Fimble | HR Tools

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Labor Costs in F&B

Running an F&B business involves much more than serving customers. With labor being one of the biggest cost drivers and employee turnover one of the highest across industries, the cycle of hiring, training, and rehiring becomes difficult to sustain.

35%

of total **operating costs in restaurants** are **labor costs** [1]

73%

average hospitality **turnover rate** [2] compared to ~18% in other industries

$5,864

average **cost** of **replacing one employee** [3]

42%

of hospitality staff **leave** their roles in the **first 90 days** [4]

Benefits

Lower Turnover, Hiring Costs, and Labor Cost Control

HR capabilities embedded into an F&B system directly address these pain points by enabling:

- **Faster hiring cycles** that reduce recruitment expenses

- **Better-fit candidate matching** that lowers turnover

- **Accurate staff scheduling** that prevents lost sales caused by understaffing or overstaffing mistakes and reduces admin work and complexity

- **Reliable clocking** that minimizes time theft

- **Performance tracking** and **ideal labor cost reporting** to monitor and control costs

- **Payroll**, **leave**, and **expense management** that reduces errors, prevents disputes, and ensures transparency and compliance

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Benefits

Better Service Quality

Customer loyalty is cultivated through consistent, engaging service experiences.

Structured **training, skills development,** and **performance evaluation** provided by HR tools raise **employee productivity** by

20-25% at the point of service [1],

leading to better service quality, higher satisfaction, and repeat business.

Source:
1. McKinsey research

Fimble's HR Tools

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Simplify staff management with tools that let you streamline **hiring**, **scheduling**, **clocking**, **training**, and **performance** —all in one convenient place.

Scheduling

Cut down manual work and manage calendars fairly and efficiently with easy scheduling, shift management, and staff availability
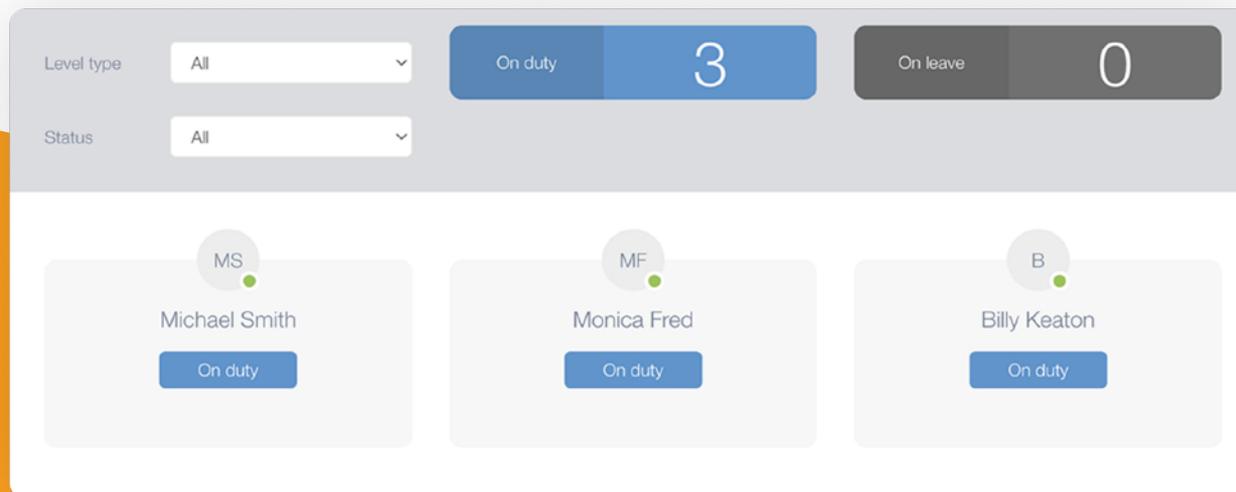
- Build **schedules**, assign **shifts**, and make changes in minutes

- Reuse **past schedules** or **apply templates** for faster planning

- View availability and manage requests for **time-off**, **shift preferences**, and **assigned shifts**

- Assign shifts according to **overtime**, **rest hours**, and **shift exclusion warnings**
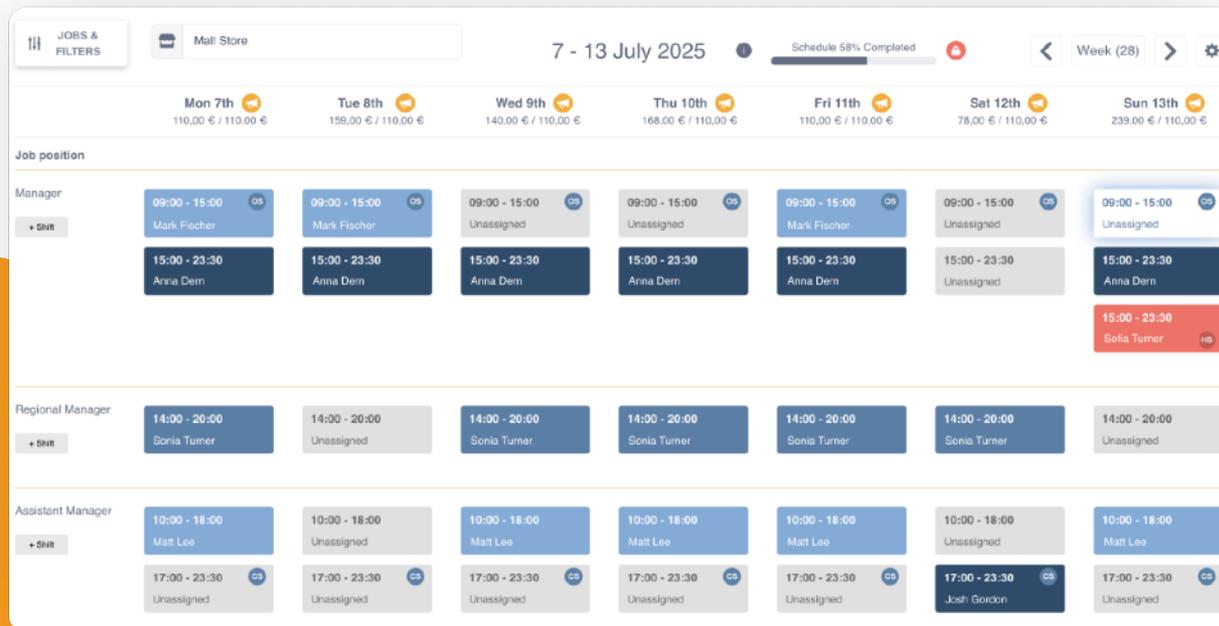
Labor & HR Operations

Reduce admin errors and workload with complete labor and HR operations capabilities

- Store **payroll** details like **job descriptions**, **salaries**, **contract terms**, **insurance**, and **benefits** in one place

- See instantly who's **on duty** or **on leave** with an **availability** dashboard

- **Custom time-off types** with rules for days, expiration, and payability

- **Track** and **assign days off** while informed about balances

- Accurate clock-in options, including **5-digit PIN, NFC card,** or **automatically** via **login**

- Balance staffing demands by **moving employees between stores** with options to set roles, locations, and start dates

Level type	All	On duty	3	On leave	0
Status	All				

MS
Michael Smith
On duty

MF
Monica Fred
On duty

B
Billy Keaton
On duty

Recruitment

Improve time-to-hire and reduce admin overhead with a centralized recruitment pipeline

- Job positions with tailored requirements—**hours**, **location**, **team**, **skills**, **documents**, and other custom criteria

- Faster **screening** with automatic **candidate matching**

- **Recruiting waves** for staffing needs and repetitive hiring demands, such as seasonality or events

- **Source channels** for optimizing recruiting efforts

- Plan **interviews**, **score** candidates, save **CVs**, and add **evaluations** for easier applicant comparison

- Speed up communication with built-in **email templates**

- **Rejection logs** for transparency and reference
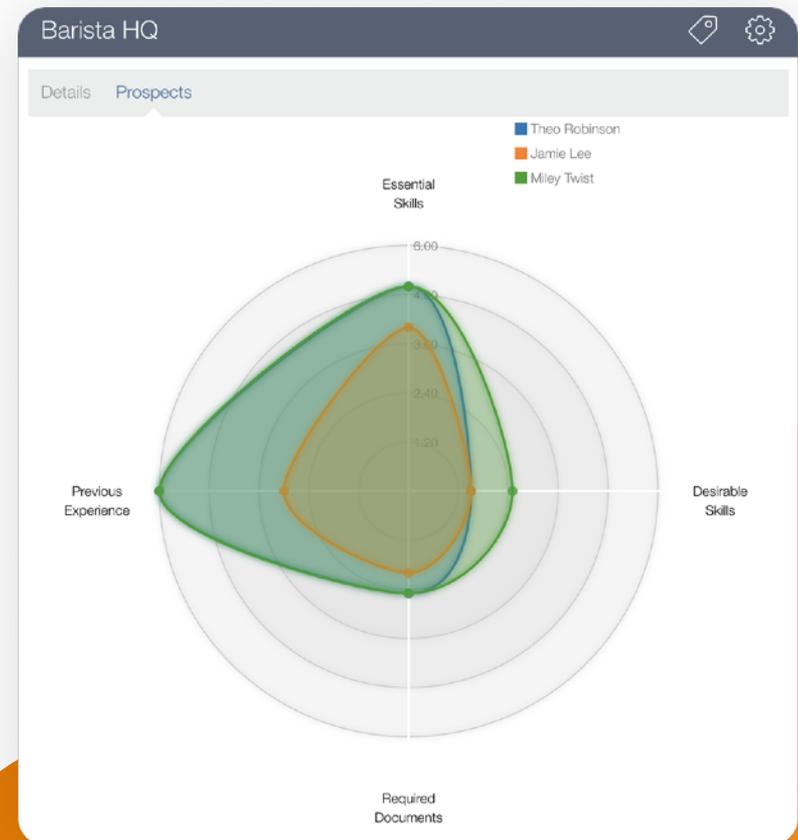
Training

Improve service quality, customer experience, and employee retention with structured training

- Easily schedule **training sessions** with participants, locations, training material, prerequisites, and skill goals

- Assess participants with **minimum score requirements** and **evaluations** and reward success with **certifications**

- Set up **recurring training sessions** for topics that require constant compliance

- Allow supervisors to provide continuous feedback with built-in **internal reviews** and identify any **failed** or **pending trainings** through the **overview dashboard**
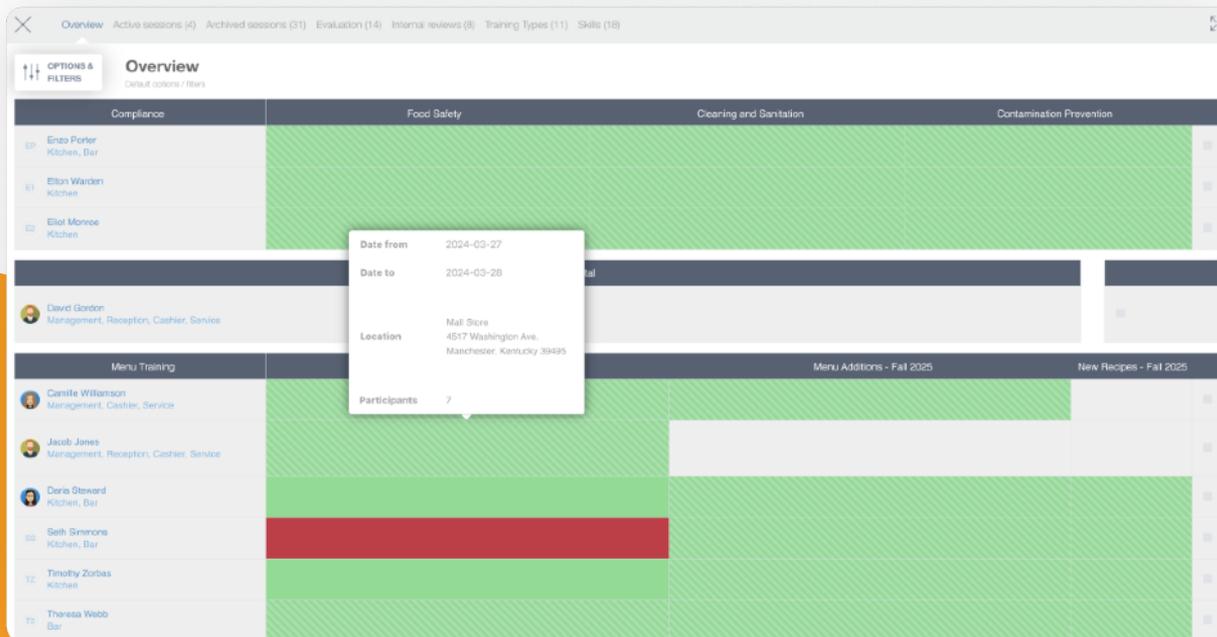
Expense Management

From staff meals and travel to supplies and services, ensure every expense is tracked and managed with ease and accurracy

- Add **expense information** and **receipts** in one organized place

- **Categorize** expenses by **custom type** and assign them to **projects** for clearer visibility into where costs come from

- See what's **pending**, **approved**, or **paid** to better control spending and reduce delays

- For expenses settled at the cashier, calculations **sync automatically** with the **POS**, keeping cash flow accurate


Jessica Cole PDrive

Details	Receipt		
User	Jessica Cole		
Supplier	PDrive	or Name	
Date	2019-01-22 17:58	Expenditure type	Tickets
Project	Workshops		
Amount requested	$ 150.00	Paid	
Comments	Train tickets for service staff traveling to a regional barista training workshop hosted by our coffee supplier on July 30, 2025. Round-trip tickets for three employees. Proof of purchase attached.		

Store Manager Portal

Give store managers the tools they need to run daily operations with confidence

- Live snapshot of daily **key store metrics**

- Real-time **order workflow updates** for managing delays and complaints

- **Task management** for staying organized and on track

- **HR toolset** for requests, scheduling, availability, and training

- **Incident management** and **Red Book** for logging store issues and updates

- **Tickets** for handling network requests and customer complaints

- **Equipment management** for keeping maintenance schedules

- **Reports** and **KPIs** for informed decision-making
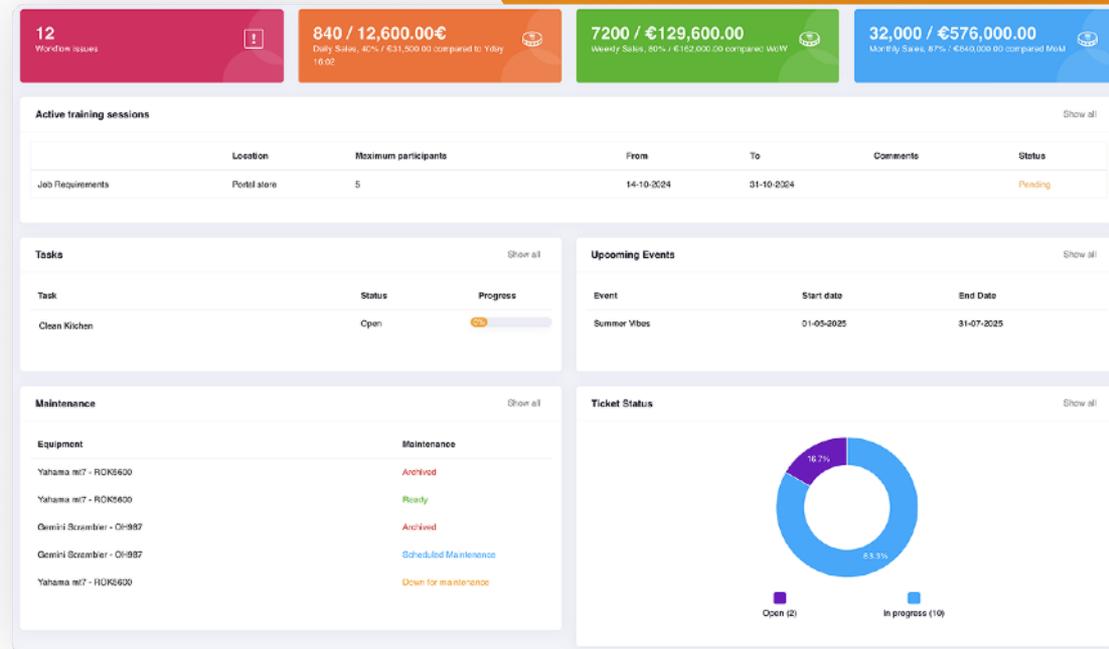
Employee Portal

Give staff greater control over their work lives while boosting transparency and engagement

- Instant access to **schedules, calendars, news,** and **announcements**

- Simple submission of **requests** for **days off**, **shift preferences**, and **exclusions**

- Easy access to **training materials** and important **files**

- Quick editing of **personal information**

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Thank you!

For more details you can visit us at

www.fimble.io