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Oracle Payroll for Canada

Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for Canada

Oracle payroll for Canada is natively built for the cloud and designed to enable organizations paying employees in Canada to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving the employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for Canada include:

"Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy..."

2020 Oracle Cloud HCM Benchmark Study

Key benefits

- Automated retroactive calculations
- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

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PAYROLL PROCESSING

- Salary processing including allowances, perquisites, and bonuses
- Integrate payroll with absence management
- Processing of statutory and voluntary deductions
- Proration and arrears processing
- Payment processing via cash, cheque, direct deposit, and international transfer
- Third-party payment processing via cheque or direct deposit
- Payroll costing integration with Oracle Cloud Financials or third-party solutions
- Current, retroactive, and off-cycle payments
- Capture employee data through employee self-service and manager self-service
- Configurable payslips (paper, online, and email) generated in English or Canadian French, based on the employee's preferred language of correspondence
- View and verify Statement of Earnings
- View detailed, step-by-step breakdown of how employee and employer taxes are calculated for an employee in a payroll run
- Reconciliation and operational payroll reporting such as payroll register, deduction report, gross to net summary report, payroll activity report, payroll balance report, statutory deduction register, employee active payroll balance report, and the Tax Calculation Report
- Payroll interface presented in Canadian official language of choice of the User

STATUTORY COMPLIANCE

- Data capture and calculation of statutory deductions including federal, provincial, and territorial Income Tax, Canada Pension Plan, Quebec Pension Plan, Employment Insurance, Quebec Parental Insurance Plan, and Sales Tax on applicable taxable benefits
- Calculation of statutory payments including vacation pay, vacation liability, statutory holiday pay, overtime, top up allowances, garnishments, support orders, and tax levy

STATUTORY REPORTING

- Form T4
- Form T4A
- Form Releve 1
- Form Releve 2
- Report on Hirings
- Record of Employment
- Federal Employment Equity
- Workers Compensation Assessable Wages
- Provincial Medical Report
- Quebec Labor Standards Report

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization's needs.

Connect with us

Call +**1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.

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