

From: Jeff Colby <jeff@balancerite.com.au>
Sent: Thursday, November 2, 2023 9:55 AM
To: Payday Super <paydaysuper@TREASURY.GOV.AU>
Cc: James Stevens MP <james_stevens@jamesstevens.com.au>
Subject: Pay Day Super Consultation Response Balance rite Business Services

To whom it may concern:

I am a registered BAS Agent, operating through the company Balance-rite Group Pty Ltd, a registered BAS Agent, Registration 93447007. I have been operating this business since 2010.

I fully support the efforts to ensure Super Guarantee and other Super Payments are remitted appropriately by employers to the employee's super fund. However, I have a few concerns about the pure pay day super proposal. **I favour moving to a monthly payment requirement, say in line with the monthly ATO IAS notices, due by 21st day of the following month.** My reasons for this are:

1. Payroll errors occur and adjustments need to be made, these are often quickly identified and resolved, however moving purely to pay day super will create additional work and potential losses for businesses when these errors occur and need to be resolved.
2. There are still and will remain many employers that pay staff manually, that can be weekly with the use of time books and manual calculations, and then rely on a BAS Agent or similar qualified person to then process payroll and report monthly or even quarterly through Accounting Software and calculate Super Payable. Hence Pay Day super as proposed will increase the costs of employment, especially for entities looking to employ for the first time, with one or two employees and increase dramatically the administrative costs and stress imposed on a small business owner.
3. If, especially for smaller businesses, the reconciliation of super indicates errors, then resolving, locating, and addressing such errors will become increasingly time consuming and costly given the increase in the number of transactions. The same challenge will apply to any Audit activity or similar.
4. In this area I do not feel it appropriate to look to carve out an exception for small business, as that potentially disadvantages one set of employers over other financially. It does need to be a one size fits all.
5. In Summary: For small business **especially**, the proposal will add to **administrative costs and stress** on small business owners and act as a further barrier to small business starting and growing. Most business start as small businesses.

Thank you for the opportunity to comment.

Regards

Jeffrey L COLBY
Business Services Consultant



Balancerite Business Services

(your business + our support)

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