

PF1 Latest Exam Dumps, Exam PF1 Bible

Review for PF1 Final exam:

1. Zoya works in Saskatchewan and earns an annual salary of \$52,080, paid on a semi-monthly basis. What are Zoya's pay period earnings?
 $\$52,080 / 24 = \2170.00
2. Ritchie earns an annual salary of \$65,400. He is paid biweekly. Calculate his pay period salary.
 $\$65,400 / 26 = \2515.38
3. Brandon, who is employed by a company in New Brunswick, is paid weekly at a rate of \$21.00 per hour. This week he worked 43 hours. Calculate his gross pay for the pay period. New Brunswick has an overtime threshold of 44 hours per week.
 $\$21.00 \times 43 = \903.00
4. Sanya earns \$17.10 per hour and works 75 regular hours per bi-weekly pay period. In addition, Sanya worked 3.5 overtime hours this pay period, which are paid at 1.5 times her regular hourly rate. She lives in Alberta and her federal and provincial TD1 claim codes are 2. Sanya will not reach the Canada Pension Plan or Employment Insurance annual maximums this pay period.
 - a) Calculate the employee's net pay
 $Gross\ Earnings = (\$17.10 \times 75) + (\$17.10 \times 1.5 \times 3.5) = \$1282.50 + 89.78 = \$1372.28$
Non-Cash Taxable Benefits = \$0
 $CPP = (1372.28 - 134.61) \times 5.45\% = \67.45
 $EI = 1372.28 \times 1.58\% = \21.68
QPIP = \$0
Federal Income Tax = 168.00
Provincial Income Tax = 80.00
 $Total\ Deductions = 67.45 + 21.68 + 168.00 + 80.00 = 337.13$
 $Net\ Pay = 1372.28 - 337.13 = \1035.15

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Aspiring National Payroll Institute professionals strive to excel in National Payroll Institute PF1 exams such as the Payroll Fundamentals 1 Exam (PF1) to achieve their dream careers. However, passing the PF1 Exam can be challenging, especially with a demanding schedule that leaves little time for preparation.

National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q65-Q70):

NEW QUESTION # 65

Dollar amounts that are paid to an employee to cover expenses that they incurred while performing their job, but are not considered in the calculation of an employee's earnings are:

- A. Earnings
- B. Expense reimbursements
- C. Allowances
- D. Benefits

Answer: B

Explanation:

An expense reimbursement is a repayment to an employee for business costs they already paid personally (for example, meals, mileage, supplies), typically supported by receipts or an expense report. CRA's guidance explains that a reimbursement is a payment made to repay amounts the employee spent while conducting the employer's business, and that a reasonable reimbursement is generally not included in the employee's income.

That's why reimbursements are generally not part of "earnings" for payroll calculations—they are not compensation for work performed; they are repayment of a business expense. This differs from an allowance, which is usually a fixed amount paid without requiring receipts; allowances are often taxable unless a specific CRA exception applies.

So the correct term for "dollar amounts paid to cover job expenses incurred, but not considered earnings" is expense reimbursements (option D). Payroll best practice is to ensure reimbursements are properly documented and reasonable to support non-taxable treatment.

NEW QUESTION # 66

In which province or territory is the employer-paid premium for private health insurance coverage that includes dental and prescription coverage considered to be a non-cash taxable benefit?

- A. British Columbia
- B. Yukon
- C. Quebec
- D. Ontario

Answer: C

Explanation:

In Quebec, employer-paid premiums (contributions) to a group insurance plan, including a private health services plan (which commonly covers items like dental and prescription drugs), are treated as a taxable benefit for the employee for Quebec purposes. Revenu Quebec explicitly states that contributions (premiums) an employer pays under a group insurance plan for coverage received by an employee constitute a taxable benefit.

Because the employer is paying the premium directly to the insurer (the employee receives coverage rather than cash), this is treated as a non-cash taxable benefit in payroll classification terms. The payroll impact is that this taxable benefit must be included in the employee's Quebec taxable income and reported on the RL-1 (and handled according to Quebec source deduction rules).

Outside Quebec, employer-paid health/dental plan premiums are generally not treated the same way for provincial taxable benefit purposes, which is why the correct answer among the options is Quebec.

NEW QUESTION # 67

(PF1 Exam - Net Pay Calculation Template Worksheet: Quebec)

Question ID: pfl-exam-npc-q-f

Mara Poirier works for Affordable Transport in Quebec and earns an annual salary of \$54,500.00, paid on a semi-monthly basis.

In addition to her regular salary, Mara's employer provides the following benefits:

Group term life insurance coverage through a third party of two times her annual salary.

Monthly group term life insurance premiums are \$0.57 per \$1,000.00 of coverage, excluding taxes.

Private health insurance benefits with a monthly premium of \$260.00, excluding taxes.

The tax on insurance premiums in Quebec is 9%.

Mara's federal TD1 claim code is 3 and her provincial TP-1015.3-V deduction code is C.

Mara will not reach the annual maximums for QPP, EI, or QPIP in this pay period.
Required: Calculate Mara's net pay, following the order of the steps in the net pay template.
EXHIBIT A - Net Pay Template (Fill in all blanks)

Earnings / Income Bases

- Step 1 - Calculate Mara's gross earnings for this pay period (GTE).
[_____]
- Step 2 - Calculate the pensionable earnings (PE).
[_____]
- Step 3 - Calculate the insurable earnings (IE).
[_____]
- Step 4 - Calculate the net taxable income (CRA) (NTI).
[_____]
- Step 5 - Calculate the net taxable income (RQ) (NTI).
[_____]
- Step 6 - Calculate Mara's Quebec Pension Plan (QPP) contribution.
[_____]
- Step 7 - Calculate Mara's Employment Insurance (EI) premium.
[_____]
- Step 8 - Calculate Mara's Quebec Parental Insurance Plan (QPIP) premium.
[_____]
- Step 9 - Determine Mara's federal income tax.
[_____]
- Step 10 - Determine Mara's Quebec provincial income tax.
[_____]
- Step 11 - Calculate Mara's total deductions.
[_____]
- Step 12 - Calculate Mara's net pay.
[_____]

Answer:

Explanation:

See the Explanation part for answer for each step.

Explanation:

Step 1 - Mara's gross earnings / taxable earnings components

$$\text{Semi-monthly salary} = \$54,500.00 \div 24 = \$2,270.83$$

$$\text{Life insurance coverage} = 2 \times \$54,500 = \$109,000$$

$$\text{Monthly premium (excl. tax)} = 109 \times \$0.57 = \$62.13$$

$$9\% \text{ insurance premium tax} = \$62.13 \times 1.09 = \$67.72$$

$$\text{Semi-monthly taxable benefit} = \$67.72 \div 2 = \$33.86$$

$$\text{Health premium (excl. tax)} = \$260.00$$

$$9\% \text{ insurance premium tax} = \$260.00 \times 1.09 = \$283.40$$

$$\text{Semi-monthly taxable benefit (Quebec)} = \$283.40 \div 2 = \$141.70$$

$$\text{GTE (total taxable in Quebec)} = 2,270.83 + 33.86 + 141.70 = \$2,446.39$$

Step 2 - Pensionable earnings (PE)

For this calculation, treat salary + taxable group term life as pensionable for QPP withholding, while EI remains non-insurable for non-cash benefits.

$$\text{PE} = 2,270.83 + 33.86 = \$2,304.69$$

Step 3 - Insurable earnings (IE)

$$\text{IE} = \text{salary only} = \$2,270.83$$

Step 4 - Net taxable income (CRA) (NTI)

Federal taxable income uses salary plus taxable benefits used for federal withholding tables here.

$$\text{NTI (CRA)} = \$2,304.69$$

Step 5 - Net taxable income (RQ) (NTI)

$$\text{NTI (RQ)} = \$2,446.39$$

Step 6 - QPP contribution

Use the QPP employee rate (basic + additional) and apply the basic exemption prorated per pay period.

$$\text{Basic exemption per semi-monthly period} = \$3,500 \div 24 = \$145.83$$

$$\text{Contributory earnings} = \text{PE} \# 145.83 = 2,304.69 \# 145.83 = \$2,158.86$$

$$\text{QPP} = 2,158.86 \times 6.4\% = \$138.17$$

QPP = \$138.17

Step 7 - EI premium

Quebec EI employee rate for 2026: 1.30%.

EI = $2,270.83 \times 0.0130 = \29.52

Step 8 - QPIP premium

Use the Revenu Quebec employee QPIP rate shown for 2026.

QPIP = $2,270.83 \times 0.00430 = \9.76

Step 9 - Federal income tax

From the CRA Quebec federal tax deductions table (24 pay periods), at pay \$2,304.69 (range 2288-2306) and claim code 3, the federal tax is:

Federal tax = \$139.95

Step 10 - Quebec provincial income tax

From TP-1015.TI.24 (24 pay periods) at remuneration \$2,446.39 (range 2445.00-2464.99) and deduction code C, the tax is:

Quebec tax = \$214.81

Step 11 - Total deductions

QPP 138.17

EI 29.52

QPIP 9.76

Federal 139.95

Quebec 214.81

= \$532.21

Total deductions = \$532.21

Step 12 - Net pay

Net pay is based on cash pay (salary) minus deductions (tax still applies even when part of taxable income is a benefit).

Net pay = $2,270.83 - 532.21 = \$1,738.62$

NEW QUESTION # 68

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 # 69

Michael is an employee in Alberta who is paid bi-weekly and earns \$1,600.00 per pay period. He has a taxable meal allowance of \$30.00 per pay period. His federal and provincial TD1s on file show a claim code

2. Michael already reached the annual maximum first and second Canada Pension Plan (CPP) contributions before this pay.

Calculate his total federal and provincial income taxes.

Answer:

Explanation:

(total federal + Alberta tax): \$173.48

Explanation:

Taxable gross for the period = \$1,600.00 + \$30.00 = \$1,630.00 (a taxable allowance is included in income for tax withholding).
 Using CRA T4032-AB (Biweekly, 26 pay periods) with claim code 2:
 Federal tax at pay \$1,630 falls in the \$1,619-\$1,635 range # CC2 = \$107.35.
 Alberta provincial tax at pay \$1,630 falls in the \$1,628-\$1,644 range # CC2 = \$46.55.
 Subtotal tax from the tables = \$107.35 + \$46.55 = \$153.90.
 CRA notes these tax tables build in the tax credits for CPP/EI, so when CPP is not deducted (because annual max already reached), you must increase tax withholding accordingly.
 CPP that would have been deducted this pay (using CRA rates/YBE):
 Pensionable = \$1,630 # $(\$3,500/26 = \$134.62) = \$1,495.38$; CPP $(4.95\% + 1.00\% = 5.95\%) = \88.98 .
 Add back missing credits: Federal $14\% \times 88.98 = \$12.46$; Alberta $8\% \times 88.98 = \$7.12$ # total \$19.58.
 Final total tax = \$153.90 + \$19.58 = \$173.48.

NEW QUESTION # 70

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