

Workday Payroll for Australia.

Payroll is one of the most time-consuming functions in HR and finance. Now more than ever, organizations need to be agile to meet and stay ahead of business needs, while delivering remarkable experiences to employees and payroll professionals. Workday Payroll for Australia helps customers gain control of their payroll processes, data integrity, and costs with the ability to configure payroll as business needs change. As part of the payroll solution, an intuitive self-service allows employees to view their payslip and manage other HR tasks, all in one place. With Workday Payroll for Australia, administrators benefit from continuous payroll calculations, an intuitive payroll dashboard, smart payroll audits, and built-in reporting—all within Workday.

Workday Payroll for Australia leverages the Workday core payroll foundation in the cloud to provide human capital management (HCM), time, absence, and a payroll solution in a single system. With worker data in Workday Human Capital Management (HCM) flowing seamlessly to Workday Payroll, customers can increase the efficiency and accuracy of their payroll processes, and better support their compliance obligations and standard business practices in these markets. Workday Payroll for Australia is Commercially Available (CA) now to qualifying customers and is scheduled to become generally available for subscription during the first quarter of 2024.

Workday Payroll for Australia is a configurable application that will include the same native payroll capabilities as other Workday native payroll regions with one source for data that flows into the payroll calculations, smart processing technology that recognizes important data changes that impact payroll, auditing capabilities to track and route within Workday, retro processing, and more.

Workday Payroll for Australia is designed like all Workday native payroll solutions, being part of a single solution alongside Workday HCM and Workday Financial Management. This will help you increase efficiency and accuracy in payroll calculations as well as maximize overall investment for Workday customers.

Key Highlights

- No integrations required as Workday Payroll uses the same native architecture, data model, and user experience as Workday Financial Management and Workday HCM
- Provides complete control over your payroll processes, data, and costs

Key Benefits

- Leverage a robust calculation engine to handle complex requirements and automatically calculate pay results in real time
- Define processing criteria for pay runs and run multiple pay groups together
- Perform comprehensive audits before final payroll run
- View prebuilt reports for insights into payroll results

A single solution from hire to retire.

Designed as part of a single solution alongside Workday Financial Management and Workday HCM, Workday Payroll for Australia helps you maximize your overall Workday investment.

- Take advantage of the system of record in Workday for worker data across HCM and payroll to manage job changes, terminations, and life events.
- Leverage a single self-service application. Employees can request time off and check online pay slips from the same application on a browser.
- View real-time, detailed journal lines before payroll completes and have them seamlessly post to the GL.

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 Workday configuration supports your organization's advanced requirements.

- 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.
- 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 organization.
- 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.

Manage payroll your way.

Workday Payroll for Australia gives you control over your payroll processes, data, and costs. Automate payroll tasks and checklists as well as payroll calculations using continuous and smart calculations to streamline payroll processing.

- Empower your payroll teams with the flexibility to set up audit criteria and reports that run automatically, and alert users to exceptions as they arise to further simplify the payroll process.
- 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. With actionable insights, you can retrieve and act on payroll data immediately to make adjustments.
- Calculate payroll runs, create payroll reports, add pay components, or edit accounting rules free of cost-prohibitive charges.

Workday Applications

Part of our human capital management suite with other Workday products including Workday Financial Management, Workday HCM, Workday Payroll, Workday Recruiting, Workday Learning, Workday Adaptive Planning, and Workday Peakon Employee Voice.

- Configure a compliance dashboard to see compliance-related updates all in one place. Workday Payroll for Australia enables organizations to pay workers accurately, timely, and compliantly.
- Report to the Australian Taxation Office (ATO) with a Single Touch Payroll (STP) Phase 2 feature.
- Facilitate reporting of payroll taxes for state and territories.
- Pay as You Go (PAYG) withholding from payments made to workers.
- Support additional withholding for your workers when they are required to make repayments for financial assistance and have Study and Training Support Loans (STSL).
- Help workers' save for retirement and support superannuation contributions, and generate a SuperStream file for contributions to SuperFunds.
- Withhold money from an employee's earnings to pay back debt when a withholding order has been issued.
- Process payments for employees who are on leave.

Actionable insights with payroll analytics.

Workday Payroll for Australia includes built-in analytics that you can both view and take immediate action on to make adjustments by drilling into audit alerts directly from the reports, 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. Partner with finance to view real-time, detailed journal lines before payroll completes and have them seamlessly post to the GL.

To learn more about how Workday can help, visit:

workday.com/en-au/homepage.html



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