

Workday Payroll for Australia.

Payroll, a crucial HR and finance function, often faces complex and time-consuming processes that affect the employee experience. According to a recent Australian Payroll Association (APA) Industry Report, it has never been more crucial for businesses to stay ahead of compliance, governance, and strategic payroll management. In today's evolving workplace and regulatory landscape, it is critical to have accurate and timely payroll as well as strategic business insights. Adopting AI-powered automation, improving employee understanding of their pay, and streamlining data workflows is the key.

Become a data-driven business partner.

Using the most complete, trusted source of data possible, Workday Payroll for Australia offers access to built-in analytics and reporting in the same system as HR and payroll—enabling real-time insights about workforce costs, payroll, tax, and compliance to inform faster, better decisions.

Workday Payroll for Australia enables you to:

- Access pay results for any worker or period at any time by running configurable reports, such as audit, pay-balance, labor costs, and pay calculations—unlocking actionable insights that allow you to retrieve and act on payroll data immediately to make adjustments.
- View and take immediate action to make adjustments directly to the reports based on the audit alerts, decreasing time to resolution.
- Monitor pay results with interactive dashboards that allow users to drill into the underlying data for greater insight into actual labor costs.
- Improve collaboration by giving business partners outside the payroll department the ability to access pay results with configurable, role-based permissions.
- Partner with finance to view real-time, detailed journal lines before payroll completes and have them seamlessly post to the general ledger.

Key challenges for payroll leaders in Australia.

According to a recent APA payroll research report:

- **23.6%** of payroll leaders believe the biggest challenge is poor integration between HCM and payroll systems
- **22.3%** say payroll technology and process issues limit productivity
- **19.9%** believe legislative compliance remains a major concern
- **16%** of executives do not engage in payroll analytics

Workday Payroll for Australia is designed specifically for Australian businesses.

- Seamless Single Touch Payroll (STP) to the Australian Taxation Office (ATO)
- Employee self-service of TFN Declaration and Superannuation Choice forms
- Superannuation and SuperStream file for contributions to Super Funds
- PAYG withholdings
- Study and Training Support Loans (STSLs)
- Section 72A, Child Support & Court Orders
- Time off and leave payments
- Casual employees support
- Ordinary pay and proration
- Termination calculation and payments
- Settlement ABA file
- Reporting support for payroll taxes for states and territories
- Retroactive pay processing
- Off-cycle processing
- Conversational AI assistant
- Configurable Australian payslip
- HR, compensation, absence management, and payroll in a single system

Deliver on change with confidence.

Rather than hard-coded packages, Workday Payroll for Australia lets you leverage configurable frameworks built for payroll and compliance and designed to be owned by payroll, giving you the flexibility to accommodate specific business needs, complex payroll calculations, and evolving Australian regulatory requirements.

- Receive Australian compliance-related updates delivered by Workday as part of the standard service update and drill into the details to facilitate reporting.
- Report to the Australian Taxation Office (ATO) with a Single Touch Payroll Phase 2 (STP2) with a fully certified and integrated STP2 interface, without a need to leave Workday or download or upload files.
- Configure accumulations, balance periods, and balances according to your current calculation and reporting needs.
- Incorporate pay as you go (PAYG) withholding from payments made to workers including those to Higher Education Loan Program (HELP)/Study and Training Support Loan (STSL), as well as bonus, termination, lump sum, prior year, downward variations, and other tax types.
- Provide flexible Superannuation configuration, provisioning multiple default funds, different maximum super contribution base (MSCB) treatments, employee self-service (ESS) of salary sacrifice, and generation of a SuperStream file for contributions to SuperFunds.
- Utilise delivered deduction management, with compliant court order earnings deduction limits and payments, including configurable custom deduction management for novated leases, and employee self-service deductions for unions and memberships.
- Automatically calculate pay results for each period and view up-to-date payroll information anytime, anywhere including process payments for employees on leave.
- Allow transparent reporting and payslips with accurate and reliable retro and retro-on-retro processing, calculating retro results in the period.
- Configure accumulations, balance periods, and balances according to your needs to use embedded reporting that can deliver on your needs.
- Support additional withholdings for your workers to make repayments for financial assistance and STSLs.

Empower workers, and unlock the potential for your payroll talent.

With Workday Payroll for Australia, enjoy simple, efficient experiences that use AI to make HR, workforce, and pay information intuitive for workers—supercharging productivity so payroll professionals can focus on their strategic role.

- Increase productivity using AI-enabled payroll prompt recommendations for commonly used tasks to free up time for strategic work.
- Save practitioner time and effort by enabling AI to audit payroll results to detect anomalies that need to be addressed.
- Streamline response to employee inquiries by embedding payroll case management within the HR and payroll system.
- Boost worker satisfaction with direct access to their HR and pay information using a conversational AI assistant and empowering them to update their Tax File Number (TFN) declaration, the Superannuation choice form, bank details, leave, and more.
- Improve workers' total remuneration knowledge with access to Workday Benefits and Pay Hub to view their pay, benefits, and Superannuation contributions.

Optimise workflows across payroll, HR, and finance with one platform.

Designed as part of a single solution alongside Workday Human Capital Management (HCM) and Workday Financial Management, Workday Payroll for Australia uses AI innovation to anticipate, orchestrate, and optimise end-to-end processes. By channeling large volumes of HR, compensation, and time data into payroll, and subsequently feeding post-payroll data into finance, transactions flow faster with increased precision.

- Capitalise on the value of having a connected solution to manage the entire worker lifecycle to attract, manage, and pay workers and to be able to navigate what comes next.
- Take advantage of the system of record in Workday for employee data across HCM and payroll to manage job changes, terminations, and life events.
- Improve accuracy with real-time, consistent data changes, such as proactively identifying issues by previewing the payroll impact on the general ledger.

To learn more about how Workday Payroll for Australia can help, visit:

workday.com/en-au/products/payroll/australia.html

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