

## **Payday Super 1 July 2026 – Are You Ready?**

Payday Super is a change to how you pay your employees' super guarantee.

From 1 July 2026 you must pay employees their super guarantee on each payday whether that's weekly, fortnightly or monthly (instead of quarterly). Super guarantee payments must be received by your employees' super funds within 7 business days after paying your employees. Super funds then have 3 business days to allocate or return contributions.

This payment deadline is extended to 20 business days for the first eligible SG contribution you are making:

- for a new employee
- to a new complying super fund for an existing employee after you have stopped making contributions to another super fund.

If you make a payment of qualifying earnings to an employee that is out of cycle with their regular payday, your SG contribution must be received by the super fund within 7 business days after the next payment of qualifying earnings to the employee that is not out of cycle.

The amount of super you now pay is based on an employee's qualifying earnings, which is a new term that brings together ordinary time earnings and other payments. Qualifying earnings include ordinary time earnings, all commissions, salary sacrifice contributions and other amounts that are currently included in an employee's salary or wages for super guarantee.

Payday Super does not change:

- who you have to pay super for (you continue to pay super for eligible employees, including independent contractors paid mainly for their labour)
- the percentage you use to calculate super guarantee payments (still 12%)
- the systems and platforms you use to make super guarantee payments (except for the Small Business Super Clearing House which will be unavailable from 30 June 2026).

Super guarantee charge will apply when amounts aren't received by a super fund within 7 business days after payday (unless longer applies).

The super guarantee charge:

- is assessed by the ATO (employers don't lodge a super guarantee statement)
- is calculated based on qualifying earnings
- includes interest that compounds daily at the general interest charge rate
- includes an amount to reflect the cost of enforcement called the administrative uplift amount
- You can now claim a tax deduction for an amount of SGC that you pay. You cannot claim a tax deduction for any general interest or late payment penalty that was imposed for failing to pay the SGC.

From 1 July 2026 eligible contributions are automatically allocated to the earliest period for which the minimum SG has not been paid. As a consequence, contributions made between 1 July 2026 and 28 July 2026, will be applied firstly to reduce the super guarantee for the relevant employee for the quarter ending 30 June 2026 (or earlier is applicable). Then, any remaining contribution amount will be applied to paydays on or after 1 July 2026.

**This means that you need to pay any super guarantee owing for periods pre 30 June 2026 BEFORE your first payday post 1 July 2026.**

The attached ATO publication provides a summary of the new requirements including a comparison of the old and the new super systems. I recommend printing this as a handy reference to the new rules.

If you have any concerns in relation to being ready for this change, please contact us to discuss before 30 June 2026.

## Payday Super

### Key changes to super guarantee



#### What is Payday Super?

Payday Super is a change to how you calculate and when you pay your employees' super guarantee. From 1 July 2026, employers will need to pay employees their super guarantee on payday, at the same time as their salary and wages.

##### Super guarantee is:

- calculated as 12% of qualifying earnings (QE), which is a new term that brings together ordinary time earnings (OTE) and other payments.
- paid to an employee's super fund on payday and received by the super fund within 7 business days (unless an extended timeframe applies, such as for new employees).

#### What employers need to do

- Check what is changing in the following table.
- Plan ahead. Review your payroll systems, super guarantee processes and get ready to pay super guarantee more frequently.
- Stay informed. Visit [ato.gov.au/paydaysuper](http://ato.gov.au/paydaysuper) or speak to your tax professional for advice.

#### What is changing

| Topic                                 | New                                                                                                                                   | Changes from 1 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 e.g. monthly. | Paid to an employer'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 contribution due date | <ul style="list-style-type: none"> <li>28 October</li> <li>28 January</li> <li>28 April</li> <li>28 July</li> </ul>                   | Due within 7 business days of payday. Some exceptions may apply (including for new employees).                                                          |

#### Payday Super - Key changes to super guarantee (continued)

| Topic                                                | New                                                                                                                                                                                                                                                                                                                                                                                                                                   | Changes from 1 July 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Base for super guarantee calculation                 | Super is calculated as 12% of ordinary time earnings (OTE).                                                                                                                                                                                                                                                                                                                                                                           | Super guarantee is calculated as 12% of QE, which includes OTE and other payments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Super guarantee charge (SGC)                         | <ul style="list-style-type: none"> <li>Applies when amounts aren't received by a super fund within 28 days of the end of a quarter.</li> <li>Is calculated based on salary and wages.</li> <li>Includes interest at 10% per annum.</li> <li>Includes a flat administration fee.</li> <li>Is self-assessed and requires the lodgment of an SGC statement.</li> <li>A tax deduction can't be claimed for the payment of SGC.</li> </ul> | <ul style="list-style-type: none"> <li>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).</li> <li>Is calculated based on QE.</li> <li>Includes interest that compounds daily at the general interest charge rate.</li> <li>Includes an administrative split which can vary based on an employer's history of meeting super guarantee obligations and may be reduced by a voluntary disclosure.</li> <li>Is assessed by the ATO.</li> <li>SGC is tax deductible.</li> </ul> |
| 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 (SBGCH) | <ul style="list-style-type: none"> <li>Closed to new users on 1 October 2025.</li> <li>Existing users have access to the service until 30 June 2026. All users must transition to an alternative option to pay their employees' super. Visit <a href="http://ato.gov.au/howtopaypaper">ato.gov.au/howtopaypaper</a>.</li> </ul>                                                                                                       | SBGCH is no longer available.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Employee data and payment processing                 | Super payments may take a number of days to be received by a super fund.                                                                                                                                                                                                                                                                                                                                                              | The SuperStream data and payment standards will be revised to allow payments made via the New Payments Platform and provide better error messaging to help employers address errors faster.                                                                                                                                                                                                                                                                                                                                                                                       |

#### Payday Super - Key changes to super guarantee (continued)

| Topic                                            | New                                                                                                                                                                                                                                                                                       | Changes from 1 July 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee data and payment processing (continued) | <ul style="list-style-type: none"> <li>Employers receive incomplete or inaccurate data from their employees, which causes errors when they try to contribute to a super fund and delayed payments.</li> <li>Employers are unaware of key changes to large super funds details.</li> </ul> | <ul style="list-style-type: none"> <li>A new member verification request will enable employers to confirm that a super fund can match their employee contribution to the super fund for the first time and will accept a contribution for them.</li> <li>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.</li> </ul> |

#### Expected changes

##### This information is not yet law

The information below is intended to help you prepare for anticipated changes from 1 July 2026. For updates on the progress of the law visit [ato.gov.au/paydaysuper](http://ato.gov.au/paydaysuper).

| Topic                      | New                                                                                                                                                                     | Changes from 1 July 2026                                                                                                                                                                                                                                                                                                                                              |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Stapled fund access        | Employers must 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. | <ul style="list-style-type: none"> <li>Employers can request a stapled super fund and offer this to their employees at the same time as they provide a choice form.</li> <li>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.</li> </ul> |
| Allocations by super funds | Super funds have 30 business days to allocate or return contributions.                                                                                                  | Super funds have 3 business days to allocate or return contributions.                                                                                                                                                                                                                                                                                                 |

#### Tip for employers

You don't need to wait until 1 July 2026 to start paying super at the same time as you pay salary and wages – you can start now.