ROSMER

Merica

Fast and cost-efficient rostering tool for Air Navigation Services

Are you looking for fast, legal and robust roster solutions that are cost-efficient and take Air Traffic Control issues into consideration at the same time?
Our rostering tool will help you boost your roster generation process quickly and with less effort thanks to integrated system handling diverse constraints.

Benefits for company

- reduction of the time for roster generation
- systematically ensures compliance with labor code, and collaborative agreement
- reduction of the time to export data to other systems (payroll)
- operational replacements reducing overtime of employees
- simulations – what-if analysis (number of employees, new shifts, new constraints)
- real-time analysis of Key Performance Indicators
- systematic elimination of errors
- documented receipt of employees requests via web portal
- no installation, easy updates

Proper management of company staff processes must begin with efficient and transparent work planning. A roster, based directly on the company's structure and contractual obligations, leads to rational resource usage and thus remarkable productivity gains and improved service.
This not only places a high responsibility on the schedulers, but also presents them with a difficult task: To create legal roster solutions that leads to a satisfaction of the highly qualified personnel while considering various constraints (given by the law, collaborative agreement and personnel requests) and varying workforce demand.
ROSMER tool allows for automation of this process and supports the company with integrated system covering specific aspects of different ATC departments.

This multi-user system (using web access to the server hosted in ANS company) allows human resources planning consisting of: annual leave planning, shift design, employee preferences record, automated roster generation (considering available stuff, specific number and qualification of employees needed to perform various tasks, training certifications, assignment of mentors to new trainees), and swapping of duties. In the short term, the software allows the management of absences (sicknesses, etc.) by identifying possible replacements in real time and suggesting corrections to shift planning in order to solve the actual problem. Further it allows for seating plan generation considering breaks and balanced workload of employees.

Benefits for employees

- balanced timetable
- desired overtime hours
- fair distribution of work
- transparent rules, good atmosphere …
- web access
  - to view timetable
  - to issue personnel requests (vacations, day-off)
  - to swap duties
- systematic solution by up-to date technology