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 employment hero



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How this defence marine contractor cut payroll from 3 days to 30 minutes with Employment Hero

99%

reduction in payroll processing time

1

HR headcount reduced

5-10%

time spent on leave management alone

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Company
NORSTA

Industry
**Business
Services**

Employees
60

Location
Darwin, Australia

Favourite Features

Recruitment

Leave management

Work App

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...r maintaining Navy vessels in the
...x months to become fully
...compliant HR and payroll

...c payroll tool, SharePoint folders,
...TA's HR Lead, explains:

"We didn't have a system... everything was manual, and we were entering super and bank details ourselves."

As a Defence contractor, they also needed Australian-hosted, secure systems with full audit trails for every employee change.

The solution

NORSTA implemented [Employment Hero](#) when transitioning to full operations, building their people management around the platform. Staff, including embedded consultants, use self-service for personal, banking and super details. [Recruitment](#) and [onboarding](#) run end-to-end through Employment Hero, creating a consistent, compliant hiring process.

"Employment Hero is the source of truth for all our employee information: I don't have a filing cabinet in my office," Lynda states.

The ROI

- **Payroll processing time reduced from several days to under 30 minutes** per cycle.
- **1 HR headcount reduced** by eliminating the need for an administration assistant through employee self-service.
- **5–10% of managerial time freed up** from previously manual leave and scheduling tasks.

Why it matters

For NORSTA, Employment Hero turned HR from a compliance risk and admin burden into a

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of the clunky stuff so we can do



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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.

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