Workday Payroll for Canada.

Workday Payroll for Canada addresses a broad spectrum of enterprise payroll tasks. And because payroll is one of the most manually intensive processes in HR and finance, Workday is committed to making payroll more efficient and intelligent with continuous payroll calculations, smart payroll audits, and retro payroll processing. Workday Payroll offers the control, flexibility, and transparency you need in order to support your unique organization. Workday Payroll helps customers pay their workers accurately, on time, and compliantly. Our application goes beyond transacting by transforming businesses with higher worker engagement, maximized productivity, and increased agility.

Connected and future-ready.

Designed as part of a single solution alongside Workday Financial Management and Workday Human Capital Management (HCM), Workday Payroll for Canada helps you maximize your overall investment.

- **Unified solution:** Capitalize on connected, real-time data by maximizing the value of employment data as well as providing a system of engagement for your workers. Organizations can maximize the value by having a single solution that helps to not only reduce payroll errors and improve accuracy, but also to simplify and enhance the worker's experience.

- **Flexible configuration:** Configure accumulations, balance periods, and worker groups for seamless scalability and compliance in a future-proof, highly configurable framework.

- **Real-time accounting:** With access to real-time reporting and analytics, finance can preview payroll impact on the general ledger even before payroll is complete.

Effortless and engaging.

Ease the burden of challenging and complex payroll processes with a single solution for an effortless experience. Empower your workers with an engaging payroll experience that streamlines processes, manages complexity, and meets them in the natural flow of their work.

Key Benefits

- Reduce costs with a single cloud-based system
- Run payroll your way with the flexibility and control to make changes and update payroll in real time
- Streamline payroll processing with an agile, automated calculation engine that handles complex requirements
- Support compliance and improve payroll accuracy with comprehensive audits
- Increase productivity and employee satisfaction with self-service to access pay slips and year-end forms in English and French
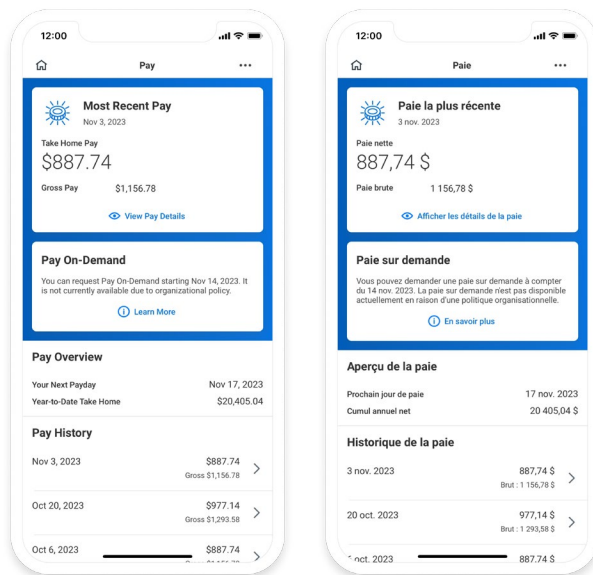- Meet worker financial needs with model my pay and pay on-demand features

Key Features

- Continuous payroll processing
- Automatic tax, garnishment, and legislative updates delivered in the cloud
- Real-time visibility into the general ledger
- Highly flexible, anytime audits
- Built-in reporting and analytics
- Mobile-first employee experience
- Employee self-service for TD1 and TD1X tax elections (English and French)

Results

- 81% reduction in payroll processing times
- 62% reduction in payroll cycle time
- 50% reduction in time spent on the year-end payroll cycle

- **Intelligent self-service:** Support employees with a single self-service experience where they can manage their HR and payroll data to view all HR, time, and payroll information in one place.
- **Visibility into actual costs:** Companies can now see what they're spending on workers globally. Compare payroll results across periods. Take action on a pay-calculation result via a one-click report.
- **Role-based and segment-based security:** Access pay results with configurable role-based permissions. Configurable security improves collaboration, giving business partners outside of the payroll department the ability to provide input and view results before payroll completion.
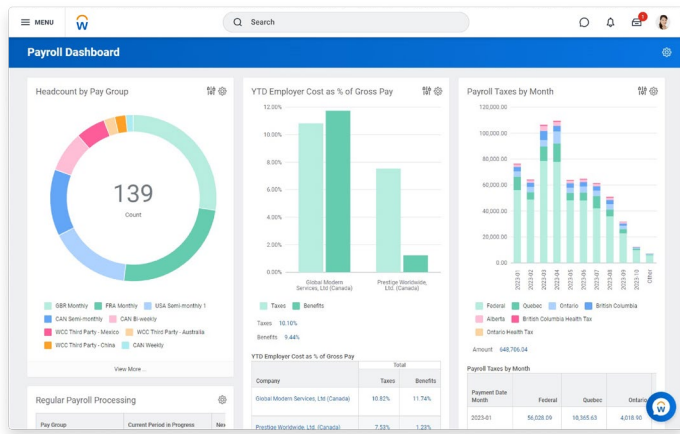

Access mobile pay slips via self-service.

Autonomous and efficient.

Do more with less, and save time and cost using Workday Payroll for Canada that is designed to analyze, anticipate, and automate. Respond to data changes on-demand with agility and efficiency through autonomous innovations such as responsible AI and machine learning (ML) that are built seamlessly into the core of an open, connected enterprise cloud platform.

- **Continuous pay calculations:** Automatically calculate pay results for each period so you can view up-to-date payroll information anytime, anywhere. The continuous calculation in Workday streamlines payroll processing by automatically recalculating payroll results in real time as pay-impacting events occur, saving valuable time.
- **Smart calculations:** You have the flexibility to schedule smart calculations and retro processing to run automatically on the events you select, so you can focus on the changes needed to support your business.

- **Control over cost:** No more cost-prohibitive charges for reports, pay components, or calculations from service bureaus. No more costly and time-consuming mandatory upgrades from ERP providers.
- **AI and ML:** AI and ML help eliminate manual interpretation of pay rules around rates, hours worked, and overtime.

Run standard, prebuilt payroll reports or customize your own.

Seamless operations globally.

Leverage the robust system in Workday Payroll for Canada for in-depth functionality, and collaborate with partners for broad coverage, ensuring seamless experiences for your global workforce.

- **Compliance:** Adhere to local legislations in Canada and be able to address any regulatory compliance changes quickly.
- **Security:** Workday is committed to protecting your data and providing a secure way for organizations to connect to third-party payroll providers around the world. Workday operates on a single and uniquely configurable security model and has implemented numerous privacy and security practices to support data processor compliance with GDPR.

Workday Global Payroll Cloud Partner Program.

Global companies that require payroll solutions beyond the native Workday Payroll offerings can take advantage of the Workday Global Payroll Cloud Partner Program, which helps reduce the costs associated with deploying, integrating, and managing third-party payroll solutions.

To make integration easier, Workday offers prebuilt integrations to partners through Workday Cloud Connect for Third-Party Payroll. Workday-certified partners build, offer, and maintain bidirectional integration, enabling payroll results to be displayed in Workday. Customers benefit by gaining a global view of payroll actuals from Workday while still being able to use local payroll providers in each country that offer their desired level of service.

Payroll Processing

- Calculate on any earning, deduction, or accumulation for any time period.
- Calculate in batch mode for pay groups, at worker level with just one click, or in real time with continuous calculation.
- Calculate workers' compensation and health taxes.
- Determine how gross-to-net is calculated for different types of payroll runs.
- Define criteria for specific earnings and deductions, including gross-up calculations.
- Manage each pay cycle, from preprocessing to postprocessing activities, with the Pay Cycle Command Center.

Earnings and Deductions

- Benefit from an unlimited number of earnings and deductions.
- Define a set of rules for earnings and deductions.
- Use intuitive mapping to compensation elements or benefits from Workday HCM.
- Set eligibility criteria and scheduling logic for accurate processing.
- Use the flexible worktag feature to identify unique allocations.
- Determine labor allocation splits at the employee, position, and earning level.
- Configure arrears calculations and net pay validations.

Accumulations and Balances

- Add or modify accumulations easily.
- Define balance periods, even after periods have been processed.
- Report on balances and accumulations.

Employee Self-Service

- View pay slip information.
- Add or edit federal and provincial withholding elections.
- Add or edit payment elections (direct deposit).
- View tax documents (T4, T4A, RL-1, RL2, T4A-RCA, and NR-4) and use paperless opt-in for payroll and tax documents.
- Compare pay slips and pay components over time with the employee pay self-service dashboard.
- Enable self-service for voluntary deductions.

Accounting and Compliance

- Configure payroll chart of accounts and define account posting rules.
- Do drill-down analysis with the payroll accounting report.
- Use worktags, which allow for easy allocation to project cost centers, funds, grants, custom organizations, and so on.
- Get tax and garnishment updates, which are delivered seamlessly and automatically with the Workday cloud model.
- Deliver tax remittance, workers' compensation, and health tax reporting for tax filing.
- Use the Workday Time Tracking statutory holiday support for federal as well as provincial workers.
- Generate Record of Employment (ROE) data to send to Service Canada.
- Integrate tax-filing and web services to the tax filing service you choose.

Audit and Reporting

- Schedule recurring audits to run automatically.
- Run common predefined reports, such as payroll register and pay calculation results.
- Configure reports to display any earning, deduction, or balance values.
- Create audit reports at the summary, pay group, or worker level.
- View, track, and manage audit exceptions in real time via the payroll audit exceptions summary or the payroll audit exceptions report.
- Define criteria to perform audits against pay results.
- Configure new or edit current audit rules based on worker eligibility and severity levels.
- Compare payroll results across periods.
- Take action on a pay calculation result via a one-click report.
- Configure specific earnings or deductions views for select security groups (such as managers or benefits partners).
- Export reports directly to Excel or a PDF with a single click or use worksheets to collaborate in teams.

Year-End Processing

- Leverage year-end dashboard to get access to strategic trends and metrics across the year-end process. Preview year-end information anytime.
- Configure, audit, preview, and generate T4, T4A, RL-1, RL-2, T4A-RCA, and NR4 year-end forms.

To learn more, please visit: workday.com/payroll

Deploy Workday and get significant value, fast.

Workday offers deployment services, training, support, and continuous innovations to help you use its products with confidence as your organization evolves. Because each customer has different requirements, resources, and goals, we've designed our services to meet a variety of needs and learning styles.

To help you reach your goals faster and empower your teams, subscription-based Workday Success Plans offer exclusive access to resources, tools, and expertise for an even deeper understanding of Workday.

For more information, visit: workday.com/cx