

YOUR EMPLOYER BUSINESS AND PAYDAY SUPER

UNDERSTANDING PAYDAY SUPER FOR YOUR BUSINESS

Payday Super is a significant change to how you calculate and when you pay your employees' superannuation guarantee contributions of 12% (minimum). From 01 July 2026 employers will need to pay employees their super guarantee on payday – at the same time as their salary and wages.

PAYDAY SUPER KEY POINTS

Payday Super is:

- **CALCULATED** as 12% of Qualifying Earnings (QE), which is a new term that brings together Ordinary Time Earnings (OTE) and other payments like bonuses and commissions, allowances, paid leave and any salary sacrifice arrangements.
- **PAID** to an employee's super fund on payday and received by the super fund within seven (7) business days – unless an extended timeframe applies, such as for new employees.

PREPARING FOR PAYDAY SUPER

The Australian Taxation Office (ATO) is encouraging employers to start preparing early, to be ready to pay super contributions on payday from 01 July 2026. This includes:

- reviewing your payroll and super payment cycles so you can align your super guarantee payments to your business's pay cycle.
- ensuring your payroll software can record the Ordinary Time Earnings (OTE) and total super liability for each of your employees in your Single Touch Payroll (STP) feed.
- if you use the ATO's Small Business Super Clearing House, research transitioning to an alternative payroll provider as the SBSCH service is being retired from 01 July 2026.
- review your cash flow forecast to ensure you have sufficient funds to cover both OTE and super payments at each payroll period.



The table on the following pages outline the changes to superannuation guarantee with the introduction of Payday Super.

For more information about Payday Super and your business, please feel free to contact us on 07 3360 9888, visit our website at peakpartnership.com.au or go to ato.gov.au/paydaysuper.

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Learn more at www.peakpartnership.com.au



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PAYDAY SUPER | WHAT'S CHANGING

	CURRENT SUPER GUARANTEE	PAYDAY SUPER FROM 01 JULY 2026
Super guarantee payments	Must be received by a super fund within 28 days of the end of the quarter, but can be paid quarterly or more frequently (eg. monthly).	Paid to an employee's super fund at the same time as paying Qualifying Earnings (QE) on payday, and received by the super fund within 7 business days.
Super guarantee payments due	28 October, 28 January, 28 April and 28 July annually.	Due within 7 business days of payday. Some exceptions may apply (including for new employees).
Basis for super guarantee calculation	Super is calculated as 12% of Ordinary Time Earnings (OTE).	Super guarantee is calculated as 12% of Qualifying Earnings (QE), which includes OTE and other payments.
Super guarantee charge (SGC)	<p>Applies when amounts aren't received by a super fund within 28 days of the end of a quarter.</p> <p>Is calculated based on salary and wages.</p> <p>Includes interest at 10% p.a.</p> <p>Includes a flat administration fee.</p> <p>Is self-assessed and requires the lodgement of a SGC statement.</p> <p>A tax deduction cannot be claimed for payment of SGC.</p>	<p>Applies when amounts aren't received by a super fund within 7 business days of payday (unless an extended timeframe applies, such as for new employees).</p> <p>Is calculated based on Qualifying Earnings (QE).</p> <p>Includes interest that compounds daily at the General Interest Charge (GIC) rate.</p> <p>Includes an administrative uplift which can vary based on an employer's history of meeting super guarantee obligations and may be reduced by a voluntary disclosure.</p> <p>Is assessed by the ATO.</p> <p>SGC is tax-deductible.</p>
Penalties	Maximum of 200% of the SGC, which can be remitted in part or in full.	25% or 50% of the unpaid SGC, depending on any prior penalties.
Single Touch Payroll (STP)	Report either OTE or super liability.	Report both QE and super liability.
Small Business Superannuation Clearing House (SBSCH)	<p>Closed to new users on 01 October 2025.</p> <p>Existing users have access to the service until 30 June 2026.</p> <p>All users must transition to an alternative option to pay their employees' super. Visit ato.gov.au/howtopaysuper.</p>	SBSCH is no longer available.
Employee data and payment processing	<p>Super payments may take a number of days to be received by a super fund.</p> <p>Employers receive incomplete or inaccurate data from their employees, which causes errors when they try to contribute to a super fund and results in delayed payments.</p> <p>Employers are unaware of key changes to large super fund details.</p>	<p>The SuperStream data and payments standards will be revised to allow payments made via the New Payments Platform and provide better error messaging to help employers address errors faster.</p> <p>A new member verification request will enable employers to confirm that a super fund can match their employee contributions to the super fund for the first time and will accept a contribution for them.</p> <p>Improvements to the Fund Validation Service will give employers early notice of key changes to large super funds' details, such as fund mergers, that could affect their ability to make contributions to super funds.</p>

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PAYDAY SUPER | EXPECTED CHANGES

THE INFORMATION BELOW IS NOT YET LAW

The information in the table below is intended to help you prepare for anticipated changes from 01 July 2026.

For updates on the progress of Payday Super laws, visit ato.gov.au/paydaysuper.

	CURRENT SUPER GUARANTEE	PAYDAY SUPER FROM 01 JULY 2026
Stapled super fund access	Employers must provide their employees with a choice of super fund and request stapled superfund details from the ATO if no choice form was received from an employee.	Employers can request a stapled super fund and offer this to their employee at the same time as they provide a choice form. Employers must still provide their employees with a choice of super fund and request stapled super fund details from the ATO if no choice form was received from an employee.
Allocations by super funds	Super funds have 20 business days to allocate or return contributions.	Super funds have 3 business days to allocate or return contributions.

PAYDAY SUPER IS AS SIGNIFICANT A CHANGE TO BUSINESS PAYROLL PROCESSES AS SUPERSTREAM AND SINGLE TOUCH PAYROLL. THE KEY IS TO PREPARE IN ADVANCE OF THE START DATE.

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