



Losinger

At the time of writing, Losinger was the first Swiss Building and Public Works company to have outsourced its payroll processing to ADP. With an average headcount of 900, Losinger, a subsidiary of Bouygues Construction, sets its stamp on Switzerland's most complex and prestigious construction and civil engineering projects. The company's products and services have been developed to adapt precisely to the needs of clients and end-users alike. For Payroll Manager, Léonard Stooss, ten years of collaboration with ADP have been a positive experience.

Losinger, a leader in Swiss Building and Public Works*



“ADP's Payroll services are a key advantage for a growing company”

Léonard Stooss, payroll manager

Why did Losinger decide to ask ADP to process some 900 payslips ten years ago, when its parent company in France has opted for an in-house solution? Payroll matters as such are no more complicated in Switzerland than in France, but the many bonuses and variable working hours involved in the collective agreement must be taken into account along with the regulations in each canton. For example, reimbursement levels for lunch allowances vary depending on where the worker was recruited and where he or she actually works. The constant changes in Losinger's headcount make the situation even

more complex. *"We are a very healthy company,* explains Léonard Stooss, *and staff numbers are growing. We therefore need a partner with the capacity to react at all times and make the necessary changes to our information system in less than 48 hours. ADP meets that challenge in 85% of cases."*

Costs: the moment of truth

Yet strong performance levels like these are not a cast-iron guarantee. In 2000, Bouygues Construction put its entire organisation under the

microscope, including Losinger's choice of ADP for payroll. After analysis and deliberations, though, the parent company opted for leaving the decision up to Losinger. *"Given the results we decided to develop our partnership with ADP"* says Léonard Stooss.

That doesn't mean ADP is resting on its laurels. Its services fit perfectly into the group's innovative environment, thanks to the interfaces that ADP has made available to Losinger. *"Our partner has met our need to optimise processes, eliminate double entries and increase our productivity."*





No more manual reprocessing

Losinger collects its payroll variables in the field. Using laptop computers, supervisors record working hours, absences, payroll supplements (meal allowances, night bonuses, clothing bonuses, etc.) and the analytical code for each construction site. At the end of each month, this data is sent electronically to Lausanne, where Léonard Stooss carries out consistency checks, using ad hoc software. Senior management validates the data directly via the Intranet, allowing pay to be generated with no need for further manual entries.

Three times a month, Losinger's payroll department logs on to the ADP HyperVision system to launch processing. Before the end of the month, all operations staff receive an

advance of 80% of their gross pay. The remainder is paid on the 5th of the following month, once the final data has been transmitted.

One size doesn't fit all

Transfers are very common in the construction business. Daily procedures ensure that the information system takes account of this. The payroll engine can be automatically updated from Lausanne. ADP has tailor-made its system to record the clothes and shoe sizes of each worker in order to manage their work clothes.

Finally, several different commands feed into the group's in-house software, used, for example, for meetings on salaries and dashboards.

All this means that each partner plays its role within clearly defined borders which interface seamlessly: *"It never feels as if we have opted for outsourcing,* says Léonard Stooss.

The word doesn't enter my head!" Added to that, ADP HyperVision enables added value HR operations, such as management of training or appraisal interviews, using a tool developed specifically for Losinger. *"What is extremely useful,* says Léonard Stooss, *is the fact that we can personalise our system at anytime. This closely adapted service offered by ADP is a key advantage for a company like ours, which is changing every day."*

Documents available on-line

One of ADP's new offerings takes this convenience a step further. ADP MultiDocs means all individual and group documents resulting from the payroll are accessible on line – and fully protected. This electronic archiving system not only saves time and space, but also offers measurable logistical advantages.

Losinger

- **Business sector:** Building and Public Works
 - Project Development
 - Residential building
 - Civil engineering
 - Renovation
- **Group:** Bouygues Construction
- **Revenues 2005:** 450 million forecast
- **Head office:** Bern
- **Headcount:** 900 employees including 30% engineers and architects.

LOSINGER

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