



CASE STUDY

ANZ

Case Study

ANZ achieves confidence in how people are paid by engaging with the efficient **Payroll Reconciliation™** services deployed by the Australian Payroll Association (APA) to support the proactive review of annualised salaries.

Snapshot

ANZ engaged Australian Payroll Advisory (APA) to conduct a review of annualised salary arrangements to ensure employees are receiving a salary that is sufficient to meet modern award and enterprise agreement entitlements.

Australia and New Zealand Banking Group (ANZ) is one of Australia's major banks. Founded in 1835, ANZ is headquartered in Melbourne and operates in over 29 markets globally, with a significant presence in Australia, New Zealand, and the Asia-Pacific region. Providing a wide range of banking and financial services to individuals, businesses, and institutions, ANZ also focuses on sustainability, ethical lending, and supporting economic growth across its key markets.

Ben MacCormack joined ANZ as Payroll Team Area Lead in 2023.





Challenge


ANZ's enterprise agreement required a reconciliation for the first time. Due to a positive experience with APA during a Payroll Compliance review, ANZ chose APA for their reconciliation project.

"Somebody that we trust in, with the right expertise"

The fact that APA had identified specific challenges that ANZ were likely to encounter also demonstrated a good understanding of our business, our requirements and our obligations.

APA showcased outstanding capability to complete this project, giving ANZ the confidence that the reconciliation assessment would be completed in accordance with the requirements of the enterprise agreement and in an accurate and timely manner.

Process

The payroll reconciliation process was straightforward. ANZ acknowledged APA's extensive knowledge of ANZ's requirements and responsiveness to questions and issues raised throughout the engagement and noted that the consultant **David Xuereb**  performed his role effectively.

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Results

- Successfully completed the reconciliation assessment in a timely manner and identified learnings for future reconciliation assessments.
- The report was concise, clear, and understandable to senior management, helping drive further investment in ANZ's global payroll operations.

A future targeted reconciliation project is planned in a few months, with continued collaboration with the APA team anticipated.

Because we've had such a good experience working with APA and feel you have proven yourselves to be experts in the payroll field means that you're front of mind for other work that might be relevant.

If you want to learn more, please contact <https://www.austpayroll.com.au/contact> 

