

syrve


Five ways to reduce your restaurant payroll costs

How to dig into the numbers
and find answers



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Is it time to take firmer control of labour costs?

Payroll can take a significant slice out of restaurant revenue – and rising costs can spell danger.

The positive mood following successful promotions, fully-booked evenings and rave reviews online can all evaporate if your labour costs are too high. And if business is flat, then rising employee expenses will be unsustainable.

But payroll isn't beyond your control. In this brochure, we explore five key areas where symptoms will tell you something is amiss. We'll also explore ways you can bring each payroll issue under control – and work the circumstances to your advantages.

1: Eliminating under and over-staffing

UK restaurant chains face a constant challenge: How to strike the right balance between cost management and providing exceptional customer experience. Getting your staffing levels correct is the key to success. But how can this be managed in the most effective way?

Pressures on managers and teams

The concern of understaffing leading to subpar service and customer loss, or overstaffing causing financial strain, weighs heavily on restaurant executives. These challenges not only impact the financial health of the business but also take a toll on the restaurant's staff, who often bear the brunt of irregular shifts and unexpected overtime.

The stakes are high, and getting staffing wrong from the start can have far-reaching consequences.

Three signs showing that change is needed

Here are the unmistakable symptoms of staffing issues:

- **Inconsistent service quality:** If service quality varies between shifts, it's a sign of inconsistent staffing.
- **High labour costs:** Soaring labour costs without a clear link to increased business can indicate overstaffing or scheduling issues.
- **Frequent employee turnover:** If you're frequently hiring new staff due to burnout, it's time to reassess your staffing strategy.

Syrve's solution addresses these pressing concerns, providing a way to streamline operations and improve employee morale.

Data-driven staff scheduling

Accurate staff scheduling is essential to avoid under-staffed shifts, which can result in poor service, lost revenue, and stressed-out employees. Conversely, it's crucial to avoid overstaffing, which drains resources unnecessarily.

Syrve uses historical data and trends to predict customer demand, ensuring you have the right number of staff during each shift to plan your staffing levels in advance and adjust your schedules accordingly.

Timely schedule notifications

Providing staff with clear schedules in advance is essential to reduce employee tardiness, absences, and disruptions in workflow. This not only improves productivity but also staff morale.

Syrve ensures that staff schedules are communicated well in advance, preventing last-minute surprises.

Performance monitoring

Proactive performance monitoring is vital to identify and address issues like absenteeism and tardiness. Reducing the need for costly overtime and ensuring adequate staffing levels boosts both profitability and staff satisfaction.

Syrve tracks employee attendance, punctuality and adherence to scheduled shifts, allowing for early interventions and necessary measures to maintain a smoothly running restaurant.

The bottom line

In the competitive restaurant world, optimising staffing levels is key. Syrve removes the barriers so you can get this right. We know it's not just about profit; it's about a happier work environment for your staff.

2: Minimising overtime

Managing payroll costs effectively is a significant challenge in business operations for UK restaurant chains. One crucial aspect is preventing excessive overtime which can drain cash flow. Striking the right balance between fair employee compensation and budget control is essential.

This challenge has profound implications for your financial well-being and your team's overall satisfaction.

Three signs showing that change is needed

Let's explore the unmistakable signs that your organisation may be grappling with issues related to overtime expenses:

- **Overtime discrepancies:** If you notice a significant increase in overtime hours without a clear correlation to increased business demands, it may indicate a scheduling or staffing issue.
- **Burnout and low morale:** Frequent overtime can lead to employee burnout, dissatisfaction and low morale, affecting productivity and the overall work environment.
- **Scheduling conflicts:** If employees are consistently scheduled for overlapping shifts or double shifts, it can lead to overtime costs and employee fatigue.

Our solution is designed to tackle these challenges head-on.

Staff scheduling

Managing staff schedules efficiently while avoiding overtime without compromising business needs requires precision. Accurate scheduling is crucial to prevent understaffing or overstaffing.

With Syrve, you can evenly distribute work hours among your staff, mindful of their contractual availability, ensuring you don't exceed standard weekly hours. This helps you avoid elevated wages and also lowers your payroll costs.

Tracking hours

Accurately tracking hours and preventing scheduling conflicts demands attention to detail. Failure to do so can lead to unexpected overtime costs and scheduling complications.

Syrve enables precise hour tracking and conflict-free scheduling, ensuring employees are not double-booked or assigned overlapping shifts. This helps you to contain overtime expenses.

Adjusting schedules

Adapting schedules to accommodate seasonal fluctuations and shifting demand patterns can be time-consuming, impacting your ability to optimise staffing levels and minimise payroll costs.

Syrve streamlines the process, allowing you to quickly adjust schedules to match evolving needs, ensuring staffing efficiency and effective control over payroll expenses.

The bottom line

With data-driven decisions, streamlined schedules, and reduced overtime, our solution empowers restaurant chain executives and managers to take control of their organisation's financial health and ensure a happier work environment.

3: Automating manual admin tasks

Restaurant labour costs are closely tied to manual effort. Some admin activities require your managers' hands-on skills and personal attention. But there are a host of time-consuming, payroll-related management tasks that can be automated.

Saving money and boosting performance

Automating routine processes can lead to precise record-keeping and streamlined operations, helping you avoid unnecessary costs and ensure compliance with regulations.

How to tell if change is needed

These are signs that your organisation needs to consider automation:

- **Inaccurate payment disputes:** Managing staff contracts and attendance records manually can lead to errors and disputes over working hours or outdated health records, affecting payroll accuracy.
- **Time-consuming time tracking:** Manual time tracking can consume valuable hours every week. It's also prone to errors and hinders efficient labour cost management.
- **Labour cost inefficiency:** Manual scheduling processes can be time-consuming and lead to over-staffing, resulting in higher labour costs.
- **Performance inefficiencies:** Managers may struggle to easily identify high performers, uncover areas for improvement, and optimise efficiency. It would be a huge advantage if you could produce performance metrics automatically.

Our solution is designed to tackle these challenges head-on.

Staff contracts and records

Automating the management of staff contracts and attendance records electronically ensures accurate payment for hours worked. It also helps in keeping staff health records and tests up to date, complying with laws and regulations, and avoiding fines and legal fees.

With Syrve, you can easily store staff contracts and attendance records electronically, streamlining the process and preventing costly overpayments or legal issues.

Time tracking

Automatically tracking employee hours, clocking in and out, breaks, and overtime eliminates the need for manual time tracking. This saves time, minimises errors and supports better labour cost management.

Syrve allows you to automate time tracking, ensuring precise records and greater efficiency.

Schedule creation

Creating schedules automatically increases accuracy because it's based on labour demand, employee availability and other factors. This saves time and effort for managers while optimising staffing levels.

With Syrve, automatic schedule creation is a breeze. You can set staffing levels correctly and save money.

Reporting and analytics

Automatically tracking employee performance metrics helps you to identify top performers, areas for improvement, and ensures your staff achieve standards.

Syrve empowers you to automate performance tracking, helping you to minimise waste, enhance efficiency and reduce payroll costs.

The bottom line

With data-driven decisions, automated time tracking, efficient scheduling and performance metrics, Syrve empowers UK restaurant leaders and managers to take control of their organisation's financial health and compliance.

4: Improving productivity

There's a financial danger for UK restaurant chains when staff performance begins to plateau or fall. Your talented teams may love aspects of the job, but manual, time-consuming tasks can drain their enthusiasm. To really move the needle in restaurant productivity, it's essential to direct people's energies away from low-value tasks and onto activities that drive efficiency and outstanding customer service.

Three signs showing that change is needed

Here are unmistakable signs that your restaurant may be grappling with productivity issues:

- **Operational inefficiency:** If your day-to-day operations lack efficiency and consistency, it's a sign that you need to enhance productivity.
- **High operating costs:** Soaring operating costs without a clear connection to revenue growth can indicate inefficient operations.
- **Overburdened, demoralised staff:** If you find your employees overwhelmed with manual, time-consuming tasks, it's time to consider ways to improve productivity.

Our solution is designed to tackle these challenges head-on. Here's how we do it.

Efficient order taking

When taking orders, it's imperative to prioritise accuracy and expedite service to enhance the overall customer experience and boost employee productivity.

Implementing Syrve's technologies like self-service kiosks, mobile ordering, and online ordering can streamline the order-taking process. You'll reduce wait times and ensure your team can focus on other essential tasks.

Automated inventory management

Efficiently managing inventory is paramount to prevent overstocking or stockouts and is key to saving valuable time and maintaining smooth operations. Syrve offers an array of features such as automated inventory management, mobile-guided inventory checks, and system-generated orders that optimise inventory control and reduce the time spent managing inventory.

Seamless stocklist and price updates

Simplifying stocklist and price updates is a surefire way to reduce errors and save precious time for your teams. Syrve's features for effortless stocklist and price updates make it a breeze to activate price changes, withdraw dishes, and manage these crucial aspects of your business on predefined schedules.

Enhanced food preparation

Elevating the speed and consistency of food preparation while reducing manual labour can significantly increase productivity. Syrve provides automated prep plans and advanced technologies like kitchen display screens, transforming food preparation into a seamless, error-free process, and allowing your staff to allocate their time to other vital tasks.

Optimised food delivery

Streamlining delivery routes and minimising travel time is a cost-saving and efficiency-enhancing strategy. Syrve's real-time tracking of drivers and intelligent route optimisation enhance your food delivery operations by reducing travel time and fuel costs.

Team performance and engagement

Promoting transparency, accountability, and continuous improvement among your team members can lead to a significant boost in overall productivity and morale. Syrve provides powerful tools for tracking key performance indicators (KPIs). Also, personalised staff engagement pages include news feeds, motivation programs and work schedules, enabling your team to perform at their best and enhancing their overall productivity.

The bottom line

Once you've improved productivity, your shift teams can achieve more with less – which has positive impact on your payroll costs.

5: Improving decision making

Is there a need for firmer control of labour costs in your restaurants? When the business is growing, a relative increase in labour spend is understandable. But sometimes labour costs can be out-of-sync with business performance. This raises a series of questions: What's causing the labour increase, is it justified and can you reduce costs without harming service quality?

Seeing what's really happening with payroll

Leaders and managers require actionable insights, available in real-time – so they can make fully informed decisions about labour costs. You need the key facts at your fingertips, from the big picture down to the granular detail.

Three signs showing that change is needed

Here are signs your organisation may be grappling with labour cost issues:

- **High labour costs without growth:** If you notice your labour costs remain high without a clear connection to revenue growth, it's a sign that you need to enhance decision-making.
- **Variable service quality:** If service quality fluctuates during different shifts, it's an indicator of inconsistent staffing.
- **High employee turnover:** Frequent employee turnover due to burnout is a red flag – and it's time to reconsider your staffing strategy.

Our solution is designed to tackle these challenges head-on.

Real-time analytics

Imagine having access to real-time analytics when managing staffing levels and scheduling to optimise your labour costs? For instance, if sales are lower during certain times of the day, you can adjust staffing levels without compromising service quality. Similarly, if certain menu items are not selling well, you can adjust inventory and staffing levels to reduce waste and avoid over-staffing.

Syrve's real-time analytics tool provides you with the data you need to make informed decisions about staffing and scheduling. With this tool, you can monitor key metrics and trends as they happen, allowing you to make quick adjustments to staffing levels to optimise labour costs.

Real-time P&L

Consider the benefits of having access to a real-time Profit & Loss (P&L) statement when managing restaurant operations. You can identify particularly profitable or unprofitable areas of the business and make strategic decisions about menu items, pricing and promotions to increase profitability while reducing labour costs.

Syrve's real-time P&L tool empowers you to track the financial health of your restaurant in real-time, providing insights into which areas of your business are the most profitable and which ones may need adjustments to enhance profitability while reducing labour expenses.

The bottom line

Our solutions empower business owners and managers to take control of their decision-making processes, ensuring a more efficient and cost-effective approach to managing labour costs.



6: Let's reduce payroll costs today

Managing payroll costs effectively is crucial for UK restaurants. Syrve's solution provides a way to streamline operations and reduce excessive costs. It's not just about improving your financial bottom line; it's about creating a more balanced work environment for your valued staff – so they can be even more productive.

Don't let payroll challenges hold you back. Take control with Syrve. Make data-driven decisions, cut labour costs and elevate customer experiences.

Discover more

Ready for greater profit, happier customers and contented employees? Contact us today and let's start this journey together.

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