

# Latest National Payroll Institute PF1 New Dumps - PF1 Free Download

## Chapter

# 1

## New Employee Information

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### Learning Objectives:

Upon completion of this chapter, you should be able to:

1. Identify the purpose of the following components of the commencement process:
  - Information necessary to pay an employee
  - Internal forms
    - Authorization for hiring
    - Union membership
    - Enrollment forms for benefit plans
    - Confidentiality agreement
  - Federal and provincial/territorial forms
    - Federal Personal Tax Credits Return – TD1
    - Provincial/territorial Personal Tax Credits Return – TD1
    - Québec Source Deductions Return – TP-1015.3-V

### Communication Objective:

Upon completion of this chapter, you should be able to explain how to complete the federal and provincial/territorial Personal Tax Credits Return – TD1 forms and the Québec Source Deductions Return – TP-1015.3-V form.

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## National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q43-Q48):

### NEW QUESTION # 43

Vacation pay on termination would be recorded in which Block(s) on the Record of Employment?

- A. It would not be recorded
- **B. Blocks 15B, 15C P.P. 1 and 17A**
- C. Block 17A only
- D. Block 15B only

**Answer: B**

Explanation:

Service Canada's ROE Guide is clear that vacation pay paid because of separation (termination/layoff) must be reported in Block 17A - Vacation pay.

But it doesn't stop there. Vacation pay is generally insurable earnings, so when you enter insurable earnings in Block 17A, you must also add those amounts into Block 15B (Total insurable earnings) and into Block

15C, Pay Period 1 (P.P. 1) as applicable. The ROE Guide explicitly states: when you enter insurable earnings in Blocks 17A/17B/17C, you must also add them to the totals in Blocks 15B and 15C (P.P. 1 field)-and it gives the example that vacation pay paid on separation must be added to 15B and 15C because it is insurable.

Therefore, vacation pay on termination is recorded in Blocks 15B, 15C P.P. 1, and 17A (option C).

### NEW QUESTION # 44

The amount of notice the employer must give an employee depends on:

- A. The size of the employer's payroll
- B. The employee's length of service and the jurisdiction in which they live
- **C. The employee's length of service and the jurisdiction in which they work**
- D. The industry in which the employer operates

**Answer: C**

Explanation:

Termination notice requirements come from the employment standards legislation that applies to the workplace, which is tied to the jurisdiction where the employee works (province/territory), unless the workplace is federally regulated. The Government of Canada explicitly directs employers and employees to consult the employment standards for the province or territory of work if they are not in a federally regulated industry.

Within a given jurisdiction, the minimum notice (or pay in lieu) is typically based on the employee's length of continuous employment/service. For example, under the Canada Labour Code (federally regulated workplaces), required notice increases with service (and can be replaced with wages in lieu), showing service length is a core driver of notice entitlements.

That's why "where they live" is not the deciding factor for notice rules: the governing employment standards are based on the jurisdiction of employment (where the work is performed / the employment is regulated), and the employee's length of service under that jurisdiction's rules.

### NEW QUESTION # 45

What is the portion of a retiring allowance eligible to be transferred into a Registered Retirement Savings Plan (RRSP) or a registered pension plan (RPP) tax free based on?

- A. The employee's wages at the point of receiving the retiring allowance
- B. The employee's average earnings from the past five years with the employer and its associated companies
- C. The employee's age plus the employee's average earnings from the past five years with the employer and its associated companies
- **D. The employee's number of years of service with the employer and its associated companies prior to 1996**

**Answer: D**

Explanation:

The CRA sets out that the "eligible" portion of a retiring allowance that may be transferred directly to an RRSP/RPP under special rules is based on years of service before 1996 (and potentially an additional amount for certain pre-1989 years if specific pension/DPSP conditions are met). The CRA explains the eligible part is

\$2,000 for each year (or part-year) of service before 1996, plus you may be able to transfer an additional \$1,500 for each year (or part-year) of service before 1989 where no employer pension/DPSP benefit was vested (or previously paid) for those years.

This is why the correct basis in the answer choices is the employee's years of service prior to 1996, not wages, age, or average earnings. Payroll needs this service history (including related employers where applicable) to correctly identify the eligible/non-eligible split and apply the right withholding and transfer reporting.

#### NEW QUESTION # 46

Which pension plan requires the services of an actuary to study and forecast future needs of the plan to ensure the plan remains sufficiently funded to provide employees with their retirement benefits?

- A. Registered Retirement Savings Plan
- B. Defined contribution pension plan
- C. Defined benefit pension plan
- D. All of the above

**Answer: C**

Explanation:

A defined benefit (DB) pension plan promises a future pension benefit based on a formula (for example, service and earnings). Because the benefit is defined, the plan must ensure it is adequately funded to meet future liabilities. That requires actuarial valuations-professional studies that forecast future obligations and determine required contributions. Regulators describe DB plan funding as being based on actuarial calculations and require administrators to file actuarial valuation reports to establish funding and contribution requirements.

A defined contribution (DC) plan does not promise a specific future pension amount; contributions are defined, and the retirement outcome depends on investment performance-so it does not require the same ongoing actuarial funding valuations for promised liabilities. An RRSP is an individual savings plan, not an employer DB plan requiring actuarial funding reports.

Therefore, the correct answer is Defined benefit pension plan (option A).

#### NEW QUESTION # 47

The deduction for living in a prescribed zone can be claimed by residents of which jurisdictions?

- A. New Brunswick, Newfoundland and Labrador, Nova Scotia and Prince Edward Island
- B. All Canadian provinces and territories
- C. Northwest Territories, Nunavut and Yukon
- D. Alberta, Saskatchewan and Manitoba

**Answer: B**

Explanation:

The Northern residents deductions (often referred to as the "prescribed zone" deduction on the personal tax return) are not limited to the three territories. While all places in Yukon, Nunavut, and the Northwest Territories are in a prescribed northern zone (Zone A), the rules also designate prescribed northern and intermediate zones in parts of several provinces (for example, parts of British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and others).

The governing framework is in the Income Tax Regulations, which define prescribed zones using geographic descriptions (latitudes/longitudes) covering areas in multiple provinces, as well as the territories.

From a payroll/HR communications perspective, the key is that this deduction is generally claimed by the individual on their income tax return (it does not change the employer's province-of-employment withholding rules). Employees who believe they qualify should verify their community's zone status using CRA's prescribed zone lists before claiming the deduction.

#### NEW QUESTION # 48

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