

Swag

Give your team the tools to succeed with Swag: the world's first employment superapp.



Streamline and centralise work admin

Swag makes employment easier and more rewarding. Created by the Employment Hero team, this world-first employment superapp helps employees manage work, lower the cost of living, and claim exclusive benefits.

Find and retain great people

In a competitive talent market, it can be hard to find and keep top talent. Advertise open roles internally to your employees with Swag Career. Share new development opportunities, encourage referrals, and keep your top-performers in the business.

If you're looking for external talent, Swag Jobs gives you access to a marketplace of work-ready candidates. Take your pick of talent and manage the hiring process end to end.

Supercharge your employer brand

Make your organisation a great place to work and become an employer of choice. With easy admin, super savings and exclusive benefits, Swag gives your people a leg-up at work and in life.



Promote financial wellbeing



Engage and motivate with rewards and benefits

Bring the benefits

Attract great talent with exclusive Discounts from major retailers like JB Hi-Fi, Myer, Big W and more. Recognise star-performers with the most cost-effective reward and recognition tool, Hero Dollars to spend in the Swag store.

Promote financial wellbeing

Help your people find financial wellbeing with Swag Money. With features like on-demand pay, a dedicated Swag Spend account, and exclusive in-store and online cashback offers, you can provide the tools to fight inflation and reduce financial stress.

Offer pay flexibility

Revolutionise the way your employees get paid with InstaPay.* Give employees financial flexibility with access to their earned pay before payday. There's no extra payroll effort required from your team. Credit-free and interest-free, it's a much-needed alternative to high-cost Buy Now Pay Later (BNPL) credit and payday loans.

*See InstaPay terms on the Swag website

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Applicant Tracking System (ATS) and free job posting

Slash hiring costs with a free ATS and free job posting on Swag Jobs. Gone are the days of spending thousands on job board advertisements and getting inundated with low-quality applicants. In a tight talent market, Swag is the low-cost key to finding your next great hire.

Tap into referral networks

Find high-quality applicants without the high cost. Make it easy for your team to share open roles with family and friends, and tap into a network of engaged, culturally-aligned talent. Referred candidates are often higher-quality and cost less to hire.**

Everything you need to hire

Deliver a streamlined candidate journey from first interaction to first day. In-app 1:1 messaging keeps candidates updated and engaged throughout the recruitment process, reducing your cost per hire and time to hire. The Swag Jobs board seamlessly integrates with the Employment Hero ATS and Onboarding, giving you full visibility of each hiring touchpoint.

Make work easy

Reduce manual work admin by streamlining leave requests, policies and company notifications. Make it available to employees anywhere, any time on the Swag app. Think of it as a personal assistant in your team's pockets, ready to lend an HR helping hand.

Encourage reward and recognition

Foster engagement with peer-to-peer recognition in the Swag app. Make it easy to shoutout team members for a job well done, and you'll boost engagement and retention. 73% of companies with peer-to-peer recognition would rank their employee recognition program as good.***

Build efficiency and engagement

Encourage employees to be proactive by allowing them to manage their own employee file, request leave, view payslips and update their personal details easily. This builds trust, increases efficiency, reduces admin and improves employee engagement.

**Harvard Business Review, Build a Stronger Employee Referral Program, 2020

***SHRM, Using recognition and other workplace efforts to engage employees, 2018

[Terms and Conditions apply.](#)