

The Employee Matters Guide to Preparing for FY25/26 | Employee Matters

Introduction

A new financial year is upon us, and with it some HR legislation coming into effect for smaller businesses as well as a few changes that you need to be aware of to ensure you remain compliant. Our team has prepared a summary and checklist for you to follow:

1. Changes in ER Legislation

- ☐ The [Right to Disconnect](#) will commence for small businesses from 26 August 2025. Small business employees will now have a right to refuse contact after working hours, unless doing so is unreasonable.

2. Payroll Impacts

- ☐ The Superannuation Guarantee (SG) rate will rise from 11.5% to 12%. Organisations need to ensure that their payroll systems are updated to reflect this change and that contributions are calculated correctly from 1 July 2025.
- ☐ While not an immediate change in 2025, it is time to start preparing for the new *Payday Super* laws that come in from July 2026. These new rules will make it compulsory for employers to pay Superannuation Guarantee (SG) contributions concurrently with employee wages, replacing the existing quarterly cycle. If you haven't already, start talking to your payroll team now about this major change.
- ☐ The national minimum wage will increase by 3.5%, bringing it to \$948 per week or \$24.95 per hour. Review your employee pay rates to ensure compliance with the new minimum wage standards.

3. HR Changes

- ☐ The latest Fair Work Information Statement will come into effect on 1st July 2025. All employers have an obligation to provide the latest FWS to each employee and be able to produce a record that you have distributed the latest version if required as part of an internal or external audit. The new FWS will be available to download from 1 July 2025 [Here](#).
- ☐ The Federal government's Paid Parental Leave scheme increases to **24 weeks, up from 22 weeks**, with three weeks reserved for each parent. Organisations should ensure their internal policies reflect the updated entitlements.

4. Summary

Understanding and implementing these changes is something that Employee Matters has been helping our clients with on an ongoing basis. If you need help, take a look at the free resources available on our [ER Legislation Changes Resource Hub](#) or [Book a free Discovery Call](#) with one of our friendly team.

If you have answered '**No**' to any of these you are either in breach of your legal compliance or alternatively not following 'best practice' employee relations. You should seek further qualified advice.



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