



The Executive Guide to Hiring in Australia & New Zealand

How overseas companies can engage workers compliantly without a local entity.

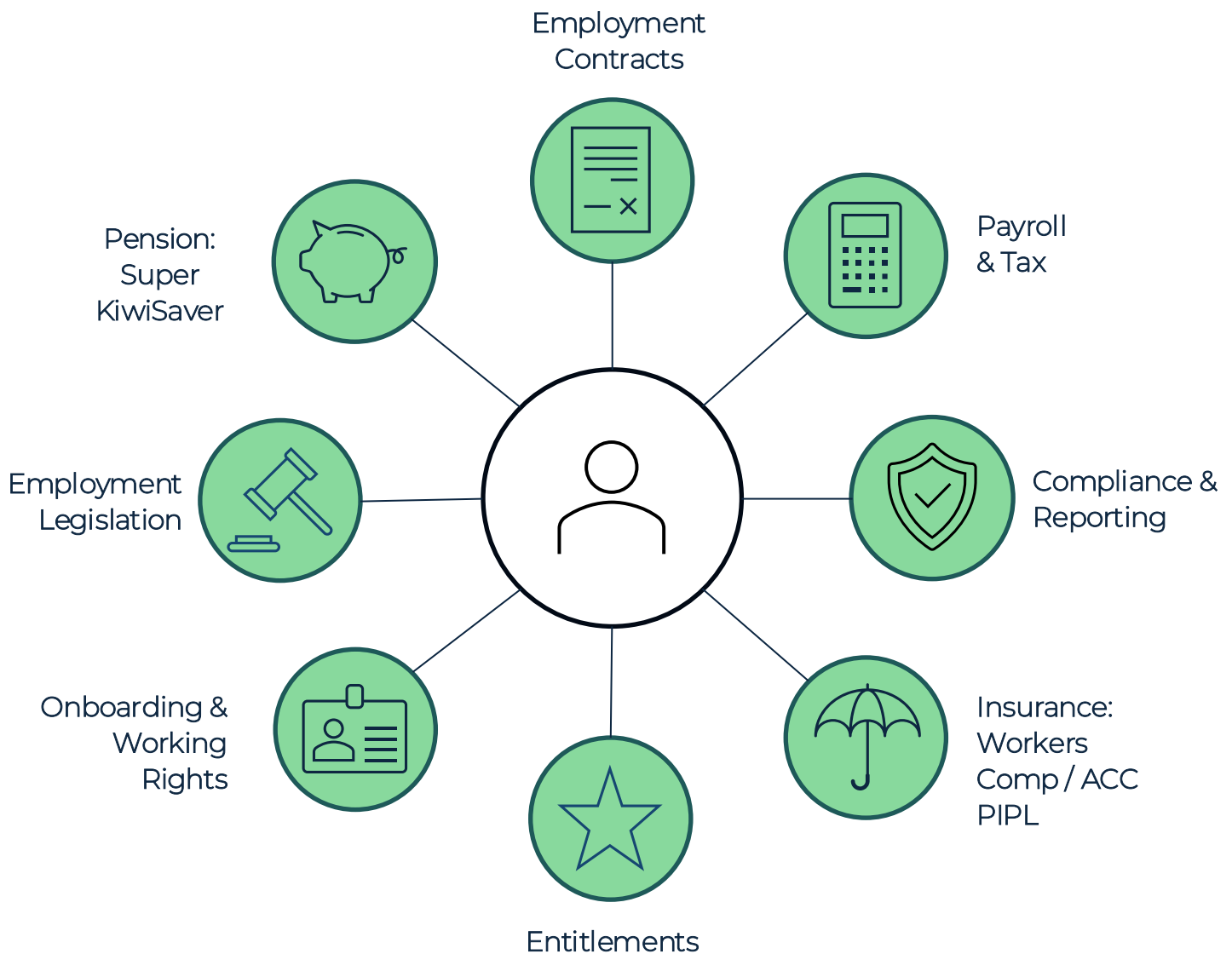
- ✓ Practical guidance
- ✓ Local expertise
- ✓ Proven outcomes

A practical guide for international organisations expanding into Australia and New Zealand.



Expanding into ANZ isn't as simple as hiring someone

Hiring across borders introduces more than just a new employee.



Every employee must be engaged in accordance with local employment laws, paid correctly, and remain compliant throughout their employment lifecycle.

Without local expertise, the risk of non-compliance, penalties and costly mistakes is significant.

This is where an Employer of Record adds value

You focus on growing your business. We manage local employment.



One seamless solution. Local expertise. Total Compliance.

Why organisations choose an Employer of Record



Speed

Onboard in days,
not months



Compliance

Reduce risk and stay
compliance with
employment laws



Market Expansion

Enter Australia or
New Zealand
confidently



Simplicity

No need to set up a
local entity or payroll
infrastructure



Scale with Ease

Engage one person
or an entire team –
quickly



Local Expertise

On the ground,
specialists who
understand local
needs



**An EOR gives you the flexibility to move fast today,
with the option to establish later when the time is right.**

The risks of managing employment on your own



Misunderstanding employment laws

Can lead to penalties, back payments and legal disputes.



Incorrect payroll or tax

Risks fines and damage to your reputation.



Misclassification of workers

Contractors treated as employees can create significant liabilities.



Incorrect entitlements

Employees must receive the correct benefits and termination payments.



Workers compensation exposure

Employers are liable for workplace injuries and claims.



Time and resource drain

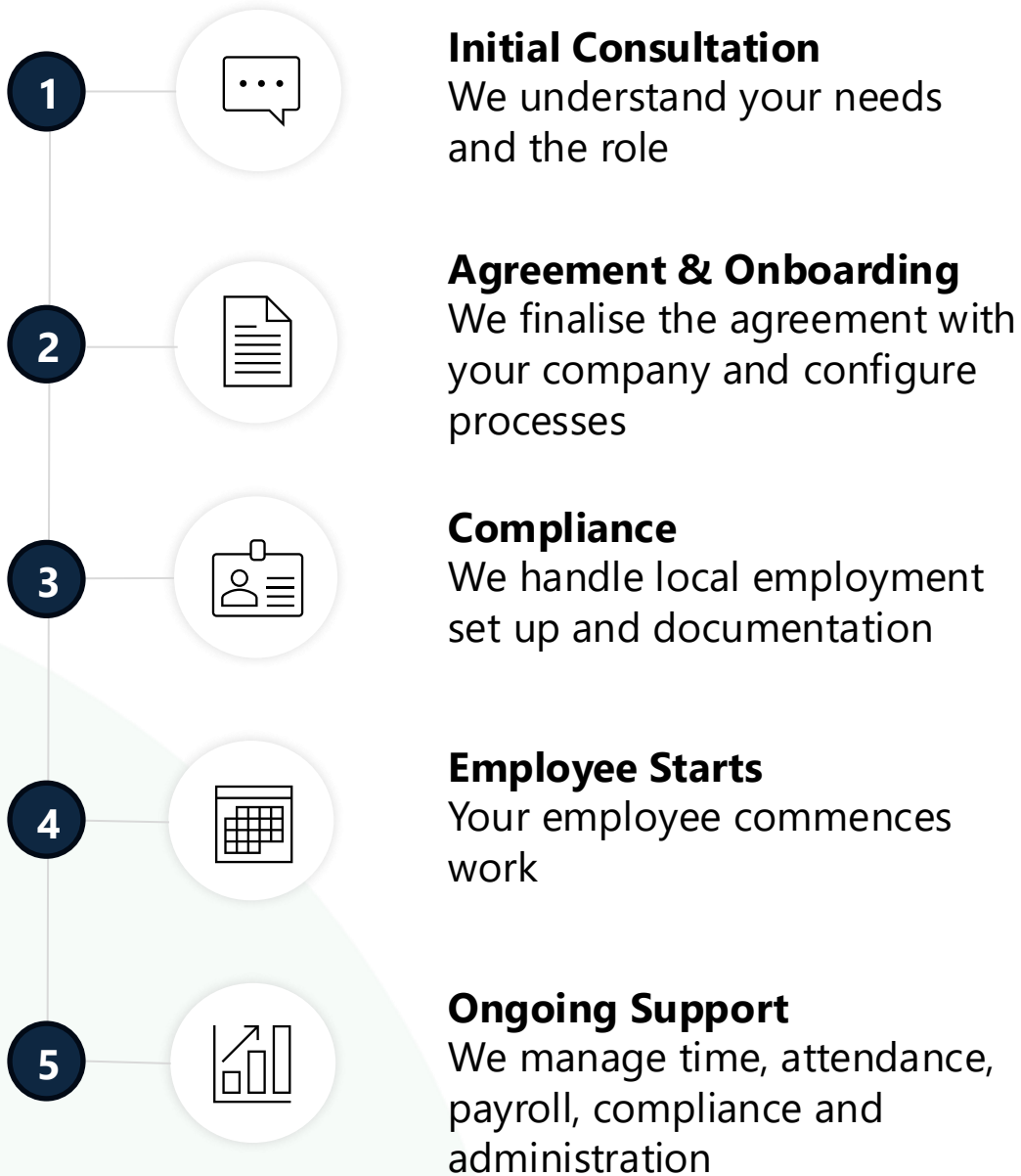
Managing compliance takes time away from growing your business.



The cost of getting it wrong is always higher than getting it right from the start.

How quickly can you hire?

Fast, efficient and fully compliant



**Most engagements can be operational in days.
Depending on role complexity and information
availability.**

How much does an EOR solution cost?

Transparent pricing. No hidden surprises.

EOR pricing is typically structured as a monthly fee per employee.

The cost may vary based on:

- ✓ Role seniority
- ✓ Complexity of benefits
- ✓ Number of employees
- ✓ Location (AU vs NZ)
- ✓ Visa requirements
- ✓ Permanent vs contract



Planning with confidence

We provide upfront indicative pricing so you can budget with certainty and scale with ease.

Your EOR Partner should share transparent pricing that includes:

- ✓ Employee total compensation (salary, pension, bonus)
- ✓ Payroll Tax (varies depending on location)
- ✓ Public Liability / Professional Indemnity (\$20M coverage)
- ✓ WorkCover (varies depending on industry and location)
- ✓ Payroll Funding (optional and flexible payment terms)
- ✓ Accelerate's management fee
- ✓ Immigration costs (if working rights required)



Cost-effective. Scalable. Predictable

Who is an EOR solution ideal for?

Perfect for organisations at any stage of expansion



Hiring your first employee in ANZ

Test the market without setting up a company entity.



Supporting existing customers

Deliver locally with the right talent in place.



Building a remote team

Scale your team across Australia and New Zealand.



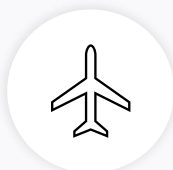
Project-based or short-term needs

Engage talent for a defined period.



Executive and specialist roles

Secure senior talent quickly and compliantly.



Relocating existing talent

Mobilising your existing talent to Australia or New Zealand for business needs.



Whether you're hiring one expert or building a team. EOR gives you the flexibility to grow on your terms.

Top questions to ask any EOR provider

- 1 Do you employ workers directly or through partners?
- 2 Who carries employment liability?
- 3 How quickly can someone start?
- 4 What happens if employment laws change?
- 5 How are payroll and statutory benefits managed?
- 6 What technology, reports and visibility will we have?
- 7 What happens if we later establish our own entity?
- 8 Can we engage contractors as well as permanent employees?
- 9 Are there additional fees we need to consider?
- 10 What local support and expertise will we receive?



Asking the right questions ensures the right partnership for your business.

Why partner with Accelerate Workforce Solutions

Local expertise. Global mindset.



Australian & New Zealand Experts

Local specialists who understand employment inside and out



Responsive & Reliable

We're responsive, proactive and committed to your success.



End-to-end support

We manage employment from hire to retire.



Future Focused Partnership

We Accelerate today to empower you tomorrow



Scalable Solution

From 1 employee to 100, we scale with your business.



Proven Track Record

Trusted by international organisations across a wide range of industries.



More than a provider, we're your strategic partner in ANZ workforce success.

Contact us

Book a consultation with our team today to discuss your hiring plans and how we can help.

- ✓ Compliant
- ✓ Fast
- ✓ Cost-effective
- ✓ Scalable
- ✓ Expert-led



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