

# Workday Live

at Workday Elevate

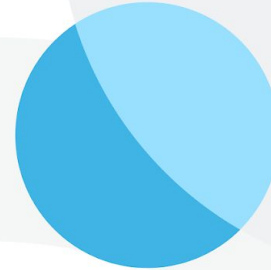
**London**

133 Houndsditch,  
Liverpool Street,

24 May 2023



# Revolutionising Payroll Management: Exploring Workday Payroll with John Lewis Partnership



# Safe Harbor Statement

This presentation may contain forward-looking statements for which there are risks, uncertainties, and assumptions. Forward-looking statements may include any statements regarding strategies or plans for future operations; any statements concerning new features, enhancements or upgrades to our existing applications or plans for future applications; any projections of revenues, gross margins, earnings, or other financial items; and any statements of expectation or belief. Forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks, and changes in circumstances that are difficult to predict and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements, and therefore you should not rely on any forward-looking statements that we may make. Further information on risks that could affect Workday's results is included in our filings with the Securities and Exchange Commission which are available on the Workday investor relations webpage: [www.workday.com/en-us/company/about-workday/investor-relations/overview.html](http://www.workday.com/en-us/company/about-workday/investor-relations/overview.html).

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Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.



**Danny Rice**

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Consultant

John Lewis Partnership



**Liam Barr**

Sr Associate Customer  
Success Manager

Workday

# Agenda

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The Workday Payroll  
Advantage

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What's New and What's  
Next for UK Payroll

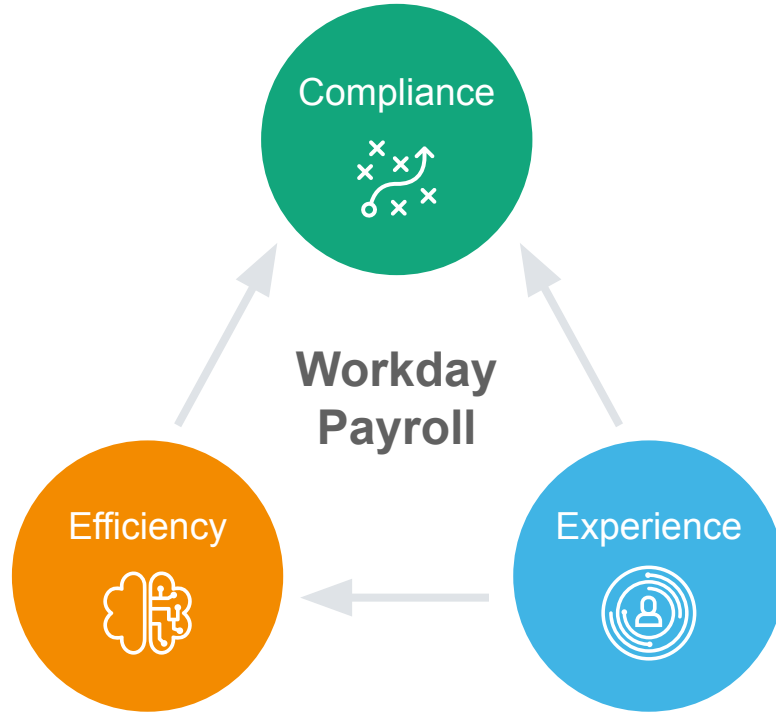
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Customer Story

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Q&A

# The Workday Payroll Advantage



# The Workday Payroll Advantage



## Efficiency

Streamlines payroll and HR processes, reducing what used to take months to days. With seamless integration with HR and Finance systems, manual tasks are eliminated for greater efficiency



## Compliance

Expert in local compliance, ensuring latest legislation changes are supported and actively monitoring compliance landscape



## Experience

Elevates employee experience for productive engagement with personalized insights and transparency into total rewards offerings and programs

## The Workday Advantage

A powerful end-to-end payroll solution for your unique workforce

# One System for HR & Payroll

## Improve Efficiency and Accuracy



### Efficiency

Streamlines payroll and HR processes, reducing what used to take months to days. With seamless integration with HR and Finance systems, manual tasks are eliminated for greater efficiency

| One system for HR, Absence, Time, Payroll

| Intelligent automation reduces errors, improves efficiency, and simplifies processes

| Payroll system seamlessly integrates with HR and Finance systems of record

| One source of truth - data is available for payroll processing as soon as it is entered

## The Workday Advantage

A powerful end-to-end payroll solution for your unique workforce



# Get Payroll Compliance Right

## Smart, Localised Compliance



### Compliance

Expert in local compliance, ensuring latest legislation changes are supported and actively monitoring compliance landscape

| Automatically receive tax updates with Workday's cloud model

| Workday Community provides a platform for customers to share compliance updates and learn from each other

| The Payroll Compliance Updates Dashboard offers real-time updates and simplifies compliance management

| Our internal legal and compliance team stays up-to-date on regulatory changes that may impact our customers

## The Workday Advantage

A powerful end-to-end payroll solution for your unique workforce

# Enrich Employee Engagement

## Self-Service That Empowers Employees



### Experience

Elevates employee experience for productive engagement with personalized insights and transparency into total rewards offerings and programs

| Compare pay slips and pay components over time with the employee pay self-service dashboard

| Mobile capability allows users to view payslips from anywhere

| Effortlessly manage time, absence, payments, and view P60s from any device with our seamless one-stop-shop experience

## The Workday Advantage

A powerful end-to-end payroll solution for your unique workforce

# Workday Payroll for the UK

What's New and Next



# What's New?

## FPS Exception Enhancements

Current report live since 2015

New report:

Delivers significant performance enhancements

Directs users to data exceptions

Provides a platform for continued improvements in the future

\*To restrict the number of payroll results being processed, specify one or more workers. Alternatively, to select the payroll results for all workers except a few, select the few workers and select the 'Exclude' flag.  
\*You must specify any workers. The payroll results for all workers in the specified company are selected and shown in pages. The page number will reflect the number of pages for which you should run the report to review all the exceptions. To ensure that no employees are excluded, select all page numbers.  
\*To filter the exceptions shown in the report by a particular submission, select a submission number.  
\*If you select an Integration Event, only payroll results created after that event are shown.  
Columns in the report will be visible for the selected criteria and displayed.

Period: 01/01/2022 - 31/01/2022 (Monthly)

UK Employer Reference: 123/456789/1 Global Modern Services, PLC (UK)

Pay Calculation Status: Complete

Workers: 10 Progress

Exclude Workers: ☐

Off Cycle Details: ☐

Other Integration Event: ☐

Exceptions: Critical, Information, Warning

Submission Number: 10

Page Number: 10

OK Cancel

View UK RTI FPS Exceptions

Details

Period: 01/01/2022 - 31/01/2022 (Monthly)

Off Cycle Details: No

UK Employer Reference: 123/456789/1 Global Modern Services, PLC (UK)

Exceptions: Critical, Information, Warning

Pay Calculation Status: Complete

Exclude Workers: No

Page Number: 1

1 item

Errors & Warnings	38. Payroll ID	5. NINO	6A. Title	7. Forename	8. Surname	13. Address Line 1	14. Address Line 2	15. Address Line 3	16. Address Line 4	17. UK Postcode	18. Foreign Country
118 BACS HASH CODE is required but undefined, or has an invalid value	2109-TYUJOP			Joan	Boyle	3732 Brocken Street	San Francisco				United States of America

View RTI FPS Exceptions

1155 items

Worker	Manager	Employee ID	Payroll ID	Severity	Exception Message
UKMTax Director		22581	22581-9CF263	Warning	(15 TAXCODE) has not been defined. A default value of '0' has been used in the calculation
				Warning	(16 TAXCODE) has not been defined. A default value of 'N/UM' has been used in the calculation
				Information	(118 BACS HASH CODE) will be blank because bank details have not been provided
				Warning	(79 NI CATEGORY) has been defaulted within NI calculation because they have reached age 21 or State Pension Age, else they have no NI Category assigned. Action required to update NI Category within Tax Details
UKMTax Student	Manager Manager, A317	22529	22529-9CF263	Critical	(13 ADDRESS LINE1) is required but undefined, or has an invalid value
				Critical	(14 ADDRESS LINE2) is required but undefined, or has an invalid value
				Critical	(6 SURNAME) is required but undefined, or has an invalid value
				Information	(118 BACS HASH CODE) will be blank because bank details have not been provided
				Warning	(79 NI CATEGORY) has been defaulted within NI calculation because they have reached age 21 or State Pension Age, else they have no NI Category assigned.

Items per page: 30 1-30 of 1155 items 1 2 3 4 5 of 39 pages

Clickable

Row per exception

# What's Next for UK Payroll?



# Automation & Efficiency



## 2023 R2

- |  |                            |
|--|----------------------------|
| International Assignment Discovery                     | SSP1 Reporting             |
| View UK RTI FPS Exceptions report enhancements Phase 2 | Pension AE Enhancements    |
| FPS Special Characters                                 | Worker Termination Warning |

## Future

- |                                    |                                |
|------------------------------------|--------------------------------|
| Pension AE Enhancements Completion | Company Transfer Retro Support |
| FPS Data Report                    | Mistimed Payments              |
| RTI Enhancements                   | Company Sick Pay               |
| International Assignment           | Pensioner Payroll              |

# Compliance



## 2023 R2

UK Civil Service  
Pension File (GA)

Director National  
Insurance Enhancement

## Future

2024/25 Compliance

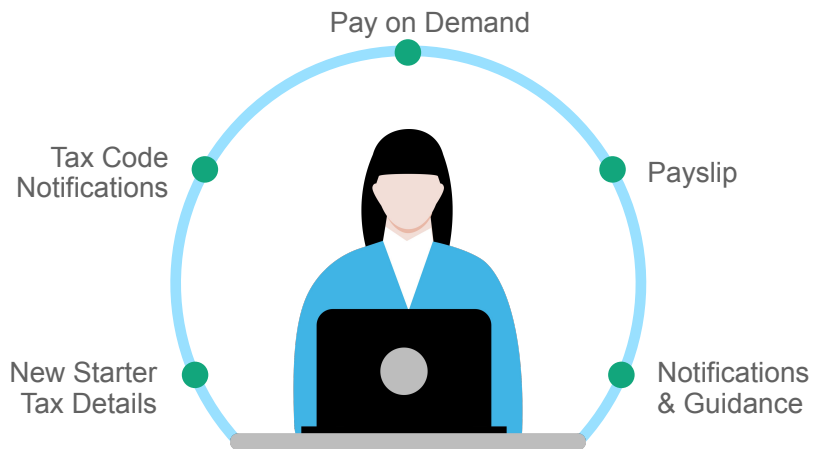
Neonatal Parental Pay

Student Loan Plan Type 5

FPS: Removal of  
Bacs Hash Code

[Regional Separation](#) & UK  
Tax Year Change Planning

# Engagement & Experience



## 2023 R2

| Payment Elections on Mobile  
(Pay Accounting)

## Future

| P45 OCR

| New Starter Checklist

| P45 Tax Document Upload

| UK Payslip Enhancements

| [Pay on Demand](#)



# Customer Story

Innovation with Workday Payroll  
for the UK





JOHN LEWIS | WAITROSE



## London and Bracknell, United Kingdom

Headquarters



Employee-owned company which operates department stores, supermarkets, and financial services



### Workday Products

Recruiting	HCM
Learning	Compensation
Talent	Benefits
UK Payroll	Time Tracking
Prism Analytics	Absence Management



### Customer

#2193 (December 2017)



### £10.8 billion

Revenue (2021)



### Go-Live

April 2020



### 80,000

Partners

**Q&A**

The background of the slide is a solid orange color. On the right side, there are three large, overlapping circles in shades of orange and yellow, creating a modern, abstract design.

# Thank you

