

Workday Payroll for France

Workday Payroll for France 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 for France offers the control, flexibility, and insight you need to support your unique organisation.

A single solution from hire to retire

Designed as part of a single solution alongside Workday Financial Management and Workday Human Capital Management, Workday Payroll for France helps you maximise 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 payslips from the same application on a browser or mobile device.
- View real-time, detailed journal lines before payroll completes and have them seamlessly post to the GL.

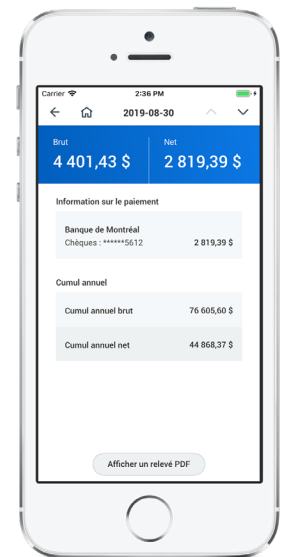
Flexibility to address unique requirements

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

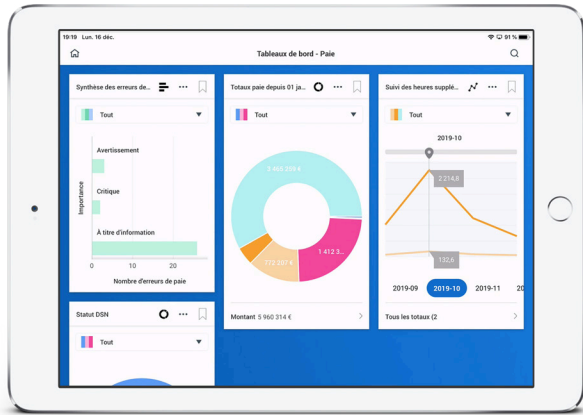
- **Robust calculation engine:** Automatically calculate pay results for each period so you can view up-to-date payroll information anytime, anywhere. The continuous calculation in Workday streamlines payroll processing by automatically recalculating payroll results in real time as pay-impacting events occur.
- **Highly configurable:** Set up accumulations, balance periods, and balances according to your current calculation and reporting needs. Arrange workers into logical pay groups according to the needs of your organisation.

Key benefits

- Leverage a robust calculation engine to handle complex requirements and automatically calculate pay results in real time
- Full flexibility to run payroll on your schedule – as often as you need, when you need it
- Perform comprehensive audits before final payroll run and schedule recurring audits to run automatically
- View dashboards and reports for actionable insights into payroll results
- Get automatic tax updates through a cloud delivery model
- Built-in DSN (Déclaration Sociale Nominative) process and reporting
- Offer employees access to mobile and online payslips



Access mobile payslips
via self-service.



Run standard, prebuilt payroll reports or customise your own.

- **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.

Complete control to manage payroll

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

- **Control over process:** Manage how gross-to-net is calculated 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 costly and time-consuming mandatory upgrades from ERP providers.

Actionable insight with payroll analytics

Workday Payroll for France includes built-in analytics, allowing you to run reports and audits on all payroll data.

Retrieve and act on payroll data to make immediate adjustments.

- **Smart audits:** Users can schedule recurring audits to run automatically, and can view audit exceptions in real time as they are created with the audit summary report. Set up worker-based audit rules and mass update audit exceptions to cut down on audit time.
- **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 Cloud Partner Programme

Global companies that require payroll solutions beyond native Workday payroll offerings in France, the UK, the US, and Canada can take advantage of the Workday Global Payroll Cloud Partner Programme. This 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 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.

“With Workday we have redefined our processes, everything is in real time so we gained productivity and we are more in control of our payroll processes. We are in the driving seat to manage the payroll evolution versus being a mere spectator asking for corrections.”

– Franck Haible
Project Manager, Webedia Group

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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, including gross-up calculations.

Earnings and deductions

- Unlimited number of earnings and deductions.
- Ability to define a set of rules for earnings and deductions.
- Intuitive mapping to compensation elements or benefits from Workday HCM.
- Eligibility criteria and scheduling logic for accurate processing.
- Flexible worktag feature for identifying unique allocations.
- Labour allocations splits at the employee, position, and earning level.
- Full compliance with contribution calculation such as URSSAF, AGIRC-ARRCO, tax withholding at source, and DNS reporting.

Audit and reporting

- Schedule recurring audits to run automatically.
- Run predefined reports or configure reports such as pay balance summary, pay calculation results and payroll register.
- 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 and view, track, and manage audit exceptions in real time.
- Configure new or edit current audit rules based on worker eligibility and severity levels.
- Compare payroll results across periods.
- Take action on a pay calculation result via a one-click report.
- Configure specific earnings or deductions views for select security groups (e.g. managers or benefits partners).
- Export any page or report directly to Excel or a PDF with a single click or use your data in worksheets to collaborate in teams.

Accounting and compliance

- Configure payroll chart of accounts and define account posting rules.
- Perform drill-down analysis with the payroll accounting report.
- Use worktags for easy allocation to projects, cost centres, funds, grants, custom organisations, and so on.
- Deliver tax updates seamlessly and automatically using the Workday cloud model.
- Configure, audit, preview, print, and file DSN.



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