Workday 2024 R2 Release Impact Analysis

Payroll

2024

Payroll

Automatically available features

UK payroll

UK payroll automatic features

Cognizant Consultants have prepared a list of automatic features for the upcoming 2024 R2 Workday release. These features are delivered automatically by Workday and no set up is required from your end.

Workday payroll

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UK payroll - Smart UK RTI FPS

What's changing

Workday enhances the RTI FPS process to enable you to rerun the process and only update items that have changed.

Additional Considerations

Workday updates the Generate UK RTI FPS Data task to include an Enable Smart RTI check box.

What do i need to do?

- N/A

What happens if i do nothing?

- N/A

Community link https://doc.workday.com/release-notes/en-us/paywdgbr/7506170.html

UK payroll - UK pension auto-enrolment notification exclusion

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What's changing

Workday updates the Send UK Pensions Auto Enrolment Notifications task to enable you to exclude specific workers.

Additional Considerations

Workday adds an Exclude Workers check box below the existing Workers selection field. If you select the check box, Workday doesn't distribute a notification for any workers you choose.

What do i need to do?

- N/A

What happens if i do nothing?

- N/A

Community link https://doc.workday.com/release-notes/en-us/paywdgbr/7980316.html

UK payroll - UK pension auto-enrolment web services

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What's changing

Workday enhances the pension auto-enrolment web services to include workers' re-enrolment details.

Additional Considerations

Workday updates these web services (secured to the existing Worker Data: Payroll (Company Specific) - UK domain):

- Get Worker Pensions Auto Enrolment Details
- Put Worker Pensions Auto Enrolment Details

To add this worker data:

- Re-Enrolment Date
- Re-Enrolment Selection Type

What do i need to do?

- N/A

What happens if i do nothing?

- N/A

Community link https://doc.workday.com/release-notes/en-us/paywdgbr/7767624.html

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UK payroll - UK pension auto-enrolment web services

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What's changing

Workday enhances how you record and process workers' re-enrolment into a qualifying pension scheme by enabling you to automate parts of the re-enrolment process.

Additional considerations

Workday delivers a new Maintain Company UK Pensions Re-Enrolment Details task (secured to the existing Set Up: Payroll (Pensions) - UK domain), enabling you to record current and future pension re-enrolment dates. As part of this, we update the existing Add Company UK Pensions Auto Enrolment Details task by removing the Re-Enrolment Date field. The field is now shown on the Maintain Company UK Pensions Re-Enrolment Details task; Workday automatically copies over any of your existing dates.

Workday also delivers this new task and report (secured to the existing Worker Data: Payroll (Company Specific) - UK domain), enabling you to re-enrol selected workers from a pay group into a qualifying pension scheme and view the results:

- Add UK Pensions Re-Enrolment Details
- View UK Pensions Re-Enrolment Details

What do i need to do?

This feature is automatically available. Use these new tasks for re-enrolment:

- Maintain Company UK Pensions Re-Enrolment Details
- Add UK Pensions Re-Enrolment Details
- View UK Pensions Re-Enrolment Details

Workday recommends you update your training materials to make users aware of the changes.

Community link https://doc.workday.com/release-notes/en-us/paywdgbr/7989613.html

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UK payroll - UK pension auto-enrolment web services

Additional considerations

Workday updates the Add Worker UK Pensions Auto Enrolment Details task and View Worker UK Pensions Auto Enrolment Details report, by adding these columns to the Pension Auto Enrolment Details tab:

- Re-Enrolment Date - Displays the dates recorded in the Maintain Company UK Pensions Re-Enrolment Details task.
- Re-Enrolment Selection Type - Identifies if the worker has been either manually or automatically included in, or excluded from, re-enrolment.

What do i need to do?

You'll see the new re-enrolment tasks in the UI.

Workday moves the existing Re-Enrolment Date field from the Add Company UK Pensions Auto Enrolment Details task to the new Maintain Company UK Pensions Re-Enrolment Details task.

Pensions auto-enrolment assessment will continue to work as is.

Community link https://doc.workday.com/release-notes/en-us/paywdgbr/7989613.html

Core payroll

Core payroll automatic features

Cognizant Consultants have prepared a list of automatic features for the upcoming 2024 R2 Workday release. These features are delivered automatically by Workday and no set up is required from your end.

Workday payroll

- ADP Check Print Integration
- Custom Validation for On-Demand Payments
- Object Transporter for Payroll
- Payroll Calculation Processing Report
- Payroll Processing

ADP check print integration

A

What's changing

Workday continues to enhance the ADP Check Print integration to improve the performance and flexibility.

- To help ensure authorized access for documents, Workday now secures the ADP Check Print (Enhance Performance) integration template to the Domain Process: Payroll Settlement domain in addition to its existing domains.
- Workday updates the ADP Check Print integration to now include Employee Header Record 16 for workers, helping you comply with ADP specifications.

What do i need to do?

- Workday recommends that you reach out to ADP to help ensure that they process the Employee Header Record 16.

What happens if i do nothing?

- This feature will be Automatically Available in Production with Workday Release 24R2

Community link https://doc.workday.com/release-notes/en-us/paywdi/7810120.html

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ADP check print integration

What’s changing

- Workday adds these new integration field attributes to the Payment Group Data section of the ADP Check Print (Enhance Performance) integration template, enabling you to override a company's name and address:
  - DBA Name
  - Alternate Address
- You can use the DBA Name integration field attribute for the name that your company operates under if the name is different from the company's legal registered name.

Delivery date changes

No delivery date changes

- Preview Date: 2024-08-09
- Production Date: 2024-09-21
- Service Update Date: 2024-08-17

Community link https://doc.workday.com/release-notes/en-us/paywdi/7810120.html

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Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
• ADP check print integration template was not secured under domain Process: Payroll Settlement.	• To help ensure authorized access for documents, Workday now secures the ADP Check Print (Enhance Performance) integration template to the Domain Process: Payroll Settlement domain in addition to its existing domains. • Workday adds these new integration field attributes to the Payment Group Data section of the ADP Check Print (Enhance Performance) integration template, enabling you to override a company's name and address: • DBA Name • Alternate Address	**Y/N:** N/A **Impact description:** N/A

Effort 0.5 hours

Additional description if applicable

Defect link N/A

Community link https://doc.workday.com/release-notes/en-us/paywdi/7810120.html

Custom validation for on-demand payments

What's changing

- You can now include rules (Example: Payment date has to be equal or greater than the current date) when you create custom validations for on-demand payments using the Maintain Custom Validations task.
- To provide better clarity, we rename the Off-Cycle Payment category to On Demand Payment.

What do i need to do?

- Automatically Available

What happens if i do nothing?

- None

Community link

Accounting Source Analytics Data Source Security Configuration (workday.com)

Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior 2024 R2	Impact (Y/N)
Custom Validation for On-Demand Payments	Provides you with better support and flexibility to configure and maintain custom validation rules for on-demand payments. What Do I Need To Do? Automatically Available What Happens If I Do Nothing? None	You can now include rules (Example: Payment date has to be equal or greater than the current date) when you create custom validations for on-demand payments using the Maintain Custom Validations task. To provide better clarity, we rename the Off-Cycle Payment category to On Demand Payment.	With this release, you can configure custom validations for on-demand payments. Provides you with better support and flexibility to configure and maintain custom validation rules for on-demand payments.	• N

Effort 1 hour

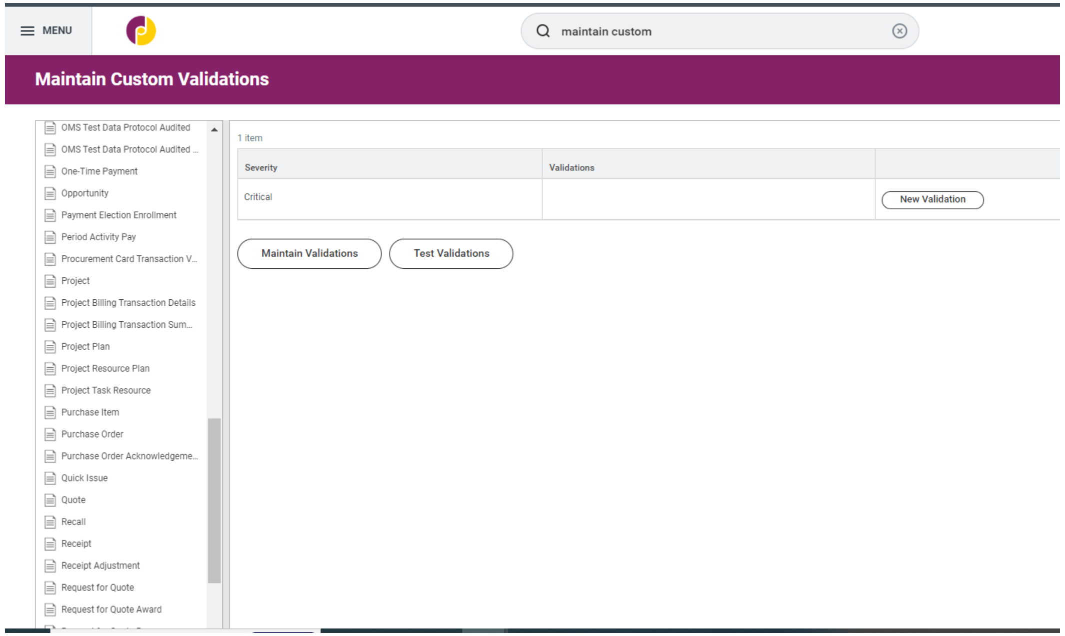
Effort depends on number of countries in scope and account types required for each country.

Defect link Not Applicable

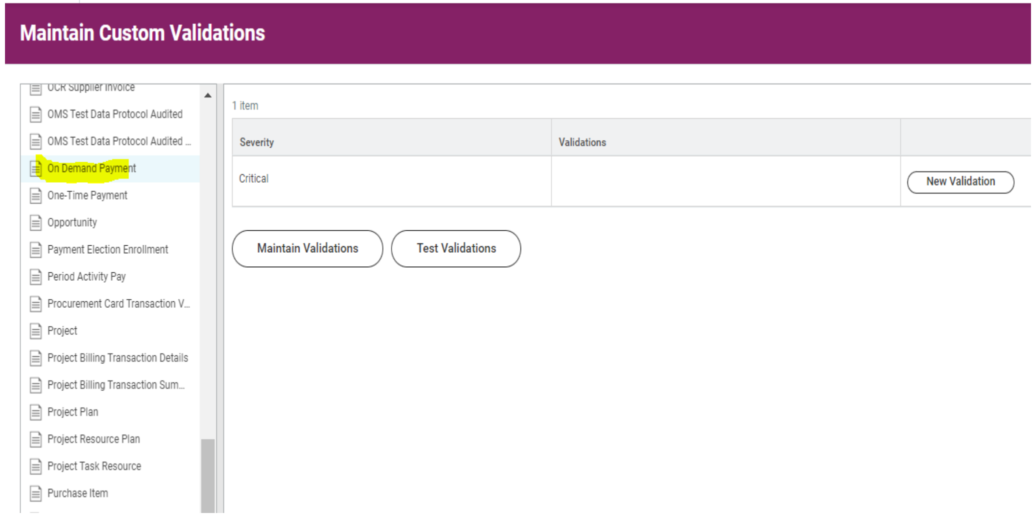
Community link https://doc.workday.com/release-notes/en-us/paywdcore/8013261.html

Workday release 2 automatically available features

Before release



After release



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Payroll - Object transporter for payroll

What's changing

In this release, Workday delivers Payroll to the new Object Transporter.

Additional considerations

With this update, Workday enables you to migrate these Payroll objects between tenants using the new Object Transporter:

- Aggregate Calculations
- Arithmetic Calculations
- Advanced Lookup Tables
- Balance Periods
- Build Date Calculations
- Conditional Calculations
- Constant Date Calculations
- Constant Value Calculations
- Date Difference Calculations
- Date Extract Calculations
- Date Increment/Decrement Calculations
- Deductions
- Earnings
- Gross-Up Configuration
- Gross-Up Priorities
- Input Value Lookup Tables
- Instant Set Comparison Calculations
- Instance Value Calculations
- Logic Calculations
- Lookup Calculations
- Lookup Tables

What do i need to do?

If you have access to the customer central tenant, you can create configuration packages with payroll implementation types.

What happens if i do nothing?

N/A

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7337992.html

Payroll - Object transporter for payroll (cont.)

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Additional considerations

- Maintain Audit Configuration - Results by Period
- Maintain Payroll Audit Configurations - Compare Periods
- Maintain Payroll Proration Overrides
- Pay Accumulations
- Payroll Action Reason
- Payroll Audit Configurations
- Payroll Audit Run Group
- Payroll Audit Worker Eligibilities
- Pay Balances
- Pay Group Automatic Assignment Rules
- Pay Group Rules
- Payroll Input Templates
- Payroll Proration Overrides
- Payroll Prism Prove Mappings
- Pay Results CRF Mappings
- Pay Results CRF Mappings - Balance Period Mappings
- Pay Retro Calculation Processing Configurations
- Pay Run Groups
- Payroll Register by Period Configurations
- Payroll Register Task Configurations
- Related Calculations
- Step-Based Calculations
- Step-Based Calculation Condition
- Step-Based Condition Groups
- Value Comparison Calculations
- Voluntary Deduction Configuration

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7337992.html

Payroll - Object transporter for payroll (cont.)

A

Additional considerations

What to know about migrating Payroll objects:

- You can't migrate snapshots later than today's date, only the most recent snapshot that is today's date or earlier.
- You can only migrate a pay component with a package effective date that is later than the earliest snapshot date.
- You must migrate pay component related calculations either before you migrate or as you migrate generic calculations.
- You must migrate pay component related calculations name changes before you migrate the pay component or as part of a configuration package that includes that generic calculation.
- When you remove optional values in your calculations, then migrate those objects to a new tenant where that value already exists, the empty value doesn't migrate. Workday recommends you wait to remove the optional values until after you migrate to the new tenant.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7337992.html

Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior 2024 R2	Impact (Y/N)
Object Transporter for Payroll	In this release, we deliver Payroll to the new Object Transporter. This update improves your ability to migrate Payroll configuration data and objects from one tenant to another, either individually or as part of a configuration package. What Do I Need To Do? Automatically Available. What Happens If I Do Nothing? None.	This update improves your ability to migrate Payroll configuration data and objects from one tenant to another, either individually or as part of a configuration package.	• Payroll data object may need to be configure manually.	N

Effort 1 hour

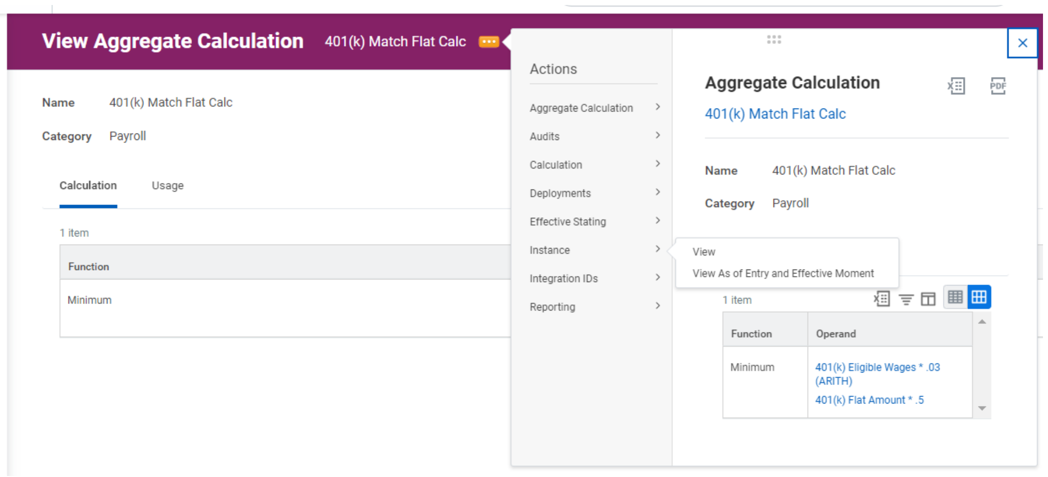
Effort depends on number of countries in scope and account types required for each country.

Defect link Not Applicable

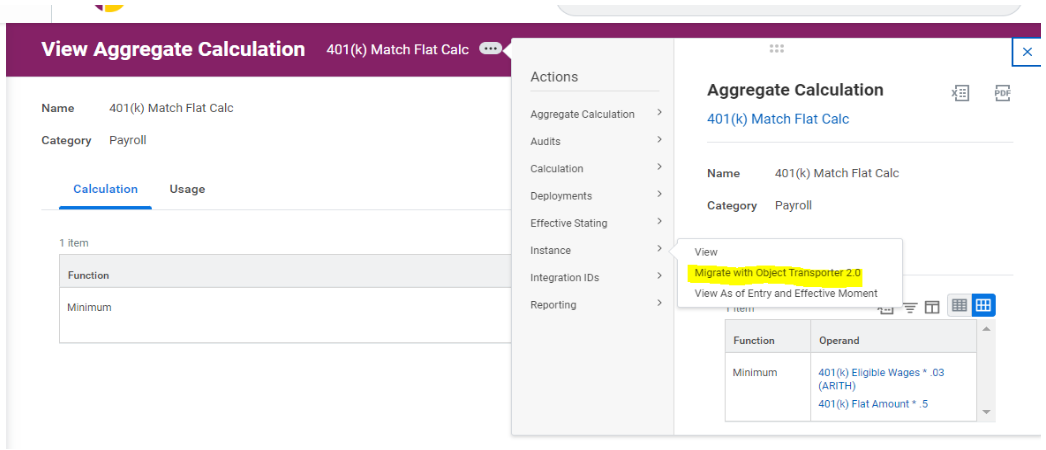
Community link https://doc.workday.com/release-notes/en-us/paywdcore/7337992.html

Workday release 2 automatically available features

Before release



After release



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Payroll - Object transporter for payroll

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What's changing

We enhance and consolidate pay processing to reduce the time you spend calculating, auditing, and reconciling payroll results.

Additional considerations

We deliver a new Set Up: Payroll (Off Cycle) security domain in the Core Payroll functional area.

We secure these tasks to the new domain:

- Create Payroll Action Reason
- Delete Payroll Action Reason
- Edit Payroll Action Reason
- View Payroll Action Reason

What do i need to do?

- Automatically Available

What happens if i do nothing?

- This feature may impact your training materials.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7337992.html

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Workday 2024 R2 automatically available features

Impact { This feature may impact your training materials.

Feature	Benefit	Post 2024R2	Prior 2024 R2	Impact (Y/N)
Payroll Processing	Workday enhances and consolidates payroll processing. Reduces the time you spend calculating, auditing, and reconciling payroll results.	We deliver a new Set Up: Payroll (Off Cycle) security domain in the Core Payroll functional area. We secure these tasks to the new domain: • Create Payroll Action Reason • Delete Payroll Action Reason • Edit Payroll Action Reason • View Payroll Action Reason	• No security domain Set Up: Payroll (Off Cycle in Core payroll functional area.	N

Effort 1 hour

Additional description if applicable

Defect link Not Applicable

Community link Not Applicable

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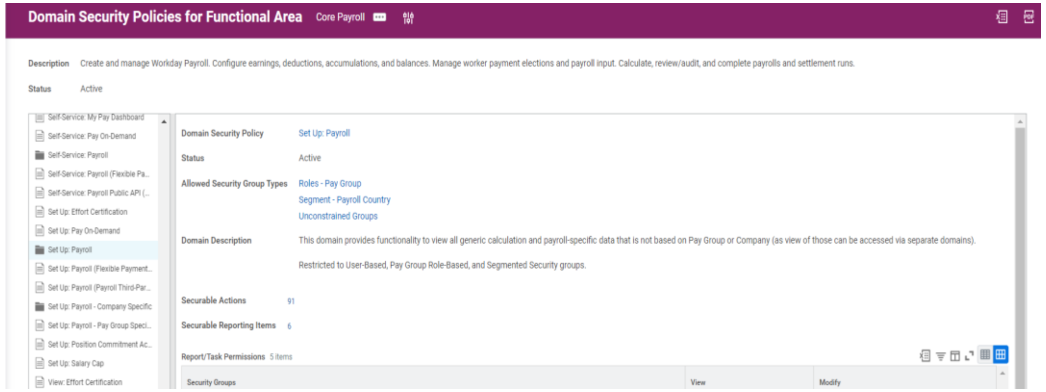
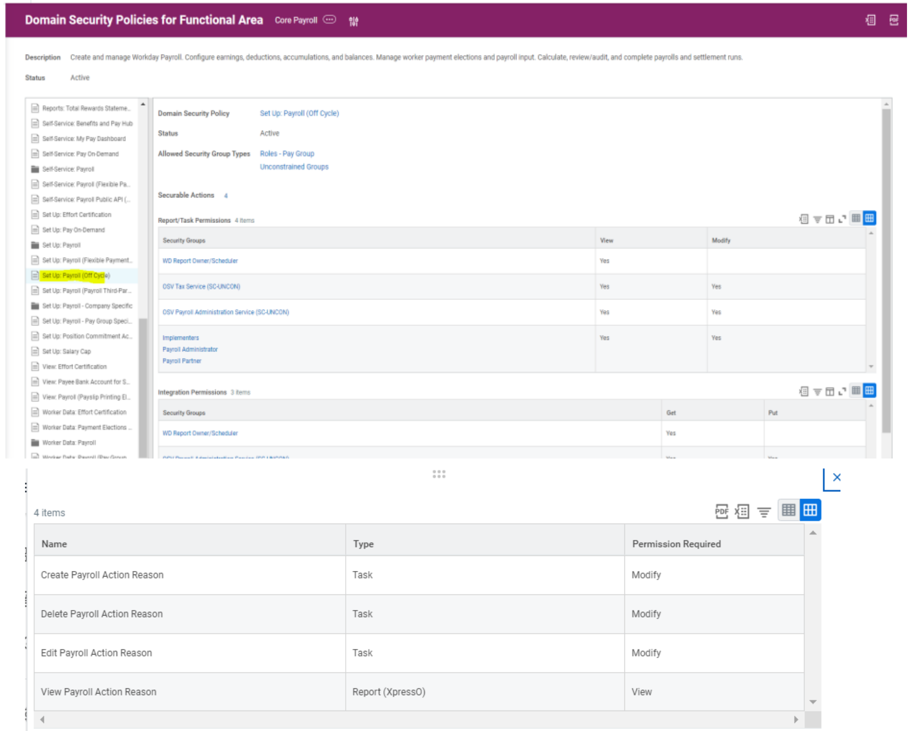
Workday release 2 automatically available features

Before release



After release



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Payroll calculation processing report

What’s changing

With this release, we now process history payments when you run the Payroll Calculation Processing Report.

Makes it easier for you to view and take action on history payment results.

Additional considerations

You can now apply these mass actions for the selected history payment results on the Payroll Calculation Processing Report:

- Cancel
- Complete
- Recalculate

What do i need to do?

- Automatically Available

What happens if i do nothing?

- None

Community link

https://doc.workday.com/release-notes/en-us/paywdcore/7624247.html

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Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior 2024 R2	Impact (Y/N)
Payroll Calculation Processing Report	With this release, we now process history payments when you run the Payroll Calculation Processing Report. Makes it easier for you to view and take action on history payment results.	You can now apply these mass actions for the selected history payment results on the Payroll Calculation Processing Report: • Cancel • Complete • Recalculate	• History payments are not included in Payroll calculation processing report.	N

Effort Not Applicable

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7624247.html

A

Payroll processing

What's changing

- Workday enhances the performance of the **Run Pay Calculation** task. You might notice improved performance when you:
- Have a large number of terminated workers in your tenant.
- Run a pay calculation for a small number of workers with any option selected for Employees to Calculate and for pay group details configured with any of these payroll processing statuses:
  - Terminated with One-time Compensation Payments
  - Terminated with One-time Payroll Inputs
  - Terminated with One-time Payroll Input for Earnings
  - Terminated with Ongoing Payroll Input
  - Terminated with Retro Differences
- With this release, Workday improves general performance. You may experience improved performance when using these tasks:
- **Delete by Batch ID**
- **Delete External Payroll Input by Batch**
- Also, when you recalculate a payroll result using these methods:
- Manual
- On-Demand
- Regular

What do i need to do?

- Automatically Available

What happens if i do nothing?

- None

Community link

https://doc.workday.com/release-notes/en-us/paywdarch/7652406.html

Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2		Impact (Y/N)

Payroll Processing	Workday enhances and consolidates payroll processing.
	
	Reduces the time you spend calculating, auditing, and reconciling payroll results.
		Workday enhances the performance of the Run Pay Calculation task. You might notice improved performance when you:
		• Have a large number of terminated workers in your tenant.
		• Run a pay calculation for a small number of workers with any option selected for Employees to Calculate and for pay group details configured with any of these payroll processing statuses:
		  • Terminated with One-time Compensation Payments
		  • Terminated with One-time Payroll Inputs
		  • Terminated with One-time Payroll Input for Earnings
		  • Terminated with Ongoing Payroll Input
		  • Terminated with Retro Differences
			With this release, Workday improves general performance. You may experience improved performance when using these tasks:
			• Delete by Batch ID
			• Delete External Payroll Input by Batch
			• Also, when you recalculate a payroll result using these methods:
			• Manual
			• On-Demand
			• Regular
				Payroll Processing

Effort 0.5 hours

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdarch/7652406.html

USA payroll

UK payroll automatic features

Cognizant Consultants have prepared a list of automatic features for the upcoming 2024 R2 Workday release. These features are delivered automatically by Workday and no set up is required from your end.

Workday payroll

Get Quarterly Worker Tax Filing Data Web Service

A

Get quarterly worker tax filing data web service

What's changing

Workday continues to enhance the Get Quarterly Worker Tax Filing Data web service.

These enhancements help you comply with government requirements and vendor specifications.

Additional considerations

- Effective 2025-01-01, we update the Get Quarterly Worker Tax Filing Data web service, enabling you to report hours worked in Oregon for the Oregon Workers Benefit Fund tax.

What do i need to do?

- If you don't want to report hours for the Oregon Workers Benefit Fund, you can set the Exclude_Other_Data_Element field to False.

What happens if i do nothing?

- Report hours worked in Oregon for the Oregon Workers Benefit Fund Tax

Community link https://doc.workday.com/release-notes/en-us/paywdarch/7652406.html

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Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Get Quarterly Worker Tax Filing Data Web Service	Workday continues to enhance the Get Quarterly Worker Tax Filing Data web service. These enhancements help you comply with government requirements and vendor specifications.. What Do I Need To Do? If you don't want to report hours for the Oregon Workers Benefit Fund, you can set the Exclude_Other_Data_Element field to False. What Happens If I Do Nothing? Report hours worked in Oregon for the Oregon Workers Benefit Fund Tax	Effective 2025-01-01, we update the Get Quarterly Worker Tax Filing Data web service, enabling you to report hours worked in Oregon for the Oregon Workers Benefit Fund tax.	• Hours reported for Oregon workers are not available in web service.	• N

Effort 0.5 hours

Effort depends on number of countries in scope and account types required for each country.

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdusa/8027098.html

CAN payroll

CAN payroll automatic features

Cognizant Consultants have prepared a list of automatic features for the upcoming 2024 R2 Workday release. These features are delivered automatically by Workday and no set up is required from your end.

Workday payroll

- Record of Employment (ROE) Reporting
- Retro Transaction Types for Payroll for Canada

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Payroll - Record of employment (ROE) reporting

What's changing

With this release, Workday updated the Insurable Details grid on records of employment (ROEs) to not display payroll result lines if there are no insurable hours and amounts to report.

What do i need to do?

- This feature is Automatically Available

What happens if i do nothing?

- N/A

Community link

https://doc.workday.com/release-notes/en-us/paywdarch/7652406.html

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Workday 2024 release 2 automatically available features

Prior to 2024 release 1	Post 2024 release 2	Impact
Prior to this release Workday used to display all Payroll Result Lines in ROE record for worker even if there are no Insurable Hours or Amounts to report	After this release, Workday will no longer display Payroll Result Lines if there are no Insurable Hours and amounts to report.	Y/N: Yes Impact description: This will improve Record of Employment (ROE) Auditing and Reporting.

Effort 1 hours

Additional description if applicable

Defect link

Community link https://doc.workday.com/release-notes/en-us/paywdcan/8132971.html

Retro transaction types for payroll for Canada

What's changing

With this release, we support payroll retro transaction types for Payroll for Canada that were previously unsupported events. Retro events associated with the End Additional Job, Pay Group Change, and Tax Authority events now process as supported retro events.
You can now calculate retroactive payroll for pay periods that contain these transaction types, reducing the need for manual calculations and pay input.

Additional considerations

- We remove these transaction types from the **All Unsupported Payroll Retro Transaction Types** report and add them to the **All Supported Payroll Retro Transaction Types** report:
- Retro End Additional Job
- Retro Pay Group Change
- Retro Tax Authority Change
- Workday now processes retro events associated with these transaction types as supported retro events.
- Example: For Payroll for Canada, Retro Tax Authority doesn't recalculate taxes under separate tax authorities. Workday calculates taxes using the primary pay group and reconciles taxes with the primary pay group current tax authority.

What do i need to do?

- To benefit from all the supported retro changes, select the **Enable Retro Processing in Primary Pay Group** check box on the **Edit Tenant Setup - Payroll** task.

What happens if i do nothing?

- If you do not select the **Enable Retro Processing in Primary Pay Group** check box on the **Edit Tenant Setup - Payroll** task, these Retro events will not process as supported retro events.

Community link

https://doc.workday.com/release-notes/en-us/paywdarch/7652406.html

Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
	With this release, we support payroll retro transaction types for Payroll for Canada that were previously unsupported events. Retro events associated with the End Additional Job, Pay Group Change, and Tax Authority events now process as supported retro events. You can now calculate retroactive payroll for pay periods that contain these transaction types, reducing the need for manual calculations and pay input.	We remove these transaction types from the All Unsupported Payroll Retro Transaction Types report and add them to the All Supported Payroll Retro Transaction Types report: • Retro End Additional Job • Retro Pay Group Change • Retro Tax Authority Change Workday now processes retro events associated with these transaction types as supported retro events. Example: For Payroll for Canada, Retro Tax Authority doesn't recalculate taxes under separate tax authorities. Workday calculates taxes using the primary pay group and reconciles taxes with the primary pay group current tax authority.	Retro tax authority change is unsupported in Canada.	No impact. Jazz only process payroll in UK (PI) and US.

Effort 1 hour

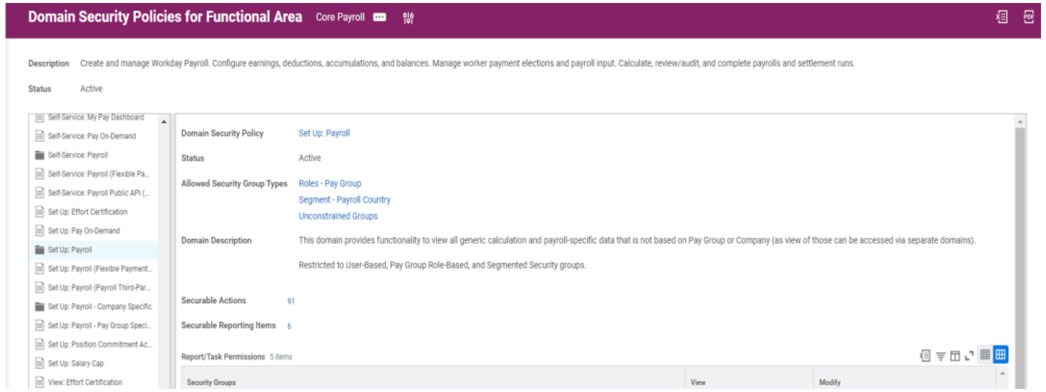
Effort depends on number of countries in scope and account types required for each country.

Defect link Not Applicable

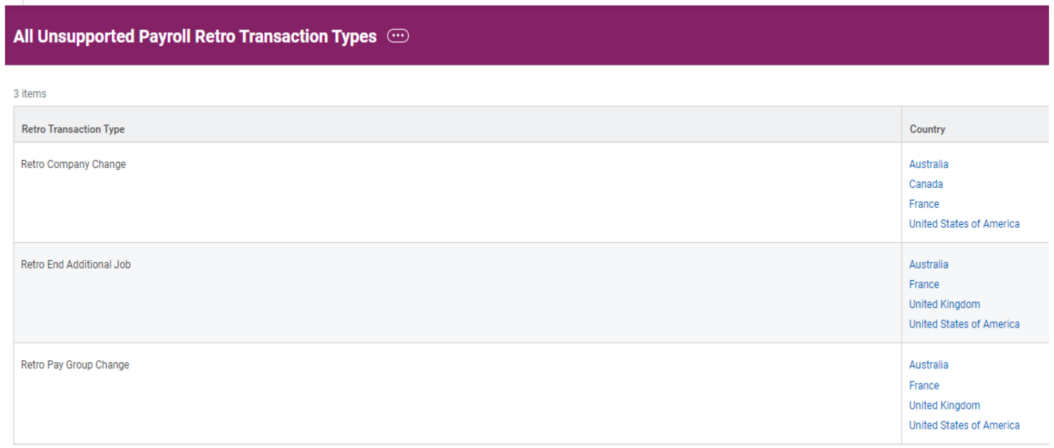
Community link https://doc.workday.com/release-notes/en-us/paywdretro/7651744.html

Workday 2024R2 setup available features

Before release



After release



Setup required features

US/CA payroll

US/CA payroll setup based features

Cognizant Consultants have prepared a list of set-up based features for the upcoming 2024 R2 Workday release.
These features require setup from your end.

US/CA payroll

- Accounting for Payroll Third-Party Payments
- Allocate Net Pay Liability Based on Earning Proration
- Arrears Balances for Employee Self Service
- Buy Time Off
- Costing Allocation
- Intelligent Prompt Recommendations for Payroll
- Pay Component Proration Calculation
- Payroll Country Segmented Security
- Payroll Processing
- Payroll Third-Party Payments
- Salary Over the Cap Custom Validations
- Salary Over the Cap to Another Grant
- Payroll Insight ML Service
- Retroactive Pay with Different Tax Authorities for On-Cycle Payroll
- US Year-End Tax Forms

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Accounting for payroll third-party payments

What's changing

Workday continues to enhance Payroll Accounting features for payroll third-party payments.
Workday provides support for using payroll payments in realized gain/loss scenarios and multi-currency scenathird-partyrios.

Additional considerations

Account posting rule dimensions

Workday adds **Deduction Recipient** as a **Dimension** on the **Edit Account Posting Rules** task for Payroll Expenses (Debit). We also introduce the **Payroll Journal Source** as a **Dimension**, with **Payroll Third-Party Payment** as an associated value. You can add the Payroll Journal Source when editing these account posting rules:

- Payroll Deduction
- Payroll Earnings
- Payroll Expense
- Fringe Benefit Expense
- Fringe Benefit Recovery
- Cash Account Posting Rules

What do i need to do?

- (Required) Select the **Enable Payroll Third-Party Payments** option on the deduction recipient to generate and settle payroll third-party payments.
- (Optional) Configure worktag balancing, currency, and account posting rules according to your needs.

What happens if i do nothing?

- If you do not enable payroll third-party payments on the deduction recipient, Workday will not generate any payroll third-party payments.
- Accounting features for payroll third-party payments may not be available depending on your configuration.

Community link

https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Accounting for payroll third-party payments (cont.)

What's changing

Workday continues to enhance Payroll Accounting features for payroll third-party payments.

Workday provides support for using payroll third-party payments in realized gain/loss scenarios and multi-currency scenarios.

Additional considerations

Realized Gain/Loss Multi-Currency and Worktags

Workday now supports inherited and specified worktag balancing for both primary and optional worktags when you generate payroll third-party payments with realized gain/loss. In the payroll third-party payment accounting journal, realized gain displays in the Ledger Credit Amount column and realized loss displays in the Ledger Debit Amount column.

You can now enter conversion rates for multi-currency scenarios using the Maintain Currency Conversion Rates task. In addition, you can use the FRE Currency Conversion Rates report to view the current rates. Note that multi-currency scenarios are not supported with intercompany accounting.

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Accounting for payroll third-party payments (cont.)

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Additional considerations

Account Posting Rule Set Web Service Updates

When you access the Put Account Posting Rule Set web service in the Account Posting Rule Condition Value Group Reference field, you can now enter FORWARD_ACCRUAL or PAYROLL_THIRD_PARTY_PAYMENT into the Account Posting Rule Condition Value Reference field.

You can also load and extract those conditions to these Account Posting Rules:

- Payroll Deduction
- Payroll Earnings
- Payroll Expense
- Fringe Benefit Expense
- Fringe Benefit Recovery
- Cash

In addition, you can use the Get Account Posting Rule Set web service after you enter FORWARD_ACCRUAL and/or PAYROLL_THIRD_PARTY_PAYMENT in the Account Posting Rule Condition Value Reference field.

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Workday 2024 R2 automatically available features

Impact { No Impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Accounting for Payroll Third-Party Payments	Workday continues to enhance Payroll Accounting features for payroll third-party payments. Workday provides support for using payroll third-party payments in realized gain/loss scenarios and multi-currency scenarios. What Do I Need to Do? (Required) Select the Enable Payroll Third-Party Payments option on the deduction recipient to generate and settle payroll third-party payments. (Optional) Configure worktag balancing, currency, and account posting rules according to your needs. What Happens if I do Nothing? If you do not enable payroll third-party payments on the deduction recipient, Workday will not generate any payroll third-party payments. Accounting features for payroll third-party payments may not be available depending on your configuration.	Realized Gain/Loss Multi-Currency and Worktags Workday now supports inherited and specified worktag balancing for both primary and optional worktags when you generate payroll third-party payments with realized gain/loss. In the payroll third-party payment accounting journal, realized gain displays in the Ledger Credit Amount column and realized loss displays in the Ledger Debit Amount column. You can now enter conversion rates for multi-currency scenarios using the Maintain Currency Conversion Rates task. In addition, you can use the FRE Currency Conversion Rates report to view the current rates. Note that multi-currency scenarios are not supported with intercompany accounting.	Account Posting Rule Dimensions Workday adds Deduction Recipient as a Dimension on the Edit Account Posting Rules task for Payroll Expenses (Debit). We also introduce the Payroll Journal Source as a Dimension, with Payroll Third-Party Payment as an associated value. You can add the Payroll Journal Source when editing these account posting rules: • Payroll Deduction • Payroll Earnings • Payroll Expense • Fringe Benefit Expense • Fringe Benefit Recovery • Cash Account Posting Rules	• No Impact. There are no deduction recipients that are enable for Third Party Payments.

Effort 1 hour

Effort depends on number of countries in scope and account types required for each country.

Defect link

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Allocate net pay liability based on earning proration

What's changing

With the introduction of Allocate Net Pay Liability Based on Earning Proration, you have the option for the Net Pay liability (credit) to create multiple actuals journal lines consistent with the distribution of the earnings paid to the worker. The payments journals will also relieve the Net Pay liability (debit) following the same proration.

This feature provides the ability to better track and manage the liability associated with payroll net pay and eliminates the need to process post-payroll journal entries to reclassify accounting.

What do i need to do?

- In Edit Tenant Setup - Payroll, select **Allocate Net Pay Liability based on earning proration** to enable Net Pay Split.
- To ensure accurate Net Pay Liability Allocation costing and prevent inflated distributions, we suggest enabling the **Allocate Net Pay Liability - Exclude Negative Result Lines** option in the Edit Tenant Setup - Payroll. This setting will exclude negative earnings when calculating the earnings-based proration for Net Pay Liability Allocation, preventing any miscalculations.

What happens if i do nothing?

- Allocate Net Pay Liability will not be enabled if it is not configured in the Edit Tenant Setup - Payroll.

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Allocate net pay liability based on earning proration (cont.)

Additional considerations

Actuals Journals

With this release, you can create multiple journal lines for net pay based on the distribution of earnings. If your company uses Worktag Balancing, the system uses the primary worktag dimension from the Worktag Balancing Rule and the optional balancing dimension from Worker's Org Defaults to create intercompany payable and receivables and balance net pay lines as well as the earnings, employee, and employer deductions (Debits and Credits).

Any rounding difference that results from applying the allocate net pay liability logic will be adjusted on the net pay journal lines.

Payments Journals

When Allocate Net Pay Liability is enabled, multiple Net Pay liability lines (Credits) are created based on the distribution of earnings on the actuals journal. The Net Pay Liability lines (Debits) on the Payroll Payment Journals follow the splits from the actuals journals to balance the Liability Accounts.

The Payroll Payments Journals will continue to follow the configuration of your cash balancing rule. Workday will still generate any necessary interworktag payable and receivable journal lines to balance at the bank account level.

Web Services

With this release, we have added two new Edit Tenant Setup options on the Edit Tenant Set Up Web Services:

Allocate Net Pay Liability based on earning proration

Allocate Net Pay Liability - Exclude Negative Result Lines

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8031847.html

Workday 2024R2 setup based features

Impact { If configured,allocate net pay liability to create multiple actuals journal lines.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Allocate Net Pay Liability Based on Earning Proration	This feature provides the ability to better track and manage the liability associated with payroll net pay and eliminates the need to process post-payroll journal entries to reclassify accounting.	**Actuals Journals** With this release, We can create multiple journal lines for net pay based on the distribution of earnings. If Worktag Balancing is enabled, the system uses the primary worktag dimension from the Worktag Balancing Rule and the optional balancing dimension from Worker's Org Defaults to create intercompany payable and receivables and balance net pay lines as well as the earnings, employee, and employer deductions (Debits and Credits). **Payments Journals** When Allocate Net Pay Liability is enabled, multiple Net Pay liability lines (Credits) are created based on the distribution of earnings on the actuals journal. The Net Pay Liability lines (Debits) on the Payroll Payment Journals follow the splits from the actuals journals to balance the Liability Accounts. **Web Services** With this release, we have added two new Allocate Net Pay Liability based on earning proration Allocate Net Pay Liability - Exclude Negative Result Lines	This feature is not available	Y

Effort 2 hours

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdacct/6010610.html

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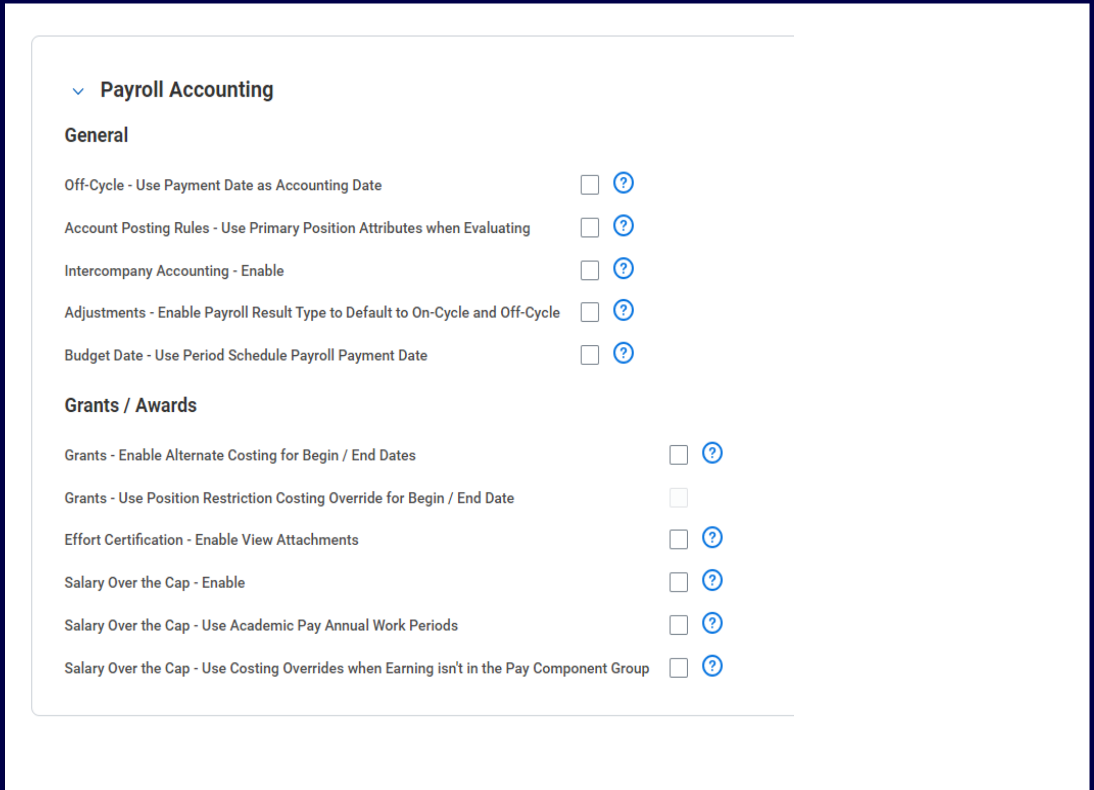
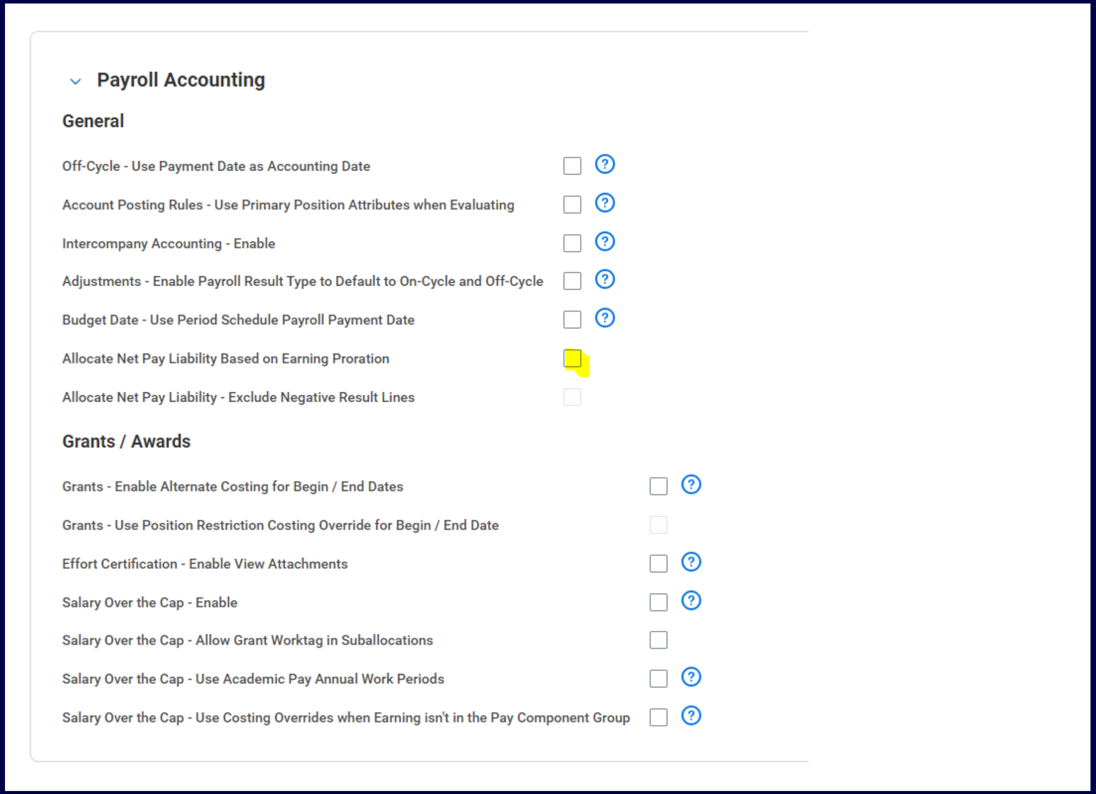
Workday 2024R2 setup available features

Before release



After release



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Arrears balances for employee self service

What's changing

In this release, Workday enables workers to view their current arrears balance totals and details through both employee self-service and the Benefits and Pay Hub.

This feature gives workers better insights into their net pay and autonomy over accessing that information. It also reduces payroll administrators' time spent on arrears balance inquiries.

Additional considerations

Edit Tenant Setup - Payroll task

- A new Arrears section.
- Select the country or countries where you want to enable employee self-service with arrears balancing. Only countries selected in Enable Payroll are selectable in this box.

What do i need to do?

- In the new **Edit Tenant Setup - Payroll > Arrears** section, select 1 or more countries where you want to enable workers to view arrears balances.
- Access the **Pay for Worker Profile** profile group on the **Configure Profile Group** task and add the **Arrears** report.

What happens if i do nothing?

- No arrears report can be viewed on Worker's profile.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7445390.html

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Arrears balances for employee self service

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Additional considerations

Worker profile

- A new Arrears tab (always displays).
- An Outstanding Arrears Balances table (when applicable).

Only workers in pay groups in the selected countries can view their arrears balances on the new Arrears tab, which displays on the worker profile and in the Benefits and Pay Hub - Pay section.

Configure Arrears on the Configure Profile Group task in the Pay for Worker Profile group.

Outstanding arrears balances

On the new Outstanding Arrears Balances table on the worker profile, we enable workers to monitor their progress on managing arrears balances by clicking on individual entries to view the history details, including these fields:

- Payment Date
- Balance Change
- Ending Arrears Balance - The balance as of the payment date on the balance line.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7445390.html

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Arrears balances for employee self service

Additional considerations

Switch position

We deliver the Switch Position button in the Benefits and Pay Hub - Pay > Arrears section for workers with multiple jobs in countries that are enabled to display arrears balances.

Most recent arrears transaction for worker

We deliver the Most Recent Arrears Transaction for Worker report field (secured to the Reports: Results for Worker (Pay Calculation) domain) on the Worker business object.

Security domains

We update these security domains in the Core Payroll functional area to support the new arrears functionality:

- Reports: Results for Worker (Pay Calculation) (for all payroll countries)
- Self-Service: Payroll

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7445390.html

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Workday 2024R2 setup based features

Impact { If configured,allocate net pay liability to create multiple actuals journal lines.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Arrears Balances for Employee Self Service	In this release, Workday enables workers to view their current arrears balance totals and details through both employee self-service and the Benefits and Pay Hub. This feature gives workers better insights into their net pay and autonomy over accessing that information. It also reduces payroll administrators' time spent on arrears balance inquiries.	Enable Countries Where Workers View Arrears Balances On the Edit Tenant Setup - Payroll task, we deliver: A new Arrears section. An Enable Countries Where Workers View Arrears Balances multiple selection box in the Arrears section. Select the country or countries where you want to enable employee self-service with arrears balancing. Only countries selected in Enable Payroll are selectable in this box. Only workers in pay groups in the selected countries can view their arrears balances on the new Arrears tab, which displays on the worker profile and in the Benefits and Pay Hub - Pay section.	Workers unable to view their current arrears balance totals and details.	Y

Effort 1 hour

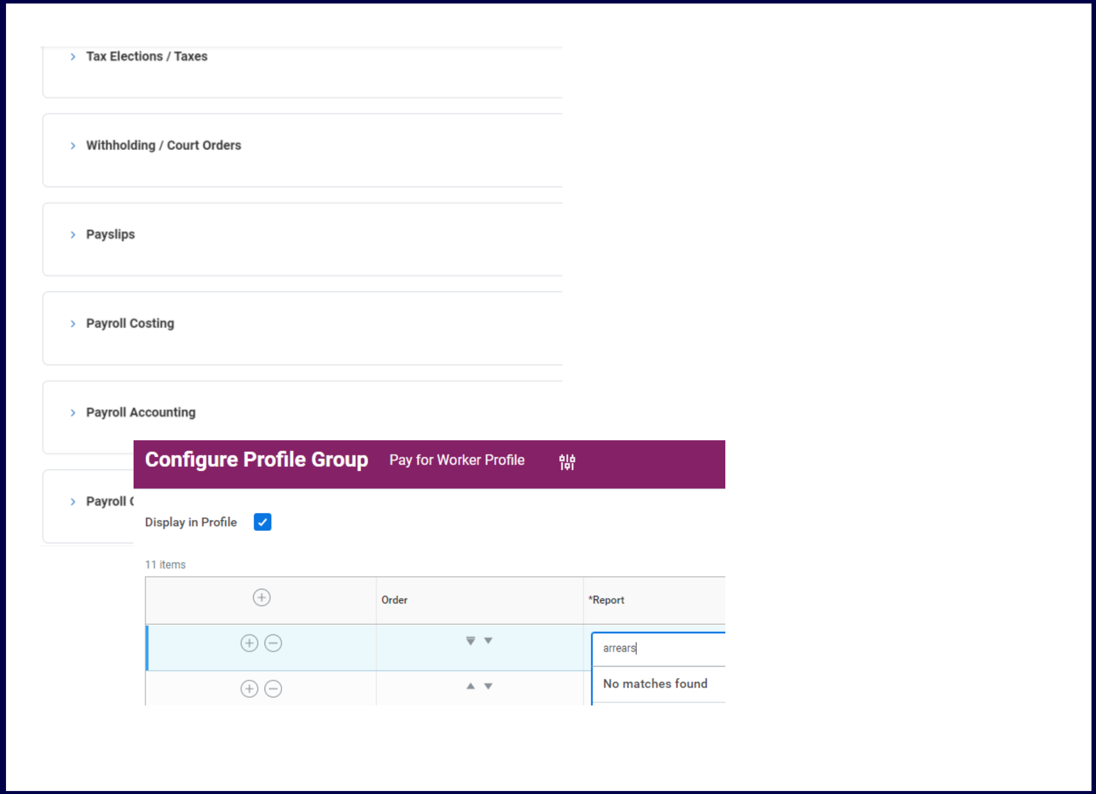
Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7445390.html

Workday 2024R2 setup available features

Before release



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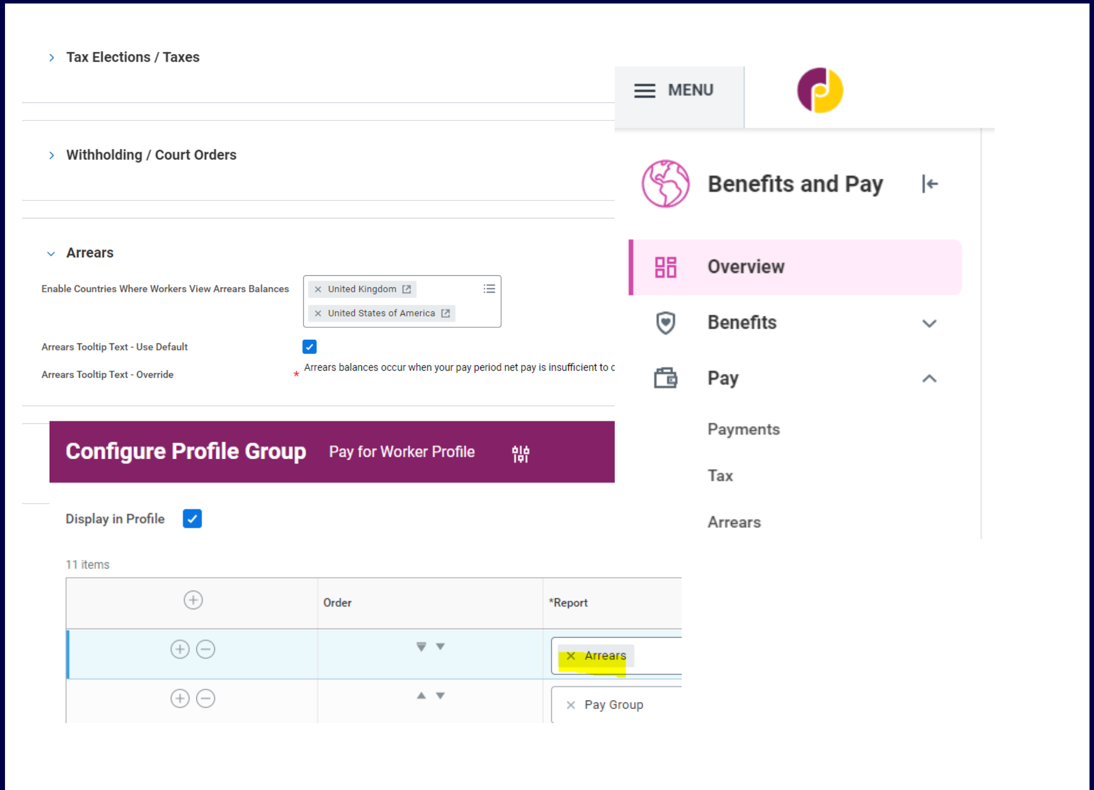

Buy time off

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What's changing

With 2024R2, Workday delivers the ability to configure time offs that can be purchased so that workers can buy time off.
This feature enables workers to buy time off when needed and to pay off the purchased time off in 1 or more pay periods. Workday automatically adjusts the workers' time off balance when time off is bought, saving you time and effort.

Additional considerations

- Managers and administrators can't buy time off on behalf of workers.
- You can't add accruals configured for buying time off with position-based time off plans.
- You can't use manual pay inputs in Workday Payroll:
  - On the deduction or earning, clear the Input Amount Allowed? check box in the Calculation Details section and clear the Input Allowed? check box in the Related Calculations grid.
- When using third-party payroll, Payroll Effective Change Interface (PECI) and Payroll Interface Common Output File (PICOF) aren't currently supported. You can add the new report fields on the new Buy Time Off Event business object in custom integrations or manual inputs in your payroll system.

What do i need to do?

- Configuration Considerations Using Workday Payroll
- You can create either a memo earning to help convey the pay rate to a deduction or a negative earning to reduce gross wages without creating a deduction. Note:
- Worker eligibility isn't needed on both the earning and deduction. Workday uses the Pay Component Group (PCG) for the pay component related calculations (PCRCs) to determine the workers who bought time off for the period schedule used in the earning and deduction.
- We don't recommend to prorate the earning or deduction.

What happens if i do nothing?

- Workers won't be able to buy time off through Workday.

Community link https://doc.workday.com/release-notes/en-us/abs/7986946.html

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Workday 2024R2 setup based features

Impact { If configured, workers can be able to buy time off through Workday.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Buy Time Off	With 2024R2, Workday delivers the ability to configure time offs that can be purchased so that workers can buy time off. This feature enables workers to buy time off when needed and to pay off the purchased time off in 1 or more pay periods. Workday automatically adjusts the workers' time off balance when time off is bought, saving you time and effort.	Configuration Considerations Using Workday Payroll You can create either a memo earning to help convey the pay rate to a deduction or a negative earning to reduce gross wages without creating a deduction. Note: Worker eligibility isn't needed on both the earning and deduction. Workday uses the Pay Component Group (PCG) for the pay component related calculations (PCRCs) to determine the workers who bought time off for the period schedule used in the earning and deduction. We don't recommend to prorate the earning or deduction.	Buy Time off feature is not available prior 2024 R2.	Y

Effort 4-5 hours

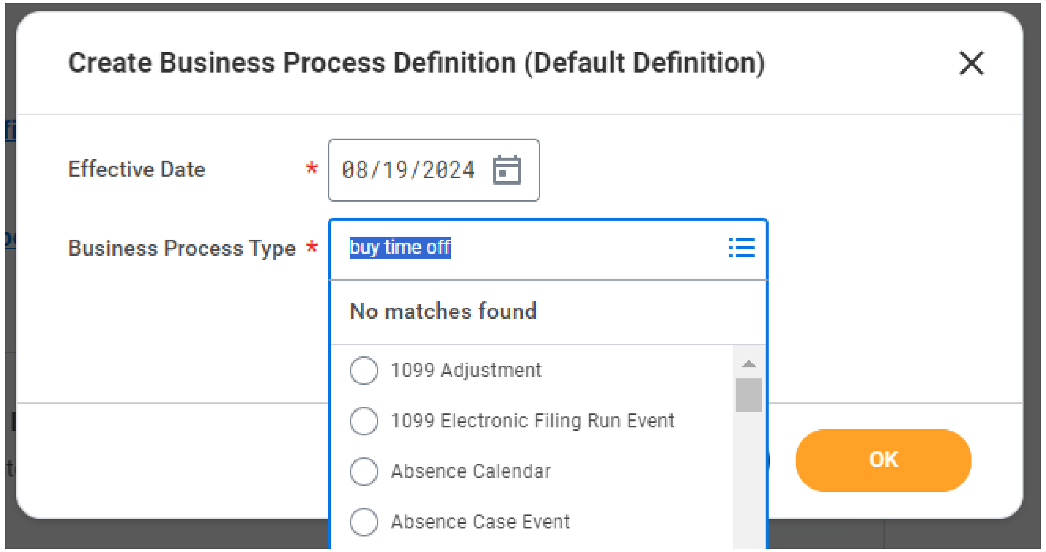
Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/abs/7986946.html

Workday 2024R2 Setup based features

Before release



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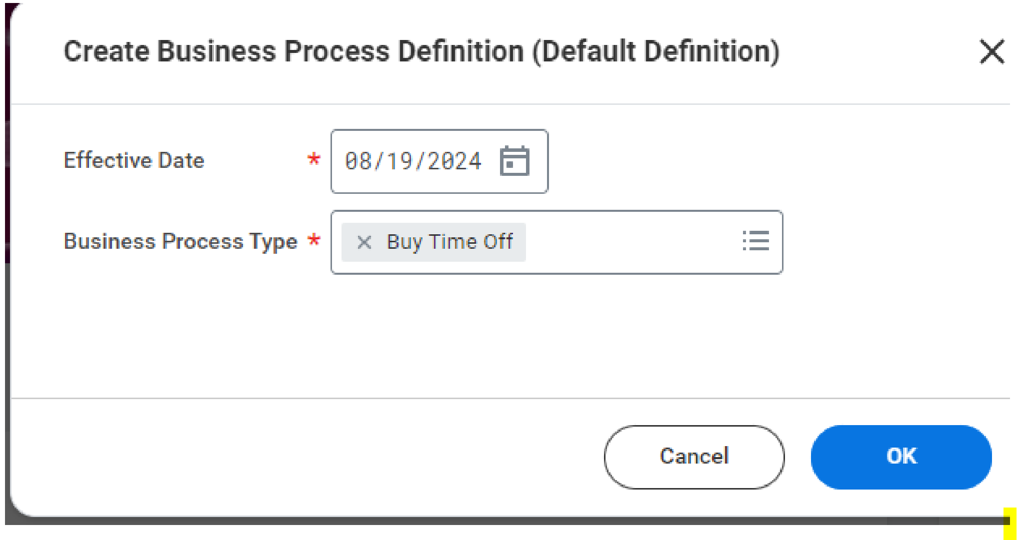

Buy time off

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What's Changing

With the 2024R2 release, Workday improves the costing allocation process. Costing event sequencing ensures that each completed costing allocation event has a reportable reference for tracking and auditing. It also supports linking these events with their associated Pay Accounting Reallocation journal entries.

Additional considerations

Workday now assigns a unique ID number to every completed costing allocation event. You can view the costing allocation ID number in these areas:

- The View Event task for a costing allocation event.
- The Allocation Event Number field on the Costing Override business object.
- The Current and Future Costing Allocations report (via a worker's profile)
- All Worker Costing Allocations for Position report (via a worker's profile)
- The All Workers Costing Allocations report.
- The All Position Restrictions Costing Allocations report.

What do i need to do?

- To enable costing allocation event sequencing, select the Display Costing Allocation Event Number option in these tasks:
- Edit Tenant Setup - Payroll
- Get and Put Tenant Setup - Payroll Web Services
- When enabled, Workday assigns an ID number to completed costing allocation events and displays this number in various reports. In addition, Workday will retroactively assign ID numbers to past costing allocation events with a completed status.

What happens if i do nothing?

- The feature is off by default. When not enabled, no ID number is assigned to completed costing allocation events and the ID number is not viewable throughout Workday.

Community link https://doc.workday.com/release-notes/en-us/paywdacct/8002991.html

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Workday 2024R2 setup based features

Impact { If configured, workers can be able to buy time off through Workday.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Costing Allocation	With the 2024R2 release, Workday improves the costing allocation process. Costing event sequencing ensures that each completed costing allocation event has a reportable reference for tracking and auditing. It also supports linking these events with their associated Pay Accounting Reallocation journal entries	To enable costing allocation event sequencing, select the Display Costing Allocation Event Number option in these tasks: **Edit Tenant Setup - Payroll** Workday now assigns a unique ID number to every completed costing allocation event. We can view the costing allocation ID number in these areas: • The View Event task for a costing allocation event. • The Allocation Event Number field on the Costing Override business object. • The Current and Future Costing Allocations report (via a worker's profile) • All Worker Costing Allocations for Position report (via a worker's profile) • The All Workers Costing Allocations report. • The All Position Restrictions Costing Allocations report.	Costing allocation sequencing feature is not available.	N

Effort 4-5 hours

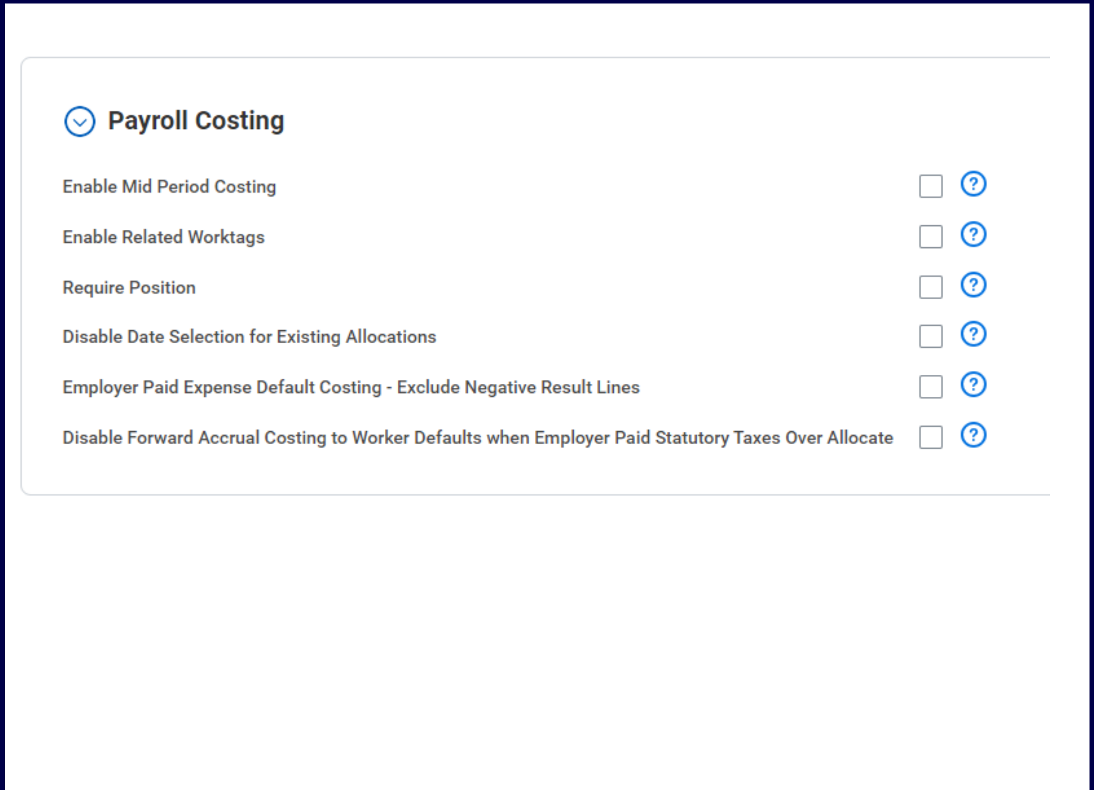
Additional description if applicable

Defect link Not Applicable

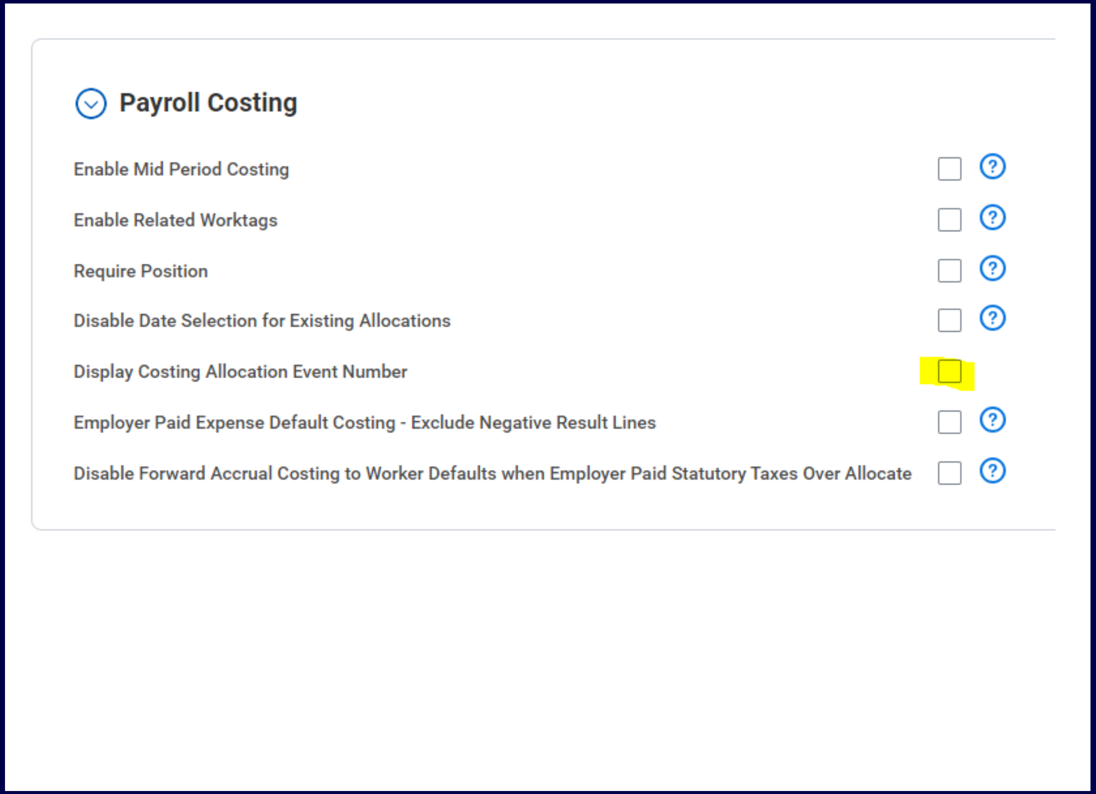
Community link https://doc.workday.com/release-notes/en-us/abs/7986946.html

Workday 2024R2 Setup based features

Before release



After release



Intelligent prompt recommendations for payroll

What's changing

With this release, Workday delivers intelligent prompt recommendations for payroll. This provides you with the option of accessing real-time recommendations for payroll input, off-cycle payments, and pay group assignments.
Enabling prompt recommendations helps improve accuracy and efficiency.

Additional considerations

You can now configure Workday to display machine learning recommendations on the:

- Pay Component and Run Category prompts on these tasks:
- Add Payroll Input
- Add Payroll Input by Result
- Add Payroll Input by Worker
- Edit Payroll Input

Pay Component and Reason prompts on these tasks:

- Run Manual Payment for Worker
- Run On Demand Payment for Worker
- Bank Account prompt on the Run Manual Payment for Worker task.
- Proposed Pay Group prompt on the Assign Pay Group task.

Workday displays recommendations based on your most recently used and most frequently used selections on the prompts.

What do i need to do?

- You can enable recommendations for some or all of these prompts by checking the relevant check boxes in the Payroll section on the **Maintain Machine Learning Prompt Recommendations** task.

What happens if i do nothing?

- You won't be able to access recommendations on the prompts.

Community link https://doc.workday.com/release-notes/en-us/payml/7824146.html

Workday 2024R2 setup based features

Impact { No impact if not configured.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Intelligent Prompt Recommendations for Payroll	With this release, Workday delivers intelligent prompt recommendations for payroll. This provides you with the option of accessing real-time recommendations for payroll input, off-cycle payments, and pay group assignments. Enabling prompt recommendations helps improve accuracy and efficiency.	We can enable recommendations for some or all of these prompts by checking the relevant check boxes in the Payroll section on the Maintain Machine Learning Prompt Recommendations task Configure Workday to display machine learning recommendations on the: Pay Component and Run Category prompts on these tasks: • Add Payroll Input • Add Payroll Input by Result • Add Payroll Input by Worker • Edit Payroll Input Pay Component and Reason prompts on these tasks: • Run Manual Payment for Worker • Run On Demand Payment for Worker • Bank Account prompt on the Run Manual Payment for Worker task. • Proposed Pay Group prompt on the Assign Pay Group task. Workday displays recommendations based on your most recently used and most frequently used selections on the prompts.	Prompt recommendations are not available	N

Effort 1 hour

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/payml/7824146.html

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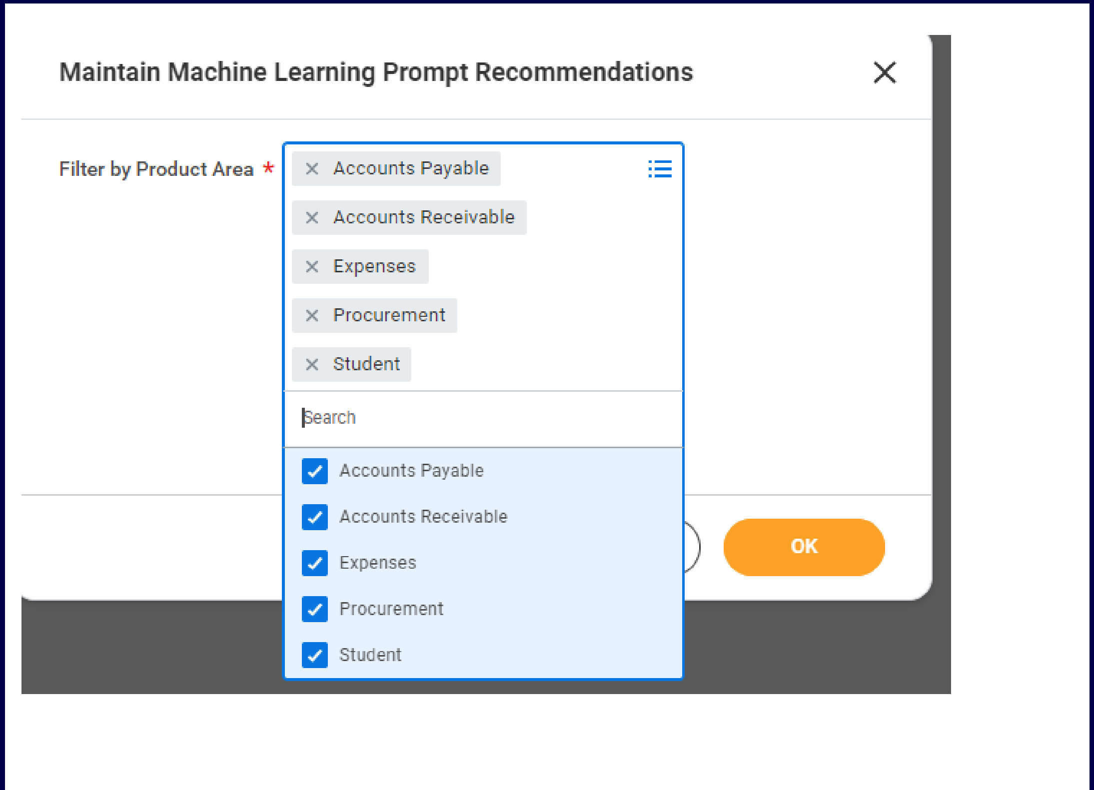
Workday 2024R2 setup based features

Before release



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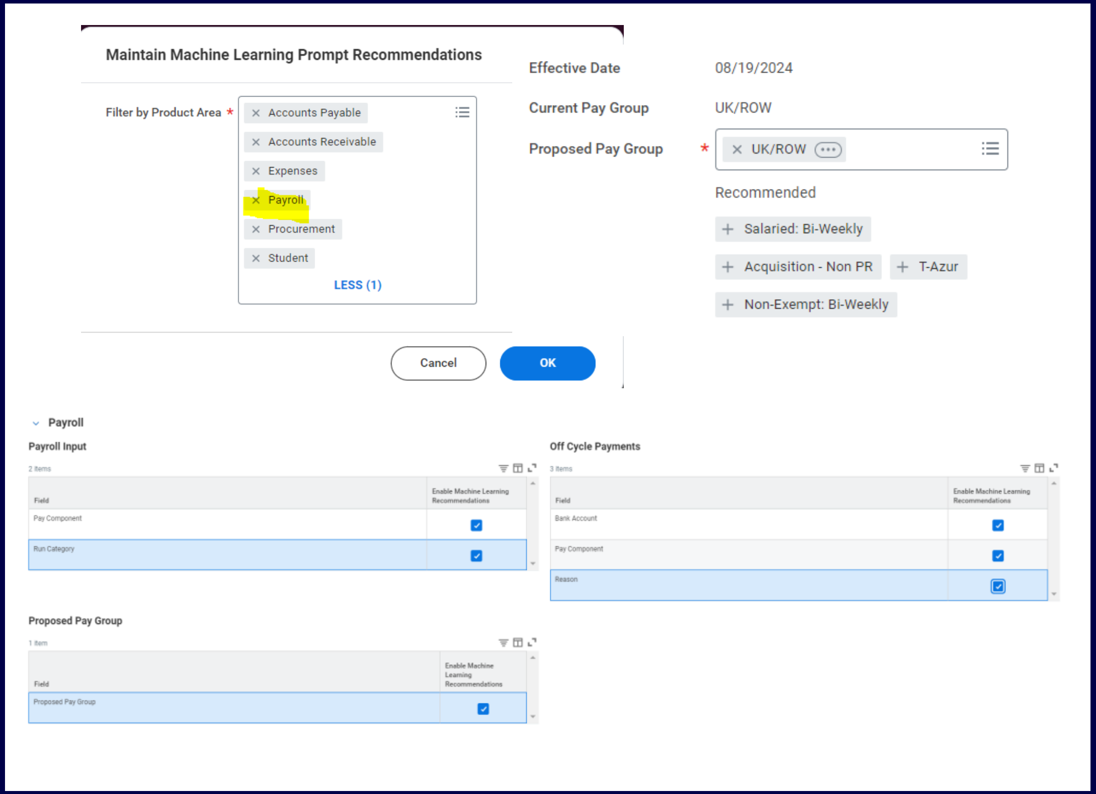

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Pay component proration calculation

What's changing

With this release, Workday now calculates a referenced pay component and applies it to a single subperiod for the primary pay component that is subject to proration.
This reduces your manual effort and helps improve accuracy in your calculations.

Additional considerations

We add a new Target Single Subperiod for a Prorated Pay Component check box on these tasks:

- Create Pay Component Group
- Edit Pay Component Group
- Create Pay Accumulation
- Edit Pay Accumulation

When a primary pay component references another pay component (Example: Base Pay references Holiday Pay), selecting this check box sets the referenced pay component (Example: Holiday Pay) to target a single subperiod of the prorated primary pay component.

We also add the new check box on these reports:

- View Pay Component Group
- View Pay Accumulation

What do i need to do?

- You must select the Target Single Subperiod for a Prorated Pay Component check box on the Create Pay Component Group or the Create Pay Accumulation task.
- To prevent any negative impacts on retro calculations, you must:
- Create a new Pay Component Group or Pay Accumulation, and enable the configuration, Target Single Subperiod for a Prorated Pay Component.
- Create a new effective dated snapshot for your primary Pay Component referencing the cloned Pay Component Group or Pay Accumulation.
- NOTE: If there are Pay Accumulations or Pay Component Groups nested within, each level must be enabled in order to properly target a subperiod.

What happens if i do nothing?

- The referenced pay component (Example: Holiday Pay) is applied to all subperiods of the prorated primary pay component (Example: Base Pay).

Community link https://doc.workday.com/release-notes/en-us/paywdcore/1563751.html

Workday 2024R2 setup based features

Impact { No impact if not configured.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Pay Component Proration Calculation	With this release, Workday now calculates a referenced pay component and applies it to a single subperiod for the primary pay component that is subject to proration. This reduces your manual effort and helps improve accuracy in your calculations.	Workday added a new Target Single Subperiod for a Prorated Pay Component check box on these tasks: • Create Pay Component Group • Edit Pay Component Group • Create Pay Accumulation • Edit Pay Accumulation When a primary pay component references another pay component (Example: Base Pay references Holiday Pay), selecting this check box sets the referenced pay component (Example: Holiday Pay) to target a single subperiod of the prorated primary pay component. Check box is also added on the below 2 reports. • View Pay Component Group • View Pay Accumulation	Prorations on references pay components are not available	N.

Effort 1 hour

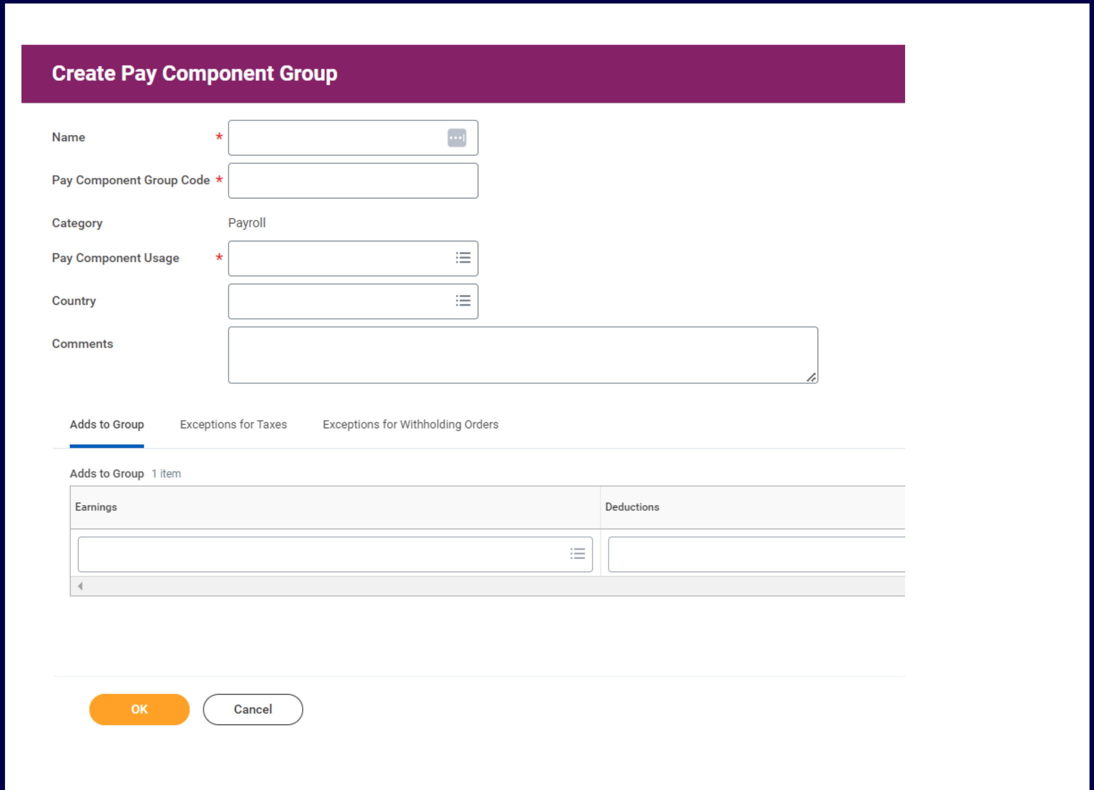
Additional description if applicable

Defect link Not Applicable

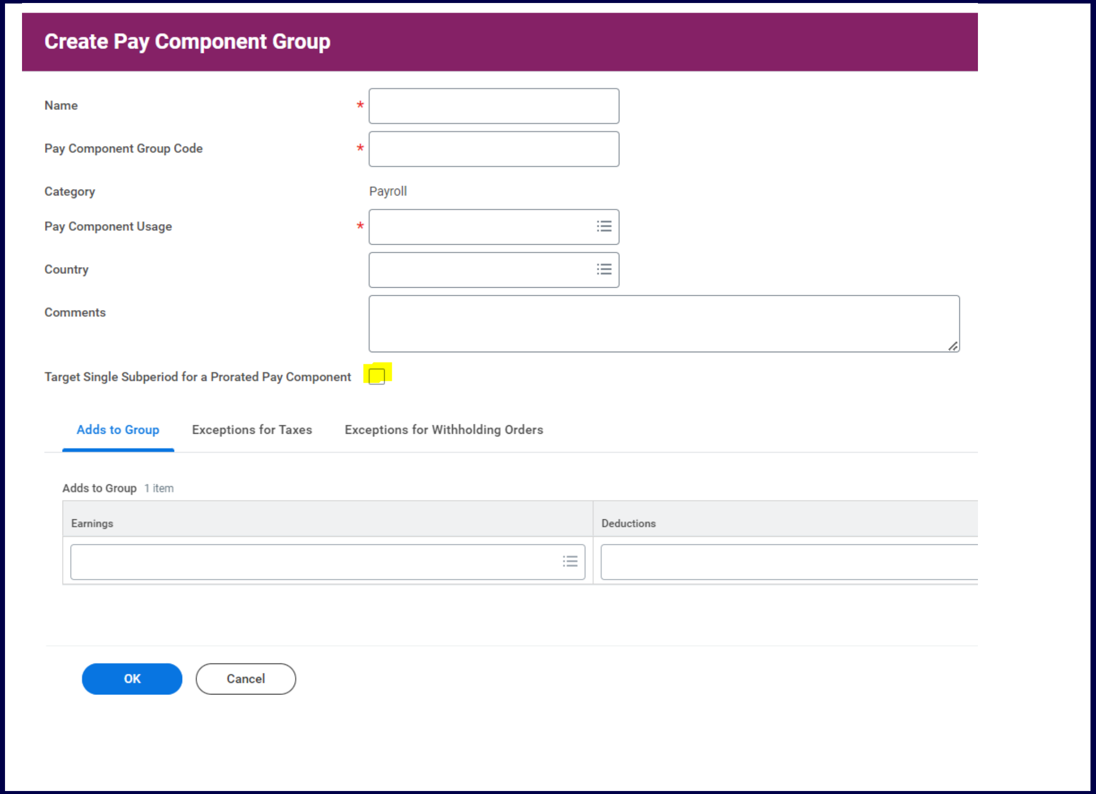
Community link https://doc.workday.com/release-notes/en-us/paywdcore/1563751.html

Workday 2024R2 setup based features

Before release



After release



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Payroll country segmented security

What's changing

With this release, Workday adds a new security domain that enables you to ensure users can select specific countries on certain payroll tasks.
This enhances security by restricting access to certain countries based on user roles.

Additional considerations

N/A

What do i need to do?

- To enable this feature, you must create segment-based security groups and give those groups access to the Payroll Country Segmented Setup domain.
- From the Type of Tenanted Security Group field, select Segment-Based Security Group.
- From the Access to Segments field, select Security Segments (Workday Owned) > Payroll Country Security Segment (Workday Owned).
- When you edit the permissions on the Payroll Country Segmented Setup domain, Workday recommends removing the All Users group and adding both the segment-based security groups that you create and the Implementers group to these grids:
  - Report/Task Permissions
  - Integration Permissions

What happens if i do nothing?

- You will not be able to use new security domain.

Community link https://doc.workday.com/release-notes/en-us/paywdarch/8031079.html

cognizant

Workday 2024R2 setup based features

Impact { If configured, users can select specific countries on certain payroll tasks.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Payroll Country Segmented Security	With this release, Workday adds a new security domain that enables you to ensure users can select specific countries on certain payroll tasks. This enhances security by restricting access to certain countries based on user roles.	Workday delivers a new Payroll Country Segmented Setup domain (secured to the Core Payroll, Implementation, and Payroll Interface functional areas) that enables you to create segment-based security groups by country. We add this security to the Country field on these tasks:.	Payroll country segmented setup was not available	N

Effort 2 hours

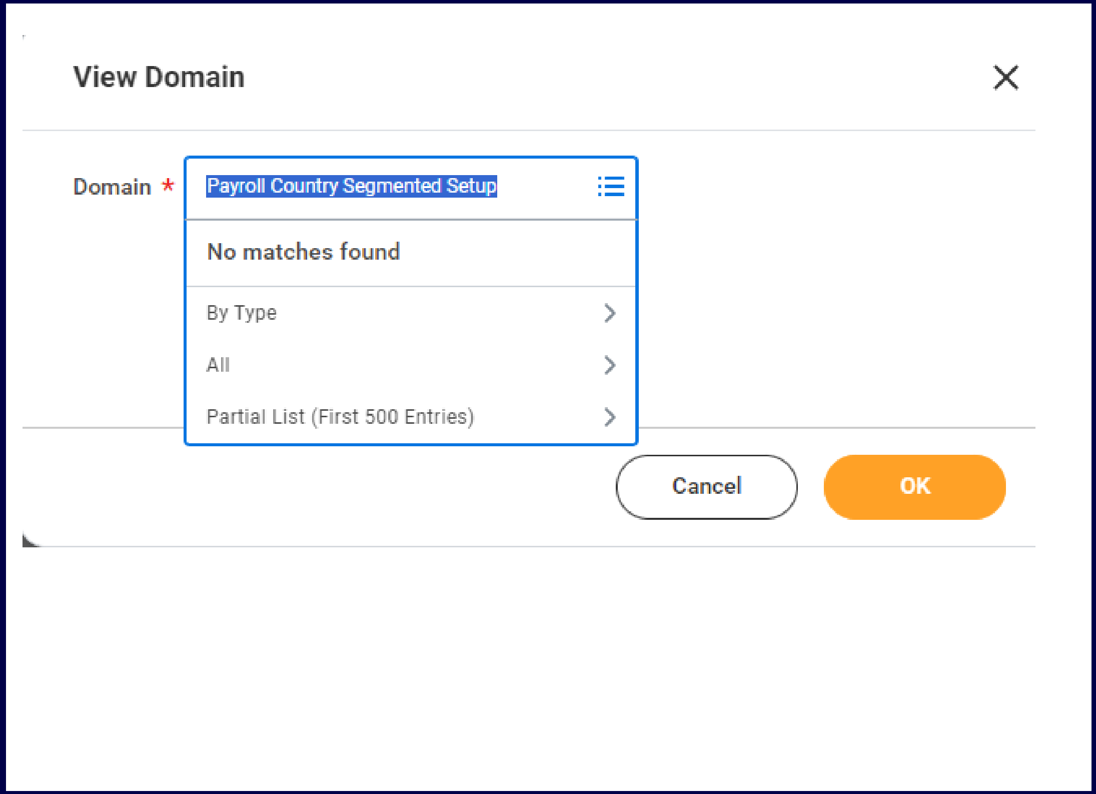
Additional description if applicable

Defect link Not Applicable

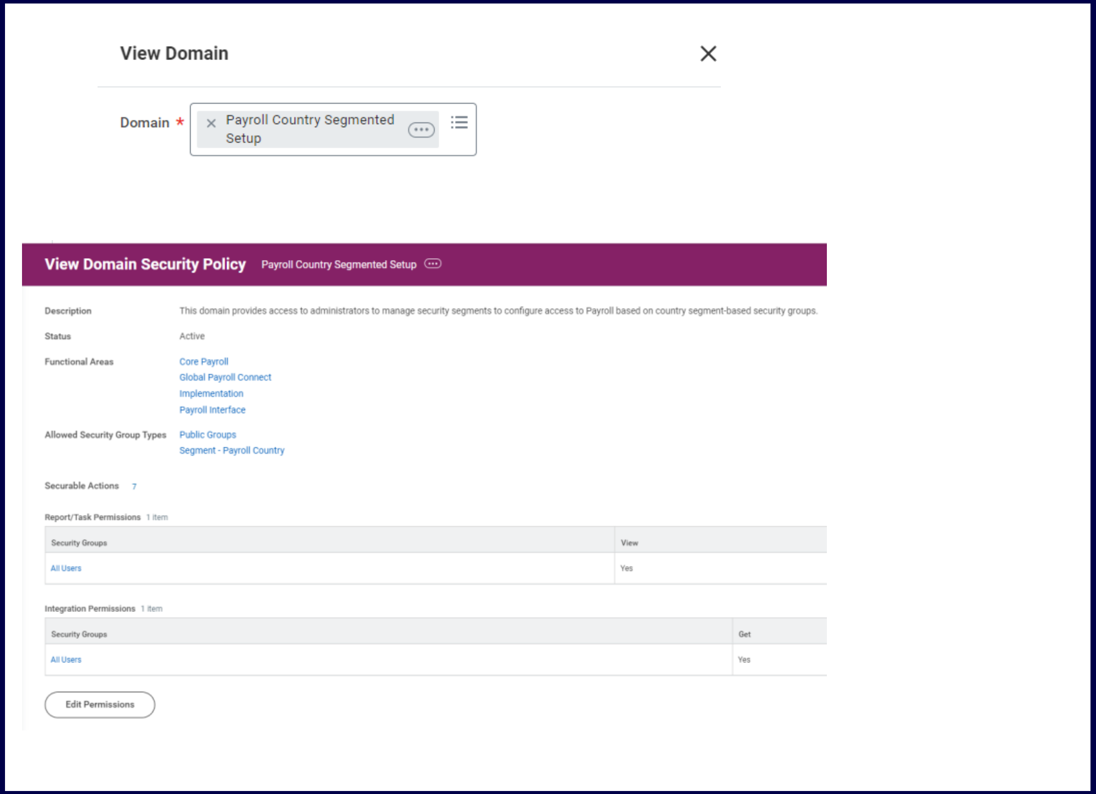
Community link https://doc.workday.com/release-notes/en-us/paywdarch/8031079.html

Workday 2024R2 setup based features

Before release



After release



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Payroll processing

What's changing

We enhance and consolidate pay processing to reduce the time you spend calculating, auditing, and reconciling payroll results.

Additional considerations

We deliver a new Find Payroll Input report (secured to the new Reports: Payroll Input domain) that you can use to easily view payroll inputs. When you run the report, Workday displays these details on each payroll input line:

- On-Cycle Payroll Result Usage Count
- Off-Cycle Payroll Result Usage Count
- Retro Payroll Result Usage Count
- Input Lines (PCRC and amount)

You can then use various search facets to further filter the payroll input lines and click the View Payroll Input Details mass action button. This generates a detailed report of all the selected payroll inputs.

What do i need to do?

- To access the Find Payroll Input report, you must create a security policy for the Reports: Payroll Input domain. In the security policy add the Payroll Administrator security group with View access permission. Run the Activate Pending Security Policy Changes task.

What happens if i do nothing?

- You cannot access Find Payroll Input report.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/1563751.html

cognizant

Workday 2024R2 setup based features

Impact { If configured, users can select specific countries on certain payroll tasks.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Payroll Processing	We enhance and consolidate pay processing to reduce the time you spend calculating, auditing, and reconciling payroll results.	We deliver a new Find Payroll Input report (secured to the new Reports: Payroll Input domain) that you can use to easily view payroll inputs. When you run the report, Workday displays these details on each payroll input line: • On-Cycle Payroll Result Usage Count • Off-Cycle Payroll Result Usage Count • Retro Payroll Result Usage Count • Input Lines (PCRC and amount) You can then use various search facets to further filter the payroll input lines and click the View Payroll Input Details mass action button. This generates a detailed report of all the selected payroll inputs. Note: To access the Find Payroll Input report, you must create a security policy for the Reports: Payroll Input domain. In the security policy add the Payroll Administrator security group with View access permission. Run the Activate Pending Security Policy Changes task.		N

Effort 1 hours

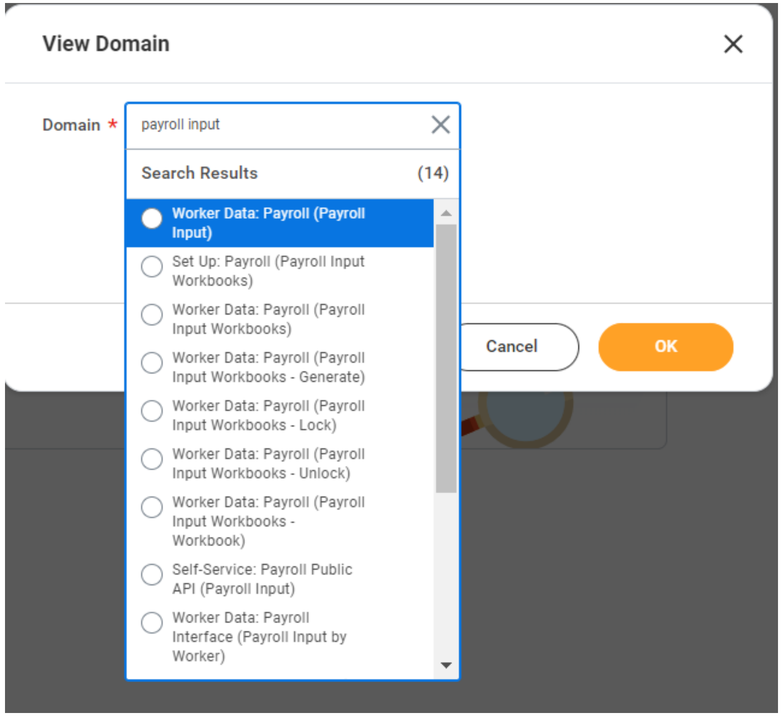
Additional description if applicable

Defect link Not Applicable

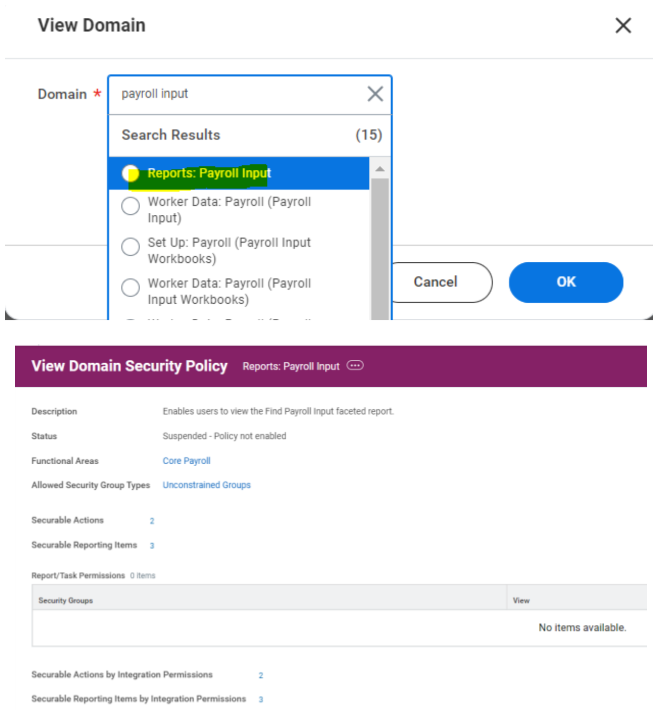
Community link Not Applicable

Workday 2024R2 setup based features

Before release



After release



Payroll third-party payments

What’s changing

We continue to enhance payroll third-party payments, which now enable you to generate and settle payments to deduction recipients for all customer-owned employee and employer deductions.

In addition to making payments for income withholding orders and court orders, you can now generate and settle payments for benefit premiums, retirement and pension contributions, charitable contributions, union dues, and other customer-owned employee and employee deductions.

Additional considerations

You can update rows in the Payroll Third-Party Payments grid if Workday has not generated payable items for the row.

When you enable payroll third-party payments on the deduction recipient, the Always Separate Payments setting is enabled by default. If you are sending the Case Number or Reference Number at the payment level of an electronic payment, we recommend keeping it enabled. If you do not enable the setting and you include payable items for multiple orders in the same payment to a deduction recipient, only 1 case number or reference number will pass in the payment integration file.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7620396.html

Payroll third-party payments (cont..)

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What do i need to do?

- Select the Enable Payroll Third-Party Payments setting on the deduction recipient.
- To add a row to the Payroll Third-Party Payments grid, click the Add button under the Payroll Third-Party Payments header when creating or editing a deduction recipient. A row is added with these fields:
  - Pay Component
  - Worktag
  - Benefit (Note that this field only displays if the deduction in the Pay Component field has benefit plans assigned.)
  - Comments
- The Pay Component field is required. Mapping a Pay Component to a deduction recipient identifies the Payroll Result Lines Workday will use to generate a payable item.
- To map multiple pay components to a deduction recipient, add a row to the grid for each pay component. In the Worktag field, you can enter values for Company, Pay Group, and Custom Worktag. Custom Worktag will only be available if the deduction in the Pay Component field has a Custom Worktag Dimension configured in the Calculation Worktag field on the Pay Component.
- Acceptable worktag combinations are:
  - (Single) Custom Worktag value of one custom worktag dimension.
  - (Single) Custom Worktag value of one custom worktag dimension AND (single) Custom Worktag value of another custom worktag dimension. Note: This supports pay components with 2 custom worktag dimensions configured in the calculation worktag field.
  - Company AND Pay Group.
  - Company AND Pay Group AND (single) Custom Worktag value of one custom worktag dimension.
  - Company AND Pay Group AND (single) Custom Worktag value of one custom worktag dimension AND (single) Custom Worktag value of another custom worktag dimension.
- Note: Each row in the Payroll Third-Party Payments grid within the Deduction Recipient must be unique.

What happens if i do nothing?

- No payroll third-party payments will be created for deduction recipients.

Community link https://doc.workday.com/release-notes/en-us/paywdcore/7620396.html

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Workday 2024R2 setup based features

Impact { No impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Payroll Third-Party Payments	We continue to enhance payroll third-party payments, which now enable you to generate and settle payments to deduction recipients for all customer-owned employee and employer deductions. In addition to making payments for income withholding orders and court orders, you can now generate and settle payments for benefit premiums, retirement and pension contributions, charitable contributions, union dues, and other customer-owned employee and employee deductions.	Payroll Third-Party Payments Grid Workday introduces the Payroll Third-Party Payments grid on the Deduction Recipient business object, which allows you to map pay components to a deduction recipient. When you add a row to the grid, these fields display: • Pay Component • Worktag • Benefit (This field only displays if the deduction in the Pay Component field has benefit plans assigned to it). • Comments In the Worktag field, you can select Company, Pay Group, and Custom Worktag. In the Benefit Plan field, you can select from the benefit plans on a deduction. **Benefit Plans** You can now report on benefit plans when reconciling payments sent to benefit providers for benefit premiums. To support this, Workday adds the Benefit Plan field to the Payroll Third-Party Payable Items business object. In addition, when you access the Payroll Third-Party Payable Open Items report, you can now filter results based on Benefit Plan. .	Third Party payments for Benefit Premiums, Retirement and Pension contributions, Charitable contributions, Union dues and other customer owned deductions are not supported.	N

Effort 1 hours

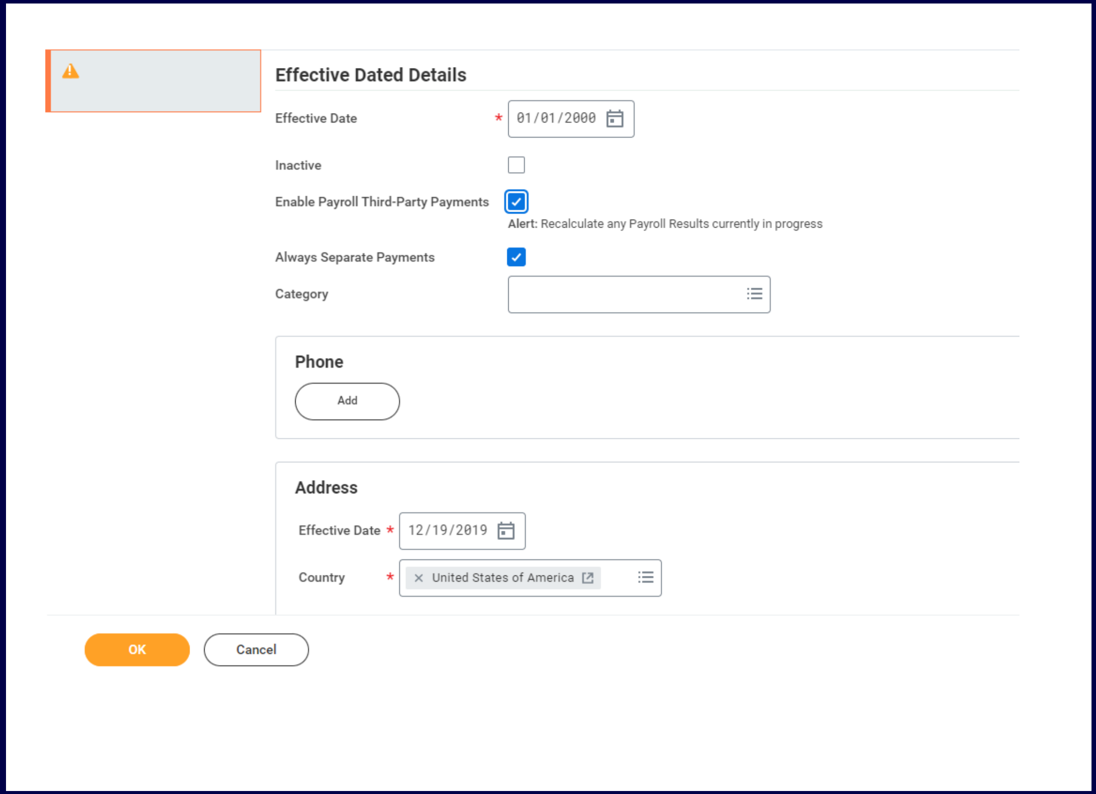
Additional description if applicable

Defect link Not Applicable

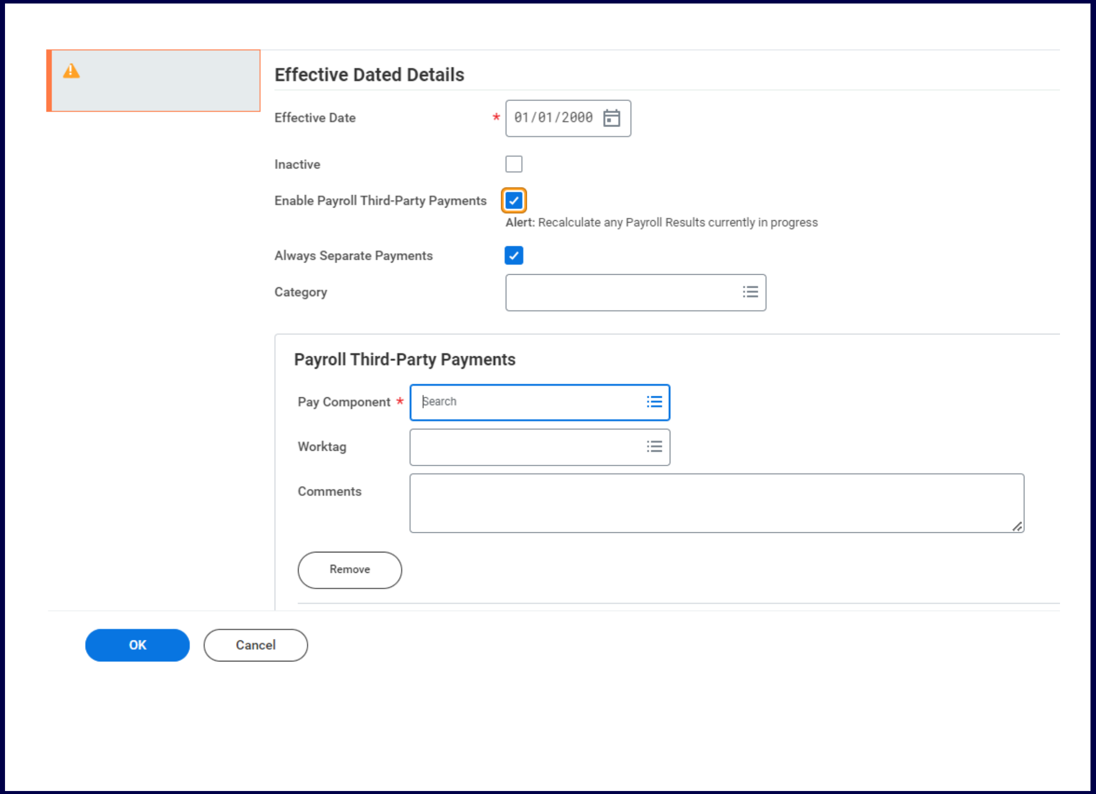
Community link https://doc.workday.com/release-notes/en-us/paywdcore/7620396.html

Workday 2024R2 setup based features

Before release



After release



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Salary over the cap custom validations

What’s changing

Workday introduces custom validation capabilities to Salary Over the Cap allocations.

These new report fields enable you to write custom validations or business process condition rules that ensure compliance and accuracy in Salary Over the Cap allocation details.

Additional considerations

These new report fields enable you to write custom validations or business process condition rules that ensure compliance and accuracy in Salary Over the Cap allocation details.

What do i need to do?

You must create a calculated field using the All Salary Over the Cap Suballocations report field. Then you must create a subsequent calculated field using one of the new report fields that references the first calculated field.

- Use Allocation Details in the Business Process field

What happens if i do nothing?

N/A

Community link https://doc.workday.com/release-notes/en-us/paywdacct/7847123.html

Workday 2024R2 setup based features

Impact { No impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)

Salary Over the Cap Custom Validations	Workday introduces custom validation capabilities to Salary Over the Cap allocations.
	These new report fields enable you to write custom validations or business process condition rules that ensure compliance and accuracy in Salary Over the Cap allocation details.
		Workday delivers a new All Salary Over the Cap Suballocations report field on the Allocation Detail business object (secured to the Public Reporting Items domain). You can use this report field to create calculated fields with these additional new report fields, enabling you to add validation conditions to a step in the Assign Costing Allocation business process or in payroll costing validations:
		Secured to the Public Reporting Items domain:
		• Costing Company for Salary Over the Cap Suballocation
		• Salary Over the Cap Max Allocation Order
		• Salary Over the Cap Suballocation includes Costing Company (Aggregated)
		• Salary Over the Cap Suballocation Grant Type
		• Secured to the Worker Data: Payroll (Costing Override) domain:
		  • Proposed Organizations for Salary Over the Cap Suballocation
		  • Proposed Organization Types for Salary Over the Cap Suballocation (Aggregated)
		  • Proposed Organization Types for Salary Over the Cap Suballocation (Nonaggregated)
			Report fields added as part of 2024 R2 are not available prior release.	N

Effort N/A

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdacct/7847123.html

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Salary over the cap custom validations

What's changing

With this release, Workday enables you to allocate over the cap salary for a worker to an additional grant worktag. We also introduce a new worktag that enables you to identify salary over the cap journal lines associated with a parent grant.
This feature enables you to allocate over the cap costs for a worker to internal funds that you designate as grants or awards, which improves your ability to comply with reporting requirements and to manage your funds within a grants management system.

Additional considerations

N/A

What do i need to do?

To allocate the over the cap portion of a worker's salary to a different grant worktag, you must select these check boxes on the Edit Tenant Setup - Payroll task:

Salary Over the Cap - Enable

Salary Over the Cap - Allow Grant Worktag in Suballocations

What happens if i do nothing?

N/A

Community link https://doc.workday.com/release-notes/en-us/paywdacct/7847123.html

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Workday 2024R2 setup based features

Impact { No impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Salary Over the Cap to Another Grant	With this release, Workday enables you to allocate over the cap salary for a worker to an additional grant worktag. We also introduce a new worktag that enables you to identify salary over the cap journal lines associated with a parent grant. This feature enables you to allocate over the cap costs for a worker to internal funds that you designate as grants or awards, which improves your ability to comply with reporting requirements and to manage your funds within a grants management system.	We add a new Salary Over the Cap - Allow Grant Worktag in Suballocations check box to the Payroll Accounting section of the Edit Tenant Setup - Payroll task. Selecting this check box enables you to allocate over the cap salary costing to another grant by making the Grant worktag accessible on your Salary Over the Cap suballocations. You can now view any salary over the cap grant overrides for a worker from the Pay > Costing Allocations section of their worker profile. Any related worktag usage rules that you apply to Grant worktags using the Maintain Related Worktag Usage task now apply to Grant worktags that you configure on salary over the cap suballocations.	New worktag for identifying salary over the cap is not available prior to this release.	N

Effort N/A

Additional description if applicable

Defect link Not Applicable

Community link Not Applicable

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Payroll insight ML service

What's changing

Workday makes it easier for you to process out of sync payroll insight results.

Provides the ability to launch Payroll Insight ML inference service as a task, making it easier for you to process out of sync payroll insight results.

Additional considerations

Note: This will not create any new payroll insight results.

Payroll Insights is only available to US Payroll customers with tenants in US Datacenters. Customers with tenants located in other non-US Datacenters won't be able to opt in to Payroll Machine Learning GA Feature Innovation Service.

What do i need to do?

- We deliver a new Payroll Insight ML Service task (secured to the Process: Run Batch Calculations (Pay Calculation) domain) that you can run when the existing payroll insight results are out of sync with the payroll results.
- You can use Payroll Insights Criteria to specify the Period, Pay Run Group, and Pay Group Details to run the task. You can also select the Out-of-sync Results Only check box to process only the existing out of sync payroll insight results.

What happens if i do nothing?

N/A

Community link https://doc.workday.com/release-notes/en-us/paywdacct/7847123.html

Workday 2024R2 setup based features

Impact { No impact

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Payroll Insight ML Service	Workday makes it easier for you to process out of sync payroll insight results. Provides the ability to launch Payroll Insight ML inference service as a task, making it easier for you to process out of sync payroll insight results.	We deliver a new Payroll Insight ML Service task (secured to the Process: Run Batch Calculations (Pay Calculation) domain) that you can run when the existing payroll insight results are out of sync with the payroll results. You can use Payroll Insights Criteria to specify the Period, Pay Run Group, and Pay Group Details to run the task. You can also select the Out-of-sync Results Only check box to process only the existing out of sync payroll insight results. Note: This will not create any new payroll insight results. Payroll Insights is only available to US Payroll customers with tenants in US Datacenters. Customers with tenants located in other non-US Datacenters won't be able to opt in to Payroll Machine Learning GA Feature Innovation Service.	Payroll Insight ML service task is not available.	N

Effort N/A

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/payml/8167074.html

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Retroactive pay with different tax authorities for on-cycle payroll

What's changing

We update on-cycle payroll payments to:

- Calculate work and resident taxes for the tax authorities of retroactive payments.
- Include the retroactive tax authorities on the completed payroll result.
- When calculating taxes for retroactive payments, Workday now uses the:
- Tax authorities that are in effect during the retroactive pay period.
- Rates, limits, reciprocity rules, and tax elections that are in effect for the current pay period.

Workday adds a new Enable Taxes on Retro Amounts from Prior Tax Authorities check box to the Pay/Retro Calculations section of the Edit Tenant Setup - Payroll task. When you select this check box, Workday calculates taxes for retro pay based on the tax authorities in effect for the retro period. Tax authorities for the retro period calculate before tax authorities for the current period.

With this check box selected, when you have a retro tax authority difference for a pay component on a payroll result, Workday now displays the retro tax authorities for that pay component in a new Retro Period Tax Authorities column on the payroll result. Workday displays a separate payroll result line for each unique combination of source period and current period that have different tax authorities. To select this new check box, you must also select the Enable Retro Processing from Different Tax Authorities to On-Cycle Payroll check box.

Additional considerations

N/A

What do i need to do?

- To enable this feature, you must:
- Access the Edit Tenant Setup - Payroll task.
- In the Retro Calculations - USA section, select these check boxes:
- Enable Retro Processing from Different Tax Authorities to On-Cycle Payroll
- Enable Taxes on Retro Amounts from Prior Tax Authorities

What happens if i do nothing?

- If you choose to do nothing, you'll continue to process retroactive payments from different tax authorities based on your current tenant setup.

Community link https://doc.workday.com/release-notes/en-us/paywdusa/8035018.html

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Workday 2024R2 setup based features

Impact { This feature may impact your training materials.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
Retroactive Pay with Different Tax Authorities for On-Cycle Payroll	With this release, we enable you to calculate taxes based on retroactive period tax authorities for any retroactive payment on a current-on-cycle pay result. Workday resolves the taxes on a single pay result with 1 payroll result line displaying per: • Tax for the current period. • Tax for each retroactive period that has different applicable tax authorities than the current pay result. This feature helps you: • Comply with tax requirements. • Save time and manual effort.	We update on-cycle payroll payments to: Calculate work and resident taxes for the tax authorities of retroactive payments. Include the retroactive tax authorities on the completed payroll result. When calculating taxes for retroactive payments, Workday now uses the: Tax authorities that are in effect during the retroactive pay period. Rates, limits, reciprocity rules, and tax elections that are in effect for the current pay period. Workday adds a new Enable Taxes on Retro Amounts from Prior Tax Authorities check box to the Pay/Retro Calculations section of the Edit Tenant Setup - Payroll task. When you select this check box, Workday calculates taxes for retro pay based on the tax authorities in effect for the retro period. Tax authorities for the retro period calculate before tax authorities for the current period.	This is an enhanced feature from Retro tax authority changes introduced in R1.	Y, if enabled there is an impact on how retro calculates tax authorities for on cycle payroll.

Effort N/A

Additional description if applicable

Defect link Not Applicable

Community link https://doc.workday.com/release-notes/en-us/paywdusa/8035018.html

Workday 2024R2 setup based features

Before release

Pay / Retro Calculations

Pay Calculations

Enable Continuous Payroll Calculation

Proration

Pay Component Proration for Multiple Jobs

Retro Calculations

Maximum Months Allowed For Retro Processing: 12

Maximum Months Allowed For Terminated Worker Retro Processing: 24

Enable Retro Processing in Primary Pay Group

Exclude Current Period Completed On Demand Additional Results

Disable Automatic Retro Differences Processing for Non-Active Workers

Target Next Period When Current Period Replacement Payment is Complete

Retro Calculations - USA

Enable Retro Processing from Different Tax Authorities to On-Cycle Payroll

Enable Negative Tax Withholding for Negative Wages on Payroll Result

After release

Pay / Retro Calculations

Pay Calculations

Enable Continuous Payroll Calculation

Proration

Pay Component Proration for Multiple Jobs

Retro Calculations

Maximum Months Allowed For Retro Processing: 12

Maximum Months Allowed For Terminated Worker Retro Processing: 24

Enable Retro Processing in Primary Pay Group

Exclude Current Period Completed On Demand Additional Results

Disable Automatic Retro Differences Processing for Non-Active Workers

Target Next Period When Current Period Replacement Payment is Complete

Retro Calculations - USA

Enable Retro Processing from Different Tax Authorities to On-Cycle Payroll

Enable Taxes on Retro Amounts from Prior Tax Authorities

Enable Negative Tax Withholding for Negative Wages on Payroll Result

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US year-end tax forms

What's changing

Workday adds the below:

- Company Name Override for Year End Forms Line 2 field on the Edit Company Federal US Tax Reporting task.
- Payroll Tax Form option on the Use For field in the Address section on the Edit Company Contact Information task.

Additional considerations

Workday doesn't support this company name line usage on payroll tax forms for companies in Common Pay Agent relationships.

What do i need to do?

To override company name or to add an additional name, follow the below steps.

- Override Company Name for Year End Forms Line 2 field on the Edit Company Federal US Tax Reporting task
- Payroll Tax Form option on the Use For field in the Address section on the Edit Company Contact Information task

What happens if i do nothing?

N/A

Community link https://doc.workday.com/release-notes/en-us/paywdusa/8035018.html

Workday 2024R2 setup based features

Impact { This feature may impact your training materials.

Feature	Benefit	Post 2024R2	Prior to 2024R2	Impact (Y/N)
US Year-End Tax Forms	We update payroll year-end forms, giving you more control over year-end reporting and helping you support compliance in tax-related areas such as forms. The company address and name year-end forms updates enable you to: • List 2 company names when reporting on Federal taxes. • Designate a different address than the primary company address on these tax forms.	Company Address and Name Year-End Forms We add a: • Company Name Override for Year End Forms Line 2 field on the Edit Company Federal US Tax Reporting task. • Payroll Tax Form option on the Use For field in the Address section on the Edit Company Contact Information task.	Overriding Company names is not available.	No impact if you do not enable the lines for tax forms.

Effort 1 Hour

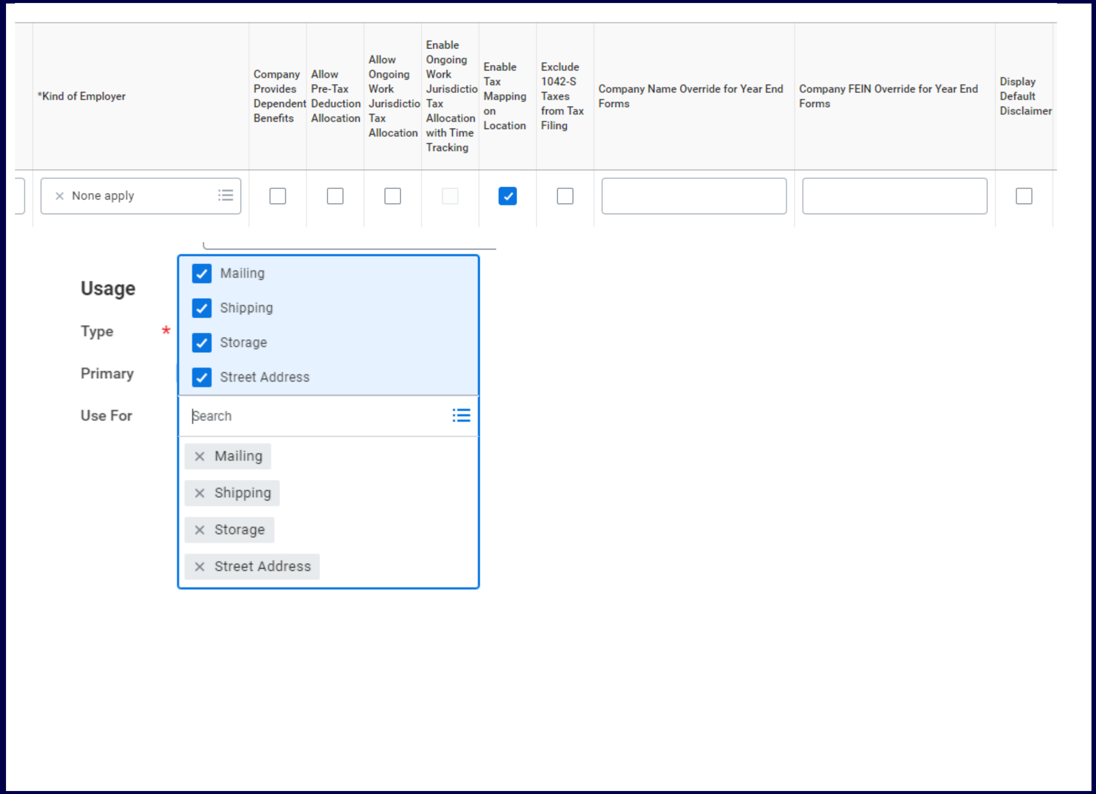
Additional description if applicable

Defect link Not Applicable

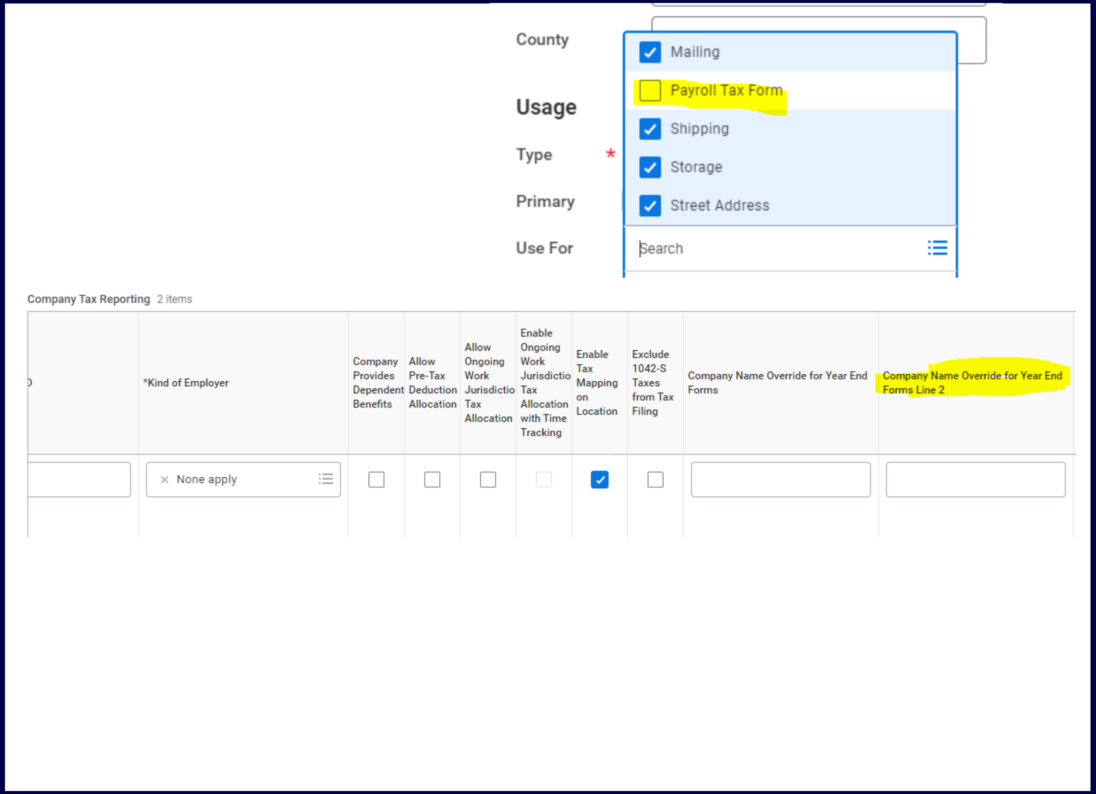
Community link https://doc.workday.com/release-notes/en-us/paywdusa/7764732.html

Workday 2024R2 setup based features

Before release



After release



Thank you