



25 July 2025

To: The Economic Reform Roundtable Secretariat

Department of the Treasury
Parliament House
Canberra ACT 2600
Submitted via: consult.treasury.gov.au

Re: Submission to the Economic Reform Roundtable

Dear Secretariat,

Thank you for the opportunity to contribute to the Economic Reform Roundtable.

Deel is the all-in-one payroll and HR platform for global teams. Built for the way the world works today, Deel combines payroll, HRIS, compliance, benefits, performance, and equipment management into one seamless platform. With AI-powered tools and a fully owned payroll infrastructure, Deel supports every worker type in 150+ countries—helping businesses scale smarter, faster, and more compliantly.

We support over 35,000 businesses globally, including hundreds in Australia, across all stages of international expansion—from onboarding and paying employees and contractors, to acting as Employer of Record (EOR), to supporting entity setup, immigration, IT, and global payroll. Deel is one of the fastest-growing companies in history, reaching a \$1 billion revenue run rate in just six years. We are also the largest remote company in the world with over 6,500 team members. In 2024, we were named to the CNBC Disruptor 50 list for our impact on the future of work.

We welcome the government's focus on improving productivity and building economic resilience. Based on our experience and partnerships, we offer four recommendations to help strengthen Australia's position in the global economy.

1. Make Australia More Attractive to Global Talent

High-skilled immigration is a proven driver of economic growth. It helps fill critical gaps in the domestic workforce, supports innovation, and attracts foreign investment—particularly in high-growth sectors like technology, AI, and digital services.

We encourage the government to streamline skilled immigration pathways, accelerate recognition of international credentials, and embrace digital-first onboarding.

Deel helps companies access global talent pools and helps teams get hired and paid compliantly across borders. Aligning mobility policy with the way global businesses operate will help Australian firms grow and position the country as a top destination for talent and investment. Solutions like 'Employer of Record' (EOR) have potential to overcome unmet skills demands such as those facing the cybersecurity sector, software engineers and other desk-based engineering roles. Alleviating some of these pressures may in-turn address renowned bottlenecks to productivity in the economy.

2. Help Australian Businesses Expand and Compete Globally

Supporting Australian businesses to grow globally is key to boosting productivity and resilience.

Government programs that help companies navigate expansion, along with international hiring and compliance, are essential to this effort.

We encourage the government to continue strengthening these initiatives and to work with trusted providers like Deel to reach more businesses with practical guidance and tools. Deel would be pleased to partner as a go-to resource—whether through webinars, delegations, or direct engagement with firms exploring new markets.

At the same time, simplifying how foreign companies establish operations and hire locally will attract inbound investment and create high-value jobs in Australia.

3. Prepare Workers for the Future of Work

Technology is reshaping work and skills. The best way to build AI fluency is through regular use. Self-adoption—via workplace tools or experimentation—is often more effective than formal training.

We recommend expanding access to trusted AI tools at work, encouraging responsible use across the public sector, and introducing foundational AI skills in schools.

Deel's platform offers visibility into how global teams are adapting. We'd welcome the opportunity to share insights to support Australia's workforce and AI strategy.

4. Support Fast, Low-Cost Payments Through Modern Infrastructure

Modern payments infrastructure is essential to productivity and inclusion.

We support continued investment in the New Payments Platform (NPP) and broader access for non-bank Payment Service Providers (PSPs). These reforms lower costs, speed up settlements, and make it easier to pay workers globally.

Australia's progress on open banking and digital finance is also helping reduce friction for global businesses—and should continue.

Conclusion

Australia is well-placed to lead in the global digital economy—if it continues to back openness, innovation, mobility, and talent.

Deel recently [partnered](#) with the U.S. Department of Commerce as a strategic partner to support global trade and competitiveness. We'd be pleased to support the Australian Government in similar efforts—both as a policy partner and, where appropriate, as a vendor helping teams hire, pay, and support overseas workers. We're also committed to helping Australian businesses grow globally and contribute to the government's broader productivity and digital economy goals.

We welcome the opportunity to contribute to future conversations, including the Economic Reform Roundtable. Thank you for considering our submission.

Sincerely,



Nick Catino

Global Head of Policy

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