Payroll & Systems
Your Payroll Is About to Get a Lot Busier – Here's How to Get Ready

When Payday Super kicks in on 1 July 2026, it won't just change when you pay super. It will change how much your payroll system has to do, how often it has to do it, and how little room there is for error.

For many small businesses, payroll has been relatively straightforward: process wages each pay cycle, then batch super contributions quarterly. Payday Super turns that into a continuous obligation — super must be calculated, submitted, and tracked with every single pay run.

The Scale of the Shift

Consider the numbers. If you currently pay super four times a year and you pay your staff fortnightly, you're about to go from 4 super submissions to 26. Pay weekly? That's 52.

Each of those submissions needs to be accurate, timely, and properly recorded. Industry analysis suggests this could represent a 60% increase in administrative overhead for the average small business. That's not an exaggeration — it's the reality of processing super at the same frequency as wages.

What Your Payroll System Needs to Do

Under Payday Super, your payroll system will need to handle several things seamlessly:

- Calculate super contributions for each employee on every pay run, based on "qualifying earnings" (the new term replacing ordinary time earnings).

- Submit contributions electronically through SuperStream with every pay cycle.

- Track payment status to confirm that funds have reached each employee's super fund within seven business days.

- Generate proof-of-payment records in case of an ATO audit or dispute.

If your current system can't do all of this automatically, you're at risk of manual errors, missed deadlines, and penalties.

The Danger of Manual Processes

If you're still managing super contributions through spreadsheets, manual uploads, or disconnected systems, Payday Super will expose those gaps quickly. Manual processes that worked fine for quarterly payments become unsustainable when they're required 26 or 52 times a year.

One missed step, one overlooked employee, one delayed upload — and you could be facing a Superannuation Guarantee Charge with interest and penalties. The margin for error shrinks dramatically under the new rules.

How to Prepare

- Audit your current payroll setup. Can it process and submit super with every pay run without manual intervention? If not, it's time to upgrade.

- Contact your payroll software provider. Most major providers (Xero, MYOB, QuickBooks, and others) are updating their systems for Payday Super. Find out what changes are coming and whether you need to activate new features.

- Automate wherever possible. The fewer manual steps in your super process, the lower your risk of errors and late payments.

- Test before July. Run a few pay cycles as if Payday Super is already in effect. Process and submit super with each pay run and see how your system handles it. Better to find problems now than after the deadline.

Get Ahead of the Curve

Payroll changes sound unglamorous, but getting this wrong will be expensive. The businesses that invest a little time now in checking and upgrading their systems will save themselves significant headaches later.

Not sure if your payroll system is ready? **Reach out to our team** and we'll help you assess your setup, identify any gaps, and make sure you're fully prepared before Payday Super begins.