Fire and Emergency New Zealand Selects Workday as its People System for Workforce Transformation

Prominent NZ Organisation taps Workday to Enhance User Experience, Streamline Payroll Integration, and Empower Real-Time Insights

AUCKLAND, November 05, 2025 Workday, Inc. (NASDAQ: WDAY), the enterprise AI platform for managing to help organisations manage their people, money, and agents, today announced Fire and Emergency New Zealand (FENZ) has selected Workday Human Capital Management (HCM).

Workday will support FENZ in enhancing the employee experience, streamlining payroll integration, and enabling real-time, data-driven decision-making. This marks a significant milestone in the organisation's journey to modernise its workforce management and enhance operational efficiency.

Workday was first selected in 2023, and in the subsequent 18 months the solution has been fully designed and configured for the FENZ environment. Alongside the Workday project, FENZ has also selected a third party payroll solution. FENZ is now focused on integrating these two critical solutions in order to go live on both systems simultaneously.

With Workday, FENZ will:

- **Unify and empower a diverse workforce.** The platform will help bring together all workforce data in one solution, enabling greater user adoption across various roles and regions, supporting frontline responders and support staff.
- **Enable real-time insights and agile decision-making.** Leadership and HR teams will benefit from access to timely, accurate data to better support the business.
- **Deliver an integrated platform for HR and payroll.** An integrated secure platform supports a reduction in independent systems for HR Management, strengthening data integrity and operational efficiency, while also enabling flexibility and scalability to support future functional needs and technology shifts.
- **Streamline HR and Payroll processes to improve employee experience.** Reduced manual interventions, self service capability for employees and managers, and transparent processes and information access will provide a strong foundation for future digital services and enhanced engagement.

Bringing together a diverse workforce

Workday was selected to drive user adoption across FENZ's diverse and geographically dispersed workforce, including paid staff and volunteers. The leadership team prioritised creating an exceptional user experience for all employees as a key element of the system's design.

"At Fire and Emergency New Zealand, our people are at the heart of everything we do, and that includes making sure our systems are designed to support them. With a workforce made up of both paid and volunteer firefighters, as well as a range of support roles, spread across the country, we needed a solution that was intuitive, accessible, and built for everyone. Workday stood out for its ability to drive strong user adoption, provide real-time insights, and enable our HR team to play a more strategic role in the organisation," **said Janine Hearn, DCE People, Fire and Emergency New Zealand**.

"Fire and Emergency New Zealand plays a key role in protecting communities, and they need technology that's just as reliable,"**said Jonathan Brabant, Regional Sales Director, Workday New Zealand** "By selecting Workday, FENZ is investing in a solution that brings its workforce together on one intuitive platform, enabling smarter decisions and greater agility. We're proud to partner with FENZ as it builds a stronger, more connected workforce for the future."

Joining a growing community of New Zealand employers

FENZ joins more than 30 other New Zealand employers, including major banks, electricity companies, construction organisations, and more than 12 public sector entities, such as core public service agencies, local government bodies, and universities, in selecting Workday as their people system. This growing community demonstrates Workday's increasing presence and reputation across New Zealand's public and private sectors.

About Fire and Emergency New Zealand (FENZ)

The Fire and Emergency New Zealand Act 2017 combined urban and rural fire services into a single, integrated fire and emergency service organisation – Fire and Emergency New Zealand (FENZ). Fire and Emergency NZ’s principal objectives are reducing the incidence of unwanted fires and associated risks to life and property. FENZ's wide range of services ensures the safety and well-being of

communities across New Zealand.

About Workday

Workday is the enterprise AI platform for managing **people**, **money**, and **agents**. Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,000 organizations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit **workday.com**.

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