



Case Studies

Culture & Performance

Hiring & Onboarding



Longton Legal: How a legal consulting firm streamlined HR with Employment Hero

4 min read

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At a glance

Company	Longton Legal
Location	New South Wales, Australia

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and need a single

nt.

- ✓ You want to improve employee experience with streamlined leave requests, payroll and performance management.
- ✓ You're looking for a platform that simplifies recruitment, visa checks and award compliance.

Overview

Longton Legal, with seven different entities across legal, consulting and marketing, needed a more streamlined way to manage HR and compliance. Their HR Director turned to Employment Hero to simplify recruitment, payroll and performance management, while staying on top of compliance needs like awards and visa checks. The platform has helped streamline processes, improve employee engagement and make performance reviews easier.

The challenge of navigating HR across seven entities

With no established HR framework and seven different entities to manage, it quickly became clear to [Longton Legal](#) that they needed a streamlined solution.

“Without a system or structure, managing HR across many areas felt like walking through a minefield” the HR Director said. They needed a solution that could help

create a seamless, positive

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as critical, particularly for requirements. Employment these bases while aligning “we knew Employment Hero could use the platform

and international options, the

“We looked at various options, but Employment Hero stood out. Not only did it offer the right mix of tools, but its customer service ethos was stronger than others we considered. Plus, it could handle everything we needed, from compliance to employee management,” said the HR Director.

The firm was looking for a platform that could do more than just manage paperwork – they wanted a solution to help build and manage their entire HR process, from recruitment to performance management. Employment Hero checked all those boxes.

Fine-tuning processes for the future

Since adopting Employment Hero, the firm has been able to make meaningful changes to how they handle HR. Recruitment, in particular, has been a major focus.

“We’re starting to tap into the [recruitment features](#), especially the job boards. It’s helping us fine-tune our hiring process, which is important as we grow.”

Another key area where Employment Hero has made a difference is [performance management](#).

“Before this, no one in the company had ever done structured performance management. We’ve introduced quarterly reviews and Employment Hero helps make those conversations feel more two-way, which has really boosted employee engagement.”

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Experience

is to improve the day-to-day like leave requests and ts, Employment Hero has ned employee journey.

they need quickly, whether personal details.”

[Swag](#), Employment Hero’s all- o use and it puts mitting leave requests,

checking their payslips – it’s all super simple.”

One of the unexpected perks of using Employment Hero was how easily employees adapted to the platform. The HR Director said, "I've worked with more complicated systems before, but Employment Hero was refreshingly simple. Our team found it really intuitive and they've had no issues uploading their information or using the features."

The [recruitment functionality](#) also offered more flexibility than the HR team had anticipated. **"We didn't expect to have so much control over how we manage recruitment. The ability to customise workflows and integrate with job boards have been beneficial for our team,"** said the HR Director.

VEVO checks and staying compliant

In an industry where compliance is non-negotiable, Employment Hero has proven to be a lifesaver for the firm. One feature that's been particularly helpful is the ability to [manage work eligibility](#), which allows the team to run visa checks with ease.

"We have several employees working on visas, so being able to quickly check their status through Employment Hero has made compliance so much simpler," the HR Director said.

Employment Hero's payroll automation has also been a big help. With many employees working under specific awards, the platform ensures everyone gets paid accurately and on time. **"Making sure we're paying people correctly and staying compliant with awards has been crucial for us,"** said the HR Director.

Advice for other firms

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making compliance easier and
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future growth.

Keen to explore how Employment Hero can streamline your employment processes as well? [Book a demo with our business specialists today.](#)

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