

Workday Payroll for the UK

Workday Payroll for the UK addresses the full spectrum of enterprise payroll needs. It offers the control, flexibility, and insight you need to support the unique aspects of your organisation.

Get the most out of your investment in Workday Human Capital Management

Designed as part of a single system alongside Workday Human Capital Management (HCM), Workday Payroll helps you maximise your overall investment.

- Take advantage of the Workday core system-of-record for worker data across HCM and payroll to manage changes for benefits, terminations, and life events.
- Benefit from a single self-service application. Employees can request time off, check online pay slips, and make payment elections from the same application on a browser or a mobile device.

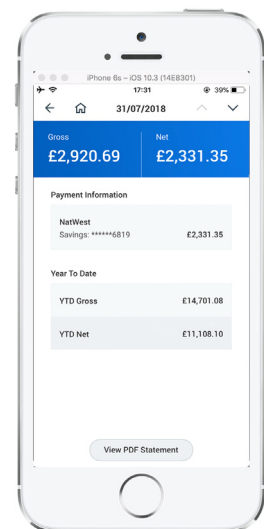
Flexibility to address unique requirements

Traditional payroll applications provide hard-coded, out-of-the-box packages that are often unable to accommodate specific business needs. The flexible and intuitive configuration of Workday supports your organisation's advanced requirements.

- **Robust calculation engine:** Run payroll calculations as often as you want with a powerful payroll-calculation engine that's built to handle the most complex payroll requirements. Drastically reduce payroll processing time from hours to minutes.
- **Highly configurable:** Configure accumulations, balance periods, and balances according to your current calculation and reporting needs. Place workers into logical pay groups according to the needs of the organisation.
- **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.

Key benefits

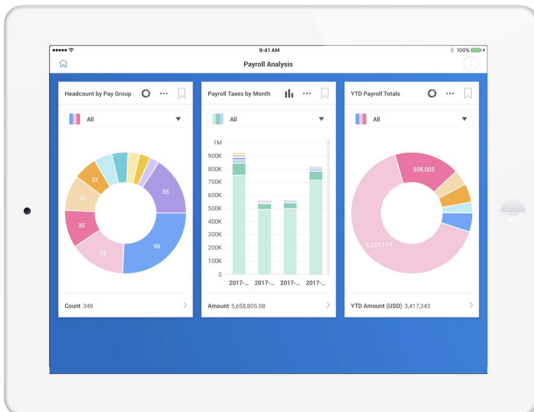
- Use an up-to-date calculation engine to handle complex requirements
- Define processing criteria for pay runs and run multiple pay groups together
- Offer employee access to mobile and online pay slips
- Perform comprehensive audits before final payroll run
- View prebuilt reports for insights into payroll results
- Get automatic tax updates through the cloud



Complete control to manage payroll

Workday Payroll provides complete control over your payroll processes, data, and costs. Eliminate the pain points found in traditional systems with intuitive payroll setup and management tools.

- **Control over process:** Control how to calculate gross-to-net for different types of payroll runs. Define criteria for specific earnings and deductions.
- **Control over data:** Quickly access pay results for any worker or period. Run common predefined reports such as pay-balance summary and pay-calculation results.
- **Control over cost:** No more cost-prohibitive charges for reports, pay components, or calculations from service bureaus. No more mandatory upgrades from ERP providers that are costly and time-consuming for your company.



Actionable insight with payroll analytics

Workday Payroll includes built-in analytics, allowing you to run reports and audits on all payroll data. Retrieve and act on payroll data immediately to make adjustments.

- **Automated audits:** Users can define audit criteria and create audit reports at the summary, pay-group, or worker level. Set up comprehensive audits embedded into payroll results and drill into audit alerts to investigate details.
- **Visibility into actual costs:** Companies can now see what they are spending on workers globally. Compare payroll results across periods. Take action on a pay-calculation result via a one-click report.

Workday global payroll partner programme

Global companies that want to use Workday Payroll for the UK can take advantage of our global payroll partner programme if they have payroll needs outside of the UK. The Workday Global Payroll Partner Programme 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 also build, offer, and maintain bidirectional integration, allowing 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.

Workday Payroll for the UK

Payroll processing

- Calculate on any earning, deduction, or accumulation for any time period
- Calculate in a batch mode for pay groups or at a worker level with one click
- Determine how gross-to-net is calculated for different types of payroll runs
- Define criteria for specific earnings and deductions
- Process weekly, monthly, quarterly, biannual, and annual pay frequencies
- Process retroactive changes such as compensation changes
- Process manual payments, on-demand payments, and pay reversals

Earnings and deductions

- Manage an unlimited number of earnings and deductions
- Define a set of rules for earnings and deductions
- Map to compensation elements or benefits from Workday HCM
- Manage eligibility criteria and scheduling logic for accurate processing
- Use the flexible worktag feature to identify unique allocations
- Split labour allocations at the employee, position, and earning level
- Configure arrears calculations and net-pay validations
- Configure absence management for SSP, SMP, SPP, SAP, and ShPP
- Configure absence management and earnings for holiday pay that supports average pay calculations within the qualifying period
- Manage student loans
- Manage court orders for England and Wales, Scotland, and Northern Ireland regions
- Manage PAYE and national insurance
- Manage pension auto-enrolment assessment and associated pension scheme contributions

Accumulations and balances

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

Audit and reporting

- Run common predefined reports such as payroll register, pay balance summary, 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
- Define criteria to perform audits against pay results
- Compare payroll results across periods
- Take action on a pay-calculation result through a one-click report
- Configure specific earnings or deductions views for select security groups (for example, managers and benefits partners)
- Export any page or report directly to Microsoft Excel or a PDF with a single click
- Manage real-time information (RTI) reporting with the ability to send test submissions to test in live service prior to completing payroll and submitting to live
- Manage regulatory reports

Accounting and compliance

- Configure payroll chart of accounts and define account posting rules
- Analyse payroll-accounting reports with drill-down
- Use worktags for easy allocation to projects, cost centres, funds, grants, custom organisations, and so on
- Take advantage of the Workday cloud model to get tax updates seamlessly and automatically
- Receive electronic tax code and student loan notifications
- Create P60s that can be distributed to employees via employee self-service, mobile devices, or paper



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