

MEMO

DATE: July 13, 2023

TO: People Leaders, Budget Officers (Timekeepers)

FROM: Tara Vicckies
Manager, Operational Accounting

SUBJECT: Elimination of Restriction on Employee Hiring

Purpose

To inform People Leaders and Budget Officers that the current restriction of hiring/transferring staff to new positions at the start of a pay period is being eliminated.

Background

Since Workday was introduced, in 2019, there has been a technical challenge which has caused inaccurate pension and statutory deduction processing for any individual who was hired, transferred, or returned from leave to either a new, existing or different position mid-pay.

Ensuring that our employee's pension and statutory deductions were correct, we had to implement a directive that restricted the start dates for new hires and transfers to be only on the first day of the payroll cycle. As much as possible, this restriction has been in place even though we are aware that there were operational challenges associated as a result with workforce planning.

Status

We are pleased to advise that we have successfully addressed this restriction and it was put into Production by our Workday colleagues this week. As a result of this change, there is no longer any need for this hiring restriction to remain in place.

We do wish to thank all People Leaders and Budget Officers for their support over the past few years with respect to this restriction. We fully understand how frustrating this has been and wish to extend our thanks for your patience and support.

If you have any questions regarding the above, please feel free to reach out to any of the following individuals:

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