



timeware® Access Control

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www.timeware.org



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Editor's Comment...

Welcome to Issue 61 of timelines, the official magazine for the timeware® community.

As we continue to advance toward the launch of timeware® HRMS, this edition highlights our security integrations, evolving cloud features, and community partnerships. In addition, we want to remind everyone that timeware® also installs access control solutions.

Our systems can integrate seamlessly with your existing access control software, ensuring a unified solution for workforce and security management. Your trust in us drives our innovation. Thank you for being part of this journey. Exciting developments lie ahead!



Simon Birchall
Managing Director
timeware UK Ltd

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GenetecTM

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Security, HR, Document Management and more...

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Wigan St. Judes Rugby Sponsorship.

timeware UK Ltd, based in Rochdale, Greater Manchester, can trace its roots back to the late 1980s, with a clear mission to simplify workforce management. For almost 40 years, and with **more than 7,500 installations**, we have developed and supported all our solutions entirely within the UK.

All software is developed by our in-house team, and all customer support is handled by our UK-based experts, ensuring a personal and reliable touch.

We pride ourselves on our long-serving, dedicated team. Many key members have been with us for years, ensuring continuity, expertise, and a deep understanding of our customers. We believe that investing in our employees and fostering a supportive environment translates directly into the outstanding service we provide.



Simon Birchall
Managing Director.
39 years of service.



Nathan Price
Technical Director.
32 years of service.



Mike Coope
Head of Projects.
14 years of service.



Charlotte Kavanagh
Head of Customer Care.
11 years of service.



Matt Wilkinson
Head of Support.
13 years of service.



Dave Webb
Senior Implementation
Specialist.
21 years of service.

We offer two key solutions: timeware® Professional and timeware® HRMS.

timeware® Professional delivers robust on-premise HR, time, and attendance functionality, including personnel records, absence management, biometric clocking, and advanced.

timeware® HRMS **extends these capabilities into the cloud**, offering HR, real-time dashboards, multi-language support, The Social, the marketplace, the conversation hub, enhanced security with multi-factor authentication, compliance support, queries, and seamless API integrations.

Whether on-premise or cloud-based, both solutions deliver trusted, flexible, and future-ready workforce management.

timeware®

Professional

HR, Time and Attendance Software

ON PREMISE
SOFTWARE

timeware®

HRMS

Human Resource Management System

CLOUD
SOFTWARE

Available Q4 2026

Welcome to Jack Clarke...

We're pleased to welcome Jack Clarke to the timeware® support team. Jack will initially focus on supporting customers using our on premise timeware® Professional solution, helping with upgrades and customer assistance as part of our continued commitment to outstanding customer care.

To support his development, Jack will be trained under the guidance of Matt Wilkinson, who developed the structured timeware® support training programme that has proven highly successful over recent years. This carefully planned approach ensures new team members gain the practical knowledge and confidence required to deliver the high standards of support our customers expect.

Following the completion of this first training phase, Jack will move on to timeware® HRMS training in October, preparing him to support the next generation of workforce management solutions from timeware®. As the HRMS platform continues to grow ahead of its planned release, we also expect to expand the support department further to meet increasing customer demand.



On premise upgrade technician, Jack Clarke



Connect to me on [LinkedIn](#)

Legacy Device Replacement Programme (LDRP)...



Charlotte Kavanagh

Head of Customer Care

As Head of Customer Care, I'm here to ensure your transition is seamless. Our Legacy Device Replacement Programme keeps your workforce management system at its best. From upgrading to Suprema BioStation 3 or X-Station 2, to providing full training and ongoing support, my team will guide you every step of the way.

Please note that these devices are fully supported by timeware® HRMS, ensuring smooth integration if you take the leap to the Cloud!

Reach out to me for a demonstration.



X-Station 2
prox



X-Station 2
fingerprint



BioStation 3

Want to arrange a demonstration? Please contact Charlotte on support@timeware.co.uk or call **+44 (0) 1706 658222**.

Additionally, you can watch the video by scanning the QR code for a link to YouTube.



Charlotte Kavanagh
Head of Customer Care



If you haven't yet had a Product Awareness Meeting, please give me a call. I'd be happy to arrange a short session where Mike Coope or Tim Groves will walk you through the key features of timeware® HRMS.

At the bottom of this page you'll find two QR codes: one linking to our security and infrastructure documents for your IT team, and the other providing our full features brochure for your HR team's deeper exploration.


Over the next few pages - pages 9 to 13 - you'll find an overview of some of the standout modules and features in our HRMS platform. Let's ensure you have the full picture of how it can benefit your business.



timeware® HRMS
Human Resource Management System



Download timeware® HRMS document



timeware®
HR, Time and Absence Software

timeware® Cloud Security & Infrastructure Briefing for IT Departments

As a provider of UK, we protect our employees' data using a secure cloud-based system and infrastructure services that comply with the GDPR and ISO 27001 and ISO 9001. We are also ISO 27001 certified. Our infrastructure services are designed to ensure the security and integrity of your data.

- UK Data Sovereignty**
 - All data is stored in the UK
 - Fully compliant with the UK Data Protection Act 2018 and the GDPR
 - Fully compliant with the UK Data Protection Act 2018 and the GDPR
- Secure Data Storage**
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Download timeware® Cloud Security & Infrastructure document

For more information, feel free to contact Charlotte Kavanagh, Head of Customer Care, via support@timeware.co.uk or call **+44 (0) 1706 658222**.

Introducing "Queries" in timeware® HRMS: a powerful AI-driven tool designed for those moments when standard reports won't suffice. In the everyday flow of business, managers often need specific data at a moment's notice. Queries allows you to ask those ad-hoc questions directly, no predefined report necessary.

Imagine a manager asking: "Can you provide a list of everyone in the production department who worked over one hour of overtime last month?" With Queries, that information is at your fingertips. Or, consider: "Can you list all accounts department employees over 55?" Queries instantly delivers the results.

By harnessing natural language, Queries makes workforce insights accessible to all. In timeware® HRMS, every spontaneous question can yield actionable answers, empowering managers and saving valuable time.

The screenshot displays the 'Queries' interface in timeware HRMS. At the top, there's a '+ New Query' button and a search bar. Below the search bar, a list of queries is shown, including 'Graph female age ranges' (31 Mar), 'List staff with first aid certificate in production...' (31 Mar), and 'Any staff worked overtime last month?' (31 Mar). The main content area shows a query result for 'Graph female age ranges' (12:31). The result is a bar chart titled 'Female employees by age bracket (counts):' with a legend for 'Count'. The chart shows counts for age brackets: 20-29 (89), 30-39 (97), 40-49 (97), 50-59 (102), 60-69 (121), and 70-79 (10). Below the chart is a table with the same data.

Age bracket	Count
20-29	89
30-39	97
40-49	97
50-59	102
60-69	121
70-79	10

At the bottom of the interface, there is a text input field labeled 'Type your query...' and a 'Send' button. A note at the bottom reads: 'Press Enter to submit, Shift+Enter for new line'.

timeware® HRMS... Leave Management

Cloud

timeware® HRMS Leave Management simplifies and centralises the way organisations manage employee absences. From holiday and sickness to compassionate leave and personal days, every request is recorded accurately and consistently.

Managers can review and approve requests quickly, with clear visibility of entitlements, remaining balances, and team availability. This supports confident decision-making while maintaining appropriate staffing levels.

Real-time reporting highlights leave patterns and trends, enabling proactive management. This ensures accurate records, supporting payroll, compliance, and internal policies.

The result is a streamlined, reliable, and professional approach to managing leave across your entire organisation.

The screenshot displays the 'Leave Planner' interface for user Roxanne Adams. The interface includes a navigation menu, a search bar, and a calendar view for 'Fri, 1 Aug 2025 to Future'. A filter bar shows categories: Dentist, Doctors, Holiday Full Day, Holiday Half Day, Sickness Full Day, and Training. On the left, 'Allowances and Quotas' are listed: Annual Leave (7.5), Sickness (-1), and Study/Training (28h). Below this is a 'Leave Bookings Summary' table.

From	To	Reason	Deduction	Remaining	Authorisation
2025					
Mon, 25 Aug 2025	Fri, 05 Sept 2025	Holiday Full Day	10 days	10 days	Approved (Finalised)
Tue, 14 Oct 2025	Tue, 14 Oct 2025	Sickness Full Day	1 day	4 days	Approved (Finalised)
Mon, 27 Oct 2025	Mon, 27 Oct 2025	Sickness Full Day	1 day	3 days	Approved (Finalised)
Thu, 20 Nov 2025	Fri, 21 Nov 2025	Sickness Full Day	2 days	1 day	Approved (Finalised)
2026					
Fri, 02 Jan 2026	Fri, 02 Jan 2026	Sickness Full Day	1 day	0 days	Approved (Finalised)
Fri, 13 Feb 2026	Fri, 13 Feb 2026	Dentist	1 day	98	Approved (Finalised)
Tue, 17 Feb 2026	Tue, 17 Feb 2026	Sickness Full Day	1 day	-1 day	Approved (Finalised)
Tue, 17 Mar 2026	Tue, 17 Mar 2026	Holiday Half Day	0.5 days	9.5 days	Approved (Finalised)
Thu, 26 Mar 2026	Sat, 28 Mar 2026	Holiday Full Day	2 days	7.5 days	Approved awaiting finalisation
Fri, 17 Apr 2026	Fri, 17 Apr 2026	Training	2h	28h	Awaiting review
Fri, 17 Apr 2026	Fri, 17 Apr 2026	Doctors	0.5 days	99.5	Awaiting review

Leave Management, Entitlement

timeware® HRMS Time Management supports a wide range of working patterns, from standard hours and flexitime to complex rotating shifts. Schedules can be planned up to a year ahead, offering long-term visibility and control over workforce planning. Grace periods and rounding rules ensure consistent time capture, while flexible break classifications reflect diverse working practices.

The platform offers extensive overtime calculations, ideal for bespoke pay rules or industry-specific needs. Multiple approval routes ensure policies are applied fairly and transparently. Automated notifications keep managers informed, preventing payroll delays.

By combining robust scheduling, precise time recording, and intelligent overtime management in one integrated solution, timeware® HRMS provides managers with the tools to maintain compliance, control costs, and adapt quickly, all within a secure, cloud-optimised environment.

Weekly/Day	Date	Shift	Clockings	Total	Opening Balance	Accumulated	Closing Balance	Overspill	Shortfall
1 Mon	Mon, 16 Mar 2026 09:00	08:00-17:00/30	No clockings	22:22					
1 Tue	Tue, 17 Mar 2026 09:00	08:00-17:00/30	08:00-17:00	7:45			Overtime		
1 Wed	Wed, 18 Mar 2026 09:00	08:00-17:00/30	08:00-16:54	22:22					
1 Thu	Thu, 19 Mar 2026 09:00	08:00-17:00/30	08:00-incomplete	22:22					
1 Fri	Fri, 20 Mar 2026 09:00	08:00-17:00/30	08:00-17:00	8:30			Overtime		
1 Sat	Sat, 21 Mar 2026 09:00	Saturday Overtime	No clockings	22:22					
1 Sun	Sun, 22 Mar 2026 09:00	Sunday Overtime	No clockings	22:22					
2 Mon	Mon, 23 Mar 2026 09:00	08:00-17:00/30	08:00-17:00	8:30					
2 Tue	Tue, 24 Mar 2026 09:00	08:00-17:00/30	08:00-16:47	11:00					
2 Wed	Wed, 25 Mar 2026 09:00	08:00-17:00/30	08:00-17:00	8:30					
2 Thu	Thu, 26 Mar 2026 09:00	08:00-17:00/30	13:00-17:00 08:00-12:30 Holiday	8:30					
2 Fri	Fri, 27 Mar 2026 09:00	08:00-17:00/30	08:00-12:30 Holiday	8:30					
2 Sat	Sat, 28 Mar 2026 09:00	Saturday Overtime	No clockings	22:22					
2 Sun	Sun, 29 Mar 2026 09:00	Sunday Overtime	No clockings	22:22					

Timesheet

timeware® HRMS... Fire Marshal App...

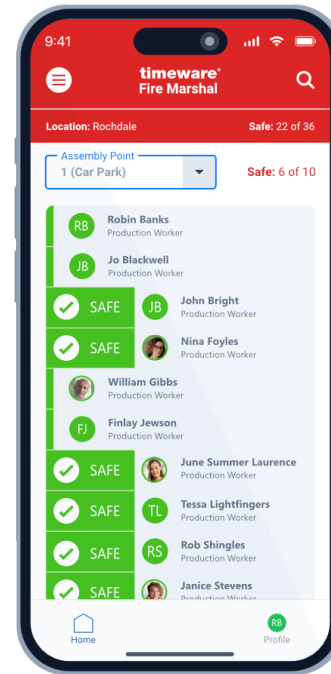
Cloud

timeware® HRMS Fire Marshal App is an essential solution for ensuring that staff members have safely evacuated during a fire emergency. This innovative app is designed for installation on devices held by designated fire marshals, enabling them to swiftly verify the presence of individuals at safe locations.

As it operates on a cloud-based platform, the app synchronises in realtime across all devices used by the marshals, thereby providing an exceedingly accurate and up-to-date status of each staff member with minimal latency. This feature ensures that every Marshal is informed of the current situation, significantly enhancing the efficacy and coordination of emergency response efforts.

List of staff
with pictures

Swipe right to
confirm sight of
team member



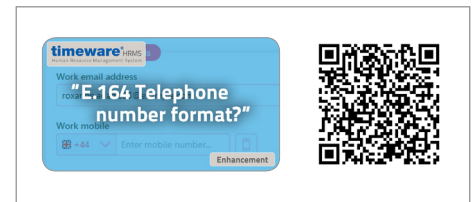
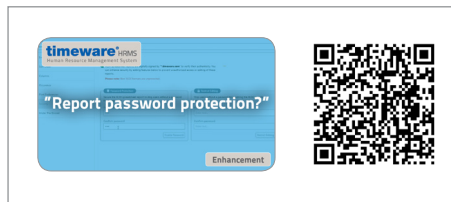
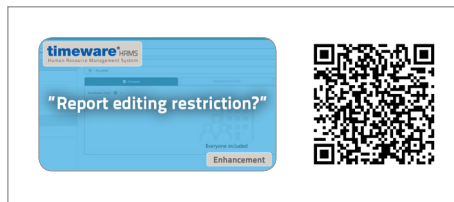
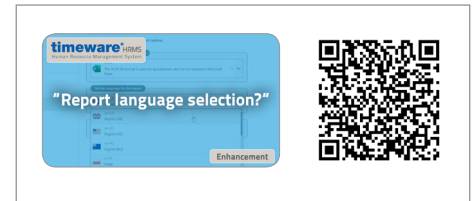
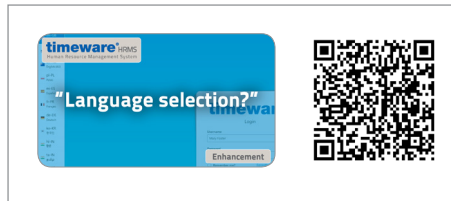
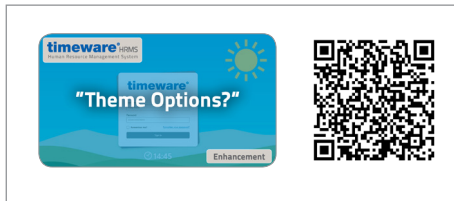
timeware® Fire Marshal App

android 

 iOS

Here we showcase six **key enhancements to the timeware® HRMS platform**. These videos highlight features that refine the user experience: from the audit trail giving visibility on record changes, to streamlined address lookups and quick custom notifications. Each enhancement is a small detail designed to **make daily tasks so much easier**.

Subscribe and click notify to receive notifications of video updates.



Security Overview...

Many of our customers are surprised to discover that timeware® isn't only about workforce management; we've implemented and supported hundreds of access control systems over many years. Whether securing barriers, turnstiles, or office doors, our access solutions integrate seamlessly with your timeware® software. We deploy top-tier Suprema devices, whether face authentication, fingerprint, or proximity readers, ensuring both high security and ease of use.

Our experienced project team tailors each installation to your needs, combining robust technology with timeware's renowned support. If you're considering access control, remember that timeware® delivers an integrated solution, backed by expertise every step of the way.



Barrier



Server room

Mike Coope
Head of Projects



However, if you already have an access control system in place, remember that timeware® integrates with many market-leading products, including Paxton and Genetec. We can seamlessly connect with your existing access control software, converting access events into attendance records whenever needed.

Additionally, when new people are added to your timeware® system, we can ensure they appear in your access control system - or vice versa - keeping everything in sync. With timeware®, your workforce management and access control work hand-in-hand effortlessly.



Speedgate



Turnstile

Interested in timeware® security? Please contact Head of Customer Care, Charlotte Kavanagh, via support@timeware.co.uk or call **+44 (0) 1706 658222**.

Integration with Brivo...

We are pleased to announce that timeware® now integrates seamlessly with Brivo Access. This integration enables access events from Brivo's security system to be transformed into attendance bookings within timeware®.

Employees set up in Brivo can be transferred directly into timeware® or vice versa, eliminating duplication and ensuring a smooth workflow. Brivo users now benefit from integrating with a market-leading workforce management system without the need for additional hardware. This combination ensures that security and attendance work in harmony, making operations efficient and accurate.

Whether you manage multiple sites or a single premise, this integration means your people, data, and security infrastructure are aligned, effortlessly and reliably.



Want to find out more? Please contact Charlotte Kavanagh, Head of Customer Care, at support@timeware.co.uk or call **+44 (0) 1706 658222**.

Additionally you can watch the video by scanning the QR code for a link to YouTube.

Wigan St. Jude's Rugby Sponsorship...

Wigan St Jude's Under 18s continue to represent the club with pride, supported by timeware® through match day kit, warm-up tops, and after-match clothing. This support also extends to the open age squad, whose after-match kit also features timeware® branding.

Now in its tenth year, this partnership highlights timeware's ongoing dedication to grassroots rugby and nurturing future talent.

By fostering a sense of identity, unity, and professionalism, timeware® is helping these young players grow both on and off the pitch. As they continue to develop, this support remains vital to their success.

Aaron Briggs, Captain of the Under 18s, thanked timeware® on behalf of the club for its continued support and commitment.



timeware® are proud to sponsor Wigan St Jude's Under 18s



timeware® Road Map...

On premise or HRMS?...

timeware® customers will soon have the option of **migrating from their on premise software to the HRMS**. This option will be available from Q4 2026. Customers requiring a product awareness meeting (PAMS) should contact Charlotte Kavanagh to arrange a time and date.

Customers wishing to remain on premise will be able to do so for many years to come. Our **continued dedication** to our legacy software involves ongoing advancements in security for the foreseeable future.



timeware® HRMS

timeware® on premise

Upgrades to timeware® 2026 began in November 2025. Please contact Head of Customer Care, Charlotte Kavanagh, on **+44 (0)1706 658222** or **support@timeware.co.uk** to check the planned date for your upgrade.

timeware® Community Support

www.timeware.org

This website serves as the central hub for timeware® community support. Visit the site to report issues, submit change requests, and stay informed about the latest developments in the timeware® universe!



- **timeware® support:**
Operators can report issues directly to the team, while administrators can submit system change requests.
- **Documents:**
Access a collection of timeware®-related downloadable PDF documents.
- **YouTube channel:**
Visit the timeware® Community YouTube channel, www.timeware.tv for instructional videos and tutorials.



Next edition of timelines: **August 2026**
More Integrations...

The official magazine for
the timeware® community

timeware®
Workforce Management Systems



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