



*We have received everything we expected and more with PayGlobal and Eclipse. The increase in employee confidence has been a huge boost to our management team.*



**Martin Bent**  
Chief Operations Officer  
Swan Christian Education  
Association

## Swan Christian Education Association

PayGlobal has revolutionised the way SCEA coordinates its payroll and HR services.

More efficient, more accurate and staff and employees have real time information via the HRSS Web Portal.

### Challenge

The rapid growth Swan Christian Education Association (SCEA) experienced across the Perth metropolitan region exposed the limitations of its existing payroll and HR systems. Having had an electronic payroll database since 1995 and a paper system prior to this, neither payroll system had validity or credibility checks for data. This resulted in frequent data integrity errors, such as non-existent dates being entered into the system.

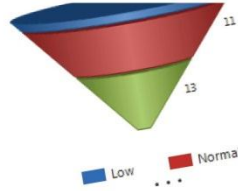
Further compounding this issue was the centralisation of the payroll system at SCEA's Midland System Office. With only central staff having access to HR and Payroll records, the lack of transparency across the organisation only served to exacerbate the situation.

*“Our existing payroll system was extremely inefficient. While individual schools knew when staff had annual or sick leave this wasn't always translated back to our office, so the records were often out of date and inaccurate. Running the payroll and HR records on two separate databases that didn't communicate with each other or to the finance system further exacerbated the problems. The whole process was extremely time consuming and left a lot of room for error,”* said Martin Bent, Chief Operations Officer, Swan Christian Education Association.

The existing data records were in such a state that SCEA considered them not only a potential compliance risk, but to be at odds with their the Association's values. Employing more staff to address the problems was not a financially viable option and would not resolve the underlying structural problems.

### Solution

After considering a variety of different payroll systems, SCEA decided on Eclipse's people management solution, PayGlobal.



## Customer:

Swan Christian Education Association

## Solution:

PayGlobal

## Industry:

Education

## About SCEA:

The Swan Christian Education Association (SCEA) provides quality Christian education throughout the Perth metropolitan area.

With the first school established in 1982, SCEA offers a network of seven schools, from Kindergarten through to Year 12, to over 3,000 students.

The SCEA directly employs around 550 people on campuses across Perth's eastern and hills suburbs.

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PayGlobal offered SCEA an all-inclusive system including payroll, rostering, time and attendance, human resources, and HR self-service (HRSS). HRSS allows all employees' to access their data online including payslips, annual leave requests and personal details. Additionally, approvals and access to employees' data can be set based on an authorised management workflow. This comprehensive solution finally collates all data submitted across multiple locations and integrates into one central database, in real-time.

## Outcome

SCEA implemented the solution in July, its first pay run coinciding with the beginning of the new tax year. The first pay run was extremely successful and far more reliable than in the past.

The flexibility of PayGlobal also meant SCEA could customise the solution to suit their needs. SCEA implemented PayGlobal at the same time as negotiating Collective Agreements with their staff. The rigour and clarity required to enter Awards into the program crystallised a number of ambiguities in former agreements, and led to much clearer negotiations and final agreements.

*"The level of support and service Eclipse offered in terms of implementation and training was unrivalled by any competitor we considered,"* said Martin.

## Benefits

Eclipse's people management solution has revolutionised the way SCEA coordinates its payroll and HR services. The self-service component of the solution, HRSS, has meant payslip and personal details are now viewed online, eliminating SCEA's previous need for vast quantities of paper and postage, and the frequent and hugely disruptive phone calls from staff who have lost an important document. PayGlobal has been so successful in streamlining SCEA's payroll and HR system that staff have far higher confidence in management's ability to provide accurate records.

*"We have received everything we expected and more with PayGlobal and Eclipse. The increase in employee confidence has been a huge boost to our management team. Not only this, we also had the unexpected bonus of standardising our Work Choices collective agreement negotiations, which removed a huge pressure from our staff."*

*"Throughout the entire implementation process Eclipse has been very supportive and flexible, making sure all of our needs were met with the minimum of hassle. This high level of support has also carried through the months following implementation. It was an extremely smooth transition to modernise our system and the SCEA have not looked back,"* said Martin.