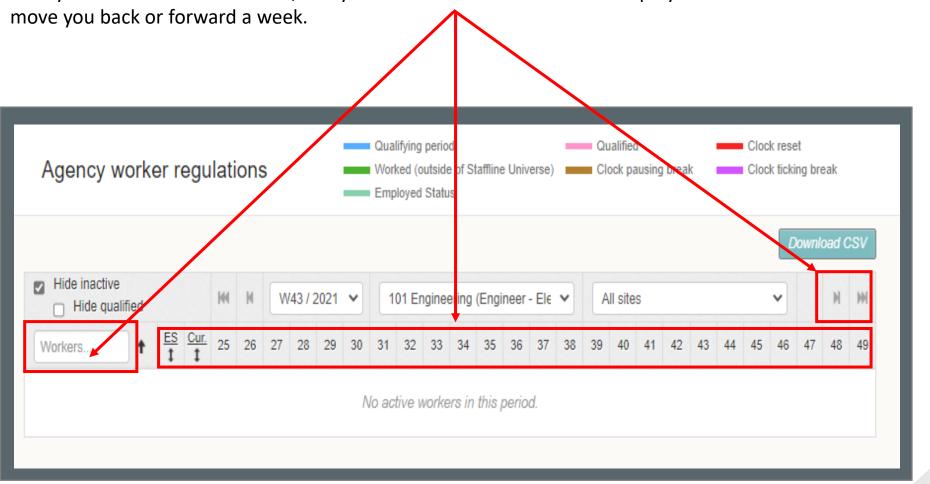


As we go from left to right you have 2 tick boxes where you can hide inactive or hide qualified. You can add the week you want to view, organisation and site.



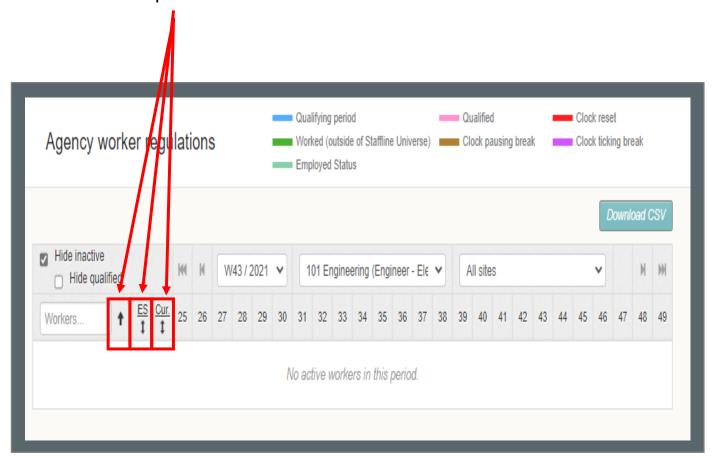


Next you can search for a worker, and you can also view the weeks of employment. The tab at the side will



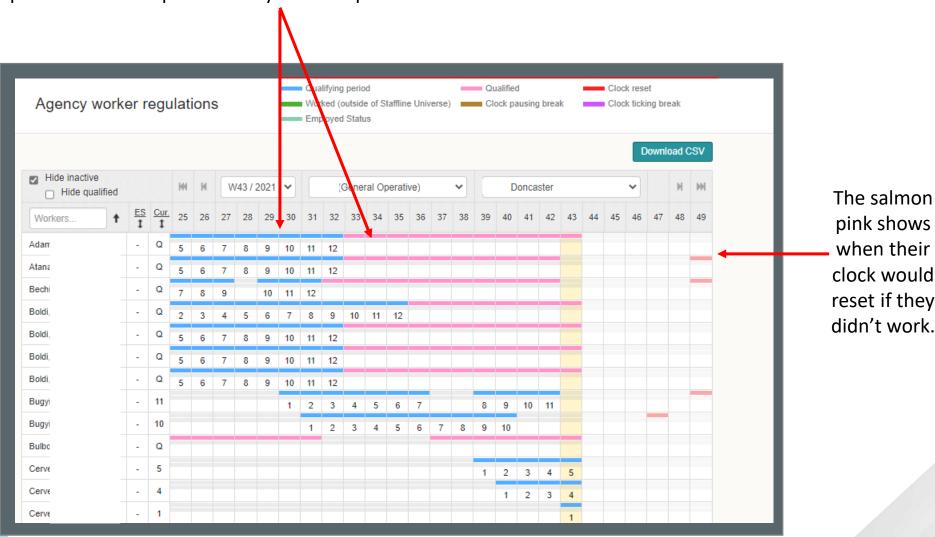


Here you can use the arrow up (A-Z) or down (Z-A). 'ES' will show your employed status workers and 'Cur' is current qualified workers.





Below you can see we have blue and pink lines. The blue lines mean they were in their qualifying period and once qualified they move to pink.



pink shows when their clock would reset if they didn't work.



REPORTS OVERVIEW



COMING SOON