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One platform, zero silos: How Kent Relocation transformed compliance for 350 employees

350+

Centralised employee records into one platform

Three

Legacy systems eliminated into one platform

Increased employee recognition

and engagement via company-wide digital shout-outs

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Company
**Kent Relocation
Group**

Industry
**Freight /
Logistics**

Employees
350

Location
Victoria, Australia

Favourite Features

Employee
engagement

Work App

Onboarding

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employing more than 350 full-time, peak seasonal recruitment and a high operational complexity communication.

cross ADP, Enboarder, offline workflows, and increased

manual effort.

“Before Employment Hero, our biggest challenge was that our people and payroll processes simply weren’t working as one. We had pockets of information in different systems and offline documents, and it created a lot of manual work for the team,” said Chief People Officer, Paula McCabe.

This meant that managers didn’t have an easy, single view of their people, employees had to ask for basic information they should have been able to access themselves and the team spent too much time reconciling data instead of partnering with the business.

The solution

Employment Hero brought everything into one platform, including [policies](#), pay slips, [leave](#), [performance](#), reporting, [benefits](#) and company-wide recognition.

“It’s given managers and staff much more visibility. Also, having all documentation in one place means we no longer need to direct people to multiple systems,” said Amanda Marsh, People and Culture Officer.

Kent Relocation now uses:

- [Recognition and rewards](#) to drive engagement
- [Employment Hero Work App](#) for leave, pay slips and employee data
- [Policy management](#) and compliance workflows
- [Performance reviews](#) and compensation management to formalise progression
- [Reporting](#) for fast, accurate HR visibility

“Having standardised workflows, clearer records and audit trails means we’re less reliant on memory or manual follow-ups. It’s easier to see where something is missing, where a step hasn’t been completed, or where documentation needs attention. It now means we’re less exposed to simple, avoidable errors,” said Paula

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ncy, consistency and employee

self-serving

ding and workflows

ns

d recognition

Full centralisation of people data, reducing reliance on manual processes

Most importantly, the P&C team can now shift their time to higher-value work:

“The real metric for me is where our time now goes... into coaching leaders, improving our employee experience and addressing the more complex people challenges in the business,” said Paula.

Why it matters

Employment Hero gave Kent Relocation Group more confidence, control and the ability to support staff at scale.

“As a CPO, the long-term value is that Employment Hero gives us a solid backbone for our people strategy. The system helps us keep our core processes consistent and repeatable, give our leaders better insight into their teams, and offer our people a more modern experience when they interact with HR,” said Paula.

“Performance reviews weren’t done regularly before. Having them built into the platform has been amazing and I no longer need to jump between multiple applications to find what I need,” said Amanda.

The result is a more connected workforce, stronger compliance, and a modern HR foundation built for continued growth and operational excellence.



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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.

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Australia



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