



Payday Super

What employers should do to meet their super guarantee obligations under Payday Super.

About Payday Super

Changes to how employers calculate, pay and report super guarantee under Payday Super.

Paying super on payday

How to pay employee super guarantee under Payday Super, including due dates and working out qualifying earnings.

Missed or late Payday Super payments

About the super guarantee charge (SGC), its 4 components and what happens if you don't pay the SGC.

SuperStream changes

An overview of upgrades to SuperStream from 1 July 2026 for employers.

Payday Super resources

QC 105837

About Payday Super

Changes to how employers calculate, pay and report super guarantee under Payday Super.

Published 18 November 2025

How Payday Super works


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

Super guarantee is:

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

Media: Payday Super is here

<https://tv.ato.gov.au/media/bi9or7orsim83t>  (Duration: 2:40)

You can download this page as a printable fact sheet, [Payday Super \(PDF 175KB\)](#) .

What you need to do

- Check the information below about what's changing.
- Plan ahead. Review your payroll systems and super processes and get ready to pay super guarantee more frequently.
- Stay informed. Keep checking these pages for updates or speak to your tax professional for advice.

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.

What's changing

- [Deadline for super payments](#)
- [Calculating super guarantee amounts](#)
- [Reporting super payments](#)
- [Late payments and the super guarantee charge \(SGC\)](#)
- [Penalties](#)
- [Small Business Superannuation Clearing House \(SBSCH\)](#)
- [Checking employee data and processing payments](#)

Deadline for super payments

Now

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.

The due dates are 28 October, 28 January, 28 April and 28 July.

From 1 July 2026

Super guarantee payments must be paid to an employees' super fund at the same time as paying qualifying earnings (QE), on payday, and received by the super fund within 7 business days.

There are some exceptions to the 7-day deadline, such as for new employees.

For more information see [Payment deadlines for Payday Super](#).

Calculating super guarantee amounts

Now

The super guarantee amount is calculated as 12% of ordinary time earnings (OTE).

From 1 July 2026

The super guarantee amount is calculated as 12% of qualifying earnings (QE). QE includes OTE, salary sacrifice contributions and other amounts that are currently included in an employee's salary or wages for super guarantee.

For more information see [What payments are qualifying earnings](#).

Reporting super payments

Now

You report either OTE or super liability through Single Touch Payroll (STP).

From 1 July 2026

You report both QE and super liability through STP.

Late payments and the super guarantee charge (SGC)

Now

The SGC applies when amounts aren't received by a super fund within 28 days of the end of a quarter. The SGC:

- is self-assessed by the employer, who must lodge an SGC statement
- is calculated based on salary and wages
- includes interest at 10% per annum
- includes a flat administration fee
- is not tax deductible.

From 1 July 2026

The SGC 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). The SGC:

- is assessed by the ATO
- is calculated based on QE
- includes interest that compounds daily at the general interest charge rate

- 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
- is tax deductible.

For more information see:

- [Missed or late Payday Super payments](#)
- [The new super guarantee charge.](#)

Penalties

Now

Penalties are a maximum of 200% of the SGC, which can be remitted in part or in full.

From 1 July 2026

Penalties are 25% or 50% of the unpaid SGC, depending on any prior penalties.

Small Business Superannuation Clearing House (SBSCH)

Now

The SBSCH closed to new users on 1 October 2025.

Existing users have access to the service until 30 June 2026. All users must transition to an alternative option to pay their employees' super. See [How to pay super.](#)

From 1 July 2026

SBSCH is no longer available.

Checking employee data and processing payments

Now

- Super payments may take a number of days to be received by a super fund.
- Employers receive incomplete or inaccurate data from their employees, which causes errors when they try to contribute to a super fund and delayed payments.

- Employers are unaware of key changes to large super fund's details.

From 1 July 2026

To help employers and intermediaries meet the new deadlines, the SuperStream data and payment standards will be revised to:

- allow near real-time payments through the New Payments Platform
- improve error messaging so you can address errors faster
- provide a new member verification request, which enables 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.

Improvements to the Fund Validation Service will also give employers early notice of key changes to large super fund's details, such as fund mergers, that could affect their ability to make contributions to super funds.

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 see [Payday superannuation legislation](#).

Offering employees a stapled fund

Now

You must provide your employees with a choice of super fund and request stapled super fund details from the ATO if you don't receive a choice form from an employee.

From 1 July 2026

You can request a stapled super fund and offer this to your employee at the same time you provide their choice form.

You must still provide your employees with a choice of super fund and request stapled super fund details from the ATO if you don't receive a choice form from an employee.

Allocations by super funds

Now

Super funds have 20 business days to allocate or return contributions.

From 1 July 2026

Super funds have 3 business days to allocate or return contributions.

For more information see [Changes to SuperStream](#).

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SuperStream changes

An overview of upgrades to SuperStream from 1 July 2026 for employers.

Last updated 18 November 2025

This information is also available as a PDF – see [SuperStream changes \(PDF, 155KB\)](#) [↓](#).

SuperStream improvements

SuperStream is the way that employers pay contributions, including superannuation guarantee (SG), for their employees. It requires you to provide payments and related data to super funds, including self-managed super funds, electronically in a standard format.

From 1 July 2026, we will upgrade the SuperStream contributions messaging to [version 3](#) [↗](#). This upgrade will help you meet your SG obligations and avoid charges and penalties by:

- reducing the likelihood of employees' contributions being rejected by a super fund
- providing clearer error messages when a contribution is rejected by a super fund
- enabling faster payment of contributions
- knowing sooner when important super fund details are changing.

Reducing errors

A new member verification request (MVR) will allow your payroll or software solution to verify an employees' super fund details are valid and can be accepted by their super fund before the contribution is made. This process can be used before making a contribution to a super fund for the first time, where there has been a change in employee information (such as name) or a where a contribution has been previously rejected. These secure messages can't be used to check details before a regular contribution is made.

Super funds will quickly confirm the employee matches an active account and that they can accept your contributions for that employee.

If a super fund can't match the employee details to accept contributions, the message will let you know why. This gives you time to resolve issues with your employee before you need to make the contribution.

Using the MVR significantly cuts down common errors that currently happen.

Better error messaging

Where errors do occur, timely, clearer and more meaningful error messages will give you the information you need to quickly resolve errors with your employees, so you can resubmit the contribution.

Faster payment of contributions

The New Payments Platform (NPP) is a real-time payments platform used across Australia. The NPP improves how quickly a contribution can be received by employees' super funds.

Contributions made through payroll systems or clearing houses using the NPP could be received by the super fund on the same day you make the payment, reducing payment delays.

Payments made through some service providers may take longer to reach the super fund.

All super funds must be able to receive NPP payments from 1 July 2026. You or your digital service provider will be able to choose to use NPP to make contributions. Some super funds will be ready to receive faster payments before 1 July 2026.

Earlier visibility of super fund changes

Payroll and clearing house software will have access to new information from us that can provide you with early notice of key changes to large super funds' details. For significant changes that affect where contributions are paid for employees, such as fund mergers, you can use this information to plan and manage where contributions need to be paid.

What to do before 1 July 2026

You need to:

- Check with your digital service provider for payroll services on when your software will be ready to support improved error messaging and the new MVR, and any changes you need to make.
- Review error messages you receive from super funds. Any payments you currently make that receive a warning or information message could be rejected after 1 July 2026.
- Review how you pay contributions. Find out when your payroll, clearing house or super fund will be ready to support NPP, if there are any updates you need to make and how long payments will take to reach a super fund.
- Check your default super fund registration details are up to date.
- Stay up to date. Look for updates from the ATO, your digital service provider and your super funds.

Payday Super

These improvements support changes to when and how SG contributions are paid for employees. From 1 July 2026, you will need to pay SG contributions for employees at the same time as their salary and wages, on payday. For information about Payday Super, visit [Payday superannuation](#).

The Small Business Superannuation Clearing House (SBSCH) will close from 1 July 2026. If you use the SBSCH you need to transition to an [alternative SuperStream option](#).

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Payday Super resources

Resources to help you understand and get ready for Payday Super.

Last updated 27 January 2026

Fact sheets and checklists

To help you understand and get ready for Payday Super, we've developed the following resources.


- [Key changes to super guarantee \(PDF, 175KB\)](#)  fact sheet compares the super systems that apply before and after 1 July 2026, so you can see what's changing.
- [Qualifying earnings \(QE\) \(PDF, 164KB\)](#)  fact sheet explains what you need to know about QE. For more detailed information, see [What payments are qualifying earnings](#).
- [SuperStream changes \(PDF, 155KB\)](#)  fact sheet explains the changes happening to SuperStream.
- [Payday Super checklist for employers \(PDF, 199KB\)](#)  includes information on when and how to prepare for Payday Super.
- [Small Business Superannuation Clearing House \(SBSCH\) checklist \(PDF, 771KB\)](#)  explains how to transition from the SBSCH.


Videos

Media: Employers – get ready for Payday Super

<https://tv.ato.gov.au/ato-tv/media?v=bi9or7orsim83t>  (Duration: 2:40)

Media: Payday Super: what small businesses need to know

<https://tv.ato.gov.au/ato-tv/media?v=bi9or7orz9pjfh>  (Duration: 3:07)

Media: Payday Super: What tax professionals need to know
<https://tv.ato.gov.au/ato-tv/media?v=bi9or7oraf53j3>  (Duration: 4:09)

Explaining qualifying earnings

An overview of qualifying earnings for employees under Payday Super.

Payday Super checklist for employers

Use this checklist to get ready for Payday Super, which starts 1 July 2026.

How to transition from the SBSCH


The Small Business Superannuation Clearing House (SBSCH) closes permanently on 1 July 2026.

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Explaining qualifying earnings

An overview of qualifying earnings for employees under Payday Super.

Published 27 January 2026

This information is also available as a PDF - see [Qualifying earnings fact sheet \(PDF, 164KB\)](#) .

What are qualifying earnings?

Qualifying earnings (QE) are the types of payments made to employees that are used to calculate their super guarantee (SG) under Payday Super.

QE includes:

- ordinary time earnings (OTE), i.e. payments for ordinary hours of work including certain types of paid leave, allowances, bonuses and lump sum payments. Find out [what payments are considered OTE](#)
- all commissions paid to an employee
- salary sacrifice amounts that would qualify as QE had they not been sacrificed to superannuation
- earnings paid to workers who fall under the expanded definition of employee, including payments to independent contractors paid mainly for their labour.

What does QE mean for employers

From 1 July 2026 all employers will use qualifying earnings (QE) as the base to calculate both the SG amount and the super guarantee charge (SGC). Currently employers calculate SG and SGC on different earnings bases.

For many employers, the new concept of QE doesn't change the amount of SG you are currently paying for your employees.

Most employees are [eligible](#) for SG. Independent contractors paid mainly for their labour are considered employees for SG purposes.

How to calculate, pay and report SG

Before 1 July 2026

- Calculate SG as 12% of eligible employees' OTE
- Pay super at least once a quarter
- Report OTE or super liability (or both) in Single Touch Payroll (STP)

From 1 July 2026

- Calculate SG as 12% of eligible employees' QE
- Pay super at the same time as QE (on pay day)
- Report both QE and super liability in STP

When to start reporting QE in STP

From 1 July 2026, employers will be required to report the year-to-date amount of QE for each employee through their STP reporting each payday.

Employers will also have to report the year-to-date super liability for that employee.

Reporting payments made to independent contractors

It isn't mandatory to report payments made to independent contractors paid mainly for their labour in STP. You'll need to [confirm their eligibility](#) for super.

If you do choose to report for these workers, you'll need to report both QE and super liability.

Changes to reporting in STP

Before 1 July 2026

Employers need to report one or both of OTE and super liability for each eligible employee.

From 1 July 2026

It is mandatory to report each eligible employee's QE and super liability.

STP reports that don't include both amounts by 1 July 2027 will be rejected.

Why both QE and super liability are reported

QE replaces OTE as the base for calculating an employer's SG payments.

An employer may have additional obligations to pay super under an industrial instrument, such as an award or agreement. These amounts **may not** be QE but can continue to be reported as super liability in STP.

Examples

Example 1: allowance that is not OTE or QE

EmployerA Pty Ltd pays under an award that requires employees to be paid 38 ordinary hours and \$22.96 tool allowance per week. The award requires their super to only be paid on ordinary hour payments (not allowances).

The tool allowance is an expense allowance paid with the reasonable expectation that the amount will be fully expended by the employee in the course of providing their services.

The tool allowance is not ordinary time earnings (OTE) or qualifying earnings (QE).

In STP, EmployerA Pty Ltd:

- reports the total amount paid for the 38 ordinary hours per week as QE
- does not report the tool allowance as QE
- includes the total amount of super payable on the 38 ordinary hours at Superannuation Liability.

Example 2: superannuation on paid parental leave under an industrial instrument

EmployerB Pty Ltd has an enterprise agreement in which employees are entitled to 12 weeks paid parental leave paid by the employer. Their enterprise agreement also stipulates that superannuation is to be paid on all paid leave.

Paid parental leave is not ordinary time earnings (OTE) or qualifying earnings (QE).

EmployerB Pty Ltd still calculates and pays super on the paid parental leave amounts because they have the additional industrial obligation to do so.

In STP, EmployerB Pty Ltd:

- does not report the paid parental leave amount as qualifying earnings
- includes the total superannuation amount payable on the paid parental leave at Superannuation Liability.

Example 3: superannuation on overtime under an industrial instrument

EmployerC Pty Ltd pays under an agreement that has a clause requiring superannuation to be paid on all remuneration, including overtime.

Overtime is not ordinary time earnings (OTE) or qualifying earnings (QE).

EmployerC Pty Ltd still calculates and pays super on the overtime amounts because they have the additional industrial obligation to do so.

In STP, EmployerC Pty Ltd:

- does not report the overtime amounts as qualifying earnings
- includes the total superannuation amount payable on QE and overtime at Superannuation Liability.

Working out OTE and QE

Below is an example of the most common types of OTE and QE payments. You can see more details and information at [What payments are qualifying earnings.](#)

Payment	Salary and wages	OTE	QE (from
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**1 July
2026)**

Hours and loading

Ordinary hours of work 	Yes	Yes	Yes
Casual loading	Yes	Yes	Yes
Shift penalties  (including public holiday penalties)	Yes	Yes	Yes
Overtime  payments	Yes	No	No
Leave types			
Annual leave	Yes	Yes	Yes
Rostered days off – time taken and paid at ordinary rates	Yes	Yes	Yes
Sick, personal and carers leave 	Yes	Yes	Yes
Salary sacrifice			
Salary sacrificed to superannuation – amount that would otherwise be OTE if paid to the employee	Yes	Yes	Yes
Salary sacrificed to superannuation – amount that would not otherwise be OTE if paid to the employee (such as paid parental leave or overtime)	Yes	No	No
Commission			
Commission payments 	Yes	Yes	Yes

Commission solely for work performed entirely outside ordinary hours	Yes	No	Yes
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How to get ready to report QE

Your digital service provider will let you know when your software is ready to report QE. You can check with them to find out when their STP product will be updated.

Review your STP reporting. Make sure you're lodging on time, your pay codes and employee details are correct, and your contact details are up to date.


Visit [Payday Super](#) for details about QE and how to be ready.

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Payday Super checklist for employers

Use this checklist to get ready for Payday Super, which starts 1 July 2026.

Published 27 January 2026

This information is also available as a PDF - see [Payday Super checklist for employers \(PDF, 199KB\)](#) 


Paying super on payday

Payday Super starts on 1 July 2026. If you're an employer, Payday Super means you will need to make a super contribution for eligible employees for each payday.

You don't need to wait until 1 July to get ready – you can start now.

Use this checklist to get ready for Payday Super.

Now: Understand the new requirements

Check the changes. Payday Super starts 1 July. Understand what this means for your business by visiting ato.gov.au/paydaysuper or watching our [Payday Super video](#)  on the key changes.


February to March 2026: Plan and prepare

Plan your transition

Set a start date. You need to make a super contribution for eligible employees for each payday from 1 July.

Get advice if you need it. Talk to your tax professional if you're unsure about the best timing for your business to transition, or how you'll pay super going forward.

Prepare your business

Review cash flow. Update your business process so that you can pay super with each pay cycle. Our [Cash Flow Kit](#)  has tools and resources to help you successfully manage cash flow.

Review payroll governance and business processes:

- Check you have up-to-date super fund details for all eligible employees. Check this information is correct (such as member account numbers and unique superannuation identifiers) to prevent any errors.
- Review and correct error messages you receive from super funds. Any payments you currently make that receive a warning or information message now could be rejected after 1 July 2026, causing a late payment.

April to June 2026: Lock in your plans

Confirm when your software will be ready. Contact your digital service or payroll provider to find out.

- If you use a clearing house or super fund portal, check if they are ready and if you need to make any updates.

If you're still using the Small Business Superannuation Clearing House (SBSCH), transition now to an alternative provider – see the [SBSCH checklist](#).

Check payroll governance processes:

- Set up a process to quickly correct any errors with your super contributions so the super fund receives the contribution within 7 business days after payday.

Understand the new concept 'qualifying earnings' (QE):

- Read about how this applies to calculating your super guarantee (SG) payments at ato.gov.au/QE or on our [factsheet](#).

Pay your SG for the January to March quarter by 28 April 2026.

You must switch to Payday Super from 1 July.

July 2026: Payday Super starts

Payday Super is now law. Super guarantee charge (SGC) may apply if contributions are not made on time, in full and to the correct fund.

When paying super, you must:

- ensure all SG contributions are received by, and can be allocated by, your eligible employees' super funds within 7 business days after payday (unless longer applies)
- calculate super from qualifying earnings
- report qualifying earnings and super liability in your Single Touch Payroll (STP)-enabled software.

Make your final quarterly payment by 28 July 2026

- Remember you won't be able to use the SBSCH for any payments on or after 1 July 2026.
- There is no late payment offset available for this quarter.

Tips and resources

Avoid SGC by paying your eligible employees' super in full, on time and to the correct fund. For Payday Super, this means contributions need to be received by, and can be allocated by, the super funds within 7 business days after payday (unless longer applies). We recommend you pay super on payday as you need to allow time for payment processing and any corrections to be made.

Understand the ATO's [compliance approach](#) for 2026–27.

For more resources, including the guide to leaving the SBSCH, visit [Payday Super resources](#).


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How to transition from the Small Business Superannuation Clearing House

The Small Business Superannuation Clearing House (SBSCH) closes permanently on 1 July 2026.

Published 27 January 2026

You won't be able to log in to the SBSCH to submit instructions or view records after 11:59 pm AEST on 30 June 2026.

This information is also available as a PDF - see [How to transition from the Small Business Superannuation Clearing House checklist \(PDF, 771KB\)](#) 

What you need to do

Use this checklist to transition out of the SBSCH before it closes.

You should allow sufficient time to transition to an alternative provider and download your super records.


If you pay super quarterly, we recommend your super payment for the January–March quarter (due 28 April 2026) be the last payment you make through the SBSCH. After this payment, download your records and use an alternative option.

The April–June quarter payment (due 28 July 2026) cannot be made using the SBSCH after 30 June 2026.

You don't have to wait until 1 July to get ready– you can start now.

February to March 2026: Get ready

Choose an alternative provider to the SBSCH

- Check your existing payroll software - it may already have super payment functions.
- Check other payroll software or providers. See the [SuperStream Product Register](#) .
- Find a commercial clearing house or super fund that provides payment options. This might include your default super fund.

Get advice if you need it. Talk with your tax professional if you're unsure about the best timing for your business to transition, or how you'll pay super going forward.

April 2026: Make your final SBSCH payment

Plan to use the SBSCH for the last time for the January–March quarter super payments, which is due on 28 April.

May to June 2026: Prepare to use your alternative provider

Follow these steps only after making your final payment through the SBSCH.

Download each of your employee payment transaction records before 30 June 2026

1. Log in to the **SBSCH** via ATO online services.
2. Go to the **Payment Instruction** tab, then the **Historical** tab.
3. Select the relevant period to display the details of the **Payment** instructions for selected dates.
4. Select the **Print friendly version** button.
5. Save the files [safely and securely](#) for future reference or audit purposes.

Download each of your employees' details before 30 June 2026

1. Log in to the **SBSCH** via ATO online services.
2. Go to the **Employees** tab.
3. Filter for **All**, **Active** or **Inactive** employees.
4. Scroll to the bottom of the page and update the **Results per page** drop down to 100.
 - a. If you have more than 100 employee records you will need to repeat these steps. Use the Page navigation below the list of employees to view the next page of employees.
5. Select the **down arrow** beside each displayed employee record. Note that the employee's Unique Superannuation Identifier (USI) may display as "Not provided" even if you have done so. If you need the employee's USI you will need to speak with them.
6. Access printer options from your internet browser.
7. Select the appropriate option to **Print to a PDF file**.
8. Save the PDF file [safely and securely](#) for use when manually transferring employee super fund details into your chosen clearing house or payroll software.

Stop using the SBSCH and test your new payment method

- Conduct a test pay run for super payments before 30 June 2026 through your new payment method.
- Make sure you're ready to pay super each payday and know how to handle rejected contributions and error alerts.

There is no access to the SBSCH after 11:59 PM AEST on 30 June 2026. Your login will be disabled.

July 2026: Use your alternative provider to pay super

Use your alternative provider to pay outstanding super for the April to June quarter due 28 July 2026

- This is the last quarterly super payment. Any payments made after 28 July will be for Payday Super.

From 1 July 2026, you must pay your employees' super each payday instead of quarterly

- This applies to employee earnings from 1 July 2026.
- For more information see [Payday Super](#).
- See the [Payday Super checklist for employers](#).

QC 106090

Our commitment to you

We are committed to providing you with accurate, consistent and clear information to help you understand your rights and entitlements and meet your obligations.

If you follow our information and it turns out to be incorrect, or it is misleading and you make a mistake as a result, we will take that into account when determining what action, if any, we should take.

Some of the information on this website applies to a specific financial year. This is clearly marked. Make sure you have the information for the right year before making decisions based on that information.

If you feel that our information does not fully cover your circumstances, or you are unsure how it applies to you, contact us or seek professional advice.

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