

# Tātou Workforce Management Software:

## Application for the 2024 Wine Industry IMPACT Awards

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### An Overview and Background

[Tātou](#) is a revolutionary workforce management software that has already made waves in New Zealand's viticulture industry. Now, we're bringing our proven expertise to Australia. Our platform is a comprehensive solution for all workforce management needs, from tracking vineyard workers to ensuring labour compliance.

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### Introduction

The Australian wine industry is resilient. However, innovation isn't just a buzzword; it's a lifeline. The South Australian Wine Industry Snapshot for 2024/5 continues to paint a grim picture, with business confidence at its lowest in seven years and most businesses continuing to grapple with labour availability, quality and cost.

Articles from reputable sources like the [Australian Financial Review](#), [ABC News](#), [Food Processing](#) and [Wine Australia](#) echo these sentiments, highlighting the acute labour shortages and the need for investing in people. It is no secret that in regional agriculture and food production the backbone is our people. We need solutions to address productivity, transparency and regulatory adherence.

This is where Tātou can be a game-changer. Tātou is not just another software solution; they're a strategic partner ready to make an immediate and long-lasting IMPACT on the Australian Wine Industry.

## The Problem

The viticulture industry is grappling with challenges that traditional workforce management methods can't solve:

- **Lack of Transparency:** Without clear data, employer and industry brand reputation is at stake.
  - **Compliance Issues:** The tightening industrial relations laws make compliance a significant concern.
  - **Inaccurate Payroll:** Errors in timesheets can lead to financial and legal repercussions
  - **Operational Inefficiencies:** Lack of real-time data hampers decision-making.
  - **Financial Literacy:** Lack of understanding of activities that were sustainably profitable, leading to poor financial decisions.
  - **Generic Software Limitations:** Most other software solutions are generic and don't cater to the unique needs of viticulture operations, making them less effective.
  - **Pen and Paper Inefficiencies:** The major competitor to digital solutions is still 'pen and paper' recording. This method often results in lost or inaccurate data, and delays in budgeting, billing, invoicing, and payroll processes.
  - **Offline Limitations:** In remote vineyards, internet connectivity can be a significant issue, making it challenging to digitise and manage workforce data in real-time.
  - **Lack of Motivation and Difficulties in Implementing Piece Rates:** Traditional workforce management methods often fail to motivate workers adequately. Additionally, implementing piece rate work can be complex and fraught with compliance risks, making it difficult for companies to confidently use this effective motivational tool.
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## The Solution to the Problem - Proof and Results

Tātou is THE comprehensive answer to these challenges:

- **Digital Transformation:** The Tātou platform digitises all aspects of workforce management.
- **Cost Savings:** Clients report significant cost savings due to reduced payroll errors and efficient operations.
- **Compliance Made Easy:** Our software ensures compliance with stringent industrial relations laws.

### Testimonials:

- "I have been managing a viticultural management/contracting service for many years. Tatou is the first system I have found that is purpose fit for our needs in record keeping. Simple to use for our vineyard operators and it saves time in the Finance Department. Tatou allows us to track activities on a client basis or block by block on our own vineyards and gives us the information we need for reporting and planning for the future."  
- Melissa Brown, GT Viticulture

- “Tatou has been a game changer. The depth of data capture and the ease of use for our employees has made it an integral part of our business.”  
- Kelly Leask, LeaskAgri, McLaren Vale SA (Viticulture)
  - "The cost of Tātou compared to the time saved is a no-brainer!"  
- Hannah, Accountant at Hortus, Marlborough NZ (Viticulture)
  - "Our payroll error rate has significantly reduced."  
- Lisa Burrows, Labour Solutions, Margaret River WA (Viticulture)
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## How it Creates Industry IMPACT

Since our Australian launch only 18 months ago, leading companies like [Leask Agri](#), [GT Viticulture](#), [Swinney Vineyards](#), [Labour Solutions](#), [Angove Family Winemakers](#), and [Henschke](#) have adopted Tātou. They recognise the undeniable advantages we bring:

### Financial IMPACT: Immediate and Substantial Cost Savings

The financial benefits of using Tātou are multi-faceted, immediate and substantial. As an example our platform streamlines payroll processing, reducing the time spent on this critical task by up to 40%. This translates to direct cost savings, as labour costs are one of the most significant expenses in the viticulture industry. Additionally, the reduction in payroll errors means fewer financial adjustments and less risk of legal repercussions, further saving money in the long run.

**IMPACT:** Companies using Tātou have reported a significant reduction in their payroll error rate, leading to quicker and more accurate invoicing. This has had a direct positive impact on their bottom line.

### Operational IMPACT: Agile Decision-Making Through Real-Time Data

Tātou's real-time data capabilities are a game-changer for operational efficiency. Our platform allows vineyard managers to schedule and monitor ongoing tasks and to track labour costs and productivity levels in real-time. This enables agile decision-making; for example, if a task is falling behind schedule, immediate adjustments can be made to the workforce or methods to get it back on track. If a certain worker is steaming ahead, the quality of their work can be checked and if another worker is falling behind they can be supported all in real time.

**IMPACT:** Companies using Tātou's real-time data have been able to adjust their workforce allocation dynamically, ensuring that tasks are completed on time and within budget.

### Compliance IMPACT: Ensured Compliance with Industrial Relations Laws

In an era of tightening industrial relations laws, compliance is more critical than ever. Tātou ensures that our clients workforce management practices are compliant with current laws. Our platform automatically calculates minimum wage top-ups and provides digital timesheets that can be audited at any time, ensuring users are always prepared for any compliance checks.

**IMPACT:** Businesses using Tātou have found peace of mind in its compliance features, stating that the platform has made it significantly easier to adhere to the rapidly evolving industrial relations laws.

#### Reputational IMPACT: Enhanced Brand Image Through Transparency

Transparency is key to building and maintaining a strong brand image, and Tātou delivers this in spades. Our platform provides transparent earnings data for workers and contractors, enhancing our clients reputation as a fair and ethical employer. This not only helps in employee retention but also makes them more attractive to potential customers and workers who prioritise ethical business practices and transparency.

**IMPACT:** Companies leveraging Tātou's transparency features have reported an enhanced brand image, making them a more attractive partner for both workers and clients.

#### Interoperability IMPACT: Seamless Integration with Existing Systems

In an industry where many agtech solutions often operate in silos, Tātou has listened to the market and understands that interoperability is a key requirement. That's why we offer API integration with a range of leading Payroll and Accounting platforms. Our clients don't have to double-handle information, and they have full capability to customise all parts of the program to meet their existing operational practices. Whether tracking work down to the vine level or at the block level, the choice is theirs. This ability for the customer to be in control of their data, its depth, and also its interoperability, is a key success factor that impacts our clients' financial, operational, and regulatory outcomes.

**IMPACT:** With Tātou, our workforce management software integrates seamlessly with our clients accounting software, allowing data to flow effortlessly and giving them control over its depth and breadth.

#### Usability IMPACT: Intuitive Design for Workers and Managers Alike

Tātou's roots in the Labour Hire space have given us a unique understanding of the importance of usability in software design. One of the most consistent pieces of customer feedback we receive is about the ease of use of our smartphone app. With its straightforward language and repeatable processes, even workers with English as a second or third language find it incredibly easy to receive jobs, undertake tasks, and report on work completed. On the management side, our office app puts everything at the fingertips of managers, allowing them to easily approve or alter work records. Office administrators also find it straightforward to make necessary updates before processing large payroll or invoicing tasks at the touch of a button.

**IMPACT:** Tātou's intuitive design requires minimal training for foreign workers and handles complex tasks with ease, streamlining both worker and managerial tasks.

#### Offline Capability: Flexibility in Various Working Conditions

Tātou's offline capability ensures that our clients workforce management doesn't skip a beat, even in the most remote vineyards where internet connectivity can be unreliable. This feature provides the flexibility to manage the workforce effectively under various working conditions, ensuring that data is captured accurately and can be synced later when connectivity is restored.

**IMPACT:** With Tātou's offline capability, our clients never have to worry about losing critical workforce data or facing operational hiccups due to poor internet connectivity.

#### Easy and Compliant Piece Rates to Motivate

Tātou's platform not only simplifies the complexity of implementing piece rate work but also ensures compliance with industrial relations laws. This feature directly addresses the dual problem of worker motivation and the regulatory difficulties companies face in implementing piece rates. By making it easy and compliant to set up piece rates, Tātou helps our client to motivate workers to be more productive, leading to increased productivity and reduced absenteeism.

**IMPACT:** Tātou simplifies the complexity of implementing piece rate work and ensures compliance, leading to increased productivity and reduced absenteeism.

#### Speed and Confidence in Decision-Making

Tātou's real-time data capabilities don't just improve operational efficiency; they also allow for decisions to be made with speed and confidence. Managers can make quick adjustments to workforce allocation or methods, ensuring that tasks are completed on time and within budget.

**IMPACT:** In a fast-paced industry, Tātou enables quick, data-driven decisions, making the difference between profit and loss.

#### Human Side of Growing a Business

Tātou understands that behind every successful vineyard is a team of hardworking individuals. Our platform takes care of the "human side of growing a business" by ensuring fair wages, compliance, and a transparent work environment.

**IMPACT:** Tātou takes care of our clients most valuable asset—their people—enhancing their brand's reputation and employee satisfaction.

#### Measure What Matters

At Tātou our mantra is "measure what matters," emphasising the importance of data-driven decision-making. With Tātou, our clients can focus on the metrics that genuinely impact their bottom line.

**IMPACT:** Tātou helps our clients focus on the metrics that genuinely impact their bottom line, cutting through the noise in a data-saturated world.

## Conclusion

In the introduction, we touched upon the challenging climate that the Australian wine industry finds itself in, as evidenced by the South Australian Wine Industry Snapshot and corroborated by multiple news sources. The challenges are varied but acute —labour shortages, compliance complexities, operational inefficiencies, and the urgent need for digital transformation. These aren't just problems; they're existential threats to an industry that is a cornerstone of the Australian economy and culture.

Tātou enters this landscape not as a mere vendor but as a strategic partner. We've demonstrated throughout this application how our platform addresses each of these challenges head-on. From streamlining payroll processing to ensuring compliance with industrial relations laws, Tātou is the comprehensive answer to the industry's woes. But let's not just talk in abstracts; let's talk impact.

Financially, Tātou is a game-changer. We're not just reducing payroll processing time by up to 40%; we're freeing up resources that can be better utilised elsewhere. In an industry where every dollar counts, this is not just an efficiency; it's a revolution. Companies using Tātou have reported quicker, more accurate invoicing, directly boosting their bottom line. In a sector where profitability is increasingly hard to come by, this is not just a feature; it's a lifeline.

Operationally, our real-time data capabilities enable agile decision-making. In an industry as dynamic as viticulture, where conditions can change in an instant, being able to make quick, data-driven decisions is not just an advantage; it's a necessity.

Compliance-wise, we're not just meeting the minimum requirements; we're setting a new standard for what it means to be a responsible employer in the 21st century. In an era of tightening industrial relations laws, this is not just a convenience; it's a shield against existential legal threats.

In summary, Tātou is not just setting a new standard in the Australian wine industry; we're setting a new standard for what the industry should expect from technology. We don't just measure what matters; we make it matter.

Thank you for your time in learning about our impactful solution and we look forward to celebrating the success of the wine supply sector at the 2024 Wine Industry IMPACT Awards dinner.

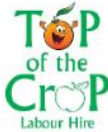


# TĀTOU

People Management Software

*Pronounced "Tar-toe"*

Confidential | Tātou Technologies Limited



## INTRODUCTION

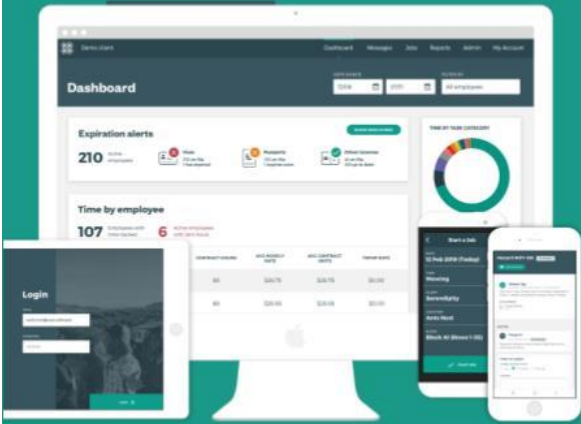
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**Who we are** Tātou is a software platform designed to optimise the management of people in horticulture

**What we do** We allow grape growers to go digital and take advantage of the power of their data

**What we deliver** Increased productivity, efficiency and compliance through timely, accurate information

## Tātou



### *Industry leading people management app*

- Built for real farms & employees
- Easily collect operations data
- Labour and machinery tracking
- Real-time information

TRANSPARENCY | ACCURACY | DATA | COMPLIANCE | PERFORMANCE

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SOLUTION

## End-to-end digital job management



**DIGITAL  
TIMESHEETS**  
Collect payroll  
data for piece rate  
or hourly work



**MINIMUM WAGE  
CALCULATIONS**  
Ensure employees  
are paid legally



**JOB PROGRESS &  
COST TRACKING**  
Instant progress  
and margins



**TIME &  
ATTENDANCE**  
Track by team  
or individual



**EMPLOYEE  
PORTAL**  
Transparent  
employee data  
& documents



**REPORTS &  
EXPORTS**  
Your data  
however you  
like



**EASY PAYROLL  
& INVOICING**  
Automate  
payroll and  
invoicing



**SCHEDULED  
TASKS**  
Create, prioritise  
and assign work

5

SOLUTION

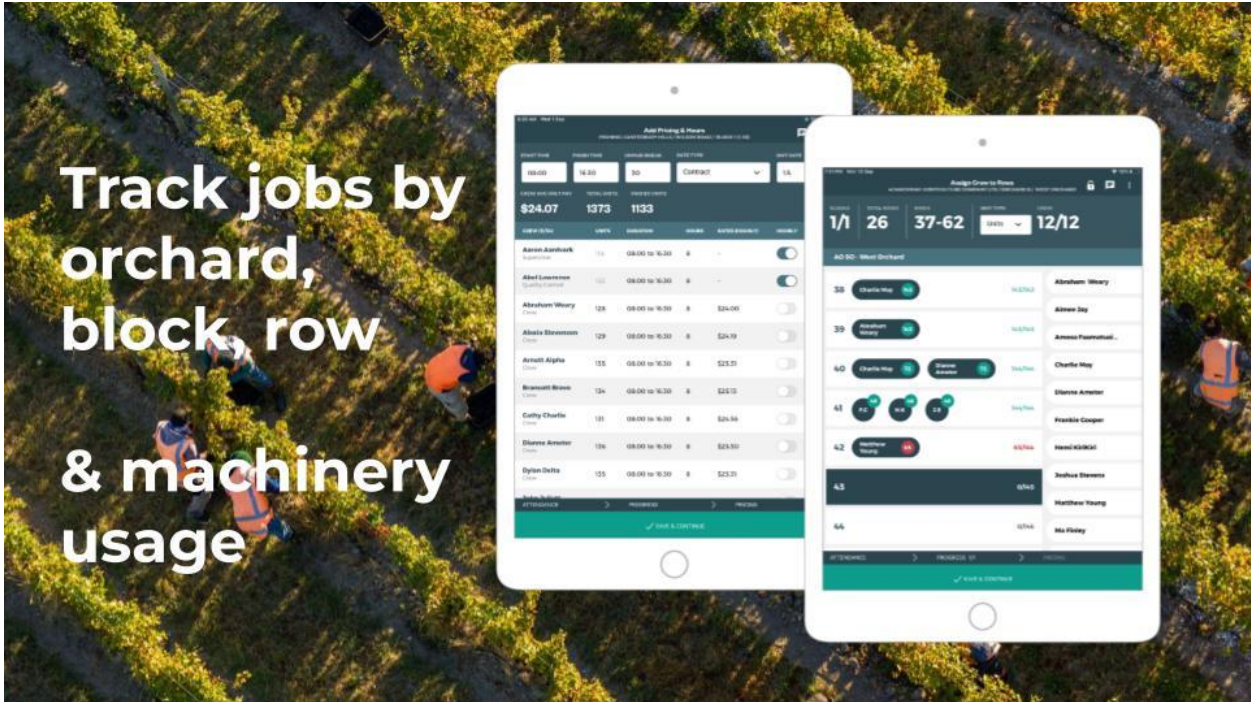
## Tātou benefits everyone

- Management** - Structured data for decision making and strategy, giving confidence to deliver
- Operations** - Fast, accurate information across the business, real-time tracking, performance management
- Administration** - Digitised payroll data, reporting, invoicing
- Supervisor** - Instant feedback, motivated team, clear job schedule
- Crew** - Trust the employer, transparency, relaxed, motivated

“

**“Tatou has been a game changer. The depth of data capture and the ease of use for our employees has made it an integral part of our business.”**

— Kelly Leask, LeaskAgri



## SOLUTION

# Keep your finger on the pulse

- ✓ Track progress, budgets and job cost
- ✓ See forecast cost and timeframes
- ✓ Run payroll without manual data entry
- ✓ Overtime and minimum wage calculations
- ✓ Run reports to extract data

This is your data to use however you choose

### Pruning 2021 - Wine Group

**Specifications**

SCHEDULED FOR: Thu 1/1/21 to Thu 3/31/21

CLIENT(S): Wine Group

Total cost: \$1,100 of \$10,000 (11%)

Total hours: 100 of 100 hours (100%)

Total units: 5,000 of 7,000 (71%)

**Costs by type**

FORECAST TOTAL COST: \$13,673

Legend: Base, Topdick, Paid rest breaks, Holiday, Overtime, Expenses

### Pruning 2021 - Acme Inc

**Specifications**

SCHEDULED FOR: Sat 1/1/21 to Tue 3/31/21

CLIENT(S): Acme Inc

LOCATION(S): Acme Winery and Acme Orchard

Total cost: \$6,780 of \$14,000 (49%)

Total hours: 250 of 300 hours (83%)

Total units: 6,543 of 28,439 (23%)

**Costs by type**

FORECAST TOTAL COST: \$22,522.77

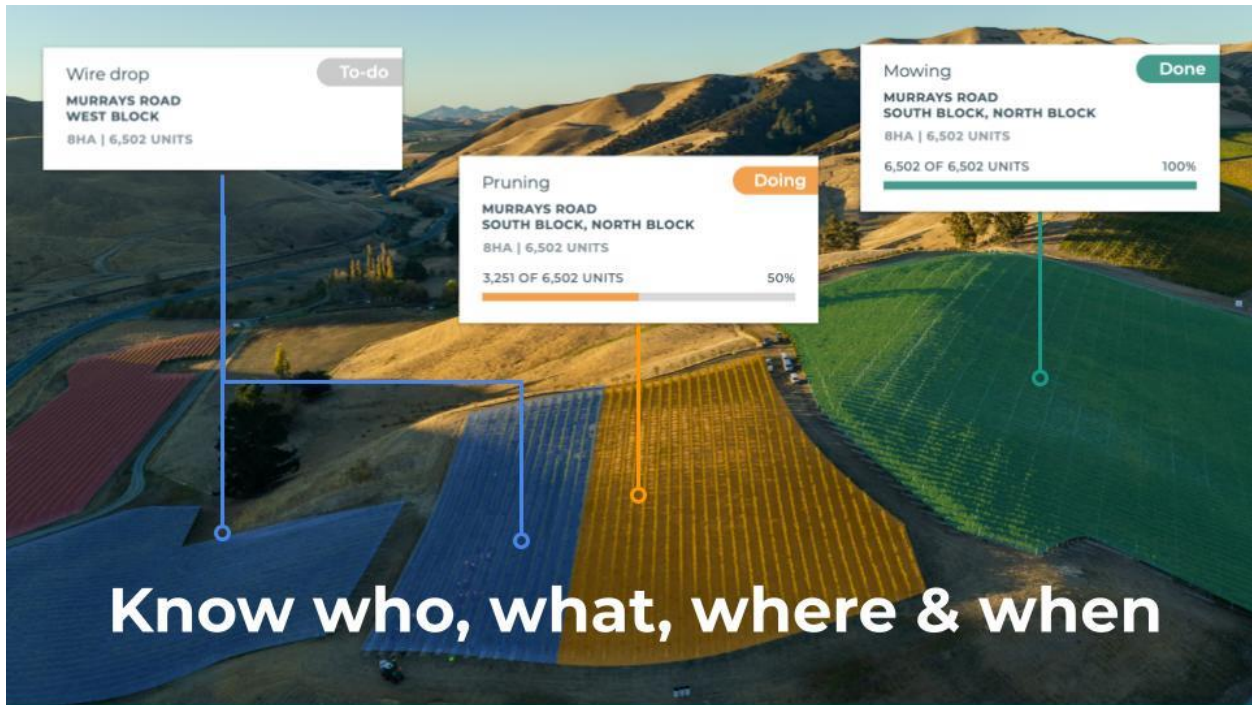
Legend: Base, Topdick, Paid rest breaks, Holiday, Overtime, Expenses

**Progress by**

Pruning QA: 0 of 1,375 units

ACaneWrap: 6,543 of 1676 units

+ ADD TASK



CUSTOMERS & EXPERIENCE

Years of collaboration with customers

- Over 15,000+ active users
- Experience working with major growers and complex operations
- Currently working with global brands

“Tātou is the first system I have found that is purpose fit for our needs in record keeping. Simple to use for our vineyard operators, saves time in the finance department and gives us the information we need for reporting and planning for the future.”

— Melissa Brown, General Manager at GT Viticulture

Some of our valued customers

