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01 / THE CONCLUSION · ILLUSTRATIVE SAMPLE

Payroll Integrity Assessment

One transfer. Two active payrolls.

The employee's US assignment took effect, but their UK payroll record remained active. Ask payroll to confirm whether the overlap is legitimate before the next run.

Review required · One finding · UK-to-US transfer

THE DECISION BEFORE THE NEXT RUN

Confirm the transfer date and any legitimate overlap with the payroll owner before changing eligibility or payment.

Workday	ADP US	ADP UK
US assignment effective	**Payroll active**	**Payroll still active**
EV-014 · page 2	EV-018 · page 2	EV-021 · page 2

Illustrative scenario only. No customer data, live system connection or completed audit is represented. This is a separate example from the interactive payroll sample.

Read only what you need next

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02 / SUPPORTING EVIDENCE · ILLUSTRATIVE SAMPLE

Where the records disagree.

FND-2026-0417 · PAY-GM-03

What should happen: After an effective transfer, the prior payroll should no longer show active eligibility unless an authorized overlap is documented.

Illustrative references, not supplied source files. These explain the example; they do not establish an executed customer control.

EV-014 · wd_20260417_a91c

Workday: US assignment effective

Effective date: 1 April 2026. The transfer date used by the comparison.

Does not prove: Does not establish whether the prior payroll was closed.

EV-018 · adpus_77e4

ADP US: Payroll active

US payroll eligibility active. An active record in the receiving payroll.

Does not prove: Does not establish whether any payment was made.

EV-021 · adpuk_15bc

ADP UK: Payroll still active

No matching inactive state in the scenario. An active record in the prior payroll.

Does not prove: Does not rule out an authorized overlap or final-pay obligation.

Root cause is not yet established

Not established. The example suggests a missed payroll handoff; an owner must investigate before assigning a root cause.

Review actions A-01 through A-03 · page 4

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SUPPORTING WORKPAPER / SCOPE AND CALCULATION · ILLUSTRATIVE SAMPLE

An estimate, not a recorded loss.

ILLUSTRATIVE 12-PERIOD EXPOSURE

USD 132,000

USD 11,000 per period × 12 periods

Assumes USD 11,000 of duplicate gross pay in each of 12 future pay periods, with no correction. It is not an amount observed during the 16-day overlap.

Actual payments, tax treatment, offsets and recovery obligations have not been checked. Confirm the amount and appropriate currency basis with payroll.

Scope and limits

UK-to-US employee transfer · Workday, ADP UK and ADP US

- One illustrative finding within a stated sample population of 148 records; this page does not contain those source records.
- The comparison concerns payroll eligibility after a transfer, not payment accuracy, tax compliance or all payroll controls.
- Local source checks cannot by themselves establish agreement across systems. Their actual execution is not evidenced here.
- No reviewer is assigned. Actions are proposed, not accepted or completed; no sign-off or assurance opinion is provided.

Scenario chronology

28 March: Transfer recorded; US assignment effective 1 April.

1 April: US payroll active; UK payroll remains active.

17 April: The illustrative comparison identifies the overlap.

PAY-GM-03 · v2.4.1 · 2026-04-17T14:32:18Z

Illustrative rule and execution metadata. The source files and executable ruleset for this scenario are not supplied, so this example cannot be independently re-performed.

Validate. Correct. Re-check.

Proposed next steps—not completed actions or instructions to stop a legitimate payment.

A-01 · Before the next payroll run

Validate the overlap

Confirm the effective date, authorized dual-pay arrangements and final-pay obligations. Record the decision before changing either payroll.

Suggested owner: Payroll Director + HR operations
Evidence: EV-014, EV-018, EV-021

A-02 · After eligibility is confirmed

Determine the actual impact

Reconcile actual payments, currencies and offsets. Document any correction or recovery only after the relevant obligations are verified.

Suggested owner: Payroll + Finance
Evidence: Payment registers required — not supplied

A-03 · After any approved change

Verify the correction

Re-run the agreed check, retain before-and-after evidence and record reviewer sign-off. Then decide whether recurring checks are needed.

Suggested owner: Control owner + reviewer
Evidence: Updated exports and approval required

Review remains open

Owner and reviewer: not assigned. No action acceptance, correction or sign-off is recorded in this sample.

Discussion: Is the overlap authorized? What do payment registers show? Who will approve and verify any correction? Record the answers with supporting evidence before sign-off.