



### Fitzpatrick Contractors Ltd

Fitzpatrick Contractors Ltd, founded in 1921, is an innovative, multi-disciplined construction company now owned by Volker Wessels, a £2.4 billion turnover construction company.

The group believe their success has been built on traditional values. These include establishing lasting relationships with industry colleagues, attracting repeat business and maintaining high standards with the emphasis on quality, health, safety and the environment.

One of the company's fundamental beliefs is a commitment to continuous investment in staff development. Direct employment currently stands at around 1000. The company has an enviable record in retaining a high level of long serving staff and a low staff turnover. Fitzpatrick Contractors Ltd takes pride in the fact that they were one of the very first contractors to receive the Investors in People Award. The Company strives to offer each individual the right environment and opportunities for a rewarding long term career. Every member of staff knows they make a difference.

In 2001 Fitzpatrick Contractors Ltd reviewed their Human Resources System and found it fell far short of their developing requirements and future expectations.

Company spokesperson, Marina Diacopoulos, takes up the story: **“The system we were previously using was archaic and could not handle all the payroll information needed to maintain efficiency. We decided that we wanted to have an integrated payroll and HR system. We also needed a product that could cope adequately with TUPE transfers relevant to the different terms and conditions.”**

Seeking a specific solution, the search began to source a product that would enable them to implement and utilise all their payroll and HR functions efficiently and professionally. The team at Fitzpatrick considered a number of providers before attending a Human Resources Exhibition in London in 2002. It was here that the relationship with Cyberaid began.

Marina continues: “We liked the sound of Cyberaid's flagship product, TeamTrak Adaptiv, immediately. It satisfied a number of our needs and possessed capabilities we had not even considered. Its main strength was its flexibility. This allows you to define new payroll calculations, specify new additions or deductions and run reports on any information that is in the database.

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Fitzpatrick Construction has now been officially using TeamTrak Adaptiv since November 2003.

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