

Workday Payroll for the UK.

Workday Payroll for the UK addresses the full spectrum of enterprise payroll needs. 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 helps customers pay their workers accurately, timely, and compliantly. It elevates the payroll function to be transformational, enabling effortless experiences and autonomous efficiency for our global customers and millions of workers.

Connected and future-ready.

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

- **Unified solution:** Capitalise on connected, real-time data maximising the value of having a unified system of engagement and record for worker data to manage changes for benefits, terminations, and life events.
- **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.

- **Intelligent self-service:** Support employees with a single self-service experience where they can manage their HR and payroll data so they can view all HR, time, and payroll info all 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.

Key Benefits

- Reduce costs with a unified, cloud-based system
- Define processing criteria for pay runs and run multiple pay groups together
- Streamline payroll processing with a robust, automated calculation engine that handles complex requirements
- Support compliance and improve payroll accuracy with comprehensive audits
- Offer mobile and online employee access to payslips and P60 forms
- View prebuilt reports for insights into payroll results
- Get automatic tax updates through the cloud

Key Features

- UK holiday pay
- Continuous payroll processing
- Retro payroll processing
- Real-time visibility into the general ledger
- Highly flexible, anytime audits
- Built-in reporting and analytics
- Mobile-first employee experience
- Automatic tax updates

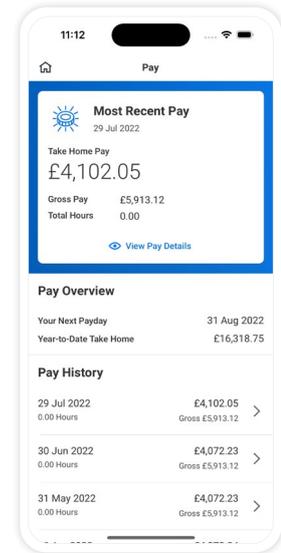
Customer Results Achieved

- Reduced payroll processing from 2 days to 1 hour
- Reduced monthly error rate by 80%
- 78% reduction in payroll time spent on data exceptions

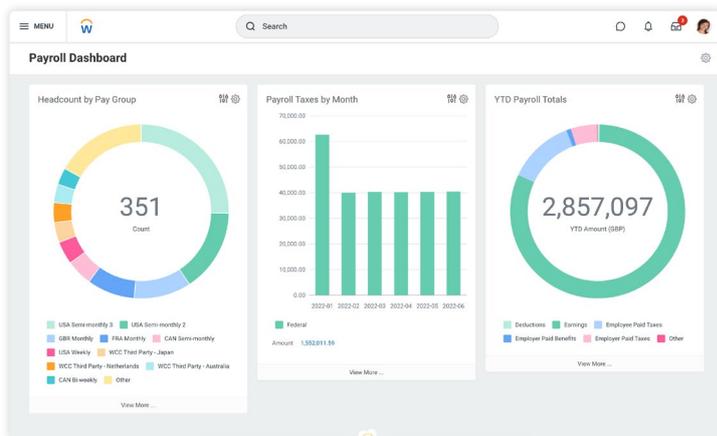
Autonomous and efficient.

Do more with less, save time and cost using Workday Payroll for the UK that is designed to analyse, anticipate, and automate. Respond to data changes on-demand with agility and efficiency through autonomous innovations such as responsible AI and machine learning (ML)—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:** Flexibility to schedule smart calculation 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 mandatory upgrades from ERP providers that are costly and time-consuming for your company.
- **AI and ML:** Use AI and ML and eliminate manual interpretation of pay rules around rates, hours worked, and overtime.



Access mobile payslips via self-service.



Run standard, prebuilt payroll reports or customise your own.

Seamless operations globally.

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

- **Compliance:** Ensure compliance with UK local legislations and swiftly address regulatory changes by leveraging the Workday cloud model with automatic tax updates.
- **Security:** Workday is committed to protecting your data and providing a secure way for organisations 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.

Payroll Processing

- Calculate on any earning, deduction, or accumulation for any time period
- Calculate in batch mode for pay group, at worker level with just one click or in real time with continuous calculation
- Determine how gross-to-net is calculated for different types of payroll runs
- Define criteria for specific earnings and deductions
- Process weekly, fortnightly, four-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, ShPP and SPBP
- Configure absence management and earnings for holiday pay that supports average pay calculations within the qualifying period
- Manage student and postgraduate 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

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, student, and postgraduate loan notifications
- Create P60 forms that can be distributed to employees through employee self-service, mobile devices, or paper

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

- Schedule recurring audits to run automatically
- 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
- View, track, and manage audit exceptions in real time via the payroll audit exception summary or the payroll audit exceptions report
- 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 or use your data in worksheets to collaborate in teams
- Process real-time information (RTI) directly from HM Revenue & Customs (HMRC)
- Manage 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

Year End Processing

- Create and publish form P60
- Process and apply year-end, tax code, and clear down changes
- Create and transmit Final Payment Submission (FPS) tax adjustments

Employee Self-Service

- View pay slip information online or from a mobile device
- Add or edit payment elections (direct deposit)
- View P60 documents
- 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

Workday Global Payroll Cloud Partner Programme.

Global companies that want to use Workday Payroll for the UK can take advantage of our global payroll cloud partner programme if they have payroll needs outside of the UK. The Workday Global Payroll Cloud 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.

To learn more, watch the [Workday Payroll for the UK quick demo](#).



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