



Werner & Mertz GmbH

Efficient and Modern Staff Planning
for a Family-Owned Manufacturing Company

Organization

Werner & Mertz GmbH

Branches

Industry

Number of employees

1.184

plano in use

plano Roster

plano Interfaces

myplano

plano Reporting

TIS and Dispoplan

Initial situation

Following a fundamental overhaul of the shift model at the Mainz location, the demands on staff scheduling at Werner & Mertz increased significantly.

The previous solution involved numerous manual entries in SAP and could no longer adequately reflect operational processes and business requirements.

The objective was to replace the planning effort caused by the new shift model with a rule-based, standardized solution that ensures compliance, supports multiple planners, and automates SAP entries.

Overview

Werner & Mertz is a fifth-generation family-owned business known for brands like Frosch and Green Care Professional. The company pursues a consistent sustainability strategy, producing laundry detergents, personal care products, and cleaning agents with high standards for quality and resource preservation in Mainz and Hallein.

After fundamentally revision the shift model in Mainz, the focus was on realigning staff planning and consolidating it onto a central platform. This was intended to create a scalable solution that simplifies operational planning as well as enhances strategic management.

Strategically, the aim was to consolidate planning, workplace assignment oversight, and employee self-service into a single platform that creates transparency, promotes employee autonomy and accountability and provides centralized reports for managers.

Project goals

Operational Planning Efficiency

- + Comprehensive, software-supported staff planning to map the entire planning process.
- + Simultaneous work by multiple planners in the live system to improve scalability and responsiveness.
- + Integrated workplace planning with automatic personnel demand calculation and direct transfer to the scheduling plan - for consistent and reliable planning.

Employee Integration and Self-Service

- + Digital integration of employees via myplano.
- + Paperless request processes for absences, as well as access anytime, anywhere.
- + Promoting transparency and personal responsibility to increase employee satisfaction.

Integration, Compliance, and IT Stability

- + Implementation of operational requirements through configurable rulesets and centralized master data management.
- + Predictable rollout, including post-implementation support (bug fixing, support).
- + Reliable SAP interface for automatic absence bookings.



„plano WFM helps us manage staff planning efficiently and flexibly. The mobile access from anywhere is a real benefit for our employees. Thanks to continuous, needs-based enhancements, the system remains practical and reliable for the future.“

Jennifer Heß
Personnel allocation and planning
Werner & Mertz GmbH

Result

Consolidated Processes and First-Time Standard Use of the Dispoplan

In a structured tender process that included practical use-case workshops, plano was chosen. The solution was proved convincing as it covered the majority of the technical requirements while providing the necessary flexibility for production-specific characteristics, particularly through the first-time integration of the Dispoplan. The modular implementation enabled previous processes to be replaced with a seamless, rule-based platform. Key technical requirements, including a reliable SAP interface and centralized master data management, ensure data integrity and reduce efforts.

By automating demand forecasting and ensuring consistent data transfer to scheduling, operational processes have been accelerated.

Additionally, the myplano employee self-service app offers access to schedules and work balances regardless of location or time, which increases transparency and supports self-service functions. Close collaboration among all project participants and the structured approach were key factors in ensuring the solution fit operationally and emerged as a central success factor for the entire project.



WERNER & MERTZ

Improvement

Greater Efficiency in Operational Planning

The implementation of the plano WFM modules significantly reduced planning efforts to planners, as many routine tasks are automated and supported by algorithms.

The new solution enables dynamic shift scheduling, allowing short-term changes in demand to be addressed quickly and resource-efficiently.

A clear overview of staffing, skills, and availability helps planners assign the right employees at the right time and improve the quality of planning.

The ability to work simultaneously in the live system has significantly improved teamwork among planners and minimized coordination efforts. Rule and alert systems help planners identify and avoid errors early on, further enhancing process security.

Employee Engagement and Self-Service

For employees, the platform offers location-, time-, and device-independent access to work schedules, which improves transparency and predictability.

Digital absence requests and annual shift schedules simplify administrative processes and shorten approval workflows. Overall, this increases employees' flexibility and sense of personal responsibility.

The intuitive user interface also makes it easier to get started and use the system, encouraging acceptance of the digital solution.

Continuous information availability better integrates employees and provides transparency regarding their working hours.

At a glance

Improvements for Planners

-  Significant reduction in workload through automation (demand forecasting, SAP bookings, paperless processes).
-  Faster, resource-efficient adjustments via the live system and Disoplan transfer.
-  Enhanced transparency regarding staffing, skills, and availabilities for optimal decisions.
-  Error reduction thanks to rule-based and notification systems and digital communication of results.

Improvements for Employees

-  Location-, time-, and device-independent access to schedules, balances, and information.
-  Independent submission of absence requests considering the annual shift schedule.
-  Real-time transparency about shift assignments and time accounts for better planning.
-  Easier overview and more flexibility for employees.



The organization

Werner & Mertz GmbH

Werner & Mertz is a fifth-generation family business. With its flagship brands, especially the trusted brands Frosch and Green Care Professional, Werner & Mertz is a well-established, innovative market leader for cleaning products, care products, and detergents.

The Foundation: To make a significant contribution to the preservation of natural resources. The company is dedicated to an outstandingly resource-saving circular economy to protect the climate and maintain biodiversity. All employees are supported and encouraged according to their individual needs and abilities to contribute to this goal. Werner & Mertz aims to make this sustainable lifestyle mainstream by offering ecological and high-performance cleaning and detergent products to the majority.

www.werner-mertz.de

plano solutions gmbh

An der Schloßmauer 2c
98693 Ilmenau

www.plano-wfm.com
plano.info@allegion.com
+49 3677 689787-0