

## SUCCESS CASE



# GRUPO E.T.E

*E.T.E. Group appeared in 1936 with the company traffic and stowage, in the Tejo river basin. Today takes the lead in cargo handling in almost all Portuguese ports, namely in Lisbon, Leixões, Aveiro, Figueira da Foz, Setúbal, Sines, Portimão and Faro.*



*"The choice also settled for giving greater flexibility for users, greater development capacity and easier integration with other systems that exist or may exist in the Group."*

*— Paulo Guerreiro,  
Personal Area Coordinator  
Gestível, Group E.T.E*

E.T.E. Group appeared in 1936 with the Company of Traffic and Stowage and specialized as port operator, introducing an innovative off-shore ships unloading system in the Tejo river basin, with the use of floating cranes and barges reception.

Since then until now, it was grown and solidified its position, establishing itself as a reference group in the maritime areas, port and related activities, either in Portugal or in the main Portuguese-speaking African countries, and expanded their action far beyond the maritime area, covering activities ranging from ship repair to insurance.

When we talk about E.T.E. Group, we are talking about the wide diversification of services, perfectly framed in the demands of globalization that characterizes our times.

It is talking about a philosophy of customer focus, serious, rigorous and prepared to the last detail. It is talking about a corporate culture guided by the goal of perfection, combining the strength of competence with the boldness of innovation.

Currently has 38 companies and 800 employees, the implementation of NAVHR was central to effective Human Resource Management.

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## Background: Port Operation

Today E.T.E. Group takes the lead in moving offshore loads in almost all Portuguese ports, namely in Lisbon, Leixões, Aveiro, Figueira da Foz, Setúbal, Sines, Portimão and Faro.

In Lisbon, in addition to offshore discharges, the Group operates a container terminal and two multi-purpose terminals, dedicated to the movement of bulk and breakbulk.

In the two existing terminals in the port of Leixões, one dedicated to containerized cargo handling and the other to drive bulk and breakbulk, the Group has stakes in both companies, being the main shareholder of this second one.

*(...) On the other hand, it allowed a greater rationalization of human resources allocated to this area, particularly in the increasing time created for other purposes, such as health and safety at work. The information for management human resources is faster and more reliable (...).*

**— Paulo Guerreiro,  
Coordinator Personal Area  
Gestível - Group E.T.E**

In Aveiro, Group E.T.E. Group is also present, operating through an associated company that is the main shareholder. In Sines, it has a majority stake in Portsines.

Also in the Azores it is present through its subsidiary Açorportos. In Mozambique, through a subsidiary company, the Group E.T.E. It is the main shareholder of the concessionaire and operator of containerized cargo terminal of Maputo - TCM.

## Maritime Transport

Along with the cargo handling activities in ports shipping is also an activity with tradition in the Group, which has been experiencing remarkable growth in the last decade.

In fact, companies like Navigation Company Insulana and Safamar played an important role in the Group as well as in country for about thirty years.

Later, by Vieira & Silveira company emerges in the group owner activity, initially in the area of transport of bulk and later in regular liner service between the mainland and the Autonomous Region of Madeira.

In the last years of the 90s, Group E.T.E. acquired Transinsular the largest regular line of national guard which operates 15 ships and 9 own and six chartered.

In Mozambique, Group E.T.E. by Transinsular is the main shareholder of Navique - an Mozambican Navigation Company S.A.R.L., which is one of the leading companies in the cabotage traffic between South Africa and Mozambique and between the main Mozambican ports, participating in a pool with Mozline / Unicorn which also includes the traffic between Mozambique, Tanzania and Kenya.

## The Solution

The reasons that led to the acquisition of new application result from the size of the ETE Group requires in-depth knowledge of their potential human resources and a better response to the new requirements of human resources.

With this acquisition, GESTIVEL (the group company responsible for Human Resources Management) and, consequently, their customers now have a more dynamic tool for human resource management and payroll.

On the other hand, allowed a greater rationalization of human resources allocated to this area, particularly in the increasing time created for other purposes, such as health and safety at work.

Information for human resources management is now faster and more reliable.

More automatism was created in payroll and interactions with Group companies and other departments of the shared service center and the Corporate Center, as well as employees.

## Main benefits

In the end, the implemented solution enabled:

- Greater analytical capacity, both, at the enterprise level or at the level at group level;
- Swiftiness in payroll, and specifically in the treatment of additional work;
- Treatment processing of the crew with its analytical framework;
- Great clearance to the specifics of the business;
- Integrated Performance Assessment in Intranet Portal;
- Greater control through specific Reports;
- Flexibility and ease of use;
- Full integration of 38 companies.

## Sobre o NAVHR

A complete solution for Human Resources in Microsoft Dynamics NAV for your company. It covers areas such as Payroll Processing, Recruitment, Performance Appraisal, Employee Portal and a light version for small businesses, among others.

NAVHR was thought to companies of any size and activity. It is a complete and flexible solution, adaptable to different business activities from Services, Retail, Distribution or Financial.

NAVHR, the solution developed and implemented by Arquiconsult for Human Resources, is the first and only Portuguese AddOn in Microsoft Dynamics to obtain CfMD certification ensures compliance with the highest Microsoft standards for evaluating solutions from our partners.

NAVHR is also the best-selling AddOn Dynamics NAV in Portugal, recommended by more than 30 customers and counting now 7 years of use in the market, being the only complete solution for Human Resources in Microsoft Dynamics universe.

## About Arquiconsult

Arquiconsult is an information systems consulting firm, based on Microsoft Dynamics technologies with offices in Lisbon, Porto and Luanda.

Composed with the largest and most experienced team of consultants and has already implemented some of the most complex Microsoft Dynamics Business Solutions and is often referred to international customers for their implementations.

Arquiconsult is constantly innovating its offer and has available several vertical solutions for the various sectors of activity that adds value to Microsoft Dynamics.

Currently, we have customers in various sectors of Commerce, Industry and Services:

- A Loja do Gato Preto
- Casa da Música
- Go Natural
- PARQUExPO
- Grupo E.T.E.
- Cork Supply
- Einhell

