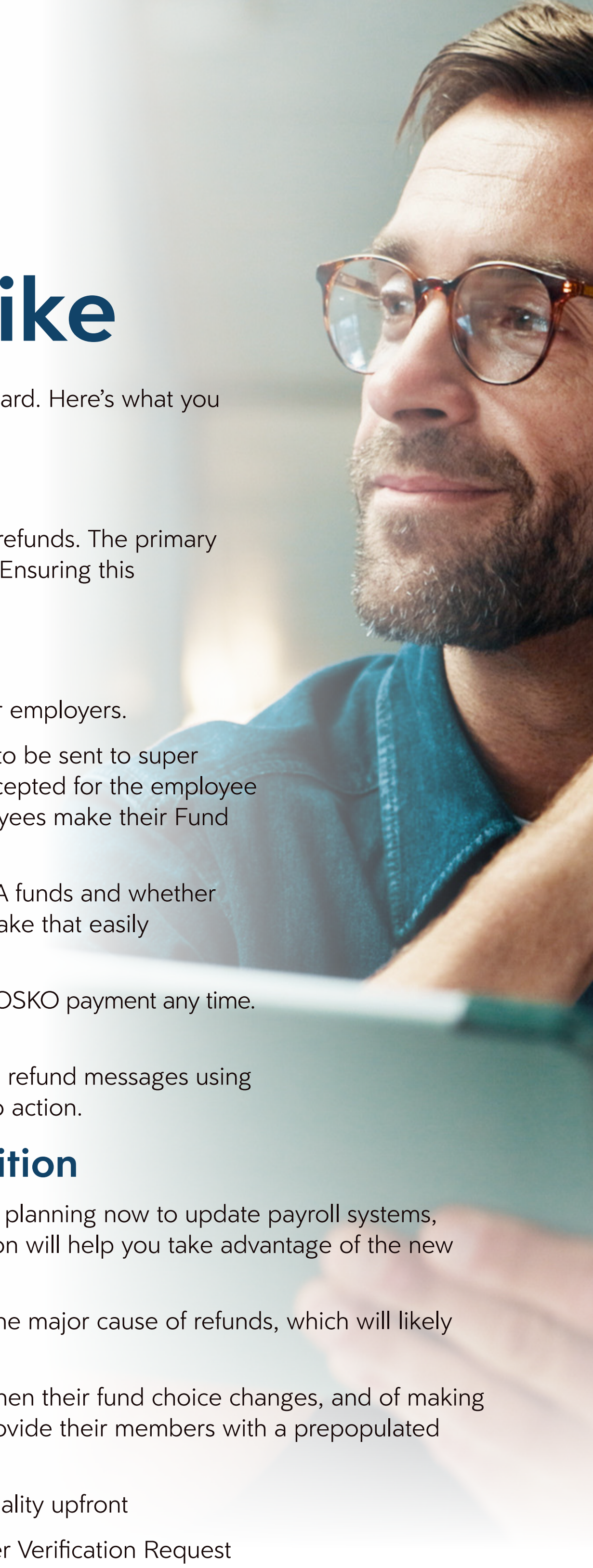
SuperChoice



Payday Super

What success looks like

Paying superannuation on your employees' payday is becoming the new standard. Here's what you need to know to adapt successfully.

The Goal: Timely and Accurate Payments

Success with Payday Super means paying contributions on time and avoiding refunds. The primary cause of refunds and missed deadlines is incorrect employee super fund data. Ensuring this information is accurate and current is essential for compliance.

How SuperStream is Evolving to Help

The SuperStream system is introducing changes to make compliance easier for employers.

Member Verification Request: A new 'pre-validation' SuperStream message to be sent to super funds – APRA funds and SMSFs - to validate whether a contribution will be accepted for the employee in question. This verification is to be used as soon as possible after new employees make their Fund Choice, or existing employees change their Fund Choice.

Fund Validation Service: This service accesses an up-to-date register of APRA funds and whether they accept contributions. Providers like SuperChoice are exploring how to make that easily accessible and easy to understand.

Faster payments: You can now pay with New Payments Platform (NPP) - make OSKO payment any time. In future, you can check with your bank about PayTo arrangements.

Consistent Fund Error Messages: All funds will be required to send error and refund messages using a consistent specification, ensuring employers have greater clarity on the call to action.

Practical Preparation Tips for a Smooth Transition

Payday Super represents a major compliance shift for all employers. Start planning now to update payroll systems, set up strong governance, and ensure your team is ready. Early preparation will help you take advantage of the new regime's incentives and avoid unnecessary penalties.

Prioritise Data Accuracy: Incorrect super fund data for an employee is the major cause of refunds, which will likely result in an employer missing the SG deadline.

- Communicate with employees the importance of notifying you when their fund choice changes, and of making sure that the details they provide are correct. APRA funds will provide their members with a prepopulated choice form
- Use solutions with strong data validation capability to improve quality upfront
- Seek out payroll solutions that will automatically trigger a Member Verification Request

Review Payroll and onboarding Processes: Ensure your payroll and finance systems and processes can support frequent super calculations and payments.

- Always make sure the contribution data and the payment amount are equal – discrepancies cause delays
- Use solutions that check the Fund Validation Service before you complete your remittance
- Check how quickly your clearing house provider will match and send to funds

Automation: Implement automation for employee onboarding where possible Make sure the solution will:

- Automatically validate against the Fund Validation Service
- Automatically trigger a Member Verification message to the chosen fund

For more support or tailored advice, consult your payroll provider or reach out to professional advisors. This infosheet is for general informational purposes only. Please refer to legislative updates or seek professional advice for your specific circumstances.