



CASE STUDY

Aquatic Achievers





Case Study

Aquatic Achievers realises confidence in how people are paid by engaging with the efficient **Payroll 360™** service developed by the Australian Payroll Advisory.

Snapshot

Aquatic Achievers engaged Australian Payroll Advisory (APA) to review their pay environment to ensure an optimised setup that supports best practices in payroll processing and management as well as full compliance.

Aquatic Achievers operates swim schools across Brisbane, Canberra, Sydney and Melbourne with over 13,000 students/week and in recent years has grown through acquisition to over 1400 employees.

Zoe joined Aquatic Achievers as Payroll Manager in 2023.





Challenge

After many years of being an APA member, completing a Diploma of Payroll Management at the Australian Payroll Institute and seeing first-hand the knowledge and skills of member services consultants, the APA was Zoe's preferred vendor for the review.

Due to Aquatic Achievers' new acquisitions, with different systems, processes and technology, Aquatic Achievers wanted assurance that their employees were being paid correctly as well as best practice recommendations for bringing all entities under one tech stack.



Process

The review process was great and a lot easier than expected! “We really liked working with David, our consultant. He was very helpful and ensured everything was very well organised. Once the data was provided, he only needed minimal time from the team.”

Results

The Payroll 360 report offered Zoe a comprehensive assessment of all key areas, highlighting opportunities to improve efficiency, streamline payroll processes, and ensure accurate interpretation of industrial instruments while identifying potential optimisations.

Thanks to thorough discussions with David throughout the review process, the findings aligned perfectly with expectations—there were no surprises.

“Overall, the engagement was a very worthwhile exercise and we are planning on conducting a 360 every few years as well, as part of our due diligence. We would also engage APA after new system technology is procured to ensure all is correctly set up”.

