

National Payroll Institute PF1 Braindumps Pdf, PF1 Exam Preparation

Chapter

1

New Employee Information

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 1Exam Sample Questions

(Q73-Q78):

NEW QUESTION # 73

Phillip is being paid a severance payment with his final pay. Which block should this payment be reported on the Record of Employment?

- A. Block 15C only
- B. Block 15B only
- C. Block 17C only
- D. Blocks 15B and 17C

Answer: C

Explanation:

On the ROE, separation payments are reported in Block 17. Service Canada explains that Block 17C - Other monies is used to record "any other payments or benefits...paid...because of the separation," whether or not they are insurable.

The ROE Guide specifically lists "Severance pay" as a type of separation money to enter in Block 17C ("Enter 'Severance pay' and the amount").

Crucially, Block 15B and Block 15C are for insurable earnings totals/by pay period. The ROE Guide notes that some amounts reported in Block 17 (like vacation pay) are insurable and must be added into Blocks 15B

/15C; however, retirement leave credits/retiring allowances (a form of severance-type payment) are not insurable and are not added to Blocks 15B/15C even though they are recorded in Block 17C.

So, severance is reported in Block 17C only.

NEW QUESTION # 74

Phan was employed from March 1, 1992 through January 10, 2007. He was not a member of the organization's pension plan. Calculate the number of years eligible for the \$1,500.00 portion of a retiring allowance.

- A. 0
- B. 1
- C. 2
- D. 3

Answer: B

Explanation:

The special \$1,500 transfer eligibility connected to retiring allowances is based specifically on years (or part-years) of service before 1989 where the employee had no vested employer pension/DPSP benefits for those years. CRA explains that, in addition to the \$2,000-per-year pre-1996 rule, you can also transfer an additional \$1,500 for each year or part-year before 1989 that meets the vesting condition.

Phan's employment began in 1992, which is after 1989. Because he has zero service before 1989, there are no years that can qualify for the \$1,500 portion—regardless of whether he belonged to a pension plan.

Therefore, the number of eligible years for the \$1,500 component is 0 (option A). Payroll must base this calculation on actual service dates, including any related-employer service if applicable, but here the start date alone makes the \$1,500 portion ineligible.

NEW QUESTION # 75

Steve is physically disabled and his employer pays for his parking spot. This is considered:

- A. A cash taxable benefit
- B. None of the above
- C. A non-cash taxable benefit
- D. A taxable allowance

Answer: B

Explanation:

Employer-provided parking is often a taxable benefit, generally valued at the fair market value of the parking spot. However, the CRA provides a specific exception for employees with disabilities. CRA guidance on employer-provided parking states that if your employee has a disability, the parking benefit is generally not taxable, including situations involving a severe and prolonged mobility

impairment or blindness.

In Steve's case, the fact pattern explicitly says he is physically disabled and the employer pays for his parking.

Under CRA's general rule for disability-related parking, this would generally not be included in income as a taxable benefit, meaning it is not a taxable allowance and not a taxable benefit (cash or non-cash) for payroll purposes.

Payroll should still document why the parking is being treated as non-taxable (for example, disability-related need) and ensure the treatment aligns with CRA guidance if questioned. If the facts were different (non-disability parking or preferential parking provided to employees generally), the taxable benefit rules would usually apply.

NEW QUESTION # 76

Feraz Dalia is due \$12,523.00 in legislated wages in lieu of notice that will be added to his last weekly pay of \$1,080.00. Calculate Feraz's Employment Insurance (EI) premium, if his employer is situated in Saskatchewan and the yearly maximum contribution will not be exceeded.

Answer:

Explanation:

\$221.73 (employee EI premium)

Explanation:

In Saskatchewan (outside Quebec), EI premiums are deducted at the 2026 employee EI premium rate of \$1.63 per \$100 of insurable earnings (1.63%).

CRA guidance confirms that wages in lieu of termination notice are subject to EI premiums, and to determine statutory deductions you include the wages in lieu with the regular income (if any) for the pay period.

Step 1: Determine total insurable earnings in the final pay (assuming both amounts are insurable and the annual maximum won't be exceeded):

$\$12,523.00 + \$1,080.00 = \$13,603.00$.

Step 2: Calculate EI premium:

$\$13,603.00 \times 1.63\% = \$13,603.00 \times 0.0163 = \221.7289 , which rounds to \$221.73.

So, the EI premium to deduct from Feraz's pay for this combined payment is \$221.73.

NEW QUESTION # 77

The employee-employer relationship is deemed to be severed when:

- A. None of the above
- B. The employee retains the right to be recalled to work
- C. There is no expectation of work to be performed by the employee
- D. The employee continues to accrue benefits in the organization's pension plan

Answer: C

Explanation:

In ROE administration, the key concept is whether the employment relationship is still "active" (that is, whether there is an ongoing expectation the employee will work again). Service Canada's ROE guidance ties ROE issuance to an interruption of earnings and specifically identifies situations where an employee is no longer on the employer's active employment list (for example, no expectation of future work) as a trigger for issuing an ROE.

Options A and B describe circumstances that can still align with an ongoing employment relationship. For example, employees may remain eligible for certain benefits after a last day worked, and a right to recall means the employer may still consider the employee attached to the workplace (often still "active" depending on the arrangement). In contrast, when there is no expectation of work to be performed, the relationship is effectively ended for ROE purposes, and the employer generally proceeds with separation reporting and ROE completion based on the interruption of earnings rules.

NEW QUESTION # 78

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