

PRESS RELEASE

Civica Altitude & nimbus compliance: Independent Award Assurance for Local Government

Melbourne, 18 February 2026: Civica, a leading provider of software solutions for the public sector today announced a new partnership with nimbus compliance that represents a pivotal shift in compliance and payroll strategy, moving organisations from reactive remediation to proactive governance. Together, the solutions deliver integrated, independent award validation for local government payroll operations across Australia.

Payroll errors and award interpretation mistakes continue to pose significant compliance risks for councils, including financial penalties, audit exposure, and reputational damage. The Civica Altitude and nimbus compliance partnership directly addresses this challenge by addressing Fair Work's requirements and placing a real-time, independent assurance layer inside councils' existing payroll workflows.

nimbus compliance integrates seamlessly with Civica Altitude, validating every pay run against the Local Government Industry Award and local enterprise agreements. The intelligent system automatically applies correct award rules, interprets approved timesheets, calculates accurate pay outcomes, and detects potential compliance breaches before payroll processing - embedding governance across HR, planning, payroll, and operational teams.

With automation and real-time validation, local governments can significantly reduce the risk of wage underpayment and ensure every employee is paid correctly, every time.

Harrison Custance, Managing Director nimbus said:

"Local governments are under increasing pressure to ensure absolute accuracy in every pay run. Our partnership with Civica brings councils the independent assurance they've been asking for - real-time award validation embedded seamlessly within their existing Authority workflows. This is about giving councils confidence, protecting their people, and strengthening governance across the entire employee lifecycle."

Shane Proctor, Market Leader - Local Government Civica APAC said:

"Our partnership with nimbus reinforces Civica's commitment to helping councils modernise and de-risk their operations. nimbus compliance integrates seamlessly with Civica Altitude, adding an independent validation layer that ensures every pay decision aligns with awards and agreements. It's another step forward in strengthening governance and delivering trusted, future-ready solutions for local government."

The announcement coincides with nimbus' participation at Civica Connect, a two-day event in Melbourne and Sydney bringing together local government leaders, product specialists, and sector partners. The event showcases innovation, customer insights, and opportunities for collaboration across the Civica ecosystem.

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About Civica

Civica is a global GovTech champion focused on developing critical cloud-based software and services that are integral to the everyday lives of citizens around the world. From local government to education, health and care, more than 6,000 customers trust and partner with Civica, using our software to deliver critical services to more than 100 million citizens. With operations in seven countries across North America, Europe and APAC and more than 20 years of experience, we're passionate about supporting the needs of citizens and those that serve them every day. Find out more: <https://www.civica.com/en-au/>

About nimbus

nimbus is driven by a bold vision: to empower organisations with sophisticated compliance, workforce management, and business continuity technology that transforms the way they work for the better. We are proud to partner with clients across Local, State, and Federal Government, many of Australia's Emergency Service organisations, some of the top ASX organisations, and multinational enterprises - delivering innovative solutions that enhance efficiency, collaboration, and operational performance.

Our core values of innovation, advancement, connection, and excellence fuel our work to support customers and speed up the transition to success.

With a deep commitment to excellence, we provide technology and services that not only meet today's challenges but also anticipate the needs of tomorrow. Our solutions drive real impact, helping organisations streamline operations, improve decision-making, and create safer, more connected, and more resilient workplaces.

Find out more: www.nimbus.cloud

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