



Payday Super:

How payroll providers can lead the way and grow their business

With Payday Super fast approaching, employers face the challenge of meeting strict new compliance rules. For payroll providers, this presents an opportunity – to provide their clients with a best-practice super payment solution.

Super payment brilliance™

beam.

Payday Super is not much more than a year away. If legislation goes through as expected, from 1 July 2026, employers will be required to pay their employees' super guarantee (SG) at the same time as their salaries and wages.

Many employers are going to have to change the way they process super payments. And a considerable number of them are going to be increasingly focused on finding efficient, streamlined ways to handle these new demands. So it's never been more important for payroll providers to offer a best-practice super payment solution.

Not only do businesses potentially face additional administrative burdens due to the need to make more frequent and prompt SG payments, but they're at greater risk of larger fines for non-compliance. The ATO is increasing scrutiny of SG compliance, and draft legislation for Payday Super, released in March 2025, outlined how new, potentially bigger penalties will be imposed for employers that fail to meet their Payday Super obligations.

Those obligations include the requirement to calculate an employee's SG amount based on "qualifying earnings", and to complete SG contributions within seven calendar days of an employee being paid.

"That doesn't mean sending it within seven days," says Beam founder Mathew Gilroy. "It means having it accepted by the super fund as a valid contribution within seven days. That's a really interesting mindset shift for employers."

Adding to this complexity is the planned retirement of the Small Business Superannuation Clearing House (SBSCH) through the ATO, on which many businesses have relied to pay their employees' super.

In addition, super funds will only have three business days, rather than 20, to evaluate payments and either allocate them or return them.

"That's a key shift," Gilroy says. "What that means for payroll and software providers is the quality of upfront data you have for your contribution needs to be far higher than it is today."

Payday Super: in brief



Once legislated, from 1 July 2026, employers must pay SG contributions at the same time as wages.



Employers will be liable for the super guarantee charge (SGC) unless SG contributions are accepted by their employees' superannuation funds within seven calendar days of payday.



Payday is the date that an employer makes a qualifying earnings (QE) payment to an employee.



If employers fail to pay contributions in full and on time, they are liable for the updated SGC, which may consist of elements including the SG shortfall, interest, and an "administrative uplift" charge.



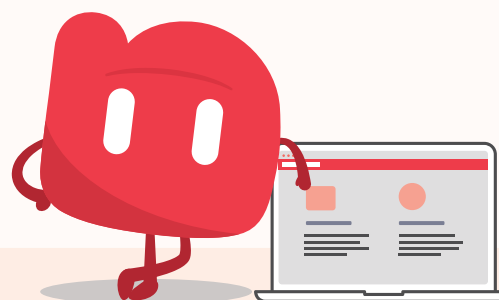
The deadline for super funds to allocate or return contributions will be reduced to three business days, down from 20.



The ATO is stepping up compliance – your customers can expect tighter rules and stronger enforcement.



The ATO's Small Business Superannuation Clearing House will close from 1 July 2026.



Opportunity knocks for software providers

Payday Super is more than a compliance challenge facing employers. It's an opportunity. Progressive and astute payroll providers will see this as a chance to provide employers with a best-practice super payment solution that will make it simple to pay super, meet obligations and be compliant.

Providers can't afford to lag behind on this issue. They'll need to demonstrate leadership, by guiding and supporting employers through the transition and beyond, as employers seek the ongoing benefits of more efficient super payment processing.

Payroll providers that can offer a future-proof and best-practice super payment solution may have a competitive advantage and find it easier to attract and retain customers in an ever-changing super legislation environment, which may help to increase providers' revenue and profitability. Those payroll providers that don't offer the right super payment tech risk falling behind.

Attempting to manage the challenges of Payday Super with manual systems that sit outside payroll just won't work, Gilroy says. The administrative burden will be too great, and the need for speed and accuracy won't be met.

"The outcome of Payday Super is that super has to become a native part of payroll software," he says. "It can't be a separate-step process or a website. The future of super is that it's embedded in payroll."

The good news for payroll providers seeking an embedded super payments solution is that one is already available, in the form of Beam, which can be fully and easily integrated into payroll software and makes the payment of SG fast, effortless and accurate.

The advantages for payroll providers

By offering employers a best-practice super payments solution, payroll providers may:



Gain a competitive advantage



Attract new customers



Improve retention of existing customers



Increase revenue to drive profits

Designed to make super payments simple, Beam wasn't specifically created for Payday Super, but it may as well have been; it delivers the solution employers need to be Payday Super ready.

"We could process super contributions daily tomorrow," Gilroy says. "We've got the tech to do this."



Employers under pressure

Widespread concerns have been raised about the potential impact of Payday Super on employers. Moving from quarterly to weekly pay cycles will be “an overwhelming ask, particularly for small businesses already struggling with tight margins”, says the Council of Small Business Organisations of Australia (COSBOA). Bodies including the Institute of Certified Bookkeepers (ICB) have argued that the start date is unachievable.

Soonah Walkom is the head of bookkeeping at We Love Bookkeeping, a Gold Coast-based business that offers financial management services, including payroll.

She says employers need to be aware of their obligations. “It’s really important for business owners, especially directors, to educate themselves on what their liabilities are. The ATO is going to be savage on handing out and delivering fines for unpaid super.”

Walkom has seen first-hand the benefit of having an integrated super payment tool. She manages payroll for her clients using the Employment Hero platform, into which Beam is integrated.

Prior to this, Walkom processed super using the SBSCH through the ATO. “It would actually take some time, whereas now I’ve consolidated it,” she says.

“It doesn’t just help with compliance, it’s the efficiencies and accuracies that we get from all of our payrolls being done from one program.

“We used to pay super quarterly, and it would take me anywhere from three to four days for the client base that we had. Now we encourage most of our clients to do monthly super, and it takes me anywhere from three to six hours. It’s not a burden anymore.”

The last thing Mick Menzies, a franchise owner at Bakers Delight in Ararat, Victoria, wants to tackle in his business is more admin. He’s got enough on his plate already.

“Any time a small business is thrown another administrative thing to do, you generally put a barrier up and don’t want to participate,” he says.

However, unlike some business owners, he is confident that he can start paying his 15 employees more frequently under Payday Super without a problem, as he uses Microkeeper payroll software, which has Beam embedded.

Having a simplified system makes life easier, Mick says. “I’m good at baking bread. I’m not good at paying super and managing all of the compliance. So I rely on somebody else, and I’m happy to pay for it. If technology can provide you with a smooth process, that’s what you want.”



Best-practice super in the era of Payday Super

Adopting best-practice super payment solutions is likely to be a priority for employers as Payday Super approaches and brings with it the prospect of having to make more super payments, more frequently – and bigger fines for non-compliance.

In the new era of Payday Super, Gilroy has a clear idea of what best practice looks like.

“Irrespective of the size of their organisation, employers will have a vehicle that accrues qualifying earnings for superannuation payments and it goes straight to an embedded clearing house,” he says.

“This best-practice super payment platform validates data upfront, transmits the contributions as fast as possible through gateways to funds, and gives super funds the best-quality information so they can allocate contributions to members.

“If there’s an issue, employers get a notification, a refund if necessary and without delay, they can quickly resolve it and send it off again. This is payroll to fund as fast as possible, using tech.”

Beam already offers all this, with its supertech system integrated directly into payroll software, meaning employers can easily pay super at the same time as wages all on the same platform.

It can offer significant efficiency and productivity gains now, reducing the amount of time spent on processing super and freeing up staff to focus their attention on other areas of the business. And when Payday Super is introduced, and the number of super payments ramps up while timelines shorten, those efficiency gains will be all the more valuable.

There’s no limit to how many employees, super providers or transactions Beam can handle, or how often. Beam also validates data upfront, flags errors, and can hold up erroneous payments while still processing the rest of the batch. This can make it easier for employers to meet the strict compliance demands of Payday Super, avoiding penalties while also achieving beneficial business efficiencies.



The benefits of Beam

With Payday Super approaching, Beam super payments tech solution offers the following benefits for software providers:



It saves time

With super and payroll all in one place, making payments is quick and easy, reducing the amount of time staff spend on super admin, even when the number and frequency of payments increase.



It's accurate

Not having to leave payroll software means less chance of errors caused by importing and exporting data, and can lessen the chance of attracting fines for non-compliance.



It's quick and keeps you updated

Payment and data are transferred to super funds quickly. Essential when speed is of the essence under Payday Super. Plus, from missing payments to underpayments and refunds, Beam keeps employers informed at every stage with portal notifications and alerts.



It flags errors

Beam will tell you straight away if errors have occurred before payment. And it can continue processing the rest of the batch – avoiding hold-ups that could attract Payday Super fines.



It's free for payroll providers

Beam does not charge payroll providers for software, set-up, transactions per user, or upgrades. Providers can offer a best-practice solution for Payday Super and increase profitability, too.



It can give you a competitive advantage

By offering Beam's super payments solution for Payday Super – and beyond – payroll providers may be able to better attract and retain customers and increase revenue and profits.



It's supportive

Beam offers comprehensive training and customised support for partners and their support teams, which could be priceless in the transition to Payday Super.



It's easy to team up

Beam is easily integrated into software. Contact Beam so you can supercharge your payroll software well ahead of the new Payday Super legislation.



It's ready for Payday Super now

There's no limit to how many employees, super funds or payments Beam can handle. It could manage daily payments tomorrow, helping employers stay compliant and avoid penalties.

An opportunity that's easy to grasp

The looming introduction of Payday Super is a tipping point for payroll software providers who have the opportunity to offer employers a ready-made solution that makes the complex simple and reduces the risk of non-compliance.

As the deadline approaches, employers will start to demand it, Gilroy says. And any providers that don't offer an integrated super payments solution may fall behind.

"I believe it's a reputational risk and could lead to loss of market share," Gilroy says. "I think employers will just expect it, and if they don't get it, well, they'll go and get another tool."

For providers who want to integrate Beam into their software, the process is simple.

"It's incredibly easy to work with us and pick this up, and that would effectively make them Payday Super ready," Gilroy says. "It's a plug-in technology, so it can easily fit your workflow via our cloud-based APIs."

The Beam super payments solution operates on a low-cost model, with no software costs, no set-up costs, and no transaction costs per user. There are no ongoing costs, including for upgrades, all of which can help software partners attract and retain customers, without needing to spend more.

Beam also offers extensive support and customised training, meaning software providers and employers can be confident they'll have all the help they need before, during and after the transition to Payday Super; Beam is perfectly positioned to evolve and adapt to any future super legislation, as speed, accuracy and automation become increasingly important.

While some payroll providers may have concerns around being Payday Super ready, those who are already on board with Beam are confident they're in great shape.

"None of our existing partners are asking us how they're going to comply with Payday Super because they've already got the solution that's going to help them and their customers comply," Gilroy says.

"They're not just well positioned; they've got a market advantage over competitors that just grows exponentially from here to 1 July 2026."



They're not just well positioned; they've got a market advantage over competitors that just grows exponentially from here to 1 July 2026.



Ready now: what payroll partners think



Joel Davis
Director of Microkeeper

Joel Davis is the founding director of Microkeeper, a cloud-based employee management and payroll solution provider that has about 1000 clients Australia-wide, from small businesses to enterprises with thousands of employees.

Microkeeper has had Beam integrated within its software for about a year, after switching from an alternative super solution. When it comes to feedback from their employer clients, Davis says the silence is golden.

"No news is good news," he says. "There's been such little feedback because everything works so well. Our support staff aren't dealing with as many enquiries; I'd say there's been between a 30-40% reduction in tickets."

Beam also makes life easier for Microkeeper's sales team, Davis says. "Having something that's embedded into the software is a huge sell. It doesn't take up a huge chunk of the sales pitch, because it's just so quick and so easy to get through. In an hour demo, it might only take up five minutes. People always say, 'Wow! Is that it? Is that all you have to do to process super?'"

Thanks to Beam, Microkeeper has no worries about Payday Super, Davis says. "From our perspective, we're already ready."



Anthony Bagas
Head of partnerships,
The Access Group

Anthony Bagas is the head of partnerships at The Access Group, a global provider of business management software. Access first embedded Beam in 2018, when it was launched into its cloud native payroll product, Access Definitiv, replacing a previously time-consuming, non-integrated clearing house solution. Currently, Access is in the process of integrating Beam into its flagship product Access MicroPay Evo, one of Australia's most trusted payroll solutions, with a legacy spanning over 35 years.

"With Payday Super coming in, the pressure on employers will only increase, and the common issues businesses face when managing super will become even more pronounced," Bagas says.

"But because Beam is integrated into our products, there's no need to export or import data – everything happens within the system. There are no file exchanges, which significantly improves data accuracy.

"This kind of integrated approach really makes the payroll process smarter."



**Be the solution
employers need.**
Get Payday Super
ready with Beam.

beamconnect.com.au

beam.

Disclaimer

The opinions and comments shared by people in this material are theirs alone, and they're not necessarily shared by Precision. It uses information that's accurate at the time of publishing. This is general information. It's not based on the specific objectives, financial situation or needs of your business. So think about those things and read the Product Disclosure Statement before you make any decision about our products. Contact us or any payroll provider connected with Beam for a Product Disclosure Statement (PDS). Precision Administration Services Pty Ltd (Precision) (ABN 47 098 977 667, AFSL 246 604) issues Beam. Precision is wholly owned by Australian Retirement Trust Pty Ltd (the Trustee) (ABN 88 010 720 840, AFSL 228 975), trustee of Australian Retirement Trust ('the Fund' or 'ART') (ABN 60 905 115 063).