



The Ultimate Guide to:

# Transforming Workforce Rostering in Manufacturing

In this guide, we look at how to manage costs, improve productivity & boost employee engagement.

The screenshot displays the Totalmobile Rostering software interface. At the top, there are filters for Start date (8 October 2026), Time period (6 Weeks), Location (All), Team (All), and Shift type (All Relief Shifts). A Refresh and Publish button is visible on the right. The main area shows a calendar for October 2026, with days of the week (Mo to Sun) and dates (01 to 31). Each day cell contains a list of shift types: Earlies, Lates, and Nights, each with a colored dot indicating its status. A sidebar on the left shows a monthly overview for October, November, and December 2026, with dates 1-7, 8-14, 15-21, 22-28, and 29-31. A navigation menu on the far left includes icons for home, calendar, settings, and a plus sign.

## The Challenge

The introduction of Industry 4.0 technologies, sustainability targets, and rising cost pressures is driving profound transformation across the UK manufacturing industry.

Amid this rapid change, people remain the sector's most valuable asset. As employee expectations evolve, businesses must rethink their people strategies, systems, and processes to empower their workforce and offer greater flexibility. At the same time, they must ensure operational efficiency and responsiveness to shifting production demand - striking the right balance between workforce wellbeing and business performance.

Yet despite major advances on the production line, many manufacturers still rely on legacy ERP, T&A, and HR systems that fall short of today's needs. Spreadsheets and manual approvals often fill the gaps, limiting efficiency, agility, and visibility.



## The Solution

To truly optimise production operations, businesses need real-time insight into current and future staffing levels versus demand. This enables smarter, more flexible rostering that supports employee choice while ensuring critical staffing levels are met to keep production running smoothly.



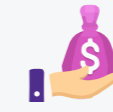
Greater flexibility and operational agility



Improved employee wellbeing, engagement and flexibility



Enhanced compliance and reduced risk



Significant cost savings and productivity gains

“Today's leaders are embracing cloud-native, mobile-first rostering solutions that deliver

flexibility, efficiency, and employee engagement at scale.”

Rob Gilbert, Managing Director,  
Commercial & Infrastructure at Totalmobile



# The Totalmobile Advantage

## Scale, Flexibility & Diversity

As production changes at scale, you need a system that moves and grows with you.

Totalmobile's rostering software is designed for:



### Scalability and Configuration:

Proven for thousands of staff across multiple locations with differing business rules.



### Flexible patterns:

Supports part-time, seasonal, and multi-site coordination.



### Diversity:

Enables inclusive shift options, supporting a wide range of flexible working arrangements.

## Compliance & Risk Management

Staying compliant is non-negotiable.

Totalmobile's technology delivers:



### Compliance to regulations:

Flags potential breaches of working time regulations, skills gaps, and fatigue risks



### Security:

Maintains a secure, GDPR-compliant database of all working time information



### Production Stability:

Provides instant visibility into staffing levels

# The Totalmobile Advantage

## Employee Engagement & Wellbeing

Modern manufacturing isn't just about machines—it's about people.

Totalmobile's rostering platform supports:



### Employee empowerment:

With a powerful solution in the palm of their hands, staff can manage their own shifts, request leave, and swap shifts via mobile, improving employee engagement and reducing absenteeism.



### Transparency:

Real-time access to schedules and balances builds trust and engagement.



### Wellbeing:

Automated compliance checks help prevent fatigue, overworking, and ensure fair distribution of shifts.

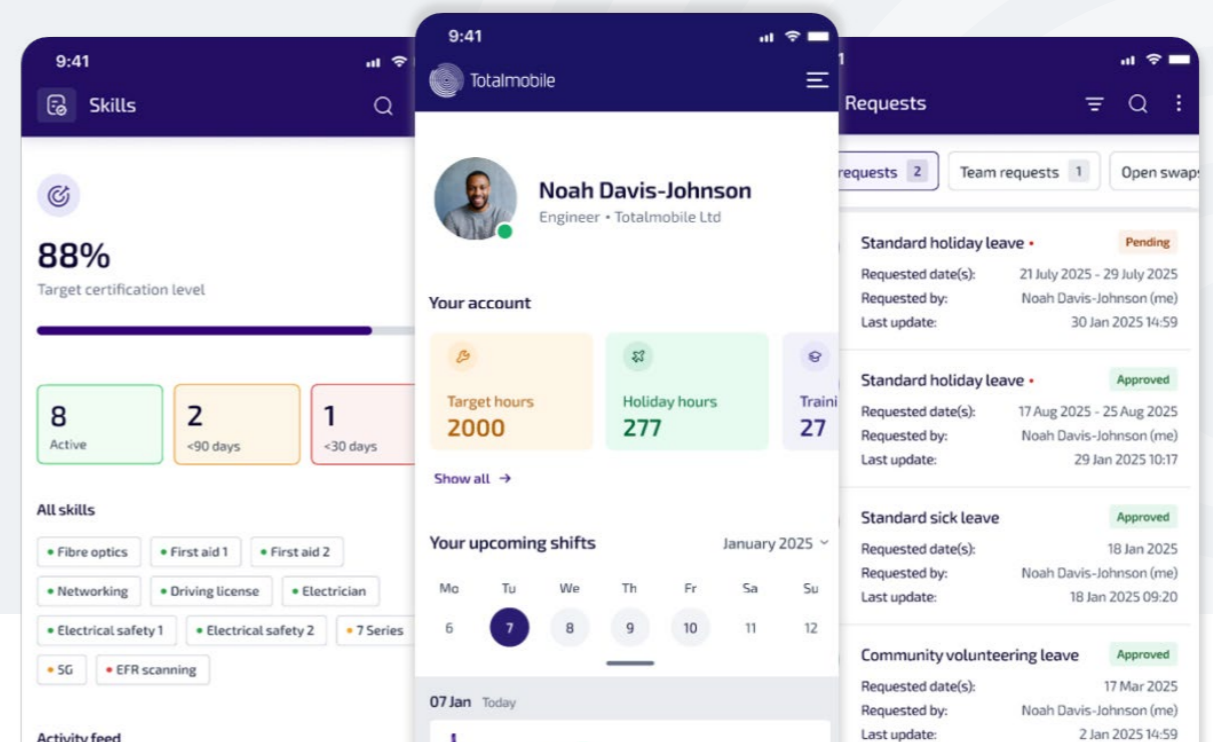
## World-class technology at our core

### Cloud-Hosted & Mobile-First

- ✓ Access anywhere, anytime—no more on-premise servers or manual updates
- ✓ Seamless integration with existing business systems via APIs
- ✓ Real-time notifications and updates for both managers and staff

### Data-Driven Insights

- ✓ Analytics dashboards for continuous improvement
- ✓ Single source of truth for all workforce data



## Proven Value

30+  
years of  
experience

55%  
Increase in  
productivity

15%  
reduction in  
labour costs



“We’ve seen major efficiency gains by adapting rosters to changing demand and identifying coverage gaps early.

Admin overhead has dropped significantly, with day-to-day rostering now streamlined and standardised.”

David Reynolds, Network Support Officer – Customer Operations Support, Northern Gas Networks



“Healthcare is increasingly becoming a 7-day operating environment, so it was essential that the business could provide a high level of service right through the week. To achieve this, we needed to invest in a powerful workforce management software solution that would bring benefits for customers, the business and employees alike.

In WORKSuite we identified a specialist system that was designed from the ground up to support an optimised approach to managing Working Time.”

Andy Barnett, Head of Customer Service Operations at Siemens Healthineers





## Contact Us

**With Totalmobile's cloud-based Workforce Rostering software you can effortlessly design compliant rostering schedules in minutes and share them instantly with your entire workforce.**

Better control operational costs by enhancing the management of in-house staff, creating additional operational savings across the planning process.



[info@totalmobile.co.uk](mailto:info@totalmobile.co.uk)

*Demo our Workforce  
Rostering Solution*

