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Expression Australia and HR Elements: How the right partnership transformed HR and compliance with Employment Hero

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Expression Australia and HR Elements: How the right partnership transformed HR and compliance with Employment Hero

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Read this case study if:

- ✓ You're scaling quickly and want recruitment, onboarding, and payroll to keep up.
- ✓ You're a lean HR team facing seasonal hiring spikes across countries and entities

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al HRIS with

Lead-on

upports Deaf and hard-of-hearing
ia, Tasmania, New South Wales,

and Western Australia. With over 350 employees and services funded through the NDIS,

managing compliance and coordination across a geographically dispersed workforce has presented ongoing challenges.

“Before implementing Employment Hero, we faced several operational challenges, particularly in HR processes. The most significant pain points included inefficiencies in compliance management, disjointed HR systems and time-consuming onboarding,” said Simon Glass from Expression Australia.

With an urgent NDIS audit just around the corner, they knew something had to change. That’s where HR Elements came in.

A trusted referral with rapid results

[HR Elements](#) is a strategic HR consultancy that works with businesses to build strong HR foundations. As a long-standing partner of Employment Hero, they knew the platform could deliver real change for Expression Australia, and fast.

“The process of implementing Employment Hero was truly remarkable. The team was exceptionally efficient and dedicated, delivering the solution in an impressively short timeframe. Expression Australia had a critical NDIS audit scheduled just four weeks from our initial request for the platform setup,” said Caryn Jones, People & Culture Consultant from HR Elements.

“Within just two weeks, we had the proposal approved, the system fully configured for approximately 350 employees and the platform live.”

Thanks to the rapid collaboration between HR Elements and Employment Hero, the

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made sense

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rucial compliance audit.

*red by HR Elements because it
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entire employee lifecycle, from
upport.”*

“Given our upcoming NDIS audit, Employment Hero’s compliance and [certification](#) tracking capabilities were a major draw. The ability to automate reminders and maintain a ‘source of truth’ for training records was critical for us.”

Tangible results, visible impact

The outcomes of implementing Employment Hero were immediate and significant.

“HR administrative tasks, including onboarding, compliance tracking and [payroll](#) processing, have been streamlined, saving approximately 10 – 15 hours per week,” said Expression Australia.

“The digital [onboarding](#) process has reduced manual paperwork, cutting onboarding time by 50%, allowing new hires to be operational more quickly.”

Compliance also became much easier to manage.

“With automated reminders and certification tracking, we’ve significantly reduced the risk of non-compliance, ensuring that we meet all regulatory requirements, including those for the NDIS.”

And while the focus was initially on compliance, the platform’s impact on employee engagement came as an unexpected bonus.

“With self-service features and greater transparency, employees are more engaged and satisfied with the [HR processes](#), which has led to higher retention.”

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the value of the product itself as

*business benefits has made the
highly beneficial one.”*

e as a referral

HR Elements has been a referral partner with Employment Hero for around five years. Their very first implementation was with Avebury Mine in Tasmania and they haven't looked back since.

"The strong and collaborative relationship we've developed with Employment Hero's Partnerships team has been a cornerstone in our decision-making process. The consistently positive feedback we've received from clients about the platform's impact on their operations played a critical role in our decision to join the Employment Hero Referral Partner Program."

They've since developed a streamlined process that's proven effective for both their team and their clients.

"We have fine-tuned our referral process to a highly efficient and effective level with the close collaboration with the partnership team, who have played an integral role in client demonstrations."

Aside from being able to deliver exceptional value and increase satisfaction for clients, the partnership has had a profound impact on HR Elements' overall growth, allowing them to expand and service more clients to achieve business success.

"We now support clients across more than 20 platforms. This growth reflects the strength of our collaboration with Employment Hero and the positive impact the platform has had on our clients' success," said HR Elements.

Continued support and long-term value

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...option and implementation of
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...business needs evolved."

This ongoing support has helped maximise the value of Employment Hero and support with long-term success.

Advice for others

Both Expression Australia and HR Elements agree: having clear goals and a strong support team makes all the difference.

“For businesses considering Employment Hero, our key piece of advice is to begin by clearly identifying the primary challenges you aim to address. Whether you’re looking to streamline payroll, improve compliance, or boost employee engagement, understanding your priorities from the outset will enable you to fully leverage the platform’s capabilities.”

“It’s also important to assess how Employment Hero integrates with your existing systems and platforms for a seamless, uniform and automated process across the board.”

A partnership with purpose

This case study shows what happens when the right partner and the right platform come together to make a real difference. Through joining Employment Hero’s Partner Program, HR Elements has been able to offer a streamlined platform to their clients that focuses on efficiency and the clients’ individual needs.

“Our strong partnership with Employment Hero has enabled us to provide a tailored approach, fostering greater satisfaction and ensuring that each client derives the full

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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

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

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