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National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q42-Q47):

NEW QUESTION # 42

How many pay periods will be used to calculate insurable earnings in Block 15B on the Record of Employment if the employee is paid weekly?

- A. Last 14 pay periods (or less if period of employment is shorter)
- B. Last 13 pay periods (or less if period of employment is shorter)
- C. Last 7 pay periods (or less if period of employment is shorter)
- D. Last 27 pay periods (or less if period of employment is shorter)

Answer: D

Explanation:

For a paper ROE, Service Canada's ROE guidance uses a set number of most recent consecutive pay periods to support the reporting of insurable earnings. In Block 15C (insurable earnings by pay period), the paper ROE provides 27 fields, which allows reporting up to 27 weekly pay periods (or fewer if the employee worked fewer periods).

Block 15B is the total insurable earnings for the applicable number of consecutive pay periods, and for a weekly payroll this aligns with the same maximum count used on the paper ROE earnings grid - 27 periods.

Practically, this means payroll totals the employee's insurable earnings for the last 27 consecutive weekly pay periods leading up to the interruption of earnings (or the full period of employment if shorter). Using the correct number of pay periods ensures Service Canada has the right earnings history to adjudicate EI benefits accurately and reduces ROE processing issues.

NEW QUESTION # 43

Evangeline earns \$1,075.00 weekly plus \$154.00 in overtime. Calculate Evangeline's Quebec Parental Insurance Plan (QPIP) premium.

Answer:

Explanation:

\$5.28 (employee QPIP premium for the week)

Explanation:

QPIP premiums are calculated on an employee's insurable earnings in Quebec (up to the annual maximum insurable earnings). For 2026, Revenu Quebec shows the employee QPIP premium rate is 0.430% (0.00430) and the maximum insurable earnings are \$103,000.

Step 1: Determine Evangeline's weekly insurable earnings (assuming all earnings are QPIP-insurable and the annual maximum will not be exceeded, as the question implies):

Regular earnings \$1,075.00 + overtime \$154.00 = \$1,229.00.

Step 2: Apply the employee QPIP rate:

$\$1,229.00 \times 0.430\% = \$1,229.00 \times 0.00430 = \5.2847 .

Step 3: Round to cents (standard payroll practice): \$5.28.

Payroll would deduct \$5.28 from Evangeline's pay for QPIP for that week and remit it along with other source deductions as required. The deduction continues until the employee reaches the annual QPIP maximum premium (based on the annual insurable earnings limit).

NEW QUESTION # 44

An interruption of earnings occurs when there is a period of how many days with no insurable earnings?

- A. Five calendar days
- B. Seven business days
- C. Five business days

- D. Seven calendar days

Answer: D

Explanation:

Service Canada's ROE Guide defines an interruption of earnings under the "7-day rule." It occurs when an employee has had, or is expected to have, 7 consecutive calendar days with no work and no insurable earnings from the employer.

This is specifically calendar days, not business days. That means weekends and holidays count in the seven-day sequence. The rule commonly applies when employees quit, are laid off, or are terminated, and it helps determine when an employer must issue an ROE (subject to certain listed exceptions and special situations, such as some employees with non-standard work patterns or employees mainly paid by commission).

From a payroll operations standpoint, correctly identifying the interruption of earnings is critical because it triggers ROE deadlines and affects the employee's ability to access EI benefits without delay. So the correct answer is Seven calendar days (option D).

NEW QUESTION # 45

Benefits are:

- A. Dollar amounts paid to employees for the use of their personal property for business purposes
- B. Values attributed to something the employer has either provided to an employee or paid for on an employee's behalf
- C. Dollar amounts paid to employees to cover expenses that they incur while performing their job
- D. Dollar amounts the employer pays for the work an employee performs

Answer: B

Explanation:

In Canadian payroll, a benefit generally means the employer has provided something of value to the employee (or paid for something on the employee's behalf), rather than paying cash for work performed. The CRA's Employers' Guide - Taxable Benefits and Allowances (T4130) explains that a benefit/allowance may be provided in cash (for example, an allowance) or in a manner other than cash (for example, a parking space or gift), and that employers may have to include the value of that benefit/allowance in the employee's income depending on the circumstances.

Option C best captures this "value of something provided or paid for" concept. Option B describes wages/salary (earnings for work). Option A aligns more with reimbursements/expense coverage. Option D aligns with allowances for business use of personal property (often treated separately and may be taxable or non-taxable depending on CRA rules and documentation). Payroll's role is to determine whether the benefit is taxable, value it correctly, and apply the right statutory withholdings and reporting.

NEW QUESTION # 46

The authorization for hiring form should contain a checklist to ensure the organization obtains all required information. What is an example of an item that could be on that checklist?

- A. A clearance certificate
- B. Consent to withhold statutory deductions
- C. A completed T1213
- D. A confidentiality agreement

Answer: D

Explanation:

A hiring authorization package/checklist typically ensures the organization collects the documents needed to onboard the employee and set them up correctly in payroll and HR systems. This often includes items like an offer letter, signed policies, banking details for direct deposit, emergency contacts, and required HR/legal acknowledgements. A confidentiality agreement is a common onboarding document because it protects the employer's confidential information and can be required regardless of payroll deductions.

The other options are not good examples of "required information" for all new hires. Employees do not give "consent" for statutory deductions—deductions like CPP, EI, and income tax withholding are required by law and employers must withhold them when applicable. A "clearance certificate" is not a standard universal onboarding requirement for payroll in Canada. A T1213 is only completed in special situations where an employee requests CRA authorization to reduce tax withheld at source; it is not something most new hires must provide.

NEW QUESTION # 47

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