

An hourglass with yellow sand sits on a spiral-bound calendar. The calendar shows the month of March with dates 2, 9, and 16 visible. The background is a soft, out-of-focus light brown.

Payday super checklist for employers: Steps to stay compliant

From 1 July 2026, employers must pay their employees' superannuation guarantee (SG) contributions at the same time as salary or wages. This new system is known as payday super.

About this newsletter

Please accept this latest newsletter with our compliments. We hope you and your colleagues will find the topics interesting and thought provoking. If you would like to discuss how your circumstances may be affected, please contact Belinda Burgess in our office. Email burgess@butlersettineri.com.au

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Currently, most employers pay super on a quarterly basis. From July 2026, super will instead need to be paid each pay cycle.

The ATO has released a checklist to help employers prepare for this change. Below is a straightforward guide outlining what small businesses should be doing now to get ready.

If you're an employee, this article explains what your employer will need to do on your behalf from 1 July 2026. The aim of these changes is to ensure super is paid more frequently and reaches your super fund sooner.

continued overleaf →

Payday super checklist for employers ... cont

NOW: UNDERSTAND THE NEW REQUIREMENTS

- From 1 July 2026, SG contributions must be paid on every payday
- SG contributions must generally reach employees' super funds within 7 business days after payday
- Super will be calculated using a new concept called "qualifying earnings", so it is important to understand what this covers. In simple terms, qualifying earnings include an employee's ordinary time earnings (OTE) – that is, payments for ordinary hours of work, as well as certain types of paid leave, allowances, bonuses and lump sum payments. Qualifying earnings also include commissions, salary sacrificed amounts to super, and payments made to workers captured under the expanded definition of employee, such as independent contractors who are paid mainly for their labour
- Employers will need to report OTE/qualifying earnings and superannuation liabilities via single touch payroll (STP) software

FEBRUARY TO MARCH 2026: PLAN AND PREPARE

- Decide how your business will move from quarterly payments to payday payments
- Speak to us as your trusted accountant or payroll provider if unsure about how to transition to payday super
- Review how paying super more often will affect your cash flow and update your cash-flow forecasting and budgeting processes accordingly (we can help with this)
- Make sure all employee super fund details are correct and confirm member account numbers and unique superannuation identifiers are up to date to prevent any errors
- Fix any warning messages you receive from your employees' super funds as incorrect details may cause payments to be rejected after 1 July 2026 causing a late payment



APRIL TO JUNE 2026: LOCK IN YOUR PLANS

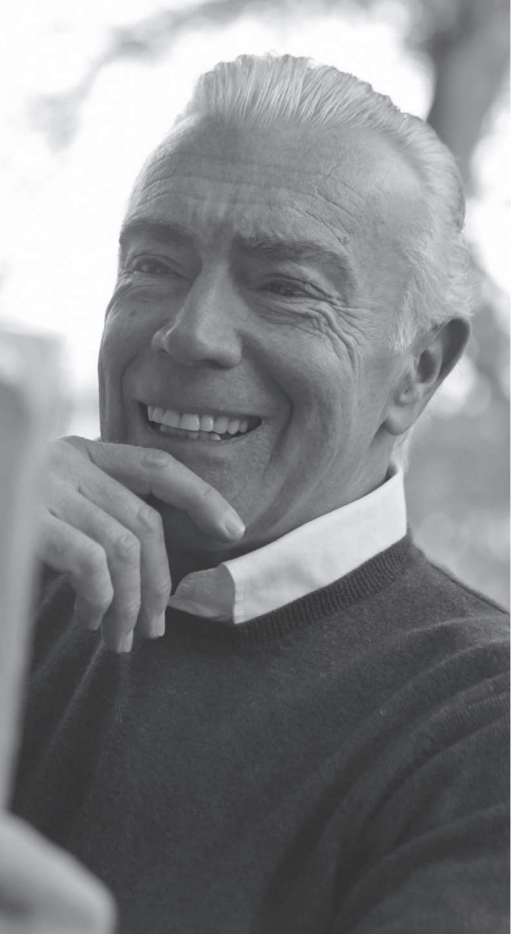
- Confirm your payroll software will be ready for payday super
- If using a clearing house, check it can support payday super and whether updates are required
- If currently using the ATO Small Business Superannuation Clearing House (SBSCH), transition to an alternative clearing house provider before 1 July 2026, as the SBSCH will cease operating from that date
- Download and retain all SBSCH transaction history before 1 July 2026. Once the service permanently closes, records will no longer be accessible. These records may be required in the future to respond to ATO reviews, audits or employee enquiries
- Put a process in place to quickly fix any SG contributions payment errors
- Allow enough time for SG contributions to clear so the super fund receives the contribution within 7 business days after payday
- Keep clear records of all super payments
- Pay SG contributions for the January – March 2026 quarter by 28 April 2026

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This information has been prepared without taking into account your objectives, financial situation or needs. Because of this, you should, before acting on this information, consider its appropriateness, having regard to your objectives, financial situation or needs.

Commonwealth Seniors Health Card: What's changing from 20 March 2026

The Commonwealth Seniors Health Card (CSHC) can be valuable for many self-funded retirees, helping reduce out-of-pocket health costs (for example, cheaper PBS medicines and other concessions). But it's income tested, and an upcoming rise in deeming rates may affect some people's eligibility.



CSHC income cut-off thresholds

To qualify, you must meet the CSHC income test – there is no assets test. Centrelink assesses your (and your partner's) adjusted taxable income and this may also include deemed income from any account-based pensions (ABPs) you have.

The current CSHC income limits are:

- \$101,105 p.a. if you're single
- \$161,768 p.a. for couples (combined)
- \$202,210 p.a. for couples separated by illness/ respite care/prison.

What are deeming rates?

Deeming is the Government's method of assuming a set rate of return on financial assets, rather than using your actual earnings. It's designed to keep the rules simple and treat people consistently, regardless of how their money is invested.

Deeming commonly applies to assets such as:

- bank accounts and term deposits
- shares and managed funds.

For CSHC purposes, deeming is relevant if you have an ABP as these products are generally deemed and counted under the income test.

Deeming rates are increasing from 20 March 2026

The Government is increasing the deeming rates. From 20 March 2026, the new deeming rates will be:

- 1.25% (lower rate) for financial assets up to \$64,200 (singles) and \$106,200 (couples combined)
- 3.25% (upper rate) for financial assets above those thresholds.

continued overleaf ➡

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Commonwealth Seniors Health Card ... cont



How this could affect your CSHC


If you're close to the CSHC income limit, higher deeming rates can increase your assessed income even if your actual investment earnings don't change. That may mean you:

- lose eligibility for the CSHC, or
- don't qualify when you otherwise expected to.

This risk is greatest for self-funded retirees who have significant taxable income in addition to their ABP where deeming applies.

What to do next

If you're near the thresholds, it's worth reviewing your adjusted taxable income plus any deemed income using the new deeming rates.

If you're unsure how this impacts you, consider seeking advice. A quick calculation can often show whether you're comfortably under the limit or sitting in the "at risk" zone as the new rates begin. 


Payday super checklist for employers ... cont

1 JULY 2026: PAYDAY SUPER STARTS

From 1 July 2026, payday super takes effect. To meet the new requirements, employers must:

- Pay SG contributions in full, on time and to the correct super fund. Failure to do so may result in penalties, including the superannuation guarantee charge (SGC), which can exceed the original super amount owed
- Ensure SG contributions are received by and allocated to employees' super funds within 7 business days of each payday
- Calculate SG contributions based on qualifying earnings
- Report qualifying earnings and SG liabilities via STP-enabled software
- Pay the final quarterly SG contribution for the April – June 2026 quarter by 28 July 2026
- Note that the SBSCH cannot be used for any payments made on or after 1 July 2026, and no late payment offset will apply for that final quarter.

 **FINAL REMINDER**

Start preparing early by checking that payroll software is ready, reviewing cash flow and confirming employee super details are correct. Payday super is a significant change, but with proper planning the transition can be smooth. If you are uncertain about how the new rules will affect your cash flow or payroll processes, please contact us – we are here to help ensure everything is in place before the July 2026 start date. 

FBT Checklist 2025-26

CAR PARKING FRINGE BENEFITS			
	Y	N	
<p>» Does a car parking fringe benefit arise?</p> <p>A car parking fringe benefit arises in relation to a particular day where all of the following conditions are present on that day:</p> <ul style="list-style-type: none"> the car is parked on business premises or associated premises of the provider a commercial parking station is located within a 1km radius of the premises at which the car is parked the lowest fee charged by the operator of any such commercial parking station located within a 1km radius for all-day parking on the first "business day" of the FBT year is more than the "car parking threshold" (\$11.03 for the 2025-26 FBT year). the car is parked on the premises for more than four hours (cumulative) between 7.00am and 7.00pm on that day 	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> the car is used for travel between home and work at least once on that day the provision of the parking facility is in respect of the employment of the employee the car is owned by, leased to, or otherwise under the control of the employee, and the employee has a primary place of employment on that day and the parking is at or in the vicinity of that primary place of employment. <p>Small businesses (gross turnover less than \$10 million or aggregated turnover less than \$50 million) are exempt from car parking FBT unless employees are using a commercial car parking station.</p>
LOAN FRINGE BENEFITS			
	Y	N	Y N
<p>» Does a loan fringe benefit arise...</p> <ul style="list-style-type: none"> Has a loan been made by an employer (or associate) to an employee (or their associate)? <input type="checkbox"/> <input type="checkbox"/> Was the loan provided in respect of the employment of the employee? <input type="checkbox"/> <input type="checkbox"/> Do you know the date the loan was made? <input type="checkbox"/> <input type="checkbox"/> Do you know the amount of the loan? <input type="checkbox"/> <input type="checkbox"/> Do you know the purpose of the loan? <input type="checkbox"/> <input type="checkbox"/> Has interest been charged on the loan that is at a rate lower than the benchmark interest rate of 8.62% (2025-26)? <input type="checkbox"/> <input type="checkbox"/> 			<p>The loan is not a fringe benefit where it is either:</p> <ul style="list-style-type: none"> compliant with s109N ITAA 1936 for Division 7A purposes, or treated as a deemed dividend under s109D ITAA 1936 for Division 7A purposes. <p>Exemptions</p> <p>» Is the minor benefits exemption under s58P FBT Act applicable? <input type="checkbox"/> <input type="checkbox"/></p> <p>» Did the loan constitute an advance of money by the employer to the employee to meet employment-related expenditure which will be incurred within six months? <input type="checkbox"/> <input type="checkbox"/></p> <p>If yes, an exemption is available.</p>
DEBT WAIVER FRINGE BENEFITS			
	Y	N	Y N
<p>» Has an employer (or their associate) released the employee (or their associate) from repaying an outstanding debt?</p> <p>A debt waiver fringe benefit arises.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Section 109F ITAA 1936 may operate to treat a forgiven debt as a deemed dividend in the hands of a current or former shareholder (or associate) of a private company even if they are also an employee of the company (see s109ZB(2) ITAA 1936).</p> <p>» Does the debt waiver constitute the forgiveness of a genuine bad debt? <input type="checkbox"/> <input type="checkbox"/></p> <p>If so, the debt waiver is exempt from FBT.</p>
<p>» Does the debt forgiveness give rise to a deemed dividend under Division 7A ITAA 1936?</p> <p>If so, the debt waiver does not constitute a fringe benefit.</p>	<input type="checkbox"/>	<input type="checkbox"/>	

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FBT Checklist 2025-26

EXPENSE PAYMENT FRINGE BENEFITS			
	Y	N	
» Does an expense payment fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	device (including mobile phones, laptops and tablet pcs), briefcase, tool of trade or an item of computer software, or protective clothing. Specific conditions apply to the provision of portable electronic devices. Employers who are eligible small businesses (ie, aggregated annual turnover of less than \$50 million) can provide multiple work-related portable electronic devices (such as laptops and tablets) in certain circumstances.
» Did an employer (or their associate) pay or reimburse an employee (or their associate) for any expenses incurred by the employee (or their associate)?	<input type="checkbox"/>	<input type="checkbox"/>	
» Was the payment or reimbursement for an item that was used solely for an income-generating purpose?	<input type="checkbox"/>	<input type="checkbox"/>	
If yes, a fringe benefit does not arise. Employee to complete <i>Expense payment fringe benefit declaration</i> .			
» Was the expenditure reimbursement by the employer to the employee on a cents-per-kilometer basis?	<input type="checkbox"/>	<input type="checkbox"/>	» Is an exemption available for the reimbursement of the following: <ul style="list-style-type: none"> ▪ membership fees and subscriptions to: <ul style="list-style-type: none"> ▪ a trade or professional journal <input type="checkbox"/> <input type="checkbox"/> ▪ use a corporate credit card, or <input type="checkbox"/> <input type="checkbox"/> ▪ an airport lounge membership <input type="checkbox"/> <input type="checkbox"/> ▪ newspapers and periodicals to employees for business purposes, and <input type="checkbox"/> <input type="checkbox"/> ▪ expenses relating to emergency assistance such as: <ul style="list-style-type: none"> ▪ first aid or other emergency health care <input type="checkbox"/> <input type="checkbox"/> ▪ emergency meals, food supplies, clothing, accommodation, transport or use of household goods <input type="checkbox"/> <input type="checkbox"/> ▪ temporary repairs, and <input type="checkbox"/> <input type="checkbox"/> ▪ any similar matter. <input type="checkbox"/> <input type="checkbox"/>
If yes, the payment is FBT-exempt. Note that the employee will be assessed on this reimbursement. Exemptions			
» Is the minor benefits exemption under s58P FBT Act applicable?	<input type="checkbox"/>	<input type="checkbox"/>	
» Is an exemption available for a work-related item which is used primarily in the employee's employment?	<input type="checkbox"/>	<input type="checkbox"/>	
These work-related items include a portable electronic			

BOARD FRINGE BENEFITS			
	Y	N	
» Does a board fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	▪ the following conditions are satisfied: <ul style="list-style-type: none"> ▪ the employee's duties consist principally of duties to be performed in, or in connection with, an eligible dining facility of the employer or a facility for the provision of accommodation, recreation or travel which includes the dining facility <input type="checkbox"/> <input type="checkbox"/> ▪ the meal is cooked or prepared in the cooking facility of the dining facility, and <input type="checkbox"/> <input type="checkbox"/> ▪ the meal is provided to the recipient in the dining facility <input type="checkbox"/> <input type="checkbox"/>
» Was a meal provided to an employee (or their associate) where the following conditions are satisfied:			
▪ there is an entitlement under an industrial award or employment arrangement to be provided with residential accommodation and at least two meals per day	<input type="checkbox"/>	<input type="checkbox"/>	▪ the facility in which the meal is cooked or prepared is not used wholly or principally for cooking or meal preparation for the employee or their associates, and <input type="checkbox"/> <input type="checkbox"/>
▪ the meal is supplied by either:			
▪ where the employer is not a company – the employer, or	<input type="checkbox"/>	<input type="checkbox"/>	▪ the meal is not provided at a social function (eg, party or reception). <input type="checkbox"/> <input type="checkbox"/>
▪ where the employer is a company – the employer or a related company	<input type="checkbox"/>	<input type="checkbox"/>	
▪ either of the following applies:			
▪ the meal is cooked or prepared on the premises of the employer (or related company) and is provided to the recipient on employer's premises (other than a public dining facility), or	<input type="checkbox"/>	<input type="checkbox"/>	

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FBT Checklist 2025-26

LIVING-AWAY-FROM-HOME ALLOWANCE (LAFHA)

	Y	N		Y	N
» Does a LAFHA benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	» Alternatively, has a declaration for employee-related expenses been obtained?	<input type="checkbox"/>	<input type="checkbox"/>
» Was an employee paid an allowance by an employer as compensation for additional expenses because the employee was required to live away from his or her usual place of residence located in Australia to perform employment duties during the FBT year?	<input type="checkbox"/>	<input type="checkbox"/>	If a declaration is made, the record must be maintained for five years from its making.		
If yes: The LAFHA rules may apply.			<i>Relocation costs</i>		
<i>Declarations and substantiation</i>			» Were any of the following expenses incurred in relation to the employee relocating from their usual place of residence to perform employment-related duties:		
» Have the relevant LAFHA declarations been sought from employees in receipt of allowances or benefits before the lodgment day of the FBT return?	<input type="checkbox"/>	<input type="checkbox"/>	• engagement of a relocation consultant	<input type="checkbox"/>	<input type="checkbox"/>
The ATO has released on its website pro-forma LAFHA declarations. The declarations include employees who fly-in, fly-out or drive-in or drive-out, employee-related expenses, and employees who maintain a home in Australia.			• removal and storage of household effects	<input type="checkbox"/>	<input type="checkbox"/>
» Has documentary evidence been obtained from employee to substantiate accommodation and food expenses (if reasonable amounts determined by the ATO are not being used)?	<input type="checkbox"/>	<input type="checkbox"/>	• sale or acquisition of a dwelling	<input type="checkbox"/>	<input type="checkbox"/>
			• connection or reconnection of certain utilities (eg. water, electricity), or	<input type="checkbox"/>	<input type="checkbox"/>
			• transport of the employee (and family members) and any meals and accommodation en-route to the new location?	<input type="checkbox"/>	<input type="checkbox"/>
			The provision of such benefits either as an expense payment, property or residual fringe benefit is typically exempt from FBT.		

MEAL ENTERTAINMENT FRINGE BENEFITS

	Y	N		Y	N
» Does a meal entertainment fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	• Does the register include details of the date, cost, location and persons in relation to the meal entertainment?	<input type="checkbox"/>	<input type="checkbox"/>
» Has entertainment been provided to an employee (or their associate) by way of food or drink, accommodation or travel in connection with the provision of food or drink or recreation?	<input type="checkbox"/>	<input type="checkbox"/>	See TR 97/17 for guidance on the various circumstances where food and drink is provided and the applicable FBT and income tax treatment.		
<i>Calculation of taxable value</i>			» Where the actual method is used:		
» Has an election been made to use either the 50/50 split method or the 12 week register method?	<input type="checkbox"/>	<input type="checkbox"/>	• Has the food or drink been consumed by current employees on the employer's business premises on a working day?	<input type="checkbox"/>	<input type="checkbox"/>
» If no election is made, the benefit is typically treated as either a property, expense payment or residual fringe benefit and the taxable value calculated based on the rules for those types of benefits (i.e. under the actual method).			If so, apply the s41 FBT Act exemption relating to property benefits.		
• 50/50 split method – has all expenditure in respect of all persons been included?	<input type="checkbox"/>	<input type="checkbox"/>	• Is the minor benefits exemption pursuant to s58P FBT Act applicable?	<input type="checkbox"/>	<input type="checkbox"/>
• 12-week register method:			<i>Reduction in taxable value</i>		
• Has all expenditure in respect of all persons been included?	<input type="checkbox"/>	<input type="checkbox"/>	» Did the employee contribute towards the provision of the benefit?		
			If so, reduce the taxable value by the amount of the employee's contribution.		

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FBT Checklist 2025-26

HOUSING FRINGE BENEFITS			
	Y	N	
» Does a housing fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	An exemption will arise where the benefit constitutes remote area housing. Reduction in taxable value » Did the employee contribute towards the provision of the benefit?
» Has an employer (or their associate) provided an employee (or their associate) with a right to occupy a “unit of accommodation” as the usual place of residence of the employee (or their associate)?	<input type="checkbox"/>	<input type="checkbox"/>	
A housing fringe benefit will arise except where an exemption applies.			Reduce the taxable value by the amount of the employee’s contribution.

ENTERTAINMENT LEASING FACILITY EXPENSES			
	Y	N	
» Did an entertainment leasing facility expense fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	Expenses, or parts of expenses, that are not entertainment facility leasing expenses for these purposes are: <ul style="list-style-type: none"> ▪ expenses attributable to providing food or beverages, and ▪ expenses attributable to advertising that would be an allowable income tax deduction.
» Has entertainment been provided to an employee (or their associate) by way of the employer incurring “entertainment leasing facility expenses”?	<input type="checkbox"/>	<input type="checkbox"/>	
This includes the hire or leasing of a corporate box, boats or planes or “other premises or facilities” for providing entertainment.			

TAX-EXEMPT BODY ENTERTAINMENT FRINGE BENEFITS			
	Y	N	
» Does a tax-exempt body entertainment fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	Calculation of taxable value Equal to the expenditure incurred in the provision of the entertainment. Reduction in taxable value » Did the employee contribute towards the provision of the benefit?
» Has entertainment been provided to an employee by a tax-exempt body (an organisation that is wholly or partially exempt from tax)?	<input type="checkbox"/>	<input type="checkbox"/>	
A charity must be endorsed in order to be income tax-exempt. Where this is the case, a separate category of fringe benefit arises (referred to as a “tax-exempt body entertainment fringe benefit”). It is only non-deductible entertainment that falls within this category of benefit (eg, a meal at a party). Refer to TR 97/17 for further guidance. A tax-exempt body is an entity which is either: <ul style="list-style-type: none"> ▪ wholly exempt from income tax (eg, a club that earns income from members only), or ▪ partially exempt from income tax (eg, a club that earns income from both members and non-members). 			Reduce the taxable value by the amount of the employee’s contribution.
			Exemption » Is the minor benefits exemption under s58P FBT Act applicable?

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FBT Checklist 2025-26

PROPERTY FRINGE BENEFITS			
	Y	N	
» Does a property fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	» Is an exemption available for the provision of:
» Was any property provided in respect of an employee's employment?	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> ▪ membership fees and subscriptions to: <ul style="list-style-type: none"> ▪ a trade or professional journal ▪ use of a corporate credit card, or <input type="checkbox"/> <input type="checkbox"/> ▪ an airport lounge membership <input type="checkbox"/> <input type="checkbox"/> ▪ newspapers and periodicals to employees for business purposes, or <input type="checkbox"/> <input type="checkbox"/> ▪ expenses relating to emergency assistance such as: <ul style="list-style-type: none"> ▪ first aid or other emergency health care <input type="checkbox"/> <input type="checkbox"/> ▪ emergency meals, food supplies, clothing, accommodation, transport or use of household goods ▪ temporary repairs, and <input type="checkbox"/> <input type="checkbox"/> ▪ any similar matter? <input type="checkbox"/> <input type="checkbox"/>
Property includes both tangible and intangible property eg. goods, shares and real property.			
Exemption			
» Is the minor benefits exemption under s58P FBT Act applicable?	<input type="checkbox"/>	<input type="checkbox"/>	
» Is an exemption available for a work-related item which is used primarily in the employee's employment?	<input type="checkbox"/>	<input type="checkbox"/>	
i.e. a portable electronic device (including mobile phones, laptops and tablet pcs), briefcase, tool of trade or an item of computer software, or protective clothing.			

RESIDUAL FRINGE BENEFITS			
	Y	N	
» Does a residual fringe benefit arise?	<input type="checkbox"/>	<input type="checkbox"/>	» Is an exemption available for a work-related item which is used primarily in the employee's employment?
» Has a fringe benefit been provided by an employer to an employee which does not fall within any other specific fringe benefit category in the FBT Act?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>
Property includes both tangible and intangible property eg. goods, shares and real property.			i.e. a portable electronic device (including mobile phones, laptops, tablet, PC), briefcase, tool of trade or an item of computer software, or protective clothing.
Exemption			Employers who are eligible small businesses (ie, aggregated annual turnover of less than \$50 million), can provide multiple work-related portable electronic devices.
» Is the minor benefits exemption under s58P FBT Act applicable?	<input type="checkbox"/>	<input type="checkbox"/>	

FBT REBATE			
	Y	N	
» Are you a rebatable employer?	<input type="checkbox"/>	<input type="checkbox"/>	» Are you a rebatable employer?
Certain non-government, non-profit organisations are eligible for the FBT rebate. These include:			<ul style="list-style-type: none"> ▪ organisations established to promote the development of information and communications technology resources, and ▪ organisations established to promote the development of agricultural (etc), fishing, manufacturing or industrial resources.
<ul style="list-style-type: none"> ▪ certain religious, educational, charitable, scientific or public educational institutions ▪ trade unions and employer associations ▪ organisations established to encourage music, art, literature, science, a game, a sport or animal races ▪ organisations established for community service purposes ▪ organisations established to promote the development of aviation or tourism 			<p>Endorsement for FBT rebatable status is required from the ATO for charities.</p> <p>Reduce FBT liability by a rebate equal to 47% of the gross liability subject to a capping threshold. The capping threshold is \$30,000 per employee per FBT year.</p> <p>The full capping threshold applies for the FBT year even if the employee was not employed by the organisation for the full year.</p>

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