SureScreen Diagnostics

BambooHR Implementation

SureScreen Diagnostics

Challenge

- Employee data wasn't in one place, so it wasn't easily accessible.
- We were working from spreadsheets and with inefficient paper processes.
- There was no way to measure HR KPIs and people metrics.
- Our unstructured process for recruiting and onboarding led to an inconsistent candidate and employee experience.
- There was no central location for employee policies or guidance.
- Lots of HR-related email traffic meant no audit capability.
- HR spent too much time following up on the completion of HR admin and management tasks.
- Employees were confused about where to go or how to complete HR tasks.
- The old HR software wasn't in line with the company culture as a modern, technology-driven business.

Solution

- We learned about BambooHR as Orchard House (now Vision33) had provided the SAP Business ByDesign ERP system. We considered other options, but BambooHR was the best choice.
- Dan Straw, the implementation lead, was a massive factor. He had great HR experience and the confidence to support us.
- The system was simple and intuitive despite having substantial functionality. Compared with other systems, I get very few questions from employees and managers.

Kim Ager
HR manager

Industry
Medical Equipment Manufacturing

Location
East Midlands, UK

Number of Employees
150 - 200

Brief Business Description
A UK manufacturer of medical testing devices, including for COVID antigen, drugs & alcohol. A growing workforce, heavily reliant on agency staff.

Impact

- The implementation was smooth and seamless with the right timescales.
- The team was supportive and collaborative, always giving clear instructions and explanations.
- I LOVE IT! Our BambooHR experience has been completely positive. It does what it sets out to do, giving us the freedom to be operational and strategic versus tied to admin and paper. Employees and managers love it—we consistently get good feedback from the wider business.
- We can report on people data, we understand our workforce, we have engaged employees from day one, and we don't spend time looking for documents.
- Fewer paper trails make us better for the environment.
- We have a solid foundation that will allow us to focus on culture and experience versus just going through HR processes.

Final Thoughts

I don't know how I coped without BambooHR. We're doing what we couldn't—seamless, seamless, seamless. We have time to think about and drive greater HR value.

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