



Since 2018, AngliSchools has relied on Frontier Software for payroll and employee self-service across its network of schools. As the organisation expanded to 2,500 staff, its requirements evolved accordingly.

“As we grew, the need to optimise our processes became more prominent,” said Chief Financial Officer, Joseph Pascuzzi. “Risks surfaced with regard to maintaining continuity and compliance. The skills required to process payroll compliantly were held by too few people, and the manual effort required to manage employees working across different schools was becoming difficult.”

The organisation identified several interconnected challenges. Key person dependency meant payroll continuity was vulnerable. Multi-location operations created an administrative burden that impacted HR teams’ ability to focus on people and culture. Manual onboarding processes didn’t reflect the professional experience AngliSchools wanted to create as a first impression.

Frontier Software remained abreast of the organisation’s growth trajectory, understanding how complexity was creating new challenges. “They took the time to really understand what our challenges were and how our requirements had evolved,” Joseph recalls. “What’s become clear is their commitment to our success isn’t a one-time thing, it continues as we grow and change.”

The solution addressed needs in two ways. Paperless onboarding replaced manual processes, creating a more professional and seamless experience for new starters. The multiple contracts solution simplified the management of employees across different schools, significantly reducing administrative effort.

AngliSchools also moved the processing of its payroll to an outsourced payroll service model, reducing reliance on internal staff and creating the segregation of duties that were needed.

“The electronic onboarding module has had the greatest impact,” Pascuzzi said. “It has reduced a significant amount of manual effort, so key stakeholders can focus on higher-value work.”

“Having a partner that evolves with you makes all the difference. Our teams have time back to focus on people and culture, our risks are managed, and we have confidence in every pay run. That foundation is invaluable as we continue to grow.”

Joseph Pascuzzi, Chief Financial Officer.

## AngliSchools

### FAST FACTS

Industry Sector: Education

Headcount: 2,500

Customer since: 2018

Delivery Method: Outsourced

Solution: Payroll, Self Service, Onboarding,  
Multiple Contracts

Country: Australia

[www.anglischools.edu.au](http://www.anglischools.edu.au)