

Subject:

FW: Discover December With Inspire



Beyond the Spreadsheets: Our First Philippines Team Retreat

We hosted our first ever Philippines team retreat - and it was a success. Thanks to our partnership with B1G1, they connected us with Gawad Kalinga to visit Santa Maria Elementary School. We donated school materials, taught the kids how to play handball, shared Jollibee meals, and read them stories.



Then came three days in Subic Bay: beach bootcamp at sunrise, team training sessions, an epic Survivor challenge, and a costume competition judged live by our Australia team.



The best part? Watching accountants from Cebu, Davao, Manila, and Pampanga connect like they'd been mates for years - not just voices on Slack.



Upcoming Key Date



21 December 2025

November 2025 BAS/IAS Lodgement & Payment (monthly lodgers)

Super on Payday: Fundamental changes for employers

If you run a business, you already know the juggling act that comes with managing payroll like paying staff on time, managing cash flow, and staying compliant.

From 1 July 2026, there's a major change coming that will reshape how you handle superannuation contributions for staff.

It's called Payday Super, and it became law on 4 November 2025. The new rules are designed to close Australia's \$6.25 billion unpaid super gap and make sure employees especially casual and part-time workers get their retirement savings when they get paid.



So, what's changing?

From 1 July 2026, you'll need to pay superannuation guarantee (SG) contributions at the same time as wages, rather than weeks or months later.

Employers will have seven business days from payday to ensure contributions hit employees' super funds.

If payments are late, the Superannuation Guarantee Charge (SGC) will apply which means paying the missed super plus an interest and administration penalty. Once SGC has been assessed, additional interest and penalties may apply if the SGC liability isn't paid in full.

Unlike the existing system, SGC amounts will normally be deductible to employers, although penalties for late payment of SGC won't be deductible.

On top of this, the ATO will retire the Small Business Superannuation Clearing House (SBSCH) platform from 1 July 2026 for all users, so you'll need to find an alternative payment method.

The change isn't just about compliance, it's about impact. The Government estimates the earlier payments could boost an average worker's retirement balance by around \$7,700.

Why it's good for business

This reform might sound like extra admin, and it might take a bit of getting used to, but it can simplify your payroll process and strengthen your reputation as an employer.

Less admin - Paying super when you run payroll means no more quarterly payment crunches.

Fewer compliance risks - ATO data-matching will pick up issues faster, helping you avoid penalties before they snowball.

Stronger employee trust - Staff can see their super growing in real time, which might help with engagement and retention.

Smoother cash flow management - Paying smaller, regular amounts of super is often easier to manage than large quarterly sums.

The ATO will take a "risk-based" approach for the first year, focusing on education and helping businesses transition smoothly. If you pay on time, you'll likely be flagged as low risk, meaning fewer compliance checks.

Practical Takeaways

You've got just over six months before the rules kick in, but the smart move is to prepare early. Here's how:

1. **Check your payroll software.** Most modern systems (like Xero, MYOB, or QuickBooks) already support payday-aligned super. Confirm your setup and check if any updates or integrations are needed.
2. **Map your pay cycles.** Note how often you pay staff (weekly, fortnightly, monthly) and calculate the seven-day payment window for each.
3. **Brief your team.** Make sure whoever manages payroll understands the changes. The ATO has free online resources and webinars to help.
4. **Plan your cash flow.** Consider shifting from quarterly to more regular payments now to get used to the timing. Smaller, frequent super payments can reduce cash flow shocks.

5. **Find an alternative to SBSCH.** If you currently use the Small Business Superannuation Clearing House, you'll need to move to another platform before 1 July 2026.
6. **Monitor and review.** Set up a monthly check to ensure super contributions have cleared correctly. Keep an eye on ATO updates as final guidance is released.

If you outsource payroll, contact your provider soon, many are already updating systems for Payday Super and can help you make a seamless switch.

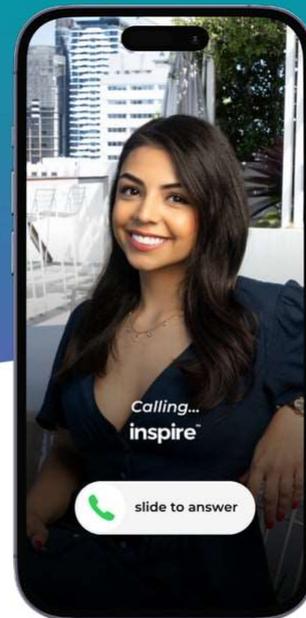
Payday Super isn't just a compliance change, it's an opportunity to make your payroll more efficient, your staff happier, and your business more compliant with less effort. With the law now passed and just over six months to prepare, it's time to get ahead of the curve.

If you'd like help reviewing your payroll setup or planning the transition, get in touch with our team, we can help make sure your business is ready to go when Payday Super commences.

Need to speak to an Accountant?



Got a problem with Tax, Your Accountant or Business Structures? Book a FREE 20-minute strategy call with an inspire accountant today.



[BOOK NOW](#)

CASH is making a comeback - Is your business ready to take it?

For years, businesses have been moving away from cash and for good reason. Digital payments are quick, traceable, and cut down on the risk of theft or counting errors. But that tap to pay world might soon have to make room again for notes and coins.

The Government has released draft regulations that would require certain retailers to accept cash payments, ensuring Australians can still buy essential goods like groceries and fuel even when technology fails. The change aims to stop people from being excluded when power, internet, or card systems go down, or when they simply prefer to pay in cash.



Who will Need to accept cash and who won't

The new rules are targeted and, importantly, practical. They'll apply to fuel stations and grocery retailers, including both major supermarket chains and independent operators, but only for in person transactions under \$500.

That means you won't have to accept someone paying for a \$700 tyre replacement or bulk farm supplies in cash it's about the everyday essentials.

If your business (or franchise group) has an annual turnover of less than \$10 million, you'll be exempt. That's good news for most small businesses such as family run grocers, cafés, and corner stores already managing tight margins and staffing challenges.

The regulations are expected to take effect from 1 January 2026, with a review after three years to see how the system is working in practice.

Why it's happening?

The move comes as part of a broader push to maintain access and fairness in Australia's payment system. The Government and industry groups have recognised that while most Australians are happy to tap their card or phone, around 10-15% still prefer to use cash particularly older Australians and those in regional or remote areas.

There's also a resilience angle: during bushfires, floods, or power outages, card networks can go offline. In those moments, cash becomes essential.

What this means for your business

For larger retailers, this change will mean dusting off cash handling policies and reintroducing processes that many have phased out. That may include:

1. Re-establishing cash floats and tills
2. Staff training to handle and verify cash
3. More frequent bank deposits and reconciliation procedures

For small businesses that fall under the \$10 million exemption, the key step will be to document your turnover clearly so you can demonstrate that the exemption applies.

There may also be commercial upside. Accepting cash could attract a segment of customers who've drifted away as stores went digital especially in regional areas where cash use remains strong.

A small business that promotes "cash welcome" could even gain new loyal customers who value convenience and personal service.

Cash isn't going away just yet. This reform is about maintaining choice, resilience, and fairness in how Australians pay and ensuring businesses are ready when customers want to use it.



Young Family, Small Business Podcast

Building Wealth in an Inflationary Environment

In today's rapidly changing economic landscape, inflation is a major factor that can significantly impact your wealth-building strategies and goals. In this episode, Ben Walker is joined by Nick Webb, a seasoned Financial Adviser and Founder of Milenia, to discuss how to build and preserve wealth during times of inflation.

Tune in as we explore:

- The importance of **asset allocation** and its impact on long-term investment returns.
- Strategies for **navigating investments** in different economic climates.
- The role of **diversification** in creating a well-constructed investment portfolio.
- How **human biases** can affect investment decisions.
- The ongoing **active vs. passive investment debate** and the challenges of trying to “beat” the market.

Join us for an in-depth discussion filled with actionable insights to help you make informed financial decisions in an inflationary environment.

Don't miss this opportunity to learn from the experts and fine-tune your approach to wealth building!





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