

30 June 2026

[REDACTED]

By email: [REDACTED]

Dear [REDACTED],

**Re: Introduction of Pay Day Super from 1 July 2026**

I write on behalf of FSU members regarding the introduction of Pay Day Super, which is due to commence from 1 July 2026.

From that date, employers will be required to pay superannuation guarantee contributions at the same time as salary and wages, with contributions generally required to reach an employee's nominated superannuation account within seven (7) business days of payday. This represents a significant change from the current quarterly payment arrangements and will require employers to ensure their payroll, finance and superannuation systems are ready for compliance.

Given the importance of superannuation as a core employment entitlement, the FSU is seeking confirmation of the steps [REDACTED] has taken, or is taking, to prepare for the implementation of Pay Day Super.

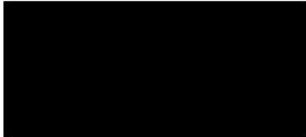
In particular, please provide an outline of:

1. The payroll, finance and systems changes being made to ensure superannuation is paid in line with each pay cycle from 1 July 2026;
2. The internal governance, audit or compliance processes that will be used to monitor Pay Day Super compliance;
3. How [REDACTED] will identify and resolve failed, rejected or delayed superannuation payments;
4. How employees will be informed of the change and how they will be able to raise concerns about late or missing superannuation payments;
5. Whether [REDACTED] has conducted any risk assessment to identify possible compliance gaps before commencement; and
6. Whether [REDACTED] will provide regular reporting to employees and the FSU on implementation progress.

The FSU is seeking assurance that appropriate planning is already underway and that employees' superannuation contributions will be paid accurately, on time, and in full from commencement.

We would appreciate a written response by Friday, 10 July 2026. We are also available to meet to discuss the implementation of Pay Day Super and any issues that may affect members.

Yours sincerely,



**Julia Angrisano**  
National Secretary