



CASE STUDY

Revo Fitness

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Revo Fitness secures trust in its payroll processes by utilising the PayCompliance™ service, a product of Australian Payroll Advisory, a division of the Australian Payroll Association.

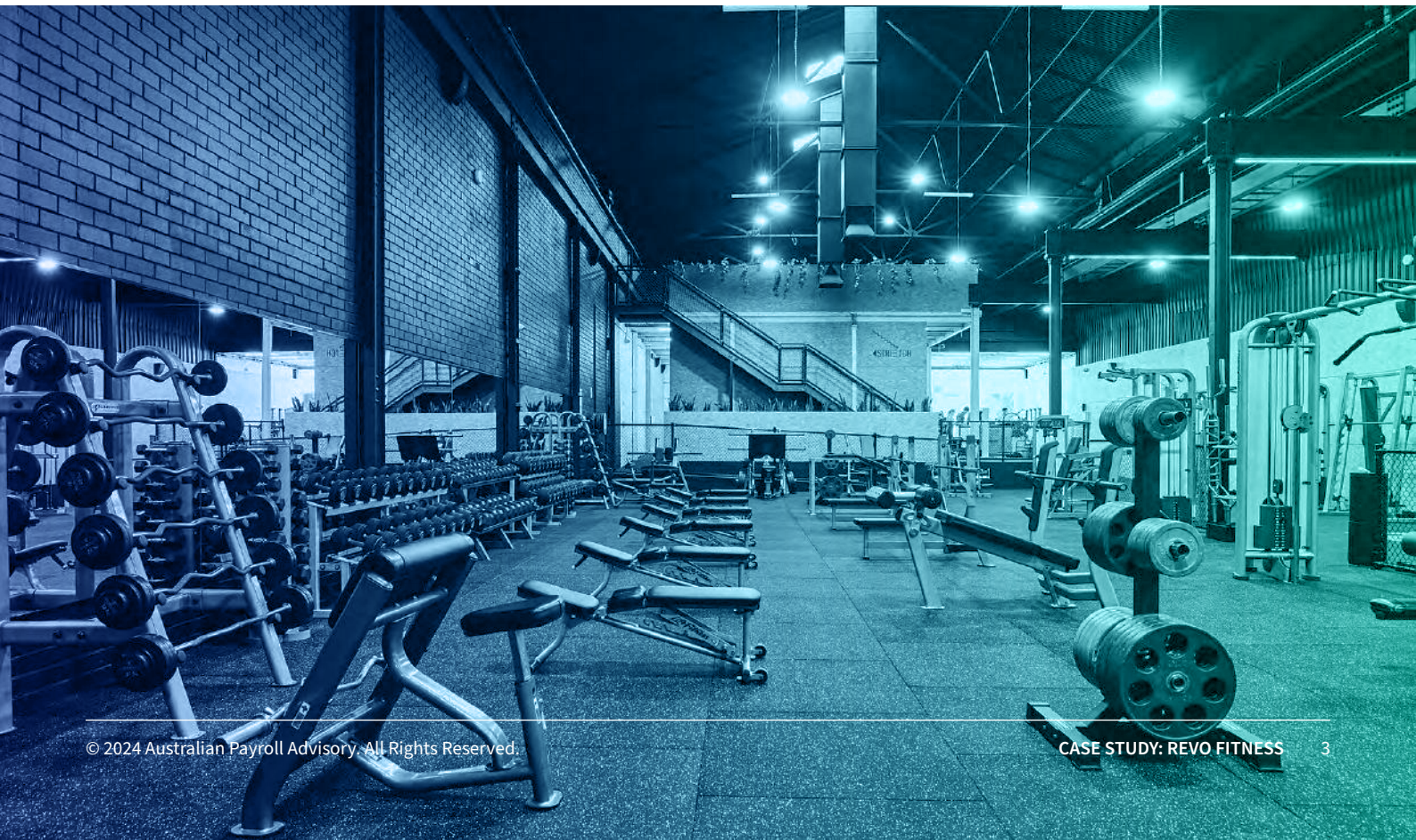
Snapshot

Revo Fitness enlisted the expertise of Australian Payroll Advisory to assess their payroll environment, ensuring compliance with regulations and offering recommendations to mitigate potential risks.

Revo Fitness has a mission to create a gym environment that encourages a healthy relationship with every person's lifestyle and fitness goals, accessible locations, flexible opening hours & affordable memberships.

Comprising of 38 clubs nationally with a pipeline to hit 52 locations by the end of 2024, Revo Fitness currently records over 700,000 workouts each month and is only growing.

Wayne Hickey has been the Payroll Manager at Revo Fitness since July 2023.





Challenge

The Payroll Manager (Wayne) took a proactive approach to ensure that Revo Fitness met all compliance requirements under both State and Federal payroll legislation, as well as within their specific industrial framework. This involved verifying the accuracy of salaries, hourly wages, penalties, rates, and other entitlements.

Given Revo Fitness's longstanding membership with the Australian Payroll Association, Wayne saw engaging their Advisory team as a natural choice for this task, considering APA's reputation as a leader in the Australian payroll field.

In contrast to larger firms, Wayne valued APA's exclusive focus on payroll services, which distinguished them from the "big 4" vendors.

During the APA sales process, emphasis was clearly placed on the importance of compliance and ensuring confidence in the payroll process. Conversely, discussions with other vendors often revolved around general processes and the handling of backpays, which were deemed less crucial to Revo's priorities.

Process

The compliance process proceeded seamlessly and was executed with precision. Wayne appreciated that his involvement in meaningful meetings was prioritised, minimising the time required from him. This stood in stark contrast to previous audit reviews, which had been time-consuming and arduous.

David, the consultant, demonstrated excellence throughout the engagement. His level-headed approach and straightforward guidance made the process effortless for Revo Fitness.

Wayne found it refreshing to interact with someone like David, who shared a similar mindset. Even after the engagement concluded, Wayne continued to seek David's opinion on follow-up matters, reflecting the trust and rapport built during their collaboration.

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“It was a pleasure talking to a like-minded individual like David, and even after the engagement had completed, I would email David to get his opinion on some of the follow up items”.

Results

The compliance review delivered several significant outcomes:

- Adjustment of remuneration rates for specific employee groups.
- Enhanced understanding among the executive team regarding the depth of tasks involved in payroll functions, fostering a greater appreciation for diligence and verification mechanisms.
- Reinforced the pivotal role of Payroll within the Revo organisation to the executive team.

As a result of the report, Wayne now possesses increased confidence in the accuracy of employee payments, enabling him to approach payroll processing with a greater sense of assurance. Additionally, the recommendations provided in the report have contributed to refining payroll procedures by introducing additional controls and checks.

Wayne's expectations were surpassed by the smoothness of the engagement process and the clarity of the report, alleviating any concerns he had about presenting the findings to the executive team.

Exploring further opportunities with APA, Wayne expressed interest in APA's capabilities in technology procurement and system implementation support, which could be relevant for future endeavors.

Expressing a desire for more frequent compliance reviews, Wayne highly recommends APA for such assessments. He even extended this recommendation to a former colleague facing similar challenges in their organisation, underscoring how beneficial the engagement was for Revo.

Overall, the engagement was a positive experience for Wayne, and he eagerly anticipates reconnecting with everyone at the upcoming summit in Sydney.

