

FMG Implements Workday to Transform Employee Experience and Strengthen Data-Driven Decision Making

New Zealand Mutual Insurer Goes Live with Workday Human Capital Management (HCM) to Support Growth, Resilience, and Regulatory Change

Auckland, New Zealand – 15 April, 2026 – [Workday, Inc.](#) (NASDAQ: WDAY), the enterprise AI platform for managing [people](#), [money](#) and [agents](#), today announced that Farmers' Mutual Group (FMG), New Zealand's largest wholly Kiwi-owned mutual insurer, has gone live with Workday HCM to modernise its people systems, improve the employee experience, and enable more confident, data-driven decision making across the organisation.

FMG is the insurer of choice for more than half of New Zealand's rural market and has grown to employ more than 900 people nationwide. As the business expanded, its legacy HR systems quickly became outdated and no longer fit for purpose. As a result, FMG began looking for a modern, integrated platform that could support its future ways of working and employee experience. This solution would be crucial for supporting the company's ongoing productivity, improving planning capabilities, ensuring accurate regulatory reporting, and strengthening data security.

FMG selected Workday to provide a single source of truth for people data, simplify processes across the employee lifecycle, and equip leaders with real-time insights to better support their teams and clients, while embedding AI responsibly into the way work gets done.

FMG went live with Workday HCM, Workday Absence Management, Workday Payroll, and the certified [Workday-Datapay connector](#) in December 2025. The go-live date was aligned with payroll cycles to minimise business disruption, and the first payroll run on the new platform was successfully processed the following week.

FMG employees have quickly engaged and adopted Workday, with more than half of employees logging in within the first 90 minutes of going live, and more than 80% of people with corporate devices installing Workday on day one.

With Workday, FMG is now able to:

Improve the employee experience. Employees now have a single, modern entry point for HR services, allowing them to update personal details, apply for leave, view payslips and balances, and access organisational information.

Enable smarter employee decisions. Real-time dashboards and reporting, enhanced by embedded AI and machine learning have replaced manual and time-consuming processes. Reports that previously took days to prepare are now generated instantly, giving FMG leaders fast access to accurate employee insights.

Reduce risk and strengthen compliance. A single system of record for people data has improved data quality, security, and auditability, supporting evolving regulatory requirements and compliance such as Conduct of Financial Institutions.

Increase efficiency and productivity. Automated workflows have reduced reliance on manual processes, allowing FMG's People & Culture team to focus on higher-value, strategic work.

"Like many growing organisations, we needed a modern, integrated platform to simplify how our people work and how our leaders access the information they need," says Nicki Mackay, FMG's Chief People Officer. "Since going live with Workday, feedback from our teams has been incredibly positive – they find it easy to use, intuitive, and genuinely helpful in getting work done and making better decisions across FMG.

"FMG is a purpose-driven organisation navigating growth, regulatory change, and increasing complexity," said Jonathan Brabant, Regional Sales Director, Workday New Zealand. "What we are seeing across the market is a shift from experimentation with AI, to using AI as a practical everyday tool that supports real work. When intelligence is embedded into everyday people processes, organisations like FMG can move faster, make better decisions, and give their teams the confidence to focus on what matters most."

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 11,500 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](https://www.workday.com).

<https://en-au.newsroom.workday.com/press-releases?item=122869>