Thinking Software
WORKFORCE MANAGEMENT SOLUTIONS

RotaOne

Time & Attendance with Built-In HR

THE RIGHT TEAM, IN THE RIGHT PLACE.

Plan smarter, track time accurately and keep your people data in one place.



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ABOUT US

Workforce Management Software, Built In-House Since 1994

Thinking Software has developed time and attendance software since 1994. RotaOne and Musterd are designed, built and supported by the same in-house team, for organisations worldwide.

1994
Year we started

30+
Years in workforce management

2
Products, one platform

OUR STORY

A Pioneer in Time and Attendance, Still Independent

Established in 1994, Thinking Software is a UK pioneer in Time & Attendance, HR, Roll Call & Evacuation solutions.

> We believe a well-managed, engaged and safe workforce is the key to business success.

01
Established in 1994
Decades of experience, at the forefront of workforce management.

02
For companies of all sizes
From a single site to a whole enterprise, in every industry.

03
Simpler and more productive
Systems that streamline processes and support sustainable growth.

MILESTONES

Thirty Years of Workforce Management

1994
A system called ROTA

Steve Rothkopf wrote our first time and attendance system at his kitchen table, advertised it in a computer magazine, and sold 30 systems in a matter of weeks.

2019
Twenty-five years, and Musterd

By our 25th anniversary the system was processing more than 750,000 employee time-recording transactions a day for over 250 clients. The same year we launched Musterd, our roll call and evacuation app.

Today
RotaOne and Musterd

From our headquarters in Oxfordshire, we support organisations worldwide, with integrations into the payroll, HR and access control systems our customers already run.

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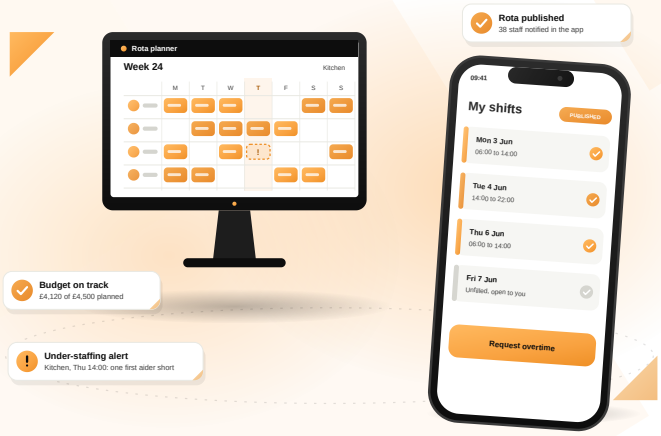
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01 PLAN

Rota Planning Tools

RotaOne's rota planning tools give you real control over the costs, efficiency and safety of your workforce.

- Take the stress out of planning shifts and managing staff rotas
- Reduce costs and improve efficiency
- Keep employees informed of their shifts, so they stay happy
- Set permissions so employees and line managers only see the data they need



Staff Rota Planner

Plan every shift, cost and absence on one screen, then publish the rota to your team's phones.

Shift Planning

Build shifts and rotating patterns in minutes, stay within contracted hours and fill gaps fast.

Staffing Levels & Compliance

Record qualifications, set minimum staffing for key roles and be alerted before a shift runs short.

02 RECORD

Time and Attendance

Capture attendance from clocking devices or the mobile app, with a roll call report and employee self service built in.

- Fingerprint, facial recognition and RFID clocking devices
- Clock in from the mobile app, with the location verified by GPS
- A snapshot of who is on site, for any location, on demand
- Real-time hours that flow straight through to payroll



Real-time Dashboards

See who is on site, and how hours and costs compare with budget, live as the day unfolds.

Lateness Tracking

Track late arrivals, early leavers and overrun breaks against the rota, with managers notified.

Intelligent Rules

Rounding, break, pay and contract rules automate the decisions your payroll team make by hand.

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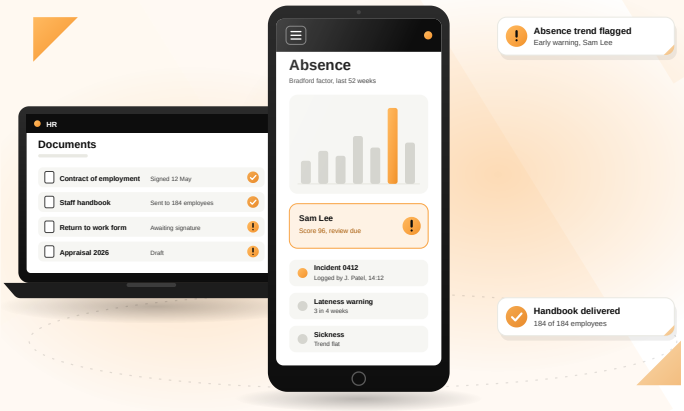
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03 LOOK AFTER

HR Tools

RotaOne's HR tools help your managers and HR team look after the health, welfare and safety of your workforce.

- Streamline your data to minimise duplication across systems
- Reduce costs and improve efficiency and security
- Keep employees informed and happy with better communication
- Integrate with leading HR tools including People HR, Sage HR and Oracle NetSuite



Absence Management

Record every type of absence, spot patterns with the Bradford factor and pass it to payroll.

Complete HR

Keep onboarding, forms, documents and contacts on one employee record, beside their rota.

Employee Self Service App

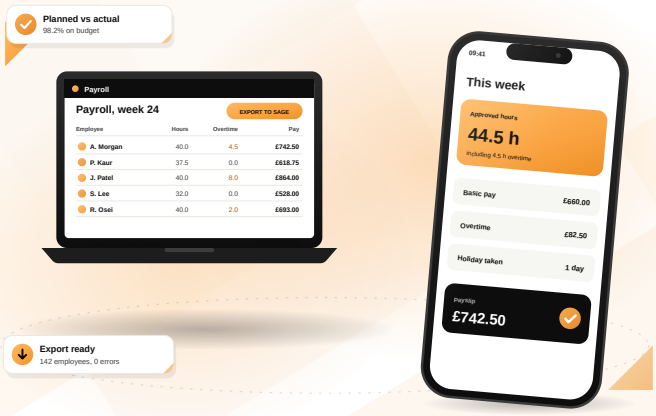
Put rotas, holiday requests, shift swaps and clocking in on every employee's phone, in one app.

04 PAY

Payroll Tools

RotaOne's payroll tools help your payroll team work accurately and deliver their calculations and output on time.

- Automate accurate payroll from real-time time and attendance data
- Cut the errors caused by out-of-date information, last-minute shift changes or unplanned absences
- Set permissions so employees and line managers only see the data they need
- Integrate with leading payroll providers such as Pegasus, Sage and Xero



Comprehensive Reports

Run payroll, hours, absence and holiday reports in a few clicks, from always up-to-date data.

Smart Integrations

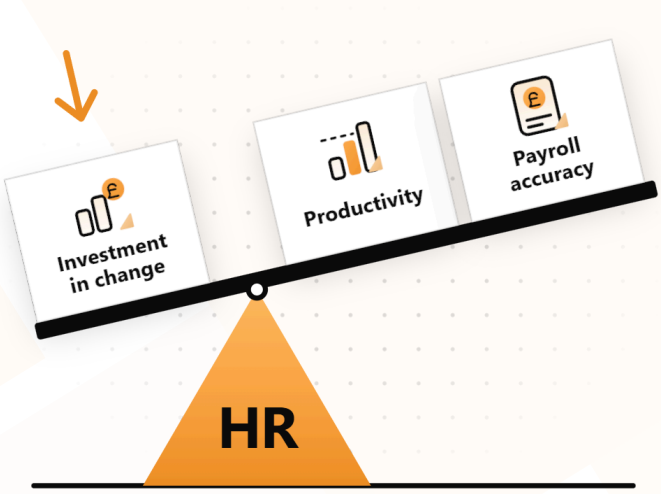
Connect payroll, HR, access control and visitor systems so data moves without being keyed twice.

Time Off Planning

Plan leave with clear entitlements, requests checked against balances and the rota in view.

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FOR DIRECTORS, FINANCE AND HR LEADERS

Invest in Change: More Productive Teams, Payroll You Can Trust

Paper rotas, timesheets and spreadsheets cost more than they appear to: hours lost to admin, shifts that don't match demand, and pay errors found only when someone complains. Changing how you plan, record and pay for work is an investment, and the return shows up in productivity and in a payroll you can trust. HR is pivotal to making that change last, so RotaOne puts HR at the centre of it.

HR is the pivot: invest in change, and productivity and payroll accuracy rise with it.

01 THE RETURN

Raise productivity

Plan rotas against real demand, so the right people are on shift at the right time and managers lead their teams instead of chasing paperwork.

- Rotas built to staffing levels and budget
- A live view of who is in, late or on overtime
- Leave and shift changes handled in the app

02 THE RETURN

Pay people correctly

Hours come straight from clockings, approved absence and your pay rules, so payroll gets one accurate figure for every person, not re-keyed estimates.

- Clocked hours, not estimates
- Overtime and pay rules applied the same way every time
- Exports ready for your payroll system

03 THE PIVOT

Put HR at the heart of it

Change lasts only when people adopt it. HR sets the policies, owns the people data and brings managers and staff along, and RotaOne gives HR the tools to lead it.

- Complete HR records, absence and holidays in one place
- A self-service app for every employee
- Reports that show the change is working

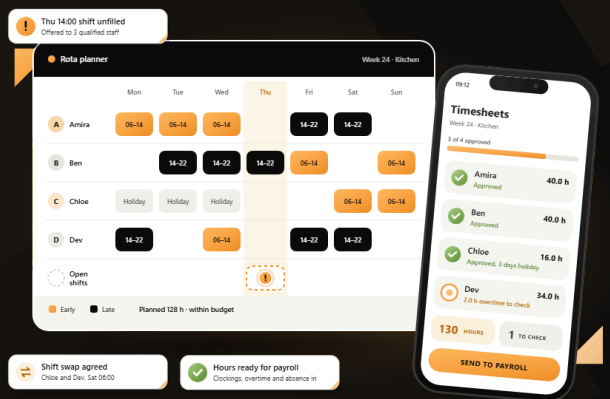
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FOR MANAGERS, SUPERVISORS AND PAYROLL TEAMS

RotaOne

Built for the People Running Your Teams Every Day

Day to day, the rota is in the hands of your managers, supervisors and payroll team. They fill the gaps when someone calls in sick, chase timesheets, check who turned up and work out the hours before the payroll deadline, often with spreadsheets, paper and a phone full of messages. RotaOne gives them one live picture of who is working and what they worked, so they can spend their time on their people.



	DAY TO DAY		WITH ROTAONE
01	**Rebuilding the rota in a spreadsheet every week**	→	Shift patterns roll the rota forward automatically, so managers adjust it rather than start again.
02	**Finding cover when someone calls in sick**	→	Alerts flag a shift that drops below cover, and unfilled shifts go out in the app for qualified staff to pick up.
03	**Swaps and holiday requests by text, email and word of mouth**	→	Staff request swaps and leave in the app, and managers approve them with the rota in front of them.
04	**Not knowing who has turned up, or who is late**	→	Clockings from the terminal or the app show who is in, who is late and who has not clocked out, as it happens.
05	**Working out hours by hand before the payroll deadline**	→	Hours are calculated from clockings and your pay rules, with overtime and absence in, ready to check and export.

Their job is to look after the team.
RotaOne's job is to take the admin off their plate.

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CASE STUDIES

Customer Success Stories

Real organisations, real results. See how RotaOne helps teams run every shift and pay people correctly.

ENTERTAINMENT & LEISURE

Southbank Centre

Southbank Centre is a world-famous, multi-venue arts centre in London, with a dynamic year-round festivals programme and an inclusive ethos.

200+ hosts

30,000 shifts a year

- Reduced admin workload and enhanced accuracy of staff timekeeping and attendance data

HEALTH AND SOCIAL CARE

Somerset Care

The Somerset Care Group are one of the major care providers in Southern England and one of the largest not-for-profit care companies in the UK.

4,500 employees

70-80 staff at each site

- Payroll processing reduced from several hours to less than 2 hours weekly

HOSPITALITY & EVENTS

Malmaison & Hotel du Vin

Whether it's for their prime locations, their unique style or their memorable individuality, the Malmaison & Hotel du Vin brands are well-known.

3,000 staff

29 hotels

- "Huge increase in payroll efficiency, from breaks right through to managing start and end times"

TESTIMONIALS

What our Customers say about RotaOne

"We've been using Thinking Software for several years now, and it's been a game-changer for our business."

Tina
HR Manager, Olympus Global

"RotaOne has exceeded our expectations in every way."

Dan Drogie
Gear4Music

"I would definitely recommend RotaOne as a time and attendance system."

Julie Deshamps
Sweeep Kuusakoski

Microsoft Azure

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Thank You.

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