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## GRUPO E.T.E



The E.T.E. Group began in 1936 with Empresa de Tráfego e Estiva, in the Tejo basin. Today it is the leader in offshore cargo handling in almost all Portuguese ports, namely Lisbon, Leixões, Aveiro, Figueira da Foz, Setúbal, Sines, Portimão and Faro.

The E.T.E. Group was founded in 1936 with the Empresa de Tráfego e Estiva and specialised as a port operator, introducing an innovative system for unloading ships offshore in the Tejo basin, using floating cranes and receiving them on barges.

Since then, it has grown and solidified its position, establishing itself today as a benchmark Group in the maritime, port, and related activities areas, both in Portugal and in the main Portuguese-speaking African countries, and has expanded its operations far beyond the maritime area, encompassing activities ranging from ship repair to insurance.

To talk about the E.T.E. Group is to talk about the globalisation and diversification of its service offering, perfectly in line with the demands of the globalisation that characterises our times.

It's talking about a philosophy of dedication to the client, serious, rigorous, and prepared down to the last detail. It's talking about a corporate culture characterised by the goal of perfection and combining the solidity of competence with the boldness of innovation.

Currently with 38 companies and around 800 employees, the implementation of NAVHR has been central to effective Human Resources Management.

### SITUATION: PORT OPERATIONS

Today the E.T.E. Group is the leader in offshore cargo handling in almost all Portuguese ports, namely Lisbon, Leixões, Aveiro, Figueira da Foz, Setúbal, Sines, Portimão and Faro.

In Lisbon, in addition to the offshore unloading activity, the Group operates a container terminal and two multipurpose terminals dedicated to bulk and breakbulk cargo handling.

In the two terminals in the port of Leixões, one dedicated to handling containerised cargo and the other to handling bulk and break-bulk cargo, the Group has a stake in both concession companies, and is even the main shareholder in the company that operates the latter.

*(...) On the other hand, it has allowed for greater rationalisation of the human resources allocated to this area, namely by creating time for greater dedication to other functions, such as hygiene and safety at work. Information for human resources management is faster and more credible (...).*

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

— Paulo Guerreiro,  
Manager Personnel Area  
Coordinator - E.T.E. Group

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Manager Personnel Area Coordinator - E.T.E Group

The E.T.E. Group is also present in Aveiro, operating through an associated company, of which it is the main shareholder. In Sines, it has a majority stake in Portsines. It is also present in the Azores through its subsidiary Açorportos. In Mozambique, through a subsidiary company, the E.T.E. Group is the main shareholder of the concessionaire and operator of the Maputo cabotage containerised cargo terminal - TCM.

## MARITIME TRANSPORT

As well as handling cargo in ports, maritime transport is also an activity with a tradition in the Group and one that has seen significant growth over the last decade.

In fact, companies such as Companhia Insulana de Navegação and Safamar played an important role in the Group and in the country around thirty years ago.

Later, through the company Vieira & Silveira, the group began to operate as a shipowner, initially in the area of bulk transport and later in the regular line service between the mainland and the Autonomous Region of Madeira.

In the late 1990s, the E.T.E. Group acquired Transinsular, the country's largest regular line shipowner, which operates 15 ships, nine of which are its own and six chartered.

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

## SOLUTION

The reasons for acquiring a new application stem from the fact that the size of the ETE Group requires in-depth knowledge of its human resources potential and a more appropriate response to new human resources requirements.

With the acquisition, GESTIVEL (the E.T.E. Group company responsible for Human Resources Management) and, consequently, its clients, now have a more dynamic tool for managing human resources and processing salaries.

On the other hand, it has enabled greater rationalisation of the human resources allocated to this area, namely by creating more time for other functions, such as hygiene and safety at work.

Information for human resources management is now faster and more credible. More automation has been created in the processing of salaries and interactions with Group companies and other departments in the shared services centre and Corporate Centre, as well as with employees.

## MAIN BENEFITS

In the end, the solution implemented enabled, among other things:

- Greater statistical capacity at both company and group level;
- Faster processing of salaries, particularly overtime work;
- Processing of crew members with the respective analytical framework;
- Greater sensitivity to the specifics of the business;
- Performance evaluation integrated into the Intranet Portal;
- Greater control through specific reports;
- Flexibility and ease of use;
- Complete integration of the 38 companies.

## ABOUT ARQUICONSULT

Arquiconsult is an information systems consulting company, based on Microsoft Dynamics technologies, with offices in Barcelona, Bilbao, Lisbon, Luanda, Madrid, Oporto, Riyadh, Salamanca, Seville and Vila Real.

Composed by the largest and most experienced team of consultants, having already implemented some of the most complex Microsoft Dynamics Business Solutions and being frequently referred to international clients for their implementations in our country.

Arquiconsult is constantly innovating its offer and has several verticals available, for several activity sectors, which add value to Microsoft Dynamics 365. Microsoft Dynamics AX is a clear example that allows us to make available to Portuguese and international companies the best and most complete integrated Management solution.

### Some reference clients in the various sectors of activity:

- KLOG - Transport Solutions
- Casa da Música
- Go Natural
- TPCF
- Grupo E.T.E.
- Cork Supply
- Einhell

## LOCATIONS

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