

20 February 2026

Senate Standing Committees on Economics  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Via email: [economics.sen@aph.gov.au](mailto:economics.sen@aph.gov.au).

**Re: Treasury Laws Amendment (Supporting Choice in Superannuation and Other Measures) Bill 2025**

To Whom It May Concern:

The Association of Digital Service Providers Australia New Zealand (DSPANZ) welcomes the opportunity to provide a submission to the Committee on the Treasury Laws Amendment (Supporting Choice in Superannuation and Other Measures) Bill 2025 ("the Bill").

**About DSPANZ**

Digital Service Providers Australia New Zealand is the gateway for the government into the dynamic, world-class business software sector in Australia and Aotearoa New Zealand. Our members range from large, well-established companies to new and nimble innovators working at the cutting edge of business software and app development on both sides of the Tasman.

DSPANZ represents business software providers that design and operate the digital systems used by employers to onboard employees, process payroll and meet superannuation obligations. These systems are central to how super fund choice and super stapling processes operate in practice.

DSPANZ is broadly supportive of the intent of the Bill to:

1. Limit advertising of super products during employee onboarding to MySuper and default funds; and
2. Strengthen the role of stapled super funds in reducing unintended account proliferation.

When using digital onboarding products linked to a new employer there is increasingly an expectation that an individual will have a complete view of their super fund options - their stapled super fund, employer default fund, the ability to nominate any APRA or SMSF and an understanding that some products may include a MySuper advertised super fund as part of the selection.

Super stapling legislation was introduced in November 2021 and has since had limited success in being integrated into onboarding and payroll processes.

The main limiting factor to the broader success of super stapling has been the legal interpretation and administrative design requirements to successfully create an employer/employee relationship with ATO systems. These requirements substantially alter existing employee onboarding flows and do not reflect natural business systems.

DSPANZ encourages the Committee to consider the following four key matters:

- 1. Simplified DSP access:** If the objective is to reduce account proliferation, stapling should easily integrate with DSP platforms that support employee onboarding.
- 2. Alignment between legislation and service design:** Legislative flexibility will not materially change employee onboarding workflows unless technical prerequisites and administrative barriers are addressed.
- 3. Supporting informed employee choice:** In the interests of providing a complete picture, DSPs should be able to present all super accounts to an employee for consideration when selecting which super fund receives employer contributions.
- 4. Implementation timing:** The proposed commencement date of 1 July 2026 is unachievable and does not leave sufficient time for the software industry to implement the changes proposed in the Bill. Adequate lead time, service readiness and consultation will be essential to ensure stable and effective delivery.

Commercially, few DSPs have used super fund advertising to generate revenue and offset the cost of developing and maintaining onboarding software. While we agree that there should be controls on advertising of super funds within onboarding products, without this revenue the embedded costs in the system are likely to be transferred through to the end users of onboarding products - employers. This cost will be disproportionately shared by small businesses.

DSPANZ and our members are committed to supporting reforms that deliver improved employee outcomes while maintaining secure, efficient, compliant digital systems for employers and ensure the ongoing commercial viability of DSPs.

We welcome the opportunity to further engage with the Committee and Treasury on how legislative intent and administrative design can be better aligned to support the consistent uptake of displaying stapled super funds during employee onboarding.

Regards



**Chris Denney,**  
**President & Director**

## Advertising of superannuation funds

DSPANZ supports the Bill's intent to limit the advertising of superannuation funds that are not MySuper products during employee onboarding.

Limiting advertising to MySuper products that have passed APRA performance tests is sensible and provides broader confidence that appropriate super fund options will be presented to individuals completing employee onboarding.

## Current state of super stapling

DSPANZ also supports the government's renewed focus on stapled super funds. While our general view is that super stapling has not achieved the policy objectives to date, the renewed focus on super stapling provides an opportunity to address the legislative and administrative obstacles.

It is important to acknowledge that unless legislative and administrative obstacles currently hindering wider DSP adoption of the Super stapling (API) service are addressed, DSPs will have little motivation to invest in or introduce this service to the market.

Across our membership, there is variation in how employee onboarding is delivered:

- Most DSPs do not integrate with the ATO's super stapling service - largely due to limited market demand and the technical limitations imposed by the ATO.
- Few DSPs currently integrate with the ATO's super stapling service - a small number of onboarding service providers to support super choice selection.

The primary constraint is that a formal employment relationship must be established within ATO systems before a DSP can retrieve an employee's stapled super fund. This relationship can currently only be established through:

1. A Tax File Number (TFN) declaration submission; or
2. A Single Touch Payroll (STP) pay event.

With the introduction of STP Phase 2 and the required technical uplift, TFN declarations could be submitted within the first STP pay event. These changes resulted in the majority of payroll software providers not developing the standalone TFN declaration service as there was no longer any requirement. Consequently, most DSPs will need to rebuild the standalone TFN declaration functionality to use the super stapling service.

Using an STP pay event to establish the employer/employee relationship is not viable to support super stapling as a Pay Event occurs after a payroll has occurred which requires super details for an employer to meet their super guarantee obligations.

These design dependencies have limited the take-up of super stapling service across payroll software providers and most onboarding providers.

## Employee Onboarding Reforms

DSPANZ supports the intent of the amendments to provide greater flexibility around when a stapled super request can be made during the onboarding process. However, without legislative change which can enable administrative redesign, there will be ongoing issues with DSPs integrating the super stapling service as a natural step within employee onboarding solutions.

DSPANZ encourages the Committee to consider the interaction between legislative intent and administrative design. Aligning both elements will better support the widespread implementation of super stapling across DSPs and use by employees and employers.