

Modernizing Payroll Operations with Unified Data Management via Microsoft Fabric

Unified Reporting via Fabric Warehouse

An Australian community service provider delivering aged care, disability, welfare, and outreach programs relied on Zambion, a cloud-based HR and Payroll platform, to manage multi-department workforce operations. The organization needed digital enhancements to streamline payroll and improve efficiency across its diverse service ecosystem.

CLIENT BACKGROUND

The client is an Australian community service organization supporting older adults, people with disabilities, and families in need. Their teams work across many regions, helping people feel safe and cared for every day.

BUSINESS VALUE

- **Reduced reporting time** from hours to minutes.
- **Enabled self-service analytics** and scalable workforce reporting.
- **Enforced row-level security**, data classification and compliant data management.

PROBLEMS

- **Complex API Integration:** Integrating 19 unique API endpoints from the Zambion Payroll System into a unified platform to streamline workforce data.
- **Real-Time Reporting Needs:** Enabling accurate, real-time reporting and decision-making insights across multiple departments and regions.
- **Centralized Data Management:** Building a scalable data warehouse and semantic model to eliminate manual handling and ensure consistent, unified reporting.

SOLUTIONS

- **Modern Data Platform with Microsoft Fabric:** Implemented Microsoft Fabric to securely ingest data from 19 Zambion Payroll APIs.
- **Centralized Data Warehouse & Analytics:** Built a Fabric Data Warehouse with validated fact/dimension models, enabling unified payroll analytics and real-time business insights through Power BI dashboards.
- **Governance, Security & Compliance:** Applied Microsoft Purview, row-level security, and RBAC to maintain compliance with Australian privacy standards.

TECHNOLOGIES



Final Perspective

We helped the Australian community service provider turn complex payroll data into an easy-to-use analytics tool, making HR planning clearer and compliance simpler.