

Consultation questions

1. What implementation issues could arise if 'payday' is defined as being each time a payment is made to an employee with an OTE component ?
2. What implementation issues could arise when more regular SG payments are mandated?

1. Qube will no longer be able to produce manual payments using our current method, as the superannuation transactions are held in the payrun in which the manual pay transactions are processed. By the time the super contributions for the payrun are paid, the timeframe from when the employee received their manual payment (payday event) will exceed the 'Due Date' model and clearly exceed the 'Employer Payment' model. Either models will require off cycle payruns in place of adhoc manual pays. Each off cycle payrun will require generation of AFP file, file error corrections, balancing of reports, journals, etc. This off-cycle payrun will need to be processed weekly and between each regular weekly payrun, while not on the same day that the regular weekly payrun super file is processed and compiled
2. Without a finalised and determined payment method for super contributions under the 'Payday Super' process, it is unrealistic to envisage superannuation for a company of 6,000 employees to be paid on the same day that a payrun EFT is processed. Particularly that this process would only commence once the payrun has been finalised, which is late afternoon to early evening. Qube processes weekly, fortnightly and monthly payruns. The entire process will need to be altered to accommodate for weekly paid super contributions (payment of weekly payrun weeks and weekly/fortnightly payrun weeks) and the once per month superannuation contribution payment for the monthly payrun. The payment of superannuation in its current form requires balancing of superannuation AFP payment file and MTD reports to company End of Month reports before the super payment file can commence being worked on. The AFP payment file finalisation entails file error corrections, considerable file manipulations including recent returned super payments redirected to correct funds, removal of superannuation processing errors, superannuation fund product changes, superannuation fund blackout requirements, etc. This is followed by manual production of super payment journals for finance. The uploaded payment file in QuickSuper clearing house, once clean, then requires approval from management, the EFT payment from finance also requires uploading and management approval. The process and timeframe involved in finalising the AFP file payment on a weekly basis under the proposed 'Due Date' method is highly challenging, under the proposed 'Employer Payment' method entirely unfeasible. The requirement to then produce additional AFP files for adhoc payruns and the process involved for the each AFP payment amidst the regular weekly AFP file payments is highly problematic for a company of Qube's scale

Regards

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