



DAITUM

Optimised Childcare Rostering

Case Study: Guardian Childcare & Education

Guardian Childcare & Education is one of the largest childcare providers in Australia, employing 3,500 staff, across 136 services.

They educate over 13,000 children, with one clear purpose: “to ensure children are given the best possible start to life”.

Case Scenario


Like all Australian childcare providers, Guardian was acutely aware that getting staff rostering right was essential for their business. Not only to meet the state government regulations, but to account for staff wellbeing and retention - above and beyond the business’ bottom line. Above all, they needed to ensure rostering practices catered to the individual needs of each and every child.


Despite having some levels of automation in place, they still relied heavily upon key management staff at each service, undertaking time-consuming and complex rostering jobs each week, factoring a large number of considerations including:

- > Child occupancy levels
- > Labour contract rules
- > Staff preferences
- > Sick and annual leave
- > Staff-to-child ratios
- > Staff certification levels
- > Full/part-time/casual rates
- > Break coverage


Key Challenges


 **Optimal Staff Rostering Mix**
To meet regulations, account for staff wellbeing and increase retention.


 **Reducing Systems Complexity**
Guardian relied heavily upon key management staff at each service centre to roster.

 **Underperforming KPIs**
Across 136 centres, staff members rostered differently and followed different processes and practices.

Optimised Solutions





 **Increased staff retention**
> Meeting staff ratio requirements, increased staff satisfaction and retention rates.

 **Streamlined Rostering**
> Daitum’s software significantly cut roster creation time, lowering costs and enhancing staff focus on service quality.

 **Standardise processes**
> Daitum’s rostering application was deployed across all centres achieving the desired KPIs.



Benefits

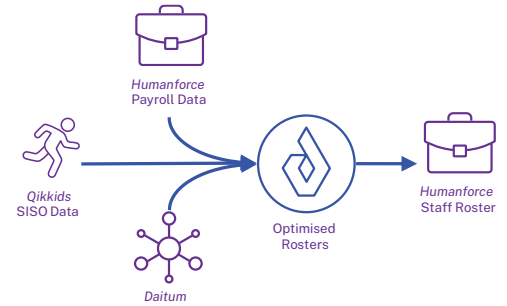
-  8% fewer hours rostered
-  Fully compliant rosters
-  Faster to build roster (saving 4-12 hr per week)
-  Systemisation Analytics across all centres

“I no longer dread rostering and now spend the valuable time saved with parents and children instead.”

Guardian Service Manager

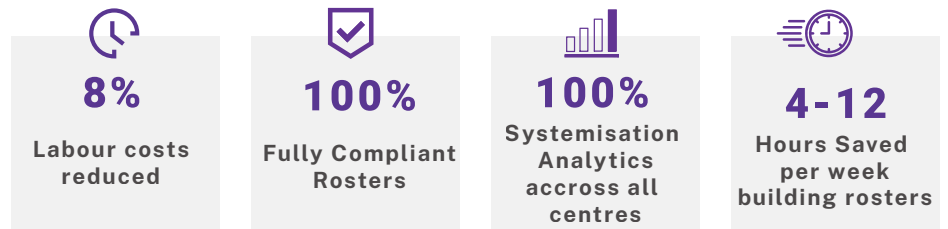
The Solution

Guardian deployed Daitum’s cloud-based AI Rostering for Childcare application across all its services, in a matter of months. Daitum seamlessly interfaced with Guardian’s enterprise repositories, holding the necessary rules and information used to produce rosters.



Optimised rosters were then created at the click of a button and sent back to Humanforce for distribution to Guardian staff members.







The Results



Why Daitum

At Daitum, we understand that making good operational decisions is hard. And none are harder than rostering.

With Daitum Rostering you will spend less time rostering plus deliver a roster that better meets your organisation’s needs.

-  **Accessible**
No specialist skills required
-  **Universal**
Any problem
Any industry
-  **Optimal**
Algorithms learn from experience
-  **Familiar**
Simple, easy to use interface
-  **Scalable**
Cloud based
Elastic computing
-  **Efficient**
ROI measured in weeks not years



“Guardian rapidly rolled-out the Optimisation Rostering Application across all our services, with amazing results and benefits emerging within weeks.

Daitum’s on-going and reliable support has been a tremendous help.”

Liz Brooks

General Manager
Operational Efficiency

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