



Retail group employs star performer

Overview

Star Retail Group is the trading company for Quebec Nominees Pty Ltd. It operates various leading retail stores, including Thingz Gifts, Thingz Living and Red Dot Stores. It employs over 630 people across 86 stores in Western Australia and the Northern Territory. Only 2 employees work in Star Retail's payroll department. Therefore it was important for the company to implement a payroll solution that was easy-to-use, accurate and saved valuable time.

Problem

Laborious work

Star Retail needed to efficiently manage multiple trading companies across multiple locations, with over 630 employees on alternate award rates and pay conditions. When tackled manually, this resulted in a huge amount of time being devoted to data entry, checking award rates and weekly store-specific reporting. Accurately calculating overtime and shift penalties for employees was also an issue.

Solution

A rewarding solution

Since 2004, Star Retail has enjoyed PayGlobal's (now MYOB PayGlobal) ability to easily manage the company's extensive employee data and multiple award rate conditions.

MYOB PayGlobal's full award rates interpretation means it recognises shift patterns, rate changes and efficiently calculates applicable shift penalties. This is integral to the retail industry. Manager Cassandra Gilbert says, "We have two different awards and it's quite complicated, so once the award rules and conditions are set up in PayGlobal, you don't have to think, you can just run your reports and rely on the data being accurate."

MYOB PayGlobal also provides store managers with the flexibility to utilise an online timesheet entry tool. It streamlines the process of reporting the hours worked by on-site employees. The online timesheet tool eliminates the need for collating and faxing paper-based reports to the payroll team, where someone would then re-enter employee hours into a database prior to payroll. Built 100% on the Microsoft platform, MYOB PayGlobal provides staff with a user-friendly interface and simple reporting processes. "I've worked on another payroll system in retail and the payroll was just a pain. As MYOB PayGlobal is Microsoft-based, it's easier to use and understand."

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Stellar results

With a comprehensive, yet simple to use automated solution, Star Retail's payroll team of two is able to easily manage pay for over 630 employees. "Without MYOB PayGlobal, you'd be looking at half a days work to issue our store staff reports manually. We've now set up our reports into the format that we want – and it's all automated – you just change the date, run the reports, and send! It's a real advantage," Cassandra says.

Furthermore, MYOB PayGlobal offers the flexibility to define visual reporting alerts and warnings for data anomalies during the reporting process. "We have colours set up, so just at a glance you can look at your time and attendance and see that something is a little bit unusual. I like the fact that it flags this. Basically you want as much support as you can without over complicating or having to think about it," Cassandra says.

MYOB PayGlobal also simplifies superannuation allocation for employees, especially when retail companies need to consider multiple funds, varied contribution percentages and young employees not yet entitled to superannuation. Cassandra says, "What I really like about this system is how easy super is to deal with. In past experiences with other payroll systems, super was a nightmare and you would have to manually reconcile. But now, we have several funds to manage. And PayGlobal works it all out for you."

"Another important aspect of PayGlobal is your ability to set security for different users. That's really important for us," Cassandra says.

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Before	After
<ul style="list-style-type: none">> Needed to efficiently manage multiple trading companies> Too much time wasted on manual data entry, checking rates and reporting.	<ul style="list-style-type: none">> Ability to manage payroll with a team of two> Streamlined and reliable payroll solution> Ability to track data anomalies> Ability to set security for different users.