

You're on our **Australia** website

Change Region ▾



employment hero



Search Login

Home / Resources / From ad hoc to organised HR at Australiz

Case Studies



From ad hoc to organised HR at Australiz

Published April 28, 2025 | Updated December 1, 2025 | 1 min read

[Continue without Accepting](#)

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

[Your choices](#)

Decline

Allow



At a glance

| | |
|----------|---------------------|
| Company | Australiz Pty Ltd |
| Location | Tasmania, Australia |

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

R processes and

- ✓ You want to improve the employee experience and gather feedback through structured HR tools.
- ✓ You need an all-in-one platform that saves time, reduces stress and enhances transparency.

A growing business in need of structure

[Australiz](#) Pty Ltd, a small but fast-growing engineering firm in Tasmania, had recently reached a turning point. With a team that had expanded to 15 employees, their HR processes were no longer sustainable.

[Ruth Rowlands](#), the company's People and Culture Manager, stepped into her role full-time this year, bringing decades of experience in people management. However, she soon recognised that there was room to improve and formalise the company's existing HR practices

Before Employment Hero, managing essential HR functions such as onboarding, policy compliance and employee performance was challenging and inconsistent. *"It was really ad hoc. Once we started growing, it became clear we needed a system that could ensure we didn't miss anything,"* Ruth shared.

Employment Hero provided that structure, giving Australiz a centralised, easy-to-use platform that streamlined HR processes, reduced administrative burden and enhanced transparency across the business.

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

ce with gement

straliz needed a better way to
em to store, update and track
ce.

kplace. If you don't have them
ace means we don't have to
d acknowledge policies like the
up to date."

To ensure engagement, Australiz took a proactive approach. *“We don’t just send out policies for people to read and tick a box,”* Ruth explained. *“We discuss them in our Monday team meetings, so they’re actually understood and followed.”*

A game-changer for the employee experience and HR efficiency

Since implementing Employment Hero, Australiz has seen a dramatic reduction in admin time and stress, while also improving the employee experience.

“For employees, it’s easy to use and gives them a confidential, professional platform. It shows them that we’re serious about supporting them in their role,” Ruth said.

For management, the ability to track HR activities, such as [performance reviews](#) and policy acknowledgments, has been extremely helpful. *“If someone asks, ‘Did we do that performance review two months ago?’ we don’t have to go searching through emails or files – it’s all there in the platform.”*

Australiz has also leveraged [performance management features](#) to facilitate one-on-ones, [360-degree feedback](#) and performance improvement plans. *“The ability to document performance plans in real-time, with full transparency for employees and managers, has been a huge time-saver,”* Ruth shared. *“Before, something like this could take days. Now, it’s all structured and we don’t waste time on back-and-forth communication.”*

Significant time savings and a stress-free HR process

While Ruth acknowledges that she’s still learning everything Employment Hero offers, the impact is already clear. *“I would have spent hours – if not days – on things like performance that time significantly.”*

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

oyees and managers has been
thing structured and transparent

employee interview

the platform’s [exit interview tool](#).
platform, Ruth saw firsthand how

much smoother and more professional the process could be.

“The exit review gave them time to really think through their responses. If you run face-to-face exit interviews, people don’t always get the chance to reflect properly. But with Employment Hero, they could go through the questions in their own time and it was all securely stored in one place.”

Not only did this process maintain confidentiality, but it also provided valuable insights. *“We had a meeting with his manager and one of the directors after the employee they left and we could go through his responses together. It gave us good insight into areas we could enhance our policies and procedures. The fact that it’s all in one system makes it so much easier.”*

Why other engineering firms should take note

For other engineering companies considering Employment Hero, Ruth has one key piece of advice: *“You need someone to champion it internally, but once you do, it makes everything around people management easier.”*

In an industry where precision and structure are essential, having a centralised, reliable HR system has been a game-changer for Australiz. *“It actually enhances the business rather than adding more stress,”* Ruth said.

Ready to transform your HR processes?

Australiz Engineering has seen firsthand how Employment Hero saves time, reduces stress and enhances the employee experience. If you’re looking for an HR solution tailored to the needs of an engineering business, it’s time to [book a demo](#) and see the difference for yourself.

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

HR Login

Product

Products

Solutions

Integrations

Connect

 LinkedIn

 X

Become a partner

Implementation Hub

United Kingdom

Quick Demos

 YouTube

Media Centre

Singapore

Employment Hero work app

 Facebook

Newsroom

Malaysia

Employment Hero Jobs

 Instagram

Canada

Payday Super

 TikTok

Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

What we do

Employment Hero is an end-to-end HR, payroll and recruitment solution designed for Australian businesses. Our suite of powerful employment tools help streamline your workday, so you can focus on what matters.

News, resources and insights – delivered to your inbox. **Subscribe.**

*
Work email

- By checking this box, you agree to the processing of data in accordance with Employment Hero's [Privacy Policy](#).
- You consent to receiving marketing communications from the [Employment Hero Group](#) by email, text (including WhatsApp), and social media channels about its services or brands. You may withdraw your consent at any time.

Subscribe

Cookie notice

We use cookies or similar technologies on our sites to perform analytics, provide you with tailored content, and make your experience better. By clicking 'Allow', you agree to our use of cookies on the journey you take with us. Learn more by reading [our cookie policy](#)

ndendum

Cookie Policy