

Success Story

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Bärbel Irmer
Head of the Payroll Department



www.wepa-hygiene.de

Kaba Partner:



www.bb-sw.de

WEPA Papierfabrik P. Krenzel GmbH & Co. KG



Great challenges are answered with flexibility

Anyone going on a shopping spree in one of the discount supermarkets and filling his shopping cart with kitchen paper towels, face tissue or soft tissue will most likely choose products from WEPA as WEPA has specialized in the production of brand names.

Established in 1948 by Paul Krenzel, the family-owned company looks back on a long success story. In the meantime, more than 40,000 truck loads leave the three production sites every year. At a turnover of more than 270 million Euros and a production volume of 220,000 tons, the company provides 18 percent of the volume of hygienic tissue in Germany. The company based in the tranquil town of Müschede has found its way into many German homes with its kitchen paper towels, face tissues and soft tissues - and not least its toilet paper.

Thus, WEPA has developed over the years from the paper distributor from the Sauerland region to the internationally recognized manufacturer of private labels, specialized in trade.

Today export makes up more than 20 percent.

WEPA's three production sites are Arnsberg-Müschede, Marsberg-Giershagen and Kriebethal/Saxonia, where production takes place in the fully continuous and semi-continuous shift system around the clock seven days a week. The working hours of the more than 1,000 employees have been recorded for some time at Kaba's time and attendance terminals. Nevertheless, shortly before the end of the Deutschmark area, the Personnel Department found itself confronted with a problem: the old payroll calculation program would not make it into the Euro age.

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This is why a new program had to be found at short term. "Since we had to take leave of the old payroll program, we wanted to concentrate on providers from the region that were able to provide us regularly with further developments", says Bärbel Irmer, the Head of the Payroll Department. We opted for the company Bents Information-system from Münster, which presented the payroll program Varial. The time and attendance software used up to this moment did no longer meet WEPA's increased demands. The requirements of the new integrated system included managing the employees' working hours, planning and controlling their placement and providing a secure access control system. Five providers were short-listed. "What was remarkable", says Bärbel Irmer looking back, "was that Breitenbach was the only one of the five providers who left nothing unanswered in personnel placement planning, no matter what case and exceptional rule we came up with." The different shift systems had to be taken into account as had the assignment of the spare men, the different wage bonuses and the work start and end times that in some cases may be flexible. "The challenges were quite enormous. The large number of shift systems and working hours required the entire range of flexibility of our systems", remembers Volker Kubitz, Project Manager at Breitenbach Software Engineering. "Our incentive was to see how we were able to implement WEPA's requirements step by step. Thus, in the end a clear decision in favor of the extension of the Varial system of time and attendance, personnel placement planning and access control from the Breitenbach Software Engineering from the nearby Möhnesee was made.

In June 2002, 20 employees in Giershagen and 50 colleagues in Müschede were the first to start the test phase in the area of access control. Over a period of three months, the systems were running in parallel and until the ultimate substitution on September 1st, the cases observed in practice increasingly improved the Breitenbach Software Engineering ZMS. Bärbel Irmer explains: "We were aware of the fact that we would not be able to take every exception into account during the preliminary period of the project. This made the test phase all the more important, since the solutions could be adapted more and more to our requirements. With a few exceptions, these weeks went smoothly. The integration of the already existing Kaba Benzing terminals was achieved without problems. WEPA did not want to do without them, given that they had worked without problems in a difficult environment. "In the paper industry, a lot of dust is produced, which makes it necessary to have sturdy terminals", Bärbel Irmer points out. "Kaba's terminals have proven effective and are fail-safe. To book, the employees only need to place the LEGIC key tag in front of the terminal - a simple and quick procedure."

Stepwise introduction of access control

Whereas the age of the new time and attendance began on September 1st for WEPA employees, the introduction of access control was implemented stepwise. First the plant premises in Marsberg were secured. There the employees can only enter the premises through a turnstile. An extensive access control system was installed with the completion of the new high rise store. More than 3,500 Euro

pallets can be stored on 14 levels in the hall 100 m in length and 60 m in width. 200 pallets per hour can be put in storage and 250 pallets per hour removed from storage fully automatically. Their connection via a conveyor system to the production machines and the fully automatic provision of the pallets for truck loading in the dispatch hall minimizes the manual in-house transport of merchandise. The security aspect is here, of course, of particular importance. Entry to the high rise store should only be allowed to a certain group of people. This is why access was secured with an access reader. The store was divided into individual areas (zones). Depending on the workplace of the employee, authorized access to all or only individual zones, as applicable, were memorized on his LEGIC chip. This ensures that sensitive areas can only be entered by employees who have a special task to perform there.

Even though the personnel placement planning is still in its initial stage, the time and attendance and payroll calculation areas are running to WEPA's full satisfaction. One of the first things the employees in the personnel department noticed was that the new electronic data processing facilitated work. "The software used allows us to save several hours per week", emphasizes Bärbel Irmer. "This is time which the employee support can benefit from." A wide range of evaluations takes place, which can be done simply and quickly thanks to the Breitenbach software. The 7-day operation requires a large volume of data collection. Even though: "On the whole, the system has run free of faults up to now", summarizes Bärbel Irmer.