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## TO WHO IT MAY CONCERN

I am pleased to provide feedback on NEOS's on-line approach to achieving Human Resources (HR) outcomes differently.

I had previously used Better Workplace Management's on-line tool for assessing positions when I worked for another Local Government authority in Queensland, and was more than happy to recommend NEOS's version when I joined South Burnett Regional Council.

NEOS's accreditation training has enabled our new HR staff to start assessing jobs against the award very quickly. It is a system which is user friendly, with support readily accessible from NEOS if required.

In the future and based on available budgets, we will certainly considering expanding our use of the NEOS modules to possibly include Probation Reviews and Performance Reviews.

NEOS's ability to provide a tool that uses our rules and their simple-to-use web site indeed adds significant value to our HR Section and the outcomes we can achieve.

We wish NEOS every success in their future business endeavours.

Yours faithfully

Lisa Smith

**HUMAN RESOURCES MANAGER**