

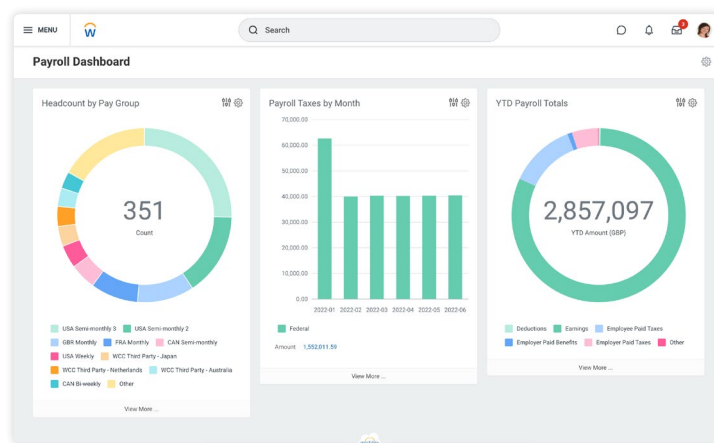
# Workday Payroll for the UK and Ireland.

## Elevate payroll. Empower your people. Drive strategic impact.

In today's dynamic business landscape, organisations face increased complexity and risk. Economic uncertainty, evolving regulations, and new ways of working are all impacting payroll, putting immense pressure on payroll teams to adapt to change while staying compliant and avoiding penalties.

Payroll is more than just a back-office function; it's a critical driver of employee engagement, productivity, and overall business success. Yet, many organisations rely on outdated, fragmented payroll processes that hinder agility and strategic decision-making.

Workday Payroll for the UK and Ireland is a unified, cloud-based solution that helps organisations transform payroll into a strategic asset. Embedded in the AI platform for HR and finance, the solution empowers you to streamline processes, improve accuracy, ensure compliance, and unlock valuable insights.



Self-service that empowers employees.

## Optimise end-to-end payroll processes.

Streamline your entire payroll process with a single unified platform that connects your people, data, and processes. Minimise integration needs and reduce data breach risks with one extensible, open platform that unifies payroll with HR and finance. For UKI multinational organisations, Workday payroll seamlessly connects to a trusted network of global and local payroll partners so you can gain a comprehensive view of your payroll operations across all countries and pay groups.

### 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

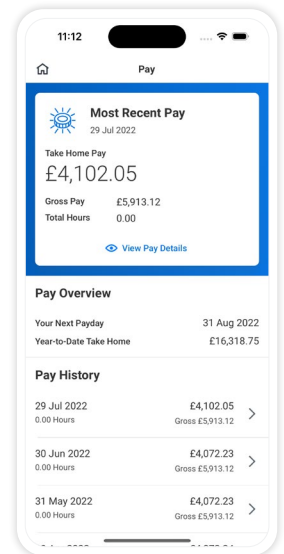
- Reduced payroll processing from 2 days to 1 hour
- Reduced monthly error rate by 80%
- 78% reduction in payroll time spent on data exceptions

## Champion new ways of working.

Easily configure business processes, payroll calculations, and reporting frameworks to meet new regulations and specific reporting requirements without relying on third-party service providers or IT. Leverage AI-infused technology to improve accuracy, simplify audits, ensure compliance, and free up your payroll team for strategic initiatives. Scale fearlessly with the robust and reliable Workday platform trusted by the world's most sophisticated companies on a single version.

## Empower your people.

Empower your employees and unlock the strategic potential of your payroll team through AI-driven experiences. Drive employee engagement and satisfaction by enabling them to easily view and manage both their HR and pay information in one system. Leverage AI and automation to optimise workflows and eliminate repetitive manual tasks, enhancing your payroll team's productivity.



Access mobile payslips via self-service. One system for analytics and payroll based on the most complete source of workforce data.

## Become a data-driven business partner.

The unified Workday platform for HR, workforce, and payroll provides real-time analytics and reporting that allow you to align payroll data and insights with your business goals and strategic workforce plans. With real-time analytics based on live HR, workforce, and payroll data, you can make data-driven decisions and proactively address potential issues by analysing results mid-period. Gain strategic insights from your payroll data and model and predict future outcomes using real-time analytics and reporting.

## Workday Global Payroll Partner Programme.

Global companies that want to use Workday Payroll for the UK and Ireland can take advantage of the Workday Global Payroll Partner Programme if they have payroll needs outside of the UK and Ireland. The Workday Global Payroll Partner Programme provides prebuilt, pretested country-specific integrations between Workday and third-party payroll systems using a standardised approach for deployment, integration, and support. With over 100 country-specific certifications, customers gain flexibility and efficiency in managing payroll integrations while minimising costs and effort.

These certified integrations ensure seamless data transfer of employee and organisational information, keeping Workday as the system of record. Fully documented and tested, they reduce setup and maintenance expenses, streamline processes, and eliminate the complexities of ongoing updates, offering a reliable and cost-effective solution for global payroll management.

## Workday Payroll for the UK and Ireland

### 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 (UK)
- Process retroactive changes such as compensation changes
- Process manual payments, on-demand payments and pay reversals (UK)
- Process weekly, fortnightly, monthly (IE)
- Process manual payments, on-demand payments (IE)

### Earnings and deductions.

- Manage unlimited number of earnings and deductions
- Define a set of rules for earnings and deductions
- Map to compensation elements or benefits from Workday Human Capital Management
- 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 SNCP (UK)
- Configure absence management and earnings for holiday pay that supports average pay calculations within the qualifying period (UK)
- Manage student and postgraduate loans (UK)
- Manage court orders for England and Wales, Scotland, and Northern Ireland regions (UK)
- Manage PAYE and national insurance (UK)
- Manage pension auto-enrollment assessment, re-enrollment, and associated pension scheme contributions (UK)
- Configure absence management for occupational sick and parental leave, and statutory offsets (IE)
- Configure AEO and NOA court orders (IE)
- Manage income tax, PRSI, USC, and LPT (IE)

### 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, and custom organisations
- Take advantage of the Workday cloud model to get tax updates seamlessly and automatically
- Receive electronic tax code, student, and postgraduate loan notifications (UK)
- Create P60 forms that can be distributed to employees through employee self-service, mobile devices, or paper (UK)
- Receive electronic PAYE Modernisation (RPN) Revenue Payroll Notifications (IE)

### 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
- Run machine learning powered audit insights
- Process real-time information (RTI) directly from HM Revenue & Customs (HMRC) (UK)
- Manage RTI reporting with the ability to send test submissions to test in live service prior to completing payroll and submitting to live (UK)
- Process PAYE Modernisation real-time reporting (RTR) directly to Irish Revenue (IE)
- Manage regulatory reports

## Workday Payroll for the UK and Ireland

### Accumulations and balances.

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

### Year-end processing.

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

### Employee self-service.

- View pay slip information online or from a mobile device
- Add or edit payment elections (direct deposit)
- 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
- View P60 documents (UK)
- Enter new starter checklist details and upload a copy of P45 when onboarding (UK)

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