

Community & Connection

2023 ANNUAL REPORT



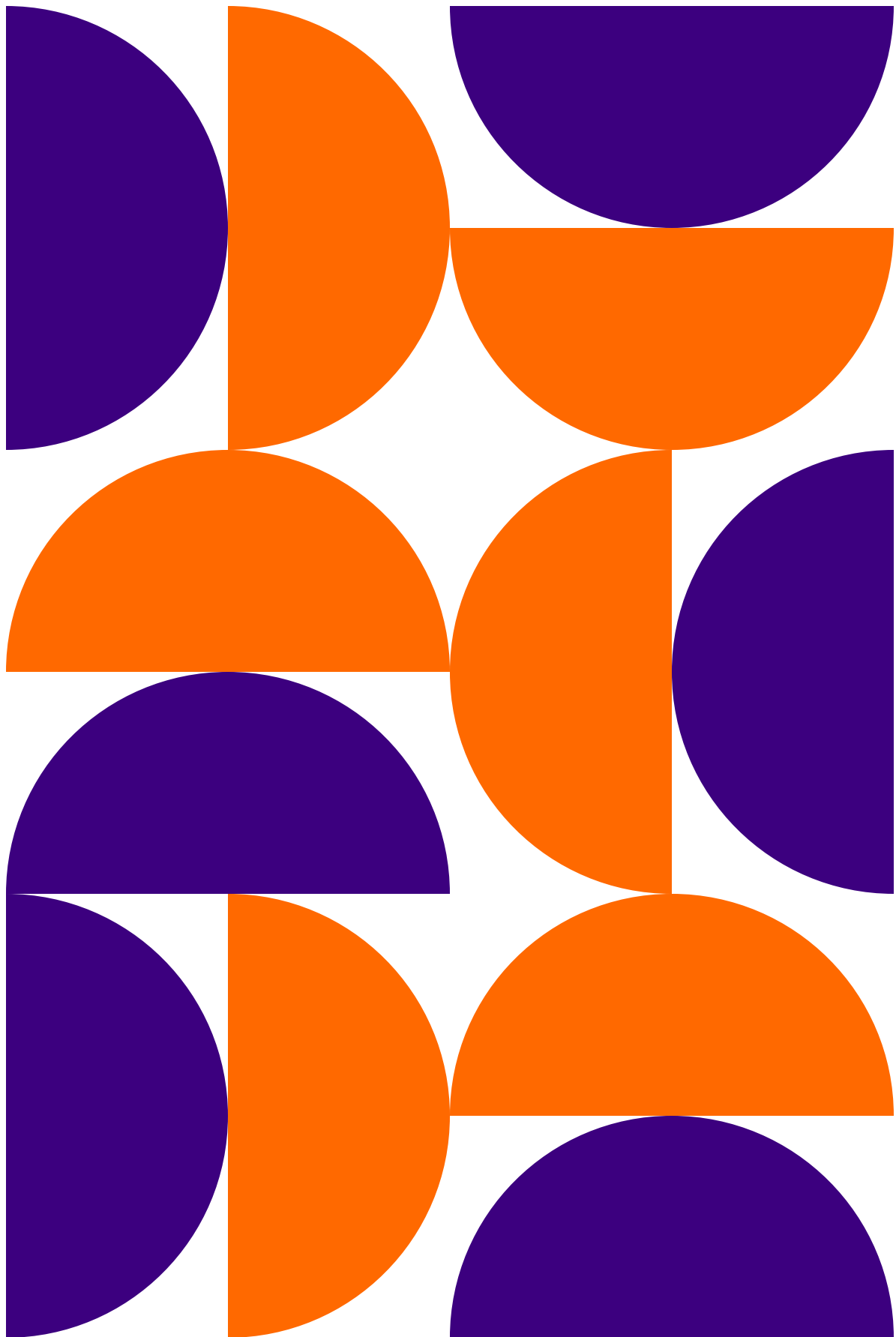


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Message from the **President**



Personally, 2023 was a special year for me as it officially marked five years with the National Payroll Institute. Over the past half decade, I've had the honour of watching the organization and the payroll profession take meaningful strides forward, year after year. We've been on a transformational path, and while we've achieved a lot, we're on the right path towards a future in which payroll is elevated and more respected than ever.

Throughout 2023, we accomplished a lot — as a membership and an organization. Finally, after years of caution and restrictions, 2023 presented itself as the first year in far too long without pandemic-related limitations. That meant we had a full 365 days to engage and connect with our community and we certainly took advantage. As a result, we had a great year. Our membership grew, the profession grew, and the number of designated payroll professionals grew. We introduced new benefits and offerings, and the Payroll InfoLine answered more inquiries than ever before.

The year began with Payroll Night in Canada – an exclusive night, with an extra-special announcement. While our members didn't know what the night had in store for them, they dressed up and showed up to 12 events across the country, all held on the same evening. It was really something special – there was an energy, you could feel that we were celebrating apart, yet together, right across this great country. It was there we announced Payroll Standards Canada, the new standard-setting body for the payroll profession (read more about this on page 18) and new names for our Designations, embedding professionalism at the heart of both the PCP and PLP.

We then launched the Declaration for Payroll and invited business leaders to declare their commitment to the pursuit of payroll professionalism. We were hoping for a modest uptake at the start, but hundreds of organizations answered that call, and the numbers continue to grow (read more about this on page 29).

In June, we celebrated our Annual Conference and took payroll to new heights with a sold-out crowd in Whistler, British Columbia. Watching the sun set over the mountains with such a connected national community of professionals is not an experience that attendees (myself included) will soon forget (read more about this on page 22).

National Payroll Week centred on a beloved concept for the second year, Portraits of Payroll, but how the celebrations across the country came to life was an all-new experience. We traded the seated presentation-style gatherings for gallery-inspired mix-and-mingles at stunning venues across Canada. Over the two-year period, we profiled 70+ inspiring members who collectively showed the diversity, resilience and depth of the payroll profession.



In October, we shared the results of our Annual Survey of Working Canadians and while the results were troubling, media outlets from across Canada (and beyond) were clamoring to hear what we had to say about the state of Canadians' financial wellness. The results of this research were shared widely – even making it in front of the Federal Government at the House of Commons' Question Period on its launch day.

That's not all. While we were making news, we were also working tirelessly behind the scenes. This included making significant strides in our advocacy efforts, continuing to contribute to the shaping and advancement of the government's ePayroll initiative and ensuring the concerns of payroll were heard throughout the year—earning us the title of Trusted Advisor to the government (read more about this on page 27).

The changes (and challenges) we faced from a legislative perspective were captured and integrated into our year-end training sessions, and the gravity of these compliance updates were not missed by our members. We had a record-breaking year-end term, with sold-out sessions both in-person and online for months. This not only demonstrated our members' appetite for the latest payroll knowledge, but also their readiness to return to in-person learning. We recognize this and are committed to offer both virtual and in-person offerings to suit the needs of our community and ensure everyone has access to education.

We also made strides in our research, which members played an essential role in. We sought the input of members a number of times throughout 2023: when it came to relaunching our designations in the Spring, as we undertook significant research to understand the needs of our Quebec members, through our Member Survey, and through our task forces, including our Volunteer Engagement task force and our EDI (Equity, Diversity and Inclusion) task force. The input of our membership is so essential to our long-term success as an organization. We're fortunate to have a membership that is as generous with their time and opinions—showing how much you truly care. You care about the future of this profession, and you believe that the Institute can represent you as we pursue the common goal of elevating payroll.

Now, not every day is easy – and like all organizations, we encounter bumps in the road here and there. But, I think the key to handling those bumps is to ensure they merely slow you momentarily, but never stop you from the journey. That's what we're committed to as your Institute. We'll continue to watch out for the bumps – be they challenging legislative updates, new technological advancements that need to be embraced (or cautioned) or a volatile economic climate—and we'll build them into our roadmap – helping the Institute and our members alike, navigate them successfully.

Thank you for your contributions and support throughout the year. Here's to a bright 2024 and beyond.

Sincerely,

Peter Tzanetakis

Message from the Board Chair



It's hard to believe how quickly 2023 came and went. I think many of us can agree, after the previous few years we collectively experienced, it felt like a whirlwind.

I had a unique experience throughout 2023, as a two-term Chair of the Board of Directors. It's not something many Chairs get to experience, but I'm very grateful for the opportunity. For me, it meant moving into my second year with more familiarity and confidence. When it came to processes and procedures, I knew what to expect – although, in today's world you really must learn to expect the unexpected.

In general, 2023 felt more “normal.” The pandemic restrictions were finally lifted and the world began to shift back to what we knew before. But for the payroll industry, the pandemic really ushered in a new era that we simply can't move backwards from.

Payroll professionals have entered a whole new world – one that is much more remote and much less restricted by borders. At times it still feels

like the profession is in flux; like we're still trying to define what normal is.

Payroll professionals are quickly required to pick up new programs and shift to new systems – all while keeping employees paid accurately and on time. The demand for payroll excellence grew seemingly overnight, and it doesn't seem like that demand will slow anytime soon. While it may feel a bit overwhelming, I think it demonstrates that the profession is in a very transformative and exciting point in time.

As a long-time member of the Institute, and now having the experience of working for an extended period on the Board of Directors, I can say with assurance that part of the value that the Institute brings is in providing some structure and stability in these times of change.

The Institute is committed to staying ahead of the changes happening in and to the industry – be it weathering the storm through economic shifts, global pandemics, major legislative updates. Many organizations are reactive. The National Payroll Institute is truly proactive, and I've seen it firsthand. As soon as they become aware of a situation, they act quickly to address it or begin working to understand it. The team of professionals working at the Institute tirelessly bring us the insights and expertise we need to stay informed in our jobs.

Now, as my term as Chair comes to an end, I'm happy to reflect on the past two years and all we've been able to accomplish. We've made significant progress on a number of important strategic projects that will bring great value to our membership in the coming months and years. Many have already come to fruition – and many more are still in the works. I'm hopeful that the Board will continue to be able to move these projects forward, supporting the Institute staff in the important work that they do, and adjusting as needed.

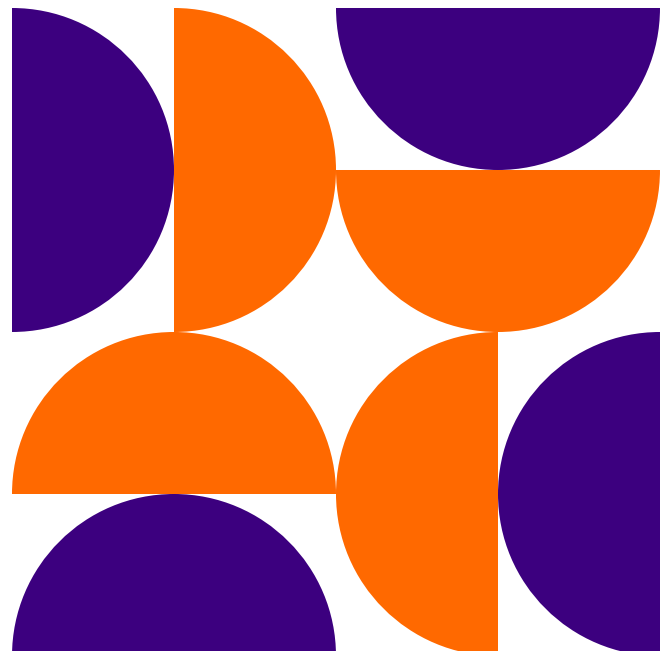


From my perspective, the Board of Directors' job is to act as the voice of our membership – we're all real, hardworking payroll professionals who face the same challenges and opportunities as all of you. I sincerely hope that in my two years as Chair, you've felt heard and well represented. It was a great experience, and I'm looking forward to taking all that I've learned to be able to mentor and guide the next incoming Chair – because there is still plenty of work to be done.

I'm excited to continue along on this journey with all of you in 2024 and beyond – although, in a different capacity.

With gratitude,

Carolyn Lesyshe
Chair of the Board



National Payroll Institute – **Board of Directors**



Peter Tzanetakis

President | National Payroll Institute



Carolyn Lesyshen, PLP

Chair of the Board | Payroll Supervisor, Servus Credit Union Ltd.



Mark Betcher, PCP

Vice-Chair of the Board | Manager of Payroll Services, Broadstreet Properties Ltd.



Sherisse Mason, PLP

Past Chair | Director, Pay and Benefits Support Branch, Ontario Government



Brian Burgess, PLP

Treasurer | Director, Owner, Cycle Business Solutions



Tisha Parker Kemp, M.Ed, CTDP, PLP

Director | Founder and Principal, shifted Academy Inc.



National Payroll Institute – **Board of Directors**



Elvira Ciambella, PLP

Director | Vice President
Implementation and General
Manager, ADP Quebec, ADP
Canada



Andrew Shortt, PCP

Director | Compensation
and Benefits Manager,
Mobile Klinik



Deirdre Joachim, PLP

Director | Payroll Leader
Human Resources Hydro
One Networks Inc



Deborah Scott, PLP, FPC

Director | Manager, Payroll at
Canadian Natural Resources
Limited



Robin Ramrup, CPA, CGA

Director | Vice-President,
Finance and Corporate
Governance, Centre
of Excellence in Next
Generation Networks



Irene Paul, PLP

Director | Senior Principal
Compliance Advisor at UKG



The Numbers Add Up

2023 – A YEAR OF NEW HIGHS

The National Payroll Institute's dedicated group of 48,000+ members, volunteers, staff, and Board of Directors all play a crucial role in the Institute's success. In 2023, these groups contributed to achieving remarkable numbers. Whether it was a volunteer welcoming a new member at an event, a staff member being a friendly voice on InfoLine, or members talking about their success with a payroll designation, everyone in our payroll community plays a part in keeping the Institute strong and thriving.

BENEFITS OF MEMBERSHIP

508,159

Dollars saved by our members
using MemberPerks

242,377

Late Breaking Payroll
News views

139,050

Downloads of
Payroll Guidelines

30,000+

Copies of Rates Sheet –
downloaded and printed

44,161

Calls and emails
to InfoLine

15,491



DESIGNATION COURSE ENROLLMENTS

1,529



NEW PCP, PLP, AND PPQ DESIGNATION HOLDERS

12,308



COURSE ENROLLMENTS ON D2L, THE NEW LEARNING MANAGEMENT SYSTEM

3.6%



GROWTH IN TOTAL NUMBER OF DESIGNATED MEMBERS

10,390

PROFESSIONAL DEVELOPMENT SEMINAR ATTENDEES

5,754

YEAR-END ATTENDEES IN-PERSON AND ONLINE

3,410

WEBINAR ATTENDEES

2,777

MEMBERS TOOK ADVANTAGE OF OUR COMPLIMENTARY WEBINARS

1,300



NATIONAL PAYROLL WEEK PORTRAITS OF PAYROLL EVENT ATTENDEES ACROSS THE COUNTRY

700



CONFERENCE ATTENDEES (SOLD-OUT!)

1,150



PAYROLL NIGHT IN CANADA GALA EVENTS ATTENDEES

622



NETWORK AND SHARE ATTENDEES ACROSS CANADA



MAJOR ADVOCACY ACCOMPLISHMENTS



GOVERNMENT SUBMISSIONS

33  +

ORGANIZATIONS SIGNED TO THE DECLARATION FOR PAYROLL

16 MILLION  +

IMPRESSIONS FOR OWN YOUR PAY VIDEOS AND ADS

3  MILLION +

IMPRESSIONS FOR NPW PORTRAITS OF PAYROLL CAMPAIGN

5  ,124

SOCIAL MEDIA FOLLOWERS ACROSS LINKEDIN, FACEBOOK, YOUTUBE, AND INSTAGRAM



2023 Member Census – Results

Keeping a Pulse on Membership: 2023 Member Survey Results

Every three years, the National Payroll Institute conducts an extensive member survey to gather insights into the needs, preferences, and aspirations of our members. This survey is pivotal in our commitment to continually enhancing our services and offerings, ensuring they remain attuned to the evolving landscape of the payroll industry. It also ensures we keep a pulse on our membership, who they are, and if they find the most possible value in their membership with us.

In 2023, the survey underwent significant revisions to address the changes in our offerings over the past years, and to capture the needs of payroll professionals today. Outdated questions were replaced, while key metrics such as the Net Promoter Score (NPS) and Customer Satisfaction Score (CSAT) remained, which allow us to continue to use them as benchmarks to gauge member satisfaction levels and monitor this over time.

In September 2023, we invited our members to take part in the online survey. Over 5,200 members graciously provided their feedback, giving us a strong foundation of information on which to build our strategic planning efforts for 2024 and beyond.

Once the data was collected, our research partners meticulously analyzed the data, and from there, the results were used to refine our current strategic priorities, pinpoint areas for improvement, and identify opportunities for innovation.

While we can't share every insight from the 2023 Member Survey in one short article, we can identify some of the survey's key findings: who are members are, and what they value most.





Who our members are:



PREDOMINANTLY FEMALE

- 10% male
- 85% female
- 0.36% non-binary
- 5% other



MAJORITY 40-59 YEARS OF AGE

- 20 to 29 yrs. of age: 2%
- 30 to 39 yrs. of age: 17%
- 40 to 49 yrs. of age: 31%
- 50 to 59 yrs. of age: 33%
- 60 to 69 yrs. of age: 16%
- 70 to 79 yrs. of age: 1%



STAGE OF THEIR PAYROLL CAREER: PAYROLL PROS

- Entry-level 11%
- Intermediate- level 38%
- Advanced-level 50%
- Other 1%



TOP RANKED SERVICES AND BENEFITS

1. Payroll Best Practice Guidelines
2. Payroll InfoLine
3. Late Breaking Payroll News
4. Payroll checklists, tools and resources
5. Professional Development seminars/webinars
6. Advocacy for the payroll profession to the government
7. Payroll designations

We thank our members for taking part in this important research. It's because of your feedback that we're able to continue building on our momentum to be the leaders for the payroll profession in Canada, and bring value to the payroll community.



PAYROLL
STANDARDS
CANADA





Introducing **Payroll Standards Canada**

The payroll profession has advanced significantly since the National Payroll Institute was founded 45 years ago.

Whereas payroll was looked at as a job that anyone could do, it's now a specialized profession requiring training and expertise at the heart of every business in Canada. Maintaining this trajectory – marked by hard-earned respect, newfound recognition, and elevated opportunities – has been and always will be core to our brand promise. That's why, on April 18, 2023, we proudly launched Payroll Standards Canada (PSC), a self-regulating professional body for payroll in Canada.

“Payroll IS a profession,” the National Payroll Institute's Vice President of Professional Standards and Education, Steven Van Alstine, states emphatically. “Trusted professionals – like pharmacists, engineers or accountants – are held to clear professional standards of practice by a third party. Payroll Standards Canada will ensure that our profession is considered in that same light.”

Introduced during the “Payroll Night in Canada” galas held across Canada, PSC upholds the standards for payroll designation holders — overseeing the practices, policies, and conduct expected to practice payroll in Canada that the Payroll Compliance Professional (PCP), Payroll Leadership Professional (PLP) and Professionnel(le) de la paie du Québec (PPQ) designations represent. This includes adherence to specific requirements to achieve and maintain the credentials and following the Professional Code of Conduct.

“The creation of Payroll Standards Canada supports the continued evolution of the payroll profession while at the same time raising the profile of payroll within businesses,” adds Van Alstine, “Having a body that mirrors the purpose of other professions exemplifies the trajectory of payroll and the growing recognition that it plays a major role in the lives of all Canadians.”

How Payroll Standards Canada Works

Payroll Standards Canada is a self-regulating body led by the Payroll Standards Canada Advisory Council, which collectively oversees the requirements for achieving and maintaining a payroll designation.

Designated members are expected to adhere to the professional Code of Conduct, remain a member in good standing with the National Payroll Institute, and complete continuing professional education on an ongoing basis, as they have been in the past.

Payroll Standards Canada maintains a public registry of all designated payroll professionals. This will confirm to employers or prospective employers that those listed have completed the academic and practical requirements to earn a payroll designation, and continue to meet the requirements to maintain that designation.

Meet the **Payroll Standards Canada Advisory Council**



**Dawn Irmischer, PLP, CPHR,
CPA, CMA | British Columbia**

Chair | Director of Payroll,
University of British Columbia



**Patricia Westbrook, PLP, BA
| Alberta**

Vice Chair | Payroll Manager,
ATCO Energy



**Elvira Ciambella, PLP |
Quebec**

Vice President,
Implementation – General
Manager, ADP Quebec



Michael French | Ontario

National Director, Client
Solutions, Robert Half



**Wendy Doane, F.NPI, PLP, |
Nova Scotia**

Senior Human Resources
Manager, Emera



**Charmaine Marsden, F.NPI,
PLP, CPA, CMA | Ontario**



Erin Wood, PLP | Ontario

Manager, Customer Support, Rise People



Anastasiia Kartashova, PLP, CHRP | Ontario

Senior Manager, Government Remittances, Dayforce



Zaineb Chraibi, LAP | Ontario

Manager, Payroll Reporting & Compliance, Novartis Pharmaceutical Canada Inc.



Lil Premuskh Singh | Ontario

Dean, Graduate Studies
– School of Business,
Conestoga College ITAL



Jonathan Wong, MBA | Ontario

Senior Director, Enterprise Learning & Knowledge Management, ADP Canada



Esther Seidel, PLP, BA | Ontario

Senior Specialist, Global Payroll, CIBC



Taking Payroll to New Heights – **2023 Annual Conference in Whistler, BC**

Photo by **Adam Sanders**





In 2023 our LIMITLESS Conference attendees joined us for an unforgettable experience in Whistler, British Columbia.

With a totally SOLD-OUT event, we welcomed over 700 attendees, essentially taking over Whistler Village. This year's Conference featured engaging keynote presentations by **Jon Montgomery** and **CHOIR! CHOIR! CHOIR!**, great food and an awe-inspiring fun night set atop Whistler Blackcomb Mountain.

The energy and excitement was palpable and we can't wait to do it all again in Halifax in 2024.





Jon Montgomery - Olympic Gold Medalist



Your **Top-Five** Compliance Updates in 2023



Did you know the Institute's Payroll InfoLine answered over 44,100 inquiries in 2023? That's nearly a 10 per cent increase from the previous year; we're also proud to report that our Net Promoter Score (NPS) was 97.

The data shows that our members trust us with their most burning payroll compliance questions.

Each year, the National Payroll Institute works hard with our team of payroll experts to stay on top of the legislative and compliance updates that matter the most to payroll professionals – and we know it's one of the most highly valued benefits of membership.

Without a doubt, 2023 was a busy year, and we have a special recap listing the top five compliance changes we saw in 2023 and how these changes will impact payroll in the year ahead.

1. T4 SLIPS GOT A FEW NEW BOXES

In late 2023, it was announced that the Canada Revenue Agency (CRA) was planning on releasing an updated version of the T4 slip with three new boxes.

- Box 16A is for an employee's second Canada Pension Plan (CPP) contribution. This year, use this box to report when employees are

subject to the new second CPP contribution.

- Box 17A is for the employee's second Quebec Pension Plan (QPP) contribution. This year, use this box to report when employees in Quebec are subject to the new second QPP contribution.
- Box 45 is brand new! And a mandatory reporting requirement that began in 2023. Employers offering dental benefits to their employees are asked to report the type of coverage they provide. Health Canada requires this information to determine eligibility for the new government dental benefits that will be rolled out this year.

2. T4 A SLIPS HAVE ALSO CHANGED THINGS UP SLIGHTLY

Announced in tandem with the T4 slip additions, the CRA has released an updated version of the T4A slip with one new box.

- Box 015 is a new reporting requirement that began in 2023 that applies to employers offering dental benefits to their former employees or retirees – employers are now asked to report the type of coverage they make available. Reporting on the T4A slip in Box 015 is only mandatory if the payor also reports a pension or superannuation amount in Box 016.



3. REMOTE WORK SEES SOME NEW PAYROLL RULES

Employers who have entered a remote-work employment contract with an employee should review updated Province of Employment rules to best determine taxable deductions based on home-office and head-office locations.

- Effective January 1, 2024, although an employee hired to work full-time remotely (100 per cent) is not required to report to a physical employer establishment, they may be considered taxable in the jurisdiction in which they work if there is an employer establishment they can reasonably be considered attached to.
- The CRA has updated its webpage, “Determine the Province of Employment (POE)” with more information on this change and added an [interactive questionnaire](#) to assist employers in determining the correct province of employment to use.

4. PHASE 2 OF CPP AND QPP ENHANCEMENT IS UNDERWAY

In 2023, we saw Phase One of the changes with CPP and QPP. Now, as previously shared in our year-end DIALOGUE Magazine issue, CPP and QPP will bring into effect the new Year’s Additional Maximum Pensionable Earnings (YAMPE).

- Employees with pensionable earnings greater than the Year’s Maximum Pensionable Earnings (YMPE) will have a four per cent contribution withheld on earnings between the YMPE and YAMPE.
- As noted above, new boxes have been added to the T4 slip to report these new contributions. This year, continue to report pensionable earnings in Box 26, with the new YAMPE value becoming the reporting maximum.

5. QUEBEC’S PENSION PLAN GEARED UP FOR CHANGE IN THE NEW YEAR.

Revenu Québec was prepared to hit the ground running in 2023 and continues to make changes to QPP, mainly impacting rules around contributions and new information for reporting.

QPP Contributions

- Employees over the age of 65 who are receiving a QPP pension benefit will now be given the choice to opt out of QPP contributions.
- QPP contributions will end on the last pay of the year in which an employee reaches age 72. Effective the first pay of the following year, QPP contributions will no longer be required.
- Revenu Québec designed a form similar to the CRA form CPT30 called RR-50: Election to Stop Contributing to the Québec Pension Plan, or Revocation of an Election to enable eligible employees to select this option.

RL-1 Reporting

- In late 2023, we saw Revenu Québec prepare an updated RL-1 slip for the 2024 reporting year. The revised form has two new boxes and two new footnote codes:
 - Box B.A will be used for the first QPP contribution.
 - Box B.B will be used for the new four per cent contribution.
 - New footnote codes for employees who also have CPP contributions:
 - o Code B-1 CPP contributions
 - o Code B-2 Second CPP contributions
- Pensionable earnings will continue to be reported in Box G, with the new YAMPE value becoming the reporting maximum.

There were some significant changes brought about in 2023, and, as always, we are here to help you navigate them. The Institute is committed to keeping you in the know so you can tackle these changes head-on.

Don’t forget to stay up to date with the latest and greatest legislative and compliance changes throughout the year by reading Late Breaking Payroll News, available to our members year-round.



Engagement Through **Advocacy**

Advocacy is one of our key focuses as the National Payroll Institute, and an important benefit of membership. Our advocacy efforts mean that the perspectives of the payroll profession are heard, through every level of government, to affect the decisions made when it comes to legislation impacting payroll. While it may not always be front and centre, our advocacy team is always running, keeping tabs on what's coming and what matters to our members and the wider payroll community.

With that in mind, it's important to look back at some of the key advocacy accomplishments that took place throughout 2023:

Q1 - KEY ACCOMPLISHMENTS

- The Canada Revenue Agency (CRA) clarified a distinction between mall gift cards and prepaid gift cards, simplifying the determination of taxability.
- The CRA announced that one-time travel between an employee's home office and the employer's establishment would not constitute a taxable benefit. This resulted in easing the administration of a taxable benefit that could have seen a significant rise in occurrence, with the increased number of remote or hybrid work arrangements.
- The Institute prevented Manitoba from implementing a change in the basic personal exemption in March, instead having them maintain the usual January 1 or July 1 dates. Deviating from those expected dates would have led to retroactive adjustments.

Q2 - KEY ACCOMPLISHMENTS

- The CRA's early distribution of the T4 schema enabled employers and their payroll service and software providers more time to implement eCPP2 and new dental code requirements, ensuring that payroll systems were ready for this new reporting.
- The Canada Labour Code was simplified to allow federally-regulated employers to use an employee's regular rate of pay to calculate paid sick leave, eliminating the need for complex calculations.
- The implementation of 2023 tax changes for Prince Edward Island was delayed to January 2024, preventing retroactive adjustments.



Q3 - KEY ACCOMPLISHMENTS

- The CRA announced simplified rules in determining a remote employee's province of employment, making that determination easier for employers that have remote employees in other provinces.
- The CRA announced a simplified policy for low and no-interest loans, eliminating the need to calculate certain taxable benefits at each pay period.
- The CRA harmonized the treatment of gift cards between Long Service Awards and Employee Gifts.
- The CRA announced the administration of WSIB premiums for employers using My Business Account.
- A blank field in the new dental code reporting box will not result in a rejected 2023 T4, in addition to other clarifications related to dental plan reporting.

Q4 - KEY ACCOMPLISHMENTS

- Revenu Québec announced their alignment with CRA's simplified province of employment rules.

The Institute is committed to staying at the table in the discussions that matter to the payroll profession. We encourage you to stay informed! Look for the latest updates in the Payroll Advocate, delivered right to your inbox, monthly. We also invite our members to participate through frequent surveys, and opportunities to have your say and ensure your voice is heard.

2023 ADVOCACY AT A GLANCE



17 Government
Submissions



12 Major Accomplishments
Achieved



45 Key Government and
Stakeholder Engagements



The **Declaration** *for* **Payroll**



npi
NATIONAL
PAYROLL
INSTITUTE



The Declaration for Payroll: **A Commitment to Payroll Professionalism**

In 2023, the National Payroll Institute undertook a project to bring the importance of payroll professionalism to the forefront for Canadian business leaders. We wanted them to see and recognize that payroll is not just an important, but an essential aspect of organizational wellness and employee engagement and retention. We wanted to encourage them to not only understand that – but rather, to make a commitment to upholding payroll professionalism in their organizations. That’s why we introduced the Declaration for Payroll.

The Declaration for Payroll is comprised of the eight core principles of payroll professionalism:

- 1. ACCURACY**
- 2. TIMELINESS**
- 3. TRANSPARENCY**
- 4. SECURITY**
- 5. EQUITY**
- 6. COMPLIANCE**
- 7. DISCLOSURE**
- 8. PROFESSIONALISM**

When businesses sign the Declaration, they’re making a commitment to upholding these principles to the best of their ability. Why would they make the Declaration? Because good payroll is good for business! In fact, according to research commissioned by the National Payroll Institute as part of this project:

- 94 per cent of working Canadians agree they would look for a new job if their pay were regularly delayed; and
- 91 per cent if their pay was regularly inaccurate

This data helped us make the case to business leaders that the work payroll professionals do is absolutely critical to the success of the organization. It also helped us showcase that payroll should be treated as an investment in employee retention and attraction, rather than a cost. Additionally, we went out with a full-blown marketing and PR campaign, designed to get this message in front of business leaders and key decision makers at organizations across Canada. And guess what? It worked.

In less than a year, over 350 businesses of all sizes have made the Declaration for Payroll and signed on to our registry of payroll forward organizations. Many of these organizations are ones you’ll recognize – household names, with national and international business operations – all recognizing the importance of payroll and taking steps to ensure they are at the forefront of payroll professionalism. And we’re not done yet – we will continue to share the Declaration for Payroll and in doing so, continue to elevate the perception of payroll for business leaders across Canada, throughout 2024 and beyond.

If you haven’t (or haven’t recently) checked the registry to see what organizations have made this commitment, we encourage you to do so. If your organization hasn’t signed the Declaration yet, we invite you to consider it! After all, payroll is at the heart of business.

Find out more at payroll.ca/declaration



Award **Winners**

DIANA FERGUSON FOUNDER LIFETIME ACHIEVEMENT AWARD

- Alan Mitchell, PLP, F.NPI

BOARD OF DIRECTORS AWARD

- Education Advisory Council

PATRICK CULHANE SPECIAL CONTRIBUTOR AWARD

- Ken Pullar, *former* CEO of the Chartered Institute of Payroll Professionals

INSTRUCTOR OF THE YEAR

- Livia Harding, PLP

ACADEMIC EXCELLENCE

- Selina Truong, PLP - ***GOLD LEVEL***
- Sheila Tan, PCP - ***GOLD LEVEL***
- Pascale Fournier, PPQ - ***GOLD LEVEL***
- Shannon Board, PCP - ***SILVER LEVEL***
- Divanshi Gilhotra, PCP - ***BRONZE LEVEL***

PAYROLL LEADER OF THE YEAR

- Chantal Gauthier
- Diane Marier, PLP
- Erin Sinnott, PLP

FELLOW OF THE NATIONAL PAYROLL INSTITUTE

- Christian Coutu, PLP
- Marty Sokolov, PLP

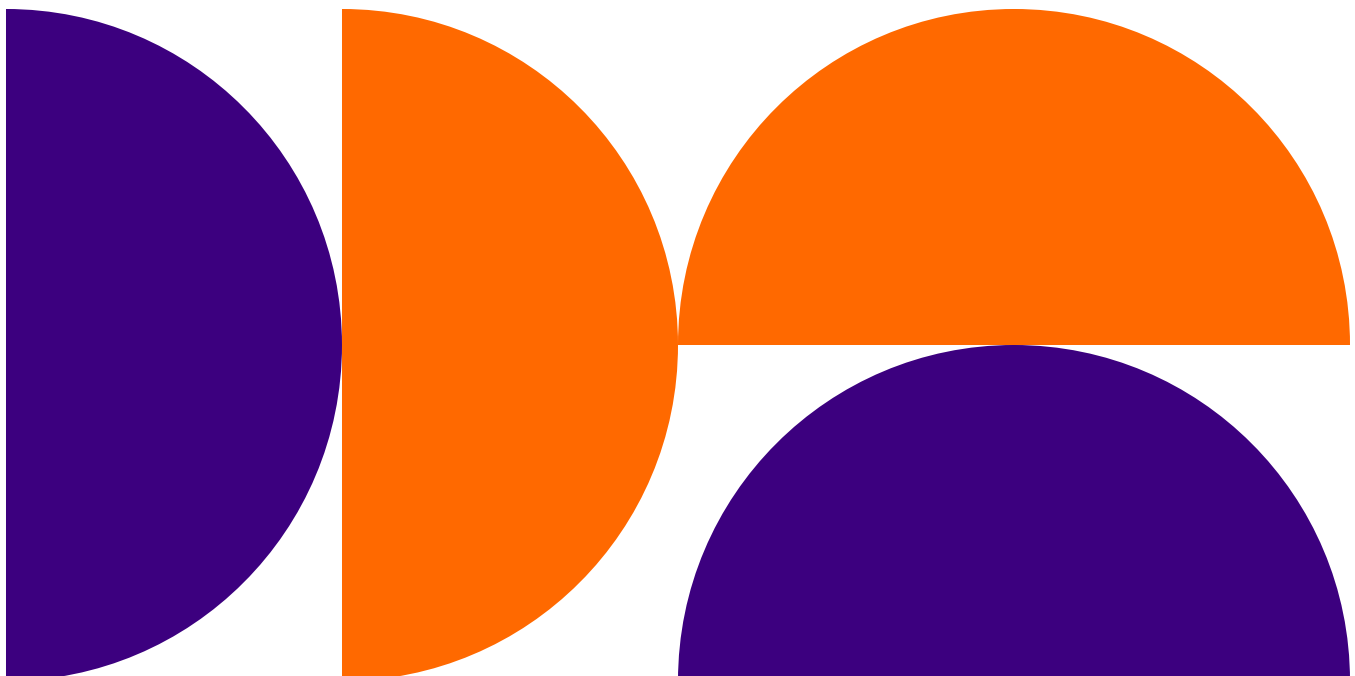


PAYROLL TEAM OF THE YEAR

- Intact Financial Corporation - **WINNER**

AWARD OF MERIT

- Agnico Eagle Mines Ltd (QC)
- Alberta Health Services (AB)
- Maximus Canada Inc. (BC)
- NES Global Limited (AB)





Thank You to our **Volunteers**

Alan Mitchell, PLP, F.NPI	Anandha Priya Shivarajan, PCP
Alancy D'Souza, PCP	Anastasiia Kartashova, PLP, CHRP
Alexis Morales Ochoa	Andrew Shortt, PCP
Alexis Rodriguez, PCP	Angela O'Hara, PLP
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