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Scrum PSPO-I Professional Scrum Product Owner I 1



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## National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q59-Q64):

### NEW QUESTION # 59

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. All of the above
- **B. A benefit enrollment form**
- C. A completed T1213
- D. A clearance certificate

**Answer: B**

Explanation:

A strong hire-authorization/onboarding checklist ensures payroll and HR collect documents needed to pay the employee accurately and enroll them in required programs. A benefit enrollment form is a practical, common checklist item because many employers offer benefit plans that require employee elections (for example, health/dental coverage levels, beneficiary information, dependent details, etc.). Indeed's Canadian onboarding guidance explicitly notes employers often collect benefits enrollment paperwork as part of essential new employee forms and onboarding checklists.

By contrast, a T1213 (Request to Reduce Tax Deductions at Source) is not routinely required for all hires; it is only used when an employee applies for CRA authorization to reduce tax withheld. A "clearance certificate" is not a standard Canada-wide payroll onboarding requirement for typical employment relationships.

Therefore, "All of the above" is not correct.

Selecting benefit enrollment form best matches the purpose of a hiring authorization checklist: ensuring all employment setup steps are completed (pay setup, statutory forms, and benefits enrollment where offered) so payroll deductions and coverage are handled correctly from the start.

### NEW QUESTION # 60

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 number of years of service with the employer and its associated companies prior to 1996**
- D. The employee's age plus the employee's average earnings from the past five years with the employer and its associated companies

**Answer: C**

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 # 61

Which of the following types of earnings are not considered income from employment?

- A. Commissions
- B. Vacation pay
- C. Severance pay
- D. Regular salary

**Answer: C**

Explanation:

Regular salary, vacation pay, and commissions are generally treated as income from employment because they are amounts paid for services performed during employment. In contrast, what many people call

"severance pay" is often classified by the CRA as a retiring allowance—an amount paid when or after an employee retires or loses their job, in recognition of long service or for the loss of employment.

This distinction matters in payroll because a retiring allowance has its own rules for withholding and potential RRSP/RPP transfer eligibility, and it is not treated the same way as normal employment income earned while actively employed. CRA technical guidance also draws lines between amounts that are employment income versus retiring allowance depending on the nature/timing of the payment.

So, among the options listed, severance pay (when it is a retiring allowance) is the one that is not considered income from employment in the way salary/vacation pay/commissions are.

### NEW QUESTION # 62

Raminder was hired in January 1997. He was fully vested in the organization's pension plan at the time he received the retiring allowance. His employment was terminated on May 1, 2006 and he was paid a \$10,000.00 retiring allowance. Calculate the eligible portion of the retiring allowance.

- A. \$7,500.00
- B. \$10,000.00
- C. None of the retiring allowance is eligible
- D. \$2,000.00

**Answer: C**

Explanation:

The "eligible portion" of a retiring allowance (the part that may be transferred directly to an RRSP/RPP on a tax-deferred basis without using regular RRSP room) is based on years of service before 1996 (and potentially an additional amount for certain pre-1989 years). CRA explains that the eligible part is: \$2,000 for each year or part-year of service before 1996, plus an additional \$1,500 for each year or part-year of service before 1989 only if no employer-funded pension/DPSP benefits for those years were vested (or previously paid out).

Raminder was hired in January 1997, so he has zero years (or part-years) of service before 1996, and therefore he has no base eligible amount under the \$2,000-per-year rule. Because he also has no pre-1989 service, the additional \$1,500-per-year rule does not apply either.

So, the eligible portion is \$0, meaning none of the \$10,000 retiring allowance is eligible (option D).

### NEW QUESTION # 63

PF1 Exam - Net Pay Calculation (Template Worksheet)

Scenario

Diane Lemay works for Monarch Construction in Alberta and earns an annual salary of \$49,500.00, paid on a semi-monthly basis. The company provides its employees with group term life insurance coverage of two times annual salary and pays a monthly premium of \$0.62 per \$1,000.00 of coverage.

Diane uses her car to meet with clients on company business and receives a taxable car allowance of \$50.00 per pay.

The company has a defined contribution pension plan to which Diane contributes 5% of her salary each pay.

Diane also contributes \$20.00 to United Way and has \$5.00 deducted for her social club membership each pay. She belongs to a union and pays 2% of her salary in union dues per pay period.

Diane's federal and provincial TD1 claim codes are 1. She will not reach the first Canada Pension Plan or Employment Insurance annual maximums this pay period.

Required: Calculate the employee's net pay, following the order of the steps in the net pay template.

EXHIBIT A - Net Pay Template (Fill in all blanks)

STATUTORY DEDUCTIONS

OTHER DEDUCTIONS

Given Data (Reference)

Step 1 - Calculate the employee's gross taxable earnings (GTE) for this pay.

[ \_\_\_\_\_ ]

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 Diane's Canada Pension Plan contribution.

[ \_\_\_\_\_ ]

Step 7 - Calculate Diane's Employment Insurance premium.

[ \_\_\_\_\_ ]

Step 8 - Calculate Diane's Quebec Parental Insurance Plan premium.

[ \_\_\_\_\_ ]

Step 9 - Determine Diane's federal income tax.

[ \_\_\_\_\_ ]

Step 10 - Determine Diane's provincial income tax.

[ \_\_\_\_\_ ]

Step 11 - Calculate Diane's total deductions (statutory + other).

[ \_\_\_\_\_ ]

Step 12 - Calculate Diane's net pay.

[ \_\_\_\_\_ ]

**Answer:**

Explanation:

See the Explanation part for answer for each step.

Explanation:

Step 1 - Gross Taxable Earnings (GTE)

Salary per pay:  $49,500 \div 24 = \$2,062.50$

Taxable car allowance: \$50.00

Group term life taxable benefit:

Coverage =  $2 \times 49,500 = 99,000$

Monthly premium =  $(99,000 \div 1,000) \times 0.62 = 99 \times 0.62 = 61.38$

Semi-monthly benefit =  $61.38 \div 2 = \$30.69$

GTE = \$2,143.19

Step 2 - Pensionable Earnings (PE)

PE = \$2,112.50 ( $2,062.50 + 50.00$ )

Step 3 - Insurable Earnings (IE)

IE = \$2,112.50

Step 4 - Net Taxable Income (CRA) (NTI)

RPP =  $5\% \times 2,062.50 = \$103.13$

Union dues =  $2\% \times 2,062.50 = \$41.25$

NTI (CRA) =  $2,143.19 \# 103.13 \# 41.25 = \$1,998.81$

Step 5 - Net Taxable Income (RQ)

\$0.00

Step 6 - CPP (base CPP)

Period exemption =  $3,500 \div 24 = \$145.83$

Contributory =  $2,112.50 \# 145.83 = \$1,966.67$

CPP =  $1,966.67 \times 5.95\% = \$117.02$

CPP = \$117.02

Step 6B - 2nd CPP (CPP2)

CPP2 = \$0.00

Step 7 - EI premium

EI =  $2,112.50 \times 1.63\% = \$34.43$

EI = \$34.43

Step 8 - QPIP

\$0.00

Step 9 - Federal income tax (CC1, semi-monthly)

\$156.10

Step 10 - Alberta income tax (CC1, semi-monthly)

\$73.20

Step 11 - Total deductions

Statutory:  $117.02 + 34.43 + 156.10 + 73.20 = \$380.75$

Other:  $RPP 103.13 + Union 41.25 + United Way 20.00 + Social club 5.00 = \$169.38$  Total deductions = \$550.13  
Step 12 - Net pay Cash pay (salary + car allowance) =  $2,062.50 + 50.00 = \$2,112.50$  Net pay =  $2,112.50 - 550.13 = \$1,562.37$

## NEW QUESTION # 64

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