

## Artificial Intelligence vs YOU

Artificial intelligence is well and truly here and is rewriting the rulebook for business innovation, but the rules themselves have not yet been written. In Australia's private sector, leaders are racing to adopt AI while regulators play catch-up.

The reality is clear: AI is transforming how we work, not replacing who we are. It is redefining what makes people indispensable. What are the most important skills to develop right now? According to recruitment firm Randstad, it is time to invest in the skills that AI cannot replicate.

1. **Emotional intelligence:** Human connection, empathy and trust is integral, especially in leadership, customer-facing, and team-based roles.
2. **Critical thinking:** The ability to challenge assumptions, evaluate context and make nuanced decisions.
3. **Creativity and innovation:** Bringing a creative approach to problem solving will help professionals become future-proof.
4. **Communication and collaboration:** If AI can take care of mundane, repetitive tasks, people skills such as navigating team dynamics, resolving conflict or building culture will help professionals stand out.
5. **AI literacy:** View AI as a friend, not foe. Employers will expect professionals to engage with AI, but carefully evaluate its output.

### How to future-proof your career in 2026

Here's some suggestions how to stay sharp and stay in demand:

- ☑ Upskill with purpose: Focus on [hybrid skills](#) that combine human strengths with tech fluency. For example, learn to interpret data and communicate insights to stakeholders.
- ☑ Get comfortable with change: Randstad data shows that workers who embrace change and support others through it are more likely to be engaged, retained, and promoted.
- ☑ Stay curious: The AI landscape is evolving quickly. Stay open, explore tools, attend webinars, and learn from peers. In 2025, adaptability is currency.
- ☑ Learn to learn: Whether you're in logistics, HR, finance, or customer service, AI will touch your role. Develop the habit of learning, not just a new skill.

## SIMPLE RULES FOR RESPONSIBLE AI USE

The Australian Government Department of Industry, Science and Resources Guidance for AI adoption outlines six key steps for organisations starting their AI journey or using AI in low-risk settings.

1. *Decide who is accountable:* Assign a senior leader to oversee AI use and create an AI policy.
2. *Understand impacts and plan accordingly:* Conduct stakeholder impact assessments and create contestability channels.
3. *Measure and manage risks:* Implement a risk-screening process to identify and address potential issues.
4. *Share essential information:* Develop and maintain an AI register and ensure transparent disclosure of AI use.
5. *Test and monitor:* Test systems before deployment, set up monitoring processes to detect changes in performance and behaviour, and extend existing data governance and cybersecurity practices to AI systems.
6. *Maintain human control:* Ensure appropriate human oversight based on the system's level of autonomy and risk, and incorporate human override points.

Further information and resources are available on the department's website.

## PAY DAY SUPER

The ATO has published guidance for employers which outlines how they will allocate compliance resources for qualifying earnings (QE days) in the first year of Payday Super, from 1 July 2026 to 30 June 2027.

From 1 July 2026 you **must** pay employees their super guarantee on payday (received by the super fund within 7 business days).

*Please note all 2026 contributions if paid in July 2026 will form part of your concessional cap for the 2027 tax year – timing of contributions for 2026 may cause excess concessional contribution issues if not planned accordingly.*

The SGC Charge will apply when amounts are not received by a super fund within



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7 business days of payday (unless an extended timeframe applies, such as for new employees). The SGC is assessed by the ATO and calculated based on QE. It includes interest that compounds daily at the general interest charge rate and an administrative uplift, which can vary based on an employer's history of meeting super guarantee obligations and may be reduced by a voluntary disclosure. Unlike the current SGC Charge, it will be tax deductible.

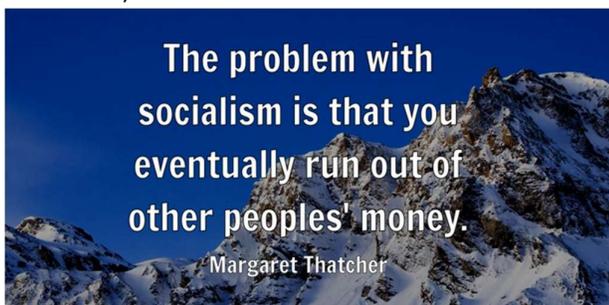
More information can be found at <https://www.ato.gov.au/businesses-and-organisations/super-for-employers/payday-super/about-payday-super>

## Division 296 - Better Targeted Superannuation Concessions draft legislation released

The Federal Government has released exposure draft legislation for the Treasury Laws Amendment (Better Targeted Superannuation Concessions) Bill 2025. From the 2026–27 income year, the measure proposes a new tax (Division 296) on individuals with **total** superannuation balances exceeding \$3 million, or a higher rate over \$10 million. Legislation has not yet passed through Parliament and may still face some hurdles.

The measure proposes to tax the proportion of a member's superannuation earnings over \$3 million at an additional 15%, bringing the effective tax rate on those earnings to 30%, with an additional 10%, or 40% overall, applying to earnings attributable to the proportion of the member's balance over \$10 million.

For the first year only (2026/27), each of these "proportions" will be based on the member's super at the end of the year (30 June 2027).



## ATO small business focus areas

The ATO has published on its website its small business focus areas and risks. A summary of key focus areas is below:

Focus areas	Risks
Omitted income	Using business money and assets for personal benefit Contractors omitting income Businesses using cash to dodge obligations
Deductions and concessions	Non-commercial business losses Small business capital gains tax concession

	Small business boost measures
Operating outside of the system	Overlooking and misreporting FBT on private use of work vehicles GST registration and income of taxi, limousine and ride-sourcing services Property and construction industry - key tax and super risks Tax risks: Property, construction and professional services
Building good habits	Quarterly to monthly GST reporting Get ready for business

Further guidance on each of the risk areas above is available on the ATO website.

## Tax Depreciation, Property Valuation & Quantity Surveying

With a decade of experience in the industry, Duo Tax Quantity Surveyors is an Australian owned company who assists investors with their tax depreciation, property valuation, and quantity surveying needs for their residential or commercial investment properties.

Due to high demand, I am excited to introduce our new SMSF Audit Property Valuations, specially designed to support residential and commercial property audits. These valuation services are tailored to meet the increasing demand for accuracy and efficiency.

Feel free to contact our office or contact George direct on 1300 185 498 or 0481 948 009.

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### Important upcoming dates

- February 2026 monthly activity statements due 21/03/2026
- Tax return for individuals/trusts whose latest return resulted in a tax liability of \$20,000 or more due by 31/03/2026



Tax agent  
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### Financial planning

Blake Cullen from Evalesco (part of The Principal Edge Licensee Network) can assist with all your financial planning needs. They provide a more personal service and empower Clients not only in terms of wealth strategies but are also mindful we need healthy and happy lives.

Feel free to contact our office to arrange an initial appointment.

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