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National Payroll Institute Payroll Fundamentals 1Exam Sample Questions (Q41-Q46):

NEW QUESTION # 41

A retiring allowance includes:

- A. None of the above
- B. Accumulated overtime
- C. Legislated wages in lieu of notice in Quebec
- D. Vacation pay
- E. Bonus or incentive pay

Answer: A

Explanation:

The CRA defines a retiring allowance (also called severance pay) as an amount paid when or after an employee retires or loses their job, in recognition of long service or for the loss of employment.

However, the CRA is also explicit about what a retiring allowance does not include. It does not include

"salary, wages, bonuses, [or] overtime," which rules out bonus/incentive pay and accumulated overtime in the options. It also does not include "payments for accumulated vacation leave not taken," which rules out vacation pay as a retiring allowance. Finally, it does not include wages in lieu of termination notice, which rules out wages in lieu (including legislated notice pay) as a retiring allowance. Because every listed item is specifically excluded by CRA guidance, the correct answer is None of the above (E).

NEW QUESTION # 42

The source deductions form completed by all new employees in Quebec is called:

- A. T1213
- B. T2222
- C. TP-1015.3-V
- D. TD1-AB

Answer: C

Explanation:

In Quebec, employees must complete a Quebec-specific source deductions form so the employer can calculate Quebec income tax to withhold. Revenu Quebec identifies Form TP-1015.3-V (Source Deductions Return) as the form employees complete and provide to their employer/payer for this purpose. It is part of the onboarding /payroll setup process in Quebec and is used to determine personal tax credits and any additional withholding instructions for Quebec provincial income tax.

The other options are not the standard Quebec source deductions return for new employees: T1213 is a CRA form used to request a reduction in tax deductions at source (federal), TD1-AB is a provincial TD1 for Alberta (not Quebec), and T2222 is not the Quebec source deductions return. From a payroll communication standpoint, the employer should request both the applicable federal TD1 and the Quebec TP-1015.3-V, then retain them on file to support accurate withholding calculations.

NEW QUESTION # 43

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% × 88.98 = \$12.46; Alberta 8% × 88.98 = \$7.12 # total \$19.58.

Final total tax = \$153.90 + \$19.58 = \$173.48.

NEW QUESTION # 44

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

- A. The employee's length of service and the jurisdiction in which they work

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

Answer: A

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

A premium payment for overtime hours worked or a rate per piece of goods produced is an example of:

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

Answer: D

Explanation:

Overtime premiums and piece-rate pay are forms of earnings because they are amounts paid for work performed. CRA's payroll guidance confirms overtime pay is remuneration from which you must deduct statutory deductions (CPP, EI, and income tax), reflecting that overtime is treated as employment earnings.

Similarly, piecework (piece-rate pay) is a method of paying wages based on units produced rather than time.

It is still compensation for labour and therefore part of gross earnings used to calculate payroll deductions and net pay. This is fundamentally different from:

Expense reimbursements, which repay employee-incurred business costs (not pay for work).

Allowances, which are predetermined amounts to help cover anticipated expenses without receipts.

Benefits, which are the value of goods/services provided by the employer or paid on the employee's behalf.

So a premium paid for overtime hours or a piece-rate per unit produced is classified as earnings (option A).

NEW QUESTION # 46

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