

## LOCAL GOVERNMENT

Local governments in Australia must maintain clear organisational structures, workforce planning and compliance under the Local Government Act 2020 and meet Workplace Gender Equality Act (WGEA) reporting requirements.

Navigo's tools automate org charts, workforce planning and compliance tracking, giving councils real-time workforce insights. Our platform helps streamline payroll data, manage employees and positions efficiently and simplify reporting for Local Government Act 2020 and WGEA compliance.

With over 600 HR and payroll projects delivered across Australia and New Zealand, Navigo helps local governments improve transparency and efficiency.

Local governments across Australia and New Zealand face challenges in managing workforce data, from keeping records accurate and creating org charts to meeting compliance requirements under the Local Government Act 2020 and Workplace Gender Equality Act (WGEA).

Manual processes and outdated systems make it harder for HR teams to stay on top of these responsibilities. As councils grow and change, they need modern tools to manage their workforce efficiently, support decision-making and ensure compliance.

Navigo's org.manager helps local government HR teams automate key processes, integrate workforce data and improve reporting. By leveraging advanced tools like automated org chart creation and real-time analytics, local governments can streamline operations and focus on strategic goals instead of administrative tasks.



## Outdated org charting and manual processes

Many local governments still rely on outdated systems or manually created organisational charts that require frequent updates. These charts are often time-consuming to maintain, prone to errors and lack crucial details such as employee photos and detailed role information. This makes it difficult for HR teams to provide accurate, up-to-date workforce information to managers and staff.

## Scattered workforce data and security risks

HR data is often scattered across various systems such as payroll software, HRIS and Active Directory. Manual handling of this data increases the chances of errors and compromises data security, which is a major concern for local governments dealing with sensitive information. Ensuring compliance and protecting data from unauthorised access is a top priority, but traditional methods are ill-suited to manage these risks effectively.

## Limited workforce reporting and analytics

Without a centralised solution, HR teams and department managers struggle to gain real-time insights into critical workforce metrics, such as leave balances, employee remuneration and diversity. Lack of access to up-to-date data makes it challenging to make informed, timely decisions about workforce planning and resource allocation.

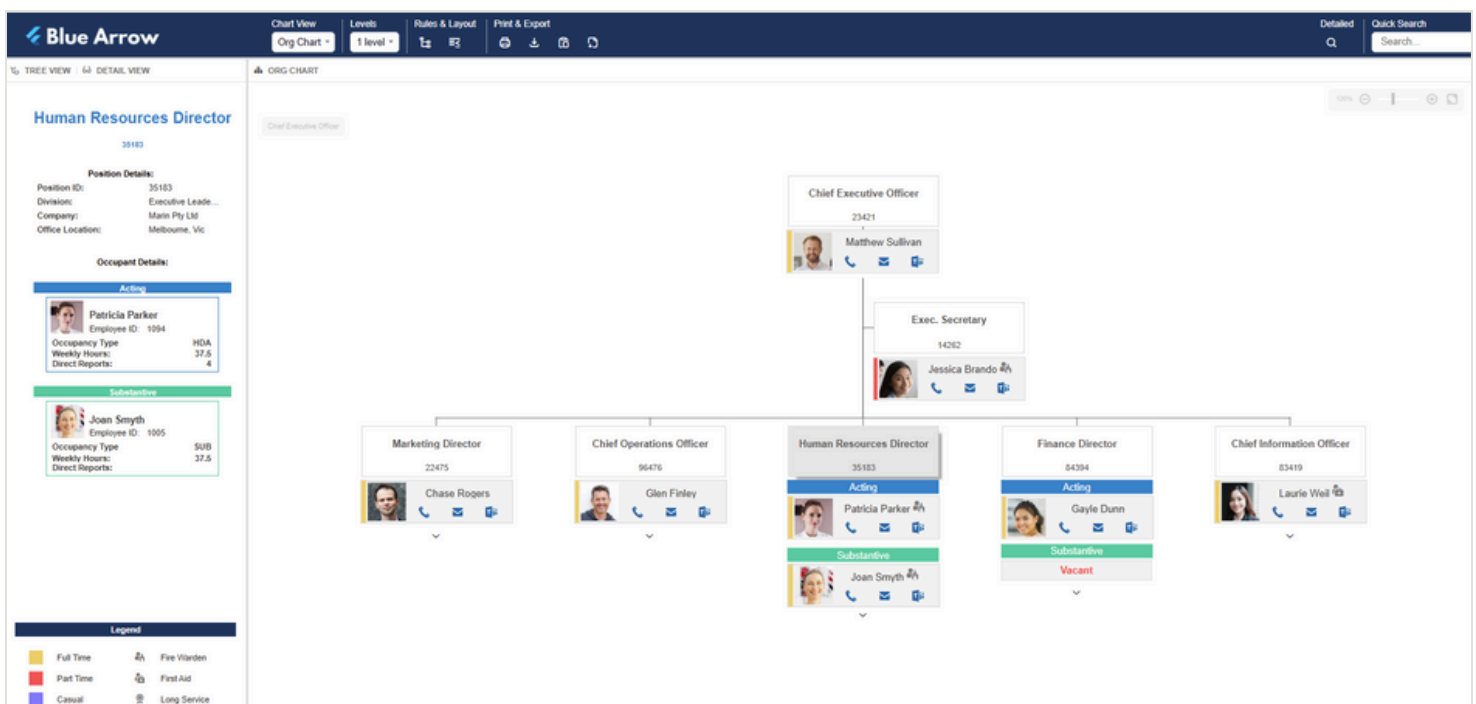
Navigo's org.manager solution is designed to address the unique challenges faced by local government HR teams. The platform helps automate manual processes, centralise data and provide advanced reporting and analytics features, allowing HR professionals to manage their workforce more efficiently and securely.



## Automated and dynamic org charts

org.manager automatically generates and updates organisational charts, ensuring councils always have accurate, real-time workforce data. The platform integrates with existing systems to keep org structures up to date and includes features like employee photos, role details and reporting lines for better visibility.

By maintaining accurate org charts, org.manager helps councils comply with Local Government Act 2020 requirements for organisational structure and governance.



## Seamless payroll integration

org.manager integrates smoothly with your payroll system, centralising HR data to reduce errors and ensure accuracy. This makes it easier to identify and fix data issues, helping HR teams maintain reliable records.

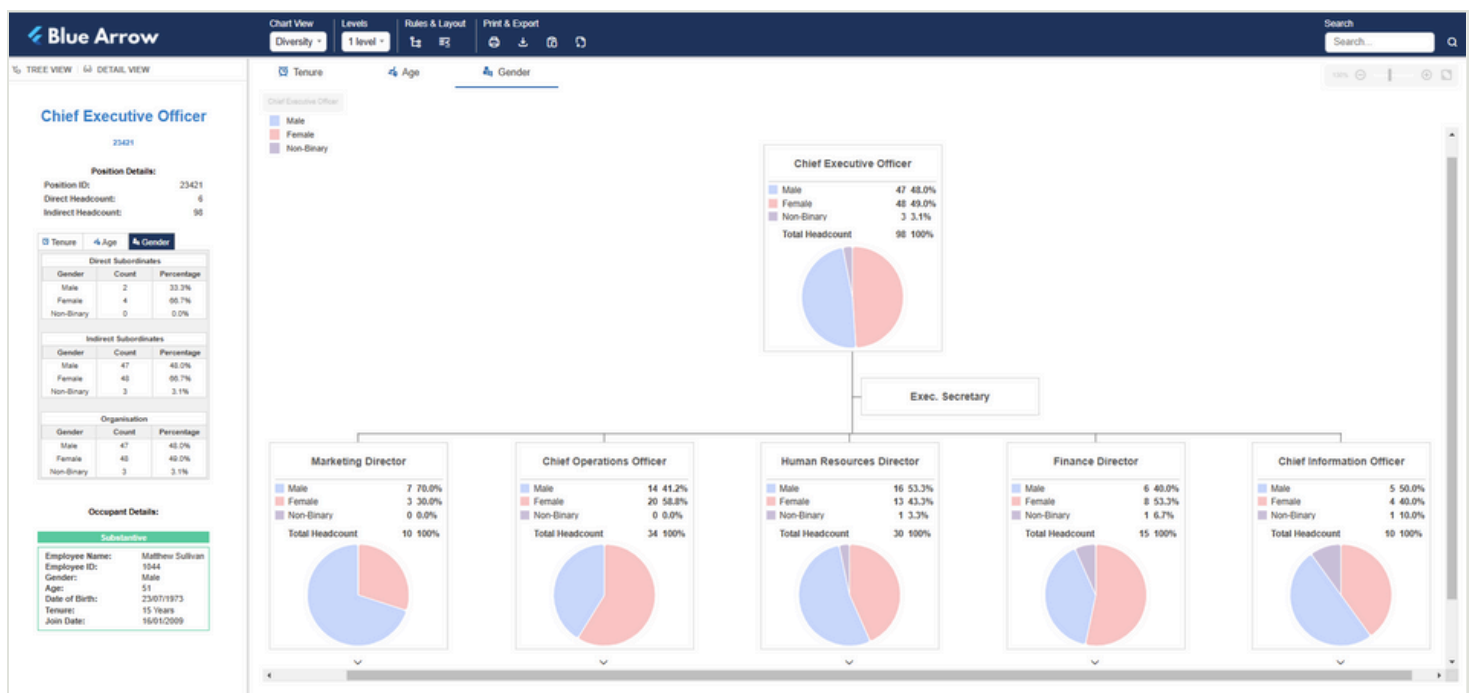
## Centralised data for improved security and compliance

org.manager centralises HR data in one secure platform, reducing risks from scattered information. It streamlines access, improves data accuracy and ensures compliance with security protocols, offering controlled access to sensitive data to protect against unauthorised use.



## Improve workplace diversity and remain WGEA compliant

org.manager provides detailed insights into gender, age and length of service diversity at the organisational, department or team level, allowing you to track whether you're meeting diversity ratios across your organisation. With gender now a mandatory reporting requirement in Australia, these charts support your recruitment and culture strategy.



## Real-time manager reporting and workforce analytics

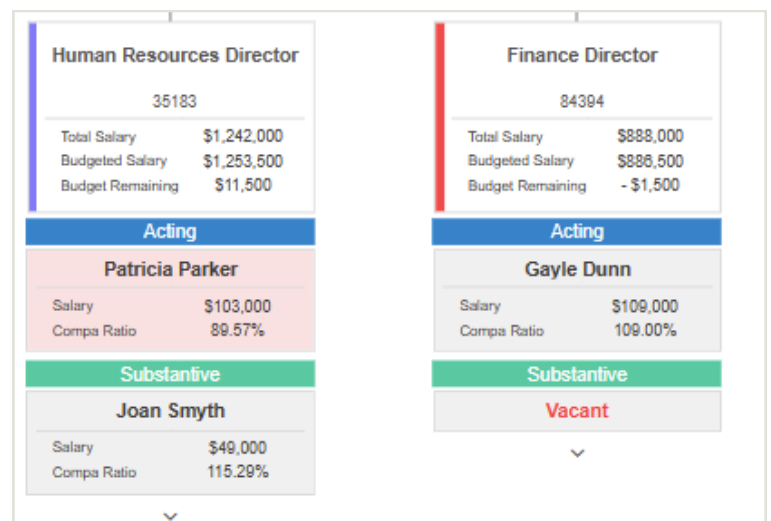
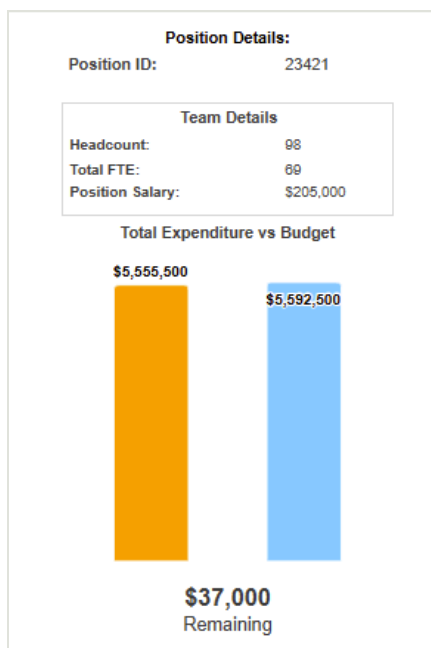
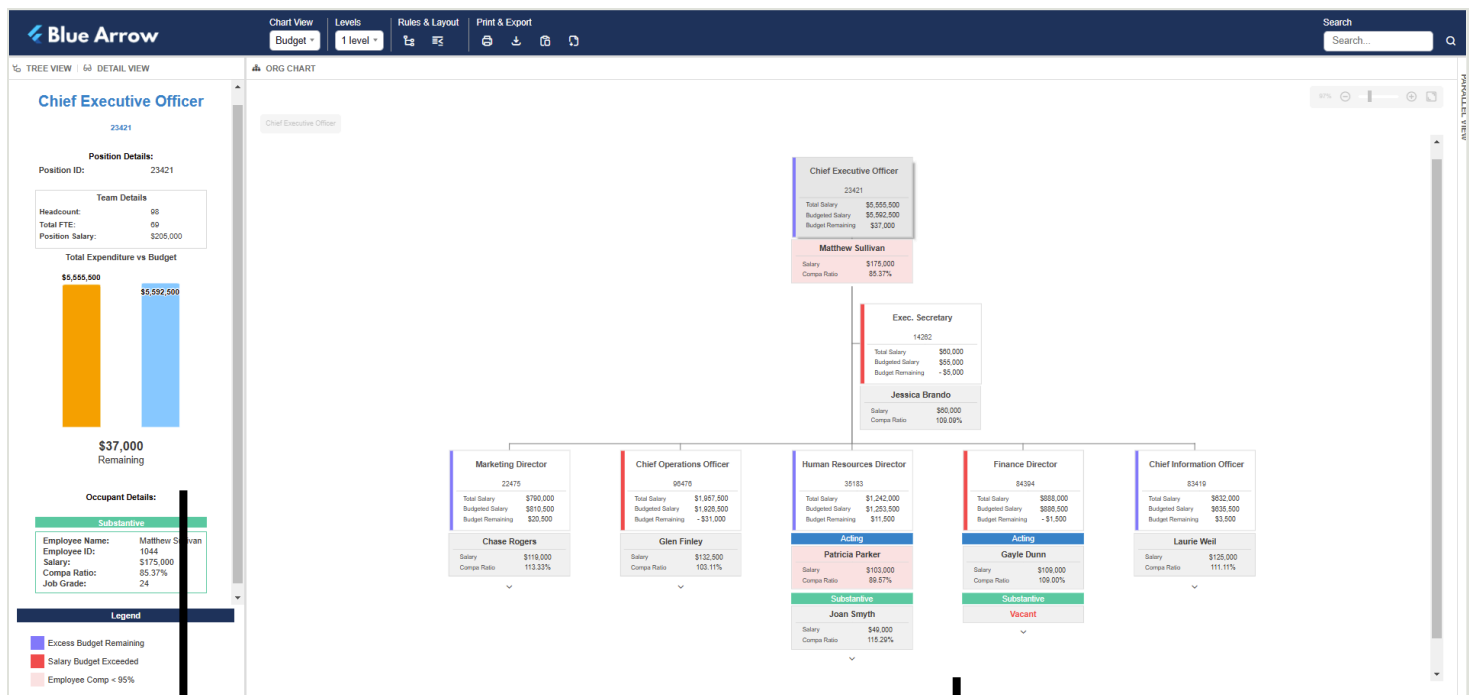
org.manager gives managers access to real-time, customisable reports that offer valuable insights into key workforce metrics, from leave liability and salary budgets to diversity and secondments. These reports help track workforce trends, supporting informed decisions on hiring, promotions and resource allocation.

In line with the Local Government Act 2020, org.manager provides role-based access to workforce data, facilitates historical views of workforce changes and enhances council meetings with up-to-date org charts to aid decision-making.

# Intelligent budget and salary management

Having a clear view of remuneration budgets is essential for hiring, promotions and salary reviews. org.manager simplifies the process by visualising budget and salary data across departments, making reporting and analysis easier. It also uses conditional formatting to highlight budget deficits or surpluses, helping councils manage finances more effectively.

org.manager helps councils comply with the Local Government Act 2020 by offering cost roll-ups and FTE tracking. It also identifies staffing inefficiencies, enabling data-driven workforce restructuring to optimise costs and ensure financial sustainability.





Seamless integration with iChris, Aurion, TechnologyOne, Ascender, PayGlobal, MYOB, SAP, Oracle and more. Flat file and database capability to extract data from any system.



Create unlimited, automated org charts including company directory, leave balance, gender, compa-ratios and budgets.



Highlight who's permanent or contingent, plus get clarity over important metrics like staffing levels, span of control, demographics & vacancies.



Workforce restructuring and scenario-based modelling with drag-and-drop functionality. Includes budget, people and workforce data.



Incorporate org.manager into your digital transformation toolbox to clean and visualise complex data across multiple systems.

## Why speak to Navigo?



Leverage our team of experienced payroll data experts to build a single view of your organisation - regardless of data location, format & hygiene.



Give managers & senior executives real-time, easy to navigate visual tools to see their workforce.



Access real-time people data throughout the life of a transformation project.



Securely share across unlimited stakeholders. Open access for a corporate directory and restricted access for managers to see salary data for direct reports only.



Your data is in safe hands. Navigo has ISO 270001 certification and is a member of the Defence Security Program and ACSC.



Defence Industry  
Security Program



Australian Government  
Australian Signals Directorate





“The Navigo team is always available for us and their guidance throughout was a big part of the success of the project. The communication from Day 1 was superb. The handover from introduction to implementation to support was seamless.”



**Continuous Improvement Team, Wyndham City Council**

## Some of Navigo's local government customers

