

InstaPay

Promote financial wellness with on demand pay.



Promote financial wellbeing



Embrace modern payroll



Offer pay flexibility with no extra effort



Become an employer of choice

Revolutionise the way your employees get paid with InstaPay.* Give employees financial flexibility with on-demand access to a portion of their earned wages. How does it work? Employees can unlock up to \$250 in earned pay each week. Many employees use InstaPay to budget better and to avoid relying on high-cost credit or payday loans.

Lead the way to financial wellbeing

Empower your people with the tools to tackle their finances. InstaPay bridges the payday gap, providing a crucial alternative to high-cost credit products. Employees use InstaPay to pay bills, contribute to mortgage repayments, and manage unplanned expenses.

"I have been undergoing costly medical treatment. Previously I would have gone to payday lenders, who are very expensive. InstaPay has been a game changer."

— John, Client Development Manager, QLD

Give employees autonomy

Encourage people to build budgets around their life — not their pay cycles. With easy, real-time access to their earned wages, employees can plan ahead and prevent financial shortfalls.

Fight high-cost credit and loans

Give your employees a way to avoid high-cost credit. InstaPay gives employees early access to their own earned pay without the need to use credit cards, Buy Now Pay Later (BNPL), or payday loans. InstaPay has no hidden late payment fees, or interest charges — just one \$3 fee per transaction when an employee withdraws into a Swag Spend account.**

Make flexibility look easy

Break free from old-fashioned pay cycles and lead the way with flexible pay. InstaPay's next generation payroll system allows you to automatically pay your employees instantly, with only one simple pay run throughout each pay period. There's no additional admin for you, and no financial stress for your employees.

Gain the competitive advantage

Become an employer of choice by offering a modern way to get paid. Empower people to break free of credit cycles and take control of their finances. It's the way payroll should've been from the start.

31%

of Australians are struggling to make ends meet week to week

\$31B

in Australian business revenue is lost because of employee financial stress

60%

of jobseekers would view an organisation favourably if it offered on-demand pay

*InstaPay is only available to customers with Employment Hero HR and connected Payroll.

**InstaPay fees are \$3 per transaction into a Swag Spend account and \$4 per transaction into an external bank account.

How it works



Employee requests InstaPay amount up to \$250



Employment Hero pays that amount to employee in advance of payrun



Employee pays Employment Hero a fixed \$3/\$4 fee



InstaPay amount is automatically added to payrun as a post-tax deduction



Payrun is processed as normal

On-demand pay

InstaPay gives employees access to a portion of their pay as soon as they earn it. Instead of waiting weeks between pay cycles, employees can access up to \$250 of their earned wages on-demand each week. This dramatically reduces reliance on credit cards, BNPL schemes, and loans.

InstaPay isn't just for managing bills or unexpected expenses. Employees also use it to lower mortgage repayments, plan for upcoming costs, or save for a rainy day.

No credit and no hidden costs

InstaPay is a 100% credit-free, interest-free option that gives employees access to their own earned wages. There is no interest, hidden costs or late fees involved. Each time an employee uses InstaPay, they pay a \$3 fee when drawing down into a Swag Spend account, or a \$4 fee to draw down into an external bank account. And with \$250 weekly withdrawal limits each week, you can ensure you're encouraging responsible spending and budgeting.

Weekly caps and limits

As an employee works through their pay period, InstaPay shows how much they have available to withdraw. To encourage responsible financial decisions, InstaPay amounts are limited to 50% of an employee's unpaid net pay owed, with a weekly cap of \$250.

When an employee requests an InstaPay withdrawal, Employment Hero pays that amount to the employee in advance of the payrun. The employee pays a \$3/\$4 fee each time they request an InstaPay amount.

No extra payrun effort

When it's time for payrun, you'll see an automatic post-tax deduction reflecting the InstaPay amount already paid to the employee. Employees will see the InstaPay deduction on their payslip. Complete the payrun as normal, and the payroll platform will pay Employment Hero the withdrawn InstaPay amount. You can also report on and view the InstaPay transactions processed within your organisation.

What Instapay is	What Instapay isn't
<ul style="list-style-type: none"> ✓ A flexible way for Swag users to access their pay as they've earned it for a small administrative fee of \$3-4 	<ul style="list-style-type: none"> ✗ A personal loan
<ul style="list-style-type: none"> ✓ On-demand pay 	<ul style="list-style-type: none"> ✗ Rigid, monthly pay cycles
<ul style="list-style-type: none"> ✓ A no-interest alternative to credit and payday loans 	<ul style="list-style-type: none"> ✗ Credit or payday loans
<ul style="list-style-type: none"> ✓ A no-interest way to access your earned wages before payday 	<ul style="list-style-type: none"> ✗ An interest-charging product
<ul style="list-style-type: none"> ✓ Limited to 50% of a person's pay, capped at a maximum of \$250 per week 	<ul style="list-style-type: none"> ✗ A way for employees to access all their wages before payday