

Payday Super update

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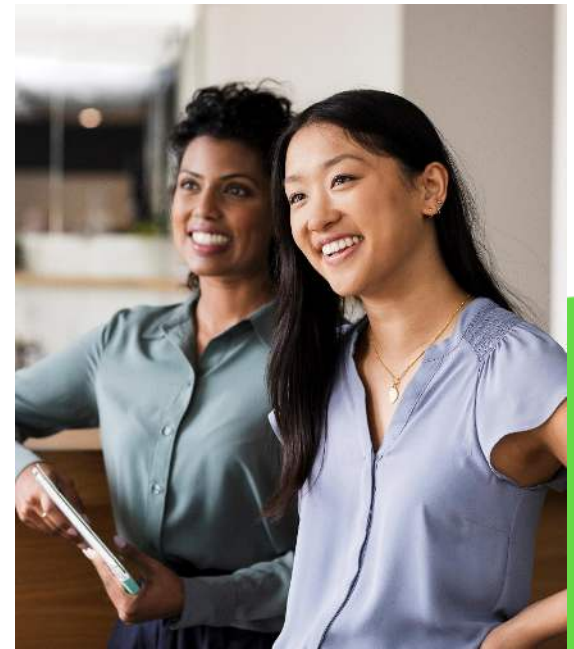
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Agenda for today

- Timeline
- Legislative update
- Qualified Earnings
- Super Stream 3.0
- Getting ready



Payday Super timeline

Date	Event
May 2023	Payday Super was announced
Sep 2024	Treasury published the Payday Super fact sheet
Mar 2025	Exposure Draft Legislation was released
Oct 2025	ATO Small Business Clearing House "soft" close
Oct 2025	Government introduced the Payday Superannuation Bill
Nov 2025	Bills passed Parliament and received Royal Assent
July 1, 2026	Payday Super takes effect

Why Payday Super?



Help ATO tackle unpaid super



Compounding earnings sooner



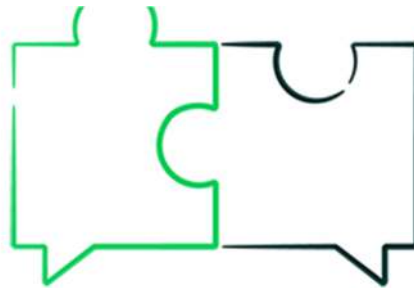
Help employees track their entitlements

Key legislative highlights



From 1 July 2026

You'll need to pay super on payday (the day you pay salary or wages)



Timing matters

Super must reach you employee's super fund within seven business days and be ready to allocate to their account



If funds can't be allocated

The super fund must send the money back within three business days

Employer's obligations

Pay super quickly

- Employers must ensure that contributions are received by employees' complying super funds **within seven business days** of paying employees their qualifying earnings (QE) and are "able to be allocated".

(Example of missing TFN from Explanatory Memorandum)

New staff or fund change?

- For new staff and for members that have changed super funds, the period is extended to **20 business days**.

Keep good records

- Employers need to keep records for seven years.



Qualifying earnings

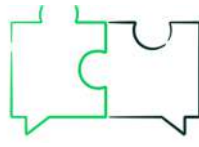
Qualifying earnings include:



Your employee's
ordinary time
earnings (OTE)



Salary sacrifice
amounts that would
have been OTE



Other pay items, like
performance
bonuses



All commissions

Also, make sure you check the updated definition of “employee” under the new rules.

OnlineQ clearing house

What is OnlineQ

- OnlineQ is a Catholic Super branded version of Westpac's QuickSuper product.

Real-time for Employers

- OnlineQ is now available for employers to be able to submit their contributions in real-time through OSKO PayID saving time to help employers meet their Payday Super obligations.
- Available for all employers who's banking provider offers OSKO payments

Real-time to Funds

- Upon matching employer contributions with OSKO payments Westpac will send SuperStream Contribution Transaction Request (CTR) and payment to Fund immediately through New Payment Platform (NPP).

Do employers have to use the OSKO payment in Payday Super environment

- No, employers can also use EFT and direct debit options through OnlineQ

Who can use this service

- Available at no cost to all Catholic Super employers that use Catholic Super as their default Fund.

Catholic Super

**For more information
regarding OnlineQ
please speak to your
Catholic Super
Relationship
Manager or visit the
Catholic Super
website**

Penalties

If super isn't paid in full and on time, you'll need to pay the Super Guarantee Charge (SGC). SGC is made up of the following components:

- Outstanding SG shortfall – based on ordinary time earnings
- Notional Earnings – interest to be calculated daily (General Interest Charge)
- Administrative uplift – a charge to reflect the cost of enforcement
- Choice loading – if funds are not paid to the member's chosen super fund.

Exceptions to the rule

- New employees will have their due date deferred to 20 business days
- Payments made to employees outside of the regular payment period
- Exceptional circumstances that affect multiple employers such as natural disasters, or widespread outages of information.

ATO draft practical compliance guideline for Year 1

Current expected approach is detailed here:

<https://www.ato.gov.au/law/view/document?DocID=DPC/PCG2025D5/NAT/ATO/0001&PiT=99991231235958#H14>

Table 2: Requirements for each risk zone

Risk zone	Requirements
Low	<p>An employer will be in the low-risk zone where all of the following have been met:</p> <ul style="list-style-type: none"> the employer attempted to ensure that all of their individual base SG shortfalls in relation to their employees were nil for the QE day, by making on-time contributions equal to or exceeding the individual SG amount some or all of the eligible contributions were not received by the relevant fund (and allocable for the benefit of the employee) on time these eligible contributions are received by the relevant funds and allocable for the benefit of the employees as soon as reasonably practicable, resulting in the employer having individual final SG shortfalls of nil for all employees for the QE day at that time.
Medium	<p>An employer will be in the medium-risk zone where the employer does not meet the criteria to be in the low-risk zone, but the individual final SG shortfalls for all their employees are nil by 28 days after the end of the quarter in which the qualifying earnings were paid.</p>
High	<p>An employer will be in the high-risk zone where the employer does not meet the requirements to be in the low-risk or medium-risk zone.</p> <p>An employer will be in the high-risk zone if they have one or more individual final SG shortfalls greater than nil for their employees by 28 days after the end of the quarter in which the qualifying earnings were paid.</p>

SuperStream upgrades (3.0)

What's changing?

Quick error alerts

- Employers will get clear messages to fix issues and resubmit contributions fast.

Early updates for payroll systems

- Software will receive advance notice of major super fund changes (like mergers) so you can plan and redirect contributions correctly.

Member verification

- Payroll software can check if an employee's fund details are valid before sending money.

Real-time payments

- Contributions will be made through the New Payments Platform (NPP). All super funds must accept NPP payments by 1 July 2026.



Employer preparations



Plan for more frequent payments if your super contribution cycles are not already aligned with pay cycles



Identify and rectify recurring errors



Assess cash-flow impact



Consider your onboarding process

Maximum contributions base

Currently set at \$7,500 per quarter for those earning \$62,500 per quarter or above.

Employers can stop contributing for the financial year once they pay the maximum base depending on employment contracts and if you apply the maximum contribution base or not.

From July 2026, maximum contributions base (MCB) will be applied annually, rather than quarterly.



Further reading

View the Catholic Super [Payday Super](#) landing page

[Payday superannuation | Australian Taxation Office](#)

[Payday Super Hub - ASFA](#)

[PCG 2025/D5 | Legal database](#)

[The Amendment Bill](#)

Please reach out to your Relationship Manager for further assistance.

Thank you.

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