



“ Protime impressed us with its ability to fit in with our working method.”

**Damien Warlier**  
Human Resources Manager

It is no coincidence that UTI Logistics was set up in Houdeng. Right at the heart of a major highway hub, the company's growth has triggered a recruitment drive. Thanks to its adapted and adaptable solutions, Prottime offers UTI Logistics the instruments it needs to carve out its future.

### Who ?

UTI Logistics

### What ?

UTI Logistics is an American company operating on five continents. As its name suggests, its core business is the storage and dispatching of goods and merchandise at both local and international level. UTI Logistics generates a global turnover of 3,500 million euros. With 17,000 employees worldwide and over 341 employees in Belgium, UTI Logistics is a major player on the logistics market. The Prottime solutions have been rolled out on the Houdeng site since 2007 and allow a team of 170 employees to simplify their day-to-day life with spectacular results.

### Info ?

[www.go2uti.com](http://www.go2uti.com)

Damien Warlier has several roles at UTI Logistics but the one of Human Resources Manager is, without a doubt, that which he relishes most. “When I joined UTI Logistics, we were 60 on the Houdeng site. Today, if you count the temps, there are more than 170 of us.”

“This makes quite a difference, a difference that is most acutely felt at human resources management level,” he says before stressing that the firm sees itself as one big family. As such, the changes to be made to the company's operation were significant. A challenge for any company, unless it turns to the right people and does not shy away from innovation.

### Moving with the times

The existing staff and time management tools were archaic to say the least. “I often joke that we stepped right out of the Stone Age into the third millennium. We just about had a time clock allowing us to register staff entry

and exit times. We had no other automatic registration tools.” In fact, this meant long hours spent entering data and passing it on to the payroll clerk for the management of the salaries. “Entering the data in an Excel sheet, checking it, formatting it so that the payroll clerk can process it... it took us several days in every month. Not to mention the inevitable errors linked to this kind of procedure,” remembers Damien Warlier. The tools proposed by Prottime opened the doors to a new world, where repetitive tasks such as calculating working hours and bonuses are done automatically. Hours of work saved that could be assigned to other tasks, and a workforce happy to see fewer errors in an area that is extremely important to them: their salary. “It took a while to get to this (almost) perfect world,” he points out.



## Damien Warlier

Damien Warlier is Human Resources Manager at UTI Logistics. In 2007, he decided to install Protime to manage all of the capacity planning and to register the working hours of almost 200 employees. He insists on the fact that the security of the buildings is safeguarded thanks to access control.

### A meticulous installation

This metamorphosis clearly called for a period of adaptation. "We shopped around to get a good idea of what we stood to gain from adopting a time management tool. Protime impressed us in particular because of its adaptability. It wasn't up to UTI Logistics to change its working method but up to Protime to provide us with a customised version of its products to fit in with our company. That really tipped the scales in its favour."

"Protime's expertise in the field of human resources, in particular from a legal point of view, also allowed us to establish a system that would save everyone time."

For several weeks, the Protime teams shadowed the UTI Human Resources Department, analysed their needs and came up with systems that corresponded to the company's methodology. "Protime managed to meet our very specific needs, such as working hours that don't match normal office hours. It also makes a nice change to be able to get a quick grasp of a brand new tool."

### Professional support

Once this analysis work is over, we start creating the software which is then approved by the parties concerned. All Protime and UTI Logistics had to do then, was to perform the first tests. "I'm more than impressed with the support we were offered and that we are still offered today. I didn't want to see any error when calculating the salaries. I once had cause to call my contact at Protime late on a Sunday evening. The solution was waiting for me when I got into the office on the Monday morning. "It is an undeniable luxury to be able to trust in a partner in this way. The UTI Logistics site has a 'Seveso' classification. We therefore also had to come up with solutions to manage and secure site entry and exit. There again, Protime

showed its unrivalled efficacy by offering us very modern, but above all personalised, management tools," stipulates Damien Warlier.

---

**"We reduce the risk of errors when calculating the salaries of our employees. That helps add to the positive and dynamic atmosphere that reigns within the company."**

---

### A more user-friendly environment

Now, at UTI Logistics, each team leader has an easy and reliable tool to manage the working time of the members of his or her team. As far as human resources is concerned, the automatic registration of working time, annual leave and overtime makes it possible to draw up more precise analytical reports. This allows us to establish a more efficient long-term employment strategy. "As for the employees, they manage their time thanks to a specific product, the ProNet. At all levels of the company, we are now in a position to manage our human resources in perfect harmony with the expectations and needs of every party involved. There's no comparison."

UTI Logistics has its eye on other future projects with Protime, in particular our planning tools and the visit management systems. Once again, our capacity to adapt to the customers' needs appears to be the clinching argument.

### The benefits for UTI Logistics

- Time and human resource management, efficient salary calculation
- Reduction in the risk of salary errors
- Fewer hours needed to calculate the working hours and bonuses
- Employee satisfaction thanks to their participation in the supply of data
- A modern solution with very little manual work
- Access control to secure the building
- Standardisation of the data at company level

### UTI Logistics and Protime

Protime delivers its solutions to:

- UTI Logistics, Houdeng, Belgium
- UTI Belgium, Schoten and Zaventem, Belgium
- UTI Netherlands, Schiphol-Rijk, Netherlands