

Qualified Earnings (QE) - Payday Super Setup Guide

User Manual | Version 1.0

✔ What you need to do

1. Complete payroll year-end tasks
2. Activate Qualified Earnings (QE) in Jobpac
3. Validate QE values in payroll

This guide explains how to set up and manage Qualifying Earnings (QE) in Jobpac from 1 July 2026 as part of the ATO's Payday Super reforms.

It outlines the key steps required to configure QE, process payroll, and report super correctly through STP.

Use this guide to ensure earnings are classified correctly and super contributions are calculated accurately in line with compliance requirements.

This guide covers:

- **Activating Qualified Earnings - Pre-Requisites**
 - **Qualified Earnings - Inclusions & Exclusions**
 - **Reviewing Qualified Earnings Values**
 - **Prior Period Corrections & Reprocessing**
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Activating Qualified Earnings - Pre-Requisites

Before activating QE, ensure STP for FY2025–2026 is finalised.

All of the following must be completed before enabling the parameter:

- All pay runs for the financial year have been completed
- Payroll has been reconciled
- STP Fix Income Statement and Finalise Income Statement have been completed
- Payroll financial year has been rolled over

1 Activate QE in Jobpac (Parameter Setup)

Once all pre-requisites above are complete, activate the following:

Parameter	Setting
Parm Code	OZEDI
Position	5
Description	Activate Payday Super and Qualified Earnings for STP2
Required Value	Y (must be set post 1 July 2026)

How to find this parameter

Navigate to the OZEDI Interface Parameters screen. Locate **Position 5** - "Activate Payday Super and Qualified Earnings for STP2" - and toggle the value to **"Y"**.

Parm Code OZEDI OZEDI Interface parameters Work Id 2
 Parm Value Y60435109 Y Type *ALPHA

Field#	Type	Description	Str	Len	Alphar
01	*ALPHA	Use OZEDI web services (Y/N) (Default N)	1	1	Y
02	*ALPHA	Override Client Number for this work id (STP)	2	8	60435
03	*ALPHA	Override Client Number for this work id (eInvoicing)	10	1	
04	*ALPHA	Activate STP2? (Y/N) (Blank is the same as N)	11	1	Y
05	*ALPHA	Activate Payday Super and Qualified Earnings for STP2	12	1	

Qualified Earnings - Inclusions & Exclusions

Qualifying Earnings (QE) are the earnings that super is calculated on for each pay run.

From 1 July 2026, QE replaces the traditional OTE model for STP reporting and Payday Super.

✓ Generally Included	✗ Generally Excluded
<ul style="list-style-type: none"> • Ordinary hours earnings • Salary and wages • Allowances • Bonuses and commissions • Paid leave (annual leave, personal leave, etc.) • Certain contractor payments (principally labour) • Salary sacrifice super amounts • Other earnings forming part of taxable remuneration 	<ul style="list-style-type: none"> • Reimbursements • Genuine overtime payments (separately identified) • Lump sum termination payments • Expense allowances not treated as earnings • Payments excluded under superannuation legislation

ATO guidance on Qualifying Earnings

For full details on what payments qualify, refer to the ATO resource: [ato.gov.au — What payments are qualifying earnings](https://ato.gov.au/What-payments-are-qualifying-earnings)

Reviewing Qualified Earnings Values

Qualified Earnings (QE) amounts are cumulative and can be reviewed via:

- Via **STP submission files** (from the first pay run in FY26 onwards)
- Via **STP2 EMP Gross Values maintenance screen** (Column **AO**)

Simple validation check

Column AO — YTD OTE or QE (from Jul26)	Column AP — YTD Employer Super Cont
145,311.37	17,437.18

Formula: **Column AO × 12.5% = Column AP** - use this as a simple reconciliation to ensure SGC is calculated correctly.

Prior Period Corrections & Reprocessing

Corrections (FY2025–26)

If corrections are required for FY2025–2026 (e.g. reprocessing via Fix Income Statement > Finalise Income Statement):

- Disable the OZEDI parameter first
- Complete your corrections
- Re-enable the parameter after completion

If the parameter remains enabled, QE values will attempt to push through for FY25–26 and cause errors.

Reprocessing (new FY, parameter was disabled)

If payroll has been rolled into the new financial year and pay runs were processed while the parameter was disabled:

- Re-enable the parameter as soon as possible

Once enabled, the system will automatically re-accumulate any QE values missed from previously processed pay runs.

✔ You're ready to proceed when:

- ✔ QE parameter is enabled
- ✔ QE values appear correctly in payroll
- ✔ Super calculations align with QE totals
- ✔ STP submissions are accepted without errors