

# **Oracle® Human Resources Management Systems**

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**A Windows and their Navigation Paths**

**B Reports and Processes in Oracle HRMS**

**HRMS Glossary**

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# Send Us Your Comments

## **Oracle Human Resources Management Systems Compensation and Benefits Management Guide (US), Release 11i**

**Part No. B15552-01**

Oracle welcomes your comments and suggestions on the quality and usefulness of this publication. Your input is an important part of the information used for revision.

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# Preface

## Intended Audience

Welcome to Release 11i of the *Oracle Human Resources Management Systems Compensation and Benefits Management Guide (US)*.

This guide assumes you have a working knowledge of the following:

- The principles and customary practices of your business area.
- Oracle HRMS.

If you have never used Oracle HRMS, Oracle suggests you attend one or more of the Oracle HRMS training classes available through Oracle University

- Oracle Self-Service Web Applications.

To learn more about Oracle Self-Service Web Applications, read the *Oracle Self-Service Web Applications Implementation Manual*.

- The Oracle Applications graphical user interface.

To learn more about the Oracle Applications graphical user interface, read the *Oracle Applications User's Guide*.

See Related Documents for more information about Oracle Applications product information.

See Related Documents on page xx for more Oracle Applications product information.

## TTY Access to Oracle Support Services

Oracle provides dedicated Text Telephone (TTY) access to Oracle Support Services within the United States of America 24 hours a day, seven days a week. For TTY support, call 800.446.2398.

## Documentation Accessibility

Our goal is to make Oracle products, services, and supporting documentation accessible, with good usability, to the disabled community. To that end, our documentation includes features that make information available to users of assistive technology. This documentation is available in HTML format, and contains markup to facilitate access by the disabled community. Accessibility standards will continue to evolve over time, and Oracle is actively engaged with other market-leading technology vendors to address technical obstacles so that our documentation can be accessible to all of our customers. For more information, visit the Oracle Accessibility Program Web site at <http://www.oracle.com/accessibility/>.

## Accessibility of Code Examples in Documentation

Screen readers may not always correctly read the code examples in this document. The conventions for writing code require that closing braces should appear on an otherwise empty line; however, some screen readers may not always read a line of text that consists solely of a bracket or brace.

## Accessibility of Links to External Web Sites in Documentation

This documentation may contain links to Web sites of other companies or organizations that Oracle does not own or control. Oracle neither evaluates nor makes any representations regarding the accessibility of these Web sites.

## Structure

- 1 General Compensation Structures**
- 2 Salary and Grade Related Pay and Progression**
- 3 Compensation and Awards Management**
- 4 Leave and Absence Management**
- 5 Setup for Health and Welfare Management**
- 6 Administration for Health and Welfare Management**
- 7 Savings and Retirement**
- 8 Other Payroll Earnings and Deductions**
- A Windows and their Navigation Paths**

This section lists the default navigation paths for all the windows in Oracle HRMS as they are supplied. You can use task flow windows directly from the menu, or from the People and Assignment windows.

### **B Reports and Processes in Oracle HRMS**

This section shows the default reports and processes in Oracle HRMS as they are supplied. The responsibility that you use determines which reports you can use and how you access them.

### **HRMS Glossary**

## Related Documents

Oracle HRMS shares business and setup information with other Oracle Applications products. Therefore, you may want to refer to other user guides when you set up and use Oracle HRMS.

You can read the guides online by choosing Library from the expandable menu on your HTML help window, by reading from the Oracle Applications Document Library CD included in your media pack, or by using a Web browser with a URL that your system administrator provides.

If you require printed guides, you can purchase them from the Oracle store at <http://oraclestore.oracle.com>.

### **Guides Related to All Products**

#### Oracle Applications User's Guide

This guide explains how to enter data, query, run reports, and navigate using the graphical user interface (GUI). This guide also includes information on setting user profiles, as well as running and reviewing reports and concurrent processes.



You can access this user's guide online by choosing "Getting started with Oracle Applications" from any Oracle Applications help file.

### **Guides Related to This Product**

#### OA Personalization Framework and OA Extensibility Framework

Learn about the capabilities of the 5.6 Framework technologies.

#### Oracle Human Resources Management Systems Enterprise and Workforce Management Guide

Learn how to use Oracle HRMS to represent your enterprise. This includes setting up your organization hierarchy, recording details about jobs and positions within your enterprise, defining person types to represent your workforce, and also how to manage your budgets and costs.

#### Oracle Human Resources Management Systems Workforce Sourcing, Deployment, and Talent Management Guide

Learn how to use Oracle HRMS to represent your workforce. This includes recruiting new workers, developing their careers, managing contingent workers, and reporting on your workforce.

#### Oracle Human Resources Management Systems Payroll Processing Management Guide

Learn about wage attachments, taxes and social insurance, the payroll run, and other processes.

#### Oracle Human Resources Management Systems Compensation and Benefits Management Guide

Learn how to use Oracle HRMS to manage your total compensation package. For example, read how to administer salaries and benefits, set up automated grade/step progression, and allocate salary budgets. You can also learn about setting up earnings and deductions for payroll processing, managing leave and absences, and reporting on compensation across your enterprise.

#### Oracle Human Resources Management Systems Configuring, Reporting, and System Administration in Oracle HRMS

Learn about extending and configuring Oracle HRMS, managing security, auditing, information access, and letter generation.

#### Oracle Human Resources Management Systems Implementation Guide

Learn about the setup procedures you need to carry out in order to successfully implement Oracle HRMS in your enterprise.

#### Oracle Human Resources Management Systems FastFormula User Guide

Learn about the different uses of Oracle FastFormula, and understand the rules and techniques you should employ when defining and amending formulas for use with Oracle applications.

#### Oracle Self-Service Human Resources Deploy Self-Service Capability Guide

Set up and use self-service human resources (SSHR) functions for managers, HR Professionals, and employees.

#### Oracle Human Resources Management Systems Deploy Strategic Reporting (HRMSi)

Implement and administer Oracle Human Resources Management Systems Intelligence (HRMSi) in your environment.

#### Oracle Human Resources Management Systems Strategic Reporting (HRMSi) User Guide

Learn about the workforce intelligence reports included in the HRMSi product, including Daily Business Intelligence reports, Discoverer workbooks, and Performance Management Framework reports.

#### Implementing Oracle Approvals Management

Use Oracle Approvals Management (AME) to define the approval rules that determine the approval processes for Oracle applications. Download this guide from Oracle *MetaLink*, Note: 282529.1.

#### Oracle iRecruitment Implementation Guide

Set up Oracle iRecruitment to manage all of your enterprise's recruitment needs.

#### Oracle Learning Management User Guide

Set up and use Oracle Learning Management to accomplish your online and offline learning goals.

#### Oracle Learning Management Implementation Guide

Implement Oracle Learning Management to accommodate your specific business practices.

#### Oracle Time and Labor Implementation and User Guide

Learn how to capture work patterns such as shift hours so that this information can be used by other applications such as General Ledger.

### **Installation and System Administration**

#### Oracle Applications Concepts

This guide provides an introduction to the concepts, features, technology stack, architecture, and terminology for Oracle Applications Release 11*i*. It provides a useful first book to read before an installation of Oracle Applications. This guide also introduces the concepts behind Applications-wide features such as Business Intelligence (BIS), languages and character sets, and Self-Service Web Applications.

#### Installing Oracle Applications

This guide provides instructions for managing the installation of Oracle Applications products. In Release 11*i*, much of the installation process is handled using Oracle Rapid Install, which minimizes the time to install Oracle Applications and the Oracle technology stack by automating many of the required steps. This guide contains instructions for using Oracle Rapid Install and lists the tasks you need to perform to finish your installation. You should use this guide in conjunction with individual product user guides and implementation guides.

#### Upgrading Oracle Applications

Refer to this guide if you are upgrading your Oracle Applications Release 10.7 or Release 11.0 products to Release 11*i*. This guide describes the upgrade process and lists database and product-specific upgrade tasks. You must be either at Release 10.7 (NCA, SmartClient, or character mode) or Release 11.0, to upgrade to Release 11*i*. You cannot upgrade to Release 11*i* directly from releases prior to 10.7.

#### "About" Document

For information about implementation and user document, instructions for applying patches, new and changes setup steps, and descriptions of software updates, refer to the "About" document for your product. "About" documents are available on *OracleMetaLink* for most products starting with Release 11.5.8.

#### Maintaining Oracle Applications

Use this guide to help you run the various AD utilities, such as AutoUpgrade, AutoPatch, AD Administration, AD Controller, AD Relink, License Manager, and others. It contains how-to steps, screenshots, and other information that you need to run the AD utilities. This guide also provides information on maintaining the Oracle applications file system and database.

#### Oracle Applications System Administrator's Guide

This guide provides planning and reference information for the Oracle Applications System Administrator. It contains information on how to define security, customize menus and online help, and manage concurrent processing.

#### Oracle Alert User's Guide

This guide explains how to define periodic and event alerts to monitor the status of your Oracle Applications data.

#### Oracle Applications Developer's Guide

This guide contains the coding standards followed by the Oracle Applications development staff and describes the Oracle Application Object Library components that are needed to implement the Oracle Applications user interface described in the *Oracle Applications User Interface Standards for Forms-Based Products*. This manual also provides information to help you build your custom Oracle Forms Developer forms so that the forms integrate with Oracle Applications.

#### Oracle Applications User Interface Standards for Forms-Based Products

This guide contains the user interface (UI) standards followed by the Oracle Applications development staff. It describes the UI for the Oracle Applications products and how to apply this UI to the design of an application built by using Oracle Forms.

#### **Other Implementation Documentation**

#### Oracle Applications Product Update Notes

Use this guide as a reference for upgrading an installation of Oracle Applications. It provides a history of the changes to individual Oracle Applications products between Release 11.0 and Release 11*i*. It includes new features, enhancements, and changes made to database objects, profile options, and seed data for this interval.

#### Oracle Workflow Administrator's Guide

This guide explains how to complete the setup steps necessary for any Oracle Applications product that includes workflow-enabled processes, as well as how to monitor the progress of runtime workflow processes.

#### Oracle Workflow Developer's Guide

This guide explains how to define new workflow business processes and customize existing Oracle Applications-embedded workflow processes. It also describes how to define and customize business events and event subscriptions.

#### Oracle Workflow User's Guide

This guide describes how Oracle Applications users can view and respond to workflow notifications and monitor the progress of their workflow processes.

#### Oracle Workflow API Reference

This guide describes the APIs provided for developers and administrators to access Oracle Workflow.

#### Oracle Applications Flexfields Guide

This guide provides flexfields planning, setup, and reference information for the Oracle HRMS implementation team, as well as for users responsible for the ongoing maintenance of Oracle Applications product data. This guide also provides information on creating custom reports on flexfields data.

#### Oracle eTechnical Reference Manuals

Each eTechnical Reference Manual (eTRM) contains database diagrams and a detailed description of database tables, forms, reports, and programs for a specific Oracle Applications product. This information helps you convert data from your existing applications, integrate Oracle Applications data with non-Oracle applications, and write custom reports for Oracle Applications products. Oracle eTRM is available on *OracleMetalink*.

#### Oracle Applications Message Manual

This manual describes all Oracle Applications messages. this manual is available in HTML format on the documentation CD-ROM for Release 11*i*.

## **Do Not Use Database Tools to Modify Oracle Applications Data**

Oracle STRONGLY RECOMMENDS that you never use SQL\*Plus, Oracle Data Browser, database triggers, or any other tool to modify Oracle Applications data unless otherwise instructed.

Oracle provides powerful tools you can use to create, store, change, retrieve, and maintain information in an Oracle database. But if you use Oracle tools such as SQL\*Plus to modify Oracle Applications data, you risk destroying the integrity of your data and you lose the ability to audit changes to your data.

Because Oracle Applications tables are interrelated, any change you make using an Oracle Applications form can update many tables at once. But when you modify Oracle Applications data using anything other than Oracle Applications, you may change a row in one table without making corresponding changes in related tables. If your tables get out of synchronization with each other, you risk retrieving erroneous information and you risk unpredictable results throughout Oracle Applications.

When you use Oracle Applications to modify your data, Oracle Applications automatically checks that your changes are valid. Oracle Applications also keeps track of who changes information. If you enter information into database tables using database tools, you may store invalid information. You also lose the ability to track who has changed your information because SQL\*Plus and other database tools do not keep a record of changes.

---

# General Compensation Structures

## General Compensation Structures Overview

Using Oracle HRMS, you have all the flexibility you need to model your compensation and benefit packages. You decide exactly what information you want to hold for compensation management and, if you require it, for payroll processing.

This overview outlines the generic concepts and procedures for setting up compensation. However, there are additional considerations for salaries, absences and PTO accruals, benefit plans, collective agreements, and setting up earnings and deductions for payroll processing. These are covered in other areas.

### Elements: Define - Administer - Process

*Element* is an Oracle HRMS term for the components of a compensation and benefits package, such as salary, PTO accrual plan, and health plan. By defining elements, you can structure information relating to employees' compensation and benefits in a highly flexible way.

First, you define elements, then you administer and process them.

#### Define

Definition includes rules about valid compensation values, who can receive the elements, and how they are processed. You define elements, and associated rules and formulas, as part of your Oracle HRMS implementation. You can define new elements and make certain changes to existing definitions at any time.

#### Administer

When definition is complete, you administer compensation and benefits by making element entries for your employees. You can quickly record earnings, deductions, time worked and other information by entering elements in batches.

#### Process

You process earnings and deductions by running payrolls. The payroll run automatically uses the calculations you have written as formulas, and uses other rules (such as processing frequency) that you have defined.

### Compensation Objects

For most benefits and some types of compensation, you define compensation objects as well as elements. You can define a hierarchy of compensation objects, optionally starting

with *programs* at the highest level, to represent a package of benefits you offer, followed by plan types, plans, and options. A *plan type* is a category of plans, such as a medical plan type. A *plan* is a specific offering, such as a bonus or a dental plan, and an *option* is an electable choice within a plan, such as 1 x Salary.

If you use SSHR, defining compensation objects enables you to delegate tasks such as the allocation of salary increases or bonuses to line managers, by issuing budgets. Employees can use self-service to enter voluntary contributions, such as savings plans, or charitable donations. They can also manage their own enrollments in benefit plans, while the back-office maintains control of the plan's administration.

To speed up implementation, you can use Plan Design Copy to copy a plan or program and all its associated definitions, then you can configure these to create a new plan or program.

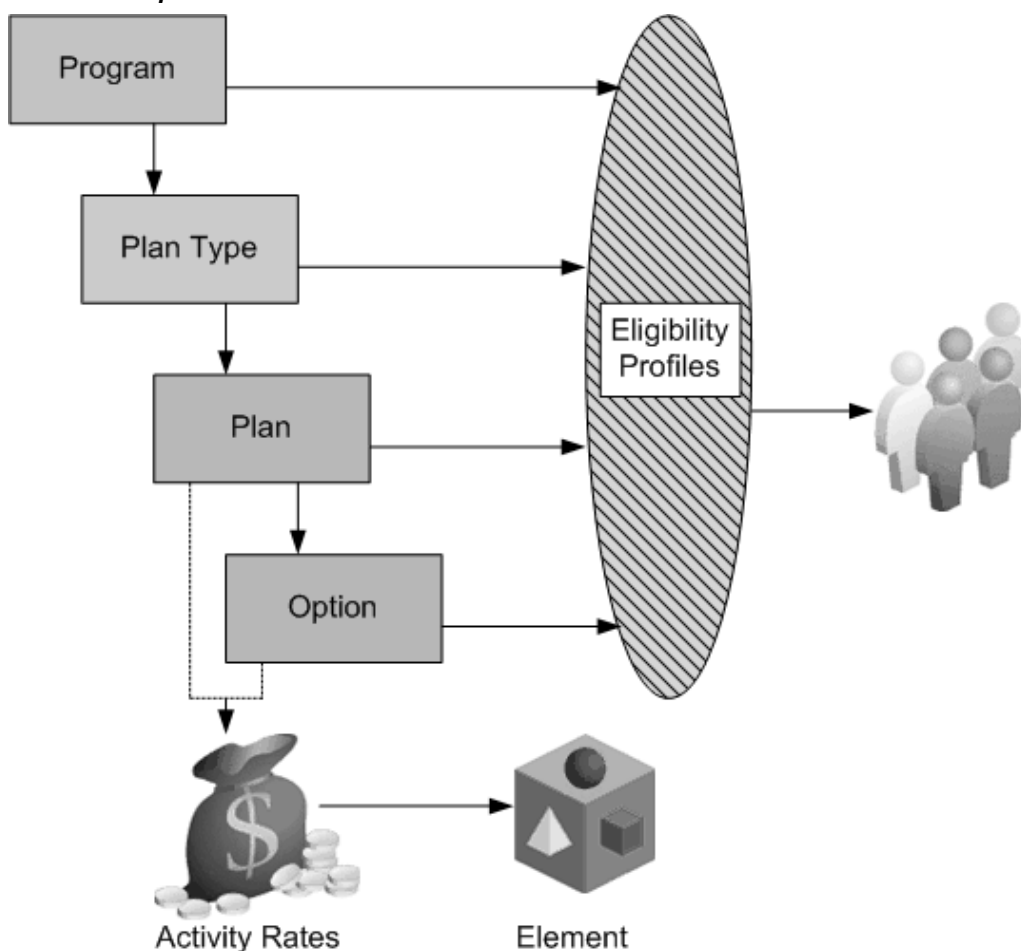
## Eligibility Profiles

If you have defined compensation objects, you manage participation by defining eligibility profiles and attaching them to the appropriate level of the hierarchy. You can define several profiles for each object, and each profile can contain both required and optional criteria. For example, the profile could specify that eligible employees must work full time, and either have been employed for at least two years, or be assigned to a manager grade.

## Activity Rates

You can attach any number of activity rates to a plan or option to specify the contributions made by employee and employer, or the distributions, such as compensation awards. When you define an activity rate, you can associate it with an element. Activity rates support a variety of calculation methods to determine how much a person pays or receives: flat amount, multiple of premium, multiple of elected coverage, and so on. When a participant enrolls in a plan, the enrollment process runs the calculation and enters the result on an element entry for the employee.

### General Compensation Structures



## Reporting On Compensation Data

Oracle HRMS includes a number of windows and reports for compensation data, such as the Salary Review Report, and the List Employees by Element window.

In SSHR, you can use the Compensation History page to view employee information such as salary changes, bonuses, stock options, monetary compensation grouped by year, ranking, jobs, and non-monetary compensation. If you use Compensation Workbench, this feature supplies several reports for salary changes, bonuses, and stock options.

Oracle HRMS also includes some Discoverer Workbooks to enable you to analyze salary information by organization, supervisor, and job, comparing with grade rate values where appropriate.

See: General Compensation Structures -- Reports, page B-46

Using System Extract, you can define interfaces to extract compensation data for reporting or transfer to third parties. Oracle HRMS supplies predefined extracts that you can use or configure. See: HR/Payroll Extracts, page 1-34.

## Key Concepts

To get the most out of the compensation and benefits functionality of Oracle HRMS, you need to understand the following key concepts:

- Elements
- Input values
- Element links
- Element classifications
- Element entries
- Plan design
- Eligibility profiles
- Activity rates

## General Compensation Structures

### What kinds of compensation information can you record?

All kinds, depending on how much information you require. You decide what types of compensation and benefits you want to track, the information you need to hold for each type, and the rules that determine who receives the compensation and how often it is paid.

### Can you monitor the costs of compensation policies?

Yes, you can allocate labor costs to particular departments, products, or projects. You can enter default cost centers for organizations and employees, then override these, if required, when you enter timecard data.

### How can you review the effectiveness of compensation packages?

You can compare salaries and other compensation for any groups of employees, for example grouped by organization, position or grade. You can break down salary changes into components, such as Cost of Living, Location Adjustment, or Promotion, to identify any performance-related increases. You can also associate salary changes with performance reviews.

Using HRMS Intelligence, you can compare salary trends, manpower changes, and group skills analyses.

### What happens when you need to change compensation policies?

With DateTrack you can make future-dated changes to your information safe in the knowledge that these changes will not become effective in the system until the correct date.

In this way you can use your compensation and benefit information to plan changes ahead of time; analyze the impact of these changes; adjust these changes and generally smooth out the workload that is often associated with major changes in compensation and benefits policy.



## How do you manage individual salary packages?

You can define salaries for groups of employees, with default values and validation rules if you require them, and enter individual salary changes for employees at any time. You can associate salary changes with the results of performance reviews, and you can show the composition of any increase by components such as cost of living, and individual performance. You can enter proposed changes to take effect in the future and confirm these later with the click of a button.

## What about grade-related pay?

Oracle HRMS handles both pay rates that are directly related to grades, and rates on grade-related pay scales. To relate pay directly to grades, you can specify valid salary ranges or fixed pay rates for each grade. If your employees are paid from a pay scale (perhaps determined by collective agreement), you can associate each grade with several points on a pay scale.

## How do you ensure employees receive the compensation dictated by a collective agreement?

You can define entitlement items to represent the compensation and benefits that are subject to a collective agreement. You define an eligibility profile to determine who can receive this entitlement item, and associate both with a collective agreement. Provided that an employee already has an element entry for the compensation or benefit, applying the collective agreement to the employee updates the entry to the values recorded in the collective agreement.

## What does Oracle offer for benefits administration?

We offer a choice, to match the varying complexity of benefits administration requirements.

The **Standard Benefits** feature set lets you define your benefits offering in a hierarchical manner, so that requirements you specify at the program level are inherited by the plans and options in that program. You can use a variety of factors, such as length of service, to define eligibility requirements for participation in a plan. The system supports centralized enrollment by benefit administrators or web-based self-service enrollments. Standard benefits is best for organizations that outsource a significant portion of their benefits administration. System extract features let you export data to third party benefits administrators.

If you administer your own benefits, or your requirements include offering flexible benefit plans, you should implement **Oracle Advanced Benefits**. This provides the full solution for benefits management, including life event triggered enrollments and communications, online life event processing, processing of flexible spending account claims, and what-if eligibility analysis.

For US implementations, we also continue to offer **Basic Benefits**, which is a limited feature set that supports administration of benefit plans for employees and their dependents, including COBRA coverage.

### **Can you be sure that compensation information remains confidential?**

Yes, you can. Oracle HRMS security features enable you to choose which users can view compensation information, what types of compensation they need access to, which employees records they can see, and whether they are able to update them.

### **Can you enter weekly timecard data?**

Yes, using Batch Element Entry, you can enter timecard information for a group of employees, using default values as appropriate. You can validate your entries against system rules and external control totals before uploading it to the database in time for the payroll run.

### **How does Oracle HRMS help reduce data entry errors?**

There are three ways:

- By removing the need to make entries at all, when compensation entries are standard for a group of employees and can be entered automatically.
- By reducing keystrokes when you use Batch Element Entry to enter batches of entries.
- By validating all entries using rules you define at setup time.

### **Can you make one-time changes to entries?**

Yes. Some types of compensation or payment (such as expense reimbursements) need only be entered for the period to which they apply. For others, the regular value can be adjusted if you need a different value for one payroll run.

### **I'm entering compensation details for analysis but not for payroll processing. How do you reduce data entry work to a minimum?**

If the same compensation entry applies to a group of employees, the system can enter it automatically. You need to set up the element with *standard links*. Use Batch Element Entry to start or update other entries in batches.

You can download salary information to a spreadsheet, update it there, and upload the new information to the database.

### **Can you see a history of all compensation values for an employee over time?**

Yes, you can view all changes for one or more types of compensation. For salaries, you can also see new proposed salary changes.

### **How do you compare compensation for groups of employees?**

You can select employees by organization, job, position, or grade and view past and current salaries or new salary proposals. For other types of compensation, you can compare the latest values for all employees in any period of time you choose.

If you use grade rates, you can compare compensation entries for all employees on a certain grade, and also see these values as a percentage of the midpoint defined for the grade.

# Elements

## Elements: Building Blocks of Pay and Benefits

With Oracle HRMS you define a working model of your own *types* of compensation and benefits, and the policies or business rules that govern the allocation of these to your employees. You define these types as elements. Elements are the building blocks of pay and benefits, both for HR analysis and payroll processing.

Elements can represent:

- Earnings, such as salary, wages, and bonuses
- Benefits, such as employee stock purchase and pension plans
- Absences from work
- Non-payroll payments, such as expense reimbursements
- Tangible items distributed to employees, such as tools, uniforms, mobile phones, or computers
- Voluntary and involuntary deductions, as well as pre-tax and tax deductions
- Employer taxes and other employer liabilities

There is no limit to the number of elements you can define and all your definitions are datetracked.

## How Are Elements Created?

Some elements are supplied predefined with Oracle HRMS, others are generated by the system when you define certain types of compensation and benefits, and the remainder you can define to best meet the needs of your own enterprise.

### Predefined Elements

The predefined elements are specific to your localization. They typically include deductions for tax and wage attachments. They may also include standard earnings, such as salary. You should not make any changes to these predefined elements.

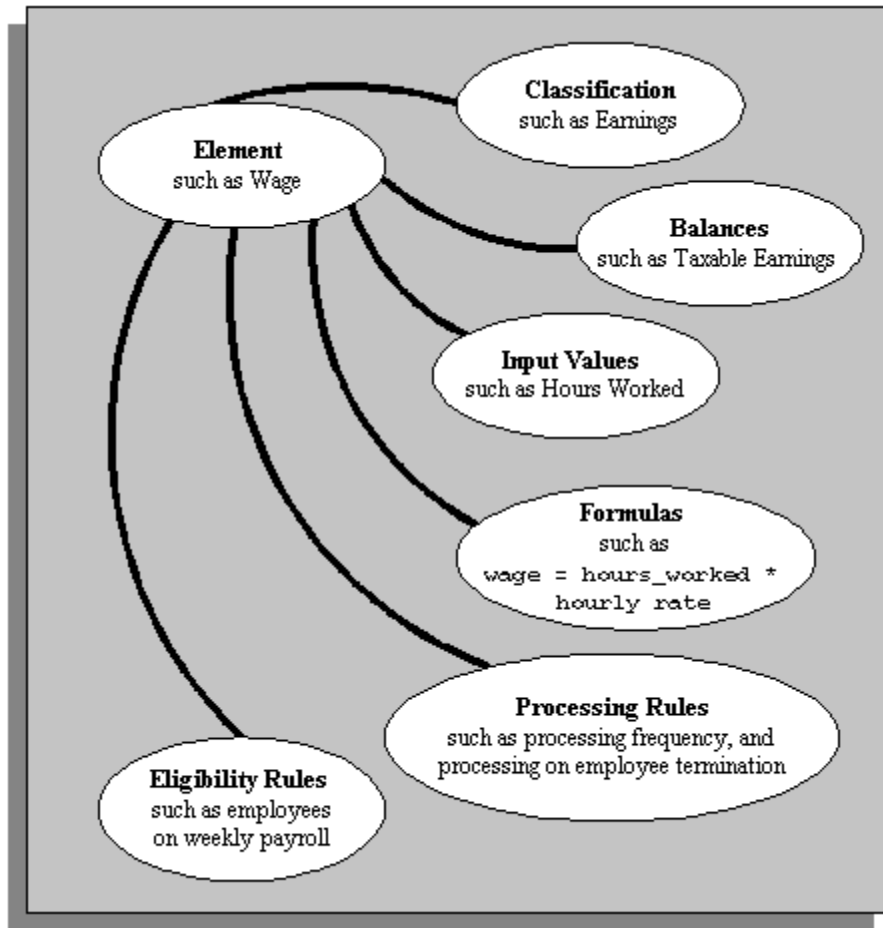
### Generated Elements

When you create PTO Accrual Plans, the system generates elements for you. In certain legislations, including North America and UK, Oracle Payroll users can initiate earnings and deductions, and the system generates the elements you require, along with balances, balance feeds, and formulas.

## An Introduction to Element Definition

The following diagram illustrates the items that you can define or select to control the entry and processing of any earning, deduction, basic benefit, or payment.

## Compensation Definition



To take a simplified example, you could define an element called Wage, for hourly paid employees. You classify it in the predefined classification Earnings, which determines when it is processed in the payroll run, and what payroll balances it feeds.

You specify one input value, Hours Worked, which must be entered in each pay period. (If necessary, you can define up to 15 input values, with fixed values, defaults, or validation.)

You associate a formula with the element, to calculate the wage for the pay period. A simple formula might be hours worked (from the input value) multiplied by hourly rate (which might, for example, be entered in the Grade Rate window).

You define who is eligible for the element by linking it to components of the employee assignment, such as grade, payroll, salary basis, or organization. In this example, the wage element is available to all employees on the weekly payroll.

You can define other processing rules, such as a termination rule. For example, you might specify that an employee's entry of the wage element should not close down on his or her termination date, but remain open for processing of final pay.

## Input Values: Flexible Description of Compensation

To give an employee an earning or deduction, you make an element entry. An entry can contain up to 15 items of information, which you define when you create the element. For example, for a company car element, you might want to store car make, model, year, date of issue to the employee, and mileage when issued.

These items of information are called input values. You decide what validation to apply to these values, whether they are required or optional, and the type of information they can accept:

- Alphabetic characters or words
- Integers or numbers
- Money
- Hours and minutes
- Date, day, or time

This list of unit types is predefined and you cannot add to it.

## Processing Input Values

Input values are so called because they are the inputs to calculations performed by Oracle Payroll. In a payroll run, formulas process the input values and other database information to produce *run results*.

For example if you have Payroll and your enterprise makes overtime payments, you might write a formula to calculate the payment amounts for each assignment from inputs of the overtime rate and the hours worked for the period. The payroll run then processes each assignment and produces the overtime payment amounts as run results.

## Rules for Allocating Compensation

While some elements may represent compensation, equipment, or deductions available to all employees, many elements are available only to certain groups of employees. For example, your enterprise may provide company cars only to employees in the Sales Department.

To determine which employees are eligible for an element, you build links to the assignment components that employees must have to receive entries of the element. Links rule out the possibility of employees getting element entries by mistake.

For example, you might want to give a production bonus only to those employees who work full time in Production and are on the weekly payroll. To do this you would define a link between the element Production Bonus and the combination of the Production organization, the Full-Time assignment category and the Weekly payroll.

**Note:** When you define a link for a **benefit**, do not select any assignment components to restrict eligibility for the benefit. Instead use participation eligibility profiles.

Similarly when you define a link for an element that you are going to select as an *entitlement item* for a collective agreement, do not restrict eligibility using the link. You restrict eligibility using eligibility profiles.

## Assignment Components

The assignment components to which you can link elements are:

- **Payroll:** If employees on all your payrolls are eligible for an element, you can link it to **all payrolls**.
- **Salary basis**, which establishes the period of time (often hourly or monthly) for which you quote the employee's salary or wages.
- **Assignment category**, for example, Full Time-Regular or Part Time-Temporary
- **Organization**, for example department or section, in which employees work
- **Location** of employee's office
- **Job**, for example, Associate Professor or Secretary
- **Grade**
- **Groups** to which the employee belongs: You set up all the groups that are appropriate for your enterprise. For example, you could decide to group employees by company within a multi-company enterprise, and by union membership.
- **Position**, which is a class of job performed in a particular organization, for example, Associate Professor of Chemistry, or Finance Department Secretary.

## Multiple Rules of Eligibility

You can define more than one link for each element but there must be no overlap between the eligibility criteria for the links. For example, you could create one link to the combination of grade 'A' and the job 'Accountant'. However, you could not create one link to grade 'A' and a second link to the job 'Accountant'. This would imply that an accountant on grade A is eligible for the same element twice.

If you have more than one link for an element, you can enter different default values, qualifying conditions, and costing information for each eligibility group.

## Qualifying Conditions: Minimum Age or Period of Service

An employee might be eligible for an element and yet not receive it because he or she does not meet other qualifying conditions.

Two common qualifying conditions are a minimum age or a minimum period of service in the current assignment. You can define these conditions when you define the element. You can enter or adjust these conditions when you define the element links so that you have different qualifying conditions for different groups of assignments.

These qualifying conditions are checked automatically when you try to enter an element for an employee.

## Compensation Entry: Making It Fast and Reliable

To reduce the work of entering compensation information for employees and to reduce the risk of errors, you specify rules about entries when you define an element. For example:

- You can specify defaults, lookups, minimum and maximum values, or other validation to control what is entered in input values.

- You also specify the duration of entries, that is, whether they are valid for one pay period only, or whether they persist until further action is taken to end the entry.
- For some elements, you can even set up automatic entry with default values so that no action is required to ensure that employees get the compensation for which they are eligible.

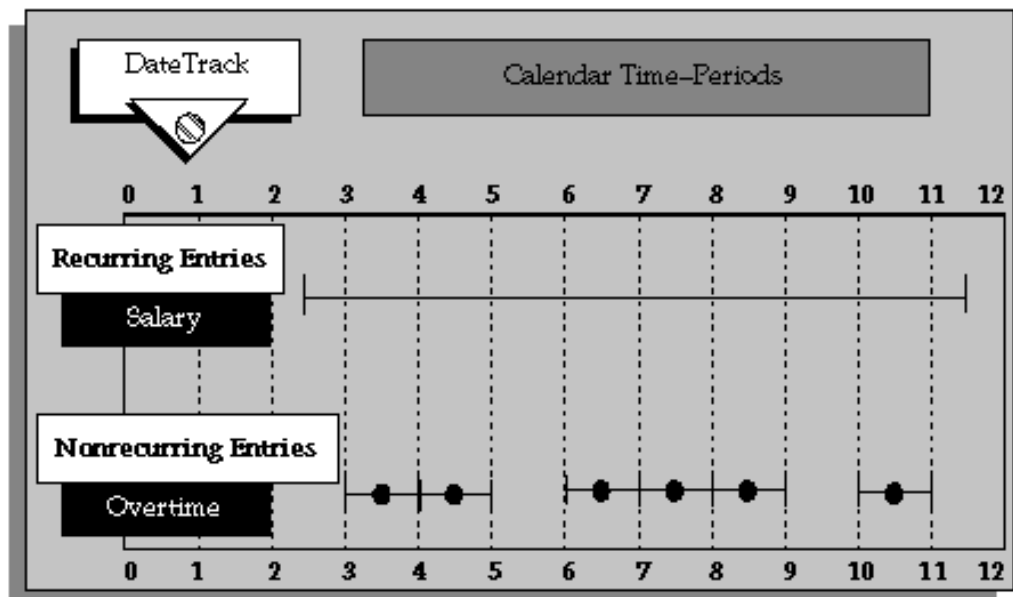
You can create customized versions of the Element Entries window. A customized version might restrict the elements a user can enter. This enhances speed, usability, and security for specific data entry scenarios. Users can also enter batches of entries using default values to reduce keystrokes and thus speed up data entry and reduce errors.

## Duration of Element Entries

Some entries are valid for one pay period only. For example, to produce an employee's wages or overtime pay for a period you process the entries of regular hours worked or overtime hours. You define these elements with the processing type *nonrecurring*. Notice that pay periods are determined by the payroll to which an employee is assigned. Employees must be assigned to a payroll to receive nonrecurring elements, even if you are entering these for information only and not processing them.

Other entries, such as salary or company car, should persist until you change them, or they reach their end date, or the employee's assignment changes so that he or she is no longer eligible for the element. You define these elements with the processing type *recurring*.

### Element Entry Validity Across Pay Periods



A recurring element entry is normally processed in every pay period, as determined by the employee's payroll. However, you can associate frequency rules with a recurring element to specify in which pay periods it should process. For example, you might deduct a monthly subscription in the second week of each month for weekly-paid employees.

## Allowing Multiple Entries

Normally you can only give an employee one entry of an element. This is a useful safeguard against duplication errors. However, when you define an element, you can choose to allow multiple entries. For example, if you enter overtime hours on a weekly basis for monthly-paid employees, you might need to give an employee five entries of an overtime element in each period.

## Automatic Entry

If you want all eligible employees to receive a recurring element automatically, you can define *standard* links to the element. With this link, the element and all its default input value entries go on record for all eligible employees, now and in the future.

For example, suppose your enterprise has an employee Sports Club whose members all agree to pay a fixed subscription each month by payroll deduction. You can set up an employee group called Sports Club on the system and record membership by assigning employees to the group. You can then link a Sports Club Dues element to the Sports Club employee group, mark this link as standard, and enter a default value reflecting the current monthly subscription.

Clearly, you will not choose to create standard links if there are any performance criteria (such as achieving a certain volume of sales) that employees must meet before they qualify for an element.

You can create a standard link if both the element is recurring and multiple entries are *not* allowed for the element

If you have not defined age or period of service criteria, the start date of the automatic entry is the date the assignment becomes eligible for the element. For example, this might be the employee's hire date, or the date of a promotion or transfer.

If you entered age or period of service criteria for the element, the start date of the automatic entry reflects the date on which the employee meets the qualifying conditions. For example, if a new hire is entitled to a company car after six months, an element entry is automatically created when the employee is entered on the system, and the start date of the entry is six months after the hire date.

If the employee's date of birth is altered on the system, this may change the date on which he or she qualifies for the element. In this case, the start date of the element entry changes automatically.

## Default Values and Validation

When you define inputs for an element, you also define the validation for each input value. The validation you define controls the values a user can enter. The options are to:

- Provide a default value (or several defaults - one for each eligibility group, defined by a link)
- Provide a minimum and maximum value range
- Provide a fixed value
- Provide a lookup list of valid values
- Validate the input value using a formula

Using the formula option you can model complex business rules for validating entries. For example, for a bonus payment you might want to set a maximum bonus



value that depends on length of service and current salary. With Oracle's formula writing tool, Oracle FastFormula, you can include conditional logic to validate input values using different criteria for different employees.

If you define a default value, you can specify that it is a *hot default*. This means that any changes to the default value not only affect future entries but will also update existing entries, provided that the default was not overridden when the entry was made.

## When Assignments Change

When you update an assignment (for example, by promoting or relocating the employee), some changes are made automatically to the assignment's element entries:

- If the assignment is newly eligible for any elements with standard links, entries of these elements are created automatically.
- If the assignment is no longer eligible for an element, the existing element entry is ended.
- If the assignment continues to be eligible for an element but via a different non-standard element link, the existing element entry is ended and a new one created with the same values and costing information as the old entry.

**Note:** This means that the system ignores any default values, default costing information, and qualifying conditions on the element link associated with the new entry. All values are taken from the old entry instead to provide continuity for the employee. Of course you can change the entry values manually if required.

This does *not* apply to salary elements that are entered automatically when you approve a salary proposal. In this case the existing element entry is ended and a warning message is issued. You must re-enter and approve the salary proposal following the assignment change. This ensures the integrity of your salary data.

- If the assignment continues to be eligible for an element but via a different *standard* element link, the existing element entry is ended and a new one created using the default values on the standard element link.

## Batch Entry

Using BEE (Batch Element Entry), you can enter earnings, deductions, timecard data, and other compensation and benefit information in batches. This is especially useful when the same values can be used for many employees. After entering a batch (for as many employees and elements as you require), you can validate it, make corrections, and validate again before transferring the information to the database.

## Collective Agreements

If your employees are subject to collective agreements, you can define compensation elements as entitlement items, which form part of the collective agreement. You associate each entitlement item with one or more eligibility profiles to define who is eligible to receive the item and how much they should receive. Alternatively, you can write a formula to determine eligibility and how much eligible people should receive.

You must define, link, and enter the element before you apply a collective agreement to employee's assignments. This ensures that, when you apply collective agreement values, the application updates the element entry with the appropriate value (as defined in the Collective Agreement Entitlements window).

## Configuring the Element Entries Window

You can create configured versions of the Element Entries window. A configured version restricts the elements a user can enter. For example, one version could be restricted to the element name Timesheet and accessed from a menu entry labelled Timesheet Entries.

Element entry can be restricted by:

- Element set (that is, a group of elements that you define)
- Element type (that is, recurring or nonrecurring)
- Element classification (such as, Earnings, or Direct Payment)

See: CustomForm, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Non-Updateable Element Sets

You can prevent users updating the entry values of a set of elements on the Element Entries window. These will typically be elements that you update through legislation-specific forms. You must create a customization element set, and select it for the HR:Non-Updateable Element Set user profile option. You can set this profile option at any level: Site, Application, Responsibility, or User. You can edit the element set after selecting it in the user profile option.

Users will be able to view these elements in the Element Entries window, and they can edit fields such as Reason and Costing, but not the entry values. They cannot use the Update Override and Delete DateTrack modes, because these might remove entry values set elsewhere.

## Element Classifications and Processing Sequence

Elements are grouped into primary classifications, such as Earnings and Voluntary Deductions. In a human resources department, you can use the primary classifications to identify groups of elements for information and analysis purposes. In a payroll department, the classifications control processing, including the sequence in which elements are processed and the balances they feed.

Oracle HRMS provides you with these primary classifications and some balances, mainly to reflect tax legislation. They are designed to meet the legislative requirements of your country, so you cannot change them. You can create additional balances to be fed by any of the primary classifications.

## Processing Sequence in the Payroll Run

An element's primary classification provides a default processing priority for the element in payroll runs. Lower priority numbers process first.

Most classifications also have a priority range. When you define an element in these classifications, you can overwrite its default processing priority with another number from the range. This is useful if you need to establish the order in which the element processes with respect to other elements in the classification.

Sometimes you must prioritize the processing of certain element entries for an individual employee. For example, you may need to determine the precise order in which deductions taken for wage attachments process for an employee. You can enter a subpriority number for element entries in the Entry Values window.

**Canadian users:** Processing sequence for wage attachments is not determined by subpriority. Instead you can specify Attachment Priority and Prorate Rules in the Further Information field on the Entry Values window.

## Secondary Classifications

You can define secondary classifications to feed your own user defined balances. These secondary classifications are subsets of the primary classifications. In some legislations, secondary classifications have been predefined. As with primary classifications, you cannot remove or change any predefined secondary classifications, and you cannot disable any of the predefined balance feeds created for them.

**Note:** Secondary classifications are not used in the North American or Singapore versions of Oracle Payroll at this time.

## Categories - for North American Classifications

Most US and Canadian classifications are subdivided into several categories. Categories further define an element's purpose, and can help to determine applicable processing or tax rules. You can define additional categories.

## Costing

On the Costing tab of the Element Classifications window, you can view whether elements of this classification are Costable and Distributable. If the classification is Costable, you can select any costing option for elements when you define the element links. If the classification is Distributable, you can create a distribution set from elements of this classification over which you can distribute costs (such as overheads).

You can also view the cost type for elements in the classification, that is, whether they debit or credit the accounts they feed.

## Frequency Rules

On the Frequency Rules tab of the Element Classifications window, you can view whether you can define frequency rules for elements of this classification. The payroll run uses a frequency rule to determine in which pay periods it processes a recurring element. On this tab you can also see which date the payroll run uses, by default, to assess frequency rules in your localization. You can select a different date when you define a frequency rule.

## Survey of the Classifications

This topic contains the following information:

- The processing priority range and default priority for each classification.
- The predefined categories for each classification. You can add more categories, which are defined as Lookups.

- A description of the function of elements within each classification and category.

<b>Classification</b>	<b>Priority</b>	<b>Default</b>
Information	0 - 500	250
Non-payroll	501 - 1000	750
PTO Accruals	1001 - 1500	1250
Earnings	1501 - 2000	1750
Supplemental Earnings	2001 - 3000	2500
Imputed Earnings	3001 - 3500	3250
Pre-Tax Deductions	3501 - 4000	3750
Tax Deductions	(no range)	4250
Employer Taxes	(no range)	4250
Tax Credits	(no range)	4250
Involuntary Deductions	5001 - 5500	5250
Voluntary Deductions	5501 - 6000	5750
Employer Liabilities	6001 - 7000	6500

The following table shows the predefined categories for each classification.

<b>Classification</b>	<b>Categories</b>
Earnings	Regular
Earnings	Overtime
Earnings	Shift Pay
Supplemental Earnings	Dismissal Payments
Supplemental Earnings	Educational Assistance
Supplemental Earnings	Deferred Compensation Plans
Supplemental Earnings	Jury Duty Pay
Supplemental Earnings	Moving Expense Reimbursement
Supplemental Earnings	Pensions/Annuities
Supplemental Earnings	Awards and Prizes
Supplemental Earnings	Bonuses

<b>Classification</b>	<b>Categories</b>
Supplemental Earnings	Commissions
Supplemental Earnings	Cafeteria Plans
Supplemental Earnings	Deceased Employee Wages
Supplemental Earnings	Sick Pay
Supplemental Earnings	Travel Expense Reimbursement
Supplemental Earnings	Vacation Pay
Imputed Earnings	Group Term Life Insurance
Imputed Earnings	Personal Use of Company Car
Imputed Earnings	Non-cash Awards
PTO Accruals	Vacation
PTO Accruals	Sick
Voluntary Deductions	[none]
Involuntary Deductions	Garnishments
Involuntary Deductions	Bankruptcy Order
Involuntary Deductions	Federal Tax Levy
Involuntary Deductions	State Tax Levy
Involuntary Deductions	Local Tax Levy
Involuntary Deductions	Child Support Order
Involuntary Deductions	Spousal Support Order
Involuntary Deductions	Alimony
Involuntary Deductions	School Loan
Involuntary Deductions	Credit Debt
Involuntary Deductions	Employee-Requested Payment
Pre-Tax Deductions	Deferred Comp 401k
Pre-Tax Deductions	Health Care 125
Pre-Tax Deductions	Dependent Care 125
Tax Deductions	Federal

<b>Classification</b>	<b>Categories</b>
Tax Deductions	State
Tax Deductions	Local
Employer Taxes	Federal
Employer Taxes	State
Employer Taxes	Local
Employer Liabilities	Benefits
Employer Liabilities	Overhead
Tax Credit	[none]
Non-Payroll Payments	Expense Reimbursement
Information	Absence Hours
Information	Straight-Time Overtime Hours
Information	Tax Balance
Information	Labor Hours
Information	Regular Hours

## Earnings, Supplemental Earnings, Imputed Earnings

There are three classifications of earnings types: Earnings, Supplemental Earnings and Imputed Earnings.

Earnings classification elements represent earnings for time worked, as for example salary and hourly wages. The Supplemental Earnings classification includes a variety of special earnings paid in addition to earnings for time worked, as for example bonuses or sick pay.

Elements in the classification Imputed Earnings are for non-cash remuneration such as personal use of a company-provided car, or company-paid premiums for group term life insurance.

## Paid Time Off (PTO) Accruals

Elements the system generates to represent plans for accrual of PTO for vacation or sick leave have the classification PTO Accruals, and the category of either Vacation or Sick. You use these elements to enroll employees in the accrual plans. The system also generates elements (with the classification Information) to hold accrued time that employees can carry over to the new year, and accrued time they cannot carry over.

See: Defining a PTO Accrual Plan, page 4-38

For entry of amounts of accrued time employees take for vacation or sick leave, you define for each accrual plan an absence element with the classification Information.

## **Pre-Tax and After Tax Deductions**

Elements for deductions taken before taxes, as for example deductions for 401(k) plans or for health care or dependent care reimbursement, fall into the classification Pre-Tax Deductions.

Other non-tax deduction elements fall into one of two classifications, either Voluntary Deductions or Involuntary Deductions. Loan repayments, credit union deductions, insurance premiums and charitable contributions are examples of voluntary deductions. Deductions for court-ordered wage attachments, as for example for tax levies, child or spousal support, or bankruptcy orders, fall into the classification Involuntary Deductions.

## **Non-Payroll Payments**

Elements in this classification produce payments made to employees through the payroll system that are not true earnings. For example, the Expense Reimbursement category of this classification covers non-taxable expense reimbursements.

Because payments in this classification are not earnings, they are never subject to taxes and never feed balances of taxable pay. Payments resulting from the processing of Non-Payroll Payments elements always appear separately from earnings in reports and balance totals.

## **Tax Deductions, Tax Credits, Employer Taxes**

Deductions for employee tax withholding fall into the classification Tax Deductions. Oracle Payroll includes elements representing deductions for the following federal taxes:

- Federal Income Tax (FIT)
- Federal Unemployment Tax Act taxes (FUTA)
- Social Security (FICA-OASDI)
- Medicare (FICA-HI)

At the state level, Oracle Payroll includes elements representing deductions for:

- State Income Tax (SIT)
- State Unemployment Insurance (SUI)
- State Disability Insurance (SDI)
- Workers Compensation (WC).

At the local level, Oracle Payroll includes elements for:

- city tax
- county tax
- school district tax
- head tax.

Tax credits you pay to employees belong in the Tax Credits classification. These are, for example, payments of credits due in accordance with the Earned Income Credit (EIC) plan.

For employer payments for Social Security and Medicare, and for Workers Compensation, SUI and SDI, Oracle Payroll uses elements in the classification Employer Taxes.

Oracle Payroll comes with all the necessary elements and calculations for tax deductions, tax credits and employer taxes already in place. As tax information changes, you receive the necessary updates. Oracle has concluded an agreement with Vertex Inc. making Vertex the supplier of all tax calculations and updates for Oracle Payroll.

See: Tax Balances, *Oracle HRMS Payroll Processing Management Guide*

## **Employer-paid Benefits and Employer Overhead**

Elements producing non-tax payments employers make on behalf of their employees belong in the classification Employer Liabilities. The category Benefits within this classification covers employer payments toward employee benefits such as health insurance or pension plans.

The category Overhead covers charges employers incur for employees apart from benefits payments. For example, an element in this classification can represent the cost of required employee safety equipment.

## **Information Elements**

Many elements may not belong in any of the classifications described above, but nonetheless hold many different types of information you need. These elements belong in the classification Information.

This classification is especially useful for elements that do not process in Oracle Payroll. Such elements might, for example, hold information about tangible items issued to employees, such as cellular phones, identification badges or company cars. Sites that do not include Oracle Payroll use elements in this classification to hold information about employee compensation and benefits.

See: Defining an Element to Hold Information, page 1-23

## **Absence Category**

Elements in the Absence Hours category of the Information classification hold hours of time that employees are absent from work.

## **Straight-time Overtime Hours Category**

Elements in the Straight Time Portion of Overtime Pay category hold amounts of straight time pay needed in some states for the calculation of Workers Compensation premiums.

## **Tax Balance Figures**

Elements in this category hold figures resulting from tax calculations. Oracle Payroll uses these figures to feed various tax balances that appear in inquiry windows and on reports.

See: Viewing Tax Balances, *Oracle HRMS Payroll Processing Management Guide*



## Labor Hours and Regular Hours Categories

The category Labor Hours exists for the predefined element Labor Recording, used to receive entries of salaried employees' hours worked on a project, when you require this information for transfer to a project accounting or labor distribution system.

The category Regular Hours exists for the predefined element Regular Hours Worked, which receives information on employees' hours worked during the payroll run, for use in reports.

See: Regular Salary and Regular Wages, page 8-28

## Compensation Policy Changes

It is inevitable that your business rules for compensation and benefits will change over time. You can create new elements and disable existing ones at any time. You can also make certain changes to existing elements and links, as outlined below.

Element definitions, link definitions, and element entries are all datetracked. This lets you track the changes to your compensation and benefit policies without losing any of your historical employee information. The history of your definitions remains in place for validation and reporting, and for future calculations of back pay.

## Maintaining Elements

After you have defined and used an element, you can make the following changes:

- Change a required input value to be not required.
- Alter the sequence in which input values appear in the Element Entries window.
- Change the input value validation rules for minimum, maximum, lookup, or formula.
- Change your specification of which input values create Database Items. Note, however, you cannot remove Database Items if they are used in any formulas or QuickPaint reports.

You cannot remove existing input values or add new ones if you have created any entries for the element. To add an input value to an element before you create any entries, ensure that you set your effective date to the element's start date.

## Maintaining Links

Link rules always control the entry of element values at the time of entry. Changes to link rules affect existing entries in different ways, depending on your use of standard links and hot defaults. After you have used an element you can make the following changes to the link rules:

- Change the input value defaults and validation.  
These changes affect all new entries. Changes to hot defaults affect existing entries. The system also uses the new validation rules to check any updates you make to existing entries.
- Date-effectively end all of the rules that apply to an element and define a new set of rules, which are effective from a later date. For example, suppose you have defined eligibility for a company car based on grade. Following a change of policy you must now define eligibility based on job.

- You will not be allowed to end the link if any nonrecurring entries exist at the date you want to end the rule. You must delete existing entries before you end the link.
- You can end the link if recurring entries exist. Any existing entries will be ended automatically when you end the link.
- Change the qualifying conditions of age and length of service that employees must meet to be eligible for the element.

## Policy Development

With DateTrack you can also make future-dated changes to your information safe in the knowledge that these changes will not become effective in the system until the correct date.

In this way you can use your compensation and benefit information to plan changes ahead of time; analyze the impact of these changes; adjust these changes and generally smooth out the workload that is often associated with major changes in compensation and benefits policy.

## Setting Up Total Compensation Elements

Follow this process to set up elements for items in the compensation package you offer to employees. There are additional steps for setting up the following types of compensation and benefits:

- Salaries for Salary Administration; see: Setting Up Salary Administration, page 2-9
- Absence elements and PTO accrual plans  
See: Setting Up Absence Management, page 4-8  
See: Setting Up PTO Accrual Plans, page 4-36
- Benefits
  - See: Total Compensation, page 1-4
  - See: Basic Benefits Setup, page 5-60(US only)

Also, there are additional steps if you want to process the elements in a payroll run. See: Setting Up Total Compensation Elements for Payroll, page 8-7.

### Define Validation and Lookups

Define validation for entries of any new elements you are creating.

1. To restrict compensation entries to a list of valid values, define a new Lookup Type and add Lookup Values for this new lookup.  
See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*.
2. To validate compensation entries using formulas, write a formula of type Element Input Validation.  
See: Writing Formulas for Validation, *Oracle HRMS FastFormula User Guide*.
3. To create a matrix of values (such as bonus amount against years of service) for use in formulas or QuickPaint reports, set up user tables.

See: Setting Up User Tables, Columns, and Rows, *Oracle HRMS Configuring, Reporting, and System Administration Guide*.

#### Define Categories (US only)

4. If you need a new category within the Information classification for an element, add it in the application utilities Lookups window for the Lookup type US\_INFORMATION.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

#### Define Elements for Information and Benefits

5. Define elements to hold information on tangible items distributed to employees. If you are not using Oracle Payroll, define elements to hold information on employee compensation and benefits.

See: Defining an Element for Information, page 1-23.

See: Defining an Element's Input Values, page 1-25.

See also: Defining and Linking an Element for Standard and Advanced Benefits, page 1-26

See also: Deleting an Element, page 1-27.

#### Define Links and Entries

6. Define element links to identify one or more groups of employees who are eligible to receive an element.

See: Defining Element Links, page 1-28.

See also: Running the Element Link Details Report, page 1-30.

7. For elements without Standard links, make entries of your elements for all employee who should receive them.

See: Making Manual Element Entries, page 1-38.

## Defining an Element to Hold Information

Use the Element window to create an element.

Use the procedure below to define most elements that hold information but *do not process in payroll runs*.

**Note:** To define elements for absence types, use a different procedure.

Defining and Linking an Absence Element, page 4-9

**Important:** The version of the Element window you see depends on your HR User Type profile option. With the profile option *HR User*, you see and access only those fields needed to define elements that hold information or represent benefit plans or absence types. With the profile options *Payroll User* and *HR with Payroll User*, you see and access all available fields.

## Naming the Element and its Processing Rules

### To identify and classify the element:

1. Set your effective date early enough to handle any historical element entries you want to make.
2. Enter a unique name, reporting name and description for the element. Start the names with a letter of the alphabet (not a number or symbol). The reporting name is a short name that appears on reports, and on the statement of earnings if the element processes in the payroll run.
3. Select Information as the primary classification for the element. Also select a benefits classification if this element represents a benefit.

### To enter processing information:

1. Select Recurring as the processing type, so that entries to this element's input values will remain in effect until you end them. If you select Nonrecurring, entries to the element are effective only for the pay period in which you make them.
2. Select Actual Termination as the termination rule.
3. For the element to receive more than one entry at the same time, check the Multiple Entries Allowed box.

**Note:** The rule Additional Entry Allowed is not applicable for US installations. It is available for use at non-US sites.

4. If at some time you need to prevent the element from accepting any new entries, either temporarily or permanently, check the Closed for Entry box. This does not affect any existing element entries.

**Important:** Use this feature with caution. When you perform certain important tasks in Oracle HRMS, the system may automatically create or delete element entries. These tasks include hiring and terminating people, and updating assignments. Therefore, if you check Closed for Entry on an element, this might prevent users terminating employees and updating assignments. If there are standard links for the element, it will also prevent users hiring people who are eligible for the element.

### To establish currencies and qualifying conditions:

1. The Input and Output Currencies appear as USD (US dollars) and you cannot change these defaults.
2. If there is a minimum age for employees to receive the element, enter it in the Age field.
3. If employees must complete a minimum length of service before receiving the element, enter a number in the Length of Service field and select a unit of measure (such as months or years) in the Units field.
4. For the system to automatically enter the element and its default values for all eligible employees, check the Standard box.
5. Save the element definition.

**To enter a category and benefits carrier:**

1. Click in the Further Information field to open the Further Element Information window. In the Category field, select a category.
2. For an element representing a benefit, select the name of the carrier in the Benefits Carrier field.
3. Save these entries. You can now choose the Input Values button to set up the element's input values.

See: Defining an Element's Input Values, page 1-25

## Defining an Element's Input Values

Use the Input Values window to define the input values for the element. You can define up to 15 input values for an element.

Payroll users: If you are creating balance feeds for individual elements, ensure you define an input value of the same unit of measure as the balance. Money units must be the same currency.

You can add new input values to a saved element only if you have not entered the element for any employees. To add an input value, you must set your effective date to the element's start date.

**To define input values:**

1. Set your effective date early enough to handle any historical element entries you want to make.
2. Enter or query the element in the Element or Element Link window and choose the Input Values button.
3. Enter the name of the first input value. Remember that if you want to define a *pay value* to hold run results, you must name it Pay Value.
4. Select the unit type of your input value (money, hours, character, date, number, or time). A Pay Value must have the unit type Money if the element is in a Payments type classification.
5. You can enter numbers in the Sequence field to change the order in which the input values appear in the Entry Values window.
6. Check the Required check box if all entries of the element must have a value for this input.

**Note:** When you have saved an input value, you cannot change it to be Required. If you have saved it as Not Required by mistake (or you have generated an element that has an input value you want to make required), delete the input value and re-enter it with the correct values. If you are re-entering a generated input value, be careful to enter exactly the same name. You cannot delete the input value if you have made any entries of the element for employees.

7. Check the User Enterable check box if users can enter a value for this input. Uncheck it if you want to ensure that the default value is entered for all employees.

8. Check the Database Item check box if you want the value to be available to formulas or QuickPaint inquiries.

Database Items are simple identifiers that the system uses to find specific items of information in the human resources database. Any spaces in the input value name are converted to underscores in the Database Item name.

### Entering Element-Level Defaults

If you enter defaults at the element link level, these override the defaults at element level. If you update an element-level default, remember to check the values on the element links too.

#### To enter a default for an input value:

1. Enter the value in the Default field.
2. If you want existing entries to be updated whenever the default is changed, check the Hot Default check box. The input value must be required if you want to use this option.

A hot default appears in the Entry Values window in quotation marks.

**Important:** If a user overrides a hot default in the Entry Values window, subsequent changes to the default will *not* affect the entry. For this reason, you may prefer to use BEE to change defaults for large groups of employees, rather than the hot default feature.

### Defining Entry Validation

#### To enter validation for an input value:

1. Do *one* of the following:
  - Enter maximum and minimum values for the input.
  - Select a Lookup Type to act as a lookup supplying a list of valid values.
  - Select a formula to validate entries for this input value. Formulas can return messages to users about the success or failure of the validation.
2. Select Warning or Error to determine whether the system warns users that an entry is invalid or prevents them from saving an invalid entry. You cannot select a value if you chose a Lookup because a user cannot enter an invalid value for an input value validated by lookup.

## Defining and Linking an Element for Standard and Advanced Benefits

You set up elements for Standard and Advanced Benefits as you would other elements, with certain restrictions noted below. Element setup is the same for Standard and Advanced Benefits.

In the US and Canada, use the Earnings or Deduction window to create an element if you process the element in a payroll run.

Outside the US and Canada--or if you are an HR-only customer in any legislation--use the Element window to create an element.

### To define an element for Standard and Advanced Benefits:

1. Set your effective date early enough to handle any historical element entries you want to make.
2. Enter a unique element Name.

When you define a standard activity rate, you select the element that corresponds to the rate you are defining.

3. Select the appropriate Classification for the earning or deduction.
4. For Payroll users in the US and Canada, select a Category on the Earnings or Deduction window.

If you are using the Element window, you can select a Category in the Further Element Information flexfield.

5. In the US, optionally select a Benefit Classification.

**Note:** For any element attached to a standard activity rate, **do not** select a Benefit Classification of Dental, Medical, or Vision.

6. Select a Termination Rule of Final Close for any element attached to an activity rate.
7. Do not check the Standard Link check box (Earnings and Deduction windows) or the Standard check box (Element and Element Link windows) since you use eligibility profiles to control benefits eligibility.
8. Complete the definition of the element according to your business rules.
9. Save your work.
10. Choose the Input Values button.

You can define multiple input values for the element, but you can only link one input value to a standard activity rate.

11. Save your work.

### Defining an Element Link for Standard and Advanced Benefits

After you define an element, open the Element Link window. Because you create eligibility profiles for Standard and Advanced Benefits, you should limit use of the Element Link window to creating an *open link* for elements you do not cost.

### To define an element link for Standard and Advanced Benefits:

1. Set your effective date.
2. In the Element Name field, select the element for which you are defining a link.
3. Save the record without selecting any assignment links to create an *open link*.

**Note:** If you define links for costing, your links must not conflict with any eligibility profiles you set up for Standard and Advanced Benefits. Your element must have a valid link at all times.

## Deleting an Element

Before you delete an element, you must first delete any entries of the element recorded for employees and then any links defined for the element.

Use the following process to delete any elements you defined in the Element window. North American Payroll users can also use this process to delete elements generated by the system when they initiated earnings or deductions.

**Important:** Do not delete any predefined elements.

**To delete an element:**

1. Use the List Employees by Element window to get a list of all employees with entries for the element.
2. For each employee, query the element entry in the Element Entries window, choose Delete Record, and save.
3. Query the element in the Element Link window and, for each link for this element, choose Delete Record, and save.
4. Query the element in the appropriate window (Element or, for North American users, Earnings, or Deductions), choose Delete Record, and save.

The system prompts you to either End Date the element or Purge it. Select End Date if you want the element to remain in the system but be effective through a certain date. Select Purge if you made a mistake defining the element and you want to delete it from the system altogether.

## Defining Element Links

Use the Element Link window to define groups of assignments that are eligible for an element.

**Note:** When you define a link for a benefit, do not select any eligibility criteria. Instead use participation eligibility profiles to restrict eligibility for the benefit.

**To define an element link:**

1. Set your effective date to the date you want the eligibility criteria to come into effect.
2. In the Element Name field, select the Element for which you are defining a link.
3. Check the Standard check box if you want all employees who are made eligible by the link to receive the element automatically.

You can only create a standard link if the element is recurring and multiple entries are *not* allowed by the element definition.

4. In the Eligibility Criteria region, select the assignment components that constitute this eligibility rule. If you want to link to all employees, do not enter any eligibility criteria.

You can link to all payrolls or to a specific payroll. Do one of the following:

- Leave the Payroll field blank and check the Link to all Payrolls check box if you want employees assigned to *any* payroll to be eligible. This rule excludes employees who are not assigned to a payroll.
- Select the name of a specific payroll if you want only employees on that payroll to be eligible for the element. Do not check the Link to all Payrolls check box.



- Leave both fields blank if assignment to a payroll is irrelevant to eligibility for the element.

## Costing

### To enter costing information for the link:

1. Select the Costable Type. The default is *Not Costed*, meaning that the system maintains no costing information for the element.
  - To allow entry of costing information at all levels, including the assignment and element entry levels, select *Costed*. This is the appropriate selection for most elements representing earnings types.
  - If you do not need to cost the element at organization and assignment levels, select *Fixed Costed*. This is appropriate for some deductions, which are irrelevant to labor distribution analyses.
  - If you want to distribute overhead costs (such as employer contributions to a pension plan) over other elements, select *Distributed*. Then select a Distribution Set.

**Note:** Some element classifications for your legislation may be predefined as Not Costed and you cannot override this.

2. Check the Transfer to GL check box if the payroll run results from this link should be transferred to the general ledger.
3. Use the Costing field to select a GL account code and, if present, account codes of labor distribution or other systems in which to collect the run results of this element. Then use the Balancing field to select the GL account that balances this one.

For deductions elements:

- Select the code for the GL account to credit in the Costing field, and the code for the account to debit in the Balancing field.

For elements in all other classifications:

- Select the code for the GL account code to debit in the Costing field, and the code for the account to credit in the Balancing field.

**Note:** Depending on your set up of the Cost Allocation flexfield, the Balancing field may not be enabled.

### To cost a link for an Element that uses the Reduce Regular info type:

**Note:** This procedure does not apply to predefined elements.

1. In the Further Information field of the Element window, make sure the Element you wish to cost and the associated Special Features element have Reduce Regular set to Yes.

**Note:** The Special Features element was created along with the generated element. It has the same name as the generated element, with "Special Features" appended.

2. Follow the procedures above to link both elements and to cost both links, but when entering information into the Costing and Balancing fields, make sure that if you define a credit for the main element, that you define a debit for the associated Special Features element, and vice-versa.

### **Qualifying Conditions**

#### **To enter qualifying conditions for the link:**

1. Go to the Qualifying Conditions region. Here you can add or change age or length of service requirements for this particular eligibility rule.

The system checks these conditions when you make an entry of the element. If the employee does not meet the qualifying conditions, you receive a warning.

### **Input Values**

#### **To adjust input values for the link:**

1. Save your link definition and choose the Input Values button to display the Link Input Values window.

Use this window to:

- Enter a new default or change one entered at the element level
- Check the Costed box to maintain costing information for an input value.
- Change the maximum, minimum or both for an input value. Logically, the new values should be within the range you defined for the element as a whole. However the system does not enforce this.

## **Running the Element Link Details Report**

Use this report to check the eligibility criteria that have been defined for elements within a classification. You can report on links for the following categories:

- All elements within a classification
- Either recurring or nonrecurring elements in the classification
- Just a single element

You can choose to see only standard or non-standard links, and only active or inactive links. Further, you can choose to see links to a particular job, organization, payroll, or all payrolls.

You run reports from the Submit Requests window.

#### **To run the Element Link Details report:**

1. In the Name field, select Element Link Details Report.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date for which you want to see the report.
4. Select the classification of elements you want to report on. Optionally select an element processing type (recurring or nonrecurring) or an individual element to report on.

5. To report only on standard links, select Yes in the Standard Link field. Select No to report only on non-standard links. Leave blank to report on all links.
6. Select a link status to report only on links that are either active or inactive as of the report's effective date.
7. To report on links to payrolls:
  - For links to one payroll only, select No in the All Payrolls field and select the payroll in the Payroll field.
  - For links to all payrolls, select Yes in the All Payrolls field and leave the Payroll field blank.
  - To see links irrespective of their payroll criteria, select No in the All Payrolls field and leave the Payroll field blank.
8. You can also select a job or organization to report on links to these assignment components only.
9. Choose the Submit button.

## Defining an Element or Distribution Set

In the Element and Distribution Set window, you can select element classifications or individual elements to define a set. There are three types of set:

- **Customization set:** You can use a Customization set to:
  - Restrict the elements that can be entered or viewed on a configured version of the Element Entries window
  - Specify the elements to be entered for assignments using BEE in the Batch Assignment Entry window.
  - Prevent users updating entry values in the Element Entries window for a group of elements. You select the element set in the HR:Non-Updateable Element Set user profile option.
- **Run set:** Oracle Payroll users can use a Run set to specify the elements to be processed in a payroll run. If you are creating a Run set for US payroll, you must include the VERTEX recurring element (see step 4).
- **Distribution set:** Oracle Payroll users can use a Distribution set to define the elements over which the costs of other elements are to be distributed.

### To define an element or distribution set:

1. Enter a unique name for the set and select the type: Distribution, Run, or Customization.
2. Save your new set.
3. If you want to include all elements in a classification, choose the Classification Rules button.
  - In the Classification Rules window, select one or more classifications to include. Save the set and close this window.

The elements in the classifications you choose are now listed in the Elements region.

- If you want to exclude individual elements, place your cursor in the element's row and choose the Exclude Element button.
4. If you want to include particular elements from other classifications, choose the Include Element button.
  5. Select the element you want to include in the Elements window, and choose the OK button.

**Note:** After you include a particular element, you cannot go to the Classification Rules window and include the classification to which this element belongs.

6. Save your set.
7. If you want to see a list of the individual elements you have included or excluded from the set, choose the Element Rules button. The Element Rules window is view-only.

# Compensation Entry and Reporting

## Compensation Entry

To record any form of compensation, benefit, or deduction liability for an employee, you make an element entry. There are several ways to do this:

- You can use BEE (Batch Element Entry) to enter or update a batch of element entries for many employees, using defaults for fast entry. For example, you can use BEE to enter timecard data and to enroll employees in PTO accrual plans.
- You can enter salaries, as proposals or confirmed values, in the Salary Administration window.
- You can enter absences or accrued time taken in the Absence Detail window.
- You can enroll employees in benefit plans and select the appropriate coverage for themselves and their dependents. There are different windows for enrolling in Flex Programs, Non-flex Programs, Savings Plans, and Miscellaneous Plans. Alternatively, employees can set up their own enrollments, using Self Service HR.
- You can make or update individual entries of other compensation elements for an employee using the Element Entries window.

At your enterprise, some elements may be defined with standard links so that eligible employees receive an entry automatically. You do not need to do anything to record these forms of compensation for employees.

## Dates for Compensation Entries

There are two types of element: recurring and nonrecurring.

Entries for recurring elements remain effective indefinitely, until you update them or the employee ceases to be eligible for the element, for example after a change of work assignment. You can start entries of a recurring element at any point in time. Use DateTrack to set the effective start date of new entry or update. This maintains a complete history of values and the dates they changed.

Entries for nonrecurring elements are one-time entries. They are effective only for the current pay period (defined by the payroll to which an employee is assigned). To make the entry, you set your effective date to *any* date in the appropriate pay period. Any changes you make to nonrecurring entries are always corrections. There can be no history of changes to these entries within a pay period. However, the entries for each period (if any) are stored as history for an employee.

## Compensation Reporting

Oracle HRMS provides a range of reporting mechanisms to monitor and analyze the compensation and benefits data in your enterprise. This topic explains the windows and reports that Oracle HRMS provides to meet your different compensation reporting requirements.

The View Element Entry History for Employees window enables you to view a history of different element entries for an employee assignment.

See: Viewing Element Entry History, page 1-41

The List Employees by Element window provides you with a list of employees with entries to an element in any period of time you choose.

See: Listing Employees by Element, page 1-41

The Salary History window gives you a complete history of approved salary changes for an employee, along with associated performance reviews.

See: Viewing Salary History, page 2-21

Using the Salary Review Report you can check the current and past salaries for some or all of your employees.

See: Salary Review Report, page 2-22

The Compensation Workbench reports enable you to track how you have distributed compensation and awards to your employees using Compensation Workbench.

See: Reporting in Compensation Workbench, page 3-24

The Compensation History page in SSHR enables you to view the in-progress, current, and historical information about compensation and ranking of your employees, including the history for elements not linked to Compensation Workbench or Individual Compensation Distributions.

See: Compensation History, page 3-62

Using the HR/Payroll Extracts you can extract employee and payroll data, such as the details of earnings, deductions, and information elements for internal reporting and for transfer to third-party providers. The extracts support both XML and ASCII formats, you can generate postscript reports, and export a file to Excel for reporting.

See: HR/Payroll Extracts, page 1-34

Oracle HRMS also includes various Workforce Intelligence reports that help you analyze salary and grade-related information. You can also report on absences and analyze absence trends in your enterprise using the Workforce Intelligence reports in this area.

## Related Topics

Reports and Processes in Oracle HRMS, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

Information Access Overview, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

## HR/Payroll Extracts

The HR/Payroll Extracts feature enables you to extract employee and payroll data, such as the details of earnings, deductions, and information elements for reporting purposes. You can use the extract reports for internal reporting, such as listing all employees in receipt of a bonus, or for transfer to third-party providers, such as pension providers. For example, you can send details of new hires and terminations to a provider on a weekly basis.

You can also make copies of the seeded extracts and modify their layout or add different data elements to suit your reporting requirements. You can view and correct the extracted information before writing the data to a file.

The extracts support both XML and ASCII formats, you can generate postscript reports, and you can export a file to Excel for reporting.

## Predefined System Extracts

Oracle HRMS supplies the following predefined system extract definitions:

- Global HR/Payroll Extract - (full-profile extract) extract the payroll data of your employees. This extract contains identification and demographic information of your employees and reports on payroll data such as earnings, deductions, and other information elements.
- Global HR/Payroll Information Changes (Single Record) - (extract for changes) report on changes to employee personal and plan details, such as the name change of an employee. You can also report on new hires and terminated employees using this extract. This extract does not include payroll data. It includes only employees whose records have changed, and you can configure which changes trigger the extract. It displays all the changes for each employee as part of a single record, in the same row.

You can either use the predefined extracts or make copies of them and modify the copies to suit your reporting requirements.

The extracts include the assignment details of both the primary and secondary employee assignments.

**US Users:** You can also use the following predefined US HR/Payroll extracts. To use these extracts you must create your elements using the Deduction window.

- US HR/Payroll Extract
- US HR/Payroll Information Changes (Single Record). This extract displays all the changes for each employee as a single record.
- US HR/Payroll Information Changes (Multi-Record). This extract displays each change for each employee as a separate record.

When you are extracting pensions data, the US extracts the US extracts automatically extract data for the additional elements for pension plans, such as Catch-up, After-tax, and ER Match apart from the primary earnings and deduction elements.

Apart from the above generic US extracts you can also use the following preconfigured US extracts to report specifically on Pre-tax EE, Catch-Up, ER Match, Loan Re-Payment and deferred compensations:

- US HR/Payroll Pension EE Contribution
- US HR/Payroll Pension EE Def. Comp Pre-Tax Contribution
- US HR/Payroll Pension CatchUp
- US HR/Payroll Pension ER Match
- US HR/Payroll Loan Re-Payment

The following list shows the data elements typically used in the extract reports:

<b>Employee Data</b>	<b>Extracted from</b>
National Identifier	Social Security/National Identifier field on the People window
Name (First Name, Last Name, Middle Name, Prefix, and Suffix)	Last, First, Middle, Prefix and Suffix, fields in the Name region of the People window
Address (Line 1 - 3, Region 1-3, Town or City, Post Code, Country)	Primary address fields
Date of Birth	Birth Date field on the People window
Recent Hire Date	Latest Start Date field on the People window
Termination Date	Actual termination-date field on the Termination window
Marital Status	Status field on the People window
Sex	Gender field on the People window
Normal Hours	Working Hours field of the Assignment window
Employment Category	Assignment Category field on the Assignment window
Employment Status	Status field on the Assignment window
Projected Compensation	Person base salary
Actual Salary	Balance of the regular salary element
Payroll Date	Date of the payroll run
Employee Number	Person employee number
Plan Contr	Run result value of the of the pre-tax deduction element
Pay Value	Run result value of the selected element
Payroll Frequency	Person payroll period type
Sample Balance Value	Value of the balance specified in the formula
Sample Element Entry Value	Run result value of the payroll element specified in the formula

Typical data elements used in the header and footer regions of the extract reports are:



## Header

Creation Date

Payroll Date

Pay Cycle or Payroll Frequency

Group ID

The parameters you specify when running the extract process.

## Footer

Total Participant Records

You can change the header and footer information to suit your reporting needs.

Use the Global Pension Change Events Extract to report on changes in:

- Employee name
- Employee address
- Employee status
- Employee category
- Employee movements (new hires and terminations)

**Note:** The Global HR/Payroll Information Changes report displays all the data elements that the predefined extract contains, not just the elements for which you are reporting a change. To include only those data elements for which you are reporting a change, make a copy of the seeded extract and modify the layout accordingly.

Some of the elements have attached formulas. You can make copies of the extracts and modify these formulas to extract the appropriate data. The following table lists those data elements, the extracted values for those data elements and the attached formulas.

Data Element	Fetched Value	Formula to Edit
Sample Element Entry Value	The value of any payroll element's input value	PAY_GLOBAL_PEXT_GET_ELE_ENTRY_VALUE
Sample Balance Value	The value of any balance specified in the formula	PAY_GLOBAL_PEXT_GET_BALANCE_VALUE

**US Users:** If you are using the US extracts, you can update the following formulas to extract the balance or input values you want to extract:

- PAY\_US\_PEXT\_GET\_ELE\_ENTRY\_VALUE
- PAY\_US\_PEXT\_GET\_BALANCE\_VALUE

## Related Topics

Configuring the HR/Payroll Extracts, page 1-42

Running the HR/Payroll Extracts, page 1-44

## Making Manual Element Entries

You enter compensation and benefits for employee assignments in the Element Entries window. If the employee is assigned to a salary basis, you enter their salary in the Salary Administration window.

You can use the Element Entries window to make entries or to inquire on existing entries. Use the Period field, Classification field, and Processing Types option buttons to restrict the entries you see when making inquiries.

The Processed check box displays whether Oracle Payroll has processed the entry in the current pay period. Notice that you can change an entry that has been processed. This enables you to correct entries for retro pay processing. Changing the entry does not alter the payroll run results so you can consult these for a complete record of payroll processing and payments.

See: Setting Up Retro Pay, *Oracle HRMS Payroll Processing Management Guide*

**Note:** Your system administrator may have created customized versions of this window to restrict the elements you can enter by element set, classification, or processing type.

### To enter an element for an employee:

1. If necessary, change your effective date to:

- the correct start date for a recurring element entry
- any date in the correct pay period for a nonrecurring element entry

If the pay period is closed at your effective date, you cannot enter any nonrecurring elements that process in payroll runs. If a current or future pay period is closed, you cannot enter any recurring elements that process in payroll runs.

2. To reduce the list of elements to choose from, select a classification, a processing type, or both in the first region.
3. In the Element Name field, select an element.

**Note:** Elements this employee is eligible for by means of a standard link appear automatically.

The system displays a warning message if the employee fails to meet any qualifying conditions of age or length of service.

4. If the Costing field is enterable, you can enter cost codes, for example to indicate the cost center the employee's time should be charged to.

See: Costing Information at the Element Entry Level, *Oracle HRMS Enterprise and Workforce Management Guide*

5. You can select a reason for an element entry you make or update. As part of your system setup, you can enter valid reasons for the Lookup Type ELE\_ENTRY\_REASON.

**Note:** There is no use for the Override, Additional, or Show Adjustment check boxes at North American installations.

### Entering Values

6. Choose the Entry Values button to open the Entry Values window.
7. Make entries in the Entry Value fields. Notice that:
  - Some fields may not be enterable.
  - Some fields may be required.
  - Some fields may have a list of values; others may be validated as you leave the field. You receive a message if your entry is not valid.
  - Some fields may contain default values. If the default value is in quotation marks, it is a "hot default".

**Note:** You should consider carefully before overriding a hot default. If you override it, then any subsequent changes to the default value on the element or element link definition will *not* affect this element entry. However, you can clear your entry if you want the default value to come back into effect.

8. For a non-recurring element, optionally select a date within the current payroll period in the Date Earned field. The entry will not be processed until this date (that is, the Date Earned of the Payroll Run must be on or after this date). In the US, formula uses this date to select the appropriate hourly rate.
9. To enter information about a third party recipient of a payment resulting from a deduction element, select in the Payee Details field, the name of the third party payment method set up for this payment.
10. To determine the processing sequence of multiple entries in the payroll run, enter a subpriority number in the Processing Priority field. Lower priority numbers process first.

### Excluding Balances From Grossup Calculations

11. For net-to-gross earnings types, choose the Balance Grossup button to open the Gross Up Balances window. The window displays the balances that are excluded from grossup calculations for this earnings type.
12. Select any additional balances you want to exclude for this element entry.
13. Save your work.

## Adjusting a Pay Value

Oracle Payroll users can adjust the Pay Value of any normal recurring payroll element entry. When you open the Entry Values window for an entry of this kind, you will see a Show Adjustment check box in the lower left corner of the window. You do not see this check box until you have saved the entry.

You can adjust a Pay Value by adding an amount to the initial value, subtracting an amount from the initial value, or replacing the initial value with a specified amount. You can also remove an adjustment and return the Pay Value to the initial value.

The following conditions apply to adjusting a Pay Value:

- You cannot adjust an entry that has been overridden (that is, the Override check box has been checked for an entry of this element in this period).

- You can make multiple changes to the adjustment before processing but only the single most recent change to the adjustment will be processed.
- You will not overwrite the Pay Value stored in your database. The Pay Value will still be used in subsequent payroll runs. The adjustment is used in the next processing run.

**Important:** Do not use this method of adjustment if the element's formula performs essential processing, such as checking limits or iterative processing for a pre-tax deduction. If you select the Replace option, the element's formula is ignored in the payroll run. If you select the Add or Subtract options, the amount you specify is added or subtracted after the formula processing is complete, without regard for any limits set by the formula. **US users:** Instead, you can replace the Pay Value using the Special Inputs element.

### To adjust a Pay Value:

1. Query the element entry in the Element Entries window and choose the Entry Values button.
2. Check the Show Adjustment check box.

In the Adjustment pop-up list, you will see a description of the current adjustment.

- **None** means that there are no adjustments to the Pay Value.
  - **Add** means that the adjustment shown has been added to the Pay Value.
  - **Subtract** means that the adjustment shown has been subtracted from the Pay Value.
  - **Replace** means that the adjustment shown has replaced the Pay Value.
3. To cancel an existing adjustment, select None. Now you can enter a new adjustment, if necessary.
  4. To enter a new adjustment, select Add, Subtract or Replace. You can only select Add or Subtract if the Pay Value is numeric.
  5. Enter the value to add to, subtract from, or replace the existing Pay Value entry.
  6. Save the change.

## Deleting Element Entries

You can delete element entries in the Element Entries window.

### To delete a nonrecurring element entry:

1. Set your effective date to any date within the payroll period for which the entry exists.
2. Click on the entry to select it, choose Delete Record, and save.

### To delete a recurring element entry:

1. Set your effective date to any date within the payroll period for which the entry exists.
2. Click on the entry to select it and choose Delete Record.

3. Choose Purge in the dialog box that displays, and save.

**Note:** Your ability to purge element entries is controlled by the user profile option HR: Purge Element Entry Permission, which is set by your system administrator. You may be able to purge all element entries, entries of information elements only, or none.

### Deleting Processed Entries

You can delete an element entry that the payroll run has processed. You receive a warning message. This does not remove the payroll run results so you can consult these for a complete record of payroll processing and payments.

To reprocess corrected element entries from the past, run the retro pay processes.

See: Setting Up RetroPay, *Oracle HRMS Payroll Processing Management Guide*.

## Listing Employees by Element

In the List Employees by Element window, you can view a list of the employees with entries to an element in any period of time you choose. You can also see the *last* entry value (in that time period) for each assignment.

**Note:** If your system administrator has customized this window, you may be restricted to selecting elements of a certain processing type or element set.

### To view a list of employees receiving an element:

1. Select an element.
2. Select Current Employees, Ex-employees, or both.
3. You can also enter a date range. Both date fields default to your effective date.
4. Choose the Find button.
5. You can enter additional query criteria in the Element Entries region. For example, click in an Entry Value field, choose View > Query by Example > Enter, enter a value, and run the query.

The Element Entries region displays all entries of the element for employees of the type you selected in the chosen time period.

**Note:** This window does not display datetracked updates to recurring element entries. You only see the *latest* value (within your chosen time period) of each element entry. The date of the last datetracked update may vary from employee to employee. The Start and End Date fields in the Element Entries region show the dates of the last update.

## Viewing Element Entry History

In the View Element Entry History for Employee window you can view, for a single employee assignment, a history of entries for:

- One element
- All recurring elements, all nonrecurring elements, or both

- Elements from a selected classification

**Note:** If your system administrator has customized this window, you may be restricted to viewing elements of a certain processing type or element set.

### To view element entry history for an employee:

1. Enter your selection criteria. You can:

- Select a classification.
- Select a processing type.
- Enter a date range. The end date defaults to your effective date.

2. Place your cursor in the Element Name field and run the query.

The window displays all entries of the types of element you selected within the time period, including datetracked updates to entries. New entries are shown in bold to contrast with datetracked updates, which are listed under the initial entry.

3. Select an entry and choose the Entry Values button to view the entry values.

## Configuring the HR/Payroll Extracts

Oracle HRMS supplies the following seeded HR/Payroll extract definitions:

- Global HR/Payroll Extract
- Global HR/Payroll Information Changes (Single Record)

**US Users:** You can also use the following predefined US HR/Payroll extracts:

- US HR/Payroll Extract
- US HR/Payroll Information Changes (Single Record)
- US HR/Payroll Information Changes (Multi-Record)
- US HR/Payroll Loan Re-Payment
- US HR/Payroll Pension CatchUp
- US HR/Payroll Pension EE Contribution
- US HR/Payroll Pension EE Def. Comp Pre-Tax Contribution
- US HR/Payroll Pension ER Match

To configure the extracts for your own reporting needs, copy and modify them as follows.

1. Use the copy function within the system extract to copy the predefined extract you want to modify. In the extract Definition window, query the seeded extract definition, enter a prefix in the New Extract Prefix field, and choose the Copy Extract button.
2. Edit the copies of the following sample formulas to perform the processing you require:

Data Element	Fetches Value	Formula to Edit
Sample Element Entry Value	The run result value of any payroll element's input value	PAY_GLOBAL_PEXT_GET_ELE_ENTRY_VALUE
Sample Balance Value	The value of any balance specified in the formula	PAY_GLOBAL_PEXT_GET_BALANCE_VALUE

**US Users:** If you are using the US extracts, update the following formulas to extract the balance or input values you want to extract:

- PAY\_US\_PEXT\_GET\_ELE\_ENTRY\_VALUE
  - PAY\_US\_PEXT\_GET\_BALANCE\_VALUE
3. Modify the extract layout definition to change the data elements that the extracts include and the format of the extract definitions.  
See: Defining an Extract Layout, *Oracle HRMS Configuring, Reporting, and System Administration Guide*
  4. Modify the extract criteria profile to change the extract criteria. The extract criteria you select determine the data that the application extracts to your reports.  
See: Defining an Extract Criteria Profile, *Oracle HRMS Configuring, Reporting, and System Administration Guide*  
  
To define the extract criteria profile for the extract for changes, you must enable the change events in the Application Utilities Lookups window. Query the Lookup type BEN\_EXT\_CHG\_EVT and select Enabled for the change event.
  5. Create the extract definition to set the parameters for the extract.  
Your extract definition includes an extract criteria profile and an extract layout definition that you have already defined. It also includes other parameters needed for the extract batch process, such as the output directory and file name of the extract file.  
See: Defining a System Extract, *Oracle HRMS Configuring, Reporting, and System Administration Guide*
  6. If you have more than one element to report on, create an element set and specify the set name as one of the parameters of the extract process. For example, if you want to report on several pension plans together, create an element set.  
See: Defining an Element or Distribution Set, page 1-31.  
  
**Note: US Users:** If you are configuring the US extracts for a pension plan, include only the primary pension elements in the element set. Do not include other pension elements such as Catchup, After-Tax, or ER Match. You can include in the element set only those elements that you created using the Deduction window. The elements you include in the set must be of the same type. You cannot combine 401k, 403b, and 457 elements in the same set
  7. The Global Extracts concurrent programs are currently available for US and UK responsibilities only. To allow other users to run these programs from the

Submit Request window, add the relevant programs to the request group for their responsibility.

## Running the HR/Payroll Extracts

Using the HR/Payroll extracts you can extract employee and payroll data, such as the details of earnings, deductions, and information elements for reporting purposes.

Use the Submit Request window to run the HR/Payroll extract you require.

### To run the Extracts:

1. Select Global HR/Payroll Outbound Interfaces in the Name field.  
**US Users:** To run a US HR/Payroll extract select US HR/Payroll Outbound Interfaces.
2. Click in the Parameters field to open the Parameters window.
3. Select the extract you require. You can choose from the following predefined extracts or from the copies of the extracts you have modified.

- Global HR/Payroll Extract (full-profile extract)
- Global HR/Payroll Information Changes (Single Record)

**US Users:** To run a US HR/Payroll extract, choose from the following predefined extracts or from the copies of the extracts you have modified:

- US HR/Payroll Extract
- US HR/Payroll Information Changes (Multi-Record)
- US HR/Payroll Information Changes (Single Record)
- US HR/Payroll Loan Re-Payment
- US HR/Payroll Pension CatchUp
- US HR/Payroll Pension EE Contribution
- US HR/Payroll Pension EE Def. Comp Pre-Tax Contribution
- US HR/Payroll Pension ER Match

4. Select the appropriate reporting options.

The reporting options available for the full-profile extract are:

- Details - provides details of each assignment action for an assignment
- Summary - provides a summary of all assignment actions for an assignment for a given period

The reporting options for the extract for changes are:

- All Employees - provides details of all employees in the organization
- Employees Enrolled in Plan - provides details of only those employees who are enrolled in a specific plan

5. In the Selection Criteria field, select either Element Name or Element Set.
6. Do one of the following:
  - Select the element name.



**Note: US Users:** If you are running US extracts, this should be one of the primary deduction elements you would have created for the 401(k), 403(b), and 457 plans.

- Select the element set name.
7. Enter the dates for which you want to generate the report.
  8. Select a value for one or more of the following parameters to restrict the employees included in the extract:
    - Payroll
    - Consolidation Set
    - Organization
    - Person Type
    - Location
  9. Click OK, then Submit.
  10. View the output in the Extracts Results window.
  11. View the change events that have occurred to a person or modify the change event log using the Change Event Log window.
  12. Run the Extract Write Process to write the results of the extract to the file you specified in your extract definition.

# Compensation Objects

## Plan Design

Your plan design defines, categorizes, and helps you to manage the benefits that you offer to your employees and other eligible participants. The plan design is the domain of the benefits practitioner who uses the product to define the structure and elements of the benefits offering and the rules that administer these benefits.

At its core, the plan design determines the benefits that eligible participants may receive. Examples of such benefits include health and welfare plans, savings plans, and group term life insurance.

You structure your benefits offerings according to a hierarchy so that the rules and definitions that are set at the top level (the program) cascade to the benefits at the bottom level (the options in the program).

Your plan design also includes eligibility definitions and enrollment requirements, and the activity rates calculations that determine the contributions and distributions associated with a plan.

## Compensation Objects

Central to benefits administration are the compensation objects that you use to define, categorize, and manage the benefits that you offer to eligible participants. The four compensation object types that you use to structure your benefits offerings are programs, plan types, plans, and options.

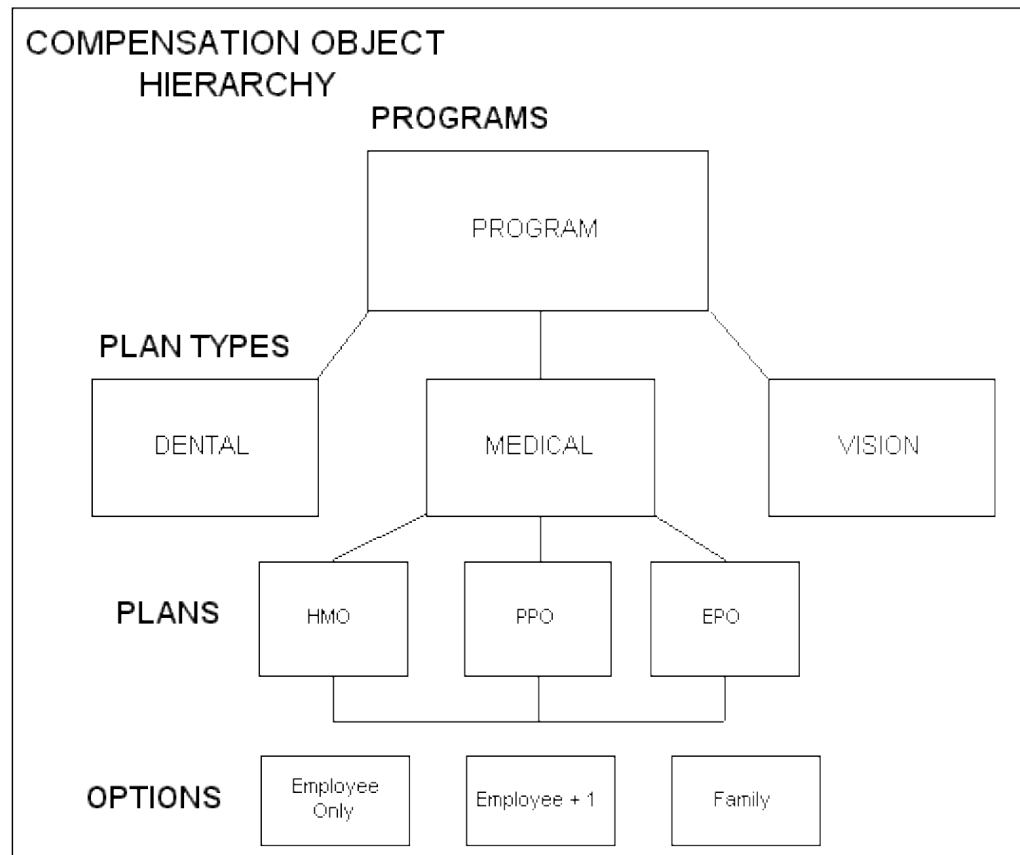
Defining compensation objects is a key part of your overall plan design that includes defining eligibility and enrollment requirements, plan year periods, activity rates, and other elements of benefits management.

- The hierarchical structure of compensation objects
- Viewing a program structure that you have defined

## Hierarchical Structure of Compensation Objects

Compensation objects are designed hierarchically so benefits that share similar features can be defined in similar ways. You build this hierarchical structure by defining attributes of the different compensation objects and then linking the components into a hierarchy.

### Compensation Object Hierarchy



A description of the four compensation objects follows:

**Program:** A package of benefits offerings. Programs are important because they set the boundaries for the benefits you offer. You define many administrative procedures and rules at the program level.

**Plan Type:** A grouping of similar benefits offerings to facilitate their management. Example plan types include medical, dental, employee group life insurance, and savings.

**Plan:** A formally defined benefits offering that a participant can elect, such as a medical plan.

**Option:** A level of coverage for a participant's election, such as Employee Only for a medical plan, or 2x Salary for a life insurance plan.

Attributes set at the program level are inherited by each level of the compensation object hierarchy. However, if these same attributes are set at a lower level in the hierarchy, the compensation object inherits those attributes set at the lowest level at or above its level. A compensation object never inherits attributes set at a lower level in the compensation object hierarchy.

## Program Structure Terminology

Before you set up a benefits program, you should familiarize yourself with fundamental terms that refer to associations between the four compensation objects. Whether or not you choose to link compensation objects together depends on your eligibility rules and

the breadth of benefits that you offer to your participants. The table below outlines the programme structure terminology:

### Programme Structure Terminology

>Terminology	>Description
>Program	>Any program, regardless of whether that program has been associated with any other compensation objects.
>Plan Type	>Any plan type, regardless of whether that plan type has been associated with a program.
>Plan Type in Program	>A plan type that has been associated with a program.
>Plan	>Any plan, regardless of whether that plan has been associated with a program.
>Plan in Program	>A plan that has been associated with a program.
>Not in Program Plan	>A plan that has <i>not</i> been associated with a program.
>Option	>Any option, regardless of whether that option has been associated with a plan.
>Option in Plan	>An option that has been associated with a plan.

### Compensation Object Definition

You define your compensation objects in the order below. As you define objects in the hierarchy, you associate objects together to form your program structure.

1. Define plan types.
2. Define options.
3. Associate options with plan types.
4. Define plans.
5. Associate options with plans.
6. Associate plans with plan types.
7. Identify which plans are not part of a program.
8. Define programs.
9. Associate plans and plan types with programs.

For example, let's say you want to define the medical plans offered by a benefits program you are administering. You first define the *plan type* of medical. Then, you define the coverage *options* available for the medical plan type, such as Family and Employee only.

Next, you define the medical *plans* in the plan type, such as an HMO or a PPO offering. Lastly, you associate the plans or plan type with a *program* that groups together a variety of plans and plan types into a single benefits offering.

## Plan Types

You define plan types as categories of benefits grouped according to the type of benefit provided. Common plan types include medical, employee group life insurance, and savings.

Plan types are used to record administrative rules for all benefits of the same type. When you define a program that groups plans together, you specify parameters that control how plans of the same plan type behave.

Plan types are the most stable of the four compensation objects. Once you define the plan types that you need to support your benefits offerings, you rarely need to modify them.

## Options

You can define options for many purposes, but commonly you do so to define coverage available under one or more plans.

Options are re-usable. Once defined, you can associate an option with one or more plans. When you associate an option type with a plan type, you make options of that type available for selection to all plans in that plan type.

For example, you could define the options Employee Only, Employee Plus Spouse, and Employee Plus Family and then associate each option with the plan types of Medical, Dental, and Vision.

## Designation Requirements for Options

Some benefits plans require that dependents and beneficiaries covered by an option are a specific familial relation to the primary participant. You can limit the relationship types covered under an option by defining a relationship group that includes specific types of people. Group relationship types include:

- Children
- Domestic partner
- Family
- Nonpersonal

Within a group relationship, you define which relationship types apply to the group. For the group relationship of Children, you might include the relationship types:

- Adopted child
- Natural child
- Step child

You can also limit the number of dependents covered by an option. A designee that does not meet the designation requirements for an option is not eligible for coverage under that option.

## Plans

You define a plan as a formal benefits offering. Your organization may define medical, dental, and savings plans among many others.

Your plan definition consists of:

- The kind of plan you are defining and its plan type
- The eligibility profile that controls who is eligible for the plan
- The plan's activity reference period
- The options in the plan
- The plan year

In addition to these definitions, there are a variety of other factors that you include when defining a plan. However, these are some of the most common.

## Programs

You define programs in order to group benefits together as a package. Your program definition consists of:

- The plan types and plans in the program
- The eligibility profile that controls who is eligible for the program
- The program year period
- For Advanced Benefits customers, the life events that enable enrollment in the program

Programs are important because they set the boundaries for what benefits are offered to your employees and other eligible participants. Also, it is at the program level that you define many administrative procedures and rules, such as eligibility requirements that cascade to the plan types, plans, and options in the program.

You define currency types at the program level. A plan in program must inherit the program's currency definition. You cannot associate a plan with more than one program if those programs use different currency types.

For Advanced Benefits users, you can specify the valid reasons for waiving out of waivable plan types in a program. You can then define the waive certification that you accept for each valid waive reason.

## Program Structure Display

You use the Hierarchy window to display the program structure that you have created. The program structure shows how plan types, plans and options are grouped hierarchically in your program.

You can display four views of a program's structure. Each view displays data by program year or plan year and by effective date.

**Plans in Programs:** Displays all programs, and under each program, its plan types, the plans in each of these plan types, and the options in each of these plans. This is the most comprehensive view.

**All Plans:** Displays all plan types, the plans in each of these plan types, and the options in each of these plans.

**Plans Not In Programs:** Displays those plans types that contain the not in program plans, the not in program plans in each of these plan types, and the options in these not in program plans.

**Options In Plans:** Displays all active options, the plans that use these options, and the programs that use these plans.

## Program and Plan Year Periods

You define program and plan year periods--as well as fiscal years--using the calendar start and end dates through which programs or plans are in effect.

Once you define a year period, you associate it with the appropriate program or plan.

## Integration with Authoria HR (US and UK)

You can establish context-sensitive information access between Oracle HRMS and the third party information product Authoria HR.

Authoria HR uses a common knowledge repository to manage and communicate HR and benefits information. Once you set up a total compensation plan, you can configure links between Oracle HRMS and Authoria HR. End users can click on links in Total Compensation windows and self-service pages to display context-sensitive Authoria HR documentation.

You can configure the following windows in the Professional User Interface for Authoria HR:

- View Enrollment Results window
- View Participation Information window
- Flex Program window
- Non-Flex Program window
- Savings Plan window
- Miscellaneous Plan window
- Person Life Events window

You can configure the following self-service pages for Authoria HR:

- Benefits Enrollment Overview page
- Current Benefits page
- Confirmation page
- Benefits Selection page

See *Configuring Links Between Oracle Standard and Advanced Benefits and Authoria HR, Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Reimbursable Goods and Service Types

In addition to traditional benefits offerings, such as health and welfare and savings plans, you can define goods and services that your organization approves for reimbursement.

You can use this feature to define flexible spending account plans or to define other reimbursable goods and services, such as a medical insurance claim form, a monthly invoice from a registered dependent care provider, a cash award, or a wall plaque.

## Reimbursement Plans

Flexible Spending Accounts (FSAs) and other plans that reimburse participants for certain incurred expenses have special plan design features. You define information that is specific to reimbursement plans after you perform basic plan set up tasks, such as defining a plan's eligibility requirements.

**Note:** When you set up the coverage for a flexible spending account, select a coverage calculation method of *Same As Annualized Elected Activity Rate* so that the participant receives the amount of coverage they elected for the year.

## Plan Design Copy

Plan Design Copy enables you to copy program and plan design data that you have already entered into an Oracle HRMS database. The copy process creates a new instance of the compensation object and its associated child records.

**Note:** The Copy Process does not copy person related records, only plan design data.

You can use Plan Design Copy to save time during your implementation by avoiding repetitive data entry where plan design components are similar or identical. For example, you can copy a base plan, then make changes to the new plan with the applications windows you used to create the base plan.

Plan Design Copy is available to all Oracle HRMS customers and does not require a license for Self-Service or Advanced Benefits. You can use Plan Copy for any plans that you administer using the Total Compensation data model, including:

- Standard and Advanced Benefits Programs and Plans
- Compensation Workbench Plans
- Individual Compensation Distributions Plans
- Absence Plans

When you copy a program or plan, the copy process copies the compensation object and plan design data associated with the object stored in benefits tables. For example, if you copy a program, the copy process also copies:

- Plan types in program
- Plans in program
- Options in plan
- Participant and dependent eligibility profiles
- Enrollment requirements
- Life events
- Standard and variable rate calculations



- Coverage and premium calculations
- Flex Credit calculations and benefit pools (Advanced Benefits)
- FastFormulas

For a list of items that the copy process does not copy, see: Exceptions to the Copy Process, page 1-55

## Copy Target

You can copy a compensation object and its child records to the same business group or to a different business group.

You can also **export** a program or one or more plans into a flat file. Exporting a compensation object is useful if you want to transfer a plan design between database instances, for example, between a test and a production database. You export a plan design by selecting Export to File on the Select Target page.

You import the file into the database through a concurrent request and then complete the transaction using Plan Design Copy.

See: Importing a Plan Design From a File, page 1-88

## Reuse of Existing Child Objects

Child objects are components of a plan design that you attach to a higher level object, such as a plan in a program or an activity rate attached to an option.

You can reuse child objects that exist in your target business group. For example, you may want to reuse a plan that is shared between two programs rather than maintaining two versions of the same plan.

You can choose how the copy process functions when duplicate objects exist in the target database. You can:

- Reuse existing objects if objects with the **current name** in the source business group exist in the target business group.
- Reuse existing objects if objects with the **new name** formed by adding a prefix or suffix to the current name exist in the target business group.
- Create new objects without reusing duplicate objects.

Application of these rules--along with certain exceptions required by the Total Compensation data model--are documented below.

## Copy Within a Business Group

When you copy a plan design within a business group, a prefix or suffix is **mandatory**. Top level objects that you copy (such as a program or plan not in program) must be unique within the business group.

If you reuse objects with the **current name** in the business group, the copy process:

- Creates top level objects with a new name based on the prefix or suffix you supply.
- Generates an error if top level objects exist with the new name based on the prefix or suffix you supply.

- Reuses child objects with the current name or, if no objects are found, creates child objects with the current name.
- Creates activity rate objects with the new name.

If you reuse objects when the **new name** exists in the business group, the copy process:

- Creates top level objects with the new name.
- Generates an error if top level objects exist with the new name.
- Reuses child objects with the new name or, if no objects are found, creates child objects with the new name.
- Reuses life event reasons and FastFormulas with the new name. If the process does not find an object with the new name, it reuses an object with the current name. If it does not find an object with the current name, it creates an object with the new name.

If you **do not reuse** existing objects, the copy process:

- Creates top level and child objects with the new name.
- Generates an error if top level or child objects exist with the new name.
- Reuses life event reasons and FastFormulas with the current name, or, if no objects are found, creates objects with the new name.

## Copy to a Different Business Group

When you copy a plan design to a different business group, a prefix or suffix is **optional**.

If you reuse objects with the **current name** in the different business group, and you do not enter the optional prefix or suffix, the copy process:

- Creates top level objects with the current name.
- Generates an error if top level objects exist with the current name.
- Reuses child objects with the current name or, if no objects are found, creates child objects with the current name.

**Note:** If the copy process finds a child record with a different name, but the same sequence number (such as for eligibility profiles or options in plan), the process generates an error.

If you reuse objects with the **current name** in the different business group, and you enter a prefix or suffix, the copy process:

- Creates top level objects with the new name.
- Generates an error if top level objects exist with the new name.
- Reuses child objects with the new name or, if no objects are found, creates child objects with the new name.
- Creates activity rates with the current name if rates with the current name are not found. If rates with the current name are found, the process creates rates with the new name. If the process finds existing rates with the new name, the process generates an error since activity rate names must be unique.
- Reuses life event reasons and FastFormulas with the current name or creates objects with the new name.

If you reuse objects when the **new name** exists in the different business group, the copy process:

- Creates top level objects with the new name.
- Generates an error if top level objects exist with the new name.
- Reuses child objects with the new name or, if no objects are found, creates child objects with the new name.
- Reuses life event reasons and FastFormulas with the new name. If the process does not find an object with the new name, it reuses an object with the current name. If it does not find an object with the current name, it creates an object with the new name.

If you **do not reuse** existing objects in the different business group, and you do not enter the optional prefix or suffix, the copy process:

- Creates top level and child objects with the current name.
- Generates an error if top level or child objects exist with the current name.
- Reuses life event reasons and FastFormulas with the current name, or else creates objects with the current name.

If you **do not reuse** existing objects in the different business group, and you enter a prefix or suffix, the copy process:

- Creates top level and child objects with the new name.
- Generates an error if top level or child objects exist with the new name.
- Reuses life event reasons and FastFormulas with the new name. If the process does not find an object with the new name, it reuses an object with the current name. If it does not find an object with the current name, it creates an object with the new name.

## Exceptions to the Copy Process

The copy process does not copy:

- Non-benefits data, such as HR and Payroll data referenced by your plan design. You must map this data to [targets in the new business group as part of the copy process.
- Regulations
- Person changes and related person changes for life event reasons. The process copies the top level of your life event reason definition, but you must reselect the table and column names that define the data change.
- Eligibility and variable rate criteria based on enrollment in another plan, the People Group flexfield, or status as a COBRA Qualified Beneficiary (US).
- Functions called by FastFormulas you have written. The copy process does, however, copy the formula and its associated code.

## Activity Rates and Combination Plans

Because you link activity rates to compensation objects, activity rates must be unique to the compensation object. Therefore, whenever possible, the activity rate is copied with the prefix or suffix that you supply. Activity rates include:

- Standard rates
- Flex credits

- Benefit pools
- Coverage calculations
- Actual Premiums

Combinations always include a program (plans in program, plan types in program, or options in program) thus the program must have a unique name.

## Special Requirements for Plan Design

Certain types of plans have special requirements that you should know about before you begin to record your plan design in the system. These special plans include flex credit plans, flexible spending accounts, life insurance plans, and imputed income plans.

### Flex Credits Plans (Advanced Benefits)

If you are offering a flex credit plan, you must set up a flex credits program, even if there is only one plan for which you offer flex credits.

### Flexible Spending Account Plans (Advanced Benefits)

If you want to identify reimbursable goods and services for FSAs, you must set up these accounts as separate plans, rather than as separate options within an FSA plan. You cannot associate goods and services at the option level. Examples of FSAs include US health care and dependent care plans.

### Imputed Income Plans (US)

When you administer a plan that is subject to imputed income there are certain requirements that you need to follow during your plan design.

You must create two plans, one that is subject to imputed income and a second plan, called a *placeholder plan*, that you use to record the imputed income calculation. You can have only one placeholder plan per program, or a placeholder plan can be linked to multiple programs.

- Select the person type that is Subject to Imputed Income in the General tabbed region of the Plans window. Choose participant, spouse, or dependent based on the person type covered by this plan.
- Select the person type for which you are recording imputed income in the placeholder plan using the Imputed Income Type field in the Restrictions tabbed region of the Plans window.
- Select an Age to Use code in the Age tabbed region of the Derived Factors window based on the person type covered by the plan when you define the derived factor.
- You can define only one imputed income plan in a program.
- You can associate an imputed income plan with more than one program.
- You cannot link an eligibility profile to the imputed income placeholder plan.

**Note:** By default, the imputed income calculation assumes that the employer pays 100% of the benefit, and the benefits system does not subtract employee contributions from the calculation. However, you can set the BEN:Imputed Income Post Tax Deduction profile to Y so

that the imputed income process deducts the sum of all standard rates defined as Subject to Imputed Income with a Tax Type of After Tax and an Activity Type of either Employee Payroll Contribution, Employee Individual Contribution, or Employee Plan Contribution.

## **Life Insurance Plans**

If you offer dependent and spousal life insurance, and you limit the level of dependent or spousal coverage as a percentage of the employee's life insurance coverage, system processing requires that you set up three plans (Employee Life Insurance, Spousal Life Insurance, and Dependent Life Insurance) and associate them with corresponding plan types (Employee Life Insurance, Spousal Life Insurance, and Dependent Life Insurance).

## **Considerations for Associating a Plan with a Program**

When you define a benefits plan, it is not necessary that the plan be placed in a program. However, there are advantages to associating a plan with a program. In general, a plan belongs in a program when:

- Participants typically enroll in the plan at the same time they enroll in other plans in the program.
- Participation eligibility requirements defined for the program also apply to the plan.

In general, a plan does not belong in a program (termed a "not in program plan") when:

- Participants typically enroll in the plan at a different time than other plans in the program.
- Participation eligibility requirements defined for the program differ substantially from those defined for the plan.
- The benefits the plan provides differ substantially from the benefits provided by other plans in the program.

## **Currency Definition for Multinational Organizations**

You define currency types at the program level. A plan in program must inherit the program's currency definition. You cannot associate a plan with more than one program if those programs use different currency types.

For example, let's say your organization defines two programs, a US Benefits Program and a Canadian Benefits Program. You must define different currency types for these two programs.

Accordingly, you must define two employee stock purchase plans: the US Employee Stock Purchase Plan and the Canadian Employee Stock Purchase Plan to accommodate the different currency types of the programs with which they are associated.

## **Defining a Benefits Program**

You use the Programs window to date effectively create and maintain your program design. Many of the values that you set at the program level cascade to the plan types, plans, and options that you define and associate with this program.

### To define general characteristics of a program:

1. Enter a unique Program Name starting with a letter of the alphabet (not a number or symbol).
2. Enter a Description of the program.
3. Select the Program Status.

**Pending:** No participants are actively enrolled in plans in this program, but could be in the future if you change this program's status to Active. Select the Pending status when setting up a program that possibly may not become Active.

Eligibility processes operate on pending programs in "evaluate-only" mode, and do not create active records.

**Active:** Eligible persons currently may be enrolled in plans in this program.

**Inactive:** Current participants can remain in plans in this program, but no new participants can enroll in plans in this program.

**Closed:** No participants are enrolled in any plans in this program, nor will any enroll in the future.

**Note:** You cannot reactivate a closed program.

4. For Advanced Benefits users, enter the alphanumeric identifier in the IVR field that a participant uses to identify this program using interactive voice response or telephony technology.
5. Select a Program Type for this program.
6. Select an Activity Reference Period to specify the time period in which the system expresses activity rates for all plans in this program.
7. Select a Program Group to group this program with other programs for reporting purposes.
8. Select an Enrollment Rate/Frequency. This is the rate that is communicated to participants.
  - Select Estimated Per Pay Period to calculate the element entry based on a fixed number of pay periods, 52 for weekly and 26 for bi-weekly pay periods.
9. Select the standard monetary Currency for all plans in this program.
10. Enter a URL in the Web Address field to create a hypertext link from the program name on an Oracle Self-Service Human Resources benefits enrollment web page to a URL containing information about this program. This URL can reside on an intranet or the World Wide Web.
11. For US customers, select the level at which you are administering COBRA programs in the Determine Enrollment Period Level field.
  - Select Program if your COBRA administration rules are set at the program level and apply to all plan types and plans in the COBRA program.
  - Select Plan Type in Program if your COBRA administration rules vary between the plan types in the COBRA program.
12. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for the participant to be eligible for this program.

## Defining Eligibility and Override Parameters for a Program

You use the check boxes in the General tabbed region of the Programs window to set eligibility and override parameters for a program.

### To define eligibility and override parameters for a program:

1. Check the Participation Eligibility Override Allowed field to enable an override using the Participation Override window.

Checking this field is necessary if you want to allow plan participation under special circumstances, such as a negotiated benefits package for a new hire.

**Important:** All plans and options in this program inherit this setting unless you specify differently at the plan or option in plan levels.

2. Check the Use All Assignments for Eligibility field to inform the system to consider all of an employee's active assignments (rather than just the primary assignment) when determining eligibility for this program.
3. For Advanced Benefits users, check the Track Ineligible Person field to cause the system to track persons who are found ineligible for participation in this program when the Participation process is run.

**Note:** You use the View Participation Information window to view the compensation objects for which a participant is either eligible or ineligible.

**Note:** You must check this field if you determine benefits eligibility based on temporal factors, such as age or length of service.

4. Check the Use All Assignments for Rates field to inform the system to consider all of an employee's active assignments (rather than just the primary assignment) when determining activity rates for the plans and options in this program.
5. Save your work.

## Associating Plans and Plan Types with a Program

You use the Plan and Plan Type window to put one or more plans or plan types into a program.

### To associate a plan or plan type with a program:

1. Enter or query the program to which you are adding a plan or plan type in the Programs window and choose the Plans and Plan Types button.
2. Choose the Plans tabbed region to add a plan to the program.
3. Choose the Plan Type tabbed region to add a plan type to the program.

**Note:** When you link a plan type to a program, you must still link the plans in that plan type to the program using the Plans tabbed region.

4. Enter a Seq (sequence) number for a plan or plan type you are associating with this program.

**Note:** You enter a sequence number to define the order in which the compensation object appears in an enrollment window. Advanced Benefits customers can use sequence numbers to control the interim coverage assigned when an election is suspended.

5. Select the Plan or Plan type that you are associating with this program.
6. For Advanced Benefits users, enter the alphanumeric identifier in the IVR field that participants use to identify this plan or plan type using interactive voice response or telephony technology.
7. Select the Status of this plan or plan type.

**Active:** Participants can enroll in this plan or the plans in this plan type.

**Pending:** No participants are actively enrolled in this plan or plan type, but could be in the future if you change its status to Active. Eligibility processes operate on this compensation object in "evaluate-only" mode, but do not create active records. Select the Pending status when setting up a plan or plan type that might not become Active.

**Inactive:** Current participants can remain enrolled in this plan or the plans in the plan type, but no new participants can enroll.

**Closed:** No participants are enrolled in this plan or the plans in this plan type, nor will any enroll in the future.

8. Enter a URL in the Web Address field to create a hypertext link from this plan or plan type name on an Oracle Self-Service Human Resources benefits enrollment web page to a URL containing information about this program. This URL can reside on an intranet or the World Wide Web.
9. Check the Waivable field in the Plan Types tabbed region if eligible persons can waive participation in all plans of this plan type.
10. For Advanced Benefits users, check the Track Ineligible Person field to cause the system to track persons who are found ineligible for participation in the plans and plan types in this program when the Participation Process is run. If you want to track ineligibility, you must also check the Track Ineligible Person field for the program.

**Note:** You use the View Participation Information window to view the compensation objects for which a participant is either eligible or ineligible.

**Note:** You must check this field if you determine benefits eligibility based on temporal factors, such as age or length of service.

11. For Advanced Benefits users, check the Participation Eligibility Override Allowed field if you can override standard eligibility criteria for the plans and plan types in this program.

Checking this field is necessary if you want to allow participation under special circumstances, such as a negotiated benefits package for a new hire.

12. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for the participant to be eligible for the plans and plan types in this program.
13. Save your work.



## Defining Waive Reasons for Plan Types in a Program (Advanced Benefits)

You use the Program Waive Reasons window to specify the valid reasons for waiving out of waivable plan types in a program.

### To define waive reasons for a plan type in a program:

1. Enter or query the program for which you are defining plan type waive reasons in the Programs window.
2. Choose the Plan and Plan Type button then choose the Plan Type tabbed region.
3. Select a Plan Type and choose the Waive button.
4. Select a Waive Reason for waiving out of this plan type in this program.
5. Check the Default field if this waive reason is the default when an eligible person is waiving, but does not specify a reason.
6. Choose the Certification button to specify the waive certifications that you accept for a waive reason.
7. Select a Waive Participation Certification Type for this waive reason.
8. Check the Required field if this waive certification must be submitted for a participant to waive this plan type.
  - If special circumstances apply, select a Certification Required When Rule to specify when waive certification is required.
9. Check the Preferred field if this certification is preferred, but not required, for waiving out of this waivable plan type.
10. Check the Lack of Certification Suspends Enrollment field if failure to provide this certification results in a suspended election.
11. Save your work.

## Defining Participation Eligibility Criteria for a Compensation Object

You link eligibility criteria profiles to a compensation object to restrict eligibility for that benefit. You can also define participation start and end dates and required waiting periods that control when an eligible person can enroll in a benefit.

You can link participation eligibility criteria to a compensation object at the following levels in the compensation object hierarchy:

- Program (Program Participation Eligibility window)
- Plan type in program (Plan Type Participation Eligibility window)
- Plan in program (Plan in Program Participation Eligibility window)
- Plan (Maintain Plan Eligibility window)
- Option in plan (Maintain Options Eligibility window)

Follow the steps below regardless of the level or levels in the compensation object hierarchy at which you define participation eligibility.

See: Compensation Objects, page 1-46

**To define participation eligibility criteria for a compensation object:**

1. Query or enter the compensation object for which you are defining participation eligibility requirements.

**Note:** The window in which you query or enter the compensation object varies based on the level at which you define the participation eligibility criteria.

2. Navigate to the appropriate Participation Eligibility window.
3. Select a Participation Start Date code or rule to define when a person becomes eligible for this compensation object.
4. Select a Participation End Date code or rule to define the date on which a person becomes ineligible for this compensation object.
5. Enter the period that an eligible participant must wait before enrolling in the Wait Period Value field.
  - Or, select a waiting period rule.
6. Select the unit of measure for the waiting period in the Wait Period UOM field.
7. Select a waiting period Date to Use Code or rule that defines the start date from which the waiting period is calculated.

In the Maximum Enrollment block:

8. Enter a Value that represents the maximum length of time in which a participant can be enrolled in this compensation object.
9. Select the unit of measure of this value in the UOM field.
10. Select a rule if you use a formula to determine the maximum enrollment period for this compensation object.
11. Select a Determination Date Code or rule to indicate if the maximum enrollment period is determined from the participant's enrollment coverage start date or, for COBRA purposes, from the COBRA qualifying event date.
12. Select a value in the Applies To field if you want to limit the persons for whom the maximum enrollment period is applicable.
13. Save your work.

**To link an eligibility profile to a compensation object:**

1. Query or enter the compensation object for which you are defining participation eligibility requirements.

**Note:** The window in which you query or enter the compensation object varies based on the level at which you define the participation eligibility criteria.

2. Navigate to the Eligibility window based on the level in the compensation object hierarchy at which you are defining eligibility.
3. Choose the Profiles tab and select an Eligibility Profile that determines eligibility to participate in this compensation object.

4. Check the Required field if a person must meet all of the criteria in this profile in order to be eligible to participate.  
**Note:** If multiple eligibility profiles are defined, a person must satisfy all profiles marked as Required, and at least one that is not marked Required.
5. Choose the Rules tab if you want to use a rule to determine participation eligibility *instead* of an eligibility profile.
  - Enter a Seq (sequence) number specifying the order in which the system processes this eligibility rule relative to any other eligibility rules for this compensation object.
  - Select an eligibility rule in the Rule field.
  - Check the Derivable Factors Available field if this formula uses derived factors to determine eligibility.
  - Check the Required field if a person must meet all of the criteria in this rule in order to be eligible to participate in this compensation object.
6. Save your work.

## Associating a Life Event Reason with a Compensation Object (Advanced Benefits)

You link a life event definition to a compensation object to restrict eligibility for that benefit to participants who experience that life event.

You can also define the participation start and end dates and required waiting periods that control when an eligible person can enroll in a benefit based on the occurrence of the life event.

You can link a life event definition to a compensation object at the following levels in the compensation object hierarchy:

- program (Life Event window)
- plan type in program (Life Event window)
- plan in program (Life event window)
- plan (Maintain Plan Related Details window, Life Events tabbed region)
- option in plan (Life Event Reason Impact on Eligibility window)

Follow the steps below regardless of the level or levels in the compensation object hierarchy at which you link a life event to a compensation object.

### To associate a life event reason with a compensation object:

1. Query or enter the compensation object for which you are defining participation eligibility requirements based on a life event.

**Note:** The window in which you query or enter the compensation object varies based on the level at which you define the participation eligibility criteria.

2. Navigate to the Life Event window based on the level in the compensation object hierarchy at which you are defining eligibility based on a life event.
3. Select a Life Event.
4. Select a Participation Start Date code or rule to define when a person becomes eligible for this compensation object based on this life event.
5. Select a Participation End Date code or rule to define the date on which a person becomes ineligible for this compensation object based on this life event.
6. Check the Ignore Participation Override field to specify that the system ignore previously overridden participation eligibility results for this life event and re-determine eligibility.
7. Check the Overridable field to allow manual overriding of the eligibility results that the system calculates following this life event.

Checking this field is useful when you want to allow special circumstances for participation, such as a negotiated benefits package for a new hire.

8. Enter the period that an eligible participant must wait after experiencing this life event before enrolling in the Wait Period Value field.
  - Or, select a waiting period rule.
9. Select the unit of measure for the waiting period in the Wait Period UOM field.
10. Select a waiting period Date to Use Code or rule that defines the start date from which the waiting period is calculated based on this life event.

In the Maximum Enrollment block:

11. Enter a Value that represents the maximum length of time in which a participant can be enrolled in this compensation object based on the occurrence of this life event.
12. Select the unit of measure of this value in the UOM field.
13. Select a rule if you use a formula to determine the maximum enrollment period for this compensation object.
14. Select a Determination Date Code or rule to indicate if the maximum enrollment period is determined from the participant's enrollment coverage start date or, for COBRA purposes, from the COBRA qualifying event date.
15. Select a value in the Applies To field if you want to limit the persons for whom the maximum enrollment period is applicable based on this life event.
16. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for the participant to be eligible for this compensation object based on this life event.
17. Choose a value in the Eligible/Ineligible field that indicates if the occurrence of this life event results in a person's being eligible or ineligible to participate in this compensation object.
18. Save your work.

## Associating an Organization with a Benefits Program

You use the Organizations tabbed region of the Programs window to identify organizations, such as third party administrators or benefits suppliers, that provide services to your benefits program.

### To associate an organization with this program:

1. Query or enter a program in the Programs window and choose the Organizations tabbed region.
2. Select an Organization that provides goods or services for this program.
3. Enter a customer identifier number for this organization in the Customer field.
4. Enter the Policy or Group identifier for this organization.
5. Enter a description of the roles and responsibilities of this organization in the Organization Roles field.
6. Save your work.

## Associating Reporting Groups with a Program

You use the Report Groups tabbed region of the Programs window to associate a benefits reporting group with a program.

See: Defining a Reporting Group, page 3-40

### To associate a benefits reporting group with a program:

1. Query or enter a program in the Programs window and choose the Report Groups tabbed region.
2. Select the Name of the reporting group you use to report on this program.
3. Add this program to more reporting groups by selecting additional groups, as needed.
4. Save your work.

## Associating Program or Plan Year Periods with a Program

You use the Periods tabbed region of the Programs window to associate one or more year periods with a program. Year periods are defined using the Program/Plan Year Periods window.

See also: Defining a Program or Plan Year Period, page 1-81

### To associate a year period with a program:

1. Query or enter a program in the Programs window and choose the Periods tabbed region.
2. Enter the Seq (sequence number) of the year period you are associating with this program.
3. Select a Start date for this year period.

The End date for this program year period automatically displays.

4. Save your work.

## Defining Plan Types

You use the Plan Types window to date effectively define, update, and delete or end-date plan types.

### To define a plan type:

1. Enter a unique Name for the plan type you are defining.
2. Select an Option Type to classify the options you associate with this plan type.
3. For Advanced Benefits users, enter the alphanumeric identifier in the IVR field that participants use to identify this plan type using interactive voice response or telephony technology.
4. Select a Compensation Category that classifies the benefit provided by the plans and options in this plan type.

**Note:** You can use this information in system extracts that you send to benefits carriers and other third party agents.

5. Select a Self Service Display format of horizontal or vertical to control how you display the plans and options in a self-service enrollment form.

**Note:** The display format defaults to horizontal.

In the Enrollment block:

6. Enter the Minimum number of plans in this plan type in which an eligible person can be enrolled simultaneously or check the No Minimum field if there is no minimum.
7. Enter the Maximum number of plans in this plan type in which an eligible person can be enrolled simultaneously or check the No Maximum field if there is no maximum.
8. Save your work.

## Setting Up Spending Account Plans for Forfeitures (Advanced Benefits)

For spending account plans--or other plans that offer reimbursements or distributions--you can set up Oracle HRMS so that a participant's unspent contributions or credits are forfeited back to your enterprise.

At the end of a plan year (or similarly defined period), Oracle Advanced Benefits customers schedule the Process Forfeitures concurrent request to calculate and record the total forfeited amount for each participant in a spending account plan.

You set up benefits balances--maintained manually using the Benefits Balances window--or use defined balances maintained by Oracle Payroll to record participant contributions and distributions.

**Note:** Depending on your plan design, the Process Forfeitures concurrent request calculates forfeitures based on either the participant's total contributions for the year or the participant's year to date contributions. The forfeitures process determines the forfeited amount based on the value stored by the balance.

Follow this process to set up a reimbursement plan for forfeiture processing. As a prerequisite, you should have already defined the plan using the Plans window.

### **To set up reimbursement plans for forfeitures:**

1. Set up your contribution and distribution balances.

To process forfeitures, each participant must have a separate contribution and distribution balance. Oracle Payroll customers can use defined balances to record totals automatically.

If you do not use Oracle Payroll, you must manually maintain a contribution and distribution benefits balance for each participant.

See: Defining a Benefit Balance, page 5-159 for information on setting up a benefits balance.

See: Defining Person Benefit Balances, page 6-80 for information on recording benefits balances for a participant.

2. Define a derived compensation level factor for each contribution and distribution balance.

You link the derived factors to the standard contribution and distribution rates you define in step 4.

See: Defining Derived Factors: Compensation Level, page 1-99

3. Set up a spending account plan that enables forfeitures.

Use the fields available on the Forfeiture tabbed region of the Plan Reimbursement window to define forfeiture requirements.

See: Defining a Reimbursement Plan (Advanced Benefits), page 1-82

4. Define the standard contribution and distribution rates.

- For contributions, select an activity type of Employee Payroll Contribution
  - In the Total Rate field of the Calculation Method tabbed region, select the derived compensation level factor for the contribution that you defined in step 2
- For distributions, select one of the following activity types: Participant Expense Reimbursement, Participant Payroll Reimbursement, or Participant Reimbursement
  - In the Total Rate field of the Calculation Method tabbed region, select the derived compensation level factor for the distribution that you defined in step 2

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

5. After the plan year has ended, run the Process Forfeitures concurrent request for a single plan to calculate participant forfeitures.

**Note:** As a prerequisite, update the balances to make sure that contribution and distribution totals are current and accurate.

See: Running the Process Forfeitures Concurrent Request (Advanced Benefits), page 6-82

6. View the results of the Process Forfeitures request.
  - View the Process Forfeitures Audit Log and the Process Forfeitures Summary Report for information about errors and process totals
  - Open the Plan Reimbursement window and choose the Forfeiture tab to see the total forfeitures for a plan
  - Open the View Enrollment Results window, query a person, and choose the Rates button to see forfeiture results for a participant

## Defining a Benefits Plan

You use the Plans window to date effectively define the plans that you offer to employees and other eligible participants.

### To define a benefits plan:

1. Set the effective date to the date on which you want to create the plan.

**Note:** You must create the plan with an effective date on or before the first day of the enrollment period in which it will be used.
2. Enter the Name of this plan starting with a letter of the alphabet (not a number or symbol).

**Note:** By setting the profile option BEN: Compensation Objects Display Name Basis in the System Profile Values window, you can choose whether compensation object names display in application windows (both in the professional and Self-Service user interfaces) based on the life event occurred on date or the user's session date. The default option value is Session.
3. Select the plan Status.

**Pending:** No participants are actively enrolled in this plan, but could be in the future if you change its status to Active. Eligibility processes operate on this plan in "evaluate-only" mode, but do not create active records. Select the Pending status when setting up a plan that possibly may not become Active.

**Active:** Eligible persons currently may be enrolled in this plan.

**Inactive:** Current participants may remain in this plan, but no new participants may enroll in this plan.

**Closed:** No participants are enrolled in this plan, nor will any enroll in the future.

**Important:** You cannot reactivate a closed plan. Once a plan is closed, it remains closed.
4. Enter a Short Name if you also refer to this plan by an abbreviation.
5. Enter a Short Code if you also refer to this plan by a code.

You can extract data for a compensation object based on its Short Name or Short Code.
6. Select the plan type for which you are defining a plan in the Type field.



7. For Advanced Benefits users, enter the alphanumeric identifier in the IVR field that participants use to identify this plan using interactive voice response or telephony technology.
8. Choose the Inception Date to specify the calendar date on which you first introduced this plan.
9. Select if this plan must be in a program or may not be in a program in the Plan Usage field.

**Note:** If you include this plan in a program, benefits eligibility is determined when eligibility is determined for the program. If you do not want to determine participant eligibility for this plan during a specific time period, you can link a required dummy eligibility profile to the plan (for example, a benefits group containing no people) so that no persons are found eligible for the plan.

10. Choose the General tabbed region.
11. Check the Savings Plan field if you are defining a savings plan.
12. Enter the COBRA Payment Day that corresponds to the day of the month on which COBRA payments are due for this plan.  
For example, 1 refers to the first day of each month.
13. Select the Primary Funding Method to specify the source of funds for this plan.  
**Self Insured:** You self-insure to fund this plan.  
**Trust:** A financial institution such as a bank maintains a trust to fund this plan.  
**Split:** You self-insure as well as use a trust to fund this plan.  
**Fully Insured:** You set up an annuity to fund this plan.
14. Select a Health Service code to describe the type of health service this plan provides.
15. Select the participant type whose coverage is subject to imputed income taxation in the Subject to Imputed Income field. Choose either participant, dependent, or spouse.
16. Enter a URL in the Web Address field to create a hypertext link from this plan name on an Oracle Self-Service Human Resources benefits enrollment web page to a URL containing information about this plan. This URL can reside on an intranet or the World Wide Web.
17. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for the participant to be eligible for this plan.
18. Save your work.

### **Defining a Plan to Determine Eligibility for a Self-Service Action:**

You can use Compensation and Benefits functionality as a generic engine to determine eligibility for self-service actions. You define a plan to represent a sub action, such as Promotion (Sales) or Promotion (Italy). After defining a plan type with the option type Personnel Action, use the Plans window to define a sub action and link it to a form function. When users choose the function from a menu, the application calculates each person's eligibility for the action.

See: Set Up Eligibility Processing, *Oracle HRMS Deploy Self-Service Capability Guide*

See: Overview of Self-Service Actions , *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

1. On the Miscellaneous tab, in the Personnel Action Function Name field, select the name of the form function from the LOV.
2. Make sure to activate the Plan Years Not Applicable check box. Plan years do not apply to self-service actions, and this step eliminates needless processing.

## Defining Eligibility and Activity Rate Requirements for a Plan

Use the Eligibility Rates tabbed region of the Plans window to define participation eligibility requirements and activity rates for a plan.

### To define eligibility requirements and activity rates for a plan:

1. Enter or query the plan in the Plans window for which you are defining eligibility and activity rate requirements and choose the Eligibility Rates tabbed region.
2. Check one or more of the following fields in the Eligibility to Participate Information block:

**Track Ineligible Person:** For Advanced Benefits users, checking this field tracks people who are found ineligible for participation in this plan when the Participation batch process is run.

**Note:** You use the View Participation Information window to view the compensation objects for which a participant is either eligible or ineligible.

**Note:** You must check this field if you determine benefits eligibility based on temporal factors, such as age or length of service.

**Allows Override:** For Advanced Benefits users, indicates that you may override eligibility requirements for this plan.

Checking this field is useful when you want to allow special circumstances for participation in this plan, such as a negotiated benefits package for a new hire.

**Participation is Waivable:** For Advanced Benefits users, indicates that an eligible participant may elect to waive this plan.

**Use All Assignments for Eligibility:** Informs the system to consider all of an employee's active assignments (rather than just the primary assignment) when determining participation eligibility for this plan.

3. Select if the participant's eligibility for this plan is based on dependent eligibility in the Eligibility Check field. Choose one:
  - **Participant:** The participant is eligible if he or she meets the participant eligibility requirements associated with the plan. Eligibility for the plan is not based on dependent eligibility.
  - **Participant and Dependent:** The participant is eligible only if he or she meets the participant eligibility requirements associated with the plan, and his or

her dependents meet the dependent eligibility profiles and designation requirements associated with the plan.

- **Dependent Only:** The participant is eligible if the participant's dependents meet the dependent eligibility profiles and designation requirements associated with the plan. If you select this value, the system does not check for participant eligibility.
4. Check the Use All Assignments for Rates field to inform the system to consider all of an employee's active assignments (rather than just the primary assignment) when determining activity rates for this plan.
  5. Save your work.

## Defining Plan Restrictions

You use the Restrictions tabbed region of the Plans window to specify whether a plan is subject to certain US federal regulations, such as Qualified Domestic Relations Orders. You also can also indicate if this plan is used to record flex credits or imputed income or if this is a waive plan.

### To define plan restrictions:

1. Query or enter a plan in the Plans window and choose the Restrictions tabbed region.
2. Check the Flex Credits Plan field to identify this plan as the *placeholder* plan used to record the total flex credits for all plans in a program.

**Note:** This plan will not appear as an electable choice in the Flex Program enrollment form since a participant cannot elect this plan.

3. Check the Waive Plan field if a person's election of this plan represents the waiver of coverage.
4. Select the Imputed Income Type if this plan is a *placeholder* plan used to record imputed income totals for all participants, dependents, or spouses covered by a plan that is subject to imputed income.
5. Check the Highly Compensated Rule Applies field if this plan uses rules defined by the US Internal Revenue Service to identify highly compensated employees.
6. Check the Allow Qualified Domestic Relations Order field if this plan is subject to this US regulation.

Thus, a court or similar body may issue an order requiring a participant to provide a portion of this plan's benefits to another person, typically a former spouse.

**Important:** If you are defining plans outside the US, you can use this field when defining plans that behave similarly to US QDRO plans.

7. Check the Allow Qualified Medical Child Support Order field if this plan is subject to this US dependent coverage regulation.

Thus, a court or similar body may issue an order requiring a participant to provide medical coverage for another person, typically a dependent child.

**Important:** If you are defining plans outside the US, you can use this field when defining plans that behave similarly.

8. Check the Subject to Health Care Financing Administration field if this plan is subject to health care rate regulations.
9. If you use Oracle Self-Service Human Resources, check the Allow Temporary Identification field if benefits participants can print an enrollment identification card for this plan from their web browser.
10. Save your work.

## Defining a Maximum Waiting Period Requirement for a Plan

You use the Participation tabbed region of the Plans window to define the maximum required waiting period for a plan.

### To define a maximum waiting period requirement for a plan:

1. Enter or query the plan in the Plans window for which you are defining a maximum waiting period requirement and choose the Participation tabbed region.
2. Enter the maximum waiting period for this plan in the Value field.

**Note:** You define a maximum waiting period to override a waiting period that you define for a plan. For example, you could define a waiting period which required a participant to work 500 hours before becoming eligible for a plan. You could define a corresponding maximum waiting period of 6 months so that a participant who had worked 6 months, but had not worked 500 hours, would be eligible for the plan.

3. Select a unit of measure for the maximum waiting period in the UOM field.
4. Select a Rule to define the maximum waiting period for the plan, if necessary.
5. Select a code or rule to define the date from which the system calculates the maximum waiting period.
6. Save your work.

## Defining a Plan Not in Program

Use the Not in Program tabbed region of the Plans window to define special requirements for plans that you do not associate with a program. Plans that are not in a program must have a plan usage code of May Not Be in Program.

### To define special requirements for a plan not in program:

1. Enter a Sequence number for this plan.
2. Select the Currency in which activity rates for this plan are expressed.
3. Select the Enrollment Rate/Frequency. This is the activity rate that is communicated to participants on their payslip and in Self-Service.
  - Select Estimated Per Pay Period to calculate the element entry based on a fixed number of pay periods, 52 for weekly and 26 for bi-weekly pay periods.
4. Select an Activity Reference Period to specify the time period in which the system expresses activity rates for this plan.

**Note:** The Hourly activity reference period is only for plans used by Compensation Workbench.

5. Save your work.

## Associating Options with a Plan

You use the Maintain Plan Options window to associate an option with a plan.

Advanced Benefits users can define how life event reasons impact a person's participation eligibility for an option in a plan.

### To associate an option with a plan:

1. Enter or query a plan in the Plans window.
2. Choose the Options button.
3. Enter a Seq (sequence) number for an option you are associating with this plan if you want the options to display in a particular order in the enrollment window.

**Note:** Advanced Benefits customers can use sequence numbers to control the interim coverage assigned when an election is suspended.

4. Select an Option you are associating with this plan.
5. Select the Status of the option.

**Pending:** No participants are actively enrolled in this option, but could be in the future if you change its status to Active. Eligibility processes operate on this option in "evaluate-only" mode, but do not create active records. Select the Pending status when setting up an option that possibly may not become Active.

**Inactive:** No participants currently are enrolled in this option in this plan, but may be in the future.

**Active:** Participants currently may be enrolled in this option in this plan.

**Closed:** No participants are enrolled in this option in this plan, nor will any enroll in the future.

6. For Advanced Benefits users, enter the numeric identifier in the IVR field that participants use to identify this option using interactive voice response or telephony technology.
7. Enter the URL for this option in plan in the Web Address field if participants can enroll in this option by using the product's self-service web interface.
8. Enter a URL in the Web Address field to create a hypertext link from this option name on an Oracle Self-Service Human Resources benefits enrollment web page to a URL containing information about this plan. This URL can reside on an intranet or the World Wide Web.
9. Choose the Eligibility tab.
10. For Advanced Benefits users, check the Participation Eligibility Override Allowed field if the standard eligibility criteria that this option inherits from this plan can be overridden.

Checking this field is useful when you want to allow special circumstances for participation in this option, such as a negotiated benefits package for a new hire.

11. For Advanced Benefits users, check the Track Ineligible Person field to cause the system to track persons who are found ineligible for participation in this plan when the Participation batch process is run.

**Note:** You use the View Participation Information window to view the compensation objects for which a participant is either eligible or ineligible.

**Note:** You must check this field if you determine benefits eligibility based on temporal factors, such as age or length of service.

12. Choose the Dependent Criteria tab.
13. Select a person type or person type combination in the Eligibility Check field to determine eligibility for this option for these person types.
14. Select if the participant's eligibility for this option is based on dependent eligibility in the Eligibility Check field. Choose one:
  - **Participant:** The participant is eligible if he or she meets the participant eligibility requirements associated with the option. Eligibility for the option is not based on dependent eligibility.
  - **Participant and Dependent:** The participant is eligible only if he or she meets the participant eligibility requirements associated with the option, and his or her dependents meet the dependent eligibility profiles and designation requirements associated with the option.
  - **Dependent Only:** The participant is eligible if the participant's dependents meet the dependent eligibility profiles and designation requirements associated with the option. If you select this value, the system does not check for participant eligibility.
15. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for that participant to be eligible for this option.

**Note:** Family Members are recorded in the Contact window.

16. Save your work.

## Maintaining Plan Related Details

You use the Maintain Plan Related Details window to:

- Associate a plan year period with a plan
- Associate a reporting group with a plan
- Associate reimbursable goods or services with a plan
- Associate regulations and reporting groups with a plan
- Associate an organization with a plan

### **Associating a Plan Year Period with a Plan**

You associate a plan year period with a plan to define the period for which the plan is active.

#### **To associate a plan year period with a plan:**

1. Enter or query the plan in the Plans window to which you are associating a plan year period and choose the Details button.
2. Choose the Plan Year Periods tabbed region.
3. Enter a Seq (sequence) number to specify the order in which the system processes this plan year period relative to any other plan year period for this plan.
4. Select the plan year period Start date.  
The period end date displays based on the start date you select.
5. Save your work.

### **Associating a Reporting Group with a Plan**

You can associate a plan to those reporting groups that you use to report on the plan.

#### **To associate a reporting group with a plan:**

1. Enter or query the plan in the Plans window to which you are associating a reporting group and choose the Details button.
2. Choose the Reporting Group tabbed region.
3. Select the Name of a reporting group that you use to report on this plan.
  - Select more reporting groups, as necessary.
4. Save your work.

### **Associating Goods or Services with a Plan**

You can associate the goods or services that your enterprise provides as a benefit or has approved for reimbursement as part of a plan.

#### **To associate a good or service with a plan:**

1. Enter or query the plan in the Plans window to which you are associating goods or services and choose the Details button.
2. Choose the Goods or Services tabbed region.
3. Select the type of goods or services that you are associating with this plan in the Type field.
4. Save your work.

### **Associating Regulations with a Plan**

You can associate regulations with a plan and the reporting groups that support these regulations.

#### **To associate a regulation or a reporting group with a plan:**

1. Enter or query the plan in the Plans window to which you are associating a regulation and choose the Details button.
2. Choose the Regulations tabbed region.

3. Select a Regulation.
4. Select a Reporting Group associated with this regulation.
5. Complete the following fields based on the regulations that govern this plan. These regulations support US non-discrimination legislation.
  - **Regulatory Plan Type** is used to define the type of regulation that governs this plan, such as Fringe benefit regulations or pension regulations.
  - **Contribution Nondiscrimination** is used to identify those participants who cause the plan to be out of compliance with contribution nondiscrimination provisions.
  - **Key Employee Determination** is used to determine those participants who are key in the context of the plan for nondiscrimination testing purposes.
  - **Highly Compensated Determination** is used to determine those participants who are highly compensated in the context of the plan for nondiscrimination testing purposes.
  - **Five Percent Owner** is used to determine those participants who are 5% owners of the business.
  - **Coverage Nondiscrimination** is used to identify those participants who cause the plan to be out of compliance with coverage nondiscrimination provisions.
6. Save your work.

#### **Associating an Organization with a Plan**

You can associate organizations with a plan, such as third party administrators and benefits suppliers. For example, you can link an organization to a plan when the organization is a benefits supplier to whom you owe a monthly premium.

#### **To define an organization for a plan:**

1. Enter or query the plan in the Plans window to which you are associating an organization and choose the Details button.
2. Choose the Organizations tabbed region.
3. Select the name of this Organization.
4. Enter the Customer Identifier this organization uses to identify this plan.
5. Enter the Policy or Group Number this organization uses to identify this plan.
6. Enter the Organization Role that describes the services this organization provides for this plan.
7. Save your work.

## **Defining Combinations of Plans and Plan Types**

You use the Combinations window to define combinations of:

- Plans
- Plan Types
- Plan Type and Options



Combinations are useful for Advanced Benefits customers who want to calculate flex credits for a pool of compensation objects.

As a prerequisite, you must first define the plans, plan types, and options that you are including in your combination and associate these compensation objects with a program.

**To define a combination:**

1. Choose one of the following tabbed regions depending on the combination type you are defining.
  - Combination Plans
  - Combination Plan Types
  - Combination Plan Type and Options
2. Enter or query the Name of the plan or plan type combination.
3. Select the Program to which you have linked the plans or plan types that you are including in your combination.
4. Check the Applies To field next to each compensation object that you are including in your combination.

**Note:** The Already Used field appears checked if this plan, plan type, or option is already included in another combination. You can only include a compensation object in one combination.

## Defining Waive Reasons for a Plan (Advanced Benefits)

You use the Waiving window to define the conditions under which an eligible person can waive participation in a plan.

**To define waive reasons for a plan:**

1. Enter or query the plan for which you are defining plan waive reasons in the Plans window.
2. Choose the Waiving button.
3. Select the Waive Participation Reason that supports why a person can elect to waive participation in this plan.
4. Check the Default field if this waive reason is the default reason to use when a participant does not state their reason for waiving a plan.
5. Choose the Waive Certification button to specify the waive certifications that you accept for a waive reason.
6. Select a Certification Type that indicates the kind of certification associated with waiving participation in this plan.
7. Select a rule if you limit the conditions under which certification is associated with waiving a plan in the Certification Required When Rule field.
8. Check the Preferred field if this waive certification is preferred for this plan, but not required.
9. Check the Required field if this certification is required for an eligible participant to waive this plan.

10. Check the Lack of Certification Suspends Waiving field if failure to provide this certification results in the participant's inability to waive this plan.
11. Save your work.

## Maintaining Primary Care Providers for a Plan

Based on your plan design, benefits participants may have the option, or be required, to select a Primary Care Provider (PCP) when electing a benefit plan.

You use the Maintain Plan Primary Care Providers window to define restrictions for the selection of a primary care provider. You also use this window to set high level configuration options for web-based PCP database searches that are performed through Oracle Self-Service Benefits.

### To maintain primary care providers for a plan:

1. Select the Name of the plan for which you are maintaining primary care provider data.
2. Check the From Repository field if you are using Oracle Self-Service Benefits and the benefits participant selects a primary care provider through a searchable database of providers.

**Note:** As a prerequisite, you must link an organization to this plan (using the Maintain Plan Related Details window) which has an Organization Role Type of Primary Care Provider Locator.

**Note:** If you do not check the From Repository field, a participant cannot select a PCP from a list of valid PCPs. The participant must enter the PCP ID number or name in a free form text field.

3. **Note:** The Can Keep Provider field is reserved for future use.
4. Select a Designation Code to indicate if a participant who enrolls in this plan is required to select a PCP, or if PCP selection is optional.
5. Select a Dependent Designation Code to indicate if a participant who enrolls in this plan is required to select a PCP for each dependent covered by the plan, or if PCP selection is optional.
6. Select a Start Date Code that indicates when the selected provider becomes the participant's primary care provider.
7. Enter the number of times a participant is permitted to change primary care providers per month in the Number of Changes Allowed field.
8. For primary care provider searches, select the maximum Radius in miles which the PCP database should consider when returning the results of a search query.
9. Check the Radius warning field to issue a warning message to the participant indicating that the selected PCP is outside the range allowed by the plan. Checking this field lets a participant override the warning and select a PCP outside the prescribed range.

**Note:** If you do not check this field, a participant cannot select a PCP outside the radius.

**Note:** This warning only occurs in the professional forms user interface, not in Self-Service Benefits.

10. Save your work.
11. Choose the Option Restrictions button to open the Plan Primary Care Provider Restrictions window if the requirements for designating a primary care provider differ between the options in the plan.

**Note:** For example, if a participant who elects *participant only* coverage is not required to select a PCP, but a participant who elects *employee plus spouse* coverage is required to select a PCP for dependent coverage, you would need to specify designation restrictions at the option level, instead of the plan level.
12. Select the option for which you are specifying PCP designation requirements in the Options field.
13. Select a Designation Code to indicate if a participant who enrolls in this option is required to select a PCP, or if PCP selection is optional.
14. Select a Dependent Designation Code to indicate if a participant who enrolls in this option is required to select a PCP for each dependent covered by the plan, or if PCP selection is optional.
15. Save your work and close the Plan Primary Care Provider Restrictions window.
16. Choose the Plan Restrictions button if the requirements for designating a primary care provider for this plan vary based on the primary care provider type (such as Gynecology or Pediatric Medicine) and the age or gender of the benefits participant.

**Note:** The Plan Restrictions button is only activated if you check the From Repository field.
17. Select a primary care provider type for which you are specifying PCP designation requirements based on the age or gender of the benefits participant.

You maintain primary care provider types using the Lookup Type BEN\_PCP\_SPCLTY if your primary care providers are stored in an external repository. Use the Lookup Type BEN\_PRMRY\_CARE\_PRVDR\_TYP if your PCPs are not stored in a repository.
18. Enter a Minimum Age if the participant must be of a minimum age or older to select this provider type, such as a geriatric care provider.
19. Enter a Maximum Age if the participant must be of a maximum age or younger to select this provider type, such as a pediatric care provider.
20. Select a Gender Allowed Code of Female or Male to restrict the selection of this provider type to one gender, such as female for a gynecology provider.

## Defining Options

You use the Options window to date effectively define, maintain, and delete options.

**To define an option:**

1. Enter a unique Name for the option you are defining starting with a letter of the alphabet (not a number or symbol).
2. Enter a Short Name if you also refer to this option by an abbreviation.
3. Enter a Short Code if you also refer to this option by a code.

You can extract data for a compensation object based on its Short Name or Short Code.

4. Check the Waive Option field if a person's election of this option represents the waiver of coverage.
5. If this option is for a Compensation Workbench plan, select a Salary Component if you want to link the option to a salary component.

At the end of a salary review cycle, a system administrator runs the Compensation Workbench Post Process to update salary components with the new values stored by the compensation components.

In the Required Period of Enrollment block:

6. Enter a Value that represents the length of time in which a person must be enrolled in this option.
7. Select the unit of measure of this value in the UOM field.
8. Select a rule if you use a formula to determine the required period of enrollment for this option.
9. Select one or more plan types you are associating with this option to indicate that plans of this plan type may provide this option.

The option type displays in the Option Usage field to indicate the benefits category for this option.

10. Save your work.

**Defining Designation Requirements for an Option**

You use the Designation Requirements window to limit the personal relationship types that are covered by an option.

If you do not define designation requirements for an option, a participant can designate a person of any relationship type as the designee for an option.

You can only have one designation profile per option, even if you associate the option with more than one plan.

**Note:** Regardless of the designation requirements you define, you must check the Personal Relationship field in the Contacts window in order for a contact to display in a participant's list of eligible dependents.

**To define designation requirements for an option:**

1. Enter or query an option in the Options window and choose the Designation Requirements button.
2. Select a Group Relationship for which you are defining designation requirements.
3. Specify if this designation requirement applies to dependents or beneficiaries in the Type field.

4. Enter the minimum and maximum number of designees that can be covered under this option or indicate that there is no minimum or maximum number of designees by checking the appropriate field.

**Note:** Select a Group Relationship type of No Designees and enter the maximum number of designees as zero for an employee only coverage option.

5. Check the Cover All Eligible field if there is no minimum or maximum number of designees for this option and you want to provide coverage to all designees who meet your eligibility criteria.
6. Select one or more Relationship Types to include with this group relationship.
7. Save your work.

## Navigating the Program Structure Hierarchy

You use the View Program Structure window to view the benefit programs that you have defined and the plan types, plans, and options that comprise these programs. Use this window after you have recorded your plan design in the system to make sure you have correctly defined the structure of your benefits programs.

In the hierarchy:

+ A plus symbol to the left of a compensation object indicates that there are lower levels that are not currently displayed.

- A minus symbol to the left of a compensation object indicates that you are viewing a collapsible list that you have expanded fully.

= An equals symbol indicates that you are viewing the lowest level within a collapsible list that you have expanded fully.

**Go** To modify the definition of a compensation object, select the compensation object and choose the Go (traffic light) button.

You can expand or contract the program hierarchy in the same way that you expand or contract the Oracle Applications Navigator.

1.
  - To expand the view of a compensation object by one level, select the compensation object and choose the Plus (+) button (or double-click on that compensation object).
  - To contract the view of a compensation object by one level, select the compensation object and choose the Minus (-) button (or double-click on that compensation object).
  - To fully expand the view of a compensation object, select the compensation object and choose the Full Plus (+>) button.
  - To fully contract the view of a compensation object, select the compensation object and choose the Double Minus (- -) button.

## Defining a Program or Plan Year Period

You use the Program/Plan Year window to record the dates through which programs or plans are in effect.

**To define a program or plan year period:**

1. Enter the Start and End dates in the Plan region through which this program or plan year period is valid.

In the Limitation region:

2. Choose the Start and End dates that define the limitation year that acts as the reference period used to calculate a participant's yearly compensation.

You typically define a limitation year to determine a participant's yearly contribution ceiling for a benefits plan such as a 401(k) plan in the US.

In the Period region:

3. Select the period Type code that identifies the period type by which you divide the program or plan year, for example fiscal or calendar.

**Note:** The period type must be Fiscal if you are defining a year other than from 01-JAN to 31-DEC. When the year period is from 01-JAN to 31-DEC the period type must be Calendar.

In the Within Year Periods block:

4. Enter the first day and first month of the within year period and the last day and last month of the within year period in the following fields:
  - Start Day
  - Start Month
  - End Day
  - End Month.
5. Select the Unit of Measure by which you are dividing this period.
6. Save your work.

## Defining a Reimbursement Plan (Advanced Benefits)

You use the Plan Reimbursement window to define special requirements for plans that offer reimbursable goods and services and to set up spending account plans.

**Note:** As a prerequisite to defining reimbursement criteria, you must first create the plan using the Plans window. If you limit reimbursements to specific goods or services, you can define these in the Goods and Services window.

You can define the date through which you accept reimbursement requests for the plan and the last date in the plan year for which an expense will be reimbursed.

You can also define the certifications that are required or preferred for reimbursement of a good or service. You can limit the personal and familial relationship types, such as a spouse or a child, whose expenses are reimbursable under the terms of a plan.

**To define a reimbursement plan:**

1. Query the Plan for which you are defining reimbursement criteria.

2. In the Compare Claims field, select a code to indicate if the application validates a reimbursement request against the participant's current request balance or the coverage elected for the plan year. Choose either:

- Compare claims to balance accumulated (reserved for future use)
- Compare claims to coverage elected

3. Check the Allows Reimbursement field to indicate that you allow participants to submit reimbursement requests for the goods and services in this plan.

#### **Timing Tab**

4. Choose the Timing tab.
5. Select the Plan Year Start Date for the year period you are associating with this reimbursement plan.

The End Date for this year period automatically displays based on the plan years you established during your implementation.

6. Select the date by which Expenses Must Be Incurred On Or Before.

This is the last date in the plan year on which a participant can incur an expense and still have the expense reimbursed. Typically, this is the last day of the year period.

7. Select the date by which a Request Must Be Received On Or Before.

This is the date through which you accept claim reimbursement requests for this year period. For example, your enterprise may accept reimbursement requests for two months after the end of the previous plan year.

#### **Good or Service Tab**

**Note:** Goods and services are required for reimbursement request processing.

8. Choose the Good or Service tab.
9. Select a Good or Service that is reimbursable for this plan.

Use the Goods and Services window to define those items you approve for reimbursement.

10. Check the Recurring Claims field if participants can instruct you to automatically make payments for recurring claims without submitting a reimbursement request for every incurred expense.

**Note:** This field is reserved for future use.

11. Choose the Certification button to open the Reimbursement Certifications window.

You can define the certifications that you require or prefer to validate a reimbursement request for a good or service.

12. Select a certification Type--such as a paid invoice or a receipt--that you require or prefer to validate a reimbursement request.

You can add to the list of certification types by using the Lookup Type BEN\_REIMBMT\_CTFN\_TYP in the Application Utilities Lookups window.

13. Check the Required field if you deny a claim reimbursement when a participant fails to provide this certification type.

- If special circumstances apply, select a Reimbursement Certification Rule to indicate those instances where you *allow* reimbursement when a participant has not submitted a required certification. Use the Lack Certification Allow Reimbursement formula type to write this rule.

14. Close the Certifications window.

#### **Relationship Tab**

15. Choose the Relationship tab.
16. Select the Relationship Type of the persons related to the primary participant who can also submit reimbursement requests.
17. Save your work.

#### **Forfeiture Tab**

18. Check the Forfeitures Apply field if the application forfeits a person's unspent credits for this plan at the end of the plan year.

You run the Process Forfeitures concurrent request to determine a participant's forfeitures.

19. Select Provider as the Distribution Method to forfeit unspent contributions to the plan provider.
20. Select Use Compensation Level Factor as the Contribution Determination Code.
21. For the Distribution Determination Code, select:
- Use Compensation Level Factor to calculate distributions based on a benefits balance or a defined balance in Oracle Payroll.
  - Use Approved Reimbursement Requests to calculate distributions based on the amount distributed to the participant using the Reimbursement Requests window.
22. Enter a GL Account for Debit and Credit to record the Oracle General Ledger accounts you use to track forfeiture totals for the plan.
23. Check Post to GL if you post forfeitures to the Oracle General Ledger credit account you entered in the previous step.

**Note:** This feature is reserved for future use.

24. After you run the Process Forfeitures concurrent request, you can view forfeiture totals for the plan by clicking the Forfeiture Values button.
- Open the View Enrollment Results window, query a person, and choose the Rates button to see forfeiture results for a participant.

## **Defining Reimbursable Goods and Service Types**

You use the Goods and Services window to define those goods and services that you approve for reimbursement. You then associate one or more goods and services types with a plan.

#### **To define a reimbursable good or service:**

1. Enter a Name for the good or service.



2. Select the Type of the good or service.

Use the Lookup Type BEN\_GD\_R\_SVC\_TYP in the Application Utilities Lookups window to add to the list of goods and service types.

3. Enter a text Description of the good or service.
4. Save your work.

## Copying a Program or Plan

Follow this process to use Plan Design Copy to copy or export a program or a plan.

### To copy a program or plan:

1. Log in to the Oracle HRMS professional user interface.
2. Choose the Plan Design Copy function from the Navigator.

#### Home Page

3. Do one of the following:
  - Click the Copy or Export Plan Design link to start a new copy process
  - Click View Plan Design to select a program or plan for viewing. Use this read-only feature to review data before you copy a plan design.
  - Choose an existing copy process from the Process History table and click Continue or Delete

**Note:** The application displays processes initiated with the responsibility you used to log in to Oracle HRMS.

You can continue a process with a status of Saved for Later, Interrupted, Imported, or Completed.

Process Status	If you click Continue . . .
Saved for Later	The application displays the web page on which you saved the process.
Interrupted	The application displays the web page <i>before</i> the page you displayed when the process was interrupted.
Imported	The application displays the Target Details page that lets you select the Business Group into which you want to import the data.
Completed	The application displays the Select Target page where you select whether to copy or export the data.

#### Process Name and Effective Date

4. Enter a name for the copy process.

You can select this copy process by name from the Home Page if you return to the transaction at a later date.

5. Select the effective date to limit the programs and plans available for copying.

#### **Select Programs and Plans**

6. Select one or more programs and plans to copy or export.

You can search for a compensation object by program, plan, or program and plans not in program. The search limits results to compensation objects in the business group of your responsibility.

To improve application performance, you should not select more than five programs at a time, depending on the size of your programs.

#### **Select Target**

7. Choose one of the following:

- Copy the selected programs and plans to the same business group.
- Copy the selected programs and plans to a different business group.

**Note:** The application restricts the target business groups to those business groups attached to the user's responsibilities. A system administrator can prevent the copying of data between business groups by setting the system profile option BEN: CROSS BUSINESS GROUP FOR PLAN DESIGN COPY to 'N.' The default is 'Y.'

- Export the selected programs and plans to a file.

You can also export the data to a file by running the export process from the concurrent manager.

See: Exporting a Plan Design to a File, page 1-87

#### **Enter Target Details**

8. Do one of the following:

- If you are copying to a different business group, select the target business group.
- Select the Effective Date to Copy. The copy process assigns the effective date to the new objects in the target business group. The date cannot be earlier than the effective date of the objects in the source business group. Objects with an effective start date after the date entered will retain the same effective start date they had in the source business group. Objects ended prior to the copy date are not copied. If you complete any mapping prior to entering the Effective Date to Copy, you should verify the mappings.

**Note:** If you do not enter an Effective Date to Copy, the Copy Process uses the existing dates of any copied objects.

- If you are copying to either the same business group or a different business group, indicate how the copy process treats instances where it finds an object with the same name in the target business group. You can choose to use the existing object (without copying the duplicate object) or create a copy of the object with a prefix or a suffix that you supply.

**Note:** When you copy a program and create a new program with a prefix or suffix, the copy process searches the target business group for child objects that contain the prefix or suffix, not for child objects with the same name as the original child objects that you copied.

- If you are exporting to a file, provide the absolute directory path in your applications environment and the file name of the exported file. If you do not enter a directory path, the application writes the export file to the location specified in the environment variables APPLCSF/APPLLOG.

### Select Mapping

9. Use the Mapping page to select additional plan design components for copying or exporting that are not stored in the base plan design tables.

For example, you must map elements and eligibility and variable rate profiles that use HR assignment criteria.

**Note:** If an object name matches exactly in the Source and Target business groups as of the Effective Date to Copy, the application automatically maps the object to the Target business group. You can override auto-mapped objects as necessary. The Target business group should have the same Lookup Codes as the Source business group. For example, you should add any Relationship Types to the Target business group that you have added to the Source.

### Review

10. Use this page to review the compensation object that will be copied when you click Submit.

You can deselect any program, plan in program, or plan not in program that you do not want to copy.

### Confirmation

11. This web page indicates if the copy process was successful. For exports, the Confirmation page provides a concurrent request ID. You can use this ID to view the results of the process in the Concurrent Manager.

## Exporting a Plan Design to a File

You can export a plan design to a file and then import the data into another database instance. Use this feature to transfer plan design data between your test and production environments.

Use the Submit Request window.

### To export a plan design to a file:

1. Select Plan Design Copy - Export in the Name field.
2. Enter the Parameters field to open the parameters window.
3. In the Data File field, enter the absolute directory path and file name in your applications environment to which you want to export your plan design data.

If you do not enter the full directory path, the application writes the export file to the location specified in the environment variables APPLCSF/APPLLOG.

4. Enter a Display Name for this plan design data.

The display name appears in the list of processes when you import the plan design back into Oracle HRMS.

5. Enter the Effective Date of the plan design data that you want to export.
6. Choose the OK button.
7. Complete the batch process request and choose Submit.

You can now run the import process to import the plan design data into a new database instance.

## Importing a Plan Design From a File

After you export a program or plan to a flat file, you can import the file back to your Oracle HRMS database. Typically, you would use this feature to transfer plan design data between database instances.

Use the Submit Request window.

### To import a plan design from a file:

1. Select Plan Design Copy - Import in the Name field.
2. Enter the Parameters field to open the parameters window.
3. In the Data File field, enter the absolute directory path and file name of the file that you want to import.

If you do not enter the full directory path when you export the file, the application writes the file to the location specified in the environment variables APPLCSF/APPLLOG.

4. Choose the OK button.
5. Complete the request and click Submit.
6. Close the Submit Request window.
7. Open the Plan Design Copy page.
8. Select the imported file from the Copy History table and click Continue.
9. From the Target Details page, select the Business Group into which you are importing the plan design.

# Benefits Eligibility

## Eligibility Requirements for Total Compensation

You define eligibility requirements as part of your plan design to determine eligibility for benefits.

You group eligibility criteria into *participant eligibility profiles* for primary participants and *dependent coverage eligibility profiles* for dependents. Eligibility profiles are re-usable. After you create an eligibility profile, you can link it to one or more programs, plans, or options to restrict eligibility for that benefit.

Eligibility is determined according to the order of the compensation object hierarchy:

- Program
- Plan Type in Program
- Plan in Program
- Plan
- Option in Plan

If a participant is eligible for a program, then the system checks for plan type in program eligibility, and so on down the hierarchy. This allows you to link different eligibility profiles to different benefits that you offer within a program.

Eligible participants are created when you run the Participation batch process (if you are an Advanced Benefits customer) or when you process a participant's election using an enrollment form (if you use Standard Benefits).

## Participant Eligibility Profiles

The criteria that you can include in an eligibility profile are grouped into five factors:

- Personal Factors
- Employment Factors
- Derived Factors
- Related Coverages
- Other Factors

Each factor contains a variety of criteria from which you select one or more criteria values.

For example, let's say you administer a benefit plan with the eligibility requirement that all participants must work in California, Washington, or Indiana. You could define an eligibility profile using the Employment Factor criteria of Work Location. The values for the Work Location criteria would be California, Washington, and Indiana. (You need to define these work locations using the Locations form). A participant must meet one of the criteria values.

After you define the eligibility profile, you associate it with the appropriate benefits plan when you define that plan.

See: Defining an Eligibility Profile, page 1-98

## Dependent Coverage Eligibility Profiles

You define dependent coverage eligibility profiles to restrict the criteria that a dependent must meet in order to be covered by a benefit. Dependent coverage profiles are often used to *exclude* certain dependents from receiving coverage under a plan. For example, you can define a plan that excludes coverage for dependents age 21 and over.

Dependent eligibility factors include the dependent's:

- Relationship (to the primary participant)
- Age
- Status (disabled, marital, military, student)
- Postal zip
- Other

After you define a dependent coverage eligibility profile, you associate it with one or more programs, plans, or options to limit the dependents covered by that benefit.

## Required and Optional Eligibility Criteria

When you select more than one value for an eligibility criterion, at least one of the values must be present in the participant's record for the participant to be eligible for the benefit. In our example above, the participant must have a Work Location of either California, Washington, or Indiana.

However, when you use multiple criteria in an eligibility profile (for example, a Work Location and an Organization), the participant must meet at least one criteria value for *each* criterion.

**Note:** If you use a FastFormula eligibility rule as part of your eligibility profile, the participant must meet the criteria of the rule and one value from any other criteria that you include in the eligibility profile. If you use more than one FastFormula rule, by default the participant must meet the criteria of all the rules. If you change the user profile option BEN:Eligible Profile Rule from AND to OR, the participant need only meet the criteria of one rule.

## Linking an Eligibility Profile to a Compensation Object

Because eligibility profiles are re-usable, you define them separately from any compensation object. You link a profile to a program, plan type in program, plan, or option when you define that compensation object.

When you link the eligibility profile to the compensation object, you specify if the profile is required. The participant must satisfy all profiles marked as Required and *at least one* profile that is not marked Required.

## Minimum and Maximum Enrollment Periods

As part of your plan design, you can specify the minimum and maximum length of time that a participant is either required or allowed to remain enrolled in a compensation object.

## Required Enrollment Periods

Define a minimum enrollment period for those compensation objects that require a participant to remain enrolled for a specified period.

For example, you could define a required enrollment period of two years for a dental plan.

## Maximum Enrollment Periods

Define a maximum enrollment period for those compensation objects that place a time limit on length of coverage. Maximum enrollment periods are often used in the US for managing COBRA participation.

If you are an Advanced Benefits customer, the system automatically detects when a participant has reached a maximum enrollment period that you have defined. Standard customers are notified that a participant has reached a maximum enrollment period when an enrollment form is opened and that person's record is queried.

## Benefits Groups

When eligibility for a plan varies for a group of persons, you can define a benefits group to explicitly group those persons together. Defining a benefits group is useful for grouping grandfathered participants, or administering highly complex participation eligibility involving a small number of people.

You use the Benefits Groups window to define a Benefits Group and you enter a person into a group using the Person form.

**Important:** You may assign a person to only one benefits group.

## Postal Zip Ranges and Service Areas

You can define a range of postal zip codes that can be used to determine eligibility and activity rates for a benefit. Postal code ranges can be combined into *service areas* that you can also use as eligibility criteria.

Service areas are a useful means of defining eligibility for a particular geographical region when Work Location is not adequate.

## Waiting Periods

You define a waiting period as the period of time that must elapse before a newly eligible person can enroll in a benefit. Waiting periods allow participants to make elections that will become effective at a later date.

You can define waiting periods at the following levels:

- Program
- Plan type in Program
- Plan in Program
- Plan
- Option in Plan

Waiting periods you define at a higher level in the compensation object hierarchy cascade to all other compensation objects in the same hierarchy.

When you define a waiting period, you specify the unit of measure in which the waiting period is determined, for example, length of service or hours worked. For waiting period that you define at the plan level, you can set a corresponding *maximum waiting period* that can be in a different unit of measure, if required.

For example, you could define a waiting period of 200 hours worked before an eligible employee can enroll in a medical plan. You could define a maximum waiting period for the plan of 180 days of service. A person with less than 200 hours worked but with 180 days of service would be eligible for this medical plan based on the maximum waiting period.

## Waiting Period Determination Dates

As part of defining a waiting period, you select a *waiting period date to use code* that determines the *comparison date* from which the system calculates the *waiting period completion date*. The waiting period date to use code identifies an event from which the waiting period is calculated, such as a participant's date of hire.

Because waiting periods can also be applied to non-employees, you can select a waiting period date to use code that uses one comparison date for an employee and a second comparison date for a non-employee.

For example, for a medical plan, the system could determine the waiting period for employees based on hire date and for non-employees based on the life event that caused the participation eligibility to be determined. In this scenario, you would select a waiting period date to use code of "If Employee, Date of Hire; Not Employee, Life Event Date."

You can select from the following waiting period comparison dates:

- Date of Hire
- Adjusted Service Date
- Override Service Date
- Eligibility Begin Date
- Original Hire Date
- Life Event Date (Advanced Benefits)
- Later of the Life Event or Notification Date (Advanced Benefits)
- FastFormula Rule

## Waiting Periods by Life Event

Advanced Benefits customers can vary the waiting period requirement for a benefit by life event reason. You can define one waiting period for the compensation object and another waiting period that applies only in the occurrence of a particular life event. You can define waiting periods by life event at the following levels:

- Program
- Plan
- Option in Plan



## Waiting Period Processing

In Standard Benefits, waiting periods are calculated based on your waiting period definition when you open an enrollment form for a person.

For Advanced Benefits customers, waiting periods and eligibility are determined when you run the Participation batch process. The Participation process calculates the waiting period by adding the waiting period value (such as 60 days) to the waiting period comparison date (such as date of hire).

If the Participation process detects a potential life event between the effective date of the Participation process and the waiting period completion date, then no waiting period is determined for that participant. An error is written to the log file indicating that the waiting period must be re-determined after the intervening life event is processed.

The system also checks for temporal life events and does not create a waiting period if it detects a temporal event that will occur between the effective date of the Participation process and the waiting period completion date.

## Continuing Eligibility: Benefits Assignments

Because you can use an employee's assignment to determine benefits eligibility, you must maintain assignment information for terminated or deceased employees and their qualified dependents for the purpose of providing continuing benefits.

A *benefits assignment* is a copy of an employee's primary assignment that is created when one of the following events occur:

- **The employee terminates:**the system creates a benefits assignment for the employee and any dependents with an effective date of the actual termination date plus one day.
- **The employee becomes divorced or legally separated:**the system creates a benefits assignment for the spouse. The person type usage of *former spouse* is created for the spouse on the day of the divorce.
- **The employee dies:**the system creates a benefits assignment for the surviving spouse and any surviving family members. The person type usage of *surviving spouse* or *surviving family member* is created for the appropriate relation.
- **Dependent loss of eligibility:** the system creates a benefits assignment for the dependent who loses eligibility
- **Reduction in hours:** the system creates a benefits assignment for an employee and any personal contacts when the employee experiences any life event reason with a type of Reduction in Hours.

You can also manually create a benefits assignment if the system fails to create one, and you can update a system-generated benefits assignment.

**Note:** You set up the auto-generation of benefits assignments when you define the default payroll for a business group.

You can manually add, purge, and end element entries for benefits assignments, provided these entries are not for elements attached to an activity base rate. (Entries of elements attached to an activity base rate are updated by the system when you make an election change or enrollment override.)

## Benefits Assignments and Payroll

For US and Canadian customers, benefits assignments must have a payroll with a monthly periodicity since continuing benefits for ex-employees and their dependents are typically administered on a monthly basis. When a benefits assignment is created for an employee, the benefits default payroll that you setup for the business group is automatically linked to the person's benefits assignment. You can change the benefits assignment payroll to another payroll using the Benefit Assignment window.

**Note:** US and Canadian customers cannot process an employee termination unless the employee's business group has a default payroll.

Customers outside the US and Canada can maintain benefits assignments with a payroll of any periodicity; however, they must have a default payroll for benefits assignments.

See: Defining Benefits Defaults for a Business Group, *Oracle HRMS Enterprise and Workforce Management Guide*

## Eligibility Profile Criteria

You can define from one to dozens of eligibility criteria for an eligibility profile. Criteria are divided into personal criteria, employment criteria, derived factors, and other criteria, as follows.

**Note:** The criteria that you can select depends on whether you have accessed the Participation Eligibility Profiles window from the Total Compensation or Collective Agreements area of the application.

### Personal Criteria

You select personal eligibility criteria from the Personal tab of the Eligibility Profiles window.

Uses the first three enabled segments defined for the Competency Key Flexfield for the business group as criteria.

**Disability:** Uses an employee's disability category as eligibility criteria.

**Gender:** Uses an employee's gender as eligibility criteria.

**Leaving Reason:** Uses an employee's termination reason as eligibility criteria. This criteria are often used for continuing benefits eligibility, such as for COBRA in the US

**Opted for Medicare:** Uses whether or not an employee is enrolled in Medicare as eligibility criteria.

**Person Type:** Uses a person's person type(s) as eligibility criteria.

**Postal Zip:** Uses individual zip/postal codes or ranges of zip/postal codes as eligibility criteria.

**Qualification Title:** Uses a person's qualification title as eligibility criteria.

**Service Area:** Uses a person's service area, such as a city or other geographical area, as an eligibility criteria.

**Tobacco Use:** Uses whether or not a participant uses tobacco as a variable factor to associate with an activity rate. In countries where it is illegal to hold information about a person's tobacco usage, for example, Italy, this personal factor is unavailable.

## Employment Criteria

You select employment criteria from the Employment tab of the Eligibility Profiles window.

**Assignment Set:** Uses an employee's assignment or a set of assignments as eligibility criteria.

**Assignment Status:** Uses a person's state of employment (Active, Inactive, or On Leave) as an eligibility criteria.

**Bargaining Unit:** Uses an employee's bargaining unit (local union group) as eligibility criteria.

**Full/Part Time:** Uses whether an employee works full-time or part-time as eligibility criteria.

**Grade:** Uses an employee's grade as eligibility criteria.

**Hourly/Salaried:** Uses an employee's pay basis, either hourly or salaried, as eligibility criteria.

**Job:** Uses an employee's job classification as eligibility criteria.

**Labor Union Member:** Uses whether an employee is a union member as eligibility criteria.

**Leave of Absence:** Uses an employee's leave of absence reason as an eligibility criteria.

**Legal Entity:** Uses an employee's legal entity (GRE) as eligibility criteria for a benefit (US only).

**Organization Unit:** Uses an employee's organization as eligibility criteria.

**Pay Basis:** Uses an employee's pay basis as eligibility criteria.

**Payroll:** Uses the employee's payroll as eligibility criteria.

**People Group:** Uses a person's People group as eligibility criteria.

**Performance Rating:** Uses an employee's performance rating as criteria.

**Position:** Uses a person's position as eligibility criteria.

**Quartile in Grade:** Uses an employee's pay range for a grade, divided by four, to determine the quarter into which the person's salary amount falls.

**Range of Scheduled Hours:** Uses the number of hours an employee is scheduled to work as eligibility criteria. This is taken from the Working Hours field on the assignment. For employees with more than one assignment, the hours are totaled across all assignments if you check the 'Use All Assignments for Eligibility' check box on either the Programs or Plans window. If you define multiple scheduled hours ranges, the Participation Process evaluates each range as an 'Or' condition.

**Work Location:** Uses an employee's work location as eligibility criteria.

## Derived Factor Criteria

You select derived factor eligibility criteria from the Factors tab of the Eligibility Profiles window.

**Age:** Uses an employee's age as eligibility criteria.

**Combination Age/LOS:** Uses an employee's combination age and length of service factor as eligibility criteria.

**Compensation Level:** Uses an employee's compensation level as eligibility criteria.

**Full-time Equivalent:** Uses an employee's percent of full-time employment as eligibility criteria.

**Hours Worked:** Uses an employee's hours worked in a given period as eligibility criteria.

**Length of Service:** Uses an employee's length of service as eligibility criteria.

## Other Criteria

You select miscellaneous eligibility criteria from the Other tab of the Eligibility Profiles window.

**Benefits Group:** Uses a person's benefits group as eligibility criteria.

**COBRA Qualified Beneficiary:** Uses whether a person is considered a qualified beneficiary under COBRA regulations to determine eligibility (US only).

**Continuing Participation:** Used to set the date on which an ex-employee's payment for a continuing benefit must be received.

**Participant in Another Plan:** Uses a person's participation in another plan as eligibility criteria.

**Total Coverage Volume:** Uses the total coverage elected for a plan or option in plan by all participants as a variable factor in determining the actual premium owed by a plan sponsor to the benefits supplier.

**Total Participants:** Uses the total number of participants covered by a plan or option in plan as a variable factor in determining the actual premium owed by a plan sponsor to the benefits supplier.

**Rule:** Uses an eligibility rule, instead of an eligibility profile, to refine or augment eligibility criteria for a benefit or collective agreement entitlement.

## Related Coverages

The criteria available under the Related Coverages tab are designed primarily for COBRA administration in the US but, you can use them for other purposes.

## Derived Factors

*Derived Factors* are system calculated eligibility factors that change over time. You define a derived eligibility factor to use as a criteria element in an eligibility profile for a benefit plan or a collective agreement, or a variable activity rate. You can use the derived factor of age in a dependent coverage eligibility profile.

The product supports the calculation of six derived factors:

- Compensation level
- Percent of full-time employment
- Hours worked in period
- Age

- Length of service
- Combination age and length of service

## Compensation Level

You define a compensation level derived factor if you use a person's compensation amount as an eligibility criterion or as a factor in a variable rate profile.

You can select as a compensation source a person's stated compensation, a payroll balance type, or a benefits balance type that you define.

## Percent of Full-time Employment

You define a percent of full-time employment derived factor if you determine eligibility or rates based on a person's percentage of full-time work.

You can choose to use a person's primary assignment only or the sum of all their assignments when determining their percent of full-time employment.

## Hours Worked in Period

You define an hours worked in period factor if you determine eligibility or rates based on the number of hours a person works in a given period that you define.

You can choose to derive the number of hours worked from a balance type or a benefits balance type.

## Age

You define an age factor if you determine eligibility for a person or a dependent based on age. You can define a minimum or a maximum age beyond which a person becomes eligible or no longer eligible for a particular benefit.

You can also define an age factor that derives the age of a participant's spouse.

**Note:** If you calculate both a participant's age and a spouse's age to determine eligibility or a variable rate - and enrollment restrictions vary for the spouse and the dependent - you must duplicate the seeded Age Change life event reason. A system administrator must then write a Life Event Evaluation rule to determine which Age Change event to detect.

**Note:** If you are defining a derived factor based on age for a collective agreement you can only use the person's age.

## Length of Service

You define a length of service factor if you determine eligibility based on how long a person has worked for your enterprise.

You can choose to calculate length of service from a person's hire date, adjusted hire date, or override service date.

## Combination Age and Length of Service

You create a combination age and length of service factor by linking an age factor and a length of service factor that you have defined into a new factor.

## Defining an Eligibility Profile

You use the Participation Eligibility Profiles window to date effectively define an eligibility profile. Before defining the profile, define any derived factors (such as length of service or compensation level) that you plan to use as eligibility criteria.

Eligibility profiles can be used in benefits plans, collective agreements, or both. The information you can enter differs slightly depending on whether you have accessed this window from the Total Compensation or Collective Agreements area of the application.

### To define an eligibility profile:

1. Enter the Name of the eligibility profile you are defining.
2. Enter a Description of this eligibility profile.
3. Select an Assignment Type to which this eligibility profile applies.

For example, you can define an eligibility profile for employee assignments if this profile is only used for employees.

**Note:** You can only select Employee Assignment Only for profiles to be used with collective agreements.

4. Select the profile Status.

**Pending:** This eligibility profile is currently proposed, but not active.

**Active:** This eligibility profile is in use.

**Inactive:** This eligibility profile is in use but cannot be associated with any new programs, plans, or options.

**Closed:** This eligibility profile was once Active or Pending, but is no longer in use.

5. Select whether this eligibility profile applies to benefits or collective agreements.
6. Choose the tabbed region that contains a criteria element that you want to include in your eligibility profile. Choose from:
  - Personal
  - Employment
  - Derived Factors
  - Related Coverages (Not applicable to collective agreements)
  - Other

7. Select a criteria element.

For example, you could choose Person Type as one of several eligibility criteria of the Personal type.

**Note:** When you define more than one value for a criterion, at least one of the values must be present in the person's record for them to be eligible. However, when you use multiple criteria in an eligibility

profile (for example, a Work Location and an Organization), the person must meet at least one value for *each* criterion.

If you use a FastFormula eligibility rule as part of your eligibility profile, the participant must meet the criteria of the rule and one value from any other criteria that you include in the eligibility profile. If you use more than one FastFormula rule, by default the participant must meet the criteria of all the rules. If you change the user profile option BEN:Eligible Profile Rule from AND to OR, the participant need only meet the criteria of one rule.

8. Enter a Seq (sequence) number specifying the order the system processes this criteria element relative to any other criteria in this eligibility profile.

**Note:** You must assign a sequence number of a higher priority to all criteria that are used to exclude eligibility.

9. Select one or more values for the criteria element you have selected.
10. Check the Exclude field if a person becomes ineligible to participate in the compensation object, or to receive the collective agreement entitlement you associate with this eligibility profile if they meet this criterion.

You typically check the Exclude field when it is easier or faster to define which persons are excluded from eligibility, as opposed to defining which person are eligible.

11. Repeat steps 6, page 1-98-10, page 1-99 for each criteria element that you include in your eligibility profile.
12. Choose the Display All tabbed region to view the criteria elements in this eligibility profile.
13. Save your work.

## Defining Derived Factors: Compensation Level

You can define a compensation level factor as part of an eligibility profile (to be used in determining benefits participation or collective agreement entitlements) or a variable rate profile. A compensation level factor can be based on either stated salary, balance type, or benefits balance type.

You define compensation level factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

### To define a compensation level factor:

1. Enter a Name for this compensation level factor.
2. Select the Unit Of Measure for this compensation level factor.
3. Select the Source of the compensation level factor.
  - Select the Defined Balance for this compensation level factor if you selected a source of balance type.
  - Select a Benefits Balance Type if you selected a source of benefits balance type.

- Select the compensation periodicity in the Stated Comp Periodicity field if you selected a source of stated compensation.

In the Values block:

4. Enter the Minimum amount under which the system does not calculate this compensation level factor.
  - Check the No Minimum field if there is no minimum compensation amount under which the system excludes participants when determining participation eligibility and activity rates.
5. Enter the Maximum amount above which the system does not calculate this compensation level factor.
  - Check the No Maximum Compensation field if there is no maximum compensation amount above which the system excludes participants when determining participation eligibility and activity rates.
6. Select a Determination Code or Rule to define when the system determines a participant's compensation level.
7. Choose a Rounding Code or Rounding Rule to specify the level to which the system rounds the results of this compensation level factor.
8. Save your work.

## Defining Derived Factors: Percent of Full Time Employment

A percent full time factor derives an employee's percent of full time employment. The application uses this information to calculate activity rates, coverage amounts, or to determine participation eligibility for either benefits or collective agreement entitlements.

For example, you could define the 100% percent full-time factor to identify those employees who work 100% full-time (40 hours per week) and thus qualify for most benefits or entitlements.

You define percent full time factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

### To define a percent full time factor:

1. Enter a Name for this percent full time factor.
2. Check the No Minimum field if there is no minimum percentage of full-time employment under which the application excludes employees when determining participation eligibility and activity rates.
  - Or, enter a Minimum Percent Value to define the minimum percentage of full-time employment to be used in this calculation.
3. Check the No Maximum field if there is no maximum percent of full-time employment beyond which the application excludes employees when determining participation eligibility and activity rates.
  - Or, enter a Maximum Percent Value to define the maximum percent of full-time employment to be used in this calculation.



4. Check the Use Primary Assignment Only field to specify that the application considers only an employee's primary assignment when determining percent of full time employment.
5. Check the Use Sum of All Assignments field to specify that the application considers all active assignments when determining percent of full-time employment.
6. Select a Rounding Code or Rule to specify the level to which the application rounds the results of this calculation.
7. Save your work.

## Defining Derived Factors: Hours Worked In Period

An hours worked in period factor derives the number of hours a given employee has worked over a given period of time. The application uses this information to determine participation eligibility for either benefits or collective agreement entitlements, activity rates, and coverage amounts.

You define hours worked in period factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

### To define an hours worked in period factor:

1. Enter a Name for this hours worked in period factor.
2. Select the calculation source for this hours worked in period factor in the Source field.  
**Balance Type:** The application retrieves hours worked information from a balance.  
**Benefits Balance Type:** The application retrieves hours worked information from a benefits balance.
3. Specify when the application calculates this hours worked in period factor in the Once or Continuing field.  
**Once:** The application only calculates this hours worked in period factor following a life event or for open enrollment.  
**Continuing:** The application calculates this hours worked in period factor each time you run the Participation batch process.
4. Select the Defined Balance for this compensation level factor if you selected a calculation source of balance type.
5. Select a Benefits Balance Type if you selected a calculation source of benefits balance type.
6. Check the No Minimum field if there is no minimum number of hours worked in period under which the application excludes employees when determining participation eligibility and activity rates.
  - Or, enter the Minimum hours worked in period under which the application does not calculate this hours worked in period factor.
7. Check the No Maximum field if there is no maximum hours worked in period above which the application excludes employees when determining participation eligibility and activity rates.

- Or, enter the Maximum hours worked in period beyond which the application does not calculate this hours worked in period factor.
8. Select an hours worked Determination Code or Rule that defines how to calculate the hours worked in period.
  9. Select a Rounding Code or Rule to specify the level to which the application rounds the results of this hours worked in period factor.
  10. Save your work.

## Defining Derived Factors: Age

An age factor derives a person's age in order to determine participation eligibility for either benefits or collective agreement entitlements, activity rates, and coverage amounts.

For example, you could define the Retire 65 age factor to identify those employees who are at least 65 years of age and thus qualify for a maximum benefit under your corporation's retirement plan. For collective agreements you could define the Age Less Than 21 age factor to identify those employees who are less than 21 and thus should be placed on a particular grade.

You define age factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

### To define an age factor:

1. Enter a Name for this age factor.
2. Select the UOM to specify the unit of measure for this age factor.
3. Select an Age to Use code to indicate the kind of person, such as the participant or the participant's child, for whom you are defining a derived age factor.
 

**Note:** Derived factors to be used with collective agreements can only use the employee's age.
4. Select an Age Determination Code or Rule to specify the date the application uses to calculate age.
5. Check the No Minimum Age field if there is no minimum age under which the application excludes employees when determining participation eligibility and activity rates.
  - Or, enter the Minimum age beyond which the application does not calculate this age factor.
6. Check the No Maximum Age field if there is no maximum age beyond which the application excludes employees when determining participation eligibility and activity rates.
  - Or, enter the Maximum age beyond which the application does not calculate this age factor.
7. Select a Rounding Code or Rule to specify the level to which the application rounds the results of this age factor calculation.
8. Save your work.

## Defining Derived Factors: Length of Service

A length of service factor derives the length of service for a given worker in order to determine participation eligibility for either benefits or collective agreement entitlements, activity rates, and coverage amounts.

You define length of service factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

### To define a length of service factor:

1. Enter a Name for this length of service factor.
2. Select the unit of measure in the UOM field by which you are defining the length of service factor.
3. Select a Determination Code or Rule that defines how the system calculates an employee's length of service.
4. Check the No Minimum Applies field if there is no minimum length of service under which the system excludes employees when determining participation eligibility and activity rates.
  - Or, enter the Minimum length of service under which the system does not calculate this length of service factor.
5. Check the No Maximum Applies field if there is no maximum length of service above which the system excludes employees when determining participation eligibility and activity rates.
  - Or, enter the Maximum length of service beyond which the system does not calculate this length of service factor.
6. Select a length of service Date to Use Code or Rule to specify the date from which the system calculates the employee's length of service.

**Hire Date:** The system always uses the employee's hire date as the start date when calculating length of service.

**Adjusted Service Date:** The system first uses the employee's adjusted service date if one exists. If there is no adjusted service date, the system uses the employee's hire date.

7. Check the Use Override Service Date field to indicate that the system should override the person's service date when determining eligibility.

**Note:** You enter the Override Service Date for a person in the Participation Overrides window.

8. Select a Rounding Code or Rule to specify the level to which the system rounds the results of this length of service factor.
9. Save your work.

## Defining Derived Factors: Combination Age and Length of Service

A combination age and length of service factor associates two factors you have already defined: an age factor and a length of service factor.

You define combination age and length of service factors in the Derived Factors window. The values you can select in some of the fields depend on whether you have accessed the Derived Factors window from the Total Compensation or Collective Agreements area of the application.

**To define a combination age and length of service factor:**

1. Enter a Name for the combination age and length of service factor you are defining.
2. Select an Age Factor.
3. Select a Length of Service Factor.
4. Enter the Minimum value for the combination of age and length of service that qualifies a person as eligible for the benefit, collective agreement entitlement, or activity rate with which this factor is associated.
5. Enter the Maximum value for the combination of age and length of service that qualifies a person as eligible for the benefit, collective agreement entitlement, or activity rate with which this factor is associated.
6. Enter an Order Number to specify the order in which the application processes and displays combined age and length of service records.
7. Save your work.

## Defining a Dependent Coverage Eligibility Profile

You use the Dependent Coverage Eligibility Profiles window to define an eligibility profile that limits the conditions that enable a dependent to receive coverage under a benefit.

You link the dependent coverage eligibility profile to the compensation object using the Dependent Coverage tabbed region of the Program Enrollment Requirements window. Or, use the Designations tabbed region of the Plan Enrollment Requirements window if the profile is for a plan that is not in a program.

**To define a dependent eligibility coverage profile:**

1. Enter the Name of the dependent coverage eligibility profile you are defining.
2. Select the Status of this dependent coverage eligibility profile.
  - Active:** This eligibility profile is currently available to associate with a compensation object.
  - Pending:** This eligibility profile is currently proposed, but not yet available to associate with a compensation object.
  - Inactive:** This eligibility profile is in use but cannot be associated with any new compensation objects.
  - Closed:** This eligibility profile was once Active or Pending, but is no longer in use.
3. Select a Regulation to specify a statute or regulation that enables, defines, or restricts the eligibility criteria maintained in the profile.
4. Enter a Description of this profile.
5. Select a Rule to include in this profile if the standard dependent coverage eligibility profile criteria do not fully support your business requirements.

6. Choose the tabbed region that represents the factor by which you want to restrict dependent coverage. Choose from:
  - Relationship
  - Age
  - Status (includes disabled, marital, military, and student status)
  - Postal Zip
7. Select the factor by which you are restricting dependent coverage in the Name field. Select one or more factors for each tabbed region, as required by your business rules.
8. Check the Exclude field for a factor in the Age region or the Postal Zip region if a dependent who meets this age or postal zip is excluded from receiving coverage.
9. Save your work.

## Defining Benefits Groups

You use the Benefits Groups window to define the groups into which you place various categories of employees and other benefits participants for purposes of eligibility or activity rate restriction.

You assign a person to a benefits group using the Benefits Tabbed region of the People window.

**Note:** If necessary, you can add the Benefits Tab to the People window. As a system administrator, query the BEN\_MANAGER menu in the Menus window and add the HR View Benefits function to the menu.

**Note:** You may assign a person to only one benefits group.

### To define a benefits group:

1. Enter a unique name for this benefits group.
2. Enter a description of the benefits group.
3. Save your work.

## Defining Regulations

You define regulations as discrete rules, policies, or requirements that a governmental or policy making body defines regarding the administration of one or more benefits.

### To define a regulation:

1. Navigate to the Regulations window.
2. Enter a Regulation Name impacting the administration of one or more benefits.
3. Enter a Statutory Citation Name for this regulation.
4. Select a Regulatory Body such as a governmental or policy making body responsible for this regulation.

5. Select an Administrative Code indicating whether this regulation is issued by or enforced by this regulatory body.
6. Save your work.

## Defining Postal Zip Ranges

You date effectively define postal zip ranges that can be used to determine participation eligibility and activity rates.

You also use this window prior to defining service areas. The postal codes populate the list of values of the Postal Zip within Service Area region of the Service Areas window.

See Defining Service Areas, page 1-106

The following parameters are on the Postal Zip Ranges window:

- From Value is the beginning of the zip code range you want to define, inclusive.
- To Value is the ending value of the zip code range you want to define, inclusive.

### To define a postal zip range:

1. Enter a beginning and ending postal code, and save.

## Defining Service Areas

You date effectively define service areas for a benefits carrier or third party agent. For instance, you might want to define a service area for a city or other geographical area, and list the service provided.

The following parameters are on the Service Areas window:

- Service Area region
  - Name is the name of the region you are defining, e.g., "Coastal."
  - Product is the name of the service provided to the region, e.g., "Medical Plan 1"
- Postal Zip within Service Area region
  - Postal Zip Range is the postal range for the service area

See Defining Postal Zip Ranges, page 1-106

### To define a service area:

1. Enter or query the name of the service region.
2. Enter the appropriate service or product in the Product field.
3. Enter the zip code range for the service area.
4. Save your work.

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# Salary and Grade Related Pay and Progression

## Salary and Grade Related Pay and Progression Overview

Oracle HRMS provides flexible mechanisms that support common industry approaches to grade implementation and grade related compensation administration in an enterprise. Enterprises use grades to compare roles within their organizational structure. Oracle HRMS uses *grades* to represent relative levels of management or seniority of employees in an enterprise. You can administer salaries to your employees individually or for groups of employees by relating their pay to grades.

If you administer salaries on an individual basis, you use the Salary Administration functionality to manage the basic remuneration that employees receive. However, if you administer salaries for groups of employees HRMS provides you with alternative methods to suit the needs of your enterprise.

## Models of Grade Implementation and Pay Administration

Oracle HRMS supports the following typical models of grade implementation and pay administration.

- **Model 1 – Individual Pay:** If you use this model, you process salary updates manually and grade changes do not trigger salary changes. You can, however, use grade rates as a guideline for manual update of salaries.
- **Model 2 – Group Pay (Common Pay Scale):** If you use this model, you use a pay scale for different grade groups. In this model every grade or a sub-grade maps to a point on a common pay scale and enables you to compare multiple grade groups to a single set of values.
- **Model 3 – Group Pay (No Common Pay Scale):** If you use this model, you pay your employees differently according to predetermined factors. For example, the pay for employees on the same grade may vary according to their location. For example, Employee A placed on a particular grade and based in Sydney may be eligible for a different rate of pay from Employee B, who is on the same grade, but located in the Melbourne office. Here, you create a separate pay rate for each location. Similarly you can vary pay on the basis of other factors such as union or job.

See: Recognizing Your Grade Implementation Model, page 2-27

## Administering Salaries Individually

To administer salaries for individual employees, you use the Salary Administration functionality. You can enter salary amounts or wage rates for all new employees using the Salary Administration window. You can also enter proposals for salary changes and identify the various components making up the changes.

Though grade changes do not impact salary changes when you process salary updates manually, you can still use a grade rate as a guideline for manual updates.

Salary Basis is central to the salary administration functionality. It sets the relationship between various components of the salary administration functionality.

See: Salary Basis, page 2-7

See: Starting Salary and Salary Proposals, page 2-14

For rapid updates to many salaries, you can download salary information to a spreadsheet, modify it, and upload again using Web Applications Desktop Integrator (Web ADI). The Salary Management Folder enables you to select sets of assignments for which you want to enter or approve salary proposals. Using Web Applications Desktop Integrator (Web ADI), you can download this information from the folder to a spreadsheet. Here you can manipulate the data to create new salary proposals or to modify existing proposals. You can then upload your revised salary information to the database. If your responsibility permits, you can approve all or selected proposals in the folder.

See: Salary Spreadsheets, page 2-15

You can also use Compensation Workbench to allocate compensation awards and propose changes to salary components on an individual basis or for groups of employees. Using Compensation Workbench line managers set compensation budgets and issue them to the reporting managers. Reporting managers then allocate compensation awards within these budgets to employees belonging to their organizations.

See: Compensation Workbench, page 3-6

## Administering Grade Related Pay

Oracle HRMS enables you to implement grades structures in your enterprise in two ways. Depending on the requirements of your enterprise, you may choose to use either the Grade/Step Progression (GSP) or the non-GSP features for managing your grades and grade related pay.

If you follow the non-GSP approach, you use *grade rates*, *pay scales*, *scale rates*, and *grade scales* to relate grades or sub-grades to pay. Using this approach, you can manually increment grade step placements of employees from the Assignment window. These features do not support predefined progression rules for progressing employees on grade steps automatically.

See: Grade Rates to Relate Pay to Grades, page 2-31

See: Pay Scales to Relate Pay to Grades, page 2-32

**Grade/Step Progression (GSP)** enables you to progress employees automatically using predefined progression rules.

GSP is a business process that enables you to move large numbers of employees from one grade or grade step to the next, in an automated, bias-free manner. This



process is common in public sector, educational institutions, as well as highly regulated organizations such as retail or those subject to collective bargaining. GSP is a compensation administrator's tool that reduces administration, eliminates bias, and ensures internal equity.

The *Grade Ladder* is the key component of the Grade/Step Progression process. It enables you to define the sequence in which your employees progress from one grade, or step, to the next. You also define progression rules for the grade ladder, and pay administration rules that apply to employees on that grade ladder.

See: Grade/Step Progression, page 2-36

You can relate compensation to grades using either the GSP or the non-GSP approach.

For example, if you use the non-GSP approach of administering salaries by grade and pay scale, you can enter salaries as progression point values of a pay scale and associate a subset of these points with a grade to create a grade scale. You then assign employees to grades and place them on the appropriate point of their grade scale.

This approach does not support automatic update of employee salary based on the grade step placement of the employee.

But, if you use Oracle Payroll, you can write a salary formula that uses the salary element, and the grade rate or pay scale rate to calculate each employee's salary on a specified grade or step.

If you want to use system-defined rules to progress employees from one grade (or step) to the next you can use Grade/Step Progression. Using GSP you can update salaries automatically when an employee's salary changes as the result of grade (or step) progression. GSP also gives you the ability to vary employee pay depending on employees' individual circumstances through the use of criteria salary rates.

## Recording Market Salary Surveys

Using Oracle HRMS you can enter details from salary surveys conducted across your industry. You can then link the survey details for individual jobs, called salary survey lines, to the jobs and positions you use in your enterprise.

**Note:** You can also download information from market survey companies using APIs.

See: Entering Salary Surveys, page 2-23

## Reporting on Salary and Grade Related Pay and Progression

The salary amounts or wage rates you enter or change provide your enterprise with information for analysis purposes. If you are also using Oracle Payroll, they also provide some of the values that payroll calculations use. If you are using another payroll system, they can also provide salary information for that payroll to process.

Oracle HRMS and Oracle HRMSi enable you to generate a range of reports to meet your business analysis needs and aid payroll calculations.

For example, using the Salary Review Report you can check the current and past salaries for some or all of your employees.

The Compensation History page in SSHR enables you to view the in-progress, current, and historical information about compensation and ranking of your

employees. If you use Compensation Workbench, this feature supplies a number of reports for salary changes, bonuses, and stock options.

See: Compensation Reporting, page 1-33

See: Salary and Grade Related Pay and Progression -- Reports, page B-47

Oracle HRMS also includes various Workforce Intelligence reports that help you analyze salary and grade related information.

## Key Concepts

To enable you to manage the basic remuneration that employees receive, you need to understand the following key concepts that underpin the Salary Administration functionality:

- Salary Earnings Elements, page 2-7
- Salary Basis, page 2-7
- Salary Components, page 2-8
- Starting Salary and Salary Proposals, page 2-14
- Salary Spreadsheets, page 2-15

To enable you to effectively enter information about salary surveys you need to understand another key concept:

- Salary Survey Identifiers, page 2-23

To enable you to manage grade-related pay and progression, you need to understand the following key concepts:

- Grades and Grade Structures, page 2-26
- Grade Implementation Models, page 2-27
- Grade Rates, page 2-31
- Pay Scales, page 2-32
- Grade/Step Progression, page 2-36

## Salary and Grade Related Pay and Progression

Using the *Salary Administration* functionality in Oracle HRMS you are able to manage efficiently the basic remuneration that employees receive.

### How does HRMS enable you to administer salaries?

You can enter salary amounts or wage rates for all new employees that take effect immediately. You can also enter proposals for salary changes and identify the various components making up the changes. For rapid updates to many salaries, you can download salary information to a spreadsheet, modify it, and upload again using Web Applications Desktop Integrator (Web ADI).

You can also use Compensation Workbench to allocate compensation awards and propose changes to salary components.

Once you have proposed salary changes, you can approve and implement the proposed changes quickly and easily.

### **Can you associate salary changes with performance reviews?**

Yes. You are able to associate all salary changes with the result of performance reviews. Also, you can identify which components of a salary change are associated with performance, such as merit awards.

### **How do you handle grade-related pay?**

You can relate compensation to grades in two ways: *directly*, using grade rates, or *indirectly*, using grade scales. If you relate compensation to grades directly, salary information is held in the salary element. If you relate compensation to indirectly, this salary information is not held in the salary element, but in a grade step table. There may be several steps, and hence values, for each grade in its grade scale. We explain the factors you should take into account in choosing the more appropriate of these two approaches for your enterprise.

### **Can you vary grade-related pay across your enterprise?**

If you differentiate grade-related pay according to certain predefined criteria, you can use the Grade/Step Progression business process to record different pay rates for the same grade (or grade step). For example, if your enterprise differentiates pay for employees who are on the same grade (or step) but in different office locations, you can record one set of pay rates (known as *criteria salary rates*) for each location.

### **Can you automate the progression of employees in your enterprise?**

The Grade/Step Progression business process enables you to group together grades (and grade steps) and then define system-based rules for their progression. These rules allow you to define how an employee becomes eligible for progression, the grade (or step) to which they are eligible to progress, any salary updates relating to successful progression, and how those salary updates are passed to your payroll. When the application finds an employee eligible for progression, it either progresses them automatically, or flags them for manual progression, and makes any necessary salary updates (if you have set up Grade/Step Progression to apply automatic salary updates).

### **Can you analyze and compare salaries for groups of employees?**

Yes. You can report on current and previous salaries for groups of employees (such as employees in a selected organization or on a certain grade). You can compare salaries to the mid point defined for a grade. You can download salary proposals to a spreadsheet for "what if" analysis.

Using BIS you can review current and proposed salaries of comparable groups of employees.

### **Can you map market salary surveys to information for your enterprise?**

Yes. Using Oracle HRMS you enter the results of different salary surveys. For example, you can record the minimum and maximum salaries for jobs within your industry. You can then link the salary survey details to jobs and positions within your enterprise.

**If Payroll is installed, does this link to pay?**

Yes. Salary Administration provides information to payroll about employees' current salary amounts.

# Salary Administration Setup

## Salary Earnings Elements

For Salary Administration, you need at least one salary earnings element for each group of employees whose salary is quoted on the same basis (such as hourly or monthly). You then link these elements to components of employee assignments, to determine which employees are eligible for a particular element. Oracle Payroll can process these elements in payroll runs to generate salary amounts for employees. A third party payroll can take information from these elements for use in generating amounts for employees.

### HR-Only

If you are an HR-only customer, you need to work closely with your Payroll Department to ensure that the elements used in Salary Administration are correctly set up for transmission of information to whatever payroll is in use.

## Predefined Earnings Elements

Some HR localizations have certain predefined earnings elements already set up when you receive your HR system. For example, US-HRMS includes the predefined earnings elements Regular Salary and Regular Wages. Depending on your requirements, you may decide to use some predefined elements to represent actual earnings types in your system.

If you are an Oracle Payroll user, you will also get other predefined elements.

However, predefined elements cannot be changed in any way. For this reason, you may decide to use the predefined elements simply as models for other earnings elements that you define to meet the particular requirements of your enterprise.

If predefined elements are not available to represent all the earnings types and salary bases you need for your Salary Administration setup, you must create your own elements for this purpose.

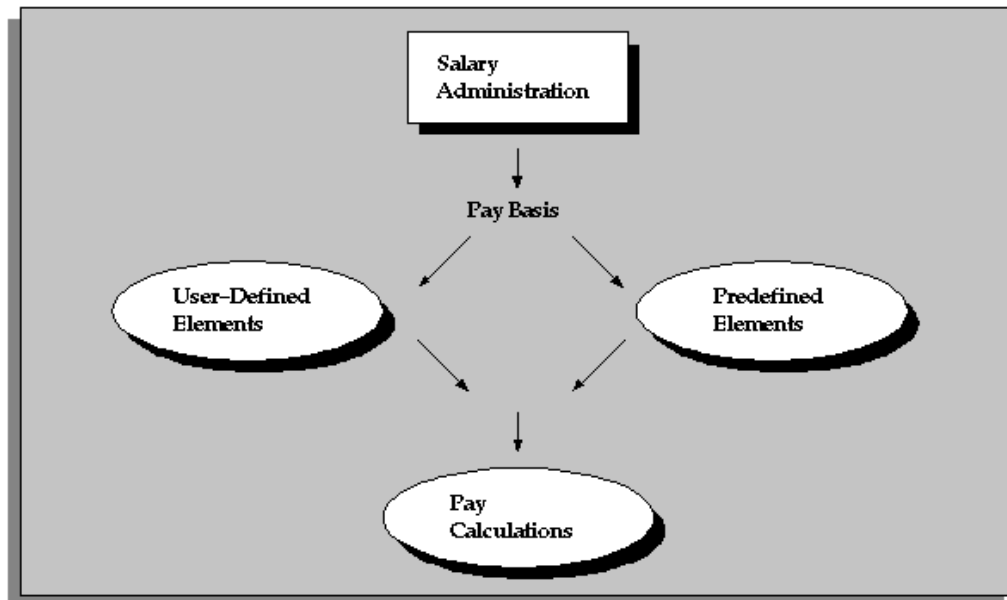
## Salary Basis

When your elements for use in Salary Administration are in place and you have defined links for them, you associate an element with each *salary basis* in use in your enterprise. The salary basis establishes the duration for which a salary is quoted, such as, hourly (for example, 1,000 yen per hour) or annually (for example, 18,000 pounds per year).

The salary basis is not necessarily the same as the pay frequency. For example, an employee with an hourly pay rate can have the salary basis Hourly Salary, but can have an assignment to a weekly payroll and therefore have a weekly pay frequency.

**Note:** You cannot use the Element Entries window or BEE to make entries to any elements that are associated with salary bases. You must use the Salary Administration window to enter and maintain entries for the element.

### ***Elements and Salary Basis for Payments***



## **Salary Components**

Salary changes can be broken down into two or more components, to reflect different reasons for the change. You can approve each component of the proposal separately.

Ten salary components are predefined, as shown in the following table. You can create as many additional components as you require. However, only ten components can be displayed in the Salary Management folder. If you want your new components to be displayed in the folder instead of the default components, you must update a view.

This task is for system administrators.

<b>Predefined Salary Component</b>	<b>Lookup</b>
Cost of Living	COL
Job Evaluation	JOEV
Location Adjustment	LOAD
Market Adjustment	MKAD
New Hire	NEWH
Performance	PERF
Periodic Review	PERE
Progression	PROG
Promotion	PROM
Transfer Adjustment	TRAD

## Setting Up Salary Administration

Use the *Salary Administration* windows to manage efficiently the basic remuneration that employees receive.

1. Create (or Decide on) Salary Elements, page 2-9
2. Decide How To Validate Salary Entries, page 2-11
3. Link the Salary Element, page 2-10
4. Define a Salary Basis, page 2-12
5. Review the salary components predefined as values for the Lookup Type PROPOSAL\_REASON. If you want your new components to be displayed in the Salary Management folder, you must also change a view. See: Creating Salary Components, page 2-11
6. If you want to record performance ratings such as Outstanding, Superior and Average, enter them in the Lookups window for the Lookup Type PERFORMANCE\_RATING.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

7. Add the function "Salary Administration Approve" to the menu of responsibilities that should be able to approve salary proposals. Without this function, users can enter salary proposals but they cannot approve them.

See: Defining Menus, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

8. Assign employees to a salary basis using the Salary Information region of the Assignment window. Also assign employees to a grade, if you have associated a grade rate with the salary basis.

See: Assigning Employees to a Salary Basis, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

## Creating a Salary Element

You need at least one salary element for each salary basis in your enterprise.

If predefined elements exist in your localization, you might decide to use these. If your localization does not include predefined elements, or if the predefined elements are insufficient or inappropriate, you must create these elements.

You create a salary element in the Element window.

**North American Payroll Users:** If you decide not to use the predefined Regular Salary and Regular Wages elements, create your own elements using the Earnings window, rather than the Element window.

### To create a salary element:

1. Set your effective date to a day on or before the start of the first payroll period for which you want to enter salaries.
2. Enter a name for the element, and select the classification Earnings.
3. Payroll users: Select the proration event group, if this field is available for your legislation.

4. Select the type Recurring.
5. Do *not* check the Standard check box.
6. Save the element, then choose the Input Values button.
7. Create one input value to hold the salary value in the Input Values window. If you want to associate this element with more than one salary basis, create one input value for each salary basis.

**Tip:** If the salary basis is different from the payroll periods of the employees who will receive this element, make this clear in the input value name. For example, if the salary basis is Annual, you could name the input value Annual Salary.

Also, you can use the input value unit of Number instead of Money to enter salaries of up to 5 decimal places. For example, if you pay your employees' 10 pounds per day and a day consists of 7 hours, you can set up the input value unit as Number, this enables you to enter the employee's hourly rate as 1.4286 pounds. If the average day is 8 hours you could use the input value unit of Money because the hourly rate of 1.25 pounds only requires two decimal places.

8. Optionally, enter validation criteria for the input value, such as a Minimum and Maximum value, or a formula to perform the validation, if required. Select Error in the Warning or Error field.

See: Validating Salary Entries, page 2-11

**Note:** If you select Warning, users do not see the warning in the Salary Administration window.

9. Save your work.

## Linking the Salary Element

Link the salary elements to components of employee assignments to establish employee eligibility for the elements.

Use the Element Link window to link the salary element.

### To link the salary element:

1. Set your effective date to a day on or before the start of the first payroll period for which you want to enter salaries.
2. Select your new salary element.
3. Do not check the Standard check box.
4. Select eligibility criteria for this element. If you want to make the element available to all employees, do not select any criteria.
5. Save the link.
6. If you want to enter different validation criteria for different eligibility groups, you can change the Min and Max valid values in the Link Input Values window.



## Validating Salary Entries

There are two ways to validate salary entries:

- You can *warn* users when they enter a salary proposal that is outside a valid range defined for an employee's grade. This approach uses grade rate ranges.
- You can *prevent* users from approving a salary that is outside a valid range, or that fails validation performed by a formula. Notice that this validation is not performed until you try to approve a salary proposal. This approach uses element input value validation.

### To validate salaries against grade rate ranges:

1. Create a salary grade rate and enter minimum, maximum, and midpoint values for each grade.

See: Defining a Grade Rate, page 2-44

2. When you define the salary basis, select your salary grade rate.

See: Defining a Salary Basis, page 2-12

3. Assign your employees to grades.

### To validate salaries using input value validation:

1. If you want to validate salaries using a formula, create your formula in the Write Formulas window.

See: Writing Formulas for Validation, *Oracle HRMS FastFormula User Guide*

2. When you define an input value for the salary element, you can select a formula to perform validation, or you can enter minimum and maximum valid values.

See: Creating a Salary Element, page 2-9

3. If you want to vary the validation for different groups of employees, you can enter validation criteria in the Link Input Values window.

See: Linking the Salary Element, page 2-10

## Creating Salary Components

You can create as many additional salary components, as you require. However, only ten components can be displayed in the Salary Management folder. If you want your new components to be displayed in the folder instead of the default components, you must update a view.

### To create new salary components to display in the folder:

1. Query the Lookup Type PROPOSAL\_REASON in the Lookups window and add a new code for each new component.
2. Open the View file `peupl01v.sql` in a text editor.
3. Go to the component reason list and replace the default Lookups with the new codes you have created.

**Note:** There are two places in the file where you need to change these codes.

4. Go into SQL\*Plus as hr user and run the edited script.
5. Change the column names in the Salary Management folder by choosing Change Prompts from the Folder menu.

## Defining a Salary Basis

Use the Salary Basis window to define a *salary basis* for each salary element to be used for salary administration. This establishes the duration for which a salary is quoted, for example, hourly, monthly or annually.

### To define a salary basis:

1. Enter an appropriate name for the salary basis.
2. Select a pay basis, such as Annual or Hourly. For example, select Monthly Salary if you are using the predefined Regular Salary element in the US.

If you selected Annual or Monthly, Oracle HRMS identifies the number of payments and enters 1 or 12 in the Pay Annualization Factor field. You can change this value, if required.

If you selected Hourly, the Pay Annualization Factor field is blank. Enter your own value, such as 2080 (40 hours \* 52 weeks) to enable the Salary Administration window to display an annual salary from the hourly rate.

If you select Period, leave the Pay Annualization Factor field blank, Oracle HRMS uses the payroll period of your employee as the annualization factor.

**Note:** The pay basis is for information only. For example, to enable you to compare salaries.

3. Select the name of the salary element and input value associated with this salary basis. For example, if you are using predefined elements in the US, select Regular Salary and the input value Monthly Salary, or Regular Wages and the input value Rate.
4. Select a grade rate to associate with the salary basis, if required.

Oracle HRMS uses the grade rate to validate your salary proposals. You receive a warning if the salary you enter for an employee is not within the grade rate range defined for the employee's grade.

5. Select the grade rate basis (Hourly, Monthly, Annual, or Period) for the rate if you selected a grade rate. For example, if your grade rate specifies the valid *monthly* salary ranges for each grade, select Monthly Salary in the Grade Rate Basis field.

If you selected Annual or Monthly, Oracle HRMS identifies the number of payments and enters 1 or 12 in the Grade Annualization Factor field. You can change this value, if required.

If you selected Hourly, the Grade Annualization Factor field is blank. Enter your own values, if required.

If you selected Period, leave the Grade Annualization Factor field blank, Oracle HRMS uses the payroll period of your employee as the annualization factor.

**Note:** This is for information only. For example, to enable you to compare salaries within grades.

6. Save your changes.

# Salary Administration

## Starting Salary and Salary Proposals

For new employees, you use Salary Administration to enter starting salary amounts, which receive approval automatically. You can enter a proposed salary change for a current employee at any time. You can enter a salary proposal as:

- A new amount
- A single change amount or multiple change amounts
- Percentages (reflecting different factors or reasons contributing to the change, such as a merit award plus a cost of living component)

To hold multiple reasons for a salary change, you break down a proposal into two or more components. Each component represents a different reason for changing the salary. You can define as many reasons as you require using the Lookup Type PROPOSAL\_REASON. Examples of components are Merit Award and Cost of Living Increase.

Optionally, you can select a performance review to associate with a salary change. Also, when you set up salary administration, you can enter grade rate ranges against which the system validates salary proposals, if required.

You can also use Compensation Workbench to allocate compensation awards and propose changes to salary components. See: Compensation Workbench, page 3-6 for further details.

## Salary Change Approval

A salary proposal does not go into effect until it receives approval. If you have recorded multiple components of a salary proposal, you can approve each component independently. When an unapproved proposal exists for an assignment, you must either approve or delete it before you can enter a new proposal.

When you approve a salary, Oracle HRMS creates or updates a salary element entry for the assignment. You can view this entry in the Element Entries window, but you cannot change it there.

**Note:** You can approve components, but you may not be able to approve salaries. This is controlled by a menu function set up by your system administrator.

## Assignment Changes

If an employee's assignment changes such that it continues to be eligible for the salary element but via a different element link, the existing element entry is ended. No new element entry is created automatically. (This is in contrast to the behavior for other types of element.) You must re-enter and approve the salary proposal following the assignment change. This ensures the integrity of your salary data.

## Current Salary Review

Before entering salary proposals, you can review the current salaries of comparable groups of employees. There are a number of ways to do this. For example, you can query

a list of assignments in the Salary Management folder and run the Salary Review Report to view current and previous salaries.

To see all the ways you can review the current salaries, go to *Reviewing Current Salaries*, page 2-20.

## Salary Spreadsheets

Using Web Applications Desktop Integrator (Web ADI), you can download information from the Salary Management folder to a spreadsheet. Here you can manipulate the data to create new salary proposals or to modify existing proposals. You can then upload your revised salary information to the database. If your responsibility permits, you can approve all or selected proposals in the folder.

The changes you make in the spreadsheet are checked when you upload them to the database. To minimize errors, follow these rules:

- Do not enter components for a first salary (for example, for a new hire). Enter a proposed amount and change date only.
- Enter changes for the full salary or for components but not for both.
- If you enter components, make sure you enter a value (Y or N) in the Approved field for each component.
- Do not alter a Change Date that was downloaded from the database.
- Do not enter information in the grey fields (except for Change Date).
- Note that the Change Amount is given precedence over the Change Percentage. If you enter inconsistent values, the upload process records the new change amount and adjusts the percentage to match. If you want to record a percentage change, clear the amount field.
- If you want to delete a component, clear both the change amount and percentage fields for that component.

See: *Data Download Using Web ADI, Oracle HRMS Configuring, Reporting, and System Administration Guide*

See: *Data Upload Using Web ADI, Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Entering Salary for a New Employee (or One Assigned to a New Salary Basis)

Use the Salary Administration window to enter a starting salary amount for a newly hired employee, or to enter a salary amount for a current employee assigned to a new salary basis. This could be, for example, an employee moving from an hourly wage to a monthly salary.

Notice that you cannot enter multiple components of a starting salary for a newly hired employee or one assigned to a new salary basis.

You must assign a payroll to an employee before entering a salary.

Use the Salary Management folder to approve multiple salary proposals or to download salary information to a spreadsheet. In the spreadsheet you can enter new proposals, edit

existing proposals, and approve salary components. Then you can upload your changes to the database.

See: Using the Salary Management Folder, page 2-18

**To enter a salary for a new employee (or one assigned to a new salary basis):**

1. Enter the start date for the salary in the Change Date field (in the Salary Proposal region). For a new hire, this is usually the hire date.

**Note:** The employee must have an active assignment on this date. If you are changing the salary basis, you must enter the exact date it changes.

2. Enter the amount of the salary in **either** the Change Value or the New Value field.
3. Select a reason for the salary, if required.
4. Rank the employee if required.

For example, you might want to rank the employee at the time of the proposal and track them later on. If you do rank the employee, enter a value greater than zero.

5. Enter or change the Next Review date, if required.
6. Select a performance review to associate with the salary review, if required. This is a performance review you previously created using the Performance window.
7. Save the new salary.

**Note:** You do not have to approve the new salary, Oracle HRMS approves it automatically.

## Proposing a Salary Change for a Current Employee

Use the Salary Administration window to propose a salary change for a current employee at any time. You can enter a salary proposal as a new amount, a single change amount or multiple change amounts or percentages (reflecting different reasons, such as a merit award and a cost of living component).

If there is an unapproved salary proposal recorded for the assignment, approve or delete it first before entering a new proposal.

You might want to associate a salary proposal with a performance review before you enter the salary proposal information. If you already have the Salary Administration window displayed, choose the Performance button, otherwise, from the Assignment window select Others then Performance. Complete the relevant information.

See: Entering Performance Ratings, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

**To propose a salary change for a current employee:**

1. Enter the date when the new salary comes into effect in the Change Date field in the Salary Proposal region.

**Note:** If you are changing the salary basis, you must enter the exact date it changes.

2. There are several ways to enter a proposal:
  - Enter a new amount, or single change amount or percentage - go to step 3
  - Enter multiple components - go to step 6.

#### **Entering a New Amount or the Amount of Percentage Change**

3. Enter a new salary amount, or the amount or percentage of the proposed change in the Salary Proposal region.
4. You can select a reason for the overall salary change.
5. You can approve the proposal, by checking the Approved box, if you have the authority.

#### **Entering Multiple Components**

Enter each component of the salary proposal in the Proposal Components region.

6. Select the reason for the first component of the proposal.
7. Select either the amount or percentage of the component.

Each percentage is applied to the last approved salary. For example, if the last approved salary is 3000 and there are two components of 10% and 5%, the new amount is  $3000 + 300 + 150$ .

**Note:** To effect a salary decrease, enter a negative number in the Change Value or Change % field.

8. Repeat step 6 and 7 to enter each remaining component.
9. You can approve each component, by checking the Approved box independently. However, none of the approvals go into effect until you approve the overall proposal.

#### **Changing Other Information**

10. Enter or change the Next Review date, if required. (If you entered a time period for regular salary reviews in the Salary Information region of the Assignment window, the date of the next review appears automatically.)

#### **Saving Your Proposal**

11. Save your proposal.

## **Approving a Salary Change**

Use the Salary Administration window to enter a salary amount for a new employee, to propose a salary change for a current employee, or to approve a salary proposal.

A salary proposal does not go into effect until it receives approval. If you have recorded multiple components of a salary proposal, you can approve each component independently.

**Note:** You can approve components, but you might not be able to approve salaries. This is controlled by a menu function set up by your system administrator.

**To approve a salary change:**

1. Query the proposal.
2. Check the Approved box in the Salary Proposal region, and save.

If some individual components were not already approved, you are warned and they are automatically approved if you continue.

## Correcting or Deleting a Salary Entry

You enter and approve salary proposals in the Salary Administration window. You can also correct or delete salary entries in this window.

You can only delete the latest proposal, and therefore, you can only delete one proposal at a time.

**To delete an approved salary:**

1. Query the proposal.
2. Delete the proposal. Oracle HRMS deletes all proposal components-you do not need to delete components individually.

**To correct an approved salary:**

1. Query the proposal.
2. Delete the salary record and enter a new one.

If you discover an error in a proposal approved in the past, after which more recent approved proposals are on record, you must delete and reenter every proposal from the one last approved back through the incorrect one.

**Deleting Salary Entries After Payroll Processing**

When you delete an approved proposal that the payroll run has processed, you receive a warning message. You can continue to delete the record, but you must of course correct the processing.

**Note:** Deleting processed salary entries does not remove the payroll run results, so you can consult these for a complete record of payroll processing and payments.

To reprocess corrected element entries from the past, run the retro pay processes.

See: Setting Up Your RetroPay Process, *Oracle HRMS Payroll Processing Management Guide*.

## Using the Salary Management Folder

Using the Salary Management Folder, you can select sets of assignments for which you want to enter or approve salary proposals. For each assignment, the folder can display the current approved salary and proposed new salary, including up to ten salary components.

Using Web Applications Desktop Integrator (Web ADI), you can download information from the Salary Management folder to a spreadsheet. Here you can manipulate the data to create new salary proposals or to modify existing proposals. You can then upload



your revised salary information to the database. If your responsibility permits, you can approve all or selected proposals in the folder.

See: Data Download Using Web ADI, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

See: Data Upload Using Web ADI, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

### **To manipulate salary proposals in a spreadsheet:**

1. In the Salary Management folder, query the assignments you want to process.
2. Display the folder columns that you want to export.
3. Choose the Export Data icon on the Oracle HRMS tool bar to display the Settings page of the Web ADI wizard.

**Note:** You need to be logged into your self-service home page for the Web ADI settings page to appear. Otherwise, you will be prompted with the self-service applications login screen.

**Caution:** When moving between Web ADI pages, do not use your browser's Back or Forward buttons, as this causes information to be lost; instead, use the Back, Next and Cancel buttons displayed on the Web ADI page.

4. Select a spreadsheet viewer. If several versions of the viewer are available, your system administrator can tell you which version is appropriate.
5. Ensure that the Reporting check box is unchecked. You cannot upload data if the Reporting check box is selected when you download the data.

**Note:** You can upload data only if the HR Update Salary Proposals integrator has been set up to allow upload. Check with your system administrator that the required integrator is available.

6. All other information is defaulted and a Review page displays the parameters that will be used to create the document. Choose the Create Document button to continue.

A spreadsheet document is created and displayed, and the data from the records you queried is added to the spreadsheet. A number of confirmation messages appear as the document is created.

The data downloaded to the document depends on the query you entered in the window and the columns in your layout.

**Note:** You may want to save the spreadsheet on your desktop at this stage, as otherwise the spreadsheet and the data it contains will be lost from your desktop when you close the spreadsheet (the data remains in the Oracle application).

7. Edit the data in the spreadsheet. Save the spreadsheet with a new name (to prevent it being overwritten the next time Web ADI is run).

For further information about the rules to follow when editing the data in your spreadsheet, see: Salary Spreadsheets, page 2-15.

In the **Upl** column of the spreadsheet, each row where you have changed data in any field is flagged for upload. As you change data in a field, the row is flagged for upload.

8. Select the Oracle menu on your spreadsheet viewer toolbar, and choose Upload
9. If you are not already logged in to Oracle applications, a login page appears. Enter your user name and password, then choose the Login button.
10. In the Set Responsibility page, choose your responsibility and then choose Select.
11. In the Upload Parameters page, choose the Parameters button. If you only want to upload flagged rows, choose the Flagged Rows option button. To upload all rows choose the All Rows option button.
12. Choose the Proceed to Upload button, then choose the Upload button in the page that appears next. The upload takes place, and a series of upload messages is displayed, indicating the success or failure of the upload.
13. If the upload fails, return to the spreadsheet and correct any errors, then retry the upload. Further details of errors are available in the Messages column at the end of each row of the spreadsheet. If the upload is successful, the data is uploaded to the database. Confirmation messages indicate the success of the upload.

**Note:** Web ADI uploads all rows to the database if the data is error-free. If any errors occur, no rows are uploaded.

14. To view your new proposals in the Salary Management folder, re-query the data.

### Approving Multiple Salary Proposals

If the Approve button is displayed in the Salary Management folder, you can select multiple assignments in the folder and approve them.

**Note:** If the Approve button is not displayed, you cannot approve salaries. This is controlled by a menu function set up by your system administrator.

When you approve a salary, Oracle HRMS creates or updates a salary element entry for the assignment. You can view this entry in the Element Entries window, but you cannot change it there.

#### To approve multiple salary proposals

1. In the Salary Management folder, query the assignments you want to process.
2. Select the assignments you want to approve and choose the Approve button. To select multiple assignments, hold down the CTRL key and click on the assignment records you want to select.

**Note:** The Salary Management folder is not designed for mass approvals. Do not try to approve hundreds of salary proposals together using this window.

## Reviewing Current Salaries

Before entering salary proposals, you can review the current salaries of comparable groups of employees. There are a number of ways to do this.

1. Choose the appropriate approach:

- Query a list of assignments in the Salary Management folder to view their current salaries and any existing salary proposals. You can view up to ten salary components (such as Cost of Living, Location Adjustment, or Promotion) for each proposal.

See: Using the Salary Management Folder, page 2-18

- Query lists of assignments receiving a particular salary element on the List Employees by Element window. This shows the latest approved salary for each assignment in the date range you select.

See: Listing Employees by Element, page 1-41

- Run the Salary Review Report to view current and previous salaries for all employees, or for employees assigned to a selected organization, job, position, and/or grade.

See: Running the Salary Review Report, page 2-22

- Query a list of assignments in the Assignments folder then view the salary history for each assignment in the list, individually, using the Salary History window. This window displays the dates, reasons, and amounts of each approved salary change, and of any new salary proposal.

See: Viewing Salary History, page 2-21

- If you use grade rates, you can view the salaries of all employees on a certain grade receiving a particular salary element, using the View Employee Grade Comparatio window. This window also displays each employee's salary as a percentage of the midpoint defined for the grade.

See: Viewing Grade Comparatios, page 2-47

- If you use pay scale rates for salaries, you can report on the salaries of all employees or a group of employees using the Employee Increment Results report.

See: Running the Employee Increment Results Report, page 2-50

## Viewing Salary History

Oracle HRMS maintains a complete history of approved salary changes for an employee, along with associated performance reviews. In the Salary History window, you can view the dates, reasons, and amounts of each approved salary change, and of any new salary proposal.

You can also review salary history by running the Salary Review Report, page 2-22.

### To view salary history:

1. Query assignments in the Assignments Folder.
2. Select an assignment and choose the Salary History button.

The Salary History window contains a folder. You can enter a query in the folder to reduce the list of salary changes displayed. You can remove, rearrange, add, or resize fields in the folder if you have access to the folder menu.

The **Change** field shows the amount of the salary change, and the **Actual** field shows the new salary effective from the **Change Date**. The **Hourly**, **Monthly**, **Annual**, and **Payroll** fields show the salary prorated to these periods. The **Currency Code** field shows the currency in which the salary was paid and the **Ranking** field shows the employee rank. The **Mid**, **Minimum**, and **Maximum** fields show values from the grade rate for the employee's grade. The **Comparatio** field shows the salary as a percentage of the midpoint defined for the grade rate.

**Note:** Fields are greyed out when there is no previous history, for example, if there is no previous or changed salary.

## Running the Salary Review Report

Use this report to see current and past salaries, and salary proposals, for some or all of your employees. You can restrict the employees to those assigned to a selected organization, job, position, or grade. You can also restrict the report to showing only employees receiving the maximum salary for their grade (defined by the grade rate). You can use the report to show all salaries (approved and proposed) or to show unapproved salary proposals only.

You run reports from the Submit Requests window.

### To run the Salary Review Report:

1. In the Name field, select Salary Review Report.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date for which you want to see the report.
4. Optionally select an organization, job, position, and/or grade to restrict the scope of the report to employees assigned to these components.
5. If you want to restrict the report to showing salary proposals, select Yes in the Unapproved Proposals Only field.
6. If you want to restrict the report to showing employees receiving the maximum salary for their grade (defined by the grade rate), or a higher salary, select Yes in the Grade Rate Maximum Only field.
7. Choose the Submit button.

# Salary Surveys

## Salary Survey Identifiers

One of the key concepts when setting up your salary survey information is the salary survey identifier. When users are entering details about a salary survey, they must enter the identifier. This controls the values they can see in certain fields of the Salary Survey window. By using identifiers, you ensure that, for each type of survey, the user:

- Only has the relevant information to select from
- Enters information quickly and efficiently

## Lookup Types Used in the Salary Survey Window

On the Salary Survey window the following fields are set up using the following user extensible Lookup types:

- Survey job name.
- Survey region.
- Survey seniority.
- Company size.
- Industry.
- Survey age.
- Survey Company

To control the values displayed for each type of survey, use the salary survey identifier as the two characters of your Lookup code. For example, you could use DB at the beginning of all Lookups to be displayed for Dun and Bradstreet surveys.

## Entering Salary Surveys

The Salary Surveys window enables you to enter salary surveys relevant to your industry. You can record as many different salary surveys as you require by setting up their unique information in the salary survey master data. Then for each survey, you can enter the survey results for each job by creating salary survey lines.

**Note:** The area of the window where you enter the salary survey line information is a folder. Therefore, you can customize the information by renaming, resizing and re-ordering the fields displayed. You can also create your own folders to display a subset of the information.

Salary survey lines can then be linked to the jobs and positions you use in your enterprise. Using the OBIS Salary Survey report you can then compare how salaries for jobs within your enterprise compare with trends within your industry as a whole.

Before you enter your salary survey details you must know your salary survey identifier. The salary survey identifier helps you select the information relevant to the survey you are entering. See Salary Survey Identifiers, page 2-23.

You must enter details of your salary survey in three stages.

**To enter salary survey master data:**

1. Enter the name of the market salary survey and the salary survey company. This information is used to uniquely identify the survey details.
2. Enter the salary survey identifier. This enables you to select only the information relevant to the current survey.
3. Enter the following master data for your survey:
  - Survey Type - enter whether the salary information is annual, monthly, hourly or period. This is based on your enterprise's salary basis.
  - Base Region - if you require, you can enter information about whether there is a regional or national average.

**Note:** Once you have set up all your salary survey details, making changes to the survey type and base region information may invalidate your survey. Oracle HRMS enables you to change this information so you can correct any mistakes, however you should not change this information to update an existing survey.

4. Save your master salary survey details.

**To enter default dates for salary survey lines:**

1. Enter the default start and end date for your salary survey lines.

These dates will be used for every salary survey line. However, you can amend the default dates when you enter the salary survey line.

**To enter the default currency for salary survey lines:**

1. Enter the currency for your salary survey lines.

This currency will be used for every salary survey line. However, you can amend the default currency when you enter the salary survey line.

**To enter salary survey lines:**

1. Enter a job name, start date and currency for the salary survey line. If required, enter an end date for the salary survey line.
2. Enter a definition of your salary survey lines. You can enter the:
  - Region the survey includes
  - Seniority of the survey
  - Company size of the survey
  - Industry of the survey
  - Age of the survey

By entering a start and end date you can create a history of salary survey information. However, you must ensure that the job and salary definition information is never the same for two salary survey lines on the same date.

3. Enter the salary details for the line. You can enter details such as the minimum pay, mean pay, percentage change, and first quartile.
4. Enter all the salary survey lines you require for the salary survey.

5. Save your salary survey lines.

## Mapping Salary Survey Lines

The Map Salary Survey window enables you to map salary survey lines to either jobs or positions.

**Note:** Salary Survey lines are set up when you enter salary survey details using the Salary Surveys window. See: *Entering Salary Surveys*, page 2-23

Once you have selected the job or position you can map the salary survey lines. Choose the Define Survey Map button in the Job, or Position window.

### To map a salary survey line:

1. Optionally, enter the Oracle HRMS location, grade, and organization. This enables you to map your salary survey line to more specific details within your enterprise.
2. Enter the details of the salary survey line. You can select any of the salary survey lines you have set up from any of the fields.

**Note:** The Map Salary Survey window is a folder. Therefore, you can customize the information by renaming, resizing and re-ordering the fields displayed. You can also create your own folders to display a subset of the salary survey information.

3. Map all the salary survey lines you require.
4. Save your mapping details.

# Grades and Pay

## Grades and Grade Structures

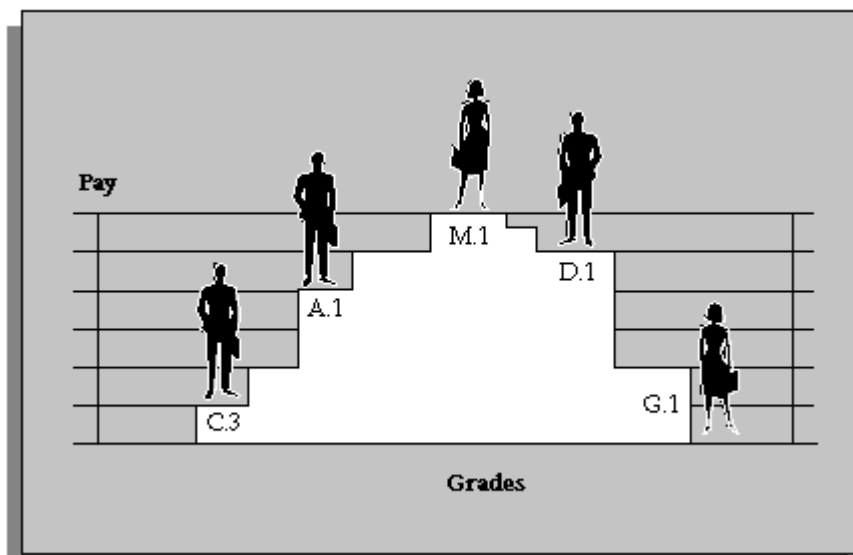
Grades are normally used to record the relative status of employee assignments and to determine compensation and benefits, such as salary, overtime rates, and company car.

### Using Grades to Compare Roles

You can define one or more valid grades for each job or position. You enter this information in the Valid Grades window, which opens from the Job window or the Position window.

When you enter a grade assignment, the list of grades shows which ones are valid for the job or position you select.

Grades can have different levels of complexity, which need to be represented in the overall structure of the grade.



In its simplest form, a grade can be a single character, or number, in a logical sequence. For example:

- Grade A
- Grade B
- Grade C

By adding a second *segment* to the grade name, you can identify sub-grades, such as:

- Grades A.1, A.2, A.3, and A.4
- Grades B.1 and B.2
- Grades C.1, C.2, and C.3

A more complex structure could be used to distinguish grades for different staff groups, such as:



- Manual.A.1, Manual.A.2, and Manual.G.1
- Clerical.C.1 and Clerical.C.2

In this example, there are three segments in the grade name. A grade is the *combination* of segments you define. You set up the segments and their valid values using the Grade Name Key Flexfield. Normally this is done by the system administrator.

See: User Definable Key Flexfields, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Recognizing Your Grade Implementation Model

There are several models for grade implementation that reflect common approaches to grade-related compensation. Oracle HRMS supports the following models

- Model 1: Individual pay.
- Model 2: Group Pay - Common Pay Scale
- Model 3: Group Pay - No Common Pay Scale

Once you have identified the models that most closely resembles your grade and compensation model you can determine how to configure your grade information in Oracle HRMS.

### Model 1: Individual Pay

If your enterprise uses this approach, you process salary updates manually and grade changes do not trigger salary administration changes. Commercial organizations frequently use this model. Oracle HRMS supports this model with grade rates, salary administration and a salary basis..

See: Grade Rates to Relate Pay to Grades, page 2-31

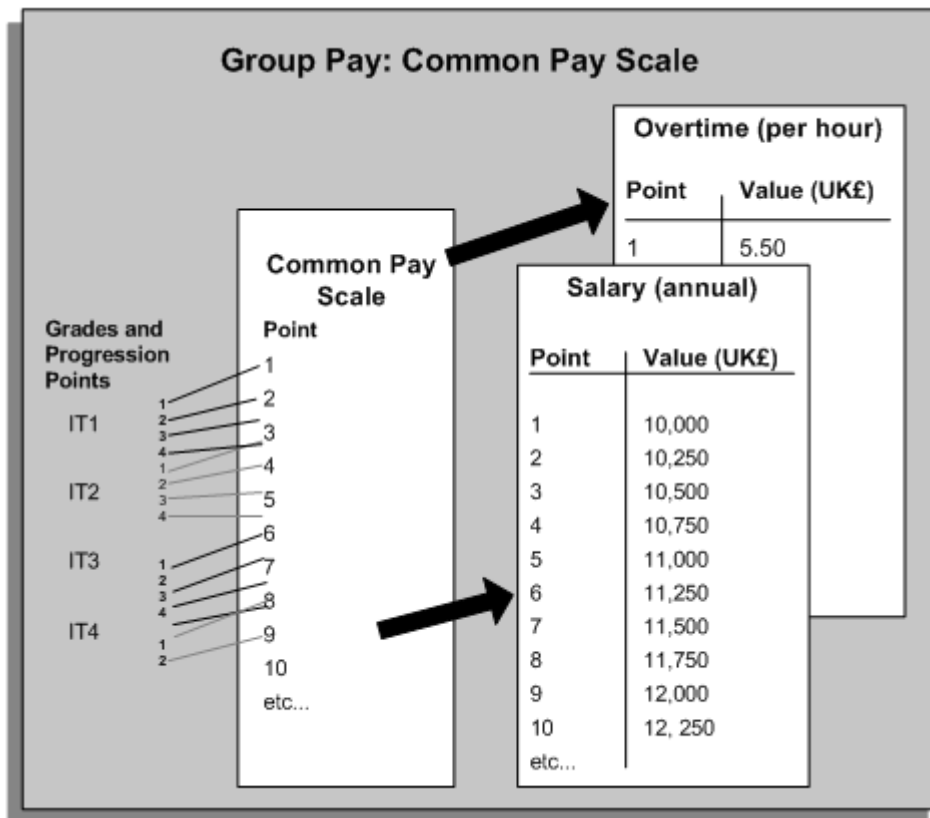
### Model 2: Group Pay - Common Pay Scale

In this model, group pay is based on a national or common pay scale for different grade groups. The enterprise uses a single reference table (the pay scale) which comprises a series of points in a predefined sequence. Every grade or grade progression point in the organization maps to a point on that pay scale, enabling the organization to compare multiple grade groups to a single set of values. Typically, the employee receives a salary update when they move to another grade or step. This approach is often used by public-sector type organizations, for example, in the education and healthcare sectors.

The points on the pay scale map to values in one or more additional tables. If your enterprise records multiple rates for any single point on a pay scale, you use multiple tables.

The following graphic shows four grades in an organization (IT1, IT2, IT3, and IT4). Each grade comprises between two and four progression points. Each progression point maps to a point on the national pay scale. This organization needs to record both annual salaries and also its hourly overtime rate. Therefore the same pay scale is used by two different tables.

**Example: Group Pay - Common Pay Scale**



If your enterprise uses this model, you can use pay scales to create one scale rate (per table) to record multiple values for each grade step.

See: Pay Scales to Relate Pay to Grades, page 2-32

To progress your employees automatically (and make automatic salary updates when they move from one grade or step to another), use Grade/Step Progression.

See: Grade/Step Progression, page 2-36.

### Model 3: Group Pay - No Common Pay Scale

If you use this model, your enterprise uses multiple pay tables to record different rates of pay for people on the same grade. Typically, the employee receives a salary update when they move to another grade or step. Enterprises that use this model pay their employees differently according to predetermined factors. For example, the pay for employees on the same grade step may vary according to their location. The graphic illustrates how an organization uses multiple pay tables to differentiate grade pay by location. For example, Employee A is on the third step of the SE.1 grade in Sydney and is eligible for a different rate of pay from Employee B, who is on the same grade step, but located in the Melbourne office.

### Example: Group Pay - No Common Pay Scale

**Group Pay - No Common Pay Scale**

One pay table per location

**Perth Development Centre**

Grade	Step (A\$)	1	2	3	4	5
SE.1		29,500	30,500	31,500	32,500	33,500

**Melbourne Development Centre**

Grade	Step (A\$)	1	2	3	4	5
SE.1		29,000	29,500	30,500	31,500	32,500

**Sydney Development Centre**

Grade	Step (A\$)	1	2	3	4	5
SE.1		30,000	30,500	31,500	32,500	33,500
SE.2		33,000	35,000	37,000	39,000	41,000
SE.3		39,500	41,000	43,500		
TA.1		31,000	31,500	32,500	33,500	34,750
TA.2		34,000	36,000	38,000	40,000	42,000
etc						

Progression can be:

- horizontal (step to step)
- vertical (grade to grade)
- both

In the example shown, each pay table uses only one criterion to differentiate the pay that people on the same grade step receive. There could be multiple criteria for a grade, for example, location and currency.

If your enterprise varies grade pay in this way, we recommend that you use Grade/Step Progression and *criteria salary rates* to combine multiple criteria, plus a value for each criterion, to record different rates of pay depending on an employee's individual circumstances.

See: Grade/Step Progression, page 2-36

## Grade Relationships to Compensation and Benefits

In many enterprises there are rule based reward structures based on grade. These rules can relate grades and pay *directly* or *indirectly*. You can associate compensation and benefits with your grades. For example, you can record a minimum or maximum salary for a grade.

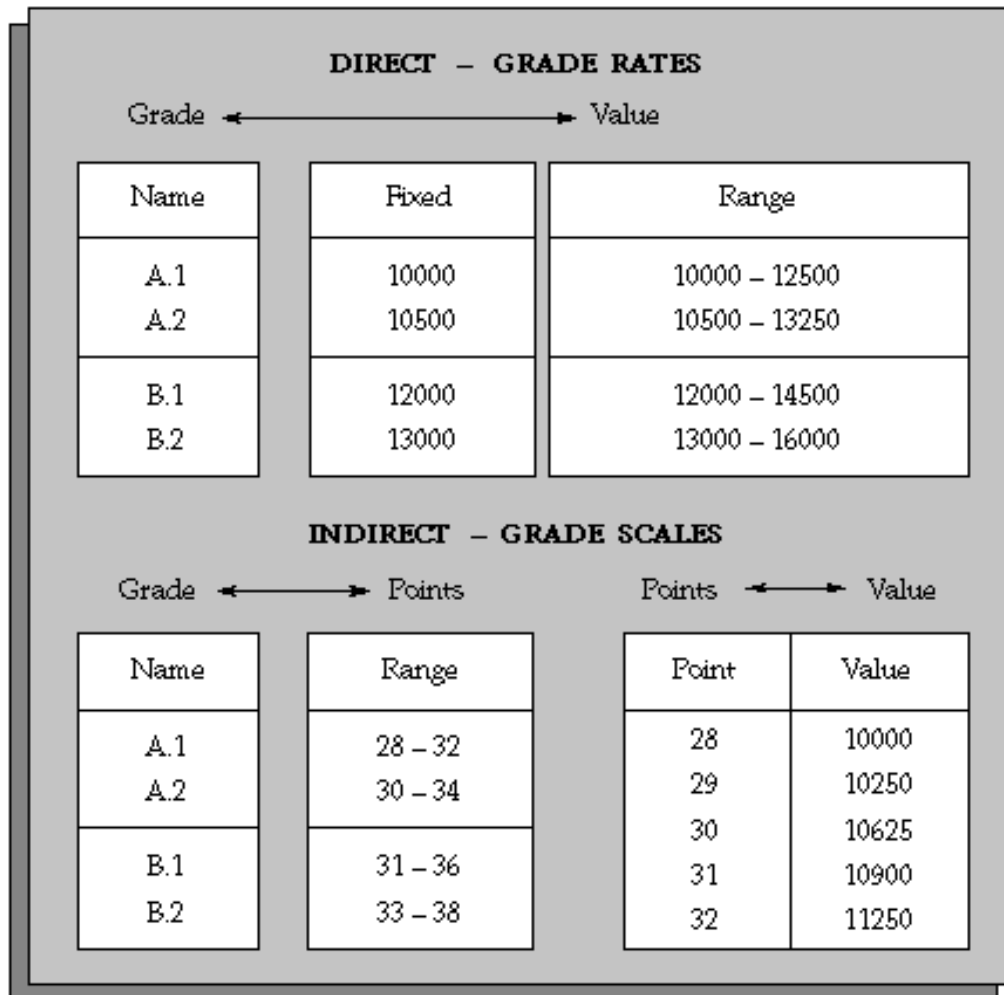
There are two approaches:

- Using *grade rates*, you can either enter a fixed value for each grade, or you can enter a minimum, maximum, and mid-point values for each grade.
- Using *grade scales*, you can associate each grade with several points on a pay scale, and enter compensation values for these points.

**Important:** The compensation information can change independently of the grade. Therefore, you should not define it as part of the grade name. Instead you should relate it to the grade, either directly or indirectly.

## Direct Relationship

You may have a salary administration system in which the actual level of pay normally falls between a minimum and a maximum value for a grade. Regular performance reviews and ratings can involve comparison with the mid-point value of pay for your grade. In Oracle HRMS, this is a *grade rate*.



## Indirect Relationship

You may be using a step based system of progression points within grades, in which each point has a fixed value in a pay schedule or table. In Oracle HRMS this is a *pay scale*.

Relating pay to grades indirectly is common in government, education and health enterprises. It is also common in large commercial enterprises that negotiate pay levels with staff or union representatives.

## Currencies

Grade rate values and grade scale values can be linked directly to currencies. When you enter monetary values for grade rates and grade scales you can also associate a currency with these values.

## Grade Rates to Relate Pay to Grades

In Oracle HRMS, you can set up a table of values related to each grade. These are called *grade rates*. You can enter a fixed value or a range of valid values for each grade.

For example, you might define a salary rate and an overtime rate of pay for every grade, with minimum, maximum, and midpoint values. Both rates would be in monetary units. However, you can also define rates with non-monetary units, such as days, hours, or numbers.

**Basic Rate Pay** 01-JAN-2000 to 31-DEC-2000

Name	Range
A.1	10000 - 12500
A.2	10500 - 13250
B.1	12000 - 13250
B.2	13000 - 16000

**Maximum Hours Rate** 01-JAN-2000 to 31-DEC-2000

Name	Fixed
A.1	37.5
B.1	60

Grade rates are datetracked and this means that you can keep the history of the actual values you use. You can also set up rate values at a future date and be sure that this information will automatically take effect on the date you set, and not before.

You can use your grade rate values:

- As part of a QuickPaint report or inquiry
- To validate salary proposals
- To validate other compensation entries you make for employees

The salary administration process validates salary proposals automatically against the appropriate grade rate. You can use *formula validation* to check other compensation entries.

Grade rate values can be linked directly to currencies. When you enter a monetary value for a grade rate you can associate a currency with this value.

## Automatic Database Item Creation

When you save your definition, an automatic process creates corresponding *database items* that formulas can access.

See: Dynamic Database Items, *Oracle HRMS FastFormula User Guide*

## Pay Scales to Relate Pay to Grades

If you are involved in negotiating pay levels with staff or union groups, you may be using a system of grade steps or points with specific values of pay for each step, or point. For example, you may have negotiated different pay scales with different union groups. Or, you may have negotiated a single set of pay points for all of your employees.

Typically, employees are placed on a step within their grade. They move up the steps for the grade by a periodic incrementing process. This process might run automatically at a fixed time each year or it might be based on a review process specific to the employee.

In Oracle HRMS you set up a *pay scale* to show the separate points and the value negotiated for each point. You can set up any number of pay scales, for example for negotiated pay scales with different unions.

## Scale Rates

You create a rate and enter a fixed value for each progression point on a pay scale. You can create as many rates as you require, such as one for a shift allowance, and another for overtime. Notice that, unlike grade rates, you can only enter a fixed value for each point; you cannot enter a range of valid values.

The values are datetracked so that you can keep the history of the actual values you use. You can also set up rate values at a future date and be sure that this information will automatically take effect on the date you set, and not before.

You define rates in monetary units, or as integers, numbers, days, or hours, in various formats. For example, you can define a rate in hours to specify the maximum number of overtime hours that can be worked per week.

Scale rate values can be linked directly to currencies. When you enter monetary values for a scale rate you can associate a currency with these values.

## Automatic Database Item Update

When you define rates, an automatic process creates corresponding *database items* that formulas can access.

See: Dynamic Database Items, *Oracle HRMS FastFormula User Guide*

## Relate Grades to Progression Points

A pay scale defines a complete set of progression points. You can associate a subset of these points with each grade.

The group of points valid for a grade is called a *grade scale*. Each point in the grade scale is called a *step* because it represents the steps for incrementing an employee's pay. The steps must follow the sequence of points on the pay scale but they can jump several points, if appropriate to the specific grade.

**Note:** Grade scales are datetracked.

The diagram illustrates a 'Pay Scale' table with two columns: 'Point' and 'Value'. The points range from 10 to 80 in increments of 10. To the left of the table, two brackets indicate the 'Steps for Grade A' (covering points 10 through 50) and 'Steps for Grade B' (covering points 50 through 80).

Point	Value
10	10000
20	10250
30	10625
40	10900
50	11250
60	12000
70	12250
80	12325

## Place the Employee on a Grade Step

If you include a grade as part of an employee's assignment, you can place the employee on a step on the associated grade scale.

You can automatically increment employee assignments, or those employees in a People Group, using the Increment Progression Points process. Before you run the process, you can specify, in the Grade Step Placement window, if an assignment is to be picked up by the Increment Progression Points process by ticking the Auto Increment Flag. You can specify the number of steps that the assignment will be incremented, by entering a number into the Increment Number field.

## Specify Assignment Details

Parameters in the Increment Progression Points process enable you to be specific, when detailing the assignments to be included in the process. For example, you are able to specify that a particular organization hierarchy or part of that hierarchy is selected to be part of the process when it is run.

When you run the Increment Progression Points process, you can choose to update employee progression point information or run the process in report only mode. When you run the process in report only mode, no changes are made to employee information but you can see what would happen if the full process is run.

See: Incrementing Grade Step Placements, page 2-48

## Business Rules

You can select people to be incremented according to specific business rules. You can choose to enforce the following business rules to the increment process:

- Anniversary of joining
- Date of birth
- Latest hire date
- Adjusted Service date

For each rule, you specify a start and end date, for example, if you want to increment all those people who have a birthday in January and are between the ages of 18 and 21, you specify a date range of 01-JAN-2001 to 31-JAN-2001 and an age range of 18 to 21.

You enter a dependent date to specify the actual date that the increment is performed. The four dependent date categories are as follows:

- Business rule effective date
- Effective date
- Start of next month
- Start of next pay period

**Note:** The dependent date, is used by the process to check if the assignment is on a grade scale and has a grade step. If the assignment has a grade step on the effective date but not on the dependent date, no increment is given.

See: Incrementing Grade Step Placements, page 2-48

## Updating Grade Scale in the Assignment Window

When you place an assignment on a grade scale and then set up grade step placements for that assignment, any actions you then take to update the grade scale in the assignment window, link to the grade step placement dates to ensure that the two records match. For example, an assignment has a grade scale valid from 1 January 2000, through until the end of time, with grade step placements starting on 1 January 2000, 1 January 2001, 1 January 2002. If on 1 February 2001, you update the grade scale, the grade step placement change on 1 January 2002 becomes invalid, as this refers to the old pay scale.

When placing an assignment on a new grade scale, the application will automatically insert an end date for the current grade step placement. The assignment is placed on the minimum grade step placement for the new grade scale, with the Auto Increment Number field left blank and the Auto Increment check box unchecked.

The application adjusts grade step placement end dates or warns you about future changes, when you update a grade scale using the assignment window in the following circumstances:

- There are no future changes to the grade scale or the grade step placement.

**Note:** The application does not provide a warning in this circumstance.

- There are no future changes to the grade scale but there are future changes to the grade step placement.



- There are future changes to the grade scale and the grade step placement.

Should you choose to continue in these circumstances, the process inserts the new minimum grade step for the new grade scale

## Changing Grade Types for an Assignment

When updating an employee's assignment you can switch from a grade that is related to a pay scale, to one that is not. A warning message is displayed that indicates what you are about to do and asks you to confirm you want to proceed.

If you do proceed, then any future-dated grade step records for the assignment are deleted. This means that if you want the future records to remain then you must use the Grade Step Placement window to reinstate the future-dated grade step information.

**Note:** You cannot change grade types using the People Management templates.

## Scale Rates and Salary Administration

If you are holding salary values as a scale rate, you should not also enter them in a salary element using Salary Administration. Instead you view an employee's salary in the Grade Step Placement window, and change it by incrementing the grade step placement of the assignment. Such increments, or changes to the scale rate, would not affect salary element entries for employees. You would have to update these entries separately.

Use scale rates for employees whose salaries are determined by their grade step placement. Use Salary Administration for employees for whom you determine salary on an individual basis.

## Increment Progression Points Reports

When you run the Increment Progression Points process two reports are automatically created. You may choose to run the Increment Progression Points process in Report Only Mode before deciding whether to actually run the process. Running the process in Report Only Mode enables you to see the process results before the process is actually run.

The two reports produced by the Increment Progression Points process are:

- **Employee Increment Results Report**, displays the actual or projected results of running the Increment Progression Points process.  
See: Running the Employee Increment Results Report, page 2-50
- **Employee Increment Exception Report**, displays persons within a group of employees, excluded from the Increment Progression Points process. The Exception report provides details of why employees have been excluded from the Increment Progression Points process and errors resulting from the process.  
See: Incrementing Grade Step Placements, page 2-48

**Important:** If you update an employee Point value in the Grade Step Placement window and run the Increment Progression Points process during the same day, the report will not give an accurate indication of the difference between the old Point value and the new Point value. The reason for this is that the report comparison displays differences on a day to day basis, meaning that you should try to avoid running the process on the same day and multiple

times on the same day as making manual updates to employee Point values.

## Grade/Step Progression

Grade/Step Progression is a business process that enables you to move large numbers of employees from one grade or grade step to the next, in an automated, bias-free way.

You do this by defining how employees become eligible for progression and the details of the grade or step to which they are eligible to progress (including the rate of pay associated with the proposed step or grade). Then, you run a pre-process to check which employees are eligible for progression according to your rules. This triggers a post-process that either progresses eligible employees automatically, or identifies them as eligible so that you can approve their progression manually (depending on how you set up Grade/Step Progression). If you have set up Grade/Step Progression to apply automatic salary updates, the application makes these salary changes and passes them to your payroll.

In order to understand Grade/Step Progression, you need to understand the following key concepts:

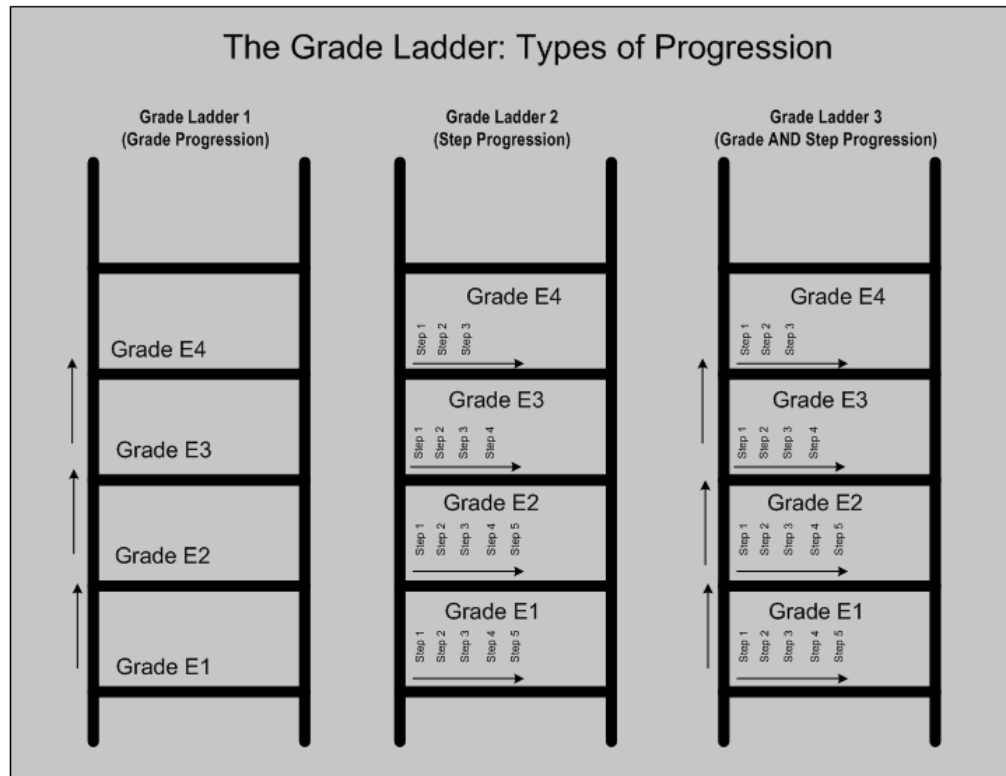
- Grade Ladder
- Salary Rates
- Progression Rules

## Grade Ladder

At the centre of grade/step progression is the *grade ladder*. You use the grade ladder to:

- Define, categorize and group your grades and steps in the sequence in which your employees typically progress. For example, you might decide to create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.
- Define the rules that determine an employee's eligibility for progression.
- Specify pay administration rules for the grades and steps on the grade ladder. For example, define how salaries are updated and passed to payroll when an employee progresses from one grade to the next.
- Vary grade and step pay according to employees' individual circumstances.
- Determine the type of approval (manual or automatic) required to progress an eligible employee.

The graphic below illustrates the types of progression the grade ladder supports:



As shown in this graphic, you can set up a grade ladder to progress employees in one of the following three ways:

- From one grade to another. Example: Grade E1 to Grade E2.
- From one grade step to another grade step (on the same grade). Example: Step 3 on Grade E2 to Step 4 on Grade E2.
- From one grade step to another grade step (on another different grade). Example: Step 5 on Grade E2 to Step 2 on Grade E3.

**Note:** You can only progress employees within the same grade ladder, and not across different grade ladders.

You set up the grade ladder using the Plan Design Wizard. This wizard guides you through the Grade Ladder setup pages and the tasks you must perform to create the grade ladder.

#### **French Users**

For a public sector type organization, you set up the grade ladder using the French Public Sector Corps business area in the Plan Design Wizard. When you create a grade ladder, Oracle HRMS creates a corps with the same name as that of the grade ladder. You can then set up the corps details.

**Note:** In a public sector type organization, the grade ladder is the corps and you can progress employees within and across different grade ladders.

## Salary Rates

Grade/Step Progression enables you to record the pay rates associated with grades and steps (and to make the necessary salary changes when an employee progresses from one grade or step to the next.)

If you are using Grade/Step Progression, these pay rates are known as *salary rates*. You can enter two types of salary rate:

- Default salary rates
- Criteria salary rates

### Default Salary Rates

Default salary rates represent a single set of values for one grade. For example, if you enter minimum, maximum, and mid-value default salary rates for the grades on your grade ladder, the rate for every assignment on that grade must fall within the specified range. Or, if you are using grade steps, the default salary rate you define for each step applies to every assignment on that step.

### Criteria Salary Rates

Criteria salary rates represent different sets of values for the same grade or step. If your enterprise compensates its employees using a group pay model (but without a common pay scale), then you can use criteria salary rates to vary the rates that you pay employees on the same grade.

See: Recognizing Your Grade Implementation Model, page 2-27

For example, your enterprise may use the same grades and steps in all its office locations. However, differences in cost of living mean that you pay your employees different amounts depending on where they work.

To enable you to vary grade and step pay in this way, you use *criteria sets* and *criteria salary rates*. If your enterprise varies pay by location only, you could create one criteria set for each location (for example, one for Melbourne, one for Sydney, and one for Perth). Each criteria set would include just one criterion (the location name). You can use any of the following criteria in your criteria sets:

- Bargaining Unit
- Full Time/Part Time
- Job
- Location
- Organization
- Performance Type (including Rating Type information)
- Person Type
- Rule
- Service Area

See: Eligibility Profile Criteria, page 1-94 for more information about these criteria

**Important:** You can use the above criteria only to create criteria sets for use in Grade/Step Progression. If you use other criteria, the variable rate profile is available as a criteria set in the Plan Design Wizard, but it contains no criteria.

Having defined unique criteria sets, you can enter the salary rates for each grade and/or step that use different rates of pay.

The application identifies employees who are on the grades (or grade steps) that meet the criteria in your criteria sets. If they meet the criteria, they are eligible for the criteria salary rate. If they do not meet the criteria (for example, they work in the Auckland office, where grade pay does not vary by location), they are eligible for the default salary rate.

If your organization does not use variable rates of pay for the same grade, you need to use only default salary rates and do not need to define criteria salary rates.

### Reuse of Existing Grade Rates and Scale Rates

You can upload grade rate and scale rate values created in the Grade Rate and Scale Rate windows to create default salary rates. However, once you have uploaded any existing rates, we recommend that you use the Plan Design Wizard to maintain salary rates for use in Grade/Step Progression.

**Note:** If you are not using Grade/Step Progression, you can define grade and scale rates using the Grade Rate and Scale Rate windows only.

### French Users

In a public sector type organization, Oracle HRMS derives salary rates from the pay scales that you define. It calculates the salary using the Grade and Step Rate method that uses the index values in the Global Table of Indices - Gross Index (IB) and Increased Index (INM). For a grade, the application derives the salary rates from the increased index in the Global Table of Indices and the legal indemnity rates, in case of legislative pay scales. It uses the salary rate directly, in case of exception pay scales.

As you create the pay scales and then define the grade steps from the progression points, you do not have the option of using progression points for the grade ladder.

## Progression Rules

To progress employees using Grade/Step Progression, you need to define how a person becomes eligible for progression. You do this using *eligibility profiles*, which you can attach at grade ladder, grade, or step level:

- Grade ladder profiles apply to every grade or step in this grade ladder.
- Grade profiles apply to this grade (and its step, if used) in this grade ladder.
- Grade step profiles apply to this grade step in this grade ladder.

**Note:** When you attach an eligibility profile to a grade, you can specify if you want the profile to apply to this ladder only, or to every other grade ladder using this grade. You can only attach step-level profiles to the selected grade ladder.

A profile contains one or more criteria that an employee must meet to become eligible for progression. If their current grade or step is associated with multiple profiles, they must meet the criteria in any mandatory profiles and at least one of the optional profiles

For example, you may want to specify that anyone on this grade ladder must have been on their current grade or step for at least two years before they are eligible for

progression, and each grade has additional rules for progression. To address this, you could define the following two rules:

- A grade ladder profile that specifies the employee must have been on their current grade or step for a minimum of two years.
- Grade level profiles for rules that are specific to each grade.

You can reuse the same eligibility profiles in other grade ladders, grades and steps. You define eligibility profiles using the Participation Eligibility Profiles window, but actually attach them to grade ladders, grades or steps using the Plan Design Wizard.

### **Manual Approval**

An employee may be eligible for progression to one or more grades or steps. Based on the progression rules defined, the application progresses the employee automatically to the appropriate grade or step.

If your grade ladder use manual approval, and the employee is eligible for more than one grade or step, the application proposes the default progression and marks it on the Approvals page.

The Grade/Step Progression process determines the default grade or step by applying the following rules:

- If the person is eligible for progression on multiple grade ladders, it uses the business group's default ladder.
- If the employee has no current grade associated with their assignment, the process stops.
- If the default grade ladder uses both grade and step progression, the process proposes a step based on the Progression Style defined for the grade ladder. The proposal may be to the lowest step in the grade, the next grade (but no step), or to the step with the lowest increase in salary.
- If the default grade ladder uses grade progression, the process proposes the next grade in the grade ladder for which the employee is eligible. When grade ladders are set for automatic progression, the Grade/Step Progression process flags the proposed progression so that the post-process can complete this progression. If this grade ladder requires manual approval for all progressions, the default grade or step is shown on the Approvals page for you to reject or approve the progression.

### **French Users**

In a public sector type organization, you can define progression within corps and across corps. You can move civil servants across corps if they satisfy all the eligibility conditions for the corps, and the seniority requirements defined for the career path.

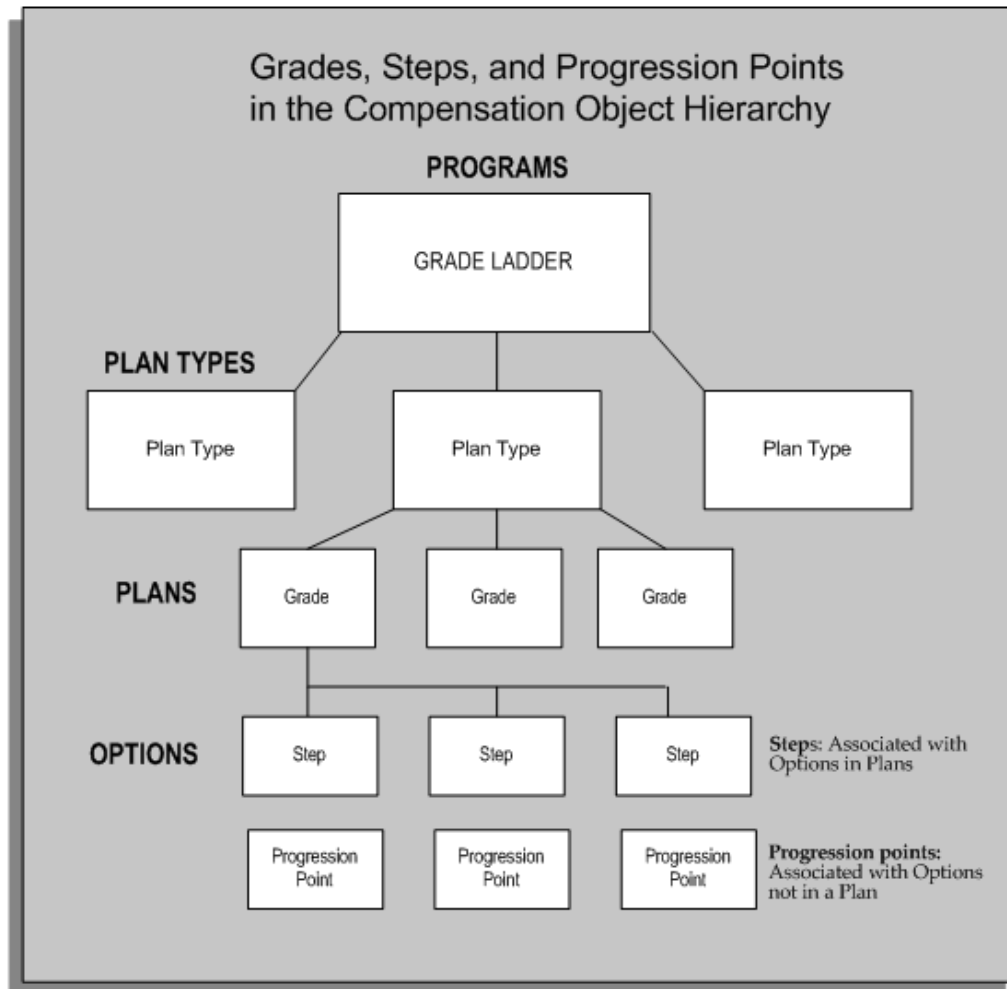
## **Grade/Step Progression and the Total Compensation Data Model**

The Grade/Step Progression process maps the grade ladder structure to the Total Compensation data model. When you create grade ladders, grades, steps, progression points and salary rates using the Grade Ladder Setup pages, the system creates corresponding objects, such as programs and plans. The object mapping is shown below:

This Grade/Step Progression object ...	... Maps to this compensation object
Grade Ladder	Program
Grade in Ladder	Plan in Program
Grade	Plan
Steps in Grade	Options in Plan
Progression Points	Options
Default Salary Rates	Standard Rates
Criteria Salary Rates	Variable Rates
Progression Rules	Eligibility Profiles

**Caution:** You create the Grade/Step Progression Plan Type, Life Event and Eligibility Profiles (used for progression rules) using the Plan Type, Life Event Reasons, and Participation Eligibility Profiles window. However, you must create all other Grade/Step Progression objects using the Grade Ladder Setup pages. Unless you have extensive knowledge of the Total Compensation model and Plan Design setup, we strongly recommend that you perform all ongoing grade ladder administration and maintenance using the Plan Design Wizard and the Grade Ladder Setup pages.

The following graphic illustrates the grade ladder structure within the Compensation Hierarchy.



Mapping the Grade/Step Progression structure to the Total Compensation data model enables the automatic progression of grades and steps, as well as automatic updates to salary rates. To perform this automated processing, you must create a life event of type Grade/Step Progression using the Life Event Reasons window before you can place employees on your grade ladder.

For more information on the Compensation Hierarchy, see: Plan Design, page 1-46

If you are not using Grade/Step Progression, you can create your grade, step, progression point, and pay rate information using the Grade Rate, Pay Scale, Scale Rate and Grade Scale windows. This will not create corresponding compensation objects.

## Grade/Step Progression: Processes and Exceptions

Once you have set up your grade ladders and added all the existing grades to one or more grade ladders, you are ready to start the progression process. In this topic, we review the tasks involved in Grade/Step Progression and identify when you use them.

See: Setting Up Grade/Step Progression, page 2-51.

### Employee Enrollment and Progression Process



To enroll your employees on the Grade/Step Progression process, you need to manually assign a grade ladder to employee assignments using the Assignments window.

If the grades you have assigned to certain assignments are on the default grade ladder for your business group, then you need not manually assign a grade ladder to such assignments. The process assumes that such assignments belong to the default grade ladder and processes them accordingly.

For information on attaching a grade ladder to an assignment in the Assignment window, see: *Entering Additional Assignment Details (Assignment Window)*, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

You then run the Participation Process: Grade Step to create enrollment records for the employees and begin the process for the progression of employees. Then, if your grade ladder is set up for automatic progression, and no errors are reported, this triggers the Grade/Step Progression post-process. If your grade ladder uses manual progression, then you need to approve or reject eligible employees and manually run a post- process to update employee assignments.

See: *Running the Participation Process: Grade Step*, page 2-54 and *Approving and Rejecting Grade/Step Progression*, page 2-53

#### **Manual Removal of an Employee from a Grade Ladder**

You may need to remove an employee from a grade ladder because they were on the wrong ladder. To do this, you just change their grade ladder in the Assignment window.

See: *Entering Additional Assignment Details (Assignment Window)*, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

#### **Failed Progression due to Future-Dated Salary Changes**

If progression fails due to future-dated salary proposals, you must progress the employee manually in the Assignment window.

See: *Entering an Assignment*, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide* and *Entering Additional Assignment Details*, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

## **Defining a Grade**

You define a grade in the Grades window.

If you intend loading historic assignment details into Oracle HRMS, make sure you enter valid start dates for your grades. You cannot assign an employee to a grade before the start date of the grade.

**Tip:** Consider using a fixed date as a default for your initial setup, for example, 01-JAN-1901. This will simplify your data-entry.

#### **To define a grade:**

1. Enter your grades in sequence number order.

The sequence number can be any number from 1 upwards. The number indicates the rank order of the grade; 1 indicates the highest grade.

This is the sequence in which the grades appear to users in lists of values.

Consider sequencing each grade at intervals of 10 or more, to accommodate any future changes to grades.

2. Enter a unique name for the grade. If there is more than one segment in the grade name structure, a window opens when you enter the Name field. You must enter a unique *combination* of segments.
3. Enter a start date early enough to handle any historical information you want to enter.
4. Save your work.

## Deleting Grades

**To remove a grade from the list of grades to which employees can be assigned:**

1. In the Grades window, enter an end date against the grade.

**To delete a grade entirely from the system:**

1. Reassign anyone already assigned to the grade to another grade.
2. Highlight the grade in the Grades window and choose Row Delete.

If you have historical records using the grade, you cannot delete it. You can only enter an end date to prevent further assignments to this grade.

## Defining a Grade Rate

You define grade rates in the Grade Rate window.

Grade rate values are DateTracked and you must ensure you use the correct date to create your initial set of values.

If you intend loading historic grade rate details into Oracle HRMS, make sure you enter the correct start date for all your history.

**To define grade rates:**

1. Set your effective date to a date early enough for any historical information you want to enter.
2. Enter a name for the grade rate and select the units for measuring it. Save your new rate.
3. In the Grade Rate Values block, select the grades for which you want to define rates. For each grade, enter a fixed value or a minimum, maximum and mid value.

To use this grade rate to validate salary proposals entered in the Salary Administration window, you must enter a minimum and maximum value.

To view comparatio values using this grade rate, you must enter a mid value.

4. Select a currency to link to the new rate. If you select a currency you must also enter a value in the Value field.
5. Save your work.

## Defining a Pay Scale

You define a pay scale, which is a set of progression points for compensation, in the Pay Scale window.

Pay scales are used commonly in government and regulated or unionized enterprises where actual values of pay are defined as a 'pay scale', a 'schedule', or a 'spine'. Characteristics of this functionality are:

- A single scale of points and values is used to establish the actual pay for a grade group.
- Each point in the pay scale has a single value.
- Grades can have a number of distinct *steps*, with each step given a single point in the pay scale.
- An employee assignment to a grade includes a point, or step value, and the point value determines the actual pay of the employee.

You can have any number of different pay scales in Oracle HRMS. Each scale has its own set of points which may be characters or numbers.

### To define a pay scale:

1. Enter a unique name for the pay scale.
2. Enter the Increment Frequency for this pay scale. For example, if you want to increment the placement of assignments on the pay scale once each year, enter 1 in the Number field and select Year in the Per Period field.

**Note:** These values provide information only. You can use the Submit Requests window to set up automatic regular incrementing of grade step placements by the Increment Progression Points process.

See: Incrementing Grade Step Placements, page 2-48

The Automatic Increment field shows the date of the last automatic increment.

3. Save the pay scale.
4. Enter the names of the points (or steps) of the scale. The Point names can be numeric or alphanumeric. Enter them in ascending order.
5. Enter a sequence number, in ascending order, for each point. The sequence determines the progression order for the incrementing process. Then save the scale again.

**Tip:** Enter sequence numbers in multiples of 5 or 10, for example 5, 10, 15, 20. This makes it easier to enter new points afterwards between existing points in the sequence.

## Defining Scale Rates

Use the Scale Rate window to define a scale rate.

Use the correct date to create your initial set of values. If you intend loading historic pay scale values into Oracle HRMS, you must use correct dates for all your history.

**To define a scale rate:**

1. Set your effective date early enough to handle any historical information you want to enter.
2. Enter a unique name for the rate.
3. Select the units for measuring the rate, such as hours, money, or integer.
4. Select the pay scale for which you are defining the rate.
5. Save the rate.
6. In the Progression Point Values block, select the points for which you want to define rates. For each point, enter a fixed value.
7. Select a currency to link to the new rate. If you select a currency you must also enter a value in the Value field.
8. Save the rate again.

## Relating Grades to Progression Points

Use the Grade Scale window to relate grades to progression points.

A grade can have any number of steps. Steps do not always have the same interval as the pay scale points. For example, you may have a pay scale with points from 1 to 10, and a Grade which has 5 steps with points in the sequence 3, 5, 7, 8, and 9.

**To create a grade scale:**

1. Set your effective date early enough to handle any historical information you want to enter.
2. Select a grade, and select the pay scale from which you want to choose progression points.
3. Select the highest point (or *ceiling*) to which employees on this grade can be automatically incremented by the Increment Progression Points process. Save the grade scale.

You can override this ceiling for individual employee assignments.

The step in which the ceiling occurs is automatically displayed in the Step field.

4. In the Grade Steps block, select the points you want to include on this grade scale.

When you save, the system sorts the points into ascending order by their sequence numbers (defined in the Pay Scale window).

**To delete a grade scale:**

1. Query the grade scale you want to delete.
2. Click the delete button to delete the grade scale.

**Warning:** When you delete a grade scale, the application deletes all the associated grade step records.

3. Click OK on the caution messages that appear.
4. Save your work.

## Placing an Employee on a Grade Step

Use the Grade Step Placement window to place an employee on a grade step. When you open this window, information about the grade, grade ladder, and scale appears automatically. By default, the ceiling point is the one you defined for the grade. However, you can enter a special ceiling point for individual employees in the Assignment window.

**Note:** Placing an employee on a grade step does not automatically update the salary element

### To place an employee on a grade step:

1. Set your effective date to the date when the placement should come into effect.
2. Select the point or step on which to place the employee assignment.
3. Select a reason for entering a placement, if required.

### Incrementing Placements Automatically

If you want to automatically increment the employee's placement, follow steps 4 and 5, otherwise go to step 6.

1. Check the Auto-Increment check box to increment the employee's placement when you run the Increment Progression Points process.
2. Specify the number of steps by which the placement grade is to be incremented in the Increment Number field.
3. Save your work.

The Grade Step Placement window displays the rates you have defined for the pay scale, and the values corresponding to the selected progression point.

### Entering Further Grade Step Information (French Users Only)

1. Click in the Further Information field to display the Further Spinal Point Placement Information window.
2. Select the progression speed as average, maximum, or minimum. This shows the speed with which an employee progresses up the scale.
3. Save your work.

## Viewing Grade Comparatios

The View Employee Grade Comparatio window compares the compensation values you enter for employees with the minimum, maximum, and mid values you define for their grades.

### To view employee grade comparatio values:

1. Select an element and input value.

The inquiry finds assignments that have an entry for this input value.

2. Select a grade rate and grade for which you have defined a range of valid values.

The inquiry compares the minimum, maximum, and mid values for your chosen grade with the element entries of the list of assignments.

3. Choose the Find button to run the inquiry.

The folder in the lower part of the window lists the assignments that match your selection criteria:

- The *value* is the element entry value for each assignment.
- The *comparatio* shows the assignment's element entry as a percentage of the mid-value defined for the grade rate.
- The *percent of range* shows the position of the assignment's element entry between the minimum value for the grade rate (0%) and the maximum value (100%).

### Part Time Employees

Employee are part time if the hours on their assignment's standard conditions are less than the work day hours entered for their organization. For part time employees, the system prorates the minimum, maximum, and mid grade rate values before calculating the comparatio and percent of range.

## Incrementing Grade Step Placements

You can increment grade step placements manually, using the Grade Step Placement window, or automatically, by running the Increment Progression Points process. In each case, the actual salary element is not updated. You can use grade step placements to update salary elements but you need to write an Oracle Payroll formula to do this. However, you are advised not to use Salary Administration to confirm a grade step change, because this means that subsequent changes to the point values would require updates for all the salary records to which they apply.

If you run the Increment Progression Points process, you can specify if an assignment will be incremented and the number of steps that a placements grade step is to be incremented by.

Any employees who are due increments which are greater than the grade scale ceiling will be highlighted by the application. For example, you may have an employee on step 7 of a grade scale, with a ceiling of 10 steps. If the employee is due an increment of 4 steps, the Exception report shows that the assignment was incremented but a ceiling has been reached.

### To run the Increment Progression Points process:

**Note:** An assignment's grade step placement is incremented automatically only if all the following conditions are met:

- It is still below the ceiling point.
- The automatic increment check box on the Grade Step Placement window is checked for the assignment.

1. Navigate to the Submit Requests window.
2. Select the Increment Progression Points process in the Name field.
3. If the Parameters window does not open automatically, click in the Parameters field.
4. Enter the date on which the increment becomes effective.
5. If either Yes or No is selected in the Report Only Mode field, the process prints both the Employee Increment Results Report and the Employee Increment Exception

Report. If you select Yes the increments are made and if you select No, then no increments are made.

**Note:** The following parameters restrict the assignments, incremented by the Increment Progression process, to the categories you select and are optional. For example, if you select an organization, then only assignments with that organization will be included in the process.

6. Select an organization.
7. Select a legal entity.

**Note:** In the UK the Legal Entity parameter is not available.

8. Select an organization hierarchy and select an organization top node, if you want to exclude part of an organization hierarchy.
9. Select values for some or all of the segments of your People Group flexfield, if required. This restricts the assignments incremented by the process to those in the group matching the values you enter.
10. Select the name of the pay scale.
11. Select a business rule if you want to enforce an additional rule to the increment process, otherwise go to step 15.
12. Enter a business rule date from and business rule date to.

**Note:** The effective date, entered at step 4, must be between the business rule start date and business rule end date.

13. Enter a year from and year to date if you want to specify an age range for the people you want to receive the increment.
14. Select the dependent date category.
15. Select the name of the payroll.
16. Select a collective agreement.
17. Select a person name, if you want the process or report to run on an individual person.
18. Select the qualification type and status.

**Note:** You can select the qualification type without selecting the qualification status, but you cannot select the qualification status without selecting a qualification type.

19. Choose the OK button.
20. Choose the Submit button.

## Running the Current and Projected Progression Point Values Report

Run this report before running the Increment Progression Points process, to assess its effects. This report shows what changes would be made by the Increment Progression

Points process and how much it would cost for a particular scale rate, such as salary, or for all rates.

You run reports in the Submit Requests window.

### **To run the Points Values Report:**

1. Select Current and Projected Progression Points Values Report in the Name field.
2. If the Parameters window does not open automatically, click in the Parameters field.
3. Enter the date on which the increment becomes effective.

**Note:** The following parameters restrict the assignments, incremented by the Increment Progression process, to the categories you select and are non-mandatory.

4. Select an organization.
5. Select a legal entity.

**Note:** In the UK, the Legal Entity parameter is not available. UK users may proceed to step 6.

6. Select an organization hierarchy.
7. Select an organization top node, if you want to exclude part of an organization hierarchy. The process includes the top node selected and the remaining hierarchy below, within the organization hierarchy you previously selected.
8. Select values for some or all of the segments of your People Group flexfield, if required. This restricts the assignments incremented by the process to those in the group matching the values you enter.
9. Select the name of the pay scale.
10. Select the name of the payroll.
11. Select a collective agreement.
12. Select a person name, if you want the process or report to run on an individual person.
13. Select the qualification type and status.

**Note:** You can select the qualification type without selecting the qualification status, but you cannot select the qualification status without selecting a qualification type.

14. Select the qualification status.
15. Choose the OK button.
16. Choose the Submit button.

## **Running the Employee Increment Results Report**

This report is available for you to run independently in circumstances where you have deleted the original report, produced by the Increment Progression Points process. You run this report after running the Increment Progression Points process. This report gives



the actual results of running the process, depending on how you specify the process to run, allowing you to check employee progressions are successful. You run reports in the Submit Requests window.

**To run the Employee Increment Results Report:**

1. Select Employee Increment Results Report in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select a pay scale and the increment process run for which you want to see the results.
4. Restrict the scope of the report, if required, by selecting an organization, a group and a rate.
5. Choose the Submit button.

## Setting Up Grade/Step Progression

To set up Grade/Step Progression, you must perform the steps listed below.

1. Using the Plan Type window, create a Plan Type (with option type Grade/Step Progression) and an effective date of 01-JAN-1951.

You perform this task only once because a business group can contain only one Grade/Step Progression Plan Type. You can do this at any stage before you activate your first grade ladder.

See: Defining Plan Types, page 1-66

2. Using the Life Event Reasons window, create a Life Event (of type Grade/Step Progression) and an effective date of 01-JAN-1951. Define all the person changes that make an employee eligible for progression.

You perform this task only once because a business group can contain only one Grade/Step Progression Life Event. You can do this at any stage before you activate your first grade ladder.

See: Defining General Characteristics of Life Event Reasons, page 5-77 and Defining Person Changes, page 5-80

3. Set up and activate your grade ladder.

See: Setting Up a Grade Ladder, page 2-51

## Related Topics

You can now use the Grade/Step Progression process. See: Grade/Step Progression: Processes and Exceptions, page 2-42

## Setting Up a Grade Ladder

You set up the grade ladder using the Plan Design Wizard. The wizard guides you through the steps for creating a new grade ladder (or updating an existing grade ladder).

**Caution:** You can perform many of the grade ladder setup tasks in either the Professional User Interface (PUI) or using the Plan Design Wizard. However, we strongly recommend that you use the Plan Design Wizard unless there is a specific instruction to use a window in the

PUI. You should only use the PUI if you have extensive knowledge of Total Compensation data model and experienced in plan design setup, because there are many dependencies in grade ladder design that you may set up incorrectly if you do not use the Plan Design Wizard. You can, however, use the Variable Rate Profiles window to set up variable rate profiles for use in Grade/Step Progression criteria sets.

You can save your work at any stage of the grade ladder setup process and you can make changes to a completed grade ladder at any point. Grade/Step Progression will use the grade ladder setup that was valid at the time of running the grade/step progression process. For example, if your existing grade ladder uses automatic approval and you change it to use manual approval on 01-JAN-2003, progression that occurs after that date uses manual approval.

The application will not, however, allow you to remove a step or a grade from a grade ladder if employees are already placed on that step or grade.

1. Using the Plan Design Wizard Welcome page, select the Grade/Step Progression business area.
2. Using the Search: Grade/Step Progression page, click Create Grade Ladder. The Grade/Step Progression Task List page is displayed.

If you want to make changes to an in-progress grade ladder, use this page to find the ladder and complete any of the following outstanding tasks.

3. Using the Grade/Step Progression Task List page, select the first task in the list (Task 1 Grade Ladder) and enter basic details about the grade ladder, such as its name, its effective date, and whether it uses grade steps and progression points.

**Important:** You must use an effective date of 01-JAN-1951 for all grade ladder, grade and step information that you create. This is because the application creates compensation objects, such as the plan, using the same effective date.

4. Enter salary information for the grade ladder (Task 2 Salary Information).

Specify the currency used for grade and step rates, if the system should update salaries automatically upon progression, based on pay administration rules.

Even if you are not linking salary updates to a grade ladder, but you use grade and step rates, you need to review the currency and rate information on this page:

- We recommend that you use the default currency that is used by the business group.
  - If you are creating multiple grade ladders for the same business group, use the same rate period for each grade ladder. If you select different rate periods, there may be conflicting values for a grade that is shared across grade ladders.
5. Select (or define) grades to attach to this grade ladder and place them in sequence on the grade ladder (Task 3 Grades). You can attach existing grades that you created in the Grades window. However, we recommend that you use the Plan Design Wizard to create any new grades for use on grade ladders.

**Note:** You can add a grade to a grade ladder only if the grade is valid on the grade ladder's effective date.

You can reuse grades in other grade ladders, but the grade ladders must use the same Period. (You set this up as part of the grade ladder's salary information). Also, if the grade uses progression points, you can only add the grade to other grade ladders that also use progression points.

6. Optionally, create and add steps to the grades on the grade ladder and define the step ceiling for each grade (Task 4 Steps). A ceiling step is the highest step attached to a grade to which an employee may progress.

If your grade ladder uses progression points, use this page to create (or reuse) pay scales and use those pay scales to create steps. Please omit this task if your grade ladder does not use steps.

7. Optionally, define the default and (if required) criteria salary rates for your grades or grade steps (Task 5 Rates). You can also set up variable rate profiles for use in Grade/Step Progression criteria sets using the Variable Rate Profiles window.

See: Defining General Information for a Variable Rate Profile, page 5-148

See: Defining the Criteria in a Variable Rate Profile, page 5-149

Please omit this task if your grade ladder does not link salary rates to grades.

8. Specify the progression rules for this grade ladder (Task 6 Progression Rules). Select the criteria (as an eligibility profile) an employee must meet to be eligible for progression.

Use the Participation Eligibility Profiles window to define your eligibility profiles, ensuring they are valid for the grade ladder start date. An eligibility profile can be held at grade ladder, grade or step level.

See: Defining an Eligibility Profile, page 1-98

9. Review, save, and validate the grade ladder setup (Task 7 Review and Submit). When you are satisfied that your grade ladder is complete, you can activate it to make it available for employee progression.

## Approving and Rejecting Grade/Step Progression (Manual)

When you create a grade ladder, you specify the type of approval it uses (its *posting style*):

- Automatic progression: the application automatically updates the assignments of eligible employees with progression changes on the date specified (provided there are no system errors)
- Manual progression: you must use the Approvals: Grade/Step Progression page to approve or reject eligible employees.

If you have set your grade ladder for manual approval, the Participation Process: Grade Step pre-process starts the Grade/Step Progression process, but you must then reject or approve the proposed progressions using the Approvals: Grade/Step Progression page.

1. Using the Approvals: Grade/Step Progression page, enter search criteria for the proposed progressions you want to view. Only the Progression Date From and Progression Date To are mandatory criteria.
2. Select one or more employees to display the details of their current grade or step and the grade (or step) to which they are eligible to progress.

3. Review the details of each proposed progression and approve (or reject) one or more employees at a time. You can also make manual changes to the proposed progression, including changing the progression date and salary update date.
4. When you have finished approving or rejecting the proposed progressions, click Submit. This saves the status of the progression (A - Approved or R - Rejected) in the employee's Electable Choice records.
5. Using the Submit Request window, run the Process Employees Progressed Manually process. This updates the assignment records of the employees and makes salary updates where required.

## Running the Participation Process: Grade Step

The Participation Process: Grade Step (the Grade/Step Progression pre-process) evaluates your employees one at a time, to determine the set of grades and/or steps to which an employee is eligible to progress (and marks the default grade or step when more than one eligible progression exists).

When the process completes, it triggers automatically a post-process that progresses employees to their new grade or step and makes the salary updates as required.

You can run this process retrospectively, but if you do so, the application does not process employees with future-dated salary proposal changes and they appear in an exception log. If you wish to process these employees, you must process them manually from the Assignment window by updating their grade or step, and salary.

See: *Entering an Assignment, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide* and *Entering Additional Assignment Details, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

We suggest that you run this process once a month. However, if you are an Advanced Benefits user with many life events triggered by person or assignment data changes, you may prefer to run the process more frequently.

You run this process from the Submit Requests window.

### To run the Participation Process: Grade Step

1. In the Name field, select Participation Process: Grade Step.
2. Change the runtime parameters if required.

If you leave the Potential Life Events to Process Date field blank, the application assigns a dummy life event to any employee without a life event and processes all selected employees.

If you enter a date in the Potential Life Events to Process Date field, the application processes only those employees with a life event on the date specified (which was triggered due to changes in person data or due to satisfying temporal life event criteria.)

For information on other parameters, see Runtime Parameters for the Batch Participation Process, page 6-24.

3. Choose the Submit Request button.

# Workforce Intelligence Key Concepts for Salary and Grade Related Pay and Progression

## Key Concepts for Salary and Grade Related Pay and Progression Intelligence

The Salary and Grade Related Pay and Progression Intelligence reports enable you to compare and contrast salaries among employees working in different circumstances, such as different jobs or organizations, within your enterprise. You can also examine salary trends, or you can view salary details for individual employees. You can set Key Performance Indicators to alert you to critical changes in salaries.

**Note:** These reports will not return data if you have not attached your Grade Rates to a Salary Basis.

To enable you to get the most out of the Salary and Grade Related Pay and Progression intelligence reports, you need to understand the following key concepts:

- Salary Currencies, page 2-55
- Salary Annualization, page 2-55
- Grade Annualization, page 2-55
- Salaries and Assignments, page 2-55

### Salary Currencies

The Salary and Grade Related Pay and Progression reports enable you to select the currency on which you want to report. If salaries exist that are not paid in the currency you select, you can include or exclude them from the report. If you include salaries that are not in the currency you select, the reports convert the salary using the general ledger (GL) daily rates. If the report cannot find a valid exchange rate, it ignores the salary.

For more information, see *Entering A Conversion Rate Type, Configuring, Reporting, and System Administration Guide*.

### Salary Annualization

Most of the reports display salary values as annualized figures. Reports use the salary basis set up for the assignment to calculate the annualized figure. Reports only include the salary values they can convert to an annualized figure.

### Grade Annualization

Reports display the minimum, mid-point, and maximum payments in a grade range as annualized figures. Reports use the grade annualization factor set up as part of the pay basis to calculate the annualized figure.

### Salaries and Assignments

The Salary and Grade Related Pay and Progression reports show salaries for all assignments that satisfy the following criteria. For an assignment to be included in the reports, it must:

- Be active or suspended.

**Note:** By including employees with a status of suspended, the reports ensure that employees on military leave, or those who have been temporarily suspended, are still included in the salary analysis.

- Have the latest approved salary proposal. Assignments with unapproved salary proposals are not included.
- Have all components of a salary increase approved for the Salary Component Trend report.
- Have a performance rating related to a current approved salary, if you group by performance for the Average Salary By Group report.
- Fit the criteria you enter. For example, if you enter a location, the assignment must be for that location.

Each assignment that matches the selection criteria appears on the report. If an employee has more than one assignment that matches all the criteria, the employee appears more than once on the report.

Assignments are shown on the day the report is run, except in the following HRMSi reports:

- Average Salary Trend report  
The report calculates the average salary on the last day of the frequency period. It calculates the average salary by totaling the salary for all relevant assignments, and dividing this value by the number of assignments.
- Salary Component Trend report  
The report calculates the amount attributed to the component reason for each frequency time period.

# Workforce Intelligence for Salary and Grade Related Pay and Progression

## Employee Primary Assignment with Salary and Grade Rate Detail Workbook

This workbook enables you to report on employees based on their primary assignment. The workbook output is in a non-legislative specific format, which is useful for global reporting.

You can report on employee details, including:

- Current annual salary
- Previous annual salary
- Salary grade rates
- Date of birth
- Working hours
- Gender
- Age

### Worksheets

This workbook has the following worksheets:

- Organization Hierarchy
- Supervisor Hierarchy

### Organization Hierarchy Worksheet

This worksheet enables you to report on employee details based on the employee primary assignment (in a non-legislative specific format) for a given organization and its subordinate organizations.

### Business Questions

*How much do my employees within each organization earn and how does that compare with their grade rate?*

### Worksheet Parameters

You must specify values for the following parameters:

- Organization Hierarchy
- Top Organization
- Effective Date

The worksheet includes those employees who held a primary assignment at the time of the Effective Date, and were employed in the selected organization hierarchy at the time of the Effective Date.

## Headings and Calculations

This report uses the following calculations:

- **Annualized Grade Minimum**

Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.

- **Annualized Grade Mid Value**

Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.

- **Annualized Grade Maximum**

Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.

- **Salary Increment**

Calculates an employee's salary increment as a percentage of the previous salary.

- **Recent Years Service**

Calculates the employee's length of service as the number of years since their most recent hire date.

## Supervisor Hierarchy Worksheet

This worksheet enables you to report on employee details based on the employee primary assignment (in a non-legislative specific format) for a given supervisor and his/her subordinates.

## Business Questions

*How much do the employees for a given supervisor earn and how does that compare with their grade rate?*

## Worksheet Parameters

You must specify values for the following parameters:

- Supervisor
- Effective Date

The worksheet includes those employees who held a primary assignment at the time of the Effective Date, and were assigned to the selected supervisor at the time of the Effective Date.

## Headings and Calculations

This report uses the following calculations:

- **Annualized Grade Minimum**

Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.

- **Annualized Grade Mid Value**

Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.



- **Annualized Grade Maximum**

Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.

- **Salary Increment**

Calculates an employee's salary increment as a percentage of the previous salary.

- **Recent Years Service**

Calculates the employee's length of service as the number of years since their most recent hire date.

## **Related Topics**

Salary and Grade Related Pay and Progression Key Concepts, page 2-55

## **Employee Primary Assignment with Salary Detail Workbook**

This workbook enables you to report on employees based on their primary assignment in the United States legislation.

You can report on employee details, including:

- Current annual salary
- Previous annual salary
- Salary grade rates
- Date of birth
- Ethnic origin
- Working hours
- Gender
- Age

## **Worksheets**

This workbook has the following worksheets:

- Organization Hierarchy
- Supervisor Hierarchy

## **Organization Hierarchy Worksheet**

This worksheet enables you to report on employee details, based on the employee primary assignment in the United States legislation, for a given organization and its subordinate organizations.

## **Business Questions**

*How much do my employees within each organization earn?*

## **Worksheet Parameters**

You must specify values for the following parameters:

- Organization Hierarchy
- Top Organization
- Effective Date

The worksheet includes those employees who held a primary assignment at the time of the Effective Date, and were employed in the selected organization hierarchy at the time of the Effective Date.

## Headings and Calculations

This report uses the following calculations:

- **Age**  
Calculates a person's age at the Effective Date.
- **Annualized Grade Minimum**  
Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Mid Value**  
Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Maximum**  
Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Salary Increment**  
Calculates an employee's salary increment as a percentage of the previous salary.
- **Recent Years Service**  
Calculates the employee's length of service as the number of years since their most recent hire date.

## Supervisor Hierarchy Worksheet

This worksheet enables you to report on employee details based on the employee primary assignment in the United States legislation, for a given supervisor and his/her subordinates.

## Business Questions

*How much do the employees for a given supervisor earn?*

## Worksheet Parameters

You must specify values for the following parameters:

- Supervisor
- Effective Date

The worksheet includes those employees who held a primary assignment at the time of the Effective Date, and were assigned to the selected supervisor at the time of the Effective Date.

## Headings and Calculations

This report uses the following calculations:

- **Age**  
Calculates a person's age at the Effective Date.
- **Annualized Grade Minimum**  
Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Mid Value**  
Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Maximum**  
Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Salary Increment**  
Calculates an employee's salary increment as a percentage of the previous salary.
- **Recent Years Service**  
Calculates the employee's length of service as the number of years since their most recent hire date.

## Related Topics

Salary and Grade Related Pay and Progression Key Concepts, page 2-55

## Employee Salary Change Workbook

This workbook enables you to report on employee salary change details; for example, the latest salary increment, the effective date of a salary change, the salary level compared to the grade minimum, mid value and maximum value. The details can be shown for a chosen period of time.

## Worksheets

This workbook has the following worksheets:

- Organization Hierarchy
- Supervisor Hierarchy

## Organization Hierarchy Worksheet

The Organization Hierarchy worksheet enables you to report on employee salary change details by organization hierarchy for a given time period.

## Business Questions

*When did my employees' salaries change, and by how much?*

## Parameters

You must specify values for the following parameters:

- Organization Hierarchy
- Top Organization
- Start Date
- End Date

The worksheet includes those employees who held a primary assignment, were employed in the selected organization hierarchy, and had a salary change, during the period from your selected Start Date to your selected End Date.

You can also enter a value for the following optional parameter:

- Organization Hierarchy Effective Date

If you use the Organization Hierarchy Effective Date parameter, the worksheet will use the Organization Hierarchy Version effective on this date to display organization Hierarchy information.

This date will affect the output of your worksheet if your selected Start Date and End Date parameters cover more than one Organization Hierarchy Version for your selected Organization Hierarchy.

If you do not use the Organization Hierarchy Effective date parameter, the worksheet will default to the Organization Hierarchy Version effective on your selected End Date.

## Headings and Calculations

This report uses the following calculations:

- **Annualized Grade Minimum**  
Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Mid Value**  
Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Maximum**  
Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Previous Annual Salary**  
Calculates the previous annual salary amount for an employee.
- **Salary Increment**  
Calculates an employee's salary increment as a percentage of the previous salary.

## Supervisor Hierarchy Worksheet

The Supervisor Hierarchy worksheet enables you to report on employee salary change details by supervisor hierarchy for a given time period.

## Business Questions

*When did my employees' salaries change, and by how much?*

## Parameters

You must specify values for the following parameters:

- Supervisor
- Start Date
- End Date

The worksheet includes those employees who held a primary assignment, were employed by the selected supervisor, and had a salary change, during the period from your selected Start Date to your selected End Date.

## Headings and Calculations

This report uses the following calculations:

- **Annualized Grade Minimum**  
Calculates the annualized minimum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Mid Value**  
Calculates the annualized mid value payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Annualized Grade Maximum**  
Calculates the annualized maximum payment in a grade range. The calculation uses the grade annualization factor that is set up as part of the pay basis.
- **Previous Annual Salary**  
Calculates the previous annual salary amount for an employee.
- **Salary Increment**  
Calculates an employee's salary increment as a percentage of the previous salary.

## Related Topics

Salary and Grade Related Pay and Progression Key Concepts, page 2-55

## Employee with Tenure Detail Workbook

This workbook enables you to report on current employee tenure details based on the employee primary assignment in a non-legislative specific format.

In addition to the basic employee primary assignment details, you can report on:

- Most recent hire date
- Original date of hire
- Total years of service
- Recent years of service

## Worksheets

This workbook has the following worksheets:

- Organization Hierarchy
- Supervisor Hierarchy

### Organization Hierarchy Worksheet

This worksheet enables you to report on employee tenure details (based on the employee primary assignment in a non-legislative specific format) for a given organization and its subordinate organizations.

#### Business Questions

*How long have my employees within a given organization hierarchy been working within my enterprise?*

#### Parameters

You must specify values for the following parameters:

- Organization Hierarchy
- Top Organization
- Employment Category

The worksheet includes those employees currently employed within the selected organization hierarchy, and within the selected employment category.

#### Headings and Calculations

This report uses the following calculations:

- **Recent Years Service**  
Calculates the employee's length of service since their most recent hire date as a number of years.
- **Total Years Service**  
Calculates the employee's length of service since their first hire date as a number of years.

### Supervisor Hierarchy Worksheet

This worksheet enables you to report on employee tenure details (based on the employee primary assignment in a non-legislative specific format) for a given supervisor and his/her subordinates.

#### Business Questions

*How long have employees, reporting directly or indirectly to a given supervisor, been working within my enterprise?*

#### Parameters

You must specify values for the following parameters:

- Supervisor

- **Employment Category**

The worksheet includes those employees currently employed by the selected supervisor, and within the selected employment category.

### **Headings and Calculations**

This report uses the following calculations:

- **Recent Years Service**

Calculates the employee's length of service since their most recent hire date as a number of years.

- **Total Years Service**

Calculates the employee's length of service since their first hire date as a number of years.

### **Related Topics**

Salary and Grade Related Pay and Progression Key Concepts, page 2-55





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# Compensation and Awards Management

## Compensation and Awards Management Overview

In an enterprise, you need to compensate and award benefits to eligible employees. Your enterprise determines who is eligible for compensation and awards, and who can allocate them. Most compensation cycles include or exclude certain employees, based on enterprise requirements. Compensation could include salary, bonus, allowances, vehicle mileage payments, and stock options. Allocation of compensation may depend on factors such as current salary, grade, position, time since last pay raise, and other factors.

## Managing Compensation and Awards Using Oracle HRMS

You can set up compensation and awards programs for managers to use to evaluate and make compensation decisions. Well-designed programs help you achieve your goals, retain qualified employees, and reward performance. Oracle HRMS helps you design a successful compensation program.

See: Setting Up Compensation Workbench Plans, page 3-28

See: Setting Up Individual Compensation Distributions, page 3-54

See: Setting Up Compensation History, page 3-67

## Using Oracle SSHR to Manage Compensation and Awards

You can use Oracle SSHR to manage compensation effectively to maximize employee performance. Managers can make informed decisions and create budgets within established budget parameters. Employees can enter details about voluntary deductions such as charitable contribution plans, or store information such as the amount they invest in savings plans.

See: Compensation Workbench Overview, page 3-6

See: Self-Service Individual Compensation Distribution, page 3-52

See: Compensation History, page 3-62

See: Vehicle Repository, page 3-71

## Key Concepts

To use Compensation and Awards to suit your enterprise's requirements, you need to understand the following key concepts and activities:

- Compensation Workbench Budget Preparation, page 3-9

- Allocations, page 3-11
- Itemization, page 3-11
- Promotions, page 3-12
- Employee Performance Rating, page 3-13
- Employee Eligibility, page 3-14
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## Reporting on Compensation and Awards

To track compensation and awards activities in your enterprise, Oracle HRMS provides you a range of reports. For example:

- Managers run the Compensation Comparison Report by Direct Manager to view Salary, Bonus, and Stock Option totals for their direct reports. The report also includes values such as each manager's budget and the amount used.
- Managers or Administrators run the Employee Stock Options Total Position Report to view summary or detailed information about employee stock option grants, such as total shares granted, and total vested shares.
- Compensation Professionals run the Stock Option Download for Third Party Administration Systems to download stock option grant results for all participants in a plan in an enrollment period.
- Administrators run the Total Compensation Progress Report to check the progress of the compensation cycle for a specific availability period and plan.

See: Compensation and Awards Management, page B-53 in Reports and Processes in Oracle HRMS.

## Compensation Awards Management: Requirements

Using Compensation and Awards Management, you can determine and allocate compensation and awards for your enterprise.

### Can managers view employee details from Compensation Workbench?

Yes, managers can view employee details for their direct reports and any employee further down in the reporting hierarchy. You can update certain employee information in Compensation Workbench, so you do not have to change functions while you are working in your compensation cycle.

### **How are compensation allocations awarded?**

A line manager uses the Allocation Worksheet to award compensation to any employee at a lower level in the reporting hierarchy. Line managers cannot allocate their own compensation.

### **How are budgets prepared?**

You can define a budget at the top-level of an organization hierarchy. A high-level manager in the hierarchy issues budgets to managers who have direct reports -- and these direct reports can be managers as well. You can issue monetary amounts or percentages of eligible salaries. You can also use the Allocation wizard to help you calculate the amount/percentages to issue.

Additionally, you can auto-issue a predefined budget (typically as a flat percentage of eligible salaries) to all allocating managers.

### **Can other managers fill in for me if I am unavailable?**

Using the Switch Manager, you can act as another manager within your security profile, and view or make updates to another manager's worksheet.

### **Can managers assign employees to their own worksheets?**

The Employee Reassignment feature provides managers a facility to add an employee to their own worksheets as well as to assign employees to other managers' worksheets. The employee reassignment is valid for the selected compensation plan and enrollment period and does not affect the current supervisor relationship.

### **Can managers promote and rate or assess employees at the same time as allocating salaries?**

Yes, using the Promotion and Performance features, you can process a promotion or complete a performance rating and ranking in conjunction with processing a pay increase, bonus, or stock award. Self-service Compensation Workbench uses the same jobs, position, and grades as the compensation professionals use in the "back office."

### **Does Compensation Workbench handle approving allocations, promotions, and employee performance ranking?**

Oracle HRMS routes a completed worksheet for approval based on position or supervisor-hierarchy as specified in the enrollment requirements for the compensation plan. There is a single approval for the entire worksheet.

### **Can I budget and allocate Compensation based on Salary Components?**

If you itemize a compensation plan into two or more components--for example, Cost of Living and Performance--you can budget and allocate for each component. You can link compensation components to Oracle HRMS salary components.

### **What type of information can I view in Compensation History?**

As a manager, you can get a complete view for all compensation and ranking history for all employees in your security group. This includes information about

all in-progress transactions as well for salary changes, bonuses, basic or stock option history, ranking, jobs, and details of other non-monetary compensation.

### **Can employees use Compensation History?**

Yes - employees can view all their compensation information. They can view information about salary changes, bonuses, basic or extended stock option history, and details of other non-monetary compensations.

Yes — employees can view all their compensation information. They can view information about current compensation data and previously processed salary changes, bonuses, basic or extended stock option history, and details of other non-monetary compensations. Ranking is seeded as hidden in the employee view but may be configured so that employees may view their ranking. Employees can view their job details such as name, date of the job change, position, grade, people group, and reason for the job change.

### **Are there any security features associated with Compensation History?**

Yes - Oracle HRMS security features ensure that you view ranking assigned only by those managers within their own security group. In addition, you can view in-progress or pending transactions. This information is hidden from employees. Compensation History ensures that based on the responsibility you use to log in, this information is displayed to you or hidden from you.

### **To whom can I assign an ICD?**

As a manager, you can assign an ICD only to those qualified employees who belong to your security group. In addition, participant eligibility profiles offer a further way to limit distributions to eligible employees based on a range of criteria, such as assignment data.

### **Can ICD handle approving allocations?**

Yes. Oracle Self-Service HR seeds a workflow approval process. This automatically sends a notification to the supervisor of the manager who distributes the award. The supervisor can either approve or reject the distribution.

### **Can employees use ICD?**

Yes - if your enterprise configures employee self-service ICD for use by non-manager employees. Employees can use Self-Service ICD to contribute to charitable contribution plans, savings bond plans and so on.

### **What type of information can I record in the vehicle repository?**

You can record the following information:

- Registration number
- Make and model
- Registration date
- Engine capacity

- List price and value of optional accessories fitted initially and added later
- Fiscal rating
- Status, and reason for Inactive status
- Whether the vehicle can be allocated to multiple users

# Compensation Workbench

## Compensation Workbench Overview

Line managers and other employees responsible for distributing compensation use Compensation Workbench to issue budgets to reporting managers responsible for budgeting and to allocate compensation awards to individual employees, promote employees, and rate employee performance.

Using the Oracle HRMS professional user interface, a compensation manager or system administrator defines Compensation Workbench plans based on the Total Compensation data model.

## Budgets

High-level managers set *distribution budgets* for all of the subordinate managers in their organizations. The budget provides a variety of information to a manager, such as the available amount to budget, the amount used, and any amount reserved for future use that is not issued to reporting managers.

You can define budgets as monetary amounts or as a percentage of eligible salary. There is an Allocations Wizard that can help high-level managers create a budget, if they do not want to manually set the budget.

Reporting managers receive Workflow notifications automatically when a higher-level manager issues a budget, and the budget appears in the manager's Allocation Worksheet.

See: Compensation Workbench Budget Preparation, page 3-9

## Worksheets

Compensation Workbench uses *Worksheet Groups* within the worksheet as the collection point of information for managers to use when evaluating eligible employees. Worksheet groups allows managers to make discreet changes to employees.

Compensation Workbench includes the following worksheets in the worksheet group:

- Allocations Worksheet Groups

After the budget has been set by a high-level manager, reporting managers can determine how to allocate compensation or awards to employees within their organizations. Like the high-level manager, they can use the Allocation Wizard to help set allocations automatically.

**Note:** Managers cannot allocate themselves an award.

- Promotions Worksheet Group

Using the Self-Service interface, managers can change data related to a job, position, or grade for any eligible employee in their reporting structure. Employees with an appropriate security access can also record promotions using the Switch Manager.

- Performance Worksheet Group

Employee Performance Rating allows managers to rate and rank the performance of any eligible employee in their reporting structure. Employees with the appropriate security access can also rate employees using the Switch Manager.

Additionally, you can *personalize* the Worksheet Groups by plan. Oracle's Personalization feature is expanded for Compensation Workbench to allow for Plan-level Personalization. Personalization allows you to modify the data that line managers see and are able to update in each worksheet group for a compensation plan.

See: Employee Performance Rating, page 3-13

See: Promotions, page 3-12

See: Allocations, page 3-11

See: Switch Manager, page 3-16

See: Personalizing a Plan for Compensation Workbench, page 3-33

## Approvals

When managers complete their worksheet, they send it for approval using Oracle Workflow, which routes a notification to each approver through a configurable notification hierarchy.

The following notifications are available:

- Your manager has issued you a budget
- A higher-level manager has changed the due date or access level of your worksheet or budget
- Your manager has Approved or Rejected your worksheet
- A reporting manager has submitted their worksheet for your approval

Higher-level managers can approve, modify, or return a submitted worksheet to any reporting manager below them in the hierarchy.

Using the Approval Mode profile option, you may enforce the submission and approval of all lower-level managers worksheets before higher-level managers may submit their worksheets for approval. The default behavior allows the higher-level manager to submit a worksheet regardless of the status of the lower-level manager worksheets.

**Note:** The workflow process requires approval at the highest level of your organization hierarchy.

An approver must approve the worksheet groups within a worksheet as a whole.

The system maintains the changes in a temporary state--until approved--and the worksheet is visible only in the managers' Self Service view from Compensation Workbench.

If the worksheet is approved, then all the changes proposed in the worksheet are approved. You cannot approve some changes and not others. Upon approval, you run a post-process that updates all HRMS data regarding these changes.

See: Compensation Workbench Approvals and Notifications, page 3-17

## Copying the Seeded Menu

If you create your own menu based on the seeded HR Professional menu, you need to include the appropriate Compensation Workbench function and submenus in your new menu.

In your new menu, be sure to add the following functions and submenus:

- Add the Compensation Workbench Home for Administrators function to the menu and give the function a Prompt.
- Add the Compensation Workbench Main Menu submenu. This controls the various tabs that display in Compensation Workbench.
- Add the Compensation Workbench Global Menu submenu. This adds menu functions specific to Compensation Workbench to the Self-Service Global menu.

See: Configuring the Global Button Bar , *Oracle HRMS Implementation Guide*

## Compensation Workbench

For a full functional description of the Compensation Workbench, see: Compensation Workbench, page 3-6.

## Menu and Function Names

This module can be accessed from the following menus and functions:

User Menu Name	Function Name
Manager Self-Service	Compensation Workbench

## Workflow

Not applicable

## Configurable Tips and Instructions

Not applicable.

## Configurable FlexFields

Descriptive Flexfields display on their own flexfield worksheet group subtab within the worksheet.

Table Name	Name	Title
BEN_PIL_ELCTBL_CHC_PO PL	BEN_PIL_ELCTBL_CHC_PO PL	Additional Ben Pil Elctbl Chc Popl Details

See: Configuring Flexfields, *Oracle HRMS Deploy Self-Service Capability Guide*



## Configurable Profile Options

Not applicable.

## Compensation Workbench Budget Preparation

You can define a budget at the top level of an organization hierarchy. A high-level manager issues distribution budgets to managers who have direct reports who are also managers.

The budget provides a variety of information, such as the available amount to budget, the amount used, and any amount reserved for future use that is not issued to reporting managers.

You can define a budget using monetary amounts or percentages of eligible salaries. A manager can determine a reporting manager's budget manually or by using the Allocation Wizard.

During plan design, you determine how changes to a lower-level manager's list of employees affect a budget. You can choose to maintain fixed amounts or to recalculate the budget based on a percentage.

Reporting managers receive Workflow notifications automatically when a higher-level manager issues a budget.

## Budget Issuance

To begin the budgeting process, a compensation manager does one of the following:

- Uses the Person Life Events window - located in the professional user interface - to issue a budget to a high-level manager who issues budgets to other managers.
- Sets up the compensation plan so that a predefined budget is auto-issued to the Worksheet for all managers when you run the Participation Process: Compensation.

Auto-issuing budgets gives the compensation professional control over the amount a manager can allocate to reporting employees and creates a uniform compensation distribution across the enterprise.

Typically, you base auto-issued budgets on a flat percentage. You can set up variable rate profiles to vary the available percent based on a variety of eligibility criteria.

See: Defining Enrollment Requirements for Compensation Workbench Plans, page 3-36

## The Allocation Wizard

The Allocation Wizard provides a variety of calculation types that automatically calculate the budget for one or more selected managers. Helpful tips located in Compensation Workbench self-service interface explain the features of each calculation type.

## Budget and Worksheet Rounding

You can enter an amount or percent without it being automatically rounded. Rounding codes you enter on the worksheet and budget sheet apply to the amount, and not the percent, of the new salary. The application recalculates the percent and new salary after obtaining the rounded amount.

The professional user can also omit the rounding codes for rates so amounts are always rounded using the same rounding rules as the plan currency.

## Budget and Allocation Matrix

The Distribution Method of Distribute Based on Criteria is available through the Allocation Wizard for calculating budget/worksheet amounts. A line manager can set or revise the budget or worksheet allocations based on common employee criteria such as job, grade, performance rating, and so forth.

Managers can save a Matrix definition for later use. You may also choose the Revert Matrix Criteria button to refresh the matrix and select new criteria. You can choose to recall a previously saved matrix by choosing Recall Saved Criteria Matrix, or create a new matrix with varying row and column criteria.

You can allocate by Average Amount per Employee or Percent of Eligible Salary. Allocating based on an Average Amount per Employee, you can define a matrix for Stock Option Plans or other non-monetary amounts.

## Matrix Dimensions Options

Managers can set criteria for one of two types of matrices, Single Dimensional (One Criteria), and Two Dimensional (Two Criteria).

### Single-Dimensional Matrices

For single-dimensional matrix, you select row criteria. After you apply the criteria, the Calculation Details page displays a single dimensional table with all the unique values of the selected criteria as row headers for the selected employees.

Matrix by Percent of Eligible Salary:

If you are defining a single dimensional matrix for Percent of Eligible Salary, the matrix refreshes with the number of employees, eligible salary, percent of eligible salary and totals. Here, after entering the percent of eligible salary, you can view the totals by choosing the Recalculate button.

Matrix by Average Amount per Employee:

If you are defining a single dimensional matrix for Average Amount per Employee, the matrix refreshes with the number of employees, eligible salary, percent of eligible salary, average amount per employee, and totals. Here, after entering the average amount, you can view the totals by choosing the Recalculate button.

### Two-Dimensional Matrices

For a two-dimensional matrix, you select criteria for rows and columns. After you apply the criteria, the Calculation Details page displays a two-dimensional table with all the unique values of the selected criteria as row and headers for the selected employees.

Matrix by Percent of Eligible Salary:

If you are defining a two dimensional matrix for percent of eligible salary, the matrix refreshes with the rows and column of the selected criteria, and with the number of employees, total eligible salaries, percent of eligible salary and totals. Here, after entering the percent of eligible salary, you can view the totals by choosing the Recalculate button.

Matrix by Average Amount per Employee:

If you are defining a two dimensional matrix for average amount per employee, the matrix refreshes with the rows and columns of the selected criteria, and with the number of employees, total eligible salaries, average amount per employee, and

totals. Here, after entering the percent of eligible salary, you can view the totals by choosing the Recalculate button.

## Additional Matrix Features

Various other features on the Matrix include:

- Show/Hide - you can show details to display the two numbers under each cell, number of employees and total eligible salaries for the number of employee
- Legend - illustrates what the numbers under each enterable cell represent - the number of employees that meet the criteria, and the total eligible salaries of the employees who meet the criteria.

## Compensation Workbench Allocations

A line manager uses the Allocations tab on the worksheet to allocate compensation to any eligible employee at a lower level in the reporting hierarchy. As with budgets, a line manager can use the allocation wizard to help determine compensation awards.

**Note:** Line managers cannot allocate their own compensation.

The worksheet displays a variety of information about an employee that a manager can view to help determine an allocation. You can define a plan so that a manager can view historical information about compensation awarded to an employee.

Choose the Show icon on the Allocations Table to display the detail region. The data in the detail region shows the manager detailed information about the employee, such as personal information, work information, and recent compensation awards.

See: Employee Eligibility for Compensation Workbench, page 3-14

## Compensation Workbench Itemization

You can itemize a compensation plan into components so that your line managers budget and allocate compensation for discrete factors, such as Merit or Cost of Living. Itemization provides for a focused approach to administering salary increases and awards.

You can link a compensation component to a salary component. At the end of a salary review cycle, you run the Compensation Workbench Post Process to update salary components with the new values stored by the compensation components.

A component is equivalent to an option in the Total Compensation data model. After you set up your components using the Options window, you link the options to the compensation plan.

Here are some guidelines to consider if you itemize your plan:

- You should attach two or more components to the plan.
- If you budget, you must budget for at least one component, but you are not required to budget for each component in the plan.
- Coordinate your activity rates so that you record rates for the component, rather than the plan.

## Compensation Workbench Promotions

Depending on your company's business needs, compensation plans may be designed to allow managers to change an eligible employee's job or promote the employee during the same cycle that salary, bonus, or stock is awarded - or a separate promotions plan may be created to enable managers to change an employee's job or promote as a separate and distinct action.

Compensation Workbench Promotions provides managers with a complete list of eligible employees to promote (and to award compensation) that will help them select the best people to promote and to maintain equity and fairness within the manager's organization.

Using Self-Service, managers can assign a new job, position, or grade, or change the Assignment Descriptive Flexfield or soft-coded Legislative Flexfield for any employee in their reporting structure. Employees with an appropriate security access can also record promotions using the Switch Manager.

Managers can also change some employee details directly, depending on which fields are available to them. You can configure the Worksheet Group using Personalization and select the columns that managers may view and update. For instance, if you use Personalization, you may allow managers to update the Job, but not the Position, then the self-service page will display Old Job and New Job, but not Old Position, New Position. The Old value will always show data as of the effective date. New data will show only if it has been changed.

You can make the following available using Personalization for update using Compensation Workbench:

- Assignment Change Reason

**Note:** This indicates the reason that a promotion or job change has occurred.
- New Job
- New Position
- New Grade

You can view the following information while Promoting an employee:

- Employee Name
- Employee Full Name
- Old Job
- Old Position
- Old Grade

See: Switch Manager, page 3-16

See: Employee Eligibility for Compensation Workbench, page 3-14

## Processing the Promotion

Once you complete the worksheet, you route it for approval. The application maintains the changes in a temporary state--until approved--and the changes are visible only in the managers' self-service view of Compensation Workbench.

If the higher-level manager approves the worksheet, then all the changes are approved. You cannot approve some changes and not others. Upon approval, you run a post-process that updates all new or changed HRMS data.

Once the worksheet is approved, you run a post process, which updates the employee's assignment record to reflect the approved job changes and/or promotion.

## Compensation Plan Design

There are different ways to design your Compensation Plan to take advantage of Compensation Workbench features, each with its own benefits.

You can:

- Create a plan that allows managers to make job changes and promotions at the same time that compensation is awarded.

This plan speeds up the annual review process because all changes that affect a person's compensation can be submitted, reviewed, and approved at once. This helps managers award compensation to employees in the position, job, or grade equitably, and reduces the amount of plan design setup required.

- Create a plan that only allows managers to process job changes and promotions.

This allows you to schedule a compensation period after all job changes / promotions are given. This is helpful when compensation limits or recommendations are based on an employee's assignment information.

## Modifying an Existing Plan

You can modify an existing compensation plan to allow for jobs changes and / or promotions.

If you add the Job Change/Promotions Worksheet group to an existing plan, and the allocations have been approved and the Post Process has run, and you only select the Job Changes/Promotions worksheet to display, then managers will only be able to see the Job Changes/Promotions worksheet group. The previously made allocations will be stored, though hidden from view.

If you add the Job Changes/Promotions worksheet group to an existing plan and allocations have not yet been approved or submitted, and managers are allowed to allocate compensation, then both the Job Changes/Promotions and Compensation Worksheet groups should be added to the Plan Definition window.

**Note:** Changing the worksheet groups after the Participation Process runs does not require rerunning the Participation Process.

## Compensation Workbench Employee Performance Rating

Employee Performance Rating allows managers to rate and rank any eligible employee in their reporting structure. Employees with the appropriate security access can also rate employees using the Switch Manager.

Compensation Workbench allows managers to see all of their employees in a single view. Because managers can see each employee in relationship to others, the process of rating employee performance should be more fair and objective.

Managers can view their employees' last performance ranking and then assign them a new one.

You can complete your employee ratings and ranking before or during a promotions or compensation cycle, depending on how your business operates, and this will dictate your plan design and setup.

You can configure the Worksheet Group using Personalization and select the columns that managers may view and update.

Depending upon Personalization, managers can view and update information regarding the employee, as follows:

- Rank
- Rating

Additionally, you can view the following information while ranking an employee for performance:

- Employee's Name
- Employee's Full Name
- Number of Years Employed
- Total Ranked

**Note:** This is the total ranked by the current manager.

- Other's Rank

**Note:** This is the rank of the employee given by the line manager, and only displayed to the manager approving the worksheet.

- Rating Type

**Note:** Rating is a List of Values can be updated at your site.

- Previous Rating Date

The worksheet has to be approved as a whole.

Once a manager completes the worksheet, it is sent for approval. The system maintains the changes in a temporary state-- until approved-- and changes are visible only in the managers' Self Service view from Compensation Workbench.

If the worksheet is approved, then all the changes are approved. You cannot approve some changes and not others. Upon approval, you run a post process that updates all HRMS data regarding these changes.

## Employee Eligibility for Compensation Workbench

A manager can view employee details for his or her direct report--and any eligible employee farther down in the reporting hierarchy--in Compensation Workbench.

When you set up your Compensation Workbench plan in Oracle HRMS, you can define participant eligibility profiles to determine if an employee is eligible to receive an

award, a promotion, or even a performance evaluation. A compensation administrator can override eligibility results in the professional user interface.

Additionally, a compensation administrator can move an employee from one manager's worksheet to another manager's worksheet.

See: Employee Reassignment for Compensation Workbench, page 3-15

## **View and Update Employee Eligibility**

Managers can update employee eligibility when they have "update access" to their own worksheet. Managers can update employee eligibility for all direct report employees and employees assigned to their worksheet for the selected compensation plan.

To give a manager update access to their worksheets, select Updateable in the Worksheet Access field on the Person Life Events window for each manager.

The employee eligibility page displays the ineligibility reason for employees ineligible for the plan. In addition, if eligibility has been overridden in the past, the person who did the override and the date of action displays. However, updates to an employee's eligibility may not be made after the worksheet has been submitted for approval, or if another manager has submitted an eligibility change.

Managers without update access may only view employee eligibility for all direct report employees and employees assigned to their worksheet for the selected compensation plan. Managers can view eligibility when the session date is within the availability period defined for the plan and enrollment period, and there is at least one eligible employee in the manager's worksheet for the plan.

## **Employee Reassignment for Compensation Workbench**

Employee Reassignment provides managers a facility to add employees to their worksheets as well as assign employees to other managers' worksheets. The employee reassignment is valid for the selected compensation plan and enrollment period, and does not affect the current supervisor relationship.

Employee Reassignment enables managers to award a bonus or other type of compensation to an employee who does not report to them, but who may have performed some task for the manager that warrants compensation. Employee Reassignment also enables managers to cover for one another when absent during a compensation award period.

Employee Reassignment uses supervisor or position hierarchy to determine required approvals and the subsequent approver in the approval chain. The approver may approve or reject the employee reassignment. Compensation Workbench includes two default approval and notification workflows.

## **Reassigning an Employee**

You navigate to the Select Employees to Reassign page by choosing Employee Reassignment under the Worksheet tab. You can search for a Worksheet Manager, or an Employee Name. The search results display in the lower region of the page, listing the Employee Name, Employee Number, Job, Worksheet Manager, and Supervisor. Here, you can choose those employees you wish to reassign, or view pending details.

The employee's earlier assignment is in pending status if a clock icon displays next to an employee's name. You cannot reassign an employee who is in a pending status. However, you can view the pending details for the employee by clicking the icon, which displays the Pending Details page for the employee. This page shows the Pending Worksheet Manager name, the Requestor Name, Requested Date, and the name of the Next Approver.

If you click the Reassign button, a page displays where you can enter the new manager's name. Click Next to review the employees to be reassigned. On the Review page, you can enter comments for the current and or proposed worksheet managers. After you review the employees you wish to reassign and enter any comments, you can submit your request. A page displays to confirm your request.

Changes on the manager's worksheet may require approval before they appear on the new manager's worksheet. The approval process and notifications use Workflow/AME. There are three terms used for each approval process:

- Party 1 is the manager whose worksheet is losing the employee
- Party 2 is the manager whose worksheet gains the employee
- Requestor is the person who requests the reassignment. The requestor may or may not be one of the two parties.

The three delivered approvals are:

- Approval 1: Party 1 is a single approver in which the approver is Party 1. Party 1 can Approve or Reject the request.
- Approval 2: Party 2 is a single approver in which the approver is Party 2. Party 2 can Approve or Reject the request.
- Approval 3: Party 3 is No approver necessary.

Party 1 and Party 2 receive notifications to inform them about a change of worksheet manager if approval is not required.

Party 1 and Party 2 receive notifications to inform them that a reassignment request has been submitted for approval if approval is required.

Party 1, Party 2, and the requestor receive approval notifications. Rejection notifications are only sent to the requestor.

When you receive the notification of pending employee reassignment, you can view all the details, and either approve, reject, or reassign. This will initiate the approval and notification process again.

## Switch Manager

You can access Switch Manager from the Compensation Workbench Bench home page. You can search for a specific manager, switch to a recently selected manager, or switch back to your original identity.

The Switch Manager allows users to switch their identity to any of the worksheet managers available under their security view. Using this feature, you can quickly act as another manager within your security profile, and view or make updates to another manager's worksheet without drilling down within the worksheet. Compensation professionals use Switch Manager to act as a Super-User.



Compensation Workbench is delivered with Switch Manager enabled for the HR Professional responsibility. A system administrator can disable Switch Manager, if necessary.

To disable Switch Manager, open the Form Functions window and query Compensation Workbench Home for Administrators in the User Function Name field. Choose the Web HTML tab to display the following HTML Call:

OA.jsp?akRegionCode=BEN\_CWB\_HOME\_PAGE&akRegionApplicationId=805&displayDate=N&displaySwitchManager=Y

Change displaySwitchManger=Y to displaySwitchManger=N to prevent anyone using a responsibility with this menu and function from having access to the Switch Manager on the Compensation Workbench home page.

## Switch Manager Search Page

If a manager does not appear in your poplist, you can search for a manager using the Switch Manager Search page. This allows you to search for managers based on various search options such as:

- Employee Name
- Employee Number
- Email Address

The Results region of the search page returns all managers that meet the search criteria entered. You click on the manager's name to initiate the Switch Manager functionality.

## Compensation Workbench Approvals and Notifications

When done, the manager submits the worksheet and Oracle HRMS routes it for approval based on position or supervisor hierarchy (as defined in the enrollment requirements for the compensation plan).

If you require worksheet approval, the Self-Service workflow process assigns a submitted worksheet a status of Pending Approval and routes a notification to each approver through a configurable notification hierarchy.

All information is considered part of one worksheet once a manager submits the worksheet for approval. All job changes and promotions must be approved or rejected together. However, the approving manager can drill down to a lower level manager's worksheet and make changes to it before approving the worksheet and sending it to the next level for approval.

## Notifications on the Home Page

Managers can see a snapshot of their five most recent, open Compensation Workbench notifications on their Compensation Workbench home page. You can view the complete details of any of the five notifications by clicking on the subject. If more than five notifications exist, you can choose to view the full list of open notifications by choosing Full List.

If you choose the subject of any notification, the details page displays where you can view the subject of the email notification, the date the mail was sent, the manager's full name, complete details about the mail, and a response section indicating if a response is required, plus room for a response.

Managers are able to close notifications from this page, removing the notifications from the notifications list. To close a notification, choose the Close button within the Response region.

If the manager logging into Compensation Workbench has the Switch Manager ability and switches to a different manager, the other manager's notifications are not displayed.

See: Switch Manager, page 3-16

## Standard Activity Rates for Compensation Workbench

You can define standard rates to meet a variety of business needs for a Compensation Workbench plan. Most rates display fixed or enterable amounts that appear as columns in the self-service interface. You can also base a rate on a multiple of compensation that uses a derived compensation factor you have defined.

The rates can allow input from a manager--to complete a distribution--or provide guidance for a manager's decision-making.

The **activity type** you select when you define a standard rate determines how and where Compensation Workbench uses the rate.

You can use System Extract to extract Compensation Workbench rates for transfer to a third party, including eligible and enrolled rates.

See below for a description of activity types that have specific functions for Compensation Workbench.

## Standard Rate Activity Types

### CWB Worksheet Amount

This activity type stores a manager's worksheet allocations for an employee in money or shares. This is an employee's award amount.

For bonuses and stock options, you attach an element and input value to this standard rate to pass the allocation to payroll. Check the Assign on Enrollment field so that the Compensation Workbench Post Process can write the element entry (for bonus and stock plans) or update the person's salary amount (for salary plans) and salary element. For salary updates, do not attach an element to this rate.

---

<b>Required?</b>	Required
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Checked
<b>Enter Value at Enrollment Recommendation</b>	Checked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank or Shares
<b>Attach elements?</b>	Yes

---

## CWB Distribution Budget

This activity type stores the budget amount or percent of eligible salaries issued by a high-level manager to another manager.

If you auto-issue budgets, define the Distribution Budget rate so that it is equal to the Worksheet Budget rate. Leave the Enter Value at Enrollment and Enter Annual Value fields unchecked. Enter the auto-issue percent or amount in the Flat Amount field.

Use the Preserve Budget Column field on the Plan Enrollment Requirements window to set whether the application stores budgets as amounts or percents.

---

<b>Required?</b>	Required if budgeting
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Checked (Unchecked for auto-issued budgets)
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Shares of Blank if monetary
<b>Attach elements?</b>	No

---

## CWB Worksheet Budget

The total monetary or share amount available to a manager to distribute to employees.

If you auto-issue budgets, define the Worksheet Budget rate equal to the Distribution Budget rate. Leave the Enter Value at Enrollment and Enter Annual Value fields unchecked. Enter the auto-issue percent or amount in the Flat Amount field.

---

<b>Required?</b>	Required if budgeting
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Checked (Unchecked for auto-issued budgets)
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Shares or Blank if monetary
<b>Attach elements?</b>	No

---

## CWB Reserve

A reserve enables a manager to retain a certain amount of money or shares in a budget for distribution at a later time.

If you define distribution rates for components (options in plan), you must define reserve rates at the same level. If you auto-issue budgets, you should not define a reserve rate since managers will not have access to the Budget sheet to reserve any portion of their budget.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Checked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank or Shares
<b>Attach elements?</b>	No

### CWB Eligible Salary

This activity type is required if you distribute budgets by percentage, and recommended for bonus and salary plans if you budget by amount.

If you define Worksheet Amount rates for components (options in plan), you must define Eligible Salary rates at the same level.

The Eligible Salary rate uses a derived compensation factor to determine an employee's eligible salary. You can prorate an employee's salary based on length of service using a FastFormula rule to determine their eligible salary.

<b>Required?</b>	Required if distributing budgets by percentage
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

### CWB Stated Salary

Use for salaries that can be converted to a different frequency than the one set in a person's pay basis. The stated salary is stated as of a specific date and is usually a multiple of a compensation factor. Use stated salary if you want an amount other than eligible salary. Unlike eligible salary, you cannot prorate stated salary.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

### **CWB Other Salary**

Used when eligible and stated salary are not sufficient to display the result of a calculated derived factor in Compensation Workbench.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Unchecked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

### **CWB Misc Rate 1, 2, and 3**

You can define miscellaneous standard rates to use for storing any numeric value in Compensation Workbench, for example, vacation hours, performance ratings, or length of service. Miscellaneous rates often require a FastFormula rule to derive a value. You can rename these columns in the self-service interface.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan or Option</b>	One of each
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Unchecked
<b>Unit of Measure Recommendation</b>	Blank if monetary, or use any value--this has no impact on processing
<b>Attach elements?</b>	No

## CWB Recommended Amount

Displays minimum and maximum recommended compensation increases or awards on the worksheet. Often, recommended rates use variable rate profiles--based on a percentage of a multiple of compensation--to derive the recommend increase based on an employee's compensation.

If you define Worksheet Amount rates for components (options in plan), you must define Recommended Amount rates at the same level.

A manager can distribute a recommended amount using the Allocation Wizard.

---

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan or Option</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank or Shares
<b>Attach elements?</b>	No

---

## CWB Total Compensation

The total of a person's compensation stated as a monetary amount. You must define a derived factor that provides the total through a balance or a FastFormula rule. Attach this derived factor to the rate that uses this activity type.

---

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan</b>	One
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

---

## CWB Grant Price

Records a stock option grant price if you maintain a grant price in Oracle HRMS. You can display the grant price on the Worksheet History page and through reports. You enter the grant price as a parameter when you run the Compensation Workbench Post Process.

As an estimate, you can enter the grant price in Compensation Workbench. The Post Process overrides this value with the value you enter when you run the process.

**Note:** Define the CWB Grant Price activity rate even if you do not know the grant price.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan</b>	One
<b>Assign on Enrollment Recommendation</b>	Checked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Checked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

### CWB Additional Element History

Displays element entry history for compensation elements distributed outside of Compensation Workbench. For example, if your enterprise offers a signing bonus to executives, you could link the elements used to record the signing bonus to a Compensation Workbench bonus plan.

If you administer multiple plans of the same plan type (bonus, for example), you should link this activity type to only one standard rate for any plan of that plan type. The element will appear in the compensation history table corresponding to that plan type in Compensation Workbench.

Assign this standard rate a status of inactive to prevent the Participation Process: Compensation from processing the rate.

<b>Required?</b>	Never required
<b>Maximum Defined Per Plan</b>	No maximum
<b>Assign on Enrollment Recommendation</b>	Unchecked
<b>Enter Value at Enrollment Recommendation</b>	Unchecked
<b>Override Recommendation</b>	Unchecked
<b>Unit of Measure Recommendation</b>	Blank
<b>Attach elements?</b>	No

## Compensation Workbench Statuses

### Budget Status

**Not Started:** The manager has not started to allocate the Distribution Budget to the reporting managers.

**In Progress:** The manager has started to allocate the Distribution Budget but has elected Save and has not yet started to issue budgets (making the budgets available).

**Issued:** The manager has issued a budget to at least one reporting manager.

## Worksheet Status

**Not Started:** The manager has not started to allocate Budgeted amounts to employees.

**In Progress:** The manager has started to allocate the Budget but has elected Save and has not yet submitted the worksheet for approval.

**Complete:** A high level manager has completed his or her own worksheet, but has not submitted the worksheet for approval.

**Pending Approval:** The manager has submitted the worksheet for approval.

**Approved:** The user's manager has approved the worksheet.

**Processed:** The Compensation Workbench Post Process has run. Award amounts are final, and--where applicable--sent to payroll.

## Budget/Worksheet Access

**Read Only:** The manager cannot perform any allocations or distributions.

**Updateable:** The manager can update the budget or worksheet to perform distributions or allocations.

**Not Available:** The user cannot view the Budget or Worksheet.

## Reporting in Compensation Workbench

Compensation Workbench delivers the following reports. Except where noted, these reports are all available for line managers through Self-Service.

- Employee Bonus Detail Report - Employee information for bonus plan distribution
- Employee Salary Detail Report - Employee information such as beginning salary, eligible salary, and new salary
- Employee Total Compensation by Year - Salary increases, bonuses, and stock option grants for each employee for a selected year
- Employee Stock Option Detail report - Employee stock allocation information, including grant price, number of shares, and value
- Compensation Comparison Report by Direct Manager - Summary of information similar to the data displayed on the Approvals page
- Employee Stock Options Total Position Report - Detailed employee stock option grant information or summary information
- Stock Option Download for Third-Party Administration Systems (available for HR administrator Responsibility only) - Generically formatted downloads to enable export of stock option data from CWB to a third-party system
- Total Compensation Progress Report - An administrator runs this report from the Professional User Interface to check the progress of the compensation cycle for a given compensation plan



A more detailed description of some of the reports follows. You can download several of the reports to an .xls file using Oracle Web Applications Desktop Integrator (Web ADI) a Self-Service application accessed using a browser. Managers do not need to install Web ADI on their own computer. Processing takes place on the server rather than on the individual's machine.

When you select a report, Web ADI generates an .xls document on your desktop and downloads the data from the report. You can edit and modify the document if necessary, but you cannot upload from Web ADI into Compensation Workbench.

## **Employee Stock Option Detail Report**

The Employee Stock Option Detail report is configurable, allowing you to determine which columns you wish to display within the report, such as Date, Plan, Amount, Levels Down, and so forth.

There are several columns that are seeded as hidden columns. These include:

- Employee Full Name
- Person FlexX
- Today's Employment Status
- Job Segment 1
- Job Segment 2
- Job Segment 3
- Worksheet Manager Full Name
- Level 2 Manager Full Name
- Level 2 Manager
- Level 2 Manager Full Name

The hidden columns indicate the full range of available reporting attributes.

The Employee Stock Option Detail Report can be downloaded to a spreadsheet using Oracle Web ADI.

There are 4 reports that are Web ADI enabled.

## **Compensation comparison Report by Direct Manager**

This report provides a summary of information similar to the data displayed on the Approvals page. The manager may select up to 25 different plans and plan year periods to compare in a single report. Depending on the plan or plans selected, the report includes Salary, Bonus, and Stock Option totals for a manager's employees and for any direct reports of the manager. In addition to providing summary totals, the report also includes values such as each manager's budget and the amount used.

The Compensation Comparison Report can be downloaded to a spreadsheet using Oracle Web ADI.

## **Employee Stock Options Total Position Report**

A manager, or Administrator can run this report to view summary or detailed information about employee stock option grants, such as total shares granted, and

total vested shares. You can run the report for a single employee, all direct reporting employees, or for any subordinate manager in the Oracle HRMS Supervisor Hierarchy.

You can select from one of two report styles controlling the columns displayed in the report:

- Summary Report Style
- Grant Detail Report Style

The Summary Report Style provides a high level view of various totals, such as Total Shares Outstanding, Total Market Value and Total Gain. There are several hidden seeded columns for this report including:

- Employee Full Name
- Total Market Value
- Total Gain
- Total Shares Granted
- Total Vested Market Values
- Total Vested Gain
- Total Exercised Shares
- Total Exercisable Shares
- Total Exercisable Gain

The Grant Detail Report Style provides a more granular view of employee's grant, such as the grant name and price. There are several seeded columns for this report including:

- Employee Full Name
- Grant Number
- Grant Name
- Grant Type
- Grant Shares
- Value at Grant
- Market Value Gain
- Vested Market Value
- Vested Gain
- Exercisable Gain
- Exercisable Shares
- Cancelled Shares
- Reason Code
- Class
- Misc.

To use this report, an administrator must enable the profile option for the extended stock history table. The profile name is BEN\_CWB\_HISTORY\_TYPE\_DISPLAY and the default

value is Basic Stock History. If you do not enable this profile option for the extended stock history, the report will not be available.

See: User Profiles, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

In addition, detailed stock option history must be loaded into HRMS from a third-party stock option administration system for it to be available on the Reports page. A system administrator can use the following public APIs to upload extended stock history from a third-party system.

BEN\_CWB\_STOCK\_OPTN\_DTLS\_API.CREATE\_CWB\_STOCK\_OPTN\_DTLS

BEN\_CWB\_STOCK\_OPTN\_DTLS\_API.DELETE\_CWB\_STOCK\_OPTN\_DTLS

BEN\_CWB\_STOCK\_OPTN\_DTLS\_API.UPDATE\_CWB\_STOCK\_OPTN\_DTLS

An estimated Market Price may also be entered allowing managers to model a person's unvested stock option value or gain based on the price entered. This allows managers to predict how much an employee may be giving up by leaving the company.

The Employee Stock Options Total Position Report can be downloaded to a spreadsheet using Oracle Web ADI.

Managers run the reports from the Self-Service interface for various level in the organization hierarchy, such as all employees, direct reports, or 1 to 5 levels down in the organization hierarchy. For example, you can select any manager within your hierarchy, and one level down. This produces a report for the defined manager and that manager's direct reports. Access to the report is always available.

Compensation Workbench delivers online reports for use by Administrators:

- Stock Option Download for Third-Party Administration Systems
- Total Compensation Progress Report

## **Stock Option Download for Third Party Administration Systems**

A compensation professional can run this report to download stock option grant results for all participants in a plan in an enrollment period. The report downloads the data to a spreadsheet using Oracle Web ADI. You can format this file for upload to a third-party stock option administration system.

Two report formats are available, one for Account Information and a second for Stock Option Grant Details.

The Account Information download contains information regarding the account such as, Name, Address, Social Security Number, Organization Name, HR Organization, Manager Name, Person ID, and Business Group ID.

The Option Information Download contains information such as Option Number, Plan, Type of Plan, Class, Option Date, Grant Date Market Value, Price, Shares, Vest Template, Vest Base Date, and Maximum SAR%.

The content and or format of the downloaded spreadsheets will likely need to be modified to meet the requirements of your third-party administration system. Please refer to your system documentation before attempting to import these files.

## Total Compensation Progress Report

The Total Compensation Progress Report check the progress of the compensation cycle for a specific availability period and plan. The administrator can run the report at any time to produce different results based on the timing in the compensation cycle, such as after running the Participation Process: Compensation, during the allocation period, or after running the Compensation Workbench Post Process. This reports all monetary amounts stored in the system as of the date you run the report.

For example, your salary review period is September 1. The compensation cycle for the salary plan may be June 1 to August 1. This is the time when managers complete salary reviews for their eligible employees.

After running the Participation Process batch job, the progress report includes the number of employees whose status is started and processed, the number of eligible and ineligible employees, the number of employees who have or do not have electable choices, and a table describing the different rates with the total amount and total issued amount.

- After running the Post process batch job, the progress report summarizes the number of employee with a suspended distribution, and includes a table for each group of employees containing all the rates with the total amounts.
- The Payroll summary includes a table with all the elements and the total amount for each element attached to the specified plan for bonus and stock plans. This summary does not include Salary Plans.

Administrators can run the Report from the Submit Request window at any time.

See: Running the Compensation Workbench Progress Report, page 3-48

## Setting Up Compensation Workbench Plans

You set up Compensation Workbench plans using the Total Compensation data model. The windows you use to define a Compensation Workbench plan are a subset of those windows that you use to implement and administer Standard and Advanced Benefits.

Follow this process to set up plans for Compensation Workbench. Refer to the cross-references for further details.

For information about administering Compensation Workbench plans that you have defined, see: Compensation Workbench Processing, page 3-41

### **To set up a compensation workbench plan:**

1. Define plan years for the Compensation Workbench plan.
2. Define one life event reason for each plan.
3. Optional: define a derived compensation factor if compensation awards are based on a stored or system calculated value, such as eligible or stated salary.
4. Optional: define participant eligibility profiles to limit the employees who are eligible for a Compensation Workbench plan.
5. Define a plan type, selecting a compensation category.
6. Define the Compensation Workbench plan.

7. Optional: define compensation components (options) and link the components to the plan.
8. Define plan enrollment requirements.
9. Optional: define a reporting group to include multiple Compensation Workbench plans.
10. Optional: define elements if you want to transfer activity rates to Oracle Payroll or to third party applications. Link the elements.
11. Optional: define variable rate profiles if an activity rate can vary according to one or more factors.
12. Define standard activity rates.
13. Optional: define GL Daily Rates if you enable managers to view amounts in the budget or the worksheet in a currency that differs from the plan's currency.

### **Plan Years:**

You use the Program/Plan Years window to set up plan years that define the year--or period within a year--during which an employee earned their compensation. You can use this amount, if, for example, you award a bonus based on a percentage of compensation earned during the period.

**Note:** The application requires year periods for life event processing.

- Enter the plan year start and end dates. This is the year in which the employee earned the compensation.
- For compensation types that you award more than once per year (such as bonus plans)--or for which the employee earning period is less than a full year--enter a **Within Year Period**.

Select the Unit of Measure that best represents your period. For example, select Semi-Year for compensation plans administered twice yearly.

### **Compensation Life Event:**

You set up a life event reason for your Compensation Workbench plan so that when you process participant eligibility and electability, the batch process assigns the compensation life event to employees and schedules the availability period for budget and worksheet entry in Compensation Workbench.

On the Submit Requests window, you select Participation Process: Compensation to assign the life event to a person. The life event *occurred on date* is the Assigned Life Event that you define for the plan in the Plan Enrollment Requirements window.

**Note:** To avoid life event collisions, set up one life event reason per Compensation Workbench plan.

- Enter a life event reason Name that corresponds to your plan. Provide a life event name that identifies the compensation type, and--if you operate globally--the legislation of the plan. A naming convention helps you to identify the life event in other application windows.
- Select a life event reason Type of Compensation.

Compensation Workbench life events require no additional set up. Do not define person changes for Compensation Workbench life events.

**Note:** Standard Benefit users may only create life event reasons with the Types of Compensation or Absence.

See: Defining General Characteristics of Life Events, page 5-77

Compensation awards are typically based on a derived compensation factor, such as eligible salary or stated salary. You link the derived factor to the standard rate or variable rate to determine the amount that is used in Compensation Workbench for display purposes to help a manager make a more informed decision about an award.

Derived compensation factors can use stated salary, defined balances, historical balances, prorated balances, benefits balances, salary as of a defined date, or a FastFormula rule that you define.

You can also use a derived factor as a component in a distribution calculation based on a percentage of the derived amount.

**Note:** Use the derived factor to convert various pay bases to one pay basis for all employees.

See: Derived Factors, page 1-96

You can define participant eligibility profiles to limit the employees who are eligible for a Compensation Workbench plan. If you do not define an eligibility profile, the application finds all employees and ex-employees eligible for your plan.

- In the Applies To field, select Benefits Profile for Compensation Workbench plans.

### **Compensation Plan Types:**

Your plan requires a compensation plan type.

- Select Compensation Workbench as the Option Type.
- Select one of the following Compensation Categories:
- Comp - Bonus
- Comp - Stock Options
- Comp - Other (for promotion and performance plans)
- Comp - Salary

Comp - Salary identifies compensation plans that alter the amount displayed on the Salary Administration window for a person after you process a compensation distribution.

See: Defining Plan Types, page 1-66

### **Compensation Workbench Plans:**

You define a compensation workbench plan for each unique compensation offering or promotions or performance plan that you administer within Oracle HRMS for a business group.

Typical compensation plans include salary increases linked to a yearly focal review period, scheduled bonuses, and stock option grants.

You can also define plans for promotions/job changes and performance ratings.

See: Defining a Compensation Workbench Plan, page 3-34

### **Compensation Components:**

If you itemize your compensation plan, you can define components to represent each item (Cost of Living or Merit, for example). You should attach two or more components to an itemized compensation plan.

You define components as Total Compensation options. For each option, select a plan type you defined with an Option Type of Compensation Workbench.

You can link a salary increase component to a salary administration component. Run the Compensation Workbench Post Process to update salary component values for an employee who received an award or compensation increase.

See: Defining Options, page 1-79

### **Plan Enrollment Requirements:**

Set up plan enrollment requirements to determine the availability period of Compensation Workbench in Self-Service for a plan.

You also use plan enrollment requirements to enter items such as the:

- Assigned life event date
- Plan year or within year period for the compensation plan
- Close enrollment date
- Enrollment coverage and activity rate start and end dates
- Budget and worksheet characteristics and availability periods
- Supervisor or position hierarchy to use for budgets
- Dates on which performance ratings or job changes become effective

See: Defining Enrollment Requirements for Compensation Workbench Plans, page 3-36

### **Reporting Groups:**

For Compensation Workbench, you can create a reporting group as a container to hold multiple plans. The name of the reporting group appears on the Home Page in Compensation Workbench.

Create a **global reporting group** to include plans from more than one business group. This enables a line manager to use a single signon to review and allocate compensation for employees in different business groups.

Defining a reporting group places a **plan switcher** on your Self-Service web pages that allows you to switch between available compensation plans. You must have eligible employees below you in the hierarchy to see more than one plan.

See: Defining a Reporting Group, page 3-40

### **Elements:**

Use elements to transfer activity rates to Oracle Payroll or to third party applications. Elements record items such as the compensation that a line manager distributes to an employee.

**Note:** You do not need to define elements for salary plans, only for bonus and stock option plans. The application automatically updates the employee's salary basis on the Salary Administration window.

If you have previously defined an element that you now want to use for a Compensation Workbench plan, you can use that element without defining a new one.

For compensation workbench, a typical element setup includes:

- A Primary Classification of Supplemental Earnings, for bonuses
- A Processing Type of Non-Recurring
- An Input Value of Pay Value in Units of Money
- For Stock Option plans with a unit of measure of Shares, select an element type of Information

See: Defining an Element, *Oracle HRMS Compensation and Benefits Management Guide*

### **Element Links:**

You set up element links for Compensation Workbench plans as you would for Standard and Advanced Benefits.

See: Defining an Element Link, *Oracle HRMS Compensation and Benefits Management Guide*

### **Variable Rate Profiles:**

Variable rate profiles are optional for Compensation Workbench plans.

You can use a variable rate profile, for example, if you provide an initial *recommended amount* for a compensation distribution. You could vary this amount based on a manager's demographics. A line manager can override the recommended amount within the guidelines of a minimum and maximum compensation range that you define.

Variable rate profiles are also useful if you auto-issue a fixed budget to all managers and you want to vary the issued amount based on a manager's demographics.

See: Defining General Information for a Variable Rate Profile, page 5-148

### **Standard Rates:**

You set up standard activity rates to record a variety of compensation amounts, such as:

- Distribution budgets
- Worksheet budgets
- Budget reserves
- Eligible or Stated Salary

Each standard rate uses an *activity type* to control many of the columns that display in Compensation Workbench. You set up different activity rates--with different activity types--depending on the kinds of values you want to record in Compensation Workbench.

If you budget or allocate for a component, you must set up activity rates for the option in plan rather than for the plan. If you have multiple components, and you check the Uses Budget check box on the Plan Enrollment Requirements window, you must budget for at least one component.



See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

See: Compensation Workbench Activity Types, page 3-18

### **GL Daily Rates:**

Setting up GL Daily Rates enables your managers to use Compensation Workbench to enter and view budget and worksheet distributions in a currency that differs from the currency set for the profile option BEN: Benefits Preferred Currency, or, if you do not set this profile option, for the currency defined for the business group.

Line managers can select their preferred currency--you should only enable those currencies for which you have conversion rates.

- You must use a GL Daily Rate Conversion Type of **Corporate** for each currency you want to use with Compensation Workbench.

**Note:** Conversions are for display purposes only and do not affect actual paid amounts.

See: Entering Daily Rates, *Oracle General Ledger Users' Guide*

## **Personalizing a Plan for Compensation Workbench**

Plan-level personalization allows the professional user to configure the worksheet groups and the information that managers are able to view and update. You can use personalization to have multiple and different views of the same information available in the worksheet groups.

For instance, you can configure worksheet groups so managers can:

- view compensation history
- view job information
- view previous employee performance ratings
- perform employee evaluations
- award allocations

You can use personalization to move columns into a more meaningful arrangement, choose to display or not display items, and rename columns to match your business terminology.

You enable self-service personalization through the Professional User Interface using the System Administrator responsibility.

1. Navigate to Profile > System.
2. In the Define System Values Profile window, select either the Site or the Responsibility check box to enable personalization at the appropriate level.
3. In the Find field, Search for the Personalize Self Service Defn Profile.
4. Change the No to Yes for either Site- or Responsibility-level, as appropriate.

**Important:** The system Administrator will need to "bounce" the Apache server before personalization is enabled in Self-Service.

**Note:** The following steps are performed in the Self-Service Interface.

5. Log into the Manager Self-Service responsibility, and Select Compensation Workbench.
6. On the Home page, select the plan, the worksheet, and then the worksheet group you want to personalize.
7. Select the link, Personalize This Region for Benefits Plan Design, located at the bottom of the Worksheet Group page.

**Note:** The left side displays all Available Columns you can choose to display in the worksheet group for the selected plan; the right side lists the Columns Displayed in the worksheet group for the selected plan.

8. Select items you want to add or remove by highlighting them in either column and using the appropriate left or right arrow on the slider. Additionally, you can reorder the sequence of columns displayed by using the up and down arrows on the slider.
9. To change the name of a column, choose the Rename button. Select the item you want to rename and change the name.
10. Save your work.
11. . You can select the Apply button to save your changes to the worksheet group, or you can select the Delete button to cancel your changes.

**Note:** You can select the Delete Customization button to return to the original design of the worksheet group after changes have been applied.

## Defining a Compensation Workbench Plan

Use the Plans window to define a compensation workbench plan.

**Note:** You can also use the Plans window to define employee benefits plans. Compensation plans use only a subset of the features available on the Plans window.

1. Enter the plan Name.

**Note:** By using a generic plan name (one that does not include a particular year period), you can reuse the plan over multiple award periods.

2. Select a Status of Active.

Change the status to inactive to make the plan unavailable in Compensation Workbench.

3. Select the Plan Type you created for this plan.
4. In the Plan Usage field, select May not be in Program.
5. Choose the Eligibility Rates tab.

6. Check the Track Ineligible Person field to enable eligibility overrides without having to rerun the Participation Process: Compensation to determine eligibility or rates.
7. Choose the Not in Program tab.
8. Enter the Sequence number of this plan if you want compensation plans to display in a particular order in Self-Service.
9. Select the Currency of your plan.

You must create a separate plan for each plan with a unique currency.

10. Leave the Enrollment Rate/Frequency field blank.
11. Select an Activity Reference Period that matches your most common pay basis.

This determines the period for which the base salary is displayed, and the amount in which salary increases are entered.

**Note:** If you select Hourly as the Activity Reference Period, ensure you have defined a value for the BEN:BEN HOURLY ANNUALIZATION FACTOR user profile option. This defaults to 2080, meaning that there are assumed to be 2080 hours in a year (8 hours \* 5 days \* 52 weeks).

12. Choose the Details button to open the Maintain Plan Related Details window.
13. Choose the Plan Periods tab.
14. Attach the plan years you defined to the plan.
15. Choose the Compensation Workbench tab, and enter a sequence number for the first worksheet group you are adding. You can attach any combination of the same or different worksheet groups.

**Note:** If you do not attach any worksheet groups, Self-Service defaults to show the Compensation Worksheet Group. Existing Compensation Plans do not require modification.

16. Give your worksheet group a unique name -- this name will appear on the tab in the Self-Service interface.
17. Close the Maintain Plan Related Details window.
18. Choose the Plan Eligibility button if you want to link a participant eligibility profile to the plan.
19. Choose the Eligibility button.
20. Attach any applicable participant eligibility profiles that you created.
21. Close both the Eligibility window and the Maintain Plan Eligibility window.
22. Choose the Options button if you itemize this compensation plan.
23. Enter the sequence number of the first component.
24. Select the component in the Option field.
25. Select a Status of Active.
26. Check the Hidden check box if you want to hide this component from a manager's budget and worksheet.

27. Choose the Eligibility tab.
28. Attach any applicable participant eligibility profiles that you created.
29. Check the Track Ineligible Person field to enable eligibility overrides without having to rerun the Participation Process: Compensation.
30. Repeat steps 23 to 29 for each component in the plan.
31. Save your work.

## Defining Enrollment Requirements for Compensation Workbench Plans

Use the Plan Enrollment Requirements window to define the scheduled availability period for a Compensation Workbench plan and to establish certain budget and worksheet properties.

**Note:** You can also use the Plan Enrollment Requirements window to define electability requirements for employee benefits plans. Compensation Workbench plans use only a subset of the features available on this window.

1. Query the plan for which you are defining enrollment requirements in the Plan field.
2. With the General tab and the Plan tab selected, choose the Enrollment tabbed region.
3. Select Explicit as the enrollment Method.
4. Select Current, Can Keep or Choose; New, Can Choose as the Enrollment Code.
5. Choose the Coverage tabbed region.

**Note:** By setting coverage and activity rate start and end dates at the plan level you will not have to update these codes for each availability period.

6. In most instances, select Elections as the Enrollment Coverage Start Date.  
This starts the employee's coverage as of the effective date of the Compensation Workbench Post Process.
7. Required: select 1 Prior or Event as the Enrollment Coverage End Date.  
This ends the employee's coverage one day prior to the start of any subsequent coverage.
8. Choose the Rates tabbed region.
9. In most instances, select Elections as the Rate Start Date.  
This starts the employee's rate--and element entry--as of the effective date of the Compensation Workbench Post Process.
10. Required: select 1 Prior or Event as the Rate End Date.
11. Choose the Timing tab and then the Scheduled tab.
12. Select Compensation as the Enrollment Type.

You can only select this Enrollment Type if the option type of the plan type you attached to this plan is Compensation Workbench.

13. In the Enrollment or Availability Period Start and End fields, enter the date range for which Compensation Workbench is available in Self-Service for this plan.

Availability periods for the same plan cannot overlap.

**Attention:** Once you run the Participation Process: Compensation, you cannot change the availability period unless you back out the life event. Subsequent runs of the process must be *after* the previous life event has been closed for all individuals and the previous availability period has ended.

14. Enter the effective date of the compensation life event in the Assigned Life Event Date field.

The assigned life event date sets the date on which the Compensation Participation Process evaluates your plan design to determine eligibility, activity rates, and each employee's worksheet manager.

15. Select a previously defined compensation life event reason for this plan in the Life Event field.

**Note:** You can only have one life event per plan.

16. In the No further processing is allowed after field, enter the last date on which you can make changes in the professional user interface to this compensation plan.

17. Enter a Close Enrollment Date to use code that determines the date when the life event status is changed from started to processed:

- Processing End Date (Closed by the Close Compensation Enrollments Process on the No further processing date)
- When Elections Are Made (**Recommended**--Closed by the Compensation Workbench Post Process on the effective date of the process)
- When Enrollment Period Ends (Closed by the Close Compensation Enrollments Process as of the Availability Period end date)

18. Select the Year Period of this plan.

19. Select a Within Year Period if this plan uses a period of less than a year to determine available compensation.

### Budget Characteristics

**Note:** Because Budgets are not used for Promotion and Performance Plans, you must leave the budget tabbed region blank. For promotion and performance plans, skip to step 25 . , page 3-38

20. Choose the Budget tabbed region.

21. Select the Uses Budget check box to enable higher level managers to issue budgets to lower level managers.

You must check this field to enable the use of budgets at any level in the application.

22. Optionally, select the Automatically Allocate Defined Budgets check box to update the allocation worksheet for all managers with a predefined budget amount after you run the Compensation Pre-Process.

23. Select whether to store budgets as percents or amounts in the Preserve Budget Column field.

If you select percent (recommended), the application automatically recalculates a manager's distribution budget and worksheet budget if an employee becomes eligible or ineligible or is reassigned from one manager's worksheet to another's.

24. Enter the date range for which a manager can access and update the Budget in the Self Service Budget Update Period block.

You can change the date range for the budget at any time without having to re-run Participation Process: Compensation for the change to take effect.

### Worksheet Characteristics

25. Choose the Worksheet tabbed region.
26. Enter the date range for which a manager can access and update the Worksheet in the Self Service Worksheet Update Period block.

You can change the date range for the worksheet at any time without having to re-run Participation Process: Compensation for the change to take effect.

27. Select the Default Worksheet Access for all managers:

- Not Available
- Read Only
- Updateable

You can **override** the default worksheet access for a manager using the Person Life Events window. Using Self-Service, a higher level manager can set the default worksheet access for lower level managers within their hierarchy.

### Hierarchy and Performance Ratings

28. Choose the Miscellaneous tabbed region.
29. Select whether you administer Compensation Workbench plans based on a manager's supervisor hierarchy or a position hierarchy.
30. Select a position hierarchy if you administer this plan based on positions.

The application checks for a manager's supervisor if it cannot find a position in the hierarchy above the manager's current level. This supervisor can be in a different business group.

If you use position hierarchies--and you want an employee to report to a supervisor in a different business group for budget purposes--create a *placeholder* position above that employee in the hierarchy and do not assign a person to the position.

31. If you maintain employee performance ratings in Oracle HRMS, and you want to display those rating in Compensation Workbench, select the Performance Rating Type to use for this plan.

You can only display one performance rating type at a time for a compensation plan in Compensation Workbench.

**Note:** For Performance Plans, enter the date in the New Ratings Become Effective field.

**Note:** For Promotion Plans, enter the date in the Assignment Changes Become Effective field.

32. Save your work.

## Configuring Descriptive Flexfields within Compensation Workbench

Descriptive Flexfields are only available in the worksheet and are specific to the plan, life event, and availability period for which you enter data. Each time the Participation Process is run, a new life event is given to the person; therefore all Descriptive Flexfields will be blank for each new plan and availability period. When you enter data into the Flexfield, the system stores it in the professional user interface, and you can view it from the Person Life Event window.

Within the Self-Service interface, Descriptive Flexfields display on their own Flexfield Worksheet Group subtab within the Worksheet. You may configure each Flexfield segment to appear on its own Worksheet Group subtab or to all appear on the same subtab. Configuration of the Descriptive Flexfield may be done using either Framework or plan personalization.

You define the Descriptive Flexfields from the Access Descriptive Flexfield Segment window.

### To configure Descriptive Flexfields within Compensation Workbench:

1. Query the title, 'Additional Ben Pil Elctble Chc Popl Details.
2. Uncheck Required and Displayed.
3. Add your segment definitions.

**Tip:** Define all the Flexfield segments within a Global Data Element. Do not define your Flexfield segments as required. If using table validation, use the 'Poplist' if you use less than 50 rows, otherwise choose 'LOV.'

4. Save and freeze the Flexfield definition.

### To define a Worksheet Group for the new Flexfields:

You define the Worksheet Group from the Plan Definition window.

1. Query the Plan to which you want to add Flexfields.
2. Select Details, and choose the Compensation Workbench tab.
3. Optionally, insert a row for the Compensation Worksheet Group.
4. Provide a sequence number of 1, if you want the Compensation Worksheet to appear first.
5. Select a Worksheet Group of 'Compensation to enable you to allocate compensation.
6. Provide a Self Service Label -- this displays as a subtab navigation link within the worksheet in Compensation Workbench.
7. Insert a row for the Additional Flexfields Worksheet Group by entering a sequence number, a Worksheet Group of 'Flexfields', and a Self Service Label.
8. Repeat the step above to create multiple Worksheet Groups to display different segments of the Descriptive Flexfield.
9. Save your work, and restart your server.

### To personalize your Worksheet Group in the CWB user interface:

**Important:** Ensure that personalization links are turned on and that the Compensation Process has already run.

1. Select the Plan from the homepage and continue to the Worksheet
2. Select the new Worksheet Group you defined.
3. Click the 'Personalize Worksheet Group' link.
4. Choose a personalization level, and ensure that 'PeFlex' is a displayed column.
5. Define the Flex Settings and apply.

**Note:** In the Flex Segment List, you must enter the Segment Information using the following structure:

ContextName | SegmentName1 | SegmentName2 | "ContextName2" |  
SegmentName3 | SegmentName4

Example: Global Data Element | Compensation Month | Misc Use

**Important:** Spelling must match exactly as defined in the Flexfield.

## Defining a Reporting Group

You use the Reporting Groups window to define a reporting group and to associate programs and plans with the reporting group. You can also define which regulatory bodies and regulations govern the reporting group.

### To define a reporting group:

1. Enter a unique Name for the reporting group.
2. Select the Global check box to include plans in the reporting group from any business group.

**Note:** Create a global reporting group if you implement a Compensation Workbench plan and you enable a manager to review or allocate compensation for employees in different business groups.

3. Select the Purpose of the reports that will be generated for this reporting group.  
Select a purpose of Compensation Plan Groupings for Compensation Workbench.
4. Enter a Description of the reporting group.
5. Select the first Program Name if the reporting group is to consist of one or more programs.

Alternatively, select the first Plan Name in the reporting group.

Any row (record) in this table can include a Program Name or a Plan Name, but not both simultaneously. While it is unlikely that you would want to use the same reporting group to report at the program and plan levels, you could do so by choosing a Program Name for one record, and then choosing a Plan Name for each subsequent record in the reporting group.



**Note:** When a plan is selected, the Regulatory Bodies and Regulations button is enabled, indicating that you can define regulatory bodies for, and associate regulations with, that plan.

6. Save your work.

## Compensation Workbench Processing

Use the following process to administer your Compensation Workbench plans after you define them in Oracle HRMS using the Total Compensation data model.

For information about implementing compensation plans, see: Setting Up a Compensation Plan, page 3-28

1. Run the Participation Process: Compensation.

Run this process prior to the availability period of Compensation Workbench to prepare the Self-Service interface for data entry by your line managers.

The process assigns the compensation life event to a person and determines eligibility and rates. The process displays its results on the Person Life Events window.

If you auto-issue budgets, the process updates the allocation worksheet for all managers with a predefined budget amount that cannot be updated.

See: Running the Participation Process: Compensation, page 3-42

2. If you do not auto-issue budgets, issue the highest level budget.

You issue a budget to the highest level manager in your organization hierarchy using the Person Life Events window in the professional user interface.

The highest level manager can then use Compensation Workbench to issue budgets to lower level managers.

See: Issuing the Budget to the Highest Level Manager, page 3-44

3. Line managers use Compensation Workbench to enter compensation awards.

4. Run the Compensation Workbench Post Process.

Run this process *after* all worksheet allocations have been approved to write the distribution totals to enrollment results.

See: Running the Compensation Workbench Post Process, page 3-46

5. Optionally, perform enrollment overrides.

If necessary, use the Enrollment Override window to override an amount for a person after you run the Compensation Workbench Post Process.

**Note:** Values you enter in this window update element entries for bonus and stock option plans. However, for salary plans, overrides you enter on this window do not update the Salary Administration window.

See: Overriding Enrollment Results for a Plan, page 6-64

6. Run the Close Compensation Enrollments Process.

Typically, you run this process for a bonus plan if you set the Close Enrollment Date code to Processing End Date. This process *closes* the compensation life event for one or more persons as selected by the batch process parameters.

You can run the Compensation Workbench Post Process to close the compensation life event if you set up the processing end date as 'When elections are made.'  
Typically, you run the Post Process for salary and stock option plans.

You do not need to run the Close process if you set up the Compensation Workbench Post Process to close the compensation life event.

However, future-dated enrollments always require you to run the Close Compensation Enrollments Process.

See: Running the Close Compensation Enrollments Process, page 3-47

## Running the Participation Process: Compensation

You run the Participation Process: Compensation *before* the availability period of a compensation plan. The process determines eligibility, calculates rates, and assigns the compensation life event to each eligible person.

If you auto-issue budgets, the process updates the allocation worksheet for all managers with a predefined budget amount.

If you do not auto-issue budgets, you use the Person Life Events window to enter a budget for the highest level manager in your enterprise responsible for distributing budgets in Compensation Workbench.

You run Processes from the Submit Requests window.

### To run the Participation Process: Compensation

1. Select Participation Process: Compensation in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Set the effective date of the process to a date on or after the assigned life event date.
4. Select Commit or Rollback in the Validate field.  
Select Rollback to check your results before committing them to the database. It is easier to correct errors before you commit results.
5. Select the compensation plan in the Plan Name field.
6. Select a year Period.
7. Select a Person Type if you want to run the process for a specific person type (such as employee) for this compensation plan.
8. Select a Person Selection Rule if you want to run the process for persons who match the criteria of your rule.
9. To further limit the persons evaluated by the process, select from one or more of the following parameters.
  - Organization
  - Benefits Group
  - Location

- Postal Zip Range
  - Legal Entity
  - Payroll
10. Select Yes in the Audit Log to create a file that lists the eligibility results for each person evaluated by the process.  
  
If you select Yes, you should periodically run the Participation Audit Activity Purge process to purge the audit log tables.
  11. Choose the OK button.
  12. Complete the batch process request and choose Submit.

## Using the Person Life Events Window for Compensation Workbench

After you set up your Compensation Workbench plan, you run Participation Process: Compensation on the Submit Requests window to determine a person's eligibility and the availability period of a Compensation Workbench plan.

If you auto-issue budgets, the pre-process updates the allocation worksheet for all managers with a predefined budget amount

If you do not auto-issue budgets, a compensation manager uses the Person Life Events window to issue a budget to a high level manager or managers in the organization responsible for issuing budgets. High level managers in a hierarchy use Compensation Workbench to issue budgets to lower level managers.

See: Issuing a Budget to a High Level Manager, page 3-44

As a compensation manager, you can also use the Person Life Events window to override any employee's eligibility or their award amount, or to change a budget amount issued to a manager in Compensation Workbench.

See: Updating an Employee's Eligibility, page 3-44

See: Updating an Employee's Budget or Worksheet Amount, page 3-45

You can move an employee from one manager's worksheet to another manager's worksheet. The move is effective only for the selected plan and period.

See: Moving an Employee to Another Manager's Worksheet, page 3-45

**Note:** You can use the Person Life Events window to back out a life event for a single person. However, it is recommended that you use the Back-out Life Events Process to back out the entire life event.

**Note:** Do not use this window to close a person's compensation life event. Use the Close Compensation Enrollments Process.

You can also enter the Due date by which you want a manager to complete the budget or worksheet. This is considered information only, and does not affect budget or worksheet processing.

The Population field displays the level at which the high level manager issues budgets. The manager selects this value in Compensation Workbench.

- **Direct Reports:** The high level manager issues a budget to his or her direct reports.

- **All Managers:** The high level manager issues a budget to each direct report and to all the budgeting managers beneath the direct reports.

### Issuing a Budget to a High Level Manager

#### To issue a budget to a high level manager:

1. Query the Name of the high level manager to whom you are issuing the budget.
2. Select the started compensation life event that corresponds to your compensation plan.
3. Choose the Enrollment Opportunities button to open the Enrollment Opportunities window.
4. Choose the Compensation tabbed region.
5. Select the compensation plan in the Program or Plan field.
6. Select a budget or worksheet Access level for this manager.
  - Read Only
  - Updateable
  - Not Available

Select **Updateable** when issuing a budget to your highest level manager.

7. Choose the Electable Choices button to open the Electable Choices window.
8. Choose the Rates button to open the Rates window.
9. Choose the Amount tabbed region.
10. Select the CWB Distribution Budget rate in the Rate Name field.
11. Enter the budget amount you are issuing to the high level manager in the Amount and Issued Amount fields.

Enter a percent (without the percent symbol) if you are budgeting based on a percentage of eligible salaries. For example, enter 10 for ten percent.

The high level manager can now log in to Compensation Workbench to begin issuing budgets to lower level budgeting managers.

**Note:** If the Issued Amount field appears disabled, make sure that the standard rate allows overrides.

### Updating an Employee's Eligibility

#### To update an employee's eligibility:

1. Repeat steps 1 to 5 above, querying the employee whose eligibility you want to change.
2. Choose the Electable Choices button to open the Electable Choices window.
3. Choose the Compensation tab.
4. You can override a employee's eligibility for this plan in the Eligibility field.
5. If applicable, select the Ineligibility Reason for this person.

- The application displays the override date and the person who committed the override in the Overridden On and Overridden By fields.

### **Moving an Employee to Another Manager's Workbench**

Moving a person from one manager's worksheet to another manager's worksheet does not affect your actual organization hierarchy. The move only affects the selected plan for the current year period or within year period. If you rerun the Participation Process: Compensation, the process restores the person to the original manager's worksheet.

**Note:** If you change an employee's supervisor on the Assignment window after you run the Participation Process: Compensation, you must update the employee's worksheet manager if you want the employee to appear on the new manager's worksheet.

### **To move an employee to another manager's worksheet:**

1. Query the Name of the employee whose worksheet manager you want to change.
2. Select the started compensation life event that corresponds to your compensation plan.
3. Choose the Enrollment Opportunities button to open the Enrollment Opportunities window.
4. Select the new manager in the Worksheet Manager field.

**Note:** If the worksheet manager field is blank, the application routes a worksheet submitted for approval to each person with a Role Type of Compensation Administrator.

See: Defining Workflow Roles for Transactions, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

5. For a worksheet, enter any Comments you want to display about an employee in Compensation Workbench.

Line managers can view and update these comments.

### **Updating Amounts for an Employee**

You can use the Person Life Events window to update any Compensation Workbench amount for an employee--such as budget, worksheet, eligible salary, budget reserve, or grant price.

### **To update amounts for an employee:**

1. Query the Name of the employee for whom you are issuing a budget or worksheet amount.
2. Select the compensation life event that corresponds to your compensation plan.
3. Choose the Enrollment Opportunities button to open the Enrollment Opportunities window.
4. Choose the Electable Choices button to open the Electable Choices window.
5. Choose the Rates button to open the Rates window.
6. Choose the Amount tabbed region.

7. In the Rate Name field, select the rate for which you are entering an amount.
8. Enter a value in the Amount field.  
Enter a percent (without the percent symbol) if you are basing the rate on a percentage of eligible salaries.
9. Save your work.

## Running the Compensation Workbench Post Process

You run the Compensation Workbench Post Process *after* line managers have approved all budget and worksheet entries.

The process writes the allocated amounts to an employee's salary and element entry--for salary changes--or to element entries for other activity rates (such as bonuses) if you attach an element to the applicable rate when you define the rate.

You run processes from the Submit Requests window.

### To run the Compensation Workbench Post Process:

1. Select Compensation Workbench Post Process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date of the process.  
**Note:** The effective date is the date of the *election* if you set the Rate Start Date code to Elections. For example, set the effective date to September 1st if a bonus or salary increase is effective as of that date.
4. Select Commit or Rollback in the Validate field.  
Select Rollback to check your results before committing them to the database. It is easier to correct errors before you commit results.
5. Select the compensation plan in the Plan Name field.
6. Select an Enrollment Period.
7. Select the name of a specific person in the Person Name field if you want to run the process for one person.
8. Enter a Grant Price if this is a Stock Option plan and you want to record the grant price for each person who received a grant.  
**Note:** You must define a standard activity rate with an activity type of CWB Grant Price to record a grant price prior to running the Participation Process: Compensation.
9. Select Yes in the Audit Log to create a file that lists the results for each person evaluated by the process.  
If you select Yes, you should periodically run the Participation Audit Activity Purge process to purge the audit log tables.
10. Choose the OK button.
11. Complete the batch process request and choose Submit.

## Running the Compensation Workbench Back-out Life Events Process

You run this process to remove the results of the Participation Process: Compensation for a compensation life event in the case of errors or changes in plan design.

Typically, you run this process *before* you run the Compensation Workbench Post Process if you need to back out a compensation life event. However, you can run the process any time before a payroll run has processed your results.

**Note:** Use caution if you run this process. Persons selected by the process lose all rates assigned during the selected period—including amounts they entered on a budget or worksheet, or an award distributed to the person by another manager.

As an alternative to backing-out the compensation life event, use the Enrollment Override window to override an activity rate result for a person, or use the Person Life Events window to override eligibility or to change worksheet managers.

You run processes from the Submit Requests window.

### To run the Compensation Workbench Back-out Life Events Process:

1. Select Compensation Workbench Back-out Life Events Process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date of the process.  
Typically, this is the same as the To Occurred Date in step 6.
4. Select Commit or Rollback in the Validate field.  
Select Rollback to check your results before committing them to the database.
5. Select the compensation Life Event to back out.
6. Enter the date range for which you want to back out results in the From Occurred Date and To Occurred Date fields.
7. To further limit the persons evaluated by the process, select one or more of the following parameters.
  - Organization
  - Location
  - Person Benefit Group
  - Legal Entity
  - Person Selection Rule
8. Select a Resulting Status of Voided for the backed out life event.
9. Choose the OK button.
10. Complete the batch process request and choose Submit.

## Running the Compensation Workbench Close Enrollment Process

This process closes the compensation life event for the selected persons when the following conditions exist:

- The availability period for the compensation plan is passed
- The final processing date for the plan is passed

Typically, you run this process for a bonus plan if you set the Close Enrollment Date code to Processing End Date.

If you set the Close Enrollment Date code for a plan to When Elections are Made (such as for a salary or stock option plan), you do not need to run this process. Run the Compensation Workbench Post Process to close the life event.

You run processes from the Submit Requests window.

### **To run the Compensation Workbench Close Enrollment Process:**

1. Select Compensation Workbench Close Enrollment Process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date of the process.
4. Select the compensation plan in the Plan Name field.
5. Select a Location to close the compensation life event for persons who work in a specific location.
6. Select the compensation Life Event to close.
7. .Select an Assigned Life Event Date to close a life event that was assigned on a particular date.
8. Select the name of a specific person in the Person Name field to run the process for one person.
9. Select a Person Selection Rule to run the process for persons who match the criteria of your rule.
10. Select Commit or Rollback in the Validate field.  
Select Rollback to check your results before committing them to the database.
11. Select Yes in the Audit Log to create a file that lists the results for each person evaluated by the process.  
If you select Yes, you must periodically run the Participation Audit Activity Purge process to purge the audit log tables.
12. Select a Close Mode.
  - **Force Close** always closes the life event.
  - **Normal Close** closes the life event based on the close enrollment date.
13. Choose the OK button.
14. Complete the batch process request and choose Submit.

## **Running the Compensation Workbench Progress Report**

The Compensation Workbench Progress Report checks the progress of the compensation cycle for a specific availability period and plan.

You can run the report at any time:

- After running the Participation Process: Compensation



- During the allocation period
- After running the Compensation Workbench Post Process.

The report produces different results based on the timing in the compensation cycle.

After running the Participation Process: Compensation batch job, the progress report includes the number of employees whose status is started and processed, the number of eligible and ineligible employees, the number of employees who are or are not electable, and a table describing the different rates with the total amount and total issued amount.

After running the Compensation Workbench Post Process batch job, the progress report summarizes the number of employees who are or are not suspended, and a table for each group of employees containing all the rates with the total amounts.

Payroll summary includes a table with all the elements and the total amount for each element attached to the specified plan for bonus and stock plans. Salary plans are not reflected here.

You run processes from the Submit Requests window.

### **To run the Compensation Workbench Progress Report:**

1. Select Compensation Workbench Progress Report in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select the Plan Name you wish to review.
4. Select the Availability Period. This is the compensation cycle for a particular time period. These are filtered by the previously selected plan.
5. Enter the Effective Date for the process run. In order to see element entry values on the report, ensure the date is within the element entry start and end dates.
6. Choose OK and choose Submit.

## **Running the Eligibility and Enrollment List Report**

Run the Eligibility and Enrollment List to display the total number of eligible and enrolled participants in plans used for Standard and Advanced Benefits, Individual Compensation Distribution, and Compensation Workbench. The report also lists recently ineligible and de-enrolled participants.

Recently ineligible persons are those people found ineligible in a compensation object for which they were previously eligible.

This report enables you to:

- Reconcile total participant counts with third-party providers
- Determine the effectiveness of a plan by comparing the number of eligible people to the actual number of enrolled participants
- Monitor trends in changes to the volume of currently enrolled participants
- Analyze the impact of potential changes to plan offerings on participants
- Generate a mailing list of currently enrolled participants

You run reports from the Submit Requests window.

**To run the Eligibility and Enrollment List:**

1. Select Eligibility and Enrollment List in the Name field.
2. In the Parameters window, enter the Reporting Start Date and the Reporting End Date to limit the eligibility and enrollment list to this period.

To view eligibility results, enter the eligibility start and end dates. Or, enter coverage start and end dates for enrollment results.

3. You can also select other criteria to limit the results of the report:

- Person, Person Type
- Program
- Plan Type, Plan: limits the report to the selected plan type or the plan.

**Note:** You must select either the Plan Type or the Plan.

- Plan Not in Program
- Option
- Enrollment Method (select a value of **Generated** for enrollments processed through data conversion or IVR transaction)
- Person Selection Rule
- Organization
- Location
- Benefits Group
- Reporting Group
- Payroll
- Person Identifier: the report displays the selected identifier.
- Sort Order 1 to Sort Order 3: sorts the report based on your selection.

4. Indicate if you want to view report results such as:

**Note:** The default value for the following is Yes:

- Display Eligibility and Enrollment Summary: lists people who are Eligible, Currently Enrolled, Enrolled by each Enrollment Method Type, Newly De-enrolled, and Newly Ineligible.
- Display Enrolled Participants by Plan: lists people enrolled for the selected plan.
- Display All Enrolled Plans by Participant: lists all plans in which the selected participant is enrolled.
- Display Mailing Address: displays participant address details in the Enrolled Plans by Participant Section.
- Display Email Address: displays participant email addresses in the Enrolled Plans by Participant Section.
- Display Date of Birth: displays participant date of birth in the Enrolled Plans by Participant Section.

- Display Gender: displays participant gender in the Enrolled Plans by Participant Section.
5. Choose OK.
  6. In the Submit Request window, verify the parameters you selected, set the schedule and the options for running the report.
  7. Choose the Submit button.

# Individual Compensation Distribution

## Self-Service Individual Compensation Distribution

Managers and other employees responsible for distributing compensation use Self-Service ICD to assign one-time or recurring awards, bonuses, and allowances to qualified employees such as housing allowances, spot bonuses, and company cars. Employees use Self-Service ICD to enter voluntary contributions, such as savings plans, charitable organizations, and company perquisites.

### Components

Compensation Managers use the Oracle HRMS professional user interface to define components of the award or allowance. They also configure employee self-service ICD for use by non-manager employees. The manager or the employee uses Oracle SSHR to assign the award. Compensation Managers set up the following:

- Plan Design - plan types, plans and options
- Enrollment Requirements for the Plan - coverage/rates start and end dates, action items and certifications
- Activity Rates and Coverage Calculations for the Plan

### Security Features

Security features in Oracle HRMS ensure that managers can assign a distribution only to employees and contractors within their security group.

### Workflow Approval

Oracle SSHR seeds a workflow approval process that automatically sends a notification to the supervisor of the manager, or the manager of the employee who assigned the distribution. The supervisor or manager can either approve or reject the distribution.

## Individual Compensation Distributions (ICD)

The Individual Compensation Distributions (ICD) module enables managers to assign compensation distributions to employees. Use ICD for both one-time and recurring awards, such as bonuses or allowances to employees.

You can also set up ICD for non-manager employees if your enterprise offers discretionary contribution plans, such as a charitable contribution or savings bond plan.

The Benefits or Compensation administrator needs to define the individual compensation distribution plans using Oracle Advanced Benefits or Oracle Standard Benefits.

See: Self-Service Individual Compensation Distributions, page 3-54

### Menu and Function Names

This module can be accessed from the following menus and functions:

User Menu Name	Function Name
Manager Self Service	Individual Compensation Distributions

See: Defining User Access and Menus, *Oracle HRMS Deploy Self-Service Capability Guide*

## Workflow

The workflow details for this module are listed below:

### Workflow Process Display Name:

Compensation Distribution

### Configurable Workflow Attributes:

Not applicable

## Configurable Tips and Instructions

Region	Tip Type	Message Name
Comp Plan Selection	Benefits Communication Type	CPS.PLAN_SELECTION_CONTENT
Compensation Update Mode Selection Content	Long Message	BEN_92737_COMP_UPD_MD_INSTR
Compensation Details Content	Benefits Communication Type	CPD.COMP_DETAILS_CONTENT
Compensation Review Content	Benefits Communication Type	(Review Page): CPC.COM P_CONFIRM_CONTENT (Confirmation Page): CPR.COMP_REVIEW_CONTENT

See: Adding Instructions to Web Pages, *Oracle HRMS Deploy Self-Service Capability Guide*

## Configurable FlexFields

Not applicable

## Configurable Profile Options

Not applicable

## Self-Service Individual Compensation Distributions (ICD)

Using Oracle HRMS, you can give managers throughout your enterprise the authority and ability to assign one-time or recurring awards, bonuses, and allowances to qualified employees and other individuals using Oracle Self-Service Human Resources.

As a compensation manager, you set up individual compensation distribution plans to define the components of an award or allowance. The line manager uses the self-service interface to assign the award - setting the start and end date of the distribution - while the back-office maintains control of the plan's administration.

You can also configure *employee self-service* ICD for use by non-manager employees. For example, if your enterprise offers a charitable contribution plan or a savings bond plan to which employees contribute at their own discretion, you can enable the contribution through the self-service interface.

Using elements, you can process the distributions through Oracle Payroll. For recurring distributions, you can define the distribution end date, or, using FastFormula, enforce the total maximum distribution you allow in a period.

Security features in Oracle HRMS ensure that managers can assign a distribution only to employees and contractors within their security group. Participant eligibility profiles offer a further way to limit distributions to eligible employees based on a range of criteria, such as assignment data.

Oracle Self-Service HR seeds a workflow approval process that automatically sends a notification to the supervisor of the manager who distributes the award. The manager's supervisor can either approve or reject the distribution.

### Setting Up Individual Compensation Distribution Plans for Self-Service Human Resources

Follow these process steps to set up a variety of individual compensation distribution plans, such as:

- Periodic or spot bonuses
- Sponsored allowances
- Resettlement compensation
- Severance Payments
- Other periodic or recurring awards

As a compensation and benefits administrator, you define an individual compensation distribution plan using the features of Oracle Standard Benefits or Oracle Advanced Benefits.

Once you define the compensation plan, a line manager issues the compensation distribution to the employee through Oracle Self Service Human Resources.

See the following topics for more information on setting up ICD:

- Define the Individual Distribution Compensation Plan, page 3-55
- Define Enrollment Requirements for the Plan, page 3-56
- Set Up Activity Rates and Coverages for the Plan, page 3-57
- Configuring ICD Web pages, page 3-59
- Entering People for Test Purposes, page 3-59
- Setting Up Employee Self-Service Access to ICD, page 3-60

## Define the Individual Distribution Compensation Plan

You set up an individual compensation distribution plan by defining the characteristics of the plan and any electable options in the plan. If necessary, you can define participant eligibility profiles to limit the participants who are eligible for the plan or option.

### Setting up self-service individual compensation distribution plans:

1. Define the Plan Year start and end dates for the compensation plan. Set up several plan years to account for future plan years.

See: Defining a Program or Plan Year Period, page 1-81

2. Optional: define a participant eligibility profile to control eligibility for the compensation plan.

If you do not define a participant eligibility profile, the application finds all employees and contractors reporting to the manager eligible for the distribution.

**Note:** Set the participant eligibility profile status to active if you define a profile.

See: Defining an Eligibility Profile, page 1-98

3. Set up one or more Plan Types to group the compensation plans you administer.
  - Required: select an Option Type of Individual Compensation Distribution to enable a manager to distribute the award through the self-service interface.
  - Optional: select a Compensation Category of Compensation for reporting purposes or for system extracts.

You can choose to set up a single plan type for all your compensation plans, or you can define multiple plan types for groupings of plans (Bonus, Allowance, Severance, and others).

**Note:** You should base the number of plan types you define on your reporting requirements.

See: Defining Plan Types, page 1-66

4. Optional: define the options in the compensation plan.
  - Enter a user friendly option name to display in the self service web page.
  - Select the corresponding plan type of each option.

**Note:** Use options when there is a logical grouping of choices within a plan, such as a car allowance plan with options of BMW, Honda, and Ford. For bonus plans, severances, and allowances, set up each compensation type as a separate plan.

See: Defining Options, page 1-79

5. Define the individual distribution compensation plan.
  - Enter a user friendly plan name to display in the self service web page.
  - Select the plan type of the plan.

- Set the plan status to active. You can update the status to inactive if you need to temporarily disable the plan.
- Select a Plan Usage code of May Not Be In a Program.

In the Not in Program tabbed region:

- Enter a sequence number that indicates the order in which the plan displays in the self service web page relative to other plans in the plan type.
- Select the currency of the plan for monetary distributions. You do not enter a currency for non monetary allowances, such as cars.
- Select the Activity Reference Period of the plan. For recurring awards, the activity reference period is the period the manager sees when distributing the award, for example, \$100 per period.

For non recurring awards, you can select any activity reference period.

See: Defining a Benefits Plan, page 1-68

6. Link the Plan Years to the plan that you defined in Step 1.

See: Maintaining Plan Related Details, page 1-74

7. If you defined options in Step 4, link the options to the plan.

- Set the status for each option to active. You can update the status to inactive if you need to temporarily disable an option.

See: Associating Options with a Plan, page 1-73

8. Link a participant eligibility profile to the plan if you limit eligibility for the plan.

#### **Define Enrollment Requirements for the Plan**

You use the Plan Enrollment Requirements window to control the enrollment method for an individual compensation distribution plan. You can also set up required certifications that the individual must provide before Oracle Payroll distributes the award.

#### **To define plan enrollment requirements:**

1. Define enrollment requirements for the plan.
  - Query the plan you defined in step 5 above.
  - Select an enrollment method of Explicit.
  - Check the Allows Unrestricted Enrollment check box.
  - If you define coverages, select a Coverage Start Date code of Enterable if you want to let the manager enter the coverage start date. The application distributes the award to Payroll following the date. If you do not want the manager to enter the start date, select any other coverage state date code.
  - Select a Coverage Start Date code of Event to set the start date to the system date when the manager enters the self service web page. Use this code for non-recurring awards. The application distributes the award to Payroll in the following payroll period.
  - Required: select a Coverage End Date code that corresponds to your Coverage Start Date code.



- Activity Rate Start and End Date codes function similarly to coverage codes. Choose Enterable for recurring allowances; for non-recurring allowances, choose Event.

See: Defining Enrollment Requirements for Not in Program Plans, page 5-110

2. Optional: for Advanced Benefits users, link one or more certifications to the plan if you request or require certification from the participant before you make the distribution.

Oracle HRMS seeds the certification types available with the application.

**Note:** If you require a certification, the application suspends the payroll distribution of the award until the participant returns the certification. A message displays to the issuing manager indicating that the distribution is suspended.

See: Defining Certifications for Enrollment in a Plan, page 5-119

See: Defining an Action Item Due Date (Advanced Benefits), page 5-93

3. Optional: for Advanced Benefits, you can define communication types that the application generates to inform the participant of a suspended distribution.

You set up a system extract to write the applicable information from the communication type to a text file. You can then merge the data from the text file into the body of the participant communication.

See: Defining Communication Types, page 5-169

### **Set Up Activity Rates and Coverages for the Plan**

You set up activity rates to define the amount of a distribution (for fixed rate distributions) or to indicate that the manager enters the distribution amount when the award is assigned in the self-service web page.

**Note:** You can set up multiple activity rates for an ICD plan; however, you can choose only one rate to display on enrollment to the self-service user.

### **To set up activity rates for a plan:**

1. Optional: set up an activity rate for an individual compensation distribution plan or option in the following cases:
  - You do not use coverages.
  - You offer a monetary award and you want to distribute the amount of the award to payroll.
  - You create element entries for the award.
  - You award a non monetary gift (defined as a coverage) and you need to keep records of the taxable benefit.
  - You want to control the maximum amount that can be distributed for a recurring element.

**Note:** In order to control the maximum distribution amount, you must configure Oracle Payroll using FastFormula.

Follow these guidelines when setting up the activity rate:

- Set the activity rate status to active.
- Indicate if the activity rate applies to a plan or to an option in a plan.
- Select any Activity Type code.
- Select a Usage code of Standard Contribution/Distribution.
- Select a Unit of Measure if the award is non monetary.

**Note:** If the Unit of Measure is monetary, do not select any unit of measure.

- Select a rate certification type if you want to suspend the rate until the appropriate certification is received and approved.

Define the calculation method for the activity rate.

- If the award is a flat amount, enter the value of the award.
- If the award is not a flat amount, check the Enter Value at Enrollment check box. For recurring awards, the value the manager enters at enrollment is per the activity reference period defined for the plan.
- Check the Assign on Enrollment and Display on Enrollment check boxes.

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

2. Optional: define a variable rate profile if the activity rate varies according to one or more factors, such as the assignment of the person to whom the manager distributes the award.

You can also use variable rate profiles to minimum and maximum distributions, increments, and default rates.

See: Defining General Information for a Variable Rate Profile, page 5-148

3. Optional: create a taxable benefit rate for use with non monetary coverages.

You set up a taxable benefit rate for non monetary coverages like you define a standard activity rate, with the following exceptions:

- Leave the Unit of Measure field blank.
- Select a Calculation Method of Multiple of Coverage.
- Uncheck the Enter Value at Enrollment field.
- Define a multiplier where the number represents the value of one non monetary award.
- Select a Coverage Operator of Multiply by.
- Select a Rounding Code of Round to Nearest Hundredth.
- Uncheck the Display on Enrollment check box.

**Note:** You may have to define your coverage first before saving this rate.

4. Optional: create a Maximum Distribution Rate to accompany the standard rate.

You set up a Maximum Distribution Rate like you define a standard activity rate, with the following exceptions:

- Select an Activity Type of Total Distribution Limit.
  - Leave the Unit of Measure field blank.
  - Leave the Recurring field blank.
5. Optional: define coverages for the plan if:
- The award is non monetary and you do not want element entries created for the non monetary award.
  - The award is a non monetary gift (which is defined as a coverage) and you need to keep records of the taxable benefit.
  - You do not define standard activity rates.

See: Defining a Coverage Calculation, page 5-151

Follow these guidelines when you set up a coverage definition:

- Enter a name for the coverage.
- Select a coverage type.
- Select a Unit of Measure if the Type is not Coverage.
- On the Calculation Method Tab, select a Calculation Method of Flat Amount.

**Note:** If you want the user to enter the value during the enrollment check the Enter Value at Enrollment check box. Otherwise, enter the amount.

- For recurring distributions, the coverage amount is per the activity reference period defined in the plan.

**Note:** You should set up no more than one coverage per compensation plan or option.

### **Configuring ICD Web pages**

You use the Application Dictionary to configure the field labels, hints, tips, and messages that display in an ICD web page.

You can also configure menu names, function names, and certain workflow attributes.

See: Individual Compensation Distributions (ICD), page 3-52

### **Entering People for Test Purposes**

You can enter sample people into the Oracle HRMS database to test your Individual Compensation Distribution plan.

#### **Define a Manager:**

Using the People window, define a manager with a date of birth, social security number, and address.

6. Enter an Assignment for the manager.
7. Check the Manager check box located in the Miscellaneous tabbed region.

8. Select the manager's GRE in the GRE tabbed region.

**Define an Employee:**

Using the People window, define an employee with a date of birth, social security number, and address.

**Note:** If you use eligibility profiles, make sure the test employee meets your eligibility requirements.

9. Enter an Assignment for the employee.
10. Select the test manager you created as the employee's supervisor on the Supervisor tabbed region.
11. Select the employee's GRE in the GRE tabbed region.

**Create a User Name and Password for the Test Manager:**

As a system administrator, open the User Types window to define a user name and password for the manager you created.

12. Link the Manager Self Service responsibility to the user name.
13. Save your work and close the window.

**Assign an Individual Compensation Distribution to the Employee:**

Using the manager's user name and password, log on to Oracle Self Service HR.

14. Choose the Individual Compensation menu item.
15. Find the Employee you created.
16. Assign the individual an award.

**Setting Up Employee Self-Service Access to ICD**

You can configure ICD for employee self-service access. Use this feature if your enterprise administers charitable contribution plans, savings bond plans, or service recognition plans where you allow the employee to select from one or more awards.

**Note:** You set up employee self-service plans as you would other plans, using the professional user interface. However, you should include employee self-service plans in their own plan type, so that participants cannot view plans only available to managers.

**To set up employee self-service access to ICD:**

1. Log in to Oracle HRMS using a System Administrator responsibility and open the Form Functions window.
2. Choose the Description tab.
3. Enter a new function name--without spaces--in the Function field.
4. Enter a User Function Name for this function.
5. Select SSWA JSP Function as the function Type.
6. Optional: enter a Description of the function.
7. Choose the Form tab.

8. Enter the following parameter, substituting the function name you entered in Step 3 and your plan type IDs where indicated:
  - `pProcessName=HR_INDIVIDUAL_COMP_PRC&pItemType=HRSSA&pCalledFrom=<your new function code>&PLANTYPE=<your plan type IDs separated by commas>`
9. Choose the Web HTML tab.
10. Enter the following string in the HTML Call field:
  - `OA.jsp?akRegionCode=HR_CREATE_PROCESS_TOP_SS&akRegionApplicationId=800`
11. Save your work.
12. Close the Form Functions window and open the Menus window.
13. Add the function you just created to the Employee Self-Service Menu.
14. Save your work.

See: Defining Communication Types, page 5-169

See: Defining When a Communication is Used, page 5-170

# Compensation History

## Compensation History

Compensation History refers to in-progress, current, and historical information about compensation and ranking of an employee. This also includes history for elements not linked to CWB or ICD.

HR Professionals and Managers use Compensation History to view employee information from a single page in Compensation Workbench (CWB) and Individual Compensation Distribution (ICD).

Employees use Compensation History to view their information from a single page in ICD.

Based on the responsibility used to log in to Self-Service Human Resources, certain sub-tabs are visible to HR Professionals and Managers, and not to Employees.

HR Professionals and Managers can view information such as salary changes, bonuses, basic or extended stock options, monetary compensation grouped by year, ranking assigned to the employee, jobs, and details of other non-monetary compensations given to an employee. They can also view performance information, such as rating types and actual ratings, for the employees in their security group. In addition, managers can also view in-progress transactions.

Employees can view information such as salary changes, bonuses, basic or extended stock options, monetary compensation for a single year period, their job details such as name, date of the job change, position, grade, people group, and reason for the job change, and details of other non-monetary compensations received.

See: Compensation History Views, page 3-63

By default, Compensation History displays only certain columns. To view these labels, you need to personalize your views.

**Note:** You can personalize the views at the Function, Localization, Site, Organization, and Responsibility level. The Responsibility level personalization enables you to configure manager and employee views to display different sub-tabs and columns.

See: Personalizing Sub-tabs for Compensation History, page 3-69

See: Seeded Hidden Columns, page 3-67

### Compensation History Setup

During implementation, Compensation Administrators use the Oracle HRMS professional user interface to define an additional standard rate so that Compensation History is available for ICD.

In addition, they set up a Plan Type, a Plan, and a Standard Rate with activity type of Additional History Element. They associate the element and input value to the Additional History Element standard rate to ensure that Compensation History displays details of those elements entered from the Element Entries window.

Compensation Administrators set up the following to view Compensation History from ICD:

- Standard Rate with activity type Additional History Element, and status Inactive

Compensation Administrators also set up the following to ensure that details of elements entered from the Elements window display in Compensation History:

- Plan Type
- Plan with a status Inactive – used only to display history of element entries created outside ICD or CWB.
- Standard Rate with activity type of Additional History Element.

See: Setting Up Compensation History, page 3-67

Also See: Compensation History Menu and Function Names, page 3-66

### Security Features

Security features in Oracle HRMS ensure that managers view ranking assigned only by those managers within their security profile. In addition, while managers can view ranking, and in-progress transactions, employees do not have access to view this information.

## Compensation History Views

When you use the HR Professional or Manager responsibility to log into CWB or ICD, you can view the compensation and ranking information for employees on a single page.

If an employee has only one open assignment, you can view details for that assignment. However, if the employee has multiple open assignments, select the assignment from the list to view history details for the selected assignment. If you do not select an assignment, the system displays the details of the primary assignment.

The views that you see may differ because the system displays some information (but not all) by default. You can personalize other information to display.

See: Seeded Hidden Columns, page 3-67

You can view compensation history for employees based on:

- **Salary:** In this sub-tab, you can view details of all compensations that belong to either the Salary Proposal in the Salary Administration window or the CWB Worksheet Amount Standard Rate. The system displays each change in salary in a single row. If there is a change in the components of the salary, you can view the sum total of each component. The amounts are based on the employee's pay basis.

The following table describes some important details you can view as part of the Salary sub-tab:

Label	Displayed Detail for Status - In Progress	Displayed Detail for Status - Process/Approved
Date	In Progress	Effective date of salary change
Change Amount	Change Amount (in pay basis)	Change Amount (in pay basis)
Change Percent		Change amount as a % of starting salary
New Salary		Starting salary plus change amount
Frequency	Pay Basis	Pay Basis
Currency	Plan currency	Element input value currency code

- **Bonus Sub-tab:** In this sub-tab, you can view compensation details for plans with a plan type Compensation Category of Comp - Bonus. The system displays each bonus in a single row. If you itemize a bonus, you can view all components of the bonus.

The following table describes some important details in the Bonus sub-tab:

Label	Displayed Detail for Status - In Progress	Displayed Detail for Status - Processed
Date	In Progress	Non-recurring - effective end date of element  Recurring - effective start date of element - effective end date, or Ongoing
Description	Element reporting name or element name	Element reporting name or element name
Frequency	Activity Reference Period of plan	Per Pay Period
Currency	Element input value currency code	Element input value currency code

- **Stock Option Sub-tab:** This sub-tab displays compensation details for plans with a plan type Compensation Category of Comp - Stock. Based on how you configure the application, a manager can view either the Basic Stock Option History or the Extended Stock Option History.

**Note:** When you configure the application to show Extended Stock Option History, the data that is displayed is from an outside party, it is not tied to a Comp - Stock category plan.

In the Basic Stock Option view, you can view details such as the date, description, number of shares, grant price enrollment rate amount , grant value, and currency.



In the Extended Stock Option view, you can view details such as grant name, number, type, shares, and price; value at grant; current outstanding shares; market value; gain; vested market value; exercisable shares, market value, gain; exercised gain; cancelled shares; reason code; and class. You can also view details based on the estimated market price per stock that you enter.

- **Compensation by Year Sub-tab:** This sub-tab displays details - organized by the year - about salary changes, bonuses, stock options, and other monetary forms of compensation.  
**Note:** This sub-tab does not include details of in progress transactions, recurring entries or non-monetary forms of compensation.
- **Ranking Sub-tab:** This sub-tab displays only when you log in using the manager responsibility. It displays ranking details by managers within your security group. Rankings are correlated with salary, bonus, and stock option plans, and CWB plans that belong to the category Comp - Other.
- **Performance Sub-tab:** This sub-tab displays only when you log in using the manager responsibility. It displays the rating type, the rating, and the date of the rating for the selected employee. Performance ratings may be related to salary, bonus or stock option plans, and plans that belong to the category Comp - Other.
- **Job Change Sub-tab:** This sub-tab displays details of job changes for the selected employee. You can view the date of the change, the job, the grade, the people group, and the change reason.
- **Other Sub-tab:** In this sub-tab, you can view all monetary and non-monetary awards that do not belong to the Salary, Bonus, and Stock Options sub-tabs. This sub-tab displays compensation details for plans with a plan type Compensation Category of either of the following - Comp - Allowance; Comp - Gift/Service Award; Comp - Other; or Comp - Company Car.

The following table describes important details you can view in the Others sub-tab:

Label	Displayed Detail
Date	Non-recurring - effective end date of element Recurring - effective start date of element - effective end date, or Ongoing
Description	Element name
Amount	Distribution amount
Frequency	Non-recurring - Once Recurring - Plan's activity reference period
Units	Monetary - Element input value currency code Non-monetary - Non-monetary UOM of associated rate

When you use the employee responsibility to log into ICD, you can view all the details that you can view when you log in using the manager responsibility with the following exceptions:

- Ranking sub-tab
- Performance sub-tab
- In-progress transactions

## Compensation History Menu and Function Names

Compensation History enables managers to view compensation and ranking information of employees in their security group from Compensation Workbench and Individual Compensation Distribution.

Compensation History also enables employees to view their compensation information from Individual Compensation Distribution.

See: Compensation History, page 3-62

### Menu and Function Names

This module can be accessed from the following menus and functions:

User Menu Name	Function Name
Manager Self-Service	Individual Compensation Distribution
Manager Self-Service	Compensation Workbench
Employee Self-Service	Individual Compensation Distribution

### Configurable Tips and Instructions

Region	Column Name	Message Name
HistoryContent	Instructions	BEN_93424_COMP_HISTORY_INSTR
BenHistoryCompByYearRN	TipComp	BEN_93436_HSTRY_COMP_BY_YR_TIP
BenHistoryExtendedStockRN	Tip	BEN_93430_HSTRY_EXT_STK_TIP

## Seeded Hidden Columns

Column Name	Displayed Detail
<b>Salary Sub-tab</b>	
Annualized Starting Salary	Starting Salary (in annual basis)
Annualized Change Amount	Change Amount (in annual basis)
Annualized New Salary	New Salary (in annual basis)
<b>Bonus Sub-tab:</b>	
Plan Name	Name of Plan corresponding to Bonus
<b>Basic Stock Option Sub-tab:</b>	
Plan Name	Name of Plan corresponding to Stock Option
<b>Extended Stock Option Sub-tab:</b>	
Grant Date	Date of grant
Current Option Price	Current price of the option
Vested Shares	Total number of vested shares
Unvested Shares	Total number of shares not vested
Unvested Market Value	Value of the unvested shares multiplied by the market price
Unvested Gain	Unvested shares multiplied by the Grant Price minus the unvested market value
Trading Symbol	Trading Symbol used by the organization
Expiration Date	Date of expiry of the unvested shares

See: The Personalization Framework, *Oracle HRMS Deploy Self-Service Capability Guide*

## Setting Up Compensation History

As a Compensation Administrator, you need to configure some additional details so that processed ICD transactions are visible in Compensation History.

You need to create an additional Standard Rate for the ICD Plan whose history you want displayed. This ensures that all occurrences of these element entries are visible in the history.

In addition, you need to set up a Plan Type, a Plan, and an additional Standard Rate to ensure that entries created from the Element Entries window, are visible in the Compensation History.

See the following topics for more information on how to set up Compensation History:

1. Setting Up Compensation History for ICD Plans, page 3-68
2. Setting Up Compensation History for Entries Created from Element Entries, page 3-68

## Setting Up Compensation History for ICD Plans

As the Compensation Administrator, you set up Compensation History for ICD Plans. To ensure that processed ICD transactions are visible in compensation history, you need to configure an additional standard rate for the ICD plan whose history you want to display. This ensures that all occurrences of these element entries are visible in history.

### To set up an additional standard rate:

1. Select Inactive as the Status.
2. Select Additional History Element as the Activity Type.
3. If you selected an Element for the ICD rate, select the same Element here.
4. If you selected an Input Value for the ICD rate, select the same Input Value here.
5. Choose the Calculation Method tab, and select No Standard Value Used as the Calculation Method.

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

## Setting Up Compensation History for Entries Created from Element Entries

As the Compensation Administrator, you can set up Compensation History to display information for entries created from the Element Entries window. For example, you can view information about commissions and automobile allocations in the Others sub-tab. To do this, you must set up a Plan Type, a Plan, and an additional Standard Rate.

**Note:** The system uses the following Plan Type and Plan to process the entries.

To configure this, use the following guidelines:

### To create a Plan Type:

1. Enter a Name for the Plan Type. For example, History Bonus, History Stock, or History Others.
2. Select Compensation Workbench or Individual Compensation Distribution as the Option Type.

**Note:** You require to select either of these to ensure that the system processes these entries.

3. Select the most appropriate Compensation Category. This determines the sub-tab on which the compensation history will appear.

See: Defining a Benefits Plan, page 1-68

**To create a Plan:**

1. Enter a Name for the Plan. For example, History Bonus, History Stock, or History Other.
2. Select Inactive as the Status.
3. Select the Plan Type you defined earlier.

See: Defining a Benefits Plan, page 1-68

**Note:** Ensure that you also set up Plan Enrollment Requirements and a Standard Rate before you proceed further.

See: Defining Plan Enrollment Requirements, page 3-56

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

**To create an Additional Standard Rate:**

1. Enter a Name for the Rate. For example, History Bonus, History Stock, or History Other.
2. Select Plan as the Level.
3. Select the Plan you defined earlier as the Compensation Object.
4. Select Additional History Elements as the Activity Type.
5. Select the Element you want displayed on the history page.
6. Select the Input Value you want displayed on the history page.

**Note:** You can add multiple rates under the same plan if you have multiple element types.

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

## Personalizing Sub-tabs for Compensation History

You can personalize Compensation History to configure multiple and different views for managers and employees. You can hide or rename sub-tabs, and the columns within these sub-tabs. You can also use Personalization to restrict visibility of data on the Stock, Bonus and Other tab. For instance, you can restrict managers from viewing employee savings plan contributions, retirement plans, or the charitable contributions, and restrict employees from viewing certain awards. You can configure the plans that are available to display to a user to do this.

**To hide or rename sub-tabs in Compensation History:**

1. Navigate to the Compensation History page.
2. Click Personalize Region in the top right corner of the page.
3. Select the Personalization Level and click Next.
4. In the Create/Update Personalization page, select the Name of the personalization level and click Next.
5. In the Create View page, expand the BEN\_COMP\_HISTORY\_PAGE or the Worksheet History Page list.

6. Click the arrow next to the BenHistorySubTabs link to show the list.
7. Select the sub-tab you want to hide or rename, and click the arrow to show the link.
8. In the General Properties region, enter a name in New Label to rename the sub-tab. Alternatively, to hide the sub-tab, delete the contents in New Label.
9. Click Apply to apply the personalization.

**To restore a hidden sub-tab in Compensation History:**

1. Follow steps 1 – 6.
2. Click the arrow next to the sub-tab you want to restore.
3. Click Delete in the Create View page.

**Note:** If the personalization page contains a hidden sub-tab, the sub-tab's text link on the tree displays the technical name of the subgroup. For instance, if you hid the Bonus sub-tab, the link will appear as BenHistoryBonusRN.

**To restrict access to plans for employees or managers:**

1. Follow steps 1 – 6.
2. Click the arrow next to the sub-tab you want to display.
3. Click BenHistorySubtabNameDetailsTblRN
4. In the Search Query to Filter Data in Table region, specify the conditions required for the tab to display the data. If you do not define any conditions, then all information on the sub-tab will be visible to both managers and employees.

# Vehicle and Mileage Processing

## Vehicle Repository

In the vehicle repository, you can store details of company vehicles and private vehicles used for business purposes. This information is date-tracked so that you can record changes to the vehicle - such as its status (active or inactive) - over time. Storing this data in a repository removes the need for repetitive and error-prone data entry.

The information you can record includes:

- Registration number
- Make and model
- Registration date
- Engine capacity
- List price and value of optional accessories fitted initially and added later
- Fiscal rating
- Status, and reason for Inactive status
- Whether the vehicle can be allocated to multiple users

You can import company vehicle information from a car fleet management system, storing a fleet identifier and date transferred on each vehicle record.

## Vehicle Allocation

You allocate vehicles to your employees so they can be used in employee mileage claims (UK) or Benefit in Kind processing (Ireland). There are two types: company and private.

- You can allocate one primary company vehicle to each employee, and as many additional company vehicles as your business rules allow.
- You can allocate as many private vehicles as your business rules allow. You mark one vehicle as the default.

Business rules are held in the PQP\_CONFIGURATION\_VALUES table. See: Configuration Settings for Vehicle Repository and Mileage Claims, page 3-71

When you allocate a vehicle, you can override some of the configuration settings for your business group.

You can record a vehicle against a single assignment, or against all of an employee's assignments.

You can allocate vehicles from the Vehicle Repository page or using a task flow from the Assignments window.

## Configuration Settings for Vehicle Repository and Mileage Claims

Global and localized configuration settings provide the appropriate defaults for your business groups. This information is held in the PQP\_CONFIGURATION\_VALUES table. You can add your own rows to match your business rules.

## Global and Localization Settings

Localization settings are currently provided for the UK only.

Column	Segment	Meaning	Global	UK	Ireland
LEGISLATION_CODE	Legislation Code	-	--	GB	IE
PCV_INFORMATION_CATEGORY	Vehicle and Mileage Settings	-	PQP_VEHICLE_MILEAGE	PQP_VEHICLE_MILEAGE	PQP_VEHICLE_MILEAGE
PCV_INFORMATION1	Calculation Method	Proration or Exhaustive-determines how you apply mileage band limits across payroll periods. You can override this default when you allocate vehicles or enter claims.	--	Exhaustive	Null
PCV_INFORMATION2	Maximum Company Vehicles Allowed	Limit on the number of company vehicles that can be allocated to an assignment	--	2	Null
PCV_INFORMATION3	Maximum Private Vehicles Allowed	Limit on the number of private vehicles that can be allocated to an assignment	--	--	Null
PCV_INFORMATION4	Share Company Vehicle	Yes means that the vehicle can be shared by several employees. No means the vehicle cannot be shared.	Y	N	Y



Column	Segment	Meaning	Global	UK	Ireland
PCV_ INFORMAT ION5	Share Private Vehicle	Yes means that the vehicle can be shared by several employees. No means the vehicle cannot be shared.	Y	Y	Y
PCV_ INFORMAT ION6	Previous Tax Year Claim Valid Until	All claims for previous tax year must be submitted before the date entered. The year in the date is ignored.	--	5 July	Null
PCV_ INFORMAT ION7	Allow Both Company and Private Vehicles Claims	No means that you cannot allocate both company and private vehicles to an employee at the same time, nor submit mixed claims.	Y	N	N
PCV_ INFORMAT ION8	Search Criteria for Rates Table	The default (%) means that the Rates Table list of values displays all user defined tables. To restrict the list, use a naming convention for mileage rate tables. For example, include the word "car" in all names and enter %car% in this field.	%	%	%

Column	Segment	Meaning	Global	UK	Ireland
PCV_ INFORMAT ION9	Validate Private Vehicle Claims in Repository	Yes means that you can only enter claims against a vehicle already assigned to the employee in the repository. No means that you can enter a claim against a vehicle that is not in the repository.	Y	N	N
PCV_ INFORMAT ION10	Vehicle Claims Correction Period in Days	An input of 30 would mean that only those claims that have a claim date within the last 30 days could be corrected.	--	--	Null

---

# Leave and Absence Management

## Leave and Absence Management Overview

Employees take paid or unpaid time off from work for a variety of purposes, such as illness or injury, vacation, , labor or trade union representation and professional activities. Maintaining information on employee absences for reporting and analysis is an important aspect of human resource management. Oracle HRMS provides a convenient way to maintain information about the various absence types your enterprise recognizes.

## Managing Absence Information

In Oracle HRMS you can define as many absence types as you need to track employee time off, and you can group these types into categories and define absence reasons to provide further information for absence reporting.

You can associate each absence type with a recurring or nonrecurring absence element. Each element has an input value with either hours or days as its unit of measure.

You can also set up absence benefit plans so that the Participation process checks employee eligibility for the plans when it processes absence life events.

See: Absence Categories and Types, page 4-4

Using SSHR, employees can enter their own absence, and managers can enter or view absences for their employees. HR Managers can also enter absence records, or you can upload absence information from timecards using Batch Element Entry.

In the UK, there is government legislation regarding the payment of employees during periods of sickness, maternity, paternity and adoption leave (SSP, SMP, SPP and SAP). These requirements are handled by the Statutory Absence Payments feature of Oracle HRMS.

## Managing PTO Accruals

Many organizations permit employees to accrue hours or days of paid time off (PTO) as they work, to use for sick or vacation leave. In such enterprises, setting up and maintaining PTO plans is another part of absence management.

In Oracle HRMS you can set up any number of accrual plans, each with its own units of accrued time (hours or days) and its own rules. For example, you can set up rules for the frequency of accruals, maximum carryover to a new accrual year, accrual bands, eligibility rules for enrolling in a plan, and accrual start rules for new hires.

Oracle Human Resources users can use PTO accrual plans; this functionality does not require Oracle Payroll.

## Reporting on Leave and Absence Management

Oracle HRMS and Oracle HRMSi supply several reports to track absences and analyze absence trends in your enterprise. For example, you can use the Absences Report to track the absence details for an employee or organization, for some or all absence types.

See: Leave and Absence Management -- Reports, page B-54

## Key Concepts

To enable you to get the most out of the Absence Management and PTO Accruals functionality, you need to understand the following key concepts:

- Absence Categories and Types, page 4-4
- Absence Recording, page 4-43
- Accrual Balances Maintained by the Payroll Run, page 4-22
- Accrual Start Date for New Hires, page 4-31, and ineligibility period rules
- Accrual Bands, page 4-32, for determining accrual amounts and ceilings
- PTO Carry Over Process, page 4-34

## Leave and Absence Management

Flexibility is the keynote of Oracle's approach to absence management and PTO accrual plans. You set up the rules that define how you record absences, who is entitled to paid leave of each type, and how much time can be taken.

### Can I define which types of absence I want to track and the units of time in which they are recorded?

Yes, you can define as many types of absence as you require, and assign them to categories for ease of reporting. You can also define reasons for absence, to provide additional reporting information. For example, the category might be "family leave," the type might be "maternity," and the reason might be "birth." Each absence type can be recorded in days or hours.

### What about study leave and other absence types that are not available to all employees?

You can control which groups of staff are eligible to take absences of each type. Absences are recorded on element entries. By linking the element to organizations, jobs, grades, employment categories, or other assignment components, you control who can take each absence type.

### How do I record absences?

You can use Batch Element Entry (BEE) to make entries of absence elements, and other timecard data. You can record the number of days or hours absent, and any other information you have designed the element to hold (such as absence reasons). If you use Oracle Time & Labor, or another time entry application, you can send timecards to BEE using the API.

Alternatively, employees can enter their own absences through self-service, or their line managers can do this for them. These absence records can be submitted for approval before they are recorded in Oracle HRMS.

You can also use the Absence Detail window to enter proposed or actual absences, and to see the effect of the absence on any corresponding PTO accrual plan.

## **How do absence types relate to PTO accrual plans?**

Each accrual plan is associated with one absence element (and hence one absence type). Each entry of time off reduces the net accrual on the plan. You can also associate any number of other elements with a plan and determine how entries to these element affect the accrual calculation. This is useful for recording time bought or sold, or unused PTO brought into a new plan on enrollment.

## **What rules govern PTO accrual plans in Oracle HRMS?**

A few types of accrual plan are seeded with the system. However, accrual plan rules vary from enterprise to enterprise, and country to country. Oracle HRMS provides you with the flexibility to define your own plan rules. Here is just a selection of the rules you can set up:

- The length of the accrual term (often one year), and the start date, which may be fixed (such as 1 January) or vary by employee (such as the anniversary of the employee's hire date). Some plans have no start date, but always calculate accruals for the previous 12 months (or other length of time).
- The frequency of accrual, such as monthly, or once each pay period. In other plans, employees receive their full entitlement up front, at the beginning of the accrual term.
- The amount of accrual and any ceiling on the amount that can be held. These figures may be fixed or vary by length of service, grade, time worked, or other factors.
- What happens to unused PTO at the end of the accrual term.
- Rules for part time employees, and for employees with suspended assignments
- Rules for new hires, including when they can begin accruing PTO and when they can begin to use it.

## **How do we track and analyze absences and net accrual entitlement?**

When you enter an absence you can see, at the employee level, how much absent time of the same type has already been recorded for the employee. If the absence affects net entitlement in a PTO accrual plan, you can see current and projected entitlement figures for the plan. In another window, you can view a full absence history for an employee.

Across all employees, you can view absences of a certain type or category, within a specified time period. Using the Absences Report, you can track absences of one or more types for employees in each organization.

Employees can view their own absence history on the web using Self Service, and line managers can do the same for all the employees they manage.

# Absence Management Setup

## Absence Categories and Types

Oracle HRMS provides a convenient way to maintain information about the various absence types your enterprise recognizes. To facilitate reporting and analysis of employee absences, you can distinguish between *absence types* and *absence categories*. An absence category is a group of related absence types.

Some absence categories may be predefined for your legislation. The table below contains examples of absence categories and types, for illustration purposes only. You can extend the list of predefined categories and define your own absence types, as required.

### Example Absence Categories and Types:

Absence Category	Absence Type
Medical Leave	Illness or Injury
	Work-related Injury
	Work-related Illness
	Medical Appointment
Family Leave	Paid Maternity/Paternity
	Unpaid Maternity/Paternity
	Dependent Care
Personal Leave	Compassionate Leave
	Personal Business
Professional Leave	Certification Classes
	Meeting Attendance

Also, to assist with absence reporting and analysis, you can provide *reasons* to select from when recording employees' time taken for an absence type. For example, if you need information to analyze the particular family-related responsibilities that cause employees to miss work, you can define reasons for absence types as follows:

### Example Absence Category, Types and Reasons:

Absence Category	Absence Type	Absence Reasons
Family Leave	Paid Maternity/Paternity	Birth of a child
		Adoption of a child
	Dependent Care	Child Care
		Elder Care
		Disabled Care

## Setup of Absence Types

Setting up each absence type is essentially a two-step process. One step involves defining the type, that is, entering its name, and optionally selecting a category and reasons for it. The other step involves defining an element to associate with the type. This element serves two important purposes:

- It provides a way to *maintain a running total* of time taken for the absence type. The Absence Detail window shows the running total of absences with an end date before the effective date, and with an absence duration on record. Each absence can add to, or subtract from, the running total, depending on how you define the absence type.
- It provides a way to *restrict employee eligibility* for the absence type. The links you build for the element establish which employees are eligible to use the type.

For example, if the absence type compassionate leave is available only to full time employees, you link its element to the assignment category Full Time.

To hold a single running total of time taken for two or more absence types, you associate all the types with the same absence element. For example, your absence category Personal Leave may include two absence types you need for certain reporting purposes, Compassionate Leave and Personal Business. However, you require just one running total to be kept of employees' time taken for both types of personal leave. In this case you simply associate both absence types with the same absence element.

**Note:** If you want to use absence types without recording accrued totals or eligibility rules, you can define the type with no associated element.

## Absence Elements

You can associate each absence type with a recurring or nonrecurring absence element. Each element has an input value with either hours or days as its unit of measure.

## Using a Nonrecurring Element

Nonrecurring element entries are valid for one payroll period. When you enter an absence of a type associated with a nonrecurring element, the application creates an element entry for the period in which the absence start date falls. For example, if you enter an absence that starts on 4 May for someone on a monthly payroll, the entry is dated 01 May to 31 May.

The entry is only created when you enter the absence end date, and you must enter the absence duration at the same time. The duration can be defaulted if you set up an absence duration formula. The full value of the absence duration is recorded in the absence element entry, even if the end date falls outside of the payroll period.

## Using a Recurring Element

**Important:** This option is only available if you use Oracle Payroll and the Proration functionality is enabled in your localization.

**UK Users:** If you use the Statutory Absence Payments feature you must continue to use nonrecurring elements to record long term sick leave.

Use this approach if you want to begin processing absences before end dates are recorded. You do not enter absence duration on the recurring element entry. Instead, you use a payroll formula to calculate the absence duration to be processed in each payroll period. Use the absence duration formula to calculate the duration displayed on the Absence Detail window. This value is deducted from the current PTO accrual when you enter an end date for an absence type that is associated with a PTO accrual plan.

Recurring element entries start on the absence start date and end on the absence end date (if there is an end date). If the absence ends in the middle of a payroll period, the payroll run detects and processes the absence using the proration functionality.

## Absence Balance Information

When you define an absence type, you specify whether the application should maintain an increasing balance, a decreasing balance, or no balance of time off. The balance is a running total of the hours or days an employee has taken for the absence type, as recorded in the Duration field.

### Increasing Balances of Time Taken

As you would expect, an increasing balance for an absence type starts with no time entered, and increases as you enter employees' hours or days absent. For example, if the absence type Compassionate Leave has an increasing balance, the balance starts from zero for each employee and increases by the number of hours entered for each absence of this type.

Increasing balances are appropriate for most absence types. For absence types for which your enterprise sets a maximum time allowed, the system issues a message when an entry of time absent exceeds this maximum, or Oracle Alert can notify you when an employee reaches the maximum time or takes excess time.

See: *Oracle Alert User's Guide*

When defining an absence type for a PTO accrual plan, you give it an increasing balance that shows the employee's accrued time taken. When you record an absence using the Absence Detail window, you can see the amount of accrued time a plan participant has available for use as vacation or sick leave.

### Decreasing Balances of Time Remaining

If your enterprise sets a maximum time allowed for an absence type, you have the option of setting up a *decreasing balance* for this type, instead of an increasing balance. (If the



absence type is used for a PTO accrual plan, it is simpler to use an increasing balance and an accrual formula that records an up-front accrual amount.)

For example, suppose your enterprise allows certain employees 32 hours leave per year for professional development. The Professional Leave absence type can have a decreasing balance, and an initial entry of 32 hours.

If you record an employee absence of 4 hours for this absence type, the decreasing balance shows 28 hours still available to be taken.

Decreasing absence balances require more maintenance than increasing balances. They need a prorated initial balance entry for all eligible new hires throughout the year, and require resetting each year for all eligible employees.

Notice that an absence type cannot have both a decreasing and an increasing balance; it has one or the other.

## Initializing an Absence Balance

You can initialize or adjust an absence balance using the Element Entries window, or the Element Entry API. You can also initialize a decreasing balance by entering a negative value using BEE. For example, if you enter -16 hours using BEE, a decreasing balance starts at 16 hours. However, be aware that using BEE creates an absence record that will show on employees' absence history.

## Referencing Absent Time in Payroll Runs

You can define an absence element as an Information element or an Earnings element.

### Using an Information Absence Element

If you define an Information absence element, you can use a recurring Earnings element to manage the calculation and payment of vacation and sick pay. When you define the absence element, you check the Database Item box for the input value that holds the absence balance. Entries to this input value then become database items that formulas for payroll calculations can access.

**US Users:** You will typically set up your absence elements in the Information classification for employees who do not submit timecards (Timecard Required = No on the Statutory Information tab of the Assignment window). If you are using the seeded Regular Salary or Regular Wages elements, the payroll run creates indirect results for the seeded Vacation Pay or Sick Pay elements when it finds absence entries in the Vacation or Sickness categories. These elements appear on the Statement of Earnings, but the Information elements do not. You do not need to set up any additional absence Earnings elements for these employees.

**Other localizations:** Typically, you define an Earnings element to have a skip rule that triggers processing when it finds an entry for the absence element. The element's payroll formula uses the database item for the entry value so that it automatically gets the sum of all the entries in the pay period. Then, using the salary database item to get the salary or hourly rate, it calculates the total absence pay for the period. You can also use the formula to reduce regular earnings for the period so employees do not get paid twice.

The advantage of this approach is that it simplifies the processing of absence payments into one calculation.

## Using an Earnings Absence Element

Select the Earnings classification for absence elements if you want to process absences individually in each payroll period. You can use these elements with Oracle Time and Labor. This approach creates a one-line entry on the statement of earnings for each absence type. Typically, you would create nonrecurring Sick and Vacation Pay earnings elements. You can also create different absence elements for each rate or multiple of pay if the element must appear on the statement of earnings as a different line item.

**US Users:** For employees who *do* submit timecards (making entries in BEE to the Time Entry Wages element), you can create your absence elements as Earnings. This also applies if you do not use the seeded Regular Salary and Regular Wages elements, and you want your absence payment to show on the Statement of Earnings. Use the Earnings window to initiate the element. Select the Category *Regular* and check the Reduce Regular box.

## Retrospective Entries and Adjustments

**Oracle Payroll users:** If you enter or update an absence retrospectively, or you delete an absence that started in the past, these changes are listed in the Retro Notification report the next time you run this report. This enables you to use RetroPay to correct any payroll processing.

## Setting Up Absence Management

Follow these steps to set up absence management.

1. If you want to associate recurring elements with absence types, you must set up proration and retro notifications. This ensures that absences that end in the middle of a payroll period are detected and processed by the payroll run, and that retrospective changes to absences are recorded in the Retro Notifications report.

**Note:** Proration is available to Oracle Payroll users in selected localizations only.

To set up proration and retro notifications, you must:

- Find all the dynamically generated triggers for the table `PAY_ELEMENT_ENTRIES_F` in the Dynamic Trigger Definition window. (You must deselect the Insert triggering action so that all the triggers are returned by the Find.) Make sure the Generated and Enabled check boxes are checked for all the continuous calculation triggers.
- Query the Incident Register functional area in the Functional Area Maintenance window, and enter the business groups for which you want to enable proration on the Business Group tab. Optionally, you can further secure the proration functionality by selecting payrolls on the Payroll tab.
- Use the Table Event Group window to group the two events that you need to detect to prorate absences - datetracked updates to absence start date and absence end date. Select Proration for the event group type, and Payroll Period for the proration period. In the Datetracked Events region, select DateTrack Update as the update type, `PAY_ELEMENT_ENTRIES_F` as the table, and `EFFECTIVE_START_DATE` and `EFFECTIVE_END_DATE` as the columns.

- Use the Table Event Group window to group the datetracked events on the PAY\_ELEMENT\_ENTRIES\_F table you want to track in the Retro Notifications report. The event group type is Retro.
2. Define an absence element, with at least one input value, for each absence type. Link this element to define who is eligible.

See: Defining and Linking an Absence Element, page 4-9

**Note:** Omit this step if you are setting up an absence type for which you do not need to maintain a running total of time taken or remaining, and you do not need eligibility rules.

**North American Payroll users:** If you want to process the absence element in the payroll run, generate it using the Earnings window.

3. Define categories of absence types as values for the Lookup Type ABSENCE\_CATEGORY, and your absence reasons as values for the Lookup Type ABSENCE\_REASON. In some legislations there are predefined categories and reasons.

You can select the same reason for different absence types.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

4. Define each absence type, and associate it with an absence element.

See: Defining an Absence Type, page 4-11

**Note:** To keep a single record of employees' time taken for two or more different absence types, you can associate the same element with several types.

5. For an absence type with a decreasing balance, use BEE or the Absence Detail window to initialize the absence balances for employees eligible for the type.

If you want to make batch entries, see Making Batch Element Entries Using BEE, *Oracle HRMS Configuring, Reporting, and System Administration Guide*.

6. If you defined a recurring element, create a payroll formula that handles proration to process the element and calculate the appropriate absence duration in each pay period (taking into account the number of days or hours in a month, working and shift patterns, public holidays, and so on).

## Defining and Linking an Absence Element

Define an absence element in the Element window.

**North American Payroll users:** If you want to process the absence element in the payroll run, initiate it on the Earnings window instead of using the Element window.

### To define an absence element:

1. Set your effective date to a day on or before the start of the first payroll period for which you want to enter absences.
2. Enter a name for the element, and select the classification Information or Earnings.

**Tip:** Give the absence element and its absence type the same name, or coordinate the element name with the type name. For example, for the absence type Compassionate Leave, name the element Compassionate Leave or Compassionate Leave Absence.

3. Enter a reporting name, for display on reports.
4. If you are creating a recurring absence element, select your absence element event group in the Proration Group field. This field is only available to Oracle Payroll users in certain localizations.
5. Select the processing type.
  - Select Recurring if you want to be able to process absences that do not have an end date and you want to apportion absence time correctly across payroll periods.

**Note:** You can only select Recurring if you use Oracle Payroll and the Proration functionality is enabled for your localization. (In this case, you should see the Proration Group field on the Element window)

- Select Nonrecurring if it is acceptable to record the full duration of the absence in the payroll period in which the absence starts.
6. Select the termination rule. This is normally Actual Termination.
  7. Check the Multiple Entries Allowed box if you want to enable employees to have:
    - (Nonrecurring) More than one instance of the absence type within a pay period.
    - (Recurring) Overlapping entries of the absence.
  8. If this is an absence element for a PTO accrual plan, do not select Process in Run. Uncheck this box if necessary.

If the element is recurring, ensure that the Process in Run box is checked so that the absence duration can be calculated by the payroll run.

9. If employees must be a certain age or have served for a certain number of years to be allowed this absence, enter this information in the Qualifying Conditions region.

**Note:** If this is an absence element for a PTO accrual plan, the plan setup relates length of service to accrued time off. Do not make an entry here for length of service.

10. Save the element, then choose the Input Values button.
11. In the Input Values window, create an input value to hold the amount of time taken. Select units of Day, Hours in HH format, or Hours in Decimal Format (to one, two, or three decimal places).

If you are defining an absence element for a PTO accrual plan, give the input value the name Hours or Days, to accord with the unit of measure of the plan. When you define the plan using the Accrual Plan window, this input value name appears in the Units field of the Absence Information region.

**Important:** If you select Required for an input value, you must select this input value on the Absence Attendance Type window. Do not select Required for more than one input value.

**New Zealand users only:** You must also create the following input values:

- Seasonal Shutdown - for Annual Leave and Annual Leave Termination elements
  - Number of complete weeks - for the Special Leave and Protected Voluntary Service Leave elements.
12. You can define minimum and maximum days or hours that can be entered in an absence record. If you do this, select what happens if these limits are breached:
    - Select Warning for the system to warn users but allow them to breach the limits.
    - Select Error for the system to issue an error message and prevent users from saving an entry that breaches the limits.
  13. Save your work.

**To link the absence element:**

1. Set your effective date to a day on or before the start of the first payroll period for which you want to enter absences.
2. In the Element Link window, select the absence element you defined.
3. Select eligibility criteria for this absence element, if appropriate. If you want to make the element available to all employees, do not select any criteria.
4. Save the link. Then define the absence type associated with this absence element.

See: Defining an Absence Type, page 4-11

## Defining an Absence Type

Use the Absence Attendance Type window to define an absence type and associate it with an element.

**To define an absence type:**

1. Enter a name and category for the absence type.

**Tip:** Give the absence type and its associated element the same name, or coordinate the type name with its element name. For example, name the absence type for a PTO accrual plan Salaried Sick PTO Plan, and its associated element, Salaried Sick PTO Absence.

2. In the Associated Element region, select the element defined for this absence type. Select the element's input value that holds days or hours. The unit of measure for the input value appears in the Units region.
3. In the Balance region, select *Increasing* if you want each absence entry to add to a running total of time taken to date. The running total covers all absence types associated with the selected element. Select increasing balances for absence types for PTO accrual plans, and for most other absence types.

For absence types that have a set maximum amount of hours or days allowed, you may select *Decreasing*. In this case, each absence recorded reduces an initial balance to show time remaining to be taken for the type.

**Note:** Decreasing balances require more maintenance. You must enter an initial balance amount for each new hire eligible for the absence type, and must initialize the balance for all eligible employees at the start of each year.

4. Optionally, select reasons that are valid for entries of this type of absence.
5. Save the absence type.

## Setting Up an Absence Benefit Plan

You can set up absence benefit plans so that the Participation process checks employee eligibility for the plans when it processes absence life events. You set up participant eligibility profiles to determine which absence categories or types are valid for each plan. Both Standard and Advanced Benefits users can set up absence benefit plans.

**Tip:** Use the same effective date, such as 01 Jan 1951, for all your definitions

**UK Users only:** There are **sample plans** provided for Occupational Sick Pay and Occupational Maternity Pay, called PQP OSP Plan and PQP OMP Plan. You can copy these plans using Plan Design Copy and configure them to meet your needs. If you are not using the sample plans, see: *Creating Your Own Absence Plan*, page 4-14.

### Using the Sample Plans

#### To set up an absence benefit plan using a sample plan:

1. Set the BEN:Enable Absence Plans Functionality profile option to Yes for the users or responsibilities who will enter absences for absence benefit plans, if you want them to run the Participation Process to process the absence life events. This displays the Enroll Absences button on the Absence Detail window.

See: System Profile Values Window, *Oracle Applications System Administrators Guide*

2. In the Submit Requests window, select the process *Plan Design Copy - ImportIn* the Data File parameter, enter the file **pqgbgapl.ldt**, which is located at patch/115/import/us in Product Top: PQP.

See: Importing a Plan Design From a File, page 1-88

3. Use Plan Design Copy to copy the imported plan. In the Process Name field, enter PQP GB OSP/OMP Absence Plan.

See: Copying a Program or Plan, page 1-85.

**Tip:** First make a copy of the seeded plan in your business group without entering any prefix or suffix for your copy. Select the first option on the Enter Target Details page, which is "Reuse existing objects if current name exists in the target." Then you can make further copies of this copy to configure your plans. When you make further copies, you can select the same option if you want plans to

share objects, such as eligibility profiles, or you can select the option "Reuse existing objects if new name exists in target".

4. Write or configure any formula rules you require, such as the following:

**Important:** The formulas attached to the sample plans are for UK users only. In other legislations, you must create your own formulas.

Rule	Formula Type	Supplied Examples (UK Only)
Eligibility rule	Participation Eligibility	PQP_OSP_PARTICIPATION_ELIGIBILITY_PROFILE_OTHER_RULE PQP_OMP_PARTICIPATION_ELIGIBILITY_PROFILE_OTHER_RULE
Person Change	Person Change Causes Life Event	PQP_GB_BEN_ABSENCE_START_LER_PERSON_CHANGE_RULE, PQP_GB_BEN_ABSENCE_END_LER_PERSON_CHANGE_RULE, PQP_GB_BEN_ABSENCE_DELETE_LER_PERSON_CHANGE_RULE
Extra Input Rule	Extra Inputs	PQP_OSP_STANDARD_RATES_GENERAL_EXTRA_INPUT_RULE PQP_OMP_STANDARD_RATES_GENERAL_EXTRA_INPUT_RULE
Length of service rate	Length of Service Calculation	PQP_OSP_STANDARD_RATES_CALCULATION_METHOD_VALUE_RULE PQP_OMP_STANDARD_RATES_CALCULATION_METHOD_VALUE_RULE

See: Total Compensation Formula Types, *Oracle HRMS FastFormula User Guide*

5. Ensure you have Program/Plan years set up.

See: Defining a Program or Plan Year Period, page 1-81

6. Select the appropriate Person Changes for the three absence life event reasons, created by the Plan Design Copy process. There is one life event reason for each Life Event Operation Code: Start Event, End Event, Delete Event.

**Note:** You only perform this step once. You use the same life event reasons for all your absence plans.

- The Start Absence life event reason must detect changes to any columns except the end date. Use the Person Change formula rule you created in step 4 to define the columns you want to use to trigger this life event.

**UK users:** You must attach the PQP\_GB\_BEN\_ABSENCE\_START\_LER\_PERSON\_CHANGE\_RULE formula to the absence start life event

- You can also use formula rules to define the person changes that trigger the End Absence and Delete Absence life events too.

See: Life Event Definition, page 5-76

7. Query the absence plan in the Plans window, and change the status from Pending to Active. Choose the Details button and select your plan periods.

See: Defining a Benefits Plan, page 1-68

You have completed the plan setup based on a seeded plan, but make sure you complete the Next Steps, page 4-17.

## Creating Your Own Absence Plan

### To set up an absence benefit plan without using the sample plans:

1. Set the BEN:Enable Absence Plans Functionality profile option to Yes for the users or responsibilities who will enter absences for absence benefit plans, if you want them to run the Participation Process to process the absence life events. This displays the Enroll Absences button on the Absence Detail window.

See: System Profile Values Window, *Oracle Applications System Administrators Guide*

2. Write or configure any formula rules you require, such as the ones shown in the following table.

**Note:** UK users: If you want to use the supplied formulas, you must run the following scripts:

- PQPGBLER.SQL script to create the life event formulas
- PQPGBOSP.SQL script to create the OSP formulas
- PQPGBOMP.SQL script to create the OMP formulas



Rule	Formula Type	Supplied Examples (UK Only)
Eligibility rule	Participation Eligibility	<base name>_OSP_PARTICIPATION_ELIGIBILITY_PROFILE_OTHER_RULE <base name>_OMP_PARTICIPATION_ELIGIBILITY_PROFILE_OTHER_RULE
Person Change	Person Change Causes Life Event	PQP_GB_BEN_ABSENCE_START_LER_PERSON_CHANGE_RULE, PQP_GB_BEN_ABSENCE_END_LER_PERSON_CHANGE_RULE, PQP_GB_BEN_ABSENCE_DELETE_LER_PERSON_CHANGE_RULE
Extra Input Rule	Extra Inputs	<base name>_OSP_STANDARD_RATES_GENERAL_EXTRA_IN_PUT_RULE <base name>_OMP_STANDARD_RATES_GENERAL_EXTRA_IN_PUT_RULE
Length of service rate	Length of Service Calculation	<base name>_PQP_OSP_STANDARD_RATES_CALCULATION_METHOD_VALUE_RULE <base name>_PQP_OMP_STANDARD_RATES_CALCULATION_METHOD_VALUE_RULE

See: Total Compensation Formula Types, *Oracle HRMS FastFormula User Guide*

3. Define a new plan type, selecting Absences as the Option Type.

See: Defining Plan Types, page 1-66

4. Ensure you have Program/Plan years set up.

See: Defining a Program or Plan Year Period, page 1-81

### Eligibility Profiles

5. Create a participant eligibility profile for each absence benefit plan.

**Important:** Ensure that these profiles are exclusive: participants must only be eligible for one plan at a time.

- Ensure that your eligibility profile checks that the absence is for the appropriate absence category, such as sickness. You can further restrict eligibility to one or more absence types.
- **UK users:** Choose the Others tab and select Rule. Select the supplied rule <base name>\_OSP\_PARTICIPATION\_ELIGIBILITY\_PROFILE\_OTHER\_RULE for an

OSP scheme, or <base name>\_OMP\_PARTICIPATION\_ELIGIBILITY\_PROFILE\_OTHER\_RULE for an OMP scheme, or another formula that you have created.

See: Defining an Eligibility Profile, page 1-98

### Life Event Reasons

6. Create three life event reasons, all of type Absence, and one for each Life Event Operation Code: Start Event, End Event, Delete Event.

**Note:** You only perform this step once. You use the same life event reasons for all your absence plans.

- Select the Person Changes that trigger these life events. The table is PER\_ABSENCE\_ATTENDANCES. Select columns and values as follows:

Life Event	Column	Old Value	New Value
Start Absence	DATE_START	any value	any value
End Absence	DATE_END	any value	any value
Delete Absence	DATE_START	any value	no value

- The Start Absence life event reason must detect changes to any columns except the end date. Use the Person Change formula rule you created in step 2 to define the columns you want to use to trigger this life event.

**UK users:** You must attach the PQP\_GB\_BEN\_ABSENCE\_START\_LER\_PERSON\_CHANGE\_RULE formula to the absence start life event

- You can also use formula rules to define the person changes that trigger the End Absence and Delete Absence life events too.

See: Life Event Definition, page 5-76

### Plan

7. Define the absence plan.

- Select your plan type.
- Select May Not Be In Program for the Plan Usage.

See: Defining a Benefits Plan, page 1-68

- On the Eligibility Rates tab, check all the check boxes. Select Participant in the Eligibility Check field.

See: Defining Eligibility and Activity Rate Requirements for a Plan, page 1-70

- On the Not in Program tab, enter a Sequence number and the activity rate details.

**UK users:** Select Per Pay Period for the Enrolment Rate/Frequency and select a value, such as Monthly, for the Activity Reference Period.

See: Defining a Plan Not in a Program, page 1-72

- Choose the Details button and select your plan periods. Return to the Plans window.

See: Maintaining Plan Related Details, page 1-74

- Choose the Plan Eligibility button then the Eligibility button. Select your eligibility profile on the Profile tab. Close this window.

See: Defining Participant Eligibility Criteria for a Compensation Object, page 1-61

- Choose the Life Event button. Select your End Absence life event and select Ineligible in the Eligible/Ineligible field.

See: Associating a Life Event Reason With a Compensation Object, page 1-63

### **Enrollment Requirements**

#### 8. Define the plan enrollment requirements.

- Choose the General tab, the Plan tab, then Enrollment. Select Automatic in the Method field.
- Select Current Can Keep or Choose; New Can Choose as the Enrollment Code.

See: Defining an Enrollment Method for a Plan, page 5-105

- Choose Coverage. Select Event as the Enrollment Coverage Start Date Code and End Date Code.

See: Defining Enrollment Coverage Requirements for a Plan , page 5-106

- Choose Rates. Select Event as the Rate Start Date Code and End of Pay Period as the Rate End Date Code.
- Choose the Timing tab and the Life Event tab. Select Life Event as the Enrollment Type. Select your Start Absence life event in the Life Event column and select *When Elections are Made* as the Close Enrollments Date to Use.

See: Defining Requirements for a Life Event Enrollment for a Plan, page 5-113

- Click on General and choose the Periods region. Select *As of Event Date* for the Enrollment Period Start Date, and *End of Pay Period* for the Enrollment Period End Date.

### **Next Steps**

Define or generate the elements required for the plan, then define a standard rate for the plan to calculate values for the absence element entry.

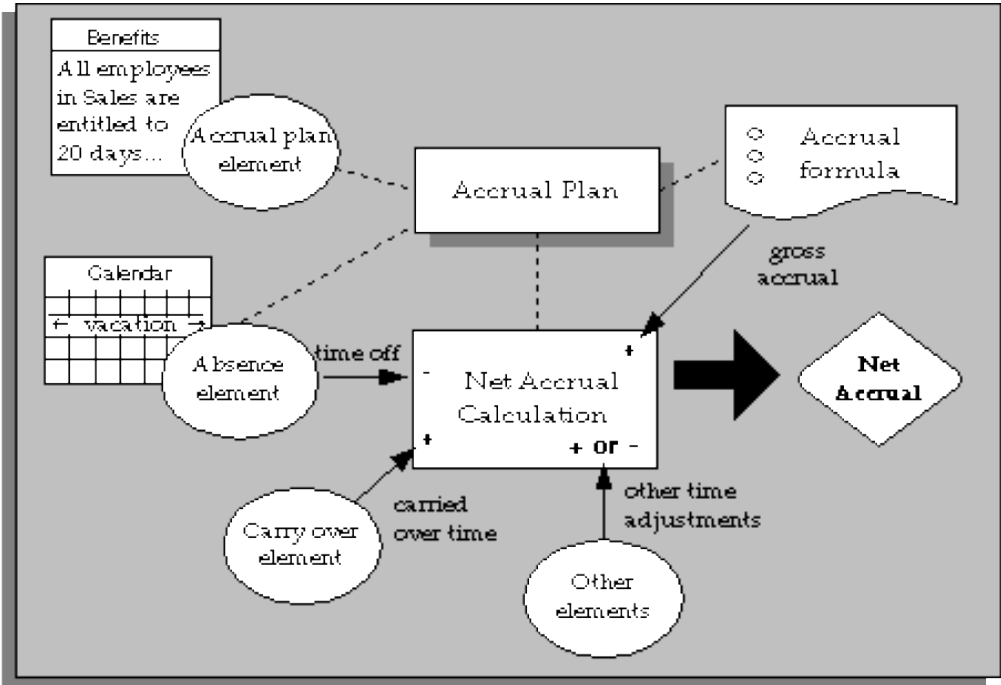
**UK Users:** Use the Absence Scheme Creation template, then set up the generated user-defined tables, and define a standard rate for the absence plan (or configure the copied rate if you are using a copy of the seeded plans).

# PTO Accruals Setup

## Accrual Plan Structure

In Oracle HRMS, accrual plans are based on elements, formulas, and a net accrual calculation. All of these are available for you to configure so you have complete control over the rules underlying your plans.

Oracle HRMS does not store net accrual totals. It calculates gross accruals dynamically by calling the Accrual formula. The net accrual calculation specifies the element entries that should add to or subtract from this figure to create the net entitlement.



If you use Oracle Payroll, you can set up your accrual plan so that gross accruals are stored in a payroll balance. Each payroll run retrieves the latest balance and calls the accrual formula to calculate new accruals since the end of the last payroll period. This approach - using a payroll balance - is optional but provides performance enhancements if you need to calculate accruals in a batch process. See: *Accrual Balances Maintained By the Payroll Run*, page 4-22.

The table below further explains the role of the elements, formulas, and net accrual calculation.

This aspect of an accrual plan ...	Is for...	Generated Automatically?
Absence element	Storing entries of days or hours absent.	No
Accrual plan element	Enrolling employees in the accrual plan.	Yes

<b>This aspect of an accrual plan ...</b>	<b>Is for...</b>	<b>Generated Automatically?</b>
Carry Over element	Storing unused time at end of plan term; Carry Over process makes entry.	Yes
Residual element	Storing unused time that cannot be carried over at end of plan term; Carry Over process makes entry.	Yes
Payroll balance element	Feeding the payroll balance that stores gross accruals; payroll run makes entry.	Yes
Tagging element	Identifying absences and other element entries that have been entered retrospectively and not yet included in the gross accrual calculation. The payroll run creates a tagging element entry and updates accrual accordingly.	Yes
Other elements	Storing other amounts of time to be included in the net accrual calculation (such as time bought and sold); you create any other elements your plan requires.	No
Accrual formula	Calculating gross accrual to date	No, but predefined examples
Carry Over formula	Returning the maximum permitted time an employee can carry over, and the effective date and expiry date of the carry over; called by the Carry Over process.	No, but predefined examples
Ineligibility formula	Checking whether an employee is eligible to use accrued PTO on the effective date of an absence entry made by BEE (Batch Element Entry); called by BEE validation.  NOTE: This formula is not required if you enter the plan's ineligibility period in the Accrual Plan window.	No, but predefined examples
Payroll formula	Calling the accrual formula during a payroll run and returning the gross accrual to the payroll balance element, which feeds the payroll balance.	Yes

This aspect of an accrual plan ...	Is for...	Generated Automatically?
Net accrual calculation	Defining which element entries add to or subtract from the gross accrual to create net.	Yes, but you can update
Payroll balance	Storing the gross accrual so that batch processes do not have to recalculate the accrual from the beginning of the accrual term each time they are run.	Yes

## Accrual Elements

For each accrual plan, you define and link an absence element and then define a plan using this absence element. The system generates elements for the plan.

### Generated Elements

The system generates the following elements when you save a new accrual plan:

- An element representing the plan and which has the same name as the plan. You use this element to enroll participants in the plan.
- An element to hold participants' unused PTO that is available for carry over to the next year.
- An element to hold *residual PTO*, that is, unused PTO not available for carry over under plan rules.

If you use Oracle Payroll and have elected to store gross accruals in a payroll balance, the system also generates:

- An element to feed a payroll balance. This element receives an entry from the accrual formula during a payroll run.
- A tagging element, which the payroll run uses to keep track of retrospective absences (and other element entries included in the net accrual calculation) that need to be included in the gross accrual calculation.

The Carried Over and Residual elements have input values that automatically receive entries when you run the PTO Carry Over process:

- Hours or Days (depending on the plan's units)
- Effective Date
- Expiry Date (on the Carry Over element), which is the date by which the employee must use the carried over time.

Oracle HRMS automatically links these elements using the same link criteria that you created for the absence element associated with the plan. If you change the links for the absence element, you should also update the links for the other plan elements.

## Other Elements

Your enterprise may require other elements to reflect individual plan policies. For example:

- Employees may be permitted to sell back PTO they have accrued but not used.
- Employees may also be permitted to purchase additional PTO in certain circumstances.
- You may need to store time in a special balance after running the Carry Over process, such as a balance of time that can be carried over for several plan terms and is not subject to the usual expiry date
- You may need an element for entering unused PTO from another plan that is being transferred to this plan on enrollment.

These policies are not standard across enterprises. So, in Oracle Human Resources you can define elements, configured to your own requirements, for entering or storing these accrual amounts.

## Accrual Formulas

Most accrual plan rules are incorporated in two formulas:

- An Accrual formula, which calculates the amount of PTO accrued at any given time, and
- A Carry Over formula, which returns the maximum amount of accrued time that a plan participant can carry over to the next plan period, the date on which this carry over is effective (normally the first day of the new accrual term), and any expiry date by which the carried over PTO must be used, or forfeited.

## When the Formulas Are Run

The Carry Over formula is called by the Carry Over process. When the Accrual formula is run, it always receives a calculation date as input, as shown in the following table.

Accrual formula is run when you:	Calculation date is:
Enter an absence associated with an accrual plan and open the Associated Accrual Plans window. Accrual formula is run three times to calculate the time accrued before and after the current absence, and at the end of the plan term	Start date of the absence, or Day before the start date of the absence, or End of plan term
View PTO entitlement in the Accruals window	Effective date entered in Change Effective Date window
Run the Carry Over process	Entered as a parameter
Run your payroll and some other batch processes (Oracle Payroll users only)	The date paid, or date earned, of the current payroll run - determined by the PTO Balance Type selected for your business group

## Examples of Plan Rules

These formulas can access certain data that is available as database items. For example, they can use hire date, plan enrollment date, grade, job, assignment status, assignment category (full time/part time), hours worked, or pay elements to determine:

- The employee's entitlement each accrual period
- Any accrual ceiling beyond which the employee will accrue no more time
- The maximum amount that can be carried over to the next accrual term

These values can be embedded in the formulas, or entered in a user table. If they vary with length of service, which is a common criterion for accrual bands, they can be entered in the Accrual Bands window when you define the accrual plan.

Some accrual plans allow new hires to accrue time from the date of their hire. Others allow accrual to begin at the start of the next accrual term, or six months after hire, or some other start date. Some plan rules incorporate a period of ineligibility, when a new employee can accrue time but not use it. Start rules such as these can be incorporated in your Accrual formulas.

**Note:** Depending on how you define the ineligibility period, you may have to associate an Ineligibility formula with your plan, if you want to make absence entries using BEE (Batch Element Entry). See: Period of Ineligibility, page 4-31.

## Adding Your Own Plan Rules

Some formulas are seeded. You can use these, as supplied, or use them as models to create your own, incorporating the rules required for your accrual plans.

## Accrual Balances Maintained By the Payroll Run

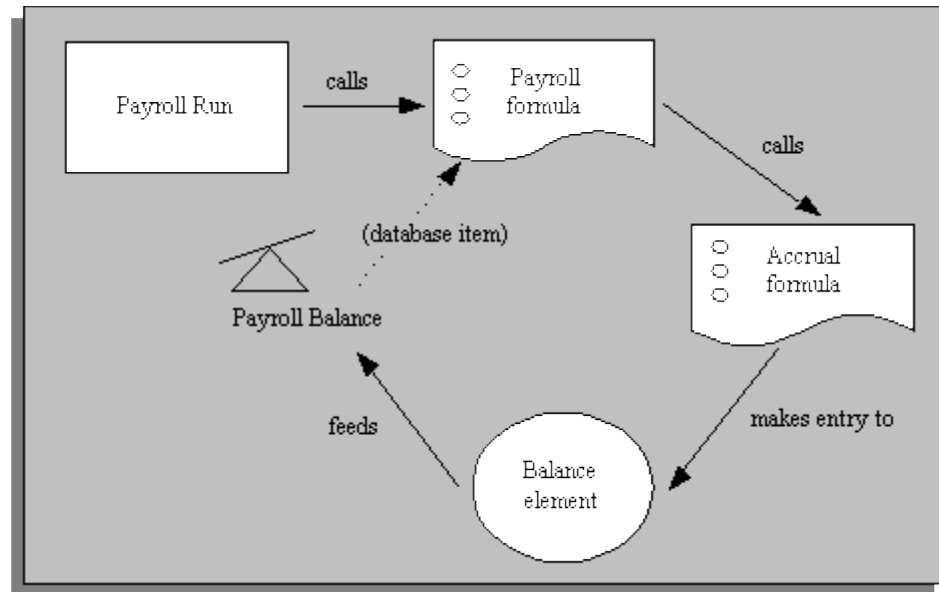
If you use Oracle Payroll, you can choose to use a payroll balance to store gross accruals for an accrual plan. You do this by selecting a balance dimension (such as calendar year to date) when you define the accrual plan. The system then automatically generates the balance and other components you require.

## Why Use a Payroll Balance?

Some batch processes, such as the US Check Writer, call the accrual formula to calculate PTO accruals for each assignment. If you use such processes, you will benefit from faster batch processing if you set up your accrual plan to use a payroll balance. This reduces the number of calculations the formula has to perform.



## How The Balance Is Maintained



The payroll balance is maintained by the payroll run. When the payroll run processes an accrual plan element entry, it calls an Oracle Payroll formula associated with the accrual plan element. This formula calls your accrual formula to calculate the gross accrual, passing in the following information:

- The name of the database item for the payroll balance, so the accrual formula can retrieve the number of days or hours currently in the payroll balance
- Date to begin calculating new accruals, which is the day after either the Date Earned or the Date Paid of the last payroll period in which the assignment was processed

You can choose whether the formula uses Date Paid or Date Earned by selecting the Payroll Balance Type for your business group in the Organization window.

**Date Earned** is the date the payroll run uses to determine which element entries to process. In North America (and typically elsewhere too) it is the last day of the payroll period being processed. **Date Paid** is the date that appears on pay advices. The payroll run uses this date to select taxation rules, and store balances. In some legislations, these dates are always the same.

- Calculation date, which is either the date earned or the date paid of the payroll run

The accrual formula returns the new gross accrual to an element that feeds the balance.

So normally the formula only has to calculate accruals since the last payroll run, and add this value to the existing payroll balance. However, if the accrual formula finds retrospective absences or other assignment changes that affect entitlement, it recalculates accruals for the whole accrual term. This processing ensures that the employee receives their full accrual entitlement.

**Note:** You can also force the payroll run to recalculate accruals for the full accrual term by setting the action parameter Reset PTO Accruals to "Y" before running a payroll for a set of assignments. Update the parameter to "N" after processing these assignments to ensure faster processing in your normal run.

## Example

Supposing an accrual plan has a ceiling of 10 days, and two days accrual per month. An employee has a net accrual of 10 at the end of May. The June payroll run does not award any new accrual to this employee because the net accrual must not exceed the ceiling. However, in July the employee's manager enters five days vacation in May, retrospectively. The July payroll run recalculates the accrual and updates the gross accrual balance to 14. The net accrual is now nine (14 minus 5).

## How To Set Up An Accrual Plan To Use a Balance

If you want the payroll run to maintain an accrual balance, you must use a formula that supports balances. This means that the system can pass the latest accrual balance to the formula, along with the date to start calculating new accruals to add to the balance.

You can use or configure one of the following seeded formulas:

- PTO\_HD\_ANNIVERSARY\_BALANCE
- PTO\_PAYROLL\_BALANCE\_CALCULATION
- PTO\_SIMPLE\_BALANCE\_MULTIPLIER

You must also select a balance dimension when you define the accrual plan. The balance dimension controls the period of time over which the balance accumulates before it is reset to zero. Three types of dimension are predefined:

**Note:** For each type, there are two dimensions. Use the Date Earned dimension (such as \_ASG\_PTO\_DE\_YTD) if you selected Date Earned as the PTO Balance Type for your business group. Otherwise use the Date Paid dimension (such as \_ASG\_PTO\_YTD).

See: Business Groups: Selecting a PTO Balance Type, *Oracle HRMS Enterprise and Workforce Management Guide*

- \_ASG\_PTO\_YTD and \_ASG\_PTO\_DE\_YTD

The balance accumulates over a calendar year, resetting on 01 January. Select one of these dimensions if you are using the PTO\_PAYROLL\_BALANCE\_CALCULATION formula.

- \_ASG\_PTO\_SM\_YTD and \_ASG\_PTO\_DE\_SM\_YTD

The balance accumulates over a year, resetting on 01 June, or at the end of the payroll period that contains this date. Select one of these dimensions if you are using the PTO\_SIMPLE\_BALANCE\_MULTIPLIER formula.

- \_ASG\_PTO\_HD\_YTD and \_ASG\_PTO\_DE\_HD\_YTD

The balance accumulates over a year, resetting on the anniversary of the employee's hire date, or at the end of the payroll period that contains this date. Select one of these dimensions if you are using the PTO\_HD\_ANNIVERSARY\_BALANCE formula.

For further information on balance dimensions, see the technical essay: Balances in Oracle Payroll, *Oracle HRMS Implementation Guide*.

Notice that the Oracle Payroll formula, payroll balance, element that feeds the balance, element link, and formula processing and result rules are all generated by the system when you save your accrual plan.

If you want Oracle Payroll to recalculate the accrual balance from the beginning of the accrual term when there are retrospective assignment changes that affect entitlement, you must ensure your accrual formula can track these changes. You enable a trigger for assignment updates, define an event group for the assignment changes you want to track, and ensure your PTO accrual formula references this event group.

**Note:** The predefined PTO\_PAYROLL\_BALANCE\_CALCULATION formula handles retrospective changes to assignment status.

## Net Accrual Calculation

Oracle HRMS uses the following calculation for an employee's net accrual:

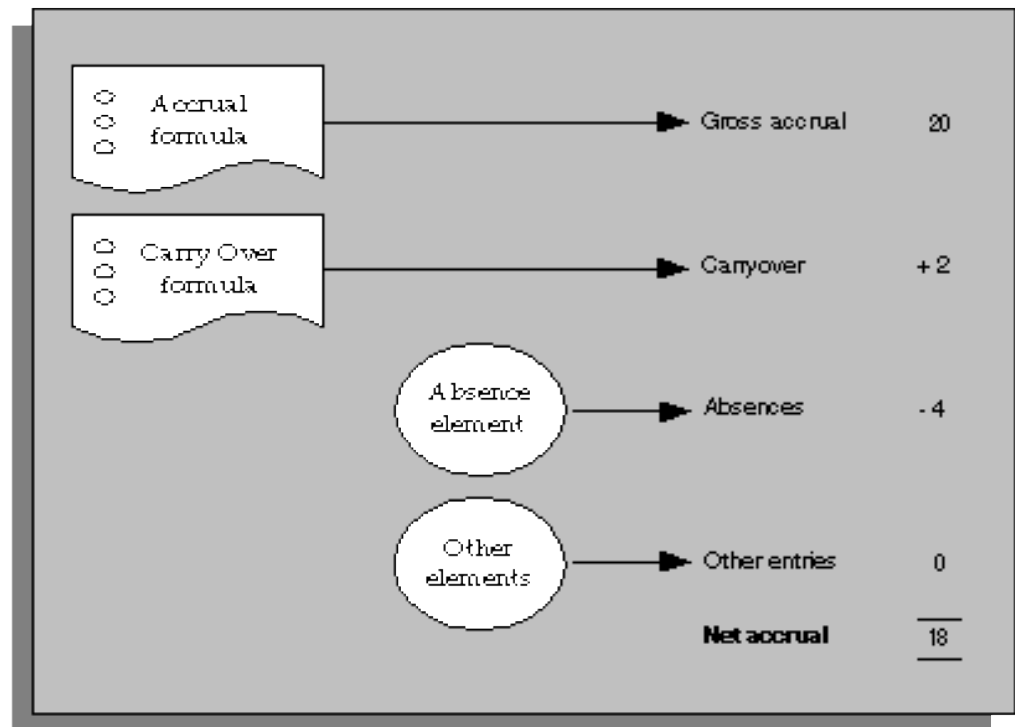
Net PTO accrual = (Accrued PTO + PTO carried over) - PTO taken to date

Accrued PTO is the sum of regular accruals to date in this accrual term, calculated by your Accrual formula.

PTO Carried Over is the hours or days carried over from the previous accrual term, obtained from the plan's Carried Over element.

PTO Taken To Date is all PTO taken in this accrual term, obtained from the entries to the plan's absence element.

You may require a more complex calculation of net accruals, perhaps to take some account of time stored in the residual PTO element, or to take account of time entered on other elements that you have created. You cannot change the predefined rules for PTO taken to date (the absence element) and PTO carried over, but you can add your own rules in the Net Calculation Rules window.



Notice that the system does no automatic processing of the entries of employees' residual PTO. Your enterprise may want to use these entries to inform employees of accrued but unused time they may forfeit, or to make payments for part or all of this time.

## Seeded Accrual Type Formulas

There are four seeded formulas (of formula type Accrual) for calculating accruals. Each repeatedly calls another formula (of type Accrual Subformula), in a loop, to calculate the accrual for each accrual period. There is a Carry Over formula supplied to use with each Accrual formula. The top level seeded Accrual formulas are:

- PTO\_PAYROLL\_BALANCE\_CALCULATION
- PTO\_SIMPLE\_BALANCE\_MULTIPLIER
- PTO\_ROLLING\_ACCRUAL
- PTO\_HD\_ANNIVERSARY\_BALANCE

The formulas with "Balance" in their names can be called from the payroll run to maintain a balance of gross accruals. See: Accrual Balances Maintained By the Payroll Run, page 4-22.

**Note:** There are also two seeded formulas called PTO\_PAYROLL\_CALCULATION and PTO\_SIMPLE\_MULTIPLIER. These incorporate the same rules as PTO\_PAYROLL\_BALANCE\_CALCULATION and PTO\_SIMPLE\_BALANCE\_MULTIPLIER, except that they cannot be called from the payroll run to maintain a balance of gross accruals. We recommend that you use the formulas that support balances so you can use balances now or in the future.

## Ineligibility Formula

There is also a seeded Ineligibility formula:

- PTO\_INELIGIBILITY\_CALCULATION

You may require an Ineligibility formula if you use BEE (Batch Element Entry) to enter absences against an accrual plan. BEE validation must ascertain whether an employee is eligible to use accrued PTO on the effective date of an absence entry in a batch line. First it checks the Accrual Plan table, so if you enter the period of ineligibility in the Accrual Plan window, you do not need to create an Ineligibility formula.

If there is no ineligibility information in this table, BEE validation checks whether there is an Ineligibility formula to call. You need an Ineligibility formula if you use BEE *and* you calculate the period of ineligibility within your Accrual formula, rather than entering it in the Accrual Plan window. This formula is only used by BEE.

**Note:** If you use the seeded formulas, you do not need an Ineligibility formula, because these formulas take the ineligibility period from the Accrual Plan table.

## Description of Seeded Accrual Formulas

This section describes the main features of each of the seeded formulas. The rules are summarized, later, in tables.

## PTO\_PAYROLL\_BALANCE\_CALCULATION

This formula calculates accruals in the same way as the accrual function in earlier releases of Oracle HRMS. It calls another formula which is called PTO\_PAYROLL\_PERIOD\_ACCRUAL. It is designed to be used with the Carry Over formula PTO\_PAYROLL\_CARRYOVER.

These formulas are based on the following rules:

- An accrual term of one calendar year, starting 1 Jan. So, accrual calculations restart at the beginning of each calendar year.
- An accrual frequency based on the participant's pay periods. So, employees on a monthly payroll accrue time each month, employees on semi-monthly payrolls accrue time twice each month, and so on. PTO accrual occurs automatically for each eligible plan participant on the last day of his or her pay period, independently of any payroll run.
- Accrual amounts and ceiling are determined by length of service.
- Accruals are prorated for suspended assignments.
- Carry over is always effective on 31 Dec of the plan year being processed. So, if you run the Carry Over process and specify the parameters '15 January 2000' and 'Previous' (plan year), the formula calculates the carry over for the year 1 Jan to 31 Dec 1999 and the result has the effective date 31 Dec 1999.
- Carry over expires at the end of the plan year. So carried over time with the effective date 31 Dec 1999 must be used before 31 Dec 2000.
- Maximum carryover depends on length of service bands.

## PTO\_SIMPLE\_BALANCE\_MULTIPLIER

This is a simple formula to provide a useful starting point for your own accrual plans. It calls another formula, called PTO\_SIMPLE\_PERIOD\_ACCRUAL. It is designed to be used with the Carry Over formula PTO\_SIMPLE\_CARRYOVER.

These formulas are based on the following rules:

- An accrual term of one calendar year, starting 1 June. So, accrual calculations restart at the beginning of each June.
- An accrual frequency of one month.
- Accrual amounts and ceiling are fixed within the formula.
- Carry over is always effective on 31 May of the plan year being processed.
- Carry over expires at the end of the plan year. So carried over time with the effective date 31 May 1999 must be used before 31 May 2000.
- Maximum carry over is fixed within the formula.

## PTO\_HD\_ANNIVERSARY\_BALANCE

This formula is very similar to PTO\_SIMPLE\_BALANCE\_MULTIPLIER, but the accrual start date is the anniversary of the employee assignment's hire date.

**Note:** Notice that the accrual term starts on the anniversary of the hire date. It is not affected by the entry of a continuous service date for an employee on enrollment in the plan. The continuous service date affects

length of service calculations (for accrual bands and calculation of period of ineligibility), but it does not affect the accrual term.

## PTO\_ROLLING\_ACCRUAL

This is an example formula for an accrual plan that does not have a fixed term start date. It calls the formula PTO\_ROLLING\_PERIOD\_ACCRUAL. It is designed to be used with the Carry Over formula PTO\_ROLLING\_CARRYOVER. (Although carry over is not relevant to rolling accrual plans, you must select this formula for your accrual plan. It returns an effective date to the Absence Detail window.)

These formulas are based on the following rules:

- An accrual term of one calendar year, with no fixed start date. Accruals are calculated for the previous 12 months.
- An accrual frequency of one month.
- Accrual amounts and ceiling are fixed within the formula.
- Carry over is not relevant, since the accrual term never ends, but rolls forward. Time is lost if it is not used within 12 months.

## Summary of Rules in Seeded Formulas

The following tables summarize the rules incorporated in the seeded Accrual formulas.

### Length of Accrual Term

All Seeded Formulas
One year

### Accrual Term Start Date

PTO_PAYROLL_BALANCE_CALCULATION	PTO_SIMPLE_BALANCE_MULTIPLIER and PTO_HD_ANNIVERSARY_BALANCE	PTO_ROLLING_ACCRUAL
1 January	1 June (PTO_SIMPLE_BALANCE_MULTIPLIER) Anniversary of hire date (PTO_HD_ANNIVERSARY_BALANCE)	No fixed date; accruals calculated for preceding 12 months

### Accrual Frequency

PTO_PAYROLL_BALANCE_CALCULATION	PTO_SIMPLE_BALANCE_MULTIPLIER, PTO_HD_ANNIVERSARY_BALANCE, and PTO_ROLLING_ACCRUAL
Payroll period	Monthly

## Accrual Amount

PTO_PAYROLL_BALANCE_CALCULATION	PTO_SIMPLE_BALANCE_MULTIPLIER, PTO_HD_ANNIVERSARY_BALANCE, and PTO_ROLLING_ACCRUAL
---------------------------------	--

Depends on length of service accrual bands	A fixed amount per month (2 days)
--	-----------------------------------

## Accrual Ceiling

**Note:** For all the formulas, the accrual ceiling is a limit at which the employee will accrue no more time. However, net accrual can exceed the ceiling if you have made an entry of the Carry Over element, or another adjustment element affecting net calculation rules. If you have adjusted net accrual so that it exceeds the ceiling, the employee will accrue no time until net accrual falls below the ceiling.

PTO_PAYROLL_BALANCE_CALCULATION	PTO_SIMPLE_BALANCE_MULTIPLIER, PTO_HD_ANNIVERSARY_BALANCE, and PTO_ROLLING_ACCRUAL
---------------------------------	--

Depends on length of service accrual bands	Set within the formula to 20 days
--	-----------------------------------

## Length of Service

### All Seeded Formulas

Uses continuous service date (if present) or hire date. **Note:** continuous service date is entered using an input value on the accrual plan element.

## Accrual Start Date for New Hires

PTO_PAYROLL_BALANCE_CALCULATION	PTO_SIMPLE_BALANCE_MULTIPLIER, PTO_HD_ANNIVERSARY_BALANCE, and PTO_ROLLING_ACCRUAL
---------------------------------	--

Choice of start rules on Accrual Plan form: hire date, or six months after hire date, or 01 Jan after hire date Accrual starts in the first accrual period after the chosen date (or plan enrollment date if this is later).	Accrual starts in the first accrual period after hire date or plan enrollment date, whichever is later.
---	---

## Period of Ineligibility

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### All Seeded Formulas

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Accrued amounts are not credited until end of period of ineligibility (entered on Accrual Plan form), which is calculated from the hire date (or continuous service date if this was entered). Note that accrued amounts are not carried forward if the end of the accrual term falls within the ineligibility period.

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## Calculation of Gross Accrual

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<b>PTO_PAYROLL_BALANCE _CALCULATION</b>	<b>PTO_SIMPLE_BALANCE _MULTIPLIER and PTO_HD_ ANNIVERSARY_BALANCE</b>	<b>PTO_ROLLING_ACCRUAL</b>
Sums accruals in all full pay periods of the year ending on or before the calculation date; takes account of any employee termination date, accrual start rules, ineligibility period, assignment status, and accrual ceiling.	Sums accruals in all full months of the year ending on or before the calculation date; takes account of any employee termination date, ineligibility period, and accrual ceiling.	Sums accruals in the 12 months ending on or before the calculation date; takes account of any employee termination date, ineligibility period, and accrual ceiling.

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## Suspended Assignments

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<b>PTO_PAYROLL_BALANCE _CALCULATION</b>	<b>PTO_SIMPLE_BALANCE _MULTIPLIER and PTO_HD_ ANNIVERSARY_BALANCE</b>	<b>PTO_ROLLING_ACCRUAL</b>
Calculates the number of working days (Monday to Friday) in the payroll period and checks assignment status for each day. Multiplies normal accrual rate by active days divided by working days, to prorate the accrual.	No processing of assignment status.	No processing of assignment status.

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## Changing and Adding Rules in Formulas

If you write your own formulas (perhaps using the simple multiplier or rolling accrual formula as a basis) you can change any of these rules and add new rules as required. However, your formulas must return certain values and must check for certain conditions (such as employee termination) to avoid errors.

For information about required formula content, see: Writing Formulas for Accrual Plans, *Oracle HRMS FastFormula User Guide*.

For a sample accrual formula and suggestions on how to edit it to incorporate a whole range of plan rules, see: Sample Accrual Formula, *Oracle HRMS FastFormula User Guide*.



## Accrual Start Date for New Hires

Using the seeded PTO\_PAYROLL\_BALANCE\_CALCULATION formula, accrual of PTO begins on a fixed date each year (01 January). For each plan that uses this formula, you can select a value in the Accrual Start field of the Accrual Plan window. This specifies when newly hired employees start to accrue PTO. The seeded choices are:

- Hire Date
- Beginning of Calendar Year after their hire date
- Six Months after Hire Date

If you need additional start rules, you can define them as values for the Lookup Type US\_ACCRUAL\_START\_TYPE. You must add a line to the seeded formula to calculate the accrual start date using your new start rule.

The other seeded formulas (PTO\_SIMPLE\_BALANCE\_MULTIPLIER, PTO\_HD\_ANNIVERSARY\_BALANCE, and PTO\_ROLLING\_ACCRUAL) do not use values in the Accrual Start field. For plans using these formulas, new hires begin accruing on their hire date or plan enrollment date, whichever is later.

If you are writing your own accrual formulas, you can choose whether to use the Accrual Start field on the Accrual Plan form to specify start rules for new hires. This is only useful if you are using the same formula for several accrual plans with different start rules. Otherwise you can specify the start rule within the formula.

## Period of Ineligibility

Some accrual plans require participants to work for a period of time, perhaps three or six months, before they are eligible to use accrued PTO. They accrue time at the usual rate during this time, but it is not registered on the system until the Period of Ineligibility expires. If plan participants take vacation or sick leave during this period, the system displays a negative value for accrued time. Many enterprises set up an absence type for "approved but unpaid leave" to use for absences taken during periods of ineligibility.

You can enter the period of ineligibility on the Accrual Plan form. The seeded Accrual formulas illustrate how a formula should use the entered values. They calculate the period of ineligibility from the continuous service date (if it was entered) or the employee's hire date.

Alternatively, you can define the period of ineligibility within your Accrual formula.

**Note:** If you use the seeded formulas, time accrued during the ineligibility period is not carried over if the end of the accrual term falls within the ineligibility period.

## Batch Element Entry and the Ineligibility Period

If you want to use Batch Element Entry (BEE) to make absence entries against the accrual plan, the BEE validation process must be able to check when the ineligibility period expires.

- If you record the ineligibility period for the plan on the Accrual Plan form, BEE retrieves the ineligibility period directly from the table. It interprets it as a period of time from the employee's continuous service date or hire date.
- If the period of ineligibility is defined within your Accrual formula, you must associate an Ineligibility formula with the plan. BEE calls the formula, which returns

Y or N to indicate whether the employee is eligible to use accrued PTO on the date supplied by BEE. This formula should calculate the end of the ineligibility period in the same way as the Accrual formula for the plan.

If the employee is not eligible, the BEE validation process creates a warning on the batch line for the absence entry.

**Note:** If you use a custom method of entering timecard data, calling the Element Entry API, you can add logic to call the Ineligibility formula.

## How the Seeded PTO\_PAYROLL\_BALANCE\_CALCULATION Formula Interprets the Start Rules

The formula calculates the start date from hire date and compares it with the employee's plan enrollment date. Accrual begins on whichever of these two dates is later.

### Start Rule: Hire Date

For plans with this rule, participants' accruals begin from the first full period following their hire date. For example, if the hire date of a participant on a semi-monthly payroll falls on the first day of either the first or second period in the month, PTO accrual starts as of that date.

If the hire date falls sometime after the first of the month but before the end of the first period, accruals start in the second period of the month. If the hire date falls after the first day of the second period but before its end, accruals start with the first period in the next month.

### Start Rule: Beginning of Calendar Year

With this start rule, participants' accruals begin from the start of the year following the year in which they are hired. This means that a participant with a hire date of 1 January 1999 and another with a hire date of 31 December 1999 both start to accrue time as of 1 January 2000.

Notice that the amount of PTO each accrues may not be the same, as accrual amounts often depend on employees' length of service.

### Start Rule: Six Months After Hire

For plans with this start rule, participants' accruals do not begin until the first full pay period after the six-month anniversary of their hire date. For example, someone on a semi-monthly payroll who is hired on 5 February 1996, completes six months of service on 5 August 1996, and starts to accrue PTO in the second period in August.

Notice that if people are hired on the first day of a period, their accruals begin with the pay period of the six-month anniversary of their hire date. For example, someone on a semi-monthly payroll who is hired on 1 February 1996 completes six months of service on 1 August 1996, and hence starts to accrue PTO in the first period in August.

The period of ineligibility is not applicable to plans with the start rule Six Months After Hire.

## Accrual Bands

For many accrual plans, the time off that plan participants can accrue increases with their length of service, or varies by job, grade, or number of hours worked. That is, *accrual*

*bands* determine accrual amounts. In addition, these bands can determine *ceiling* and *maximum carry over* amounts.

Ceiling rules, found in some vacation accrual plans, set a maximum amount of PTO an employee can hold at any time. When a participant's accrued PTO reaches the ceiling, no additional time accrues. Accruals begin again only after the participant uses some accrued time.

In the PTO\_PAYROLL\_BALANCE\_CALCULATION seeded formula, the accrual amount, ceiling and maximum permitted carry over depend on length of service bands. Alternatively, you can use bands based on other factors, such as grade, or a combination of factors, to determine the accrual amounts for your plans.

## Length of Service Bands

You set up length of service bands using the Accrual Bands window. For each band (such as 0 to 5 years of service), you can enter the accrual amount for the whole accrual term (such as an annual amount), an accrual ceiling, and the maximum permitted carry over.

## Length of Service Override

In Oracle HRMS, the **first day of the month of an employee's hire date** is the default date from which his or her length of service is calculated for accrual purposes. For example, someone hired on 18 January 1997 completes one year of service on 1 January 1998, and someone hired on 31 December 1996 completes one year of service on 1 December 1997.

For individual accrual plan participants, you can override the default date from which a plan starts its length of service calculations. This is useful for managing exceptional cases that arise when, for example, employees who already have accumulated periods of service in your enterprise transfer from one place to another. You enter the date override when enrolling a participant in a plan.

**Note:** The default length of service start date (or the overriding continuous service date) determines the length of service for accrual bands and for the calculating the end of the ineligibility period. However it is *not* the same as the accrual start date. This is determined by the accrual start rules selected in the Accrual Plan window or set within the accrual formula.

## Other Banding Criteria

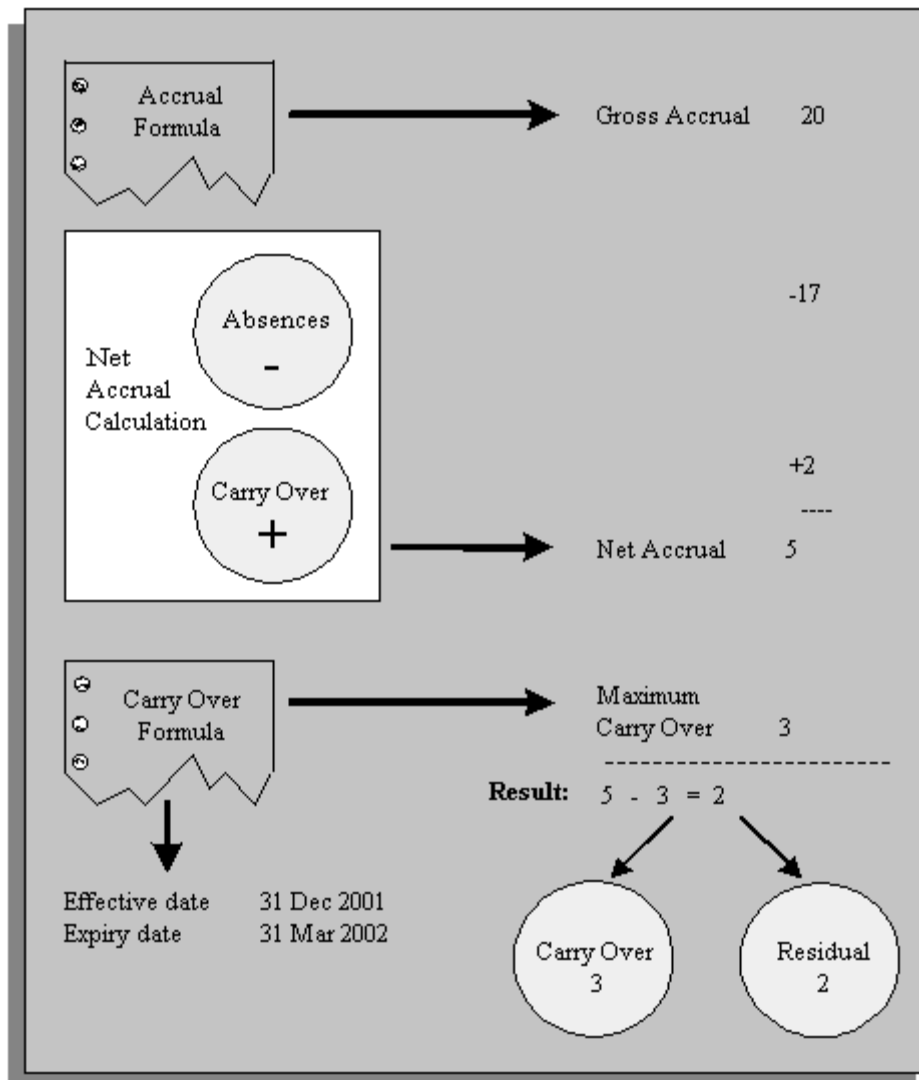
For some accrual plans, the amount of time accrued may vary by other criteria, such as job or grade. You can create a user table to hold time accrued, ceiling rules, maximum carryover rules, and any other information you require for each job or grade. See: *User-Defined Tables, Oracle HRMS Configuring, Reporting, and System Administration Guide*

Include the GET\_TABLE\_VALUE function in your accrual and carry over formulas for the plan to access the information held in the user table. For an example of using a user table to store banding criteria, see: *Sample Accrual Formula, Oracle HRMS FastFormula User Guide*.

## PTO Carry Over Process

To manage the carry over of employees' unused PTO to a new accrual term, you run the PTO Carry Over process from the Submit Requests window:

- For accrual plans with a *fixed term start date* (such as 1 April), you run the process at the end of each accrual term.
- For accrual plans with a *variable term start date* (such as hire date or seniority date), you should run the process every night to update plan information for any employees whose term has ended that day.
- For accrual plans based on a *rolling plan term* (such as those using the seeded PTO\_ROLLING\_ACCRUAL formula), this process is not relevant.



For each participant in an accrual plan, the PTO Carry Over process first uses the Accrual formula to calculate the participant's accrued PTO as of the last day of the plan's accrual term. The process then uses the Carry Over formula to get:

- the maximum amount of time this employee can carry forward to the next accrual term
- the effective date for the carry over, and
- any expiry date by which the employee must use the time carried over, or lose it.

The process calculates the net accrual using time off recorded on the Absence element and any other elements associated with the plan. Finally, it compares the net accrual with the maximum carry over. permitted to determine both the amount to carry over, and the amount of any residual PTO that cannot be carried over.

For employees with unused, accrued time to carry over, Oracle HRMS enters this time on the plan's <plan name> Carried Over element. Similarly, for employees with unused, accrued time they cannot carry over, Oracle HRMS enters this time on the plan's Residual <plan name> element.

## Accrual Plan Example

This topic looks at a sample set of accrual rules and discusses how you might configure the predefined accrual formulas to accommodate these rules.

An enterprise has the following vacation rules:

- All employees accrue two days vacation per month (pro rata for part time employees)
- The accrual term is 12 months from hire date and new employees join the plan on their hire date
- The ineligibility period (when employees accrue time but cannot use it) varies by grade. It is two months for grades 1, 2, and 3, and three months for grades 4 and 5.
- The accrual ceiling is 10 days for full time employees (pro rata for part time employees).
- The amount that can be carried forward to the next accrual term is five days for grades 1, 2, and 3, and eight days for grades 4 and 5.

The enterprise uses BEE to enter vacation time taken.

You can set up one accrual plan for these rules, linking the accrual element to all employees. You can use the predefined PTO\_SIMPLE\_MULTIPLIER formula as the basis for your accrual formula. You need to configure this formula in the following ways.

### Accrual Amount

Change the accrual calculation so that it takes into account an employee's standard hours (part time or full time). You can use HR Budgets to define an assignment's value as a proportion of FTE. Then you need to define a database item for this budget value so you can use it in the accrual formula.

### Accrual Term Start Date

Change the accrual term start date from 01 June to hire date by referencing a database item such as ACP\_SERVICE\_START\_DATE within the formula.

To see how to use this database item within the formula, see the section Changing the Accrual Term Start Date in Sample Accrual Formula, *Oracle HRMS FastFormula User Guide*.

## Ineligibility Period

Derive the ineligibility period within the formula--rather than from the Accrual Plan window--since it varies by grade. The data could be hard coded within the formula or maintained in a user table, such as the following (which also holds the maximum carry over, since this data varies by grade too):

**Example User Table for Varying Accrual Rules By Grades**

Grade	Ineligibility Period	Max. Carry Over
1 -3	2 months	5 days
4 - 5	3 months	8 days

Since the ineligibility period is defined within the formula, and the enterprise uses BEE to enter vacation time, you need to create an ineligibility formula that BEE validation can use to check whether an employee is entitled to take time under the accrual plan.

## Accrual Ceiling

Change the accrual ceiling from a standard 20 days in the predefined formula to a variable amount depending on an employee's standard hours. You address this in a similar way to the calculation of the accrual amount.

## Maximum Carry Over

Change the maximum carryover from a fixed amount within the formula to an amount that varies by grade. The data could be hard coded within the formula or maintained in a user table, such as the example above.

# Setting Up PTO Accrual Plans

1. Define and link an element for the plan's absence type.

See: Defining and Linking an Absence Element, page 4-9

**Important:** It is important that you link the absence element before you define the accrual plan since Oracle HRMS automatically creates links for the accrual plan elements based on your absence element links. If you define criteria on the link so that employees lose eligibility for the accrual plan as their assignments change, you must manually transfer accrual balances to the employee's new accrual plan. For simplicity, consider using open element links (that is, links with no assignment criteria).

2. Define an absence type for the plan, associating its absence element with this type.

See: Defining an Absence Type, page 4-11

3. Optionally, define new accrual start rules as values for the Lookup Type US\_ACCRUAL\_START\_TYPE. There are three seeded categories: Hire Date, Beginning of Calendar Year and Six Months after Hire Date.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

4. Decide which Accrual and Carry Over formulas to use. You can use the seeded formulas, configure them, or write your own.

See: Writing Formulas for Accrual Plans, *Oracle HRMS FastFormula User Guide*

5. If your Accrual formula defines a period of ineligibility and you want to use BEE to enter absences against the accrual plan, define an Ineligibility formula. BEE calls this formula to check whether an employee is eligible to use accrued PTO.

See: Period of Ineligibility, page 4-31

**Note:** If you use the seeded Accrual formulas, you do not need to define an Ineligibility formula. They use a period of ineligibility entered in the Accrual Plan window, and BEE validation can use the same value.

This does not apply to the New Zealand seeded formulas. If you are using these formulas, do not define an Ineligibility formula *or* enter a period of ineligibility in the Accrual Plan window.

6. Optionally, define new accrual categories as values for the Lookup Type US\_PTO\_ACCRUAL. There are predefined categories for some legislations.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

7. **Oracle Payroll users:**

The following three steps are for Oracle Payroll users only. Skip these steps if you do not want to use a payroll balance to store gross accruals.

Decide whether the payroll run should update accruals as of the run's *date earned* (the date the payroll run uses to determine which element entries to process) or *date paid* (the date that appears on pay advices). Select your choice for the business group.

See: Business Groups: Selecting a PTO Balance Type, *Oracle HRMS Enterprise and Workforce Management Guide*

8. Consider which balance dimension to use. Dimensions are predefined that reset the balance each year on 1 January, 1 June, or hire date anniversary. UK users: If you require your balance to accumulate over a different period of time, or reset at a different date, you can create your own balance dimension.

See: Balances in Oracle Payroll, *Oracle HRMS Implementation Guide*

9. If you want Oracle Payroll to recalculate the accrual balance from the beginning of the accrual term when there are retrospective assignment changes that affect entitlement, you must perform this setup:

1. Navigate to the Dynamic Trigger Generation window. In the Find Triggers window, enter the following values then click Find:

- Dynamically Generated Triggers: selected
- Application: Oracle Human Resources
- Trigger Name: PER\_ALL\_ASSIGNMENTS\_F\_ARU
- Triggering Actions: Update selected

Ensure that this trigger is generated and enabled. On the Components tab, ensure that the module `pay_continuous_calc.PER_ALL_ASSIGNMENTS_F_ARU` is enabled.

2. In the Functional Area Maintenance window, query the seeded functional area called PTO Events. Check that the trigger `PER_ALL_ASSIGNMENTS_F_ARU` is listed in the Details region. Select the Business Group tab in the Details region and select the business groups that are to track the assignment changes.
3. In the Table Event Group window, query the seeded PTO Event Group. This group includes the following datetracked events; you can add others that you want to track:
  - Date Track Update: Table - `per_all_assignments_f`, Column - `assignment_status_type_id`
  - Date Track Correction: Table - `per_all_assignments_f`, Column - `assignment_status_type_id`
  - Date Track Delete Future: Table - `per_all_assignments_f`, Column - blank
4. Ensure that your accrual formula uses the `Get_Earliest_AsgChange_Date` function to handle the events you want to track. Refer to the `PTO_PAYROLL_BALANCE_CALCULATION` formula as an example of how to use this function.
10. Define the accrual plan, selecting the formulas and absence element it is to use.  
See: Defining a PTO Accrual Plan, page 4-38
11. Optionally, set up length of service bands for the plan.  
See: Setting Up Length of Service Bands, page 4-40
12. **Oracle Payroll users:** If you want the payroll run to calculate employer liability for PTO, define an employer liability element and balance, link the element, and edit the generated payroll formula and result rules.  
See: Costing Liability for PTO Accruals, page 4-41
13. Review the net calculation rules for the plan. If necessary, create additional elements and associate them with the plan by selecting them in the Net Calculation Rules window.  
See: Changing Net Accrual Calculations, page 4-40

## Defining a PTO Accrual Plan

Use the Accrual Plans window to define an accrual plan.

### To define a PTO accrual plan:

1. Enter the plan name, and select an accrual category for it.

**Tip:** Coordinate the names of the accrual plan, the plan's absence type if any, and the element used to record absences taken under the plan. For example, for the Hrly Vacation PTO Plan for your hourly workers, you could name the absence type and its element Hrly Vacation PTO Absence.



2. Optionally, select a start rule for the plan in the Accrual Start field. This rule determines the date on which newly hired employees begin to accrue PTO.

**Note:** Some plans do not use this value; it depends which Accrual formula you select.

3. Select Days or Hours in the Accrual Units field. The units selected here must be the same as the units for the input value you select in the Absence Information region.
4. You can enter a description, summarizing the purpose and rules of the plan.
5. Select the Accrual formula and Carry Over formula to associate with the plan.
6. In the Name field of the Absence Information region, select the element associated with the plan's absence type. In the Units field, select the element's input value that holds the entries of hours or days absent.

### Selecting a Payroll Balance

7. **Oracle Payroll users:** If you want to use a payroll balance to store gross accruals for the plan, select the date when the balance should reset to zero.

**Note:** The balance may not reset on the exact date you select, since it depends on the payroll period dates. For example, if you select a Reset Date of 1 January, the balance may in fact reset on 22 December if that is the start date of the first payroll period in the new year.

If you select 1 June, 1 January, or Hire Date Anniversary, a value appears automatically in the Dimension Name field. If you select Other, you must select a balance dimension that you have created for this purpose.

**Important:** Select a date in this field *only* if you are using a formula that supports payroll balances. US users: The Check writer process and Deposit Advices do not display the correct accrual balances if you enter a balance reset date but do not use a formula that supports payroll balances.

### Setting a Period of Ineligibility

8. If the start rule for this plan is Hire Date or Beginning of Year you can enter a period of ineligibility, during which a plan participant can accrue PTO but cannot use accrued PTO. For example, enter 3 in the Length field and select Calendar Month in the Units field.
9. Optionally select an Ineligibility formula. This formula is called by the BEE validation process for a batch line that enters an absence against the accrual plan. It checks whether the employee is eligible to use accrued time on that date.

**Note:** If you enter the period of ineligibility in the Length field, you do not need to select a formula. The BEE validation process gets this value and interprets it as a period of time from the employee's continuous service date.

10. Save your work.

When you do this, the application generates three new elements for the plan - one to represent the plan, and one each to hold carried over and residual amounts of

accrued, unused PTO. The application creates links for these elements to match the links you defined for the plan's absence element.

If you selected a date in the Payroll Balance Reset Date region, the application also generates a payroll balance, an element to feed the balance, a tagging element, formula processing and result rules, and a payroll formula to call the accrual formula from the payroll run.

11. Choose the Accrual Bands button to set up length of service bands for the plan. This is optional, but may be required by your accrual formula.
12. Choose the Net Calculation Rules button to view or change the rules for calculating employees' net PTO.

## Setting Up Length of Service Bands

Use the Accrual Bands window to define length of service bands for an accrual plan.

### To set up length of service bands for a PTO plan:

1. For each length of service band applicable to this plan, establish the band's duration by making an entry in the To field. The first band starts from zero years of service. If it extends for five years, enter 5 in the To field. The system then sets the From field for the second band at 5, as the second band starts after five years of service.

For the last band you enter, in order to cover all participants with any length of service beyond the band's From entry, enter 99 in the To field. For example, if your bands cover service of 0-5 years, 5-10 years and 10+ years, the third band's From and To entries should be 10 and 99.

2. For each band, enter in the Term Accrual field the number of hours or days that participants whose length of service falls into this band can accrue each accrual term. For example, if plan participants accrue 80 hours of vacation per year during their first five years of service (band 0 - 5), enter 80 in the Term Accrual field.
3. If a band does not permit participants to carry unused accrued time over to the next accrual term, leave the Maximum Carryover field blank. Otherwise, enter in this field the maximum number of accrued, unused hours or days that participants at this band may carry forward.
4. If a band has no ceiling that limits the total number of hours or days participants at this band can accrue at any one time, leave the Ceiling field blank. Otherwise, enter the ceiling number for the band.
5. Save your work.

## Changing Net Accrual Calculations

The rules for automatic calculation of employees' net PTO appear in the Net Calculation Rules window. You enter this window by choosing the Net Calculation Rules button in the Accrual Plan window.

The default net accrual calculation takes account of absences (entered on the Absence element) and time carried over from the previous accrual term (entered by the Carry Over process on the plan's Carried Over element). You cannot change these rules. However, if your plan's calculation needs to take account of other values (such as time bought or sold), you can add new rules in this window.

### To change the net accrual calculation:

1. Create and link any additional elements you need for the plan. For example, you might need an element to store the amount of PTO an employee has bought or sold. Use the Information classification for these elements, define them as nonrecurring, and give them at least two input values:
  - An input value with the same units (days or hours) as you selected for the accrual plan, and
  - An input value with the units Date (to hold the effective date).

**Tip:** Use names for these elements that clearly link them to the appropriate accrual plan. For example, if the accrual plan is called Standard Vacation, you could name the element Standard Vacation Bought or Sold.
2. Query the new elements in the Net Calculation Rules window.
3. Select the input value that holds the days or hours you want to use in the net accrual calculation.
4. Select the date input value that holds the effective date for the accrual calculation.

**Note:** The predefined rule for the absence element does not include a date input value because the application uses the absence start date as the effective date for subtracting the time taken from the gross accrual.
5. For each input value, select Add or Subtract to determine whether the value should increase or decrease the net accrual available to an employee.
6. Save your work.

## Costing Liability For PTO Accruals

Follow these setup steps if you use Oracle Payroll and you want the payroll run to calculate the change in employer liability for PTO, as well as the gross accrual.

For example, the payroll run might calculate the following changes to employer liability, using this calculation:

Current Liability Increment = (((YTD accrual + Current net accrual) \* Current Rate of Pay) - ITD PTO liability)

Payroll Run	ITD Liability	YTD Accrual	Current Pay Rate	Current Accrual	Absence	Current Net Accrual	Liability Increment
Run 1	0	0	10	4	0	4	40
Run 2	40	4	10	4	5	-1	-10
Run 3	30	3	12	4	0	4	54

**To set up costing of PTO accrual liability:**

1. In the Element window, define an employer liability element. The only required input value is the pay value.
2. In the Balance window, create a liability balance fed by the pay value of the element you created in the previous step.
3. In the Formula window, edit the payroll formula that was generated for your accrual plan so that it calculates changes in employer liability. The formula has the name <accrual plan name>\_ORACLE\_PAYROLL. It contains a sample liability calculation, which you can edit to meet your requirements.

The formula must return the Current Liability Increment.

4. In the Formula Result Rules window, query the accrual plan element. You will see a processing rule associating this element with the payroll formula you edited in the previous step, and a result rule passing the accrual to the element that maintains the accrual balance. Create another result rule to pass the Current Liability Increment formula result to the pay value of the employer liability element.
5. Use the Element Link window to link the employer liability element and to cost it appropriately.

# Absence and Accrual Plan Administration

## Absence Recording

When you record an absence for an employee using the Absence Detail window or self-service, you must always select an absence type. This ensures that you always have on record information about the nature of, and reasons for, the absence.

## Dates and Times

In the Absence Detail window you can conveniently record start and end dates and times of a particular type of absence, as well as the date you receive notification of the absence.

You can enter either projected or actual dates and times. When an actual absence occurs in accordance with projected absence information already entered, you record this by simply clicking a button.

Oracle HRMS records an employee's absences using the employee's payroll calendar. This means that all employees for whom you record absence information must have a payroll component in their primary assignment.

Some absence types are associated with nonrecurring elements. For these types, the absence is not recorded on the employee's element entries until you enter the absence end date. You cannot change the absence start date so that it is outside the original payroll period--you must delete the absence and create a new one.

For Oracle Payroll users in some localizations: some absence types may be associated with recurring elements. For these types, the absence is recorded in element entries when you enter an actual start date. If you change the start date, the element entry is deleted and a new one created. When you enter or change the end date, the element entry's end date is date effectively updated.

## Absence Duration

When you set up absence management, you can write a formula to calculate absence duration automatically from the start and end dates and times entered for an absence. Your localization team may have written a formula, which the system will use by default. However, if you need a customized formula to take account of special work hours or shift patterns, you can create a new formula that will override the supplied one. You can create one formula for each Business Group.

See: *Writing Formulas To Calculate Absence Duration, Oracle HRMS FastFormula User Guide*

To control whether the formula automatically recalculates and overwrites the absence duration when a user updates the end date or time, set the user profile option HR:Absence Duration Auto Overwrite to Yes or No. For example, if you do want the duration to be updated when the end date changes, set the profile option to Yes.

When you enter an absence, the system warns you if:

- Duration is greater than the person's net entitlement recorded in a PTO accrual plan
- A decreasing absence balance becomes negative
- Duration is not equal to the value calculated by the absence duration formula. Or, if there is no absence duration formula, duration is not equal to <end date/time - start

date/time>. Here, hours are calculated using the standard hours recorded for the assignment (or for the business group if there is no record on the assignment).

## Authorization and Replacement

When recording a projected or actual absence in the Absence Detail window, you can select both the name of an employee authorizing the absence, and of an employee replacing the absent worker.

## Batch Entry of Accrued Time Taken

For fast batch entry, you can use BEE, instead of the Absence Detail window, to enter sick or vacation time recorded together with other timecard data. You can enter the absence start and end dates, as well as any input values defined for the element. If you leave the date fields blank, they are both defaulted to the effective date for a nonrecurring absence element, and the start date only is defaulted for recurring elements. Note that the batch line will produce an error if you enter a duration but no end date for a recurring element.

## Self-Service Entry of Absences

If you have licensed Oracle SSHR, you can delegate the responsibility for recording absences to individual employees or their line managers. They can enter proposed or actual absences and submit them for approval by their supervisors (or any other approvers in a workflow).

## Viewing and Reporting on Absence Information

For monitoring and analyzing recorded employee absences, use the:

- View Absence History window, page 4-52
- List Employees by Absence Type window, page 4-52
- Absences Report, page 4-52

For reviewing PTO plan participants' accrued time earned and taken, use the Accruals window, page 4-51.

## Accrual Plan Administration

Just as elements constitute the underlying structure of absence types, so they provide the structure of accrual plans. Each accrual plan is associated with an absence element, which holds information about absences taken under the plan. There is also an element for the plan itself, which you use to enroll participants in the plan.

## Enrollment

You enroll an employee in an accrual plan by entering the accrual plan element. You can only enroll employees who are eligible for the plan (that is, their assignments match the element's links). When you do the enrollment you can override the default date for calculating length of service (which is used in many accrual plans to determine the appropriate accrual amount and the start date of accruals for new hires).

**Note:** You enter the accrual plan element for the employee's primary assignment. If another assignment becomes the primary one, you must

re-enter the accrual plan element for the new primary assignment. You can transfer the accrual balance to the new assignment using a balance adjustment element entry, if your implementation team has added a balance adjustment element to the net calculation rules for this accrual plan.

## Recording Accrued Time Taken

You record time taken under the accrual plan by making entries of the absence element associated with the plan.

Normally you make these entries using the Absence Detail window so you can record additional information, such as an absence reason, the name of the employee authorizing the absence, and the name of the employee replacing the absent worker. The window shows the participant's net accrual at the start of the absence and the projected accrual at the end of the accrual term.

You can also use BEE to make batch entries of hours of accrued sick or vacation time that employees have taken and noted on their timecards. Any entries you make to absence elements using BEE for an employee's primary assignment can then be viewed in the Absence Detail window. Entries made using BEE can include a reason, but the list of absence reasons available in the Absence Detail window is not automatically available here.

## Viewing Accruals

You can use the Accruals window to see, at any time, how much time an employee has accrued and used under an accrual plan. You cannot change the amount accrued using this window. The gross accrual is calculated by a formula that may, for example, vary the accrual according to length of service, grade, overtime or other factors.

## Recording PTO Sold or Purchased

If your enterprise pays employees for time they have accrued but not used, or if you permit employees to buy additional time, you may decide to define your own PTO-related elements to record information about these transactions. You then use the Element Entry window to enter these elements for the appropriate employees.

## Running the Carry Over Process

Once each year (or other plan term), an employee's balance of unused accrued time must be cleared down ready for the new plan term. You run the PTO Carry Over process to clear down these balances and record both unused time available for carryover, and residual time unavailable for carryover. For accrual plans with a variable term start date (such as hire date or seniority date), you should run the process every night to update plan information for any employees whose term has ended that day.

**Note:** Some accrual plans are based on a rolling plan term. The Carry Over Process is not relevant to this type of plan.

## Entering Absences

Enter projected or actual absences for an employee using the Absence Detail window.

Because the calendar holding absence records for an employee is the same as that of the employee's payroll, the primary assignments of employees for whom you enter absence information must include an assignment to a payroll. For absence types based on nonrecurring elements, the effective start date of this assignment must be no later than the start of the current payroll period.

**To enter absences for an employee:**

1. Select the absence type. The following information appears:
  - The category of the type.
  - The occurrence of the new absence record you are entering. For example, if the employee has already incurred two absences of this type, the occurrence of the new record is 3.
  - The running total of hours or days absent for all the absence types associated with the element. For absence types with increasing balances, this is the number of days or hours absent with an end date on or before your effective date. For any types with decreasing balances, this is the number of hours or days remaining to be taken.
  - The number of days absence recorded for the absence type in the current calendar year.
  - The name of the element that maintains each employee's time taken or time remaining for this absence type.
2. If the Further Information field is visible for your localization, click in the field and select a context value relevant to your localization.
  - Dutch HRMS: If you have a category of sickness selected, you can enter a percentage sick by selecting the NL\_S context value.
  - Dutch HRMS: Select No in the Non SI/Pension Absence field to count an absence as a real social insurance day. Selecting Yes excludes the absence from counting as a real social insurance day.
  - Hungary HRMS: If your absence category is Maternity, enter the expected and actual birth dates (and other dates if applicable). If your absence category is Paternity, enter the child's birth date.
  - UK HRMS: For an OSP or OMP scheme and an absence that is, or contains, a part of a day, select a unit of measure - days or hours - for measuring part days. For a days-based scheme, select Day and select full or half day . For an hours based scheme, select Hours and select the number of hours absent. Select the appropriate value for the start date, end date, or both. If the entire absence is less than a full day, select the value in the Start Date field.
3. Do one of the following:
  - Enter *projected* dates for the absence. You can copy these later to the Actual Date fields by choosing the Confirm Projected Dates button.
  - Enter *actual* dates and duration as days or hours, according to the units of the balance. For a duration in hours, you must enter start and end times, as well as start and end dates. If you enter an end date, you must also enter the duration.
4. You can also select:
  - Reasons for the absence



- The employee authorizing the absence
  - The employee who replaces the absent employee for the duration of the absence
5. Save your work.
  6. If you entered an absence type that is eligible under an absence benefit plan, you can choose the Enroll Absences button to run the Participation Process in Absence mode. This process assesses the person's eligibility for the absence plan. If they are eligible, the process changes the status of the potential absence life event to Processed, and evaluates any standard rates linked to the plan.

Alternatively, you can run this process for a group of employees from the Submit Requests window. See: Running the Participation Process: Absence, page 4-49.

**Note: UK Users:** The Evidence and Statutory Payments buttons display, if you opened this window from an SSP menu. Please note that these buttons are only relevant to statutory absence types (sickness, maternity, paternity, and adoption).

### Viewing Accruals for Plans Associated with the Absence Type

If the employee is enrolled in an accrual plan, the Accruals button is available. Choose this button to display the Associated Accrual Plans window, where you can see information about any accrual plans associated with the type of absence you are entering.

#### To view accruals:

1. Enter or query an absence in the Absence Detail window, and choose the Accruals button.
2. If nothing is displayed, run a query in the Associated Accrual Plans window to display the name and category of any accrual plans associated with the absence type.

For each plan, three net accrual amounts are displayed:

The **Net Entitlement** figures on the This Absence tab show the effect of the absence displayed in the Absence Detail window.

- The **Before Absence** figure is the net accrual calculated on the day before the absence.
- The **After Absence** figure is calculated on the start date of the absence.

In most cases these figures will differ by the length of the absence you are entering. However, if the absence happens to start on the day that this period's PTO entitlement is accrued, the new accrual is also shown in the After figure. Similarly, if any other time (such as time bought or sold) is debited or credited to the accrual on that day, it is reflected in the After figure.

**Projected Entitlement** on the End of Plan tab shows the projected net accrual at the end of the current accrual plan term, taking account of any future absences already entered on the system. If the employee has future-dated assignment changes that affect his or her accrual entitlement, these are taken account of in the calculation.

**Note:** This figure does not take account of absences with a *projected* start date. It only includes absences that have an actual start date.

### Example

Suppose Ms. Shah is enrolled on a vacation plan that runs each calendar year starting 1 January, with a gross accrual of 2 days per month. Ms. Shah did not carry over any entitlement from last year and has taken no absences before May.

Net entitlement is calculated for the last complete accrual period (that is, the period that ends on or before the start of the absence being entered). This absence is only included in the calculation if it starts on the last day of an accrual period.

The following table shows the accrual amounts (net entitlement) that would display if you enter four absences in the sequence shown.

<b>Absences:</b>	<b>2 - 4 May</b>	<b>31 May - 3 June</b>	<b>12 - 15 Aug</b>	<b>15 June</b>
Before absence	8	5	7	3
After absence	5	3	3	2
End of plan term	21	17	13	12

## Enrolling Employees in PTO Accrual Plans

Enroll individual participants in an accrual plan by entering for them the element generated to represent the plan.

### To enroll participants in a PTO accrual plan:

1. Do one of the following:
  - For enrollment of an individual employee, perhaps as a part of the hiring process, enter the element representing the plan for him or her using the Element Entries window.
  - For enrollment of a batch of employees in a plan, perhaps a newly-developed plan, use BEE.

See: *Making Batch Element Entries Using BEE, Oracle HRMS Configuring, Reporting, and System Administration Guide*

### Overriding Length of Service

The default date for calculating length of service is the first day of the month of an employee's hire date. You can override this by entering another date when you enroll the participant in the plan. This is relevant to plans that have accrual bands based on length of service.

If you enter a date here, it is also used, instead of the employee's hire date, when the seeded formulas calculate the appropriate accrual start date for the employee. For example, if the plan's start date rule is Six Months After Hire Date, accrual will begin six months after the continuous service date you enter.

### To override the default date for calculating length of service:

1. When enrolling the participant, enter the override date in the Continuous Service Date entry value of the element representing the plan.

## Running the Participation Process: Absence

You can run the Participation Process: Absence to process any absence-type life events for an individual person or a group of people. The process assesses the person's eligibility for the absence plan. If they are eligible, the process changes the status of the potential life event to Processed, and evaluates any standard rates linked to the plan.

You run processes from the Submit Requests window.

### To run the Participation Process: Absence

1. Select Participation Process: Absence in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Set the effective date of the process.
4. Select Commit or Rollback in the Validate field.

Select Rollback to check your results before committing them to the database. It is easier to correct errors before you commit the results.
5. If you want to restrict the process to one person, select them in the Person Name field.
6. If you have not selected one person, you can limit the persons evaluated by the process by selecting from one or more of the following parameters.
  - Person Type
  - Organization
  - Benefits Group
  - Location
  - Postal Zip Range (US only)
  - Reporting Group
  - Legal Entity (US only)
  - Payroll
7. Select Yes in the Audit Log to create a file that lists the eligibility results for each person evaluated by the process.

If you select Yes, you should periodically run the Participation Audit Activity Purge process to purge the audit log tables.
8. Select Yes or No in the Limit by Person's Organization field. If you select Yes, the process only handles compensation objects that have the person's organization attached.
9. Choose the OK button.
10. Complete the batch process request and choose Submit.

## Running the PTO Carry Over Process

The net accrual calculation for PTO includes carried over PTO in determining an employee's accrued PTO to date. To set the net calculation rules, use the Net Calculation Rules window. To review an employee's carry over of accrued time, use the Accruals window.

Run the PTO Carry Over Process at the end of the accrual term using the Submit Requests window. For accrual plans with a variable term start date (such as hire date or seniority date), you should run the process every night to update plan information for any employees whose term has ended that day.

## Troubleshooting

The concurrent request log contains a summary of the accrual plans and assignments processed.

The Payroll Action Parameter *Max Errors Allowed* determines the behavior of the process when it encounters an error. If it encounters fewer than the maximum number of errors, the process completes with a warning, commits the successful assignments, and writes details to the concurrent request log of the assignments that did not process due to an error. If the process encounters the maximum number of errors, it stops processing, rolls back any processed assignments, and writes details of the errors to the log.

To help Oracle's Support organization debug an issue, you can use the Payroll Action Parameter *Logging*. If the parameter value includes a 'G' (General), all debug information is written to the log. Logging significantly reduces performance and generates large log files so it should be switched off in normal circumstances and only used for debugging purposes.

### To run the PTO Carry Over process:

1. Select PTO Carry Over in the Name field. If the Parameters window does not open automatically, click in the Parameters field.
2. Enter a date in the PTO Calculation Date field and Current or Previous in the Accrual Term field. These are used by the plan's Carry Over formula to determine the effective date of the carried over PTO.

Typically you will use the following values if you are using seeded formulas:

- PTO\_PAYROLL\_CARRYOVER formula--use a calculation date of 31 December with Accrual Term = Current, or a calculation date of 1 January with Accrual Term = Previous. The effective date of the carry over is always 31 December (of current or previous year).
- PTO\_SIMPLE\_CARRYOVER--use a calculation date of 31 May with Accrual Term = Current, or a calculation date of 1 June with Accrual Term = Previous. The effective date of the carry over is always 31 May (of current or previous year).
- PTO\_HD\_ANNIVERSARY\_CARRYOVER--set calculation date to the effective date and use Accrual Term = Previous.

**Important:** If you select Current for the Accrual Term and enter a calculation date that is not the end of the accrual term, this process creates future-dated carry over and residual element entries.

3. Select the name of one accrual plan to process, or select a category to process all plans in the category.
4. The Reprocess All Participants field defaults to No, so that the process affects only those plan participants not previously processed for this accrual term. To process all participants regardless of any previous processing, select Yes in this field.

**Important:** Select Yes if any employees have retrospective absences or other entries that might affect net entitlement.

5. When the entry of parameters is complete, choose OK. Choose Submit to submit the request.

The Carry Over process enters the Carried Over and Residual elements for all employee assignments included in the process.

## Reviewing Employees' PTO Accruals

To view information on employees' accrued PTO, use the Accruals window.

### To view an employee's net PTO accrual:

1. Set your effective date to the day for which you want to calculate PTO entitlement.
2. In the Assignments Folder, query the employee's name. Choose the Accruals button to go to the Accruals window.
3. Query the accrual plan in the Name window.

The **Dates** region shows the dates that the accrual formula uses for the entitlement calculation. These are typically from the start of the accrual term to your effective date. The **Net Entitlement** field displays the net accrued days or hours between these dates. The **Last Accrual** date is the end of the last complete accrual period, if the formula does not calculate accrual for partial periods.

If you allow maintenance of negative balances of accrued time at your installation and an employee's time absent exceeds time accrued, the net entitlement appears as a negative number.

**Note:** Net Entitlement can exceed the accrual ceiling if you have increased entitlement using an adjustment element or the Carry Over element. If you have adjusted net accrual so that it exceeds the ceiling, the employee will accrue no time until net accrual falls below the ceiling.

The Entitlement Details region shows the values used in the calculation of the net entitlement:

- The <plan name> element stores current accrued time.
- The <plan name> Carried Over element stores accrued time carried over from the previous accrual term. If the plan has an expiry date for carried over time, the value shown after the expiry date is the amount of accrued time that was used. Any remaining time was lost.
- The absence element stores accrued time taken.
- Any other elements created at your site to hold values used for calculating net entitlement, such as elements to store bought or sold PTO.

If the accrual plan uses the seeded formulas, note that an absence is included in the accrued time taken figure if it starts on or before your effective date.

**Important:** When reviewing employee accruals at the end of an accrual term, remember that carried over and residual PTO appear only after the PTO Carry Over process is run.

## Viewing Absence History

Use the View Absence History window to view all absences for an employee.

### To view absences for an employee:

1. Select an employee then choose the Find button.

The absences appear in the lower part of the window. Use the standard Folder features to select a subset of these absence records, and to choose the fields to see.

## Listing Employees by Absence Type

Use the List Employees by Absence Type window to see all the absence records for a particular absence type, or category of types.

### To list employees by absence type:

1. Enter any combination of absence type, category, and start and end dates to define the absences to view. Choose the Find button.

The absences appear in the lower part of the window. Use the standard Folder features to select a subset of these absence records, and to choose the fields to see.

## Running the Absences Report

The Absences Report shows information about employee absences during a specified period. It can show absences:

- For an individual employee, or for all the employees in an organization
- For all types of absence, or for selected types

The report summarizes the information as totals for each absence type since the employee was first hired.

You run reports in the Submit Requests window.

### To run the Absences Report:

1. In the Name field, select Absences Report.
2. Enter the Parameters field to open the Parameters window.
3. Enter the effective date for which you want to see the report.
4. Select either an organization or an employee.
5. Enter the start and end dates of the period for which you want to report absences.
6. You can choose up to 10 absence types for the report. To report on all types, leave the absence type fields blank. Choose OK.
7. Choose the Submit button.

## Resetting a Stored Accrual Balance

If you use Oracle Payroll, you may have set up your accrual plans so that the payroll run maintains a stored accrual balance. Batch processes and reports that calculate accruals use this stored balance for faster processing.

Normally the payroll run maintains this balance by calculating the accrual change each period. It recalculates the accrual from the beginning of the accrual term when there are any retrospective changes that affect entitlement. However, if you have made a retrospective assignment change that your accrual formula cannot handle, you might want to force the next payroll run to recalculate accruals from the beginning of the accrual term for one or more assignments.

**Note:** This procedure assumes that your accrual formula uses the Reset PTO Accruals function to check the setting of the Reset PTO Accruals parameter. Refer to the seeded accrual formulas for an example of how to use this function.

1. In the Action Parameters window, check the Default Group check box to view the default action parameters. On the Parameters tab, scroll down to find the Reset PTO Accruals parameter, and change its value from N to Y.
2. Create an assignment set containing the assignments whose accrual balances you want to reset.
3. Run a QuickPay or payroll run for these assignments.
4. In the Action Parameters window, check the Default Group check box to view the default action parameters. On the Parameters tab, scroll down to find the Reset PTO Accruals parameter, and change its value from Y to N.

**Important:** Make sure you reset the parameter to N to ensure faster processing in your normal payroll processes.

# Workforce Intelligence Key Concepts for Leave and Absence Management

## Key Concepts for Leave and Absence Management Intelligence

To enable you to get the most out of Leave and Absence Management intelligence reports, you need to understand the following key concepts:

- Absence Hours, page 4-54
- Working Hours, page 4-54

### Absence Hours

The Absence Hours reports use the element information created when you enter either an absence against the absence element, or an absence in the Absence Details window.

The report plots the absence hours for the date earned. This is entered for the element. If a date earned has not been entered, then the element's effective start date is taken as the date earned.

**Note:** If you have entered your absences using the Absence Details window, a date earned is not set up; therefore the report uses the effective start date of the element.

Regardless of the length of time an employee has been absent, the report always plots his or her absence hours on the date earned, or the effective start date of an element. It is possible, because of the frequency and time period you select, that an absence may fall into two different time periods. The absence hours are always shown in the first time period, rather than pro-rata across two time periods.

A pre-defined formula, `TEMPLATE_BIS_DAYS_TO_HOURS`, calculates the absence hours. You can configure this formula to meet your requirements. See *Discoverer Workbooks Implementation Steps, Deploy Strategic Reporting (HRMSi)*

### Working Hours

Within Oracle HRMS, you record the number of regular and overtime hours worked using elements. The Hours Worked reports process information for the hours worked through formulas, which you must provide using Oracle FastFormula.

For more information, see *Setting Up and Customizing Working Hours, Deploy Strategic Reporting*.

The Hours Worked reports calculate the hours worked for each payroll time period using employee assignments. For the assignment to be included it must:

- Be active or suspended.
- Fit the criteria you enter. For example, if you enter a grade name, the assignment must have that grade entered against it.

**Note:** You can only run the Hours Worked reports if you previously set up Oracle FastFormula to calculate your employees' regular hours and overtime hours.



The Hours Worked reports display information about the payroll periods that most closely match the start and end dates that you enter for the report. For example, if the first date you enter is 05-Jan-2001, and the payroll begins on 01-Jan-2001, the report includes information from 01-Jan-2001.

# Workforce Intelligence for Leave and Absence Management

## Employee on Leave Detail Workbook

This workbook enables you to report on employees who are on a leave of absence on a particular effective date. The workbook shows the following employee primary assignment details:

- Employee number
- Organization
- Supervisor
- Location
- Hire date
- Absence details, including date start and date end

## Worksheets

This workbook has the following worksheets:

- Organization Hierarchy
- Supervisor Hierarchy

## Organization Hierarchy Worksheet

This worksheet enables you to report on employees who are on leave on the effective date chosen. Employees are listed for a given organization and its subordinate organizations. The additional parameter, Absence Types to Exclude, enables you to exclude absence types that are not of interest, for example, Unpaid Leave.

## Business Questions

*When are my employees in an organization hierarchy on leave?*

## Parameters

You must specify values for the following parameters:

- Organization Hierarchy
- Top Organization
- Effective Date

## Supervisor Hierarchy Worksheet

This worksheet enables you to report on employees who are on leave on the effective date chosen. Employees are listed for a given supervisor and his/her subordinates. The additional parameter, Absence Types to Exclude, enables you to exclude absence types that are not of interest, for example, Unpaid Leave.

**Business Questions**

*When are employees, reporting directly or indirectly to a specific supervisor, on leave?*

**Parameters**

You must specify values for the following parameters:

- Supervisor
- Effective Date



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# Setup for Health and Welfare Management

## Setup for Health and Welfare Management Overview

You use the implementation features of Standard and Advanced Benefits to design the benefit programs that you offer to your employees and other eligible participants. You can define eligibility and enrollment requirements for programs and plans, set up activity rate calculations, and define reporting groups and system extracts.

Advanced Benefits includes all the components of Standard Benefits plus features for managing life events and setting up flexible benefit programs.

See: Advanced Benefits Setup: Overview, page 5-2

Use the administration features of Standard and Advanced Benefits to manage benefits enrollments and to maintain your benefit programs.

See: Standard and Advanced Benefits Administration: Overview, page 6-1

See: Advanced Benefits Administration: Overview, page 6-2

The application provides a Plan Design Wizard to guide you through the setup process.

See: Plan Design Wizard, page 5-3

## Features Common to Standard and Advanced Benefits

Standard and Advanced Benefits share a number of common setup features:

- **Plan Design:** You can design the program structure of the benefits you offer to your employees and other qualified participants and dependents. Use the Plan Design Wizard to help automate the setup process.
  - **Eligibility Profiles:** You set up participant eligibility profiles and dependent coverage eligibility profiles to restrict who is able to participate in a benefit plan.
  - **Enrollment Requirements:** You define enrollment requirements to determine *when* an eligible person can enroll in a benefit plan.
  - **Activity Rates:** You define an activity rate calculation to determine the standard or variable contribution or distribution for a benefit. Activity rates also control the calculation of coverage amounts, monthly premiums, and imputed income taxation.
- **Communications:** Oracle HRMS helps you manage employee communications. You set up *communication type definitions* to control the data the application generates for inclusion in a communication. For example, you can extract a participant's

available benefit choices and price tags into a flat file that you then merge into the body of a pre-enrollment letter.

**Note:** The application restricts Standard Benefits users to setting up communications for COBRA and HIPAA administration.

- **System Extract:** The system extract feature lets you manage the extract and format of person benefits data for delivery to organizations such as third party benefits administrators.
- **Plan Design Copy:** Use this feature to save time during your implementation. You can set up your plan design in a test database, for example, then use Plan Design Copy to transfer the finalized design into your production database without repeating data entry. For plans that share components, you can define a plan once, then modify copies of the base plan as necessary.

## Managing Benefits Using SSHR

You can set up Standard and Advanced Benefits so that individuals can manage their elections through a web browser, thus saving the back office from the task of election processing.

For information on setting up Self-Service Benefits enrollments, refer to MetaLink Note 215159.1, *Self-Service Benefits Enrollments with Standard and Advanced Benefits*.

## Key Concepts

To broaden your understanding of Standard Benefits, and features common to both Standard and Advanced Benefits, see:

Plan Design, page 1-46

Plan Design Copy, page 1-52

Eligibility Requirements for Total Compensation, page 1-89

Activity Rates, page 5-122

Benefits System Extract, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

Self-Service Benefits Enrollments, *Oracle HRMS Deploy Self-Service Capability Guide*

## Advanced Benefits Setup: Overview

Advanced Benefits enables administration based on life events that occur to participants. You can generate enrollment actions, activity rate changes, and communications based on seeded life events or events you define.

You also use Advanced Benefits to design benefit programs that are based on flex credit accrual.

## Advanced Benefits Features

In addition to the core features available with Standard Benefits, Advanced Benefits comprises several distinct features:

- **Life Events:** The system lets you trigger enrollments, activity rate changes, and communications based on the occurrence of a life event to a primary participant or dependent.
  - **Life Event Reasons:** These are the changes to a person's HR record that you define as valid reasons for an enrollment action. Life events can be **external**, such as the birth of a dependent, or **internal**, such as a work location change or the start of an open enrollment period.
- **Online Benefits Administration:** This feature is useful for HR call centers. Using the Benefits Service Center, you can record a change to a person's HR record, evaluate the change for enrollment impact, and process an election online all from a centralized form. You control the application windows, reports, and processes available to your benefits administrators.
- **Flex Credit Calculation:** For those programs where you offer a choice of benefits and coverage levels, you can define flex credit calculations that determine the amount of flex credits a person must spend to purchase a benefit. You also define restrictions as to how a participant can distribute unused flex credits.

## Key Concepts

To learn about the differences between Standard and Advanced Benefits, see the MetaLink document entitled *Standard vs. Advanced Benefits functionality in Oracle HRMS 11i*.

To learn more about Advanced Benefits, see:

Life Events Reasons, page 5-69

Seeded Life Event Reasons, page 5-74

Enrollment Requirements, page 5-83

Enrollment Types, page 5-86

Flex Credit Calculations, page 5-160

Communications, page 5-167

Online Benefits Administration, page 6-37

## Plan Design Wizard

Use Plan Design Wizard for a fast and easy way to enter your plan design into Oracle HRMS. Plan Design Wizard uses the Oracle Applications Framework to provide a task-oriented process for creating Health and Welfare programs and the business processing rules associated with them.

Advanced Benefits customers can use Plan Design Wizard to set up:

- General program details for flex credit and non-flex credit programs
- Health and Welfare plans, options, coverage amounts, coverage restrictions, interim coverages, standard and variable rate calculations, dependent and beneficiary eligibility, and designation requirements
- Annual open enrollment periods
- Explicit life events from a set of pre-determined data triggers that generate a corresponding enrollment period

- Enrollment requirements for unrestricted programs
- Enrollment requirements for specific life event processing (along with available dependent changes)
- General or life event specific default enrollment requirements
- Final plan design review page and submit process to load data into the business group

For Standard Benefits, the Plan Design Wizard automatically determines your configuration options. Use the Wizard to:

- Configure your plan design
- Set up unrestricted programs
- Define participant eligibility requirements
- Set up activity rates, including variable rates and coverage calculations

After you complete your plan design in the Wizard, you can use the professional user interface to:

- Make corrections or changes to any data set up in the Wizard, such as adding FastFormula
- Define flex credit calculations and benefit pools (OAB)
- Set up actual premium calculations
- Define colliding life event logic (OAB)
- Set up distribution rules if you offer reimbursement plans
- Define communication types
- Set up the Benefits Service Center for centralized administration (OAB)

### **Advantages of Advanced Benefits Life Event Processing**

As an Advanced Benefits customer, you can take advantage of a range of features, including:

- Automated Life Event Management
- What-If Eligibility Determination
- Mass Enrollment Processing

Oracle strongly recommends that you implement the Life Event processing model to automate benefits administration. This model enables you to configure enrollment restrictions based on specific life events that you define. Life event processing manages complex situations; for example, when a participant reports a life event that occurred in the past and other elections are already in place, or when the elections and rates for a life event must become effective in the past.

Consider the following questions that illustrate the advantages of the Life Event processing model:

- Do you want to process mid-year election changes automatically for a single participant? Would you like to perform mass enrollment updates or corrections?
- Do you need to automatically assign certain benefits to employees or family members?



- Do you anticipate automating your administration practices in the future? Do you need to enforce business rules, such as requiring or reminding a participant to designate dependents or requiring a participant to provide “Evidence of Insurability?”
- Do you restrict an employee’s benefit choices based on life events, such as a marriage or the addition of a child?
- Would you like to operate in a Self-Service environment where employees record their own elections through a web browser? Would you like to allow employees to use Self-Service for mid-year election changes and to restrict the allowable updates based on the reason for the change?

Answering Yes to any of the above questions--in conjunction with planning the components of your benefits program--should justify implementing the life event model. The Plan Design Wizard assists you with this configuration.

## Standard and Advanced Benefits Implementation

Oracle HRMS provides a complete solution for Total Compensation management. Your Oracle Human Resources license includes the Standard Benefits feature set that enables you to manage your enterprise’s benefits offerings.

The Oracle Advanced Benefits license provides the Standard Benefits feature set plus additional functionality enabling you to design flexible benefit programs and to administer benefits based on life events.

See: Advanced Benefits Implementation, page 5-6

### Standard Benefits Implementation

Standard Benefits provides the functionality you need to administer benefit programs that do not offer flex credit based benefits. The Standard product is also useful if you outsource a significant portion of your benefits administration.

### What kinds of benefit plans are supported by Oracle HRMS?

You can use the product to manage the most typical plan types, including:

- Medical plans
- Dental Plans
- Vision Plans
- Prescription drug plans
- Short term and long term disability plans
- Group term life insurance
- Dependent life insurance
- Group legal services
- Savings plans (such as 401(k) and money purchase)
- Vacation Buy/Sell plans
- Continuing benefits (such as COBRA and HIPAA)

In addition, you can accommodate other forms of benefits such as company cars, reduced rates on loans, subsidized dependent care, or other goods or services for which your enterprise offers employee reimbursement.

### **Can you restrict who is eligible to receive a benefit?**

You use *eligibility profiles* to restrict which participants may enroll in a given benefit. You create an eligibility profile by grouping together your eligibility criteria, such as work and personal factors.

You create a *dependent coverage eligibility profile* when you want to restrict the criteria that must be met for a dependent to be covered by a benefit.

### **How do I schedule an enrollment period?**

In Standard Benefits, you use the unrestricted enrollment method to process your enrollments. Unrestricted enrollments are not limited to a period of time. You can record the dates of your open enrollment in the system, but these dates do not restrict your enrollment processing.

### **How do I define payroll deductions and payments for benefits?**

You define *activity rate calculations* for a benefit plan that determine the contribution amount required to purchase the benefit. Activity rates can also be used to calculate employer contributions to a plan and distribution payments from a plan.

### **Can you vary the rate that different participants pay to purchase a benefit?**

If your plan rules stipulate that the amount a participant must pay to purchase a benefit varies based on certain factors, you can define a *variable rate profile* to define these variable criteria. Then, when eligible participants meet these criteria, they will receive the variable rate.

You can vary an activity rate based on employment factors, such as an employee's work location, or length of service with your organization.

## **Advanced Benefits Implementation**

By licensing Advanced Benefits, you can also fulfill the following business requirements.

### **How do I define qualifying life events?**

You define a *life event reason* as a database change to a person's HR record. This change may require or enable an enrollment action. An *enrollment action* is an enrollment, de-enrollment, change in election, or change in contribution rate that is implemented either automatically, by default, or at the explicit request of the participant.

You link life events to scheduled enrollment periods, benefit plans, and communications. When a life event occurs to a participant, the system evaluates the life event to determine benefits eligibility and electable enrollment choices.

For example, if an employee's work location changes, you might want to evaluate this change to see if there is a corresponding change in benefits eligibility or contribution rates. If an employee's status changes from active to terminated, you may need to generate a continuing benefits action (such as for COBRA in the US).

## How do I implement a flex credit program?

You can use Advanced Benefits to create flex credit based programs that offer a range of benefit choices to your employees and other eligible participants.

You create activity rate calculations that determine the number of flex credits required to purchase a particular benefit. You can select from a variety of calculation methods, from a flat amount to a multiple of compensation. You can associate a variable rate profile with your flex credit calculation if contribution rates vary for an individual based on factors that you define.

Using *benefit pools*, you specify how credits may be rolled over between plans and how excess flex credits can be distributed.

## Does the application support automatic and default enrollments?

Yes, Advanced Benefits customers can define automatic enrollments to enroll participants in benefits without their explicit request. For example, you could trigger an automatic enrollment based on a life event so that when a person is hired, they automatically receive certain coverages.

Advanced Benefits customers can also define default elections for participants who fail to explicitly make benefit elections.

## How do I enroll employees in BASIC BENEFIT plans?

You simply enter the benefit plan for the employee, recording his or her coverage level, contribution amounts from the employee and employer, and any other information you want to record. You can enter this information, using defaults, for a whole batch of employees together.

If you need program-based enrollment or self-service enrollment on the web, you should implement the richer feature set *Standard Benefits*, instead of Basic Benefits.

## How do I control eligibility for BASIC BENEFIT plans?

As for other forms of compensation in Oracle HRMS, you link each benefit plan to employment conditions, such as grades, organizations, full-time or part-time, jobs, salary bases, or any other employee grouping you need to define. Only employees that meet the link conditions can enroll in the plan.

If you need more complex rules-based plan eligibility or you need to control dependents' eligibility, consider using the Standard Benefits feature set in Oracle HRMS.

## Can I export BASIC BENEFITS data to a third-party benefits administrator?

Basic Benefits does not provide any special tools to help you do this. Instead of using Basic Benefits, consider implementing Standard Benefits, which provides system extract features that are useful for exporting data to third parties.

## I need to manage flexible benefits programs with flex credits.

In that case, look at the features offered by Advanced Benefits, which allows you to design flex credit based programs. You can also process flexible spending account claims, manage online life event processing, create life event triggered enrollments and communications, and model benefits eligibility based on potential life events.

# Self-Service Benefits Enrollments

## Self-Service Benefits Enrollments

Self-Service Benefits supports a variety of enrollment types, including open, unrestricted, and life event enrollments for one or more flex or non-flex programs.

The enrollment choices, price tags, and other information in Self-Service Benefits web pages are derived from Oracle Applications database tables using the rules of your plan design. Updated information is stored in the Oracle Applications database tables using standard Application Programmable Interfaces (APIs).

Self-Service Benefits supports enrollment for plans and options in a program. Use Oracle's professional forms interface or the self-service Individual Compensation Distribution web pages to enroll participants in all plans not in a program such as savings plans, Employee Stock Purchase Plans (ESPP), or 401(k) plans.

## Self-Service Benefits Enrollment Functionality

Self-Service Benefits offers an employee the opportunity to:

- Review current, and future program benefits enrollments, and up to ten past enrollments, within the last two years
- Select benefits
- Distribute excess flex credits (Advanced Benefits)
- Add, update, or review family member information

**Note:** Family member information entered through the self-service interface and personal contact data entered through the professional forms interface share the same table. Any data entered or updated in Self-Service HRMS or the professional forms interface is reflected in both interfaces.

- Add, update, or remove dependents

**Note:** Self-Service requires dependents and beneficiaries to have the personal relationship check box checked on the Contacts window.

- Add, update, or remove beneficiaries

Employees can select organizational beneficiaries provided that the administrator has entered the Beneficiary Organization using the professional forms interface, and selected the May Designate Organization as Beneficiary check box in the plan enrollment requirements.

- Search for and select primary care providers
- Print a temporary participant identification card

## Enrollment Change Workflow Notifications

You can configure the Workflow Builder to send a notification to an HR professional whenever a participant updates a Self-Service Benefits Enrollment web page, excluding the Primary Care Provider page. The notification contains the following information

and provides direct access to the Confirmation page for the participant, but is not linked to any Workflow approval process:

- Name of Employee
- Social Security Number or National Identifier
- Life Event Name
- Enrollment Period
- Selected Benefit Plans and Options
- List of Covered Dependents

Oracle Workflow sends a notification to a worklist or group that you maintain after the participant completes the enrollment update. If the participant closes the browser window prior to reaching the Confirmation page, Oracle Workflow sends a notification within one hour of the first enrollment change.

You can manually override the enrollment or contact the participant to correct and resubmit the election if necessary.

See: Self-Service Workflows, *Oracle HRMS Deploy Self-Service Capability Guide*

## Hidden Fields in Self-Service Benefits

There are a number of fields that are delivered hidden by default on the self-service pages. You can choose to display them. They include:

- Coverage start and end dates for specific enrollments
- Cost 2 (after tax), 3 (taxable), and 4 (miscellaneous) columns for displaying multiple rates for a vertical display plan type
- Physician group and hospital, on the Primary Care Provider Search page
- Full name

See: Benefits Enrollments, page 5-14 for further details of these hidden fields and the regions where you can display them.

## Displaying Descriptive Flexfields

The following descriptive flexfields can be entered in self-service Benefits:

- Additional Ben Prtt Enrt Rslt F Details (BEN\_PRTT\_ENRT\_RSLT\_F)

You enter this flexfield data on the Benefits Information page, which appears after the Benefits Selection page if the flexfield has been set up and there are global segments, or segments defined for the selected plan type.

- Add'l Contact R'ship Det's (PER\_CONTACTS)

You enter this flexfield data in the Miscellaneous region of the Family Member Add page. You can also view or enter the flexfield data in the Personal Information module of SSHR.

- Further Person Information (Person Developer DF)

You enter this flexfield data in the Name and Relationship region of the Family Member Add page.

If you have set up the Further Person Information or Additional Contact Relationship Details flexfields, you can choose to display some or all of the segments in self-service using the Personalization Framework. See: *Configuring Flexfields, Oracle HRMS Deploy Self-Service Capability Guide*

The Additional Ben Prtt Enrt Rslt F Details flexfield appears automatically if you define and freeze this flexfield. You must bounce the Apache server after freezing or unfreezing the flexfield to ensure that your changes are displayed.

## Plan Type Context

You may want to display the Additional Ben Prtt Enrt Rslt F Details flexfield only for enrollment in specific compensation objects. For example, you may want to display prior years commission information to participants for a supplemental life insurance plan, while hiding commission information used to calculate group life insurance rates.

To display the flexfield differentially by compensation object, you must define a context for the flexfield based on BG\_ID\_PL\_TYP\_ID. On the Descriptive Flexfield Segments window, uncheck the Displayed check box for the context if you do not want to show the context poplist to the user. Notice that if you display this list, it will contain all the contexts for the flexfield (even those for other business groups) unless you restrict them by a value set defined for the context.

If there are frozen segments for the descriptive flexfield but no global segments defined and no segments defined for the selected plan type, the Benefits Information page appears in the enrollment chain but the region pertaining to this plan type does not display. Existing data set up in the flexfield is not affected by any new contexts you define for self-service.

## Plan Design Considerations for Self-Service Benefits

Before eligible participants can enroll in self-service benefits using the self-service interface, you must design your benefit plan using Oracle's professional forms interface. The following topics look at the points you should consider when designing your plan for the self-service environment.

## Legislative Configurations

Self-Service Benefits is delivered with US-style formatting for the following fields:

- Address
- Social Security Number
- Pre Tax Cost
- After Tax Cost

For non-US self-service implementations, you can edit field labels to fit your legislative requirements and you can also hide and unhide fields. For example, you may want to hide the list of States from the address fields.

**Note:** The address style and country used by Self-Service Benefits is inherited from the primary benefits participant.

If your legislation or benefit plan design does not allow for after tax contributions, consider hiding the after tax columns on the tables contained in the following web pages:

- Benefits Enrollment Overview
- Current Benefits Overview
- Benefits Selection
- Confirmation

See: Setting Up Self-Service Benefits Web Pages, page 5-28

See: Benefits Enrollments, page 5-14 for a list of the configurable user interface elements in each delivered web page.

## Integration with Authoria HR (US and UK)

The third party product Authoria HR provides a common knowledge repository to manage and communicate HR and benefits information.

After a self-service implementer defines a total compensation plan in the Oracle HRMS professional user interface, licensees of Authoria HR can configure links between Oracle HRMS and Authoria HR.

End users can click on links in the applicable self-service web pages to display context-sensitive Authoria HR documentation.

You can configure the following self-service enrollment windows for use with Authoria HR:

- Benefits Enrollment Overview page
- Current Benefits page
- Confirmation page
- Benefits Selection page

See Configuring Links Between Oracle Standard and Advanced Benefits and Authoria HR, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Multiple Rates

You can display up to four standard rates for each compensation object to enable employees to see employee and employer paid premiums, and related costs such as fringe benefit taxes and administrative fees. Multiple rates are displayed on the Overview, Benefits Selection, Current Benefits, and Confirmation pages.

Only vertical display Plan Types are able to be custom formatted in self-service to display multiple rates for a single compensation object. Due to display and sizing constraints, horizontal display Plan Types cannot display multiple rates. You can only display one standard rate per column.

When you define standard rates for self-service, you can select any activity type and tax type. However, you must check the Display on Enrollment check box (Processing Information tab) and you must specify the Self Service Display Order number (1 to 4).

When you display multiple rates, the column headings in self-service are Cost 1, Cost 2, Cost 3, and Cost 4. Otherwise, a single rate displays as either Pretax or Aftertax. You can change the column headings using the Personalization Framework.

When defining your standard rate, consider the following:

- For Costs 2, 3, and 4 you can select the Display on Enrollment check box (Processing Information tab of Standard Rates window) or the Enter Value at Enrollment check

box (Calculation Method tab). However, do not select the Enter Annual Value check box on the Calculation Method tab. Annual Value can only be entered in Cost 1, if applicable.

- Costs 2, 3, and 4 can be used to calculate additional amounts, either based on the coverage or the amount in Cost 1. For example, if you charge a 2% administration fee for a spending account, you would set up the rates as follows:

Coverage-Check the Enter Value at Enrollment box

Cost 1 = *Contribution* - Select Same as Coverage as the Calculation Method

Cost 2 = *Administration Fee* - Select Multiple of Coverage as the Calculation Method (0.02 \* coverage, in this example)

Cost 3 = *Total Cost* - Select Multiple of Coverage as the Calculation Method (1.02 \* coverage, in this example)

### Benefits Pools (Advanced Benefits)

If you are displaying multiple rates, you may not want them all deducted from flex credits. Use the Application tab on the Benefits Pool window to determine which standard rate to deduct. All rates selected on this tab are included in the Flex Credit Used Total. Unused Flex Credits (rollovers) displayed are not impacted by the use of multiple rates.

### Flexible Spending Accounts (US)

To ensure that your qualifying participants can enroll in Flexible Spending Account (FSA) plans using Self-Service Benefits, you must set up your plans using one of the following two methods:

The preferred method is to use the Plan Types window to define one plan type for each FSA plan. For example, you define one plan type for Dependent Care FSA plans and a second plan type for Health Care FSA plans. For each plan type, you define the coverage plan or plans into which participants and their dependents can enroll. You also define a **decline coverage** plan which is linked to each plan type.

Alternatively, you can set up one FSA plan type that covers both dependent care and health care plans. Within this plan type, you define plans for both dependent care and health care. Then, within these plans, you link **options** for both selecting and declining coverage.

Other items for consideration:

- When you define the activity rate for the FSA plan, check the Enter Value at Enrollment field in the Calculation Method region of the Standard Rates window.
- Select Set Annual Rate Equal to Coverage as the calculation method.
- In the Coverages window, define the minimum and maximum contribution amounts for the FSA plan. Indicate that values for this plan are entered at enrollment.

### Flexible Benefits Programs (Advanced Benefits)

With Flexible Benefits Programs, you can offer flex credits to eligible participants to offset the cost of benefits. When you defining a benefit program in the Programs window, select the same periodicity for the activity reference period (the time period in which the system expresses activity rates) and the enrollment rate frequency (the activity rate that



is communicated to participants). This ensures that the price tags for selecting benefits and the flex credits available to participants are expressed for the same time period.

Other items for consideration:

- Unless your flex credits are determined using the result of a calculation, you indicate the number of flex credits associated with a compensation object by entering the value in the Flat Amount field in the Calculation Method region of the Flex Credits window.
- You must set up a flex credits *placeholder plan* and link this plan to the flex program. This plan records the total flex credits for the program. Define a rate for this plan by entering zero in the Flat Amount field of the Calculation Method region of the Standard Rates window.
- Set the processing type of the corresponding element to Recurring.

### Temporary Participant Identification Cards

A temporary identification card allows a participant to obtain medical, dental, or other benefit treatment before the participant receives the official membership card from the provider. Using Self-Service Benefits, a participant can print one card for each elected plan that allows for temporary identification cards. The participant can also print a card for each covered dependent.

The application generates a temporary ID card upon:

- Enrollment
- Re-enrollment
- Change in Enrollment
- Participant Request (due to loss)

The identification card includes information such as:

- Employee Name and Social Security Number
- Member Name and Social Security Number (for dependents)
- Employer Name
- Plan Name

You indicate that a plan allows for the printing of temporary ID cards by checking the Allow Temporary Identification field on the Plans window.

### Declining Coverage

Depending on your plan design, you must set up either a decline coverage plan or option that allows a participant to waive an enrollment opportunity for which they are otherwise eligible.

If a plan type contains multiple plans, you create a *decline coverage plan* in the Plans window (in addition to the regular plans) and indicate that the plan is of the specified plan type. If a plan type has only one plan, you define a *decline coverage option* and link it to the plan. This ensures that participants can either select or decline benefit coverage.

**Note:** If your plan design *requires* that a participant select at least one option from a group of options or at least one plan from a group of plans, do not define a decline coverage plan or option.

## Self-Service Benefits What-if

Self-Service Benefits What-if enables you to model electability for benefits based on proposed changes to a person's HR record, before you make the actual change. When you model electability, the database does not save changes, so you can view different electability scenarios without having to manually save data.

The Self-Service Benefits What-if page is available from Manager and Employee Self-Service Responsibilities. To ensure that certain data is not visible to all users, as an administrator, you can define roles for Self-Service Benefits What-if. Managers can review changes to benefits for employees in their security group that would result from proposed changes to the employee's HR record. Employees can view changes to their benefits based on proposed data changes to their HR records. The comparison is in terms of their electable choices, plan or option enrollment rate.

As a manager or an employee, you can compare current benefits with the proposed benefits based on the electable choices, and a plan or option enrollment rate. For example, you can view the benefits impact of relocation or a change in weekly hours worked.

See: Modeling a Person's Benefits Eligibility (Advanced Benefits), page 6-36

The system does not allow you to model electability if current life events are in progress. What-if electability depends only on the data changes you elect to model. Using the HRMS System Administrator responsibility, you need to enable the Benefits Compensation Objects Extra Information Type (EIT). This EIT enables you to add information about the type of compensation object such as program, plan type, compensation object name, and a flag indicating whether the compensation object is visible to the user.

See: Setting Up Extra Information Types Against a Responsibility, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

You also define the What-if Label that displays to users who perform the what-if modeling, and the life events for compensation objects and link one or more person changes to each life event.

See: Setting Up What-if Modeling, page 6-35

You can use the HRMS System Administrator responsibility to configure Self-Service Benefits What-if so that managers only view changes to benefits for employees in their security profile.

By default, the Self-Service Benefits pages do not display some fields. However, you can choose to display them using the Personalization Framework.

See: Benefits Enrollments, page 5-27

## Benefits Enrollments

This topic provides reference information you need to configure your Self-Service Benefits web pages using the Personalization Framework.

For **instruction text**, the tables below list--by web page region--the communication short name and the valid communication usages that are required when you define a communication type to display instruction text for a particular program, plan type, plan, or life event.

See: Defining Self-Service Instruction Text, page 5-35

**Hidden Fields:** This topic also lists--by web page region--all fields the application delivers as hidden which you can display using the Personalization Framework.

For example, by default all person name fields in Self-Service Benefits display names in the format 'First Last Suffix' (without commas between the parts of the name.) You can add the Full Name field to a web page and remove the delivered Name field. In the US, the Full Name field uses the format 'Prefix Last, First Middle Suffix'.

## Menu and Function Names

This module can be accessed from the following menus and functions:

User Menu Name	Function Name
Employee Self-Service	Self-Service Benefits Enrollment - Employee
Employee Self-Service	Self-Service Benefits Enrollment - Federal

## Configurable Pages and Shared Regions

The following definitions can be configured using the Personalization Framework:

### Family Members and Others, and Family Members and Others Detail Page

The Family Members and Others page enables a participant to view a record of their family members and other persons enrolled as dependents or beneficiaries of their benefits. Benefits participants can add another person to the Family Members and Others table by choosing the Add Another Person button, which opens the Family Members and Others Details page.

This page only displays when a person has either:

- An enrollment opportunity
- Eligibility for an unrestricted program
- A detected or unprocessed potential life event as of the system date

If one of these conditions does not exist, the application opens the Current Benefits page.

The seeded life event reason of *Added During Enrollment* prevents a life event from occurring when you create a family member or update a family member's details. If you define a life event reason of the type Personal, that you make Selectable for Self Service, you can trigger a life event when a person enters or deletes a contact on the Self-Service Human Resources Contacts page and selects a relationship start or end reason.

**Note:** It is recommended that you provide instruction text indicating that eligibility for benefits may be based on family members. However, you cannot use communication usages to restrict the display of instruction text to a compensation object or a life event for the Family Members page.

**Hidden Field:** Use the BEN\_FAMILY\_MBRS\_TABLE region to add the hidden Full Name field to the page and to remove the Name field if necessary.

## Family Members and Others

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Members Content	Instruction		FML.FAMILY_MBRS_CONTENT	Program, Life Event
Family Members Content	Help Tip			

## Family Members and Others Detail Page

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Add or Update Family Members	Instruction		FML.FAMILY_ADD_CONTENT	Program, Life Event
Name and Relationship	Instruction		FML.FAMILY_ADD_NAME	Program, Life Event
Address	Instruction		FML.FAMILY_ADD_ADDRESS	Program, Life Event
Miscellaneous Information	Instruction		FML.FAMILY_ADD_OTHER	Program, Life Event
Second Medical Coverage	Instruction		FML.FAMILY_ADD_SECOND_MEDICAL	Program, Life Event
Address	Help Tip			
Name and Relationship	Hint (Suffix)	92638	—	—
Address	Hint (Postal Code)	92639	—	—
Miscellaneous Information	Hint (National Identifier)	92640	—	—
Miscellaneous Information	Hint (Date of Birth)	92637	—	—
	Message (Required Field Missing)	92601	—	—
	Message (Invalid Birth Date)	92598	—	—

## Configurable FlexFields

### Family Members and Others Page

Region	Flex Name	Flex Code
Add or Update Family Members	Further Person Information	hrpersondevdfflex
Miscellaneous Information	Additional Contact Relationship Details	Add Cont Details D Flexfield

See: Configuring Flexfields, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

### Benefits Enrollment Overview Page

The Benefits Enrollment Overview web page enables a participant to view a record of their current benefits and to enroll into a new set of benefits.

**Hidden Fields:** You can use the following regions to add the hidden Full Name field to the page and to remove the Name field if necessary.

- BEN\_OVW\_SELECTIONS\_TABLE
- BEN\_OVW\_CVRD\_DEPS\_TABLE
- BEN\_OVW\_BENEF\_TABLE
- BEN\_OVW\_PCP\_TABLE

You can use the BEN\_OVW\_SELECTIONS\_TABLE region to display a column for the taxable cost of a benefit. This column corresponds to a standard rate with an activity type of Self-Service Display, or--if you are displaying multiple rates for the compensation object--to the rate you have defined with 3 in the Self Service Display Order field. If you are displaying multiple rates, you can also display the Cost 2 (After Tax Cost) and Cost 4 (Miscellaneous) columns to show the rates you have defined with 2 and 4 in the Self Service Display Order field.

You can also use the BEN\_OVW\_SELECTIONS\_TABLE region to display Coverage Start and End Date columns. These columns show the coverage start and end dates for each election.

## Benefits Enrollment Overview Page

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Enrollment Overview Content	Instruction		BEO.ENRL_OVERVIEW_CONTENT	Program, Life Event
Flex Credits	Instruction		BEO.FLEX_CREDITS	Program, Life Event
Flex Credit Summary	Instruction		BEO.OVERVIEW_FC_SUMMARY	Program, Life Event
Flex Credit Rollovers	Instruction		BEO.FLEX_CREDIT_ROLLOVERS	Program, Life Event
Benefit Selections	Instruction		BEO.OVERVIEW_SELECT IONS	Program, Life Event
Covered Dependents	Instruction		BEO.OVERVIEW_CVRD_DE PS	Program, Life Event
Beneficiary Enrollment Overview	Instruction		BEO.ENRL_OVERVIEW_BENEF	Program, Life Event
Primary Care Providers Enrollment Overview	Instruction		BEO.ENRL_OVERVIEW_PCP	Program, Life Event
Enrollment Overview Content	Message (No Enrollment Opportunity, Brief Message)	92570	--	--
Enrollment Overview Content	Message (No Enrollment Opportunity, Detail Message)	92571	--	--

## Current Benefits Overview Page

The Current Benefits Overview web page enables a participant to see a record of their current benefits.

**Hidden Fields:** You can use the following regions to add the hidden Full Name field to the page and to remove the Name field if necessary.

- BEN\_OVW\_CVRD\_DEPS\_TABLE
- BEN\_OVW\_BENEF\_TABLE

- BEN\_OVW\_PCP\_TABLE

You can also use the BEN\_OVW\_SELECTIONS\_TABLE region to display Coverage Start and End Date columns. These columns show the coverage start and end dates for each election.

## Current Benefits Overview Page

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Current Benefits Overview Content	Instruction		CBO.CURRENT_OVERVIEW_CONTENT	Program
Flex Credits	Instruction		CBO.FLEX_CREDITS	Program
Flex Credit Summary	Instruction		CBO.OVERVIEW_FC_SUMMARY	Program
Flex Credit Rollovers	Instruction		CBO.FLEX_CREDIT_ROLLOVERS	Program
Benefit Selections	Instruction		CBO.OVERVIEW_SELECT IONS	Program
Covered Dependents	Instruction		CBO.OVERVIEW_CVRD_DE PS	Program
Beneficiary Overview	Instruction		CBO.ENRL_OVERVIEW_BENEF	Program
Primary Care Providers Overview	Instruction		CBO.OVERVIEW_PCP	Program
Current Benefits Overview Content	Message (No Current Enrollment, Brief Message)	92572	—	—
Current Benefits Overview Content	Message (No Current Enrollment, Detail Message)	92573	—	—

## Benefits Selection Page

The Benefits Selection page enables a participant to select one or more plans in which to enroll.

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Enrollment Selection Content	Instruction		BNS.ENRT_SELECTION_CONTENT	Program, Life Event
Top Flex Credit Region	Instruction		BNS.ENRT_SELECTION_CR_TOP	Program, Life Event
Bottom Flex Credit Region	Instruction		BNS.ENRT_SELECTION_CR_BOTTOM	Program, Life Event
Selection Area	Instruction		BNS.ENRT_SELECTION_SELECT_AREA	Program, Plan Type, Life Event
Selection Area	Help Tip (Certification Legend)			
Selection Area	Help Tip (Enter Annual Rate Input Box, Long Tip)			
Selection Area	Help Tip (Enter Rate Input Box, Long Tip)			
Selection Area	Help Tip (Enter Benefit Amount Input Box, Long Tip)			
Selection Area	Message (Enter Annual Rate, Long Tip)	BEN_ENRT_ANN_RTVAL_TIP		
Selection Area	Message (Enter Rate, Long Tip)	BEN_ENRT_BNFTAMT_TIP		
Selection Area	Message (Enter Benefit Amount Tip)	BEN_ENRT_RTVAL_TIP		
Selection Area	Message (Tokens for above messages)	BEN_ENRT_SELECT_TIP_ANY_AMOUNT		
Selection Area	Message (Tokens for above messages)	BEN_ENRT_SELECT_TIP_ANY_VALUE		



## Dependents Selection Page

The Dependents Selection page enables a participant to add their dependents to a plan.

**Note:** For Advanced Benefits customers: if participant dependents are not displaying in this page, verify that you have linked the appropriate life events to the program or plan enrollment requirements in the Dependent Change of Life Event window.

**Hidden Field:** Use the BEN\_ENRL\_DEPEN\_SELECTION\_TABLE region to add the hidden Full Name field to the page and to remove the Name field if necessary.

## Dependents Selection Page

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Dependents Selection	Instruction		--	--
Dependents Selection	Instruction		DPS.ENRL_DEPENDENTS_CONTENT	Program, Life Event
Dependents Selection	Hint (Dependent Table)		DPS.ENRL_DEPENDENTS_CONTENT_PL	Program, Plan Type, Plan, Life Event
Dependents Selection	Message (Can't Designate)	92588	—	—

## Beneficiary Selection Page

The Beneficiary Selection page enables a participant to add their beneficiaries to a plan.

**Hidden Field:** Use the BEN\_BENEF\_SELECTION\_TABLE region to add the hidden Full Name field to the page and to remove the Name field if necessary.

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Beneficiary Selection	Instruction (Page)		BFS.BENEFICIARY_CONTENT	Program, Life Event
Beneficiary Selection	Instruction (Plan Level Table)		BFS.BENEFICIARY_CONTENT_PLAN	Program, Plan Type, Plan, Life Event
Family Members and Others	Instruction		BFS.BENEFICIARY_CONTENT_FAMILY	Program, Plan Type, Plan, Life Event
Organizations	Instruction		BFS.BENEFICIARY_CONTENT_ORGS	Program, Plan Type, Plan, Life Event
Beneficiary Totals Table	Hint			
Beneficiary Selection	Message (Can't Designate)	92587	—	—

## Primary Care Provider Page

The Primary Care Provider page enables a participant to select a care provider. If your enterprise partners with a third party supplier of primary care provider information, you can configure this page to allow web-based searches of a database of provider information.

See: Configuring the Primary Care Provider Search Facility, page 5-36

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Primary Care Provider Selection Content	Instruction	Instruction	PCP.PcpSelectContentPageLevel	Program, Life Event
Primary Care Provider Selection Content	Instruction	Instruction	PCP.PcpSelectContentPlanLevel	Program, Plan Type, Plan, Life Event
Primary Care Provider Selection Content	Hint		—	—
Primary Care Provider Selection Content	Message (Can't Designate)	92567	—	—

## Primary Care Provider Summary and Search Pages

**Hidden Fields:** You can use the following regions to add the hidden Full Name field to the page and to remove the Name field if necessary.

- BEN\_PCP\_SEARCH\_TABLE
- BEN\_PCP\_SELECT\_TABLE

On the Primary Care Provider Search page, you can use the BEN\_PCP\_SEARCH\_CRITERIA region to add the hidden fields of Physician Group and Hospital. The hidden fields of Location, School, and Degree are reserved for future use.

For the Physician Group, Hospital, Language, and Specialty fields, you must load the available data as provided by your third party provider into the corresponding Lookup Codes--in the following order--using the Application Utilities Lookups window in the Professional User Interface.

- BEN\_PCP\_MED\_GRP
- BEN\_PCP\_HOSPITAL
- BEN\_PCP\_LANGUAGE
- BEN\_PCP\_SPCLTY

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Primary Care Provider Search	Instruction		PCS.PCP_SEARCH	Program, Plan Type, Plan, Life Event
Search	Instruction		PCS.PCP_SEARCH_CRITERIA	Program, Plan Type, Plan, Life Event
PCP Result Table	Instruction		PCS.PCP_SEARCH_RESULT	Program, Plan Type, Plan, Life Event
Ben PCP XML Request Params	Tip			
Ben PCP XML Request Params	Message (No PCs found)			

## Confirmation Page

The Confirmation page enables a participant to see a summary of their choices and a warning of any oversights or miscalculations they may have made.

**Note:** You can also use the Confirmation page to display a *signature region* for participants to print from their web browser. Use this region if you require a participant's signature as part of a benefits enrollment. Use the Personalization Framework to display the signature region for this page.

**Hidden Fields:** You can use the following regions to add the hidden Full Name field to the page and to remove the Name field if necessary.

- BEN\_OVW\_BENEF\_TABLE
- BEN\_OVW\_CVR\_DEPS\_TABLE
- BEN\_OVW\_PCP\_TABLE

You can use the BEN\_OVW\_SELECTIONS\_TABLE region to display a column for the taxable cost of a benefit. This column corresponds to a standard rate with an activity type of Self-Service Display, or--if you are displaying multiple rates for the compensation object--to the rate you have defined with 3 in the Self Service Display Order field. If you are displaying multiple rates, you can also display the Cost 2 (After Tax Cost) and Cost 4 (Miscellaneous) columns to show the rates you have defined with 2 and 4 in the Self Service Display Order field.

You can also use the BEN\_OVW\_SELECTIONS\_TABLE region to display Coverage Start and End Date columns. These columns show the coverage start and end dates for each election.

Region t	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Ben Enrollment Confirmation Content	Instruction		BEC.ENRL_CONF_CONTENT	Program, Life Event
Flex Credits	Instruction		BEC.FLEX_CREDITS	Program, Life Event
Flex Credit Summary	Instruction		BEC.OVERVIEW_FC_SUMMARY	Program, Life Event
Flex Credit Rollovers	Instruction		BEC.FLEX_CREDIT_ROLLOVERS	Program, Life Event
Benefit Selections	Instruction		BEC.OVERVIEW_SELECTIONS	Program, Life Event
Covered Dependents	Instruction		BEC.OVERVIEW_CVRD_DEPS	Program, Life Event
Beneficiaries Enrollment Confirmation	Instruction		BEC.ENRL_CONF_BENEFICIARIES	Program, Life Event
Primary Care Providers Enrollment Confirmation	Instruction		BEC.ENRL_CONF_PCP	Program, Life Event
BEN_ENRL_CONF_WARNINGS	Message (Confirmation Success)	92605	—	—
BEN_ENRL_CONF_WARNINGS	Message (Action Item Warning)	92606	—	—

## Configurable FlexFields

### Confirmation Page

Region	Flex Name	Flex Code
Benefit Selections	Additional Ben Prtt Enrt Rslt F Details	N/A

## Unused Flex Credits Page

The Unused Flex Credits page provides a summary of the flex credits left unspent by a participant.

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Unused Flex Credits Content	Instruction		FLX.UNUSED_FLEX_CREDIT_CONTENT	Program, Life Event
Unused Flex Credits Content	Instruction		FLX.UNUSED_FLEX_CREDIT_NONE	Program, Life Event
Unused Flex Credits Content	Message (No Unused Flex Credits)	92633	—	—
Unused Flex Credits Content	Message	92632	—	—

## Change Session Date Page

The Change Session Date page lets you test future-dated elections. For example, you may want to perform system testing before the start of an open enrollment period. This page should be removed in your production environment so that benefits participants do not alter their enrollment date.

See: Setting the Effective Date of a Scheduled Enrollment in Self-Service Benefits, page 5-33

Region	Tip Type	Message Name
Session Date Content	Instruction	92604
Session Date Content	Tip (Effective Date)	92637

## Temporary ID Card Page

The Temporary ID Card page lets a participant print an ID card which the participant can use to obtain medical, dental, or other benefit treatment before the participant receives the official membership card from the provider.

Region	Tip Type	Message Name	Required Communication Short Name	Valid Communication Usages
Oracle Self-Service Human Resources Identification Card	Instruction		TMP.ENRL_TEM P_ID_PAGE	Program, Life Event
Ben Temporary ID Card Content	Instruction		TMP.ENRL_TEM P_ID_PLAN	Program, Plan Type, Plan, Life Event
Temporary ID Card	Instruction		TMP.ENRL_TEM P_ID_CARD	Program, Plan Type, Plan, Life Event

See: Configuring Web Pages, *Oracle HRMS Deploy Self-Service Capability Guide*

## Self-Service Benefits What-if Pages

You can access Self-Service Benefits What-if from the following menus and functions:

### ***Menu and Function Names***

User Menu Name	Function Name
Manager Self-Service	Self-Service Benefits What-if Manager
Employee Self-Service	Self-Service Benefits What-if Employee

You can configure the following definitions using the Personalization Framework.

### ***Configurable Tips and Instructions***

<b>Region</b>	<b>Tip Type</b>	<b>Message Name</b>
Impact on Benefits Region	Header Text	BEN_93423_SS_WATIF_HDR_LABEL
Choose Winning Life Event Region	Message (Error)	BEN_93393_WATIF_CONFLICT_LER
Choose Winning Life Event Region	Instruction	BEN_93392_WATIF_CNFLT_LER_INS
Effective Date Region	Instruction	BEN_93389_WATIF_EFF_DATE_INS
Associated Data Changes Region	Instruction	BEN_93391_WATIF_DATA_CHG_INS
Impact on Benefits Region	Instruction	BEN_93394_WATIF_PG_INS_TEXT

You can personalize the following columns to display them:

### ***Seeded Hidden Columns***

<b>Column Name</b>	<b>Displayed Detail</b>
Reference Period	Activity Reference Period
Current Electable	Compensation objects currently electable
Current Coverage	Coverage information about currently electable compensation objects
Current Defined Amount	Defined Amount
What-If Electable	Compensation objects based on the what-if modeling
What-If Coverage	Coverage information about compensation object based on the what-if modeling
What-If Defined Amount	Defined Amount based on what-if modeling

## **Setting Up Self-Service Benefits Enrollments**

You must complete your plan design in the professional forms interface before you can view a self-service benefits enrollments web page. If you license Advanced Benefits, you can run the Participation Batch Process from the Concurrent Manager to create electable choices for eligible participants.

If you use Standard Benefits, or if you are an Advanced Benefits customers using the **unrestricted** enrollment method, you can begin to allow participant enrollments after



you create your plan design. The application creates the self-service enrollment page when the person logs into Self-Service Benefits.

**To set up self-service benefits enrollments:**

1. Review the sample benefits web pages. You can configure the following elements using the Personalization Framework:
  - Section titles
  - Table Layout
  - Hints
  - Tips
  - Fields (you can choose to display fields that are hidden by default)
  - Field labels

See: *Configuring Web Pages, Oracle HRMS Deploy Self-Service Capability Guide*

2. Define instruction text for each web page region. You do this by defining a communication type and associating the instruction text with a web page Region.

See: *Defining Communication Types, page 5-169*

You can include a link in your instruction text to another web site using HTML syntax. You could create a link to reference information contained in a summary plan description. For example:

See the `<a href="http://www.visionmedical.com" target=_newWindow">Vision Medical web site </a>` for more information.

In this example, the application opens the web page in a new browser window.

3. Define when you want the instruction text displayed. You can vary the instruction displayed according to:
  - Program
  - Plan Type
  - Plan
  - Life Event (Advanced Benefits)

See: *Defining When to Use a Benefits Communication, page 5-170*

4. Create a hypertext link from a compensation object to a web page which describes that program, plan type in program, plan in program, plan, or option in plan. To create a hypertext link, use one or more of the following windows:
  - Programs (for a program)
  - Plan and Plan Type window (for a plan or a plan type in program)
  - Plans window (for a plan)
  - Maintain Plan Options window (for an option in a plan)

The link appears in the Benefits Selection web page, or--for Programs--the Overview page.

See: *Defining a Benefits Program, page 1-57*

5. Review Messages and change any that do not meet your requirements.
6. Configure Action Item messages (Advanced Benefits) to meet your requirements.  
The application displays Action Item messages at the end of the enrollment process on the Confirmation page.  
See: Enrollment Action Types in Enrollment Requirements, page 5-83
7. Set up any life event reasons that you want to trigger when a user adds, updates, or deletes a family member contact in Self-Service Benefits.  
See: Defining General Characteristics of Life Event Reasons, page 5-77
8. Configure whether benefits participants have the option to select a Primary Care Provider (PCP) for a benefits plan.  
See: Maintaining Primary Care Providers for a Plan, page 1-78
9. Configure whether you want benefits participants to have access to the Primary Care Provider Search facility.  
See: Configuring the Primary Care Provider Search Facility, page 5-36

## Enabling Self-Service Benefits Enrollment Notifications

You can configure Self-Service Benefits Enrollments so that an enrollment update generates a notification to an HR professional.

To enable enrollment notifications, you update one of the seeded functions in the Form Functions window using the system administrator responsibility.

See: Enrollment Change Workflow Notifications, page 5-8

### To enable Self-Service Benefits Enrollment Notifications:

1. Query the function that you want to update. Choose one of the following:
  - Employee Self-Service (BEN\_SS\_BNFT\_ENRT)
  - Manager Self-Service (BEN\_SS\_MGR\_ENRT)
2. Choose the Form tab.
3. In the Parameters field, verify that the following parameter appears:  
displayDate=N&allowEnrt=Y&sessionDate=&sendFYINotification=N&wfProcessName=FYI\_NOTIFICATION\_PRC.  
**Note:** If you do not see this string, you must manually enter the parameter.
4. To enable workflow notifications, replace sendFYINotification=N with sendFYINotification=Y.
5. Replace the wfProcessName=FYI\_NOTIFICATION\_PRC portion of the parameter with your custom process name.
6. Save your work.

## Setting Up User Access to Self-Service Benefits

Self-Service Benefits functions are attached to the Benefits Self-Service menu. You can change menu names and function names, or remove menus and functions if required.

As a standard practice, you should copy and edit all delivered menus you want to update. Otherwise, your changes will be overwritten the next time you apply a patch to the application.

If you create a new submenu, you must update the AK regions which point to the submenu.

See: *Configuring Tabbed Regions, Oracle HRMS Deploy Self-Service Capability Guide*

### To set up user access to self-service benefits:

1. Log on to Oracle HRMS with the System Administrator responsibility.
2. Open the Menus window.
3. Query the Self-Service Menu in the Menu field: HR\_EMPLOYEE\_DIRECT\_ACCESS\_WEB. The following Self-Service User Menu Name displays to users:

- Employee Self-Service

You can change the menu name if required.

4. Query the Benefits Submenu in the Menu field: BEN\_SELF\_SERVICE\_BENEFITS. The following Benefits Submenu User Name displays:

- Benefits Self Service

Because the Benefits Self Service submenu is not linked to a top level menu (it has no prompt) the submenu is hidden. The Benefits Self Service submenu has the following prompts.

- Benefits Enrollment
- Current Benefits

These prompts function as the labels on the tabs of the self-service web page.

5. Save your work and close the Menus window.
6. If you create a new submenu, you must update the AK regions which point to the submenu.

Complete steps 2 to 7 to update the region items, or proceed to step 8 if you do not intend to create any new submenus.

See: *Configuring Tabbed Regions, Oracle HRMS Deploy Self-Service Capability Guide*

7. Using an AK Developer responsibility, log on to the application.
8. Open the Regions window.
9. Query one of the following regions in the Region ID field:
  - BEN\_BENEFICIARY\_PAGE
  - BEN\_CURR\_OVW\_PAGE
  - BEN\_ENRL\_CONF\_PAGE
  - BEN\_ENRL\_DEPENDENTS\_PAGE

- BEN\_ENRL\_OVERVIEW\_PAGE
- BEN\_ENRT\_SELECTION\_PAGE
- BEN\_FAMILY\_MBRS\_PAGE
- BEN\_FAM\_ADD\_PAGE
- BEN\_PCP\_SEARCH\_PAGE
- BEN\_PCP\_SELECT\_PAGE
- BEN\_UNUSED\_FLEX\_CREDIT\_PAGE

10. Choose the Region Items button to open the Region Items window.
11. In the Attribute Name column, select the Application Menu entry.
12. Scroll to the Menu Name column and update the field with the new menu as entered in the Menu field of the Menus window.
13. Repeat for each region listed in step 9.
14. Save your work and close the Region Items window.
15. You can use the Form Functions window to customize the seeded functions--BEN\_SS\_BNFT\_ENRT and BEN\_SS\_MNGR\_ENRT.
16. Use the Form Functions window to create your own Self-Service Benefit functions from the sample functions supplied. The sample User Function Names are:

- Self Service View Current Benefits
- Self Service Benefits Enrollment

The Function Names are:

- BEN\_SS\_CURR\_BNFT
- BEN\_SS\_BNFT\_ENRT

If you update the seeded functions, you must update your custom function to use the seeded parameters and HTML Calls.

**Note:** It is a good practice to check the Readme for each Self-Service Benefits patch you apply to see if the parameters and HTML Calls for the seeded functions have changed.

17. Set Security Profiles. Use the System Profile Values window to link the responsibility you have created to a Security Profile and your Business Group. The Security Profile is:

- HR: Security Profile

**Note:** If you fail to link your Responsibility to your Business group with the HR: Security Profile, any benefits participants who attempt to enroll will receive an error message indicating they cannot enroll.

18. Set the HR: Business Group Profile. Use the System Profile Values window to link the responsibility you have created to your Business Group. The Business Group Profile is:

- HR: Business Group

19. Define the people you would like to access Self-Service Benefits.

There are two ways to do this. You can follow the typical steps for defining a new user and assign each user a responsibility that enables access to Self-Service Benefits, one at a time.

Or, you can set up concurrent programs to automate this manual process.

See the White Paper titled: *Batch Creation of User Accounts*, available from MetaLink.

## Setting the Effective Date of a Scheduled Enrollment in Self-Service Benefits

Self-Service Benefits provides different ways of controlling the date on which the application records a participant election:

- The Change Session Date web page (for testing environments in both Standard and Advanced Benefits)
- The Change Session Date menu parameter (Standard Benefits)
- Normal date processing based on the session date (Advanced Benefits)

The Change Session Date web page lets you test future-dated elections, such as for an upcoming open enrollment period.

Use the Change Session Date menu parameter if you use Oracle Standard Benefits and you want to record the life event occurred date of an enrollment for a date that is not equal to the system date.

For example, if you schedule your open enrollment period for the first two weeks in November, you can set the session date to record all enrollments as of January 1st of the following year.

**Note:** You can use both features simultaneously, but the date the user enters in the Change Session Date web page overrides the session date parameter for the current session.

### To set the session date in Self-Service Benefits:

1. Log in to Oracle HRMS using a System Administrator responsibility and open the Form Functions window.
2. Choose the Description tab.
3. Query the Function Name for which you want to set the session date. Choose from:
  - BEN\_SS\_BNFT\_ENRT (Employee Self-Service Benefits)
  - BEN\_SS\_MGR\_ENRT (Manager Self-Service Benefits)
4. Choose the Form tab.
5. Update the seeded parameter to display the Change Session Date page or to set the effective date to a date you choose.

**Note:** If you do not set the session date, Self-Service Benefits processes dates based on the date codes you select in your plan design.

In the following example, setting *displayDate=Y* displays the Change Session Date web page. Setting *&sessionDate=12/31* sets the session date to December 31st for the BEN\_SS\_MGR\_ENRT function.

```
displayDate=Y&sessionDate=12/31&pFromPersonSearch=Y&pFormFunction=
BEN_SS_MGR_SRCH
```

You enter the session date in *mm/dd* format. Do not include the year.

**Note:** You should remove this web page from your production environment by setting *displayDate=N* so that benefits participants cannot alter their enrollment date.

### Deriving the Year of the Session Date

The application derives the year to use for the session date, so you should not include a year in the session date parameter.

If you enter a session day and month that is prior to or equal to the *system* day and month, the application uses the following year. If you enter a session date that is later than the system day and month, the application sets the session date to the current year.

## Configuring Unrestricted Program Enrollment Processing

Whenever a participant accesses the Benefits function in Self-Service Benefits, the Participation Process evaluates the participant's eligibility for unrestricted program enrollments. During an annual open enrollment period, with many participants accessing the application at once, this can impede system performance.

To reduce system load, you can restrict when the application re-evaluates unrestricted programs for a participant.

Also, you can remove access to the Benefits Enrollment Overview web page during those periods when you do not want participants to enter or update benefits elections for any event. In these instances, participants can still view their past, current, and future elections using the Current Benefits Overview web page.

### To configure unrestricted program enrollment processing:

1. Log in to Oracle HRMS using a System Administrator responsibility and open the Form Functions window.
2. Choose the Description tab.
3. Query the Function Name for which you want to configure unrestricted enrollment processing. Select one of the following:
  - BEN\_SS\_BNFT\_ENRT (Self-Service Benefits Enrollment - Employee)
  - BEN\_SS\_MGR\_ENRT (Self-Service Benefits Enrollment - Internal Use)
4. Choose the Form tab to display the following parameter:

```
displayDate=Y&allowEnrt=Y&sessionDate=&sendFYINotification=Y&wf
ProcessName=FYI_NOTIFICATION_PRC&ssProcessUnrestricted=Y
```
5. If you do not see the parameter, enter the parameter string as listed above.

6. To force the Participation Process to re-evaluate a participant for each access of the Benefits function, leave the seeded parameter ssProcessUnrestricted=Y. Use this setting during open enrollment.
7. To disallow unrestricted enrollments in Self-Service Benefits, update the seeded parameter by setting ssProcessUnrestricted=N. Use this setting outside of your Open Enrollment period to prevent Self-Service enrollments.
8. Set ssProcessUnrestricted=P to restrict Unrestricted enrollment evaluation during your Open Enrollment period to the following scenarios:
  - This is the first time the application has evaluated the unrestricted event for the person, and no unrestricted events exist for the person.
  - The Participation Process has not processed the unrestricted event for the current annual enrollment period, and the current session date is later than the existing unrestricted life event occurred on date.
  - The Life Event Occurred On Date for the unrestricted event equals the session date, and there is a person change made after the last unrestricted process run to one of the following tables.
    - Per\_addresses
    - Per\_all\_assignments\_f
    - Per\_all\_people\_f
    - Per\_contact\_relationships
    - Per\_pay\_proposals
    - Per\_periods\_of\_service
    - Per\_qualifications
    - Ben\_per\_bnfts\_bal\_f
    - Per\_absence\_attendances
    - Per\_person\_type\_usages\_f
9. Save your work.

## Defining Self-Service Instruction Text

Use the Communication Types window in the Professional User Interface to define regional instruction text for Self-Service Benefits Enrollments and Individual Compensation Distributions.

You can vary the instruction text that displays in a region based on different criteria, such as the presence of a life event or enrollment in a particular compensation object.

### To define a communication type:

1. Enter a Name for the communication type you are defining.
2. Enter a Short Name for this communication type.

**Note:** Self-Service uses the short name to link the instruction text you write to a specific region in a Self-Service Benefits web page. You must enter the short name in the following

format: **BEN.REGIONNAME**. Exclude the **BEN** prefix from the regionname portion of the short name.

See: Benefits Enrollments, page 5-14 for a list of the required short names for each web page region.

3. Select a To Be Sent code of Not Applicable.
4. Select a Usage type of Self Service Instruction Text to indicate you are configuring a self-service web page.
5. Save your work.
6. Choose the Usages button.
7. Select a value for one or more of the following parameters to limit the conditions under which instruction text is displayed.
  - Life Event
  - Program
  - Plan
  - Plan Type
  - Enrollment Period
  - Action
8. Select a Usage Rule if your criteria for determining the conditions under which instruction text is generated cannot be fully accommodated by the usage criteria on this window.
9. Enter instruction text in the Self Service Instruction Text field that corresponds to the region of the self-service web page that you are configuring.
10. Save your work.

## Configuring the Primary Care Provider Search Facility

As part of a self-service enrollment, a benefits participant can select a primary care provider (PCP) for a benefit plan. As a system administrator, you can configure Self-Service Benefits so that a participant can select a primary care provider through a web-based search of a PCP database.

Self-Service Benefits also supports free form text entry of primary care providers without validation when a repository of PCP data is not used.

Follow the instructions below based on the search type configured by your enterprise.

### Setting up an XML-Enabled Primary Care Provider Search

If the search criteria entered by a benefits participant is formatted as an XML search request for use with a database of primary care providers (maintained by your enterprise or a third party), you use the Personalization Framework to configure information such as the URL of the information provider and the Document Type Definition (DTD) used by the search.

**Note:** If you change your PCP Search Configuration, you must delete any Personalization changes and re-enter the PCP configuration data.



### To set up an XML-enabled primary care provider search:

1. Navigate to the Primary Care Provider Search page from the Self-Service Benefits Enrollments menu.
2. Choose the Personalize Ben PCP XML Request Params link.
3. Select a Personalization Level.
4. Choose the Advanced Settings button.
5. Select the Ben PCP Provider Information item and enter the URL of the information provider in the New Column Name field.

**Note:** Enter the URL as you would in the Address or Location field of your web browser. Do not enclose the URL in quotations.

6. Select the Ben PCP XML DTD item and enter the URL of the XML Document Type Definition in the New Column Name field.
7. Select the Ben PCP Info Provider Client ID item and enter the Client ID given by the information provider in the New Column Name field.
8. If you use a proxy server to access an external web site, select the Ben PCP Server Proxy Set item and enter **true** in the New Column Name field.
  - If you do not use a proxy server, enter **false**.
9. If you use a proxy server, select the Ben PCP Server Proxy Port item and enter the port number (typically 80) in the New Column Name field.
10. If you use a proxy server, select the Ben PCP Proxy Host item and enter the URL of the proxy server in the New Column Name field.
11. Select the Ben PCP XML Version item and enter the version of XML you are using in the New Column Name field, such as 1.0
12. Select the Ben PCP Max Records item and enter the maximum number of records to be returned by the query in the New Column Name field.

**Note:** For best performance, it is recommended that the maximum number of records be set to 100 or less.

13. Select the Ben PCP Request Method item and enter the HTTP request method expected by the information provider (such as GET or POST) in the New Column Name field.
14. Select the Ben PCP Show Label item and enter a message to display in the Result Table if the search returns no provider.
15. Select the Ben PCP Direction item and enter the text to display in the Map Column of the Result Table.
16. Select the Ben PCP Table Bar Text item and enter the text to display in the Result Table Bar.

### Setting Up a Primary Care Provider Search without XML

Customers who create a search page which does not format the PCP query in XML can follow these guidelines for creating a PCP search that is compatible with Self-Service Benefits.

**To set up a primary care provider search without XML:**

1. Navigate to the Primary Care Providers page from the Self-Service Benefits Enrollments menu.
2. Choose the Personalize Primary Care Provider Selection Table link.
3. Select a Personalization Level.
4. Choose the Advanced Settings button.
5. Select the Search item and enter the URL in the URL field that is accessed when a participant clicks the Search button on your custom Search web page.
6. A system administrator or application developer creates a search page that performs the query and accepts the following page-context variables:
  - PcpPersonId = (Person ID of the person for whom you are searching for a primary care provider )
  - PcpPIId = (Plan ID defined for the plan in the database)
  - PcpPITypId = (Plan Type ID defined in the database)

**Note:** You do not need to use these variables if they are not required for your search or validations.
7. If the search is canceled without a selection of a PCP, the following URL must be used to return to the search page:
  - /OA\_HTML/OA.jsp?akRegionCode=BEN\_PCP\_SELECT\_PAGE&akRegionApplicationId=805&pcpSearchCancel=1.

**Note:** Replace the directory OA\_HTML with the base HTML directory of your installation.
8. If the search is successful, the URL accessed by the query must return the following information (properly formatted) with the following parameter names and data types:

Parameter Name	Data	Value	Example
ExtId	ID of the primary care provider per the plan.	Number	10154244 (id)
PcpName	Name of the primary care provider	String	Sue Jones, MD (doctorsName)
PcpSpecialty	Specialties of the primary care provider	String	Internal Medicine, Pediatrics (specialty)
PcpPIId	The plan ID that corresponds to the plan name	Number	905 (planId)
PcpPersonId	The person ID passed to the database as part of the query	Number	928374655 (personId)
PcpTypCd	The code of the first primary care provider specialty that is returned by the query	Number	23 (pcpTypCd)

The URL returned by the search should look like this:

- /OA\_HTML/OA.jsp?akRegionCode=BEN\_PCP\_SELECT\_PAGE&akRegionApplicationId=805&ExtId=id&PcpName=doctorsName&PcpSpecialty=specialty&PcpPIId=planId&PcpPersonId=personId&PcpTypCd=pcpTypCd

**Note:** Replace the directory OA\_HTML with the base HTML directory of your installation and replace the variables in the URL with the actual values.

# COBRA Benefits and HIPAA

## COBRA Administration

Oracle HRMS provides an approach to COBRA administration that allows you to design COBRA programs in accordance with US regulatory requirements while giving you administrative flexibility.

As a prerequisite to creating COBRA programs and plans, you should have a familiarity with the application's features for benefit plan design, eligibility profiles, and activity rate definition.

COBRA administration can be thought of in the following phases:

- Designing the COBRA program
- Defining COBRA life events (Advanced Benefits)
- Establishing enrollment requirements for programs (Advanced Benefits)
- Creating COBRA eligibility profiles
- Defining contribution rates for COBRA plans
- Defining COBRA communication types
- Setting up communication extracts

Once you have defined your COBRA program, the following COBRA administration tasks apply:

- Determining first-time and on-going eligibility for COBRA
- Running pre-enrollment literature extracts
- Enrolling participants, covered dependents, and beneficiaries in COBRA programs
- Recording participant COBRA payments
- Tracking temporally-based COBRA eligibility
- De-enrolling ineligible COBRA participants

## COBRA Program Design

You administer COBRA benefits in Oracle HRMS by defining a *COBRA program* that contains those medical, dental, vision, and flexible spending account plans that are subject to COBRA regulations.

Because you can link a plan to more than one program, there is no need to define one plan for your regular program and a second plan for a COBRA program. You can apply activity rates at the plan in program level so that the COBRA plan has a different contribution rate than the regular plan.

You define a COBRA program by selecting a program type of COBRA or COBRA with Credits on the Programs window. Select COBRA if you enroll COBRA participants using the Non-Flex Enrollment window, or select COBRA with Credits if you are an Advanced Benefits customer and you use the Flex Enrollment window to enroll COBRA participants. For each plan that is subject to COBRA, you link the plan to the COBRA program and enter a COBRA Payment Day for the plan in the Plans window.

**Note:** You can define a single COBRA program to contain all your COBRA plans, or you can define multiple COBRA programs.

## Maximum Enrollment Periods

You can define the maximum enrollment period for a COBRA program. This period can vary based on a life event. You must define a maximum enrollment period in order to cover qualified beneficiaries.

For example, the standard maximum enrollment period for COBRA is 18 months. However, subsequent qualifying life events that occur while a person is covered under COBRA can extend the maximum enrollment period. For example, the divorce or death of the participant can extend the coverage period for the participant's spouse and covered dependents.

## Limitations to Changing Coverage (Advanced Benefits)

COBRA participants can change their elections during an open enrollment period. You can define enrollment restrictions that limit a participant's election options based on the coverage they had before the COBRA qualifying life event.

## COBRA Life Events (Advanced Benefits)

Advanced Benefits customers can define the life events that trigger a first time COBRA enrollment, or a subsequent life event (such as a divorce) that extends COBRA coverage.

When you define a life event that impacts COBRA eligibility, select the COBRA Qualifying Event field in the Life Event Reasons window.

The product is delivered with the following predefined COBRA life events:

- **Loss of Eligibility** - This life event is triggered when a participant waives COBRA coverage or does not enroll during the initial enrollment period.
- **Non or Late Payment** - This life event is triggered when a participant fails to make a payment or makes a late payment.
- **Maximum Enrollment Period Reached** - This life event is triggered when the maximum enrollment period is reached.
- **Voluntary End of Coverage** - This life event is triggered when the participant voluntarily terminates coverage.

## Participation Eligibility Profiles for COBRA

You define COBRA eligibility profiles to control eligibility for a COBRA plan. Oracle HRMS provides all the eligibility criteria you need to create eligibility profiles that allow you to administer COBRA plans according to regulations.

When you define a COBRA eligibility profile, you include one criteria type in each profile. The compensation object to which you link the profile depends on the criteria in the profile. Eligibility profiles can be defined such that participants who meet the specified criteria are either *included* or *excluded* from eligibility.

See: COBRA Eligibility Profiles, page 5-42 for an overview of each eligibility profile that you can create to determine COBRA eligibility.

## Dependent Coverage Eligibility Profiles for COBRA

COBRA regulations allow dependents to make elections independent from the elections of a primary participant. The system supports the definition of two optional dependent eligibility profiles for COBRA.

### Covered in Other Plan

This dependent eligibility profile excludes dependents from COBRA plan eligibility who were not enrolled in a plan subject to COBRA one day before the COBRA qualifying event.

- Select the plans in a program that are subject to COBRA that you want to include in the profile.
- Select a Date Determination code of Date of Determination Minus 1.

### Designator Currently Enrolled

This dependent eligibility profile determines if a dependent designator is enrolled in a COBRA plan. During an open enrollment period, COBRA participants can add or remove dependents from COBRA coverage. You can use this eligibility profile to exclude dependents from open enrollment who were not enrolled in COBRA coverage after the qualifying life event.

## COBRA Eligibility Determination

You run the Participation batch process in Life Event or Scheduled mode to determine eligibility and electability for COBRA benefits if you are an Advanced Benefits customer. If you use Standard Benefits, the system determines COBRA eligibility when you query a person's record in an enrollment window, such as the Non-Flex Program window.

**Note:** The Participation process determines eligibility and electability for COBRA plans after all other plans have been processed. A participant must no longer be eligible for any plans subject to COBRA before becoming eligible for a plan in a COBRA program.

## COBRA Eligibility Profiles

You can use the following eligibility profiles to determine COBRA participation.

### Eligibility: Leaving Reason

Description	Identifies the leave reason criteria that exclude a participant from COBRA eligibility.
Associated COBRA Compensation Object	Program
Include or Exclude?	Exclude
Required?	Yes
Comments	Use this criteria to exclude participants terminated for reasons of Gross Misconduct.

## Eligibility: Other Coverage

---

Description	This criteria excludes participants from COBRA eligibility who are ineligible for all plans subject to COBRA but who have coverage from another plan sponsor.
Associated COBRA Compensation Object	Program
Include or Exclude?	Exclude
Required?	No
Comments	Select a value of Yes in the Other Coverage field when defining this profile. The participant will be found eligible if they do not have other coverage. Use the People window to record if a person has other coverage.

---

## Eligibility: Opted for Medicare

---

Description	This criteria excludes a participant from COBRA eligibility who becomes entitled to Medicare benefits.
Associated COBRA Compensation Object	Program
Include or Exclude?	Exclude
Required?	No
Comments	Check the Opted for Medicare field and the Exclude field when defining this profile. Use the People window to record if a person is covered under Medicare. A participant who becomes entitled to Medicare as an active employee may become ineligible for both regular benefits and COBRA benefits. The dependents of an active employee who opts for Medicare become eligible for COBRA. If the participant who opts for Medicare is currently covered by COBRA, the participant's dependents can extend their COBRA coverage for 36 months if the initial COBRA qualifying event is Termination or Reduction in Hours.

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## Eligibility: COBRA Qualified Beneficiary

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Description	Use this criteria to find qualified beneficiaries eligible for coverage extensions based on qualifying events that occur during COBRA coverage, such as the death or divorce of the primary participant.
Associated COBRA Compensation Object	Program
Include or Exclude?	Include
Required?	No
Comments	Select a value of Yes in the Qualified Beneficiary field when defining this profile. This profile also prevents a qualified beneficiary from being found eligible once the maximum enrollment period is reached.

---

## Eligibility: Participant in Other Plan Type

---

Description	You define this profile to exclude a participant from COBRA eligibility who is currently eligible for any plan subject to COBRA in a plan type that you include in the profile.
Associated COBRA Compensation Object	Plan Type in Program
Include or Exclude?	Exclude
Required?	Yes
Comments	Check the Subject to COBRA field when defining this eligibility profile so that the system only checks for plans in the plan type that are subject to COBRA.

---



## Eligibility: Enrolled in Another Plan Type in Program

---

Description	This criteria determines if the participant was enrolled in the plan type in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan Type in Program
Include or Exclude?	Include
Required?	Yes
Comments	Check the Subject to COBRA field when defining this eligibility profile so that the system only checks for plans in this plan type that are subject to COBRA. Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in any plans in the plan type one day before the COBRA qualifying life event.

---

## Eligibility: Covered in Other Plan Type in Program

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Description	This criteria determines if the participant's dependents were covered by the plan type in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan Type in Program
Include or Exclude?	Include
Required?	Yes
Comments	Check the Subject to COBRA field when defining this eligibility profile so that the system only checks for plans in this plan type that are subject to COBRA. Select a Date Adjustment value of Date of Determination Minus 1 to determine if the dependent was covered in any plans in the plan type one day before the COBRA qualifying life event.

---

## Eligibility: Enrolled in Another Plan in Program

---

Description	This criteria determines if the participant was enrolled in the plan in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan in Program
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in this plan one day before the COBRA qualifying life event.

---

## Eligibility: Covered in Other Plan in Program

---

Description	This criteria determines if the participant's dependents were covered by the plan in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan in Program
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the dependent was covered by this plan in program one day before the COBRA qualifying life event.

---

## Eligibility: Eligible for Another Plan

---

Description	This criteria determines if a participant is currently eligible for any plans subject to COBRA.
Associated COBRA Compensation Object	Plan in Program
Include or Exclude?	Exclude
Required?	No
Comments	Check the Exclude field when defining this profile to determine that a participant who is eligible for this plan is ineligible for COBRA.

---

### Eligibility: Enrolled in Another Plan

Description	This criteria determines if the participant was enrolled in the plan one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in this plan one day before the COBRA qualifying life event.

### Eligibility: Covered in Other Plan

Description	This criteria determines if the participant's dependents were covered by the plan one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the dependent was covered by this plan one day before the COBRA qualifying life event.

### Eligibility: Enrolled in Another Program

Description	This criteria determines if the participant was enrolled in a COBRA program on the day of open enrollment.
Associated COBRA Compensation Object	COBRA Program
Include or Exclude?	Include
Required?	
Comments	Use this profile to limit eligibility for COBRA open enrollment periods to those participants currently enrolled in the COBRA program. Select a Date Adjustment value of Day of Determination to determine if the participant was enrolled in the program during the open enrollment period

## Eligibility: Enrolled in Another Plan in Program

---

Description	This criteria determines if the participant was enrolled in the plan in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan in Program
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in this plan in program one day before the COBRA qualifying life event. Select a Date Adjustment value of Day of Determination to determine if the participant was enrolled in the program during the open enrollment period

---

## Eligibility: Covered in Other Plan in Program

---

Description	This criteria determines if the participant was enrolled in the plan in program one day before the COBRA qualifying life event.
Associated COBRA Compensation Object	Plan in Program
Include or Exclude?	Include
Required?	
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in this plan in program one day before the COBRA qualifying life event Select a Date Adjustment value of Day of Determination to determine if the participant was enrolled in the program during the open enrollment period.

---

## Eligibility: Enrolled in Another Option in Plan

Description	Use this criteria to exclude a participant from COBRA eligibility who was enrolled in the waive option of a plan one day prior to the COBRA qualifying life event.
Associated COBRA Compensation Object	Option in Plan in Program
Include or Exclude?	Exclude
Required?	This profile is only required if you define a plan subject to COBRA that contains a waive option.
Comments	Select a Date Adjustment value of Date of Determination Minus 1 to determine if the participant was enrolled in the waive option one day before the COBRA qualifying life event.

## Setting up a COBRA Program

Follow this process to set up a COBRA program.

### Define COBRA Programs and Plans

#### To define COBRA programs and plans:

Define the plans that are subject to COBRA and link these plans to the COBRA program.

1. Define the benefit plans for which you provide continuing eligibility based on COBRA regulations.  
See: Defining a Benefits Plan, page 1-68
2. Indicate that the plan is subject to COBRA regulations by selecting a value of COBRA in the Regulations field of the Maintain Plan Related Details window.
3. Enter the day of the month (as a number) by which COBRA payments must be received for this plan in the COBRA Payment Date field of the Plans window.
4. Define the COBRA program.  
See: Defining a Benefits Program, page 1-57
5. Select a Program Type of COBRA or COBRA with Credits (if you use flex credits to offset COBRA costs) in the Programs window.
6. Select the level at which you are administering COBRA programs in the Determine Enrollment Period Level field.
  - Select Program if your COBRA administration rules are set at the program level and apply to all plan types and plans in the COBRA program.
  - Select Plan Type in Program if your COBRA administration rules vary between the plan types in the COBRA program.
7. Use the Plan and Plan Type window to link the plans you include in the COBRA program.

**Note:** You also link the plans subject to COBRA to the regular program.

8. Define a maximum enrollment period of 18 months for the COBRA program. You must define a maximum enrollment period in order to cover qualified beneficiaries.

**Note:** Advanced Benefits customers can use the Life Event window to vary the maximum enrollment period based on a defined qualifying life event such as a divorce or the death of the employee. You can indicate if the life event extends coverage for the spouse or a dependent.

### **Set up the Administrator Contact**

You enter an administrator's information to provide the COBRA participant with the name of a contact and the address where they should return the COBRA election page.

You can set up contacts by plan, or establish one contact for all plans in a program. Contacts you set up at the program level override contacts you enter for any plans in the program.

See: Associating an Organization with a Benefits Program, page 1-65

See: Associating Options with a Plan, page 1-73

### **To set up an administrator contact:**

1. To enter an administrator for a program, open the Programs window and select the Organizations tab.
2. Select the administrator's Organization.  
You must first enter your administrator's organization using the Organization window. The address you define for the organization appears as the administrator's mailing address in a COBRA letter.
3. Enter the administrator's name in the Organization Roles field.
4. In the Organization Role Types field, select Administrator.
5. Save your work.
6. To enter an administrator for a plan, open the Plans window. Choose the Details button and select the Organizations tab.
7. Complete the fields as you would for a program, following steps 2-5.

### **Define COBRA Qualifying Life Events (Advanced Benefits)**

Define the life events that qualify a participant for COBRA coverage or that extend the coverage period of a participant, spouse, or dependent.

### **To define COBRA qualifying life events:**

1. Define the Life Event, indicating that it qualifies an eligible person for COBRA, by checking the COBRA Qualifying Life Event field in the Life Event Reasons window.

See: Defining General Characteristics of Life Event Reasons, page 5-77

### **Define COBRA Eligibility Profiles**

Define participation eligibility profiles and link the profiles to your compensation objects.

**To define COBRA eligibility profiles:**

1. Define the eligibility profiles which participants and dependents must meet in order to qualify for COBRA coverage.

See: COBRA Eligibility Profiles, page 5-42 for an overview of each eligibility profile that is applicable to COBRA.

2. Link the eligibility profile to the appropriate compensation object depending on the kind of profile you have defined.

**Define Open Enrollment Requirements for COBRA**

COBRA participants can change elections during an open enrollment period. The elections that a COBRA participant can make are limited based on COBRA regulations.

- Define the enrollment requirements for each COBRA plan.

**Define COBRA Contribution Rates**

Define the contribution activity rate for your compensation objects that are subject to COBRA. The contribution rate may be up to 102% of the actual premium.

You can define one activity rate for the regular compensation object--either a plan in program or an option in plan in program--and a second rate for the same compensation object in the COBRA program.

**To define COBRA contribution rates:**

1. Define the activity rate for the compensation object subject to COBRA that is in the regular program.
2. Define the activity rate for the compensation object subject to COBRA that is in the COBRA program.

See: Defining Activity Rates for a Standard Contribution/Distribution, page 5-140

**Define COBRA Communication Types**

Define the COBRA communication types that you send to participants, such as the notification of eligibility, a grace period expiration letter, and a COBRA expiration letter.

Use the Communication Types window to define the features of each COBRA communication type.

See: Defining Communication Types, page 5-169

**To define COBRA communication types:**

1. Query one of the seeded COBRA communication types in the Communication Types window. Choose either:
  - COBRA Initial Information
  - COBRA Notification Letter
2. Choose the Triggers button to open the Communication Type Triggers window.
3. Select a COBRA communication trigger.
  - For the COBRA Benefit Initial Information letter, a typical example is Post Enrollment Confirmation Literature -Form- Enrollment Results Created/Modified/Deleted
  - For the COBRA Notification Letter, a typical example is Eligibility -BENMNGLE- Determines First Time Eligible

4. Close the Communication Type Triggers window.
5. Choose the Usages button.
6. Select the applicable COBRA program.

For the COBRA Notification Letter, the application detects the communication type when a person becomes newly eligible for the COBRA program.

### **Generate COBRA Letters**

You can generate and print COBRA letters directly from Oracle HRMS. Choose from the following reports:

- The COBRA Benefit Initial Information report provides employees with information about their rights under COBRA
- The COBRA Benefits Notification Letter report extracts electable choice information for selected persons

**Note:** You cannot modify the seeded templates generated by the COBRA reports.

You run reports from the Submit Requests window.

### **To generate a COBRA letter:**

1. Select the appropriate COBRA letter in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select an individual in the Person Name field to generate a letter for a single person.
4. To generate a letter for multiple persons, select one or more of the following criteria:
  - Organization
  - Benefit Group
  - Location
  - Program (COBRA Benefits Notification Letter only)

The report generates a letter for each person who has the COBRA communication type detected.

5. Choose the OK button.
6. Choose the Options button to select a printer if you want to send the letter directly to a printer.
7. Complete the batch process request and choose Submit.

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possibility of such damages. Oracle's entire liability for damages in respect of the letter/material and any related material shall in no event exceed ten thousand dollars (U.S. \$10,000).

## HIPAA Certification

The Health Insurance Portability and Accountability Act of 1996 (**HIPAA**) contains provisions intended to guarantee that employees and their dependents who leave an employer's group health plan have ready access to a subsequent employer's health plan, regardless of their health or claims experience.

HIPAA regulations require that employers keep records of the health care coverage of plan participants and that documentation certifying prior coverage be issued for a participant or their dependents after the loss of coverage from an employer group health plan.

Former plan participants and their dependents can request HIPAA certification any time within 24 months after termination of coverage.

Oracle HRMS provides the ability to generate HIPAA certifications through the use of two *HIPAA communication triggers* that are seeded with the product, one for participant loss of coverage and one for dependent loss of coverage. You can generate and print HIPAA letters for participants and dependents directly from the application.

### Setting Up HIPAA Certification

Follow this process to set up the application so that you can generate HIPAA certificates for qualifying individuals. As a prerequisite, you should already have defined the compensation objects that comprise your benefits package.

### Define Plans Subject to HIPAA Regulations

The application triggers a HIPAA certificate when a loss of coverage occurs for a participant or a dependent covered by a plan subject to HIPAA and the person no longer has any electable choices for any other plans subject to HIPAA in the plan type.

You define a plan as subject to HIPAA by linking the HIPAA regulation to the plan.

**Note:** Regulation types are seeded with the product.

#### To define a plan subject to HIPAA regulations:

1. Define a plan subject to HIPAA regulations in the Plans window.
2. Choose the Details button.
3. Choose the Regulations tabbed region.
4. Select the HIPAA regulation type.

#### Define a HIPAA Communication Type

You define a HIPAA communication type so that a HIPAA certification is triggered for all qualified participants and dependents when coverage in a plan is terminated and the person no longer has any electable choices for any other plans subject to HIPAA in the plan type.

See: Defining Communication Types, page 5-169

**To define a HIPAA communication type:**

1. Query one of the seeded HIPAA communication types in the Communication Types window. Choose either:
  - HIPAA Letter
  - HIPAA Dependent Letter
2. Choose the Triggers button.
3. Select a HIPAA communication trigger in the Communication Type Triggers window. Choose either:
  - HIPAA Participant Deenrollment
  - HIPAA Dependent Loss of Coverage

**Note:** When a participant loses coverage, one HIPAA letter is generated if the participant and his or her dependents all reside together. Dependents who do not reside with the participant receive a separate letter.

4. Close the Communication Type Triggers window.
5. Choose the Usages button.
6. Select the plan types to which this HIPAA communication type applies in the Communication Type Usages window.

**Set up the Administrator Contact**

You enter an administrator's contact information to provide the name and return address on the HIPAA certificate. You can set up contacts by plan, or establish one contact for all plans in a program. Contacts you set up at the program level override contacts you enter for any plans in the program.

See: Associating an Organization with a Benefits Program, page 1-65

See: Associating Options with a Plan, page 1-73

**To set up an administrator contact:**

1. To enter an administrator for a program, open the Programs window and select the Organizations tab.
2. Select the administrator's Organization.  
You must first enter your organizations using the Organization window.
3. Enter the administrator's name in the Organization Roles field.
4. In the Organization Role Types field, select Administrator.
5. Save your work.
6. To enter an administrator for a plan, open the Plans window. Choose the Details button and select the Organizations tab.
7. Complete the fields as you would for a program, following steps 2-5.

**Note:** The address you define for the organization in the Organization window also appears in the letters.

## Generate HIPAA Certificates

Run the HIPAA Letter report to generate HIPAA certificates for participants. For dependents who reside with the participant, the report generates a single letter. Dependents who do not live with the participant each receive a letter.

Use the HIPAA Dependent Letter report to generate HIPAA certificates for dependents only. For example, dependents who age out of a plan receive a HIPAA certificate, even though the participant may still be enrolled in the plan.

The participant or dependent must have the communication type detected in the Person Communication window for either report to generate a letter. The reports update the Person Communication window with the Sent Date once the process is complete.

The reports extract participant and plan data from Oracle HRMS and merge the data into the body of the seeded HIPAA letters. The extracted information includes:

- Administrator's name and mailing address
- Participant's name, address, and Social Security Number
- Date the certificate was issued (equal to the process run date)
- Business group
- Plan name
- Waiting period start and end date (if the person's enrollment was less than 12 months)
- Coverage start and end date
- Covered dependents under each plan

You run reports from the Submit Requests window.

**Note:** You cannot modify the seeded templates generated by the HIPAA reports.

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### To generate a HIPAA certificate for a participant:

1. Select the HIPAA Letter report in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select an individual in the Person Name field to generate a certificate for a single person.

4. To generate a HIPAA certificate for multiple persons, select one or more of the following criteria:

- Organization
- Benefit Group
- Location
- Program

The report generates a certificate for each participant and dependent who has a detected HIPAA Participant Deenrollment communication type.

5. Choose the OK button.
6. Choose the Options button to select a printer if you want to send the certificate directly to a printer.
7. Complete the batch process request and choose Submit.

**To run the HIPAA Dependent Letter report:**

1. Select the HIPAA Dependent Letter report in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select an individual in the Person Name field to generate a certificate for a single person.
4. To generate a HIPAA certificate for multiple dependents, select one or more of the following criteria:

- Benefit Group
- Program

The report generates a certificate for each dependent who has a detected HIPAA Dependent Loss of Coverage communication type.

5. Choose the OK button.
6. Choose the Options button to select a printer if you want to send the certificate directly to a printer.
7. Complete the batch process request and choose Submit.

**Define a System Extract for HIPAA**

If you do not want to use the seeded HIPAA letters, you can define a system extract profile to extract the data you want to include in a HIPAA certificate that you maintain.

See: *Defining an Extract Criteria Profile, Configuring, Reporting, and System Administration Guide*

**To define a system extract for HIPAA:**

1. Define an extract criteria profile using the Criteria Definition window.
2. Choose the Communications tab.
3. Select a Criteria Type of Person Communication - Type.
  - Select a HIPAA Communication Type that you have defined.

4. Select a Criteria Type of Person Communication Provided - To Be Sent Date and check the Exclude field.
  - Select Beginning of Time as the From value and Today as the To value so that communications which have already been sent are not re-sent.
5. Select a Criteria Type of Person Communication Provided - Sent Date to exclude
  - Select Beginning of Time as the From value and End of Time as the To value.
6. Choose the Benefits tab.
7. Select a Criteria Type of Enrollment Coverage During Period.
  - Select 18 Months Ago as the From value and Today as the To value.
8. Select a Criteria Type of Enrollment Status and check the Exclude field.
  - Select the Values of Backed Out and Voided to prevent these types of canceled enrollment records from appearing in the extract.
9. Select a Criteria Type of Enrollment Data Links.
  - Select a value of Extract Enrollments Linked to Communications via Usages so that the enrollment records in this HIPAA extract are restricted to the compensation objects associated with this HIPAA communication type.

See: Defining When a Communication is Used, page 5-170

10. Select a Criteria Type of Benefits DateTrack Override Date.
  - Enter the effective start date of the HIPAA communication extract.
11. Select other extract criteria as necessary to limit the data to include in the HIPAA Certification letter.
12. Define the extract layout using the Layout Definition window.
13. Complete the extract definition using the Define Extract window.
  - Choose the Options tab and check the Special Handling for Dependents (ANSI 834, HIPAA) field.

**Note:** If you check this field, you should consider selecting the data element of Person Participation Type (ANSI) when defining the layout for this extract to distinguish participant and dependent enrollment records in the extract results.

14. Run the Extract Process from the Concurrent Manager for the HIPAA extract you have defined.

The Extract Process creates a flat file with the results of the extract. You can use these results in a mail merge program to create individual HIPAA Certification letters.

## Maintaining COBRA Qualified Beneficiaries

A dependent who is covered by a primary participant's health plan one day before the participant experiences a COBRA qualifying life event is considered a *qualified beneficiary* under COBRA legislation. Qualified beneficiaries are entitled to coverage extensions if certain secondary life events occur during the period of COBRA coverage.

You can use the COBRA Qualified Beneficiaries window to assign a dependent who is not a qualified beneficiary the status of qualified beneficiary.

**To maintain COBRA qualified beneficiaries:**

1. Query the Name, Social Security number, or other standard identifying information for the person you are creating as a qualified beneficiary.
2. Check the Qualified Beneficiary field to indicate that the person is a qualified beneficiary.
3. Select the Covered Employee who is the originally covered participant.
4. Save your work.

# Basic Benefits Setup

## Overview

Using Basic Benefits, you can set up benefit plans in just the same way you handle all other components of your compensation and benefits packages. You use *elements* to represent the various benefits available to your employees. When you give these elements a benefits classification, Oracle HRMS automatically:

- Defines whether coverage is available to dependents and beneficiaries
- Defines whether the plan is COBRA-eligible

Elements can represent benefits ranging from tangible items such as lunch vouchers and company cars, to perquisites such as company stock purchase or life insurance, to health care coverage plans for employees and their dependents.

To enroll employees in benefits, you make entries to benefits elements, either manually or in a batch using BEE.

## Benefit Programs and Core-Plus-Options Arrangements

You may need to group benefit offerings together as a hierarchy (program, plan type, plan, option) so that administrative rules set at the program level cascade to the plans in that program. You may also need program-based enrollment for fixed and core-plus-options arrangements. These features are not supported in Basic Benefits. You need to use the Standard Benefits feature set.

## Flexible Benefit Programs

If you administer your own benefits, including flexible benefit plans, consider implementing Advanced Benefits, which provides the full solution for benefits management, including self-service enrollments, management of life events, and eligibility modeling.

## What To Read Next

If you decide that Basic Benefits meets your limited requirements for benefits administration, you can read more in the following topics:

- **Benefits Classifications** - describes the classifications available for benefits elements; you select one classification for each benefit.
- **Benefits Enrollment** - summarizes the procedure for enrolling employees in benefit plans, recording their beneficiaries, and setting up cover for their dependents.
- **Basic Benefits Setup** - summarizes the procedures for defining elements and other aspects of implementation.
- **Management of COBRA-Eligible Benefits** - summarizes employer responsibilities under COBRA and describes the standard letters and reports supplied for COBRA administration.

## Basic Benefits Setup

The process for setting up benefit plans in the Basic Model is similar to the process for setting up any other form of compensation and benefit.

If you use Oracle Payroll, you initiate deductions for payments toward the cost of benefits. The system then generates elements representing the benefit plan, along with the formulas, balances, and formula rules you need to process the benefit deduction in the payroll run. You can customize the generated elements, formulas, and balances if you need to. See: Initiating Non-tax Deductions, page 8-64.

At Oracle HRMS sites that do not include Oracle Payroll, you define elements to represent benefits and benefit plans using the Element window. Use the primary classification Information and the appropriate benefits classification. See: Defining an Element to Hold Information, page 1-23.

## Elements for Health Care Plans

Elements for health care plans--in the benefits classifications: Medical, Dental or Vision--typically require the following input values:

- *Coverage*, to hold plan coverage levels such as Employee Only, Employee and Spouse, Employee and Family
- *EE Contr* and *ER Contr* (Employee and Employer Contribution), to hold either default dollar amounts or percentages, as you choose, for employee deductions and/or employer payments at a given coverage level taken to pay for the plan.

If you create these input values for your benefit plan element, you can use the Benefit Contributions window to enter a list of values for the Coverage input value and default contributions for EE Contr and ER Contr. Oracle Payroll users must then edit the formula generated from the Deductions window to make use of these inputs.

## Benefits Carriers

Using the Organization window, you enter benefits carriers into the database as external organizations with the classification Benefits Carrier. You can then associate the appropriate carrier with an element representing a benefit or benefit plan, by selecting the carrier from a list when you create the benefit element.

## Eligibility for Benefits

You establish employee eligibility for benefits in the same way that you set eligibility rules for any element, that is, by building element links. Links define the components that must be present in employees' assignments for the employees to be eligible for entries to the element. For example, if group life insurance is available only to employees who work full time, you can build a link for the element for this benefit to the employment category Full Time.

## Setting Up Basic Benefits

You set up Basic Benefit plans in much the same way that you set up other components of your compensation and benefits packages. Before you start, review the features offered by Oracle's other benefits administration solutions (Standard Benefits and Advanced Benefits) to ensure that you implement the model that most closely matches your needs.



### Create Benefit Carriers

1. Use the Organization window to enter benefits carriers as external organizations with the classification Benefits Carrier. See: *Creating an Organization, Oracle HRMS Enterprise and Workforce Management Guide*

### Define Validation

Define validation for entries made to enroll employees in benefit plans.

2. To restrict entries to a list of valid values, define a new Lookup Type and add values for this new lookup. See: *Adding Lookup Types and Values, Oracle HRMS Configuring, Reporting, and System Administration Guide*
3. To validate entries using formulas, write a formula of type Element Input Validation. See: *Writing Formulas for Validation, Oracle HRMS FastFormula User Guide*

### Define Categories

4. If you need a new category for your benefit plan elements, add it in the Application Utilities Lookups window. Benefit plan elements are in the Information classification (Lookup type US\_INFORMATION) if you don't use Oracle Payroll and in the Voluntary Deductions classification if you do use Oracle Payroll. See: *Adding Lookup Types and Values, Oracle HRMS Configuring, Reporting, and System Administration Guide*

### Define Coverage Levels

5. Basic Benefits includes four coverage levels for benefit plans: Employee Only, Employee and Spouse, Employee and Children, Employee and Family. If you need additional coverage levels, add them in the Application Utilities Lookups window for the Lookup type US\_BENEFIT\_COVERAGE. See: *Adding Lookup Types and Values, Oracle HRMS Configuring, Reporting, and System Administration Guide*

### Define Elements for Information

6. If you are not using Oracle Payroll, create elements to represent benefit plans. See: *Defining an Element to Hold Information, page 1-23*

### Define Benefit Deductions

If you are using Oracle Payroll to process earnings and deductions:

7. Initiate deductions, page 8-64 to generate benefit plan elements, formulas, and balances.
8. See: *Customize Generated Elements, Balances, and Formulas, page 8-10*

### Identify Carrier and Contribution Frequency

9. In the Further Element Information window, select the benefits carrier and a period type to identify the frequency of employee contributions to the plan.

### Define Links

10. If employer charges for the benefit should be distributed over other elements, *define the distribution set.*, page 1-31

11. *Define element links*, page 1-28 for each benefit to define one or more groups of employees who are eligible to receive it.

See also: *Element Link Details Report*, page 1-30

### Enter Coverage Levels and Default Contributions

12. For health care benefit plans, you can enter coverage levels and default employee and employer contribution amounts in the Benefit Contributions window.  
  
To enable this, you must first create specific input values for your element, and configure the formula and formula result rules generated by the Deductions window.  
  
See: *Configuring Components for Health Care Benefit Plans*, page 5-62  
  
See: *Establishing Health Care Plan Coverage and Default Contributions*, page 5-64

### Set Up COBRA

13. Basic Benefits includes two reasons for terminating continued coverage under COBRA: End of Coverage and Non-payment. If you need additional reasons, add them in the Application Utilities Lookups window for the Lookup type US\_COBRA\_TERM\_REASON. See: *Adding Lookup Types and Values, Oracle HRMS Configuring, Reporting, and System Administration Guide*
14. If necessary, modify the standard letters supplied for COBRA notification and termination. See: *Standard Letters for COBRA Notification and Termination*, page 5-66

## Configuring Components for Health Care Benefit Plans (Basic Benefits)

If you want to enter coverage levels and default employee and employer contribution amounts in the Benefit Contributions window for health care benefit plans, you must complete a number of additional setup steps.

These steps apply to elements in the benefits classifications Medical, Dental, and Vision.

### To configure generated components for health care benefit plans:

1. Query the element in the Element window and set your effective date to the element's start date (that is, the date you used to define or initiate the element).
2. In the Input Values window, create the following input values, being careful to enter the names exactly as shown:
  - Coverage (Character)  
Select US\_BENEFIT\_COVERAGE as the Lookup and select the appropriate value (such as Employee only) as the Default.
  - ER Contr (Money)
  - EE Contr (Money)See: *Defining an Element's Input Values*, page 1-25
3. In the Benefit Contributions window, select the appropriate coverage levels and default contribution amounts.  
  
See: *Establishing Health Care Plan Coverage and Default Contributions*, page 5-64

4. In the Element window, create a nonrecurring ER Liability shadow element for indirect results.
5. In the Formula window, modify the generated Oracle Payroll formula for the pre-tax deduction as shown in the following table:

In the section . . .	Replace this text . . .	With this text . . .
INPUT VALUES DEFAULTs	Default for Amount is 0	Default for <b>EE_Contr</b> is 0 Default for <b>ER_Contr</b> is 0
INPUTS SECTION	INPUTS are Amount, Period_Type(text)	INPUTS are <b>EE_Contr</b> , <b>ER_Contr</b> , Period_Type (text)
Main formula body	<p>THEN (IF Amount WAS DEFAULTED AND /* NOT Flat Amount */ Percentage WAS DEFAULTED THEN /* NOT Percent either! */</p> <p>dedn_amt = Amount * deduction_freq_factor IF Period_Type = UP PER('Calendar Month') AND (dedn_amt + AMY_ MED_PRETAX_ASG_ GRE_MONTH - Amount ) &lt;= .02 AND (AMY_ MED_PRETAX_ASG_GRE_ MONTH + dedn_amt) &gt; Amount THEN dedn_ amt = Amount - AMY_ MED_PRETAX_ASG_ GRE_MONTH)ELSE /* Percentage calculation */ (</p> <p>,to_within/*=====</p> <p>===== End</p> <p>Program =====</p> <p>=====*/</p>	<p>THEN (IF <b>EE_Contr</b> WAS DEFAULTED AND /* NOT Flat Amount */ Percentage WAS DEFAULTED THEN /* NOT Percent either! */</p> <p>dedn_amt = <b>EE_Contr</b> * deduction_freq_factor IF Period_Type = UP PER('Calendar Month') AND (dedn_amt + AMY_ MED_PRETAX_ASG_ GRE_MONTH - <b>EE_Contr</b> ) &lt;= .02 AND (AMY_ MED_PRETAX_ASG_ GRE_MONTH + dedn_ amt) &gt; <b>EE_Contr</b> THEN dedn_amt = <b>EE_Contr</b> - AMY_MED_PRETAX_ ASG_GRE_MONTH) ELSE /* Percentage calculation */ (</p> <p>,to_within, <b>ER_Contr</b> /</p> <p>*=====</p> <p>===== End Program</p> <p>=====</p> <p>=====*/</p>

See: Writing or Editing a Formula, *Oracle HRMS FastFormula User Guide*

6. In the Formula Result Rules window, select the benefit plan element and choose the Find button. Click on the processing rule that was generated from the Deductions window.
7. In the Formula Results region, select the new formula result (ER\_Contr) and create the following result rule:
  - Type: Indirect Result
  - Element: the ER Liability element you created in step 4, page 5-63
  - Input Value: Pay Value

See: Defining Formula Processing and Result Rules, page 8-17

8. Link the benefit plan element. Also link the ER Liability element if you want to establish costing.

## Establishing Plan Coverage and Default Contributions (Basic Benefits)

To enter coverage levels and default employee and employer contribution amounts for a health care benefit plan, use the Benefit Contributions window.

**Note:** The plan element must be in the benefits classifications, Medical, Dental, or Vision. You must configure the plan element, formula, and formula results rules as described in Configuring Components for Health Care Benefit Plans, page 5-62.

### To enter plan coverage levels and contribution amounts:

1. Query the benefit plan in the Benefit Contributions window.
2. Enter the coverage levels available for the plan in the Coverage field.
3. For each coverage level, enter an employee and an employer contribution amount. Enter an amount of zero when a plan has no contribution from the employer or from the employee.
4. Save your work. You are now ready to enroll employees in this plan.

# COBRA-Eligible Basic Benefits

## Management of COBRA-Eligible Benefits (Basic Benefits)

COBRA is the term commonly used to reference the Consolidated Omnibus Budget Reconciliation Act of 1985. Under this federal legislation, most employers who provide health insurance plans to employees must offer continued access to this insurance when certain changes (qualifying events) occur to the status of employees or their dependents.

Under COBRA, employers must offer continued access to group health insurance in accordance with these rules:

- Employees and their dependents must be offered continued access for 18 months after:
  - the employees' hours are reduced, or
  - they become unemployed for any reason other than gross misconduct.
- Continued access for 36 months must be offered to
  - the dependents of deceased employees
  - an employee's former spouse following divorce or legal separation
  - dependent children after they cease to be dependent
  - active employees who become entitled to Medicare.

If one of these qualifying events occurs, each qualified beneficiary must be offered an opportunity to elect to continue to receive the group health plan coverage that he or she received immediately before the qualifying event. If the plan has a core/noncore feature, the beneficiary may elect core coverage only. At the end of the 18- or 36-month period, employers must offer conversion to an individual policy if the group plan permits conversion.

To cover their administrative costs, employers can require employees and dependents electing continued coverage to pay up to 102% of the insurance premiums. In addition, employers can require disabled employees to pay up to 150% of the insurance premiums after the first 18 months of COBRA coverage.

COBRA does not affect employers with fewer than 20 employees or those with church plans. Nor does it apply to plans maintained by US federal, state or local governments.

## Employer Responsibilities under COBRA

To administer continued health plan coverage under COBRA, you do the following:

- identify which of your benefit plans are COBRA-eligible
- enter and maintain information about employees' dependents
- record the events that qualify employees or dependents for continued coverage as they occur, and the qualifying dates
- notify employees, former employees and dependents of their eligibility for continued insurance coverage, and record their acceptance or rejection of such coverage. Oracle HR includes a standard COBRA notification letter you can use.

Employees and dependents have 60 days from their qualifying date or the date they receive their notification letter, whichever is later, in which to elect continued coverage. For those who make this choice, you must:

- determine and schedule the premium payments to be made for continued coverage, and record the receipt of these payments.
- record the eventual termination of their continued coverage.

## **Standard Letters for COBRA Notification and Termination**

Oracle HR provides standard letters for informing employees or dependents of their eligibility for continued coverage, or of pending termination of this coverage. You can modify these letters as you wish using SQL\*ReportWriter 2.0. The standard letters are:

- The COBRA Notification Letter, informing people of their eligibility for continued coverage under COBRA.
- The COBRA Grace Period Expiration Letter, informing people electing continued coverage that a premium payment is overdue, and that nonpayment will result in termination of the continued coverage.
- The COBRA Expiration Letter, informing people electing continued coverage that this coverage will terminate soon, because the time period over which it was available (18 or 36 months) is ending.

## **Standard COBRA Reports**

### **The COBRA Coverage Report**

This report shows information about the employees and dependents eligible for continued coverage under COBRA whom you have entered into the system. This report shows employees' names and assignment numbers, or dependents' names and relationships, as well as their qualifying events and dates, their notification date and their COBRA status.

For those who elect continued coverage, it shows the start and end dates of the coverage period, the benefit plan names, and the premium amounts charged.

### **The COBRA Payments Report**

This report shows information about COBRA payments due and payments received, after you have entered this information into the system. As well as the name and assignment number or relationship of covered employees and dependents, it displays their qualifying events and dates, their amounts due and due dates, and dates of payment receipts, amounts received and amounts outstanding.

## **Setting Up Continued Coverage under COBRA (Basic Benefits)**

### **To set up continued coverage under COBRA:**

1. For an employee or dependent who elects continued coverage, enter in the COBRA Coverage window the Period Start Date from which the coverage will continue. The system automatically supplies the end date of the continued coverage period (either 18 or 36 months after the period start date).

2. In the COBRA Coverage window, choose the Benefits button to go to the COBRA Benefits window, which displays all the benefit plans eligible for continued coverage in which the employee was enrolled before the COBRA qualifying date.

The Basic column of the Costs region displays each plan's basic cost, that is, the total of employee and employer contributions toward the plan.

3. Check the Accepted box for each plan for which the employee or dependent is electing continued coverage. Under Coverage, select the level of the continued coverage, which must be equal to or lower than the employee's original coverage.
4. Under COBRA in the Costs region, enter the premium for continued coverage of this plan. If the amount entered exceeds 102% of the basic cost of the plan, you receive a warning message, which you can override. Save your work.
5. When you finish setting up continued coverage, establish a payment schedule for the coverage. Then use this schedule to record payments as you receive them.

## Obtaining COBRA Reports and Standard Letters (Basic Benefits)

To obtain these reports and letters, use the Submit Requests window.

### To run the COBRA Coverage or Payments report:

1. In the Name field of the Submit Requests window, choose the report name. If the Parameters window does not automatically open, click in the Parameters field.
2. Control the list of employees and dependents the report covers by the report parameters. For example, if Termination is the parameter for Qualifying Event, the report lists only those employees and dependents eligible for continued coverage under COBRA whose qualifying event is employee termination.

### To obtain a COBRA standard letter:

1. In the Name field of the Submit Requests window, choose the letter type. The available types are:
  - COBRA Notification Letter
  - COBRA Grace Period Expiration Letter
  - COBRA Expiration Letter

If the Parameters window does not automatically open, click in the Parameters field.

2. Enter the appropriate parameters for the letter and choose Submit. The letter prints out just as a report does. These letters do not include address information for employees or dependents.

## Recording COBRA Qualifying Events (Basic Benefits)

To administer COBRA-eligible benefit plans, you use the COBRA Coverage window.

### To record a qualifying event and its date:

1. For all qualifying events except termination, set your effective date to the qualifying date. This is the day after the date of the qualifying event, that is, the day on which current benefit coverage would cease.

2. In the COBRA Coverage window, select the qualifying event from the list. The following events require you to offer continued coverage of COBRA-eligible benefit plans to **employees**, together with any dependents previously included in their coverage:
  - Medicare entitlement
  - Reduced work hours which result in the loss of coverage
  - Termination

When selecting one of these events, do not enter a dependent's name or relationship.

**Note:** For the events Reduced Hours and Termination, the system checks for a reduction in the employee's standard working hours or for a termination. If it finds no hours reduction or termination, it issues an error message.

The following events require you to offer continued coverage to **dependents**:

- Death of Employee
- Divorce or Legal Separation
- No Longer Dependent

For one of these events, select also the name and relationship of the dependent responsible for electing and paying for any continued coverage, for example, the spouse of a deceased employee. If it is unclear which dependent to select, for example if all the dependents of a deceased employee are minor children, consult your Benefits Administrator.

3. The status of COBRA coverage resulting from entry of the qualifying event defaults to Awaiting Notification, as of the effective date. Save your work at this status. After sending out notification of eligibility for continued coverage, and when this coverage is rejected or accepted, enter status changes.



# Life Events

## Life Event Reasons

You define a life event reason as any change to a person that impacts benefits participation. The system creates a life event when it detects a change in a person's HR record that you have defined as a life event reason.

If you use Standard Benefits, you can define two types of life event reason:

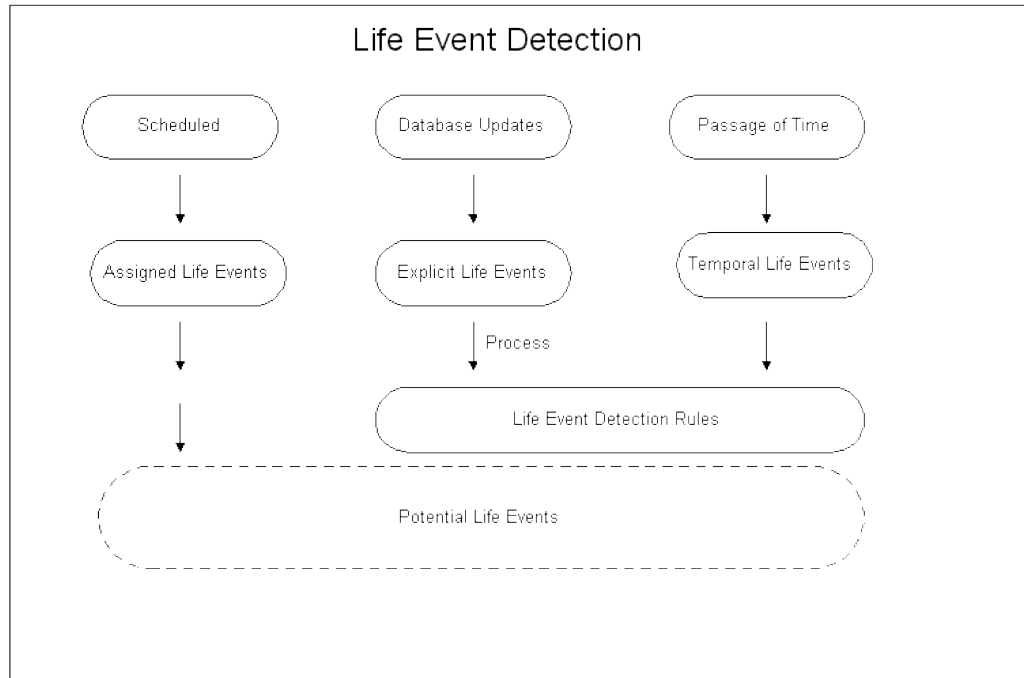
- **Compensation**--Use this type to set up one life event reason for each Compensation Workbench plan
- **Absence**--Use this type to set up three life event reasons (Absence Started, Absence Ended, and Absence Deleted) to detect creation of, and changes to, absence records.

In Advanced Benefits, assignment changes, an anniversary of employment, a marriage, or the occurrence of an open enrollment, are all examples of life events (in addition to the Compensation and Absence life event reasons). You can define life event reasons to determine key benefits processes, including:

- Enrollment eligibility and electability
- Rates and coverage amounts
- Available flex credits
- Coverage start and end dates
- Required communications
- Automatic and default enrollments

Life events can be explicit, temporal, or scheduled.

- **Explicit** life events are changes to a person's HR record, such as a job change.
- **Temporal** life events occur with the passage of time, such as the six month anniversary of employment.
- **Scheduled** life events are assigned life events, such as an open enrollment period.



Because life event detection can be complex, and because the accurate determination of qualifying life events is important to benefits administration, detected life events are initially given a status of *potential* so that they do not generate enrollment actions.

You can review potential life events for a person and then process the life event using the Participation batch process. Potential life events become *active life events* if they meet your plan design requirements. Active life events can trigger enrollment opportunities.

## Life Event Terminology

Life events are a cornerstone of benefits processing; understanding some basic terminology before you define any qualifying life event reason is important. The table below outlines the basic life event terminology:

## Life Event Terminology

>Terminology	>Description
>Life Event Reason	>A life event reason is an approved explanation for enrollment, de-enrollment, or change in enrollment resulting from a life event. Participation eligibility is determined based on the life event reasons and eligibility profiles you associate with programs, plans, and options.
>Related Person Life Event Reason	>A related person life event reason occurs when a life event experienced by the primary participant generates a life event for a person related to the participant.
>Person Change	>A person change is a change in system data that you define to indicate that a person has experienced a given life event.
>Related Person Change	>A related person change is a change in system data that you define to indicate that a person has experienced a given related life event.

## Life Event Definition

You define a life event by specifying the processing characteristics of the life event and the database change that triggers the life event. You can trigger life events with criteria similar to those you use to define your eligibility profiles and variable rate profiles. Not all criteria are available to trigger life events, but you can always write a formula (using the Person Change Causes Life Event formula type) to trigger an event using criteria that are not available in the list of tables and columns.

You can also trigger life events based on changes to segments in special information types.

See: Setting Up Special Information, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

Life events are defined separately from any compensation object or activity rate so that a single life event can have multiple uses.

## Life Event Notification

Because life events are not always reported and recorded in a timely manner, you can specify whether a life event is processed as of the date the life event occurred, as of the notification date (the date the life event is recorded in the system) or the later of the actual date or notification date.

Temporal life events, such as age changes, are always processed as of the actual occurred date.

## Person Changes

You define the changes to a person's record that trigger a life event by specifying the value of the database field that indicates this person change has occurred.

**Note:** Do not define person changes for Compensation life event reasons.

You select the database table and column for which you want to define a change that the system detects and processes as a life event. You specify the *new value* for this combination of database table and column that, when detected, indicates that a life event has occurred.

For example, you can define that a person change is detected when the database value of a person's marital status changes from Single to Married.

A person change can be defined based on the detection of:

- A new value
- A change from a specific old value to a specific new value
- Any change to a value
- A change from any value to no value
- A change from no value to any value

You can also select a rule that defines more complex conditions for triggering a life event.

You link the person change that you define to a life event. You can link multiple person changes to a single life event and you can link a single person change to more than one life event.

You can define a life event to trigger based on changes to more than one table, or based on multiple changes to the same table.

For changes based on multiple tables, the APIs detect the life event when there is a data change in one of the tables that meet your Person Change criteria (an Or condition).

For multiple changes in the same table, the person must satisfy all Person Change criteria associated with the table for the API to detect the life event (the And condition).

## Life Event Detection

### Advanced Benefits

When you define a life event, you specify whether or not it is an *overriding* life event. If two or more life events with the same Occurred On date are detected for a person, the system picks the overriding life event as the winner.

If two or more potential life events are detected with the Override Flag set to On, the Participation batch process records an error in the log file. In these cases, you use the Potential Life Events form to select the winning life event.

You can select a *timeliness evaluation code* that indicates if a life event that occurs prior to the current calendar year or a given number of days prior to the system date should be voided or processed manually.

You can set a *life event treatment code* to prevent temporal event detection for a specified life event reason under certain conditions.

See: Defining General Characteristics of Life Events Reasons, page 5-77

## Absence Life Events

Absence life events are processed by the Participation Process in Absence mode. In this mode, the process handles multiple potential life events in date order.

## Closing, Backing Out, and Voiding Life Events

You can remove the processing of a life event performed by the Participation process, and you can prevent further processing of a life event.

- Close a life event to prevent further processing.
- Back out a life event to roll back any updates generated by the Participation Process (such as updates to eligibility, rates, automatic de-enrollments, and so on)
- Void a life event to roll back any updates *and* prevent further processing by the Participation process.

## Life Event Usage (Advanced Benefits)

Once you create a life event definition, you can use that definition for a variety of purposes. This section describes the ways that you can use life events.

## Enrollment Requirements

You can link life event definitions to your enrollment requirements for a compensation object so that a person must experience a particular life event before they can enroll in a plan for which they are eligible. You can also use life events to restrict enrollment changes based on whether or not the participant is currently enrolled in a benefit.

Because scheduled enrollments are also a kind of life event, you must link scheduled life events to a compensation object if you are defining an enrollment period for that benefit.

Enrollment requirements based on life events can be applied to both participants and dependents.

## Enrollment Coverage

You can vary the amount of coverage available for a plan based on a life event. You define the standard coverage amount for the plan or option in plan and then the coverage level available for those participants who experience the life event you select.

You can also limit a currently enrolled participant's ability to change coverage levels based on a life event.

## Communications

You can generate a reminder letter for a participant with an open life event. Communications can also be triggered based on emerging life events, such as an event that will occur due to a temporal event.

## Collapsing Life Events (Advanced Benefits)

You create a *collapsing life event definition* for those instances when a combination of two or more detected life events results in either a different life event or the voiding of the detected events.

The system uses your collapsing life event definition in conjunction with other life event reasons that you have defined. You must define life event reasons before you define how to collapse life event combinations. Life events with a status of potential or active can be collapsed.

Using And/Or expressions, you define the life event combinations that cause a collapsing life event. You can include up to ten life events as part of your collapsing life event definition. Select a collapsing logic code to indicate if the detected life events should be voided or collapsed into another life event.

## Collapsing Life Event Date Determination

You can select the effective date of the new life event as:

- The effective date of the batch process.
- The earliest or latest life event occurred date for the set of potential life events being evaluated.
- The date of the resulting life event if it is included in the set of potential life events being evaluated.
- The earliest life event, latest life event, or batch process date if the resulting life event is not in the set of potential events being evaluated.

You can specify the number of *tolerance days* that the system considers when detecting life events that are evaluated by your collapsing life event rule. The tolerance period is based on the earliest life event occurred on date of the set of potential life events under consideration. For example, if the tolerance level is 10 days and the earliest life event occurred on date is 01-JAN, then the system considers all potential life events detected between 01-JAN and 11-JAN.

## Collapsing Life Events Process

After you define your life events and collapsing life event rules, you run the Participation batch process to determine the winning life event for each selected participant. Your collapsing life event definitions are considered in conjunction with your other life event definitions, including overriding life event definitions and timeliness evaluations that determine how potential life events are processed.

## Seeded Life Event Reasons

Oracle HRMS delivers seeded life event reasons you can use for benefits administration. Seeded life event reasons are pre-defined; you can re-name them but they cannot be otherwise modified or deleted. You do not set up person changes for seeded life event reasons as you do with user defined life event reasons.

You link seeded life event reasons to your plan design just like user defined life event reasons, or you can include a seeded life event reason as a parameter when you run either of the following batch processes to manage life events:

- Participation Process: Life Event
- Participation Process: Temporal

For example, you could run the Temporal Participation Process to detect changes in age that might make a person age into a savings plan or age out of a medical plan. In this

example, you would select the seeded life event reason Age Changed as a parameter when you run the process from the Concurrent Manager.

See: Life Event Usage, page 5-73

The following is a description of the life event reasons that are seeded with Oracle HRMS:

## Administrative and Open Enrollment

- **Administrative:** Assign the administrative life event reason to a person or group of persons when the terms and conditions of a benefit plan change significantly and participants must be allowed to re-evaluate their elections. Examples of administrative life events include renegotiation of contract rates or addition of a new benefit
- **Open Enrollment:** Use the Open life event reason to determine eligibility for an open enrollment period. Open enrollments typically occur at recurring scheduled periods, such as an annual health and welfare benefits enrollment or a quarterly savings plan enrollment.
- **Unrestricted:** The unrestricted life event reason is used for benefit enrollments that are not time-dependent, such as a savings plan.

When you run the Participation Process in Scheduled mode from the Concurrent Manager, and select the enrollment period start date, the system creates a life event with a status of Detected for each person who meets the batch process criteria.

## Temporal

When you run the Participation Process in scheduled, life event, or temporal mode, the system creates a life event when the minimum or maximum boundary is crossed as specified in the definition you create for the applicable derived factor. The seeded life event reasons for temporally derived factors are:

- **Age Changed**
- **Combined Age and Length of Service Changed**
- **Compensation Changed**
- **Hours Worked in Period Changed**
- **Length of Service Changed**
- **Total Percent Full Time Changed**

You implement temporally based life events by creating the derived factor, including the derived factor in an eligibility profile or variable rate profile, and linking the profile to a compensation object.

See: Derived Factors, page 1-96

## COBRA Administration (US Only)

The seeded life event reasons for COBRA are used to determine *ineligibility* or enrollment period change for COBRA benefits. COBRA life event reasons should be associated with programs or plans subject to COBRA regulations.

- **Loss of Eligibility:** This seeded life event reason detects when a COBRA enrollment period has passed.

- **Maximum Period of Enrollment Reached:** This seeded life event reason detects when a COBRA participant is to be de-enrolled due to reaching the maximum period of enrollment, which can vary based on subsequent life events that occur during COBRA coverage, such as a divorce or qualifying disability.
- **Non or Late Payment:** This seeded life event reason detects when a COBRA participant's payment is delinquent or late based on the participant's enrollment start date and the COBRA Payment due date. The initial payment is granted a 45 day grace period.
- **Voluntary End of Coverage:** This seeded life event reason detects when the participant's COBRA participation has been voluntarily ended. This indicates that the COBRA eligibility end date has been reached as recorded in the COBRA Beneficiaries window with an ineligible reason of Voluntary End of Coverage.
- **Period of Enrollment Changed:** This seeded life event is created when a person's COBRA eligibility end date is changed. For example, this could occur for a participant who is initially eligible for 18 months of COBRA coverage who becomes disabled during the first 60 days of coverage. The participant's enrollment period is changed to 29 months and the COBRA eligibility period end date is changed accordingly.

## Miscellaneous Seeded Life Event Reasons

- **Enrollment Override:** Use this seeded life event reason when you employ the Participation Overrides window or the Enrollment Override window to make a person eligible or ineligible for a benefit, or for enrollment or de-enrollment.
- **Quartile in Grade:** This seeded life event is created by the system when a change in a person's grade, salary basis, or salary moves them into a new quartile in grade. These conditions trigger the Quartile in Grade life event if the BEN: Enable Quartile in Grade Life Event user profile option is set to Yes. If you set this profile option to No, the system never creates a Quartile in Grade potential life event.
- **Reduction of Hours:** This seeded life event reason is used when a reduction in hours causes a person to experience a change in benefits status, such as becoming eligible or ineligible for a benefit.
- **Satisfied Waiting Period:** This seeded life event is created by the system when a person experiences a life event but has not yet satisfied the waiting period for the benefit and is therefore not eligible. The life event is created with the occurred on date equal to the date the person satisfied the waiting period. The life event is given a status of potential until the waiting period completion date is reached.
- **Added During Enrollment:** This seeded life event is used by Self-Service Benefits enrollment to prevent a life event from occurring when you create a family member or update a family member's details. You can define a *gain dependent* life event reason if you want to trigger a life event based on a family member change in Self-Service.

## Life Event Definition (Advanced Benefits)

This example shows you the high level steps necessary to create a marriage life event.

1. Use the Life Event Reasons window to define the Marriage life event reason this person change triggers.

See: Defining General Characteristics of Life Event Reasons, page 5-77



2. 2. Use the Person Changes window to define the person change that triggers this Marriage life event.  
See: Defining Person Changes, page 5-80
3. 3. Use the Person Change Causes Life Event window to associate the person change with the Marriage life event.  
See: Associating a Person Change with a Life Event, page 5-81
4. 4. A FastFormula programmer creates a Marriage rule that specifies how the system detects the Marriage life event when doing so is more complex than steps 2 and 3 can accommodate.
5. 5. Use the Life Event Reasons window to associate this Marriage rule to the Marriage life event.
6. 6. After you define these person changes, every time a database change occurs, a program reads the table you populate using the Person Change Causes Life Event window. If all conditions are met, this program updates the Person in Life Event Reason table.  
  
This step requires no human intervention.
7. 7. On a periodic basis, the benefits administrator runs the Participation batch process which reads the Person in Life Event Reason table and then determines the impact on the person's eligibility for enrollment, change in enrollment, and de-enrollment.  
  
See: Participation Batch Processes, page 6-16

## Defining General Characteristics of Life Event Reasons

You use the Life Event Reasons window to date effectively define life events and their associated processing.

### To define general characteristics of a life event reason:

1. Set your effective date to the appropriate start date for this life event reason.
2. Enter a Name for this life event reason.  
  
**Note:** Use a noun for the life event reason name since this life event may appear in communications that you send to participants.
3. Select a life event reason Type. Choose from a variety of types including:
  - **Absence:** Select this type if you want entry and ending of absences to trigger life events.
  - **Compensation:** Select this type if you are defining a life event for a Compensation Workbench plan.
  - **Personal:** Examples include Marriage, Divorce, and Birth.
  - **Work:** Examples include Change in Job Assignment, New Hire, and Termination.
  - **Scheduled:** Examples include age and length of service changes.  
  
**Note:** Standard Benefits users: select only Compensation or Absence as the Type.

4. If you selected Absence as the Type, select the Life Event Operation Code: Delete Event, Start Event, or End Event. For example, to set up the life event reason that detects entry of an absence end date, select End Event.
5. Select an Evaluation Rule to apply to this life event reason. You can use an evaluation rule to define:
  - How to combine multiple detected life events into one
  - How to fully detect a life event when its detection is complex
  - When to eliminate a previously detected life event.
6. Enter a description of the life event in the Description field.
7. Select a Life Event Treatment code if you want to limit the detection of seeded temporal life events. Choose from:
  - **Do Not Detect Past Temporal Events:** Prevents the detection of past temporal events while the application processes this life event.
  - **Do Not Detect Past or Future Temporal Events:** Prevents temporal event detection while the application processes this life event. Use this code with the seeded open and administrative events, or any other explicit events, when you do not want to detect temporal events.
  - **Never Detect This Temporal Life Event:** Prevents the automatic detection of a specific temporal event. Set this code for any seeded temporal event, such as Age Change or Length of Service Change, that you do not want to detect, such as for mid-year changes.
8. Select a Timeliness Evaluation code to indicate how the system processes potential life events that fall outside a time period that you define.
9. Do one of the following:
  - Enter the number of days after the life event occurred beyond which the system does not process this potential life event in the Timeliness Days field.
  - Select a Timeliness Period if the potential life event should be voided or processed manually because it occurred prior to the current calendar year.
  - Select a Rule that controls your timeliness definition.

**Note:** The Timeliness Days and Timeliness Period fields are mutually exclusive.
10. Select an Occurred Date Determination code that controls if the life event is processed according to the date the event occurred or the date the event was recorded in the system.

**Note:** By setting the profile option BEN: Comp Objects Display Name Basis in the System Profile Values window, you can choose whether compensation object names display in application windows (both in the professional and Self-Service user interfaces) based on the life event occurred on date or the user's session date. The default profile option value is Session.

11. If you want to link a life event reason to a self-service process, select a value in the Selectable for Self Service field to indicate in which processes this life event should be available.
  - All--the life event can be selected in all self-service processes
  - Add/Update/Delete Family Members--the life event can be selected in Self-Service Benefits when the user adds, updates, or end dates a family member contact
  - Add/Update Family Members--the life event can be selected in Self-Service Benefits when the user adds or updates a family member contact
  - Delete Family Members--the life event can be selected in Self-Service Benefits when the user end dates a family member contact
  - Basic Registration--the life event can be selected in the New Employee Registration process
  - COBRA Registration--the life event can be selected in the Non-employee Registration process
  - Basic and COBRA Registration--the life event can be selected in both the New Employee and the Non-Employee Registration processes

**Note:** Do not use the Life Events page in self-service registration if you are the employer of benefits recipients. This page is only for third party benefits providers.

See: Configuring the New Employee and Non-Employee Registration Processes, *Oracle HRMS Deploy Self-Service Capability Guide*

12. Select the Check Related Persons Eligibility field if the system generates a related person life event when the primary participant experiences this life event.

If you select the Check Related Persons Eligibility field, complete the Causes Related Person Life Events block as described in step 15, page 5-79
13. Select the Override field if this life event is the overriding life event in the case of the collision of two or more life events.

**Note:** When two or more overriding life events collide, no life event is selected as the winner. You use the Potential Life Events form to select the winning life event.
14. Select the COBRA Qualifying Life Event field if this life event impacts eligibility for US COBRA benefits.
15. Select the name of the related person life event this life event triggers in the Causes Related Person Life Event field.

Repeat this step for each related person life event that is triggered by this life event.
16. Save your work.

#### **Next Step**

Associating a Person Change With a Life Event, page 5-81

## Defining Person Changes

You define the changes to a person's record that trigger a life event by specifying the value of the database field that indicates this person change has occurred.

### To define a person change:

1. Query or enter a life event in the Life Event Reasons window.
2. Choose the Person Changes button if you are defining a life event for a primary participant.
  - Or, choose the Related Person Changes button if the life event experienced by the primary participant causes a life event for a related person.
3. Choose the Define Person Change button or the Define Related Person Change button depending if you chose Person Changes or Related Person Changes in step 2.
4. Enter a Name for the person change you are defining.
5. Select the Table Name of the database table containing the column name (field) and new value that indicates a person has experienced this life event.

**Note:** Refer to the *Oracle HRMS Technical Reference Manual* for definitions of the database tables and columns.

6. Select the Column Name.
7. Select the Old Value if the life event you are defining is only detected when the column name value change from a specific old value to a specific new value.
8. Select the New Value that triggers a detected life event.
9. If necessary select a Rule of the type Person Changes Causes Life Event to refine the circumstances under which the system determines that this person change has occurred. You can use this rule if changes to different columns on the same table trigger the same life event.

**Note:** If you select a rule and associate this person change with an absence-type life event, the values you enter in the Old Value and New Value fields are ignored and only the rule is evaluated. If the rule returns the value Yes, the Person Change has occurred, regardless of the value in the selected column.

10. Enter the text in the What-if Label field that represents this person change when you model eligibility using the What-if Eligibility/Ineligibility Participation window.
11. Select the Rule Overrides check box if you attach a Person Changes Causes Life Event rule to this Person Change and you want the results of the formula to determine how to detect the event.

The API executes the rule when a change happens on the table you select for this Person Change.

If you do not select this check box, the application detects a life event when a person meets the criteria of both the rule and the table/column values you selected in steps 5 through 8.

12. Click the Add Record icon on the toolbar if you want to define another person change.

You can add a person change based on another column in the same table you previously selected, or a column in a different table. Changes based on columns in the same table function as an And condition; changes based on columns in different tables function as an Or condition.

13. Save your work.

## Associating a Person Change with a Life Event

In order to know when a person has experienced a life event, you associate a *person change* with each life event you define. A person change is a change to a person's HR record that indicates a life event might have occurred.

You can also associate a *related person change* with a life event if a change to the primary participant's HR record generates a life event for a person related to the primary participant.

**Note:** You must define your person changes and related person changes before these can be associated to a life event. See: Defining Person Changes, page 5-80

### To associate a person change with a life event:

1. Query or enter a life event in the Life Event Reasons window.
2. Choose the Person Changes button if you are defining a life event for a primary participant.
  - Or, choose the Related Person Changes button if the life event experienced by the primary participant causes a life event for a related person.
3. Select the Name of a person change that you have defined.

Repeat this step for each person change you link to this life event reason. If you define the Person Change based on a single table, the application must detect Person Changes in all the columns you select to trigger the life event (the And condition).

For Person Changes based on multiple tables, the application must detect all Person Changes for at least one of the tables to trigger the life event (the Or condition).
4. Save your work.

## Defining a Collapsing Life Event (Advanced Benefits)

You use the Collapsing Rules window to build your collapsing life event definition. By selecting life events and expressions (and/or), you create the conditions that the system evaluates when determining the new life event.

### To define a collapsing life event:

1. Enter the Seq (sequence) in which this collapsing life event definition is processed relative to any other collapsing life event definitions.
2. Select the life event into which your life event combination collapses in the Results in field.
3. Use the Tolerance field to enter the number of days after the earliest life event occurred date beyond which the system ignores any detected life events when evaluating your life event combinations.

4. Select the primary life event in your life event combination in the first Life Event field.
5. Select the Expression (and/or) used to evaluate the detected life event combination.
6. Select another life event to include in combination with the primary life event in the next Life Event field.
7. Select more life event/expression combinations depending on the complexity of your collapsing life event definition.
8. Select a Collapsing Logic code or rule that indicates if the detected life events are voided or collapsed into a resulting life event.
9. Select a Life Event Occurred Date code or rule to specify the occurred on date of the resulting life event.
10. Save your work.

# Benefit Enrollment Requirements

## Enrollment Requirements

Enrollment requirements determine *when* an eligible person can enroll in a benefit. You define enrollment requirements for a program, plan type, or plan to determine scheduled enrollment periods and the qualifying life events that enable an enrollment.

Enrollment requirements that you define at the program level cascade to the plan type and plan levels unless you override these requirements for a given plan type or plan. Although there are many program-level enrollment attributes, participants do not technically enroll in a program. Instead, they enroll in the plans associated with that program.

You can also use the enrollment requirements forms to implement other restrictions, as follows.

- You can coordinate coverage levels between all plans in a plan type. For example, you can require that a person who elects the "employee only" coverage option in one plan elects this coverage level for all plans in the plan type in which they enroll.
- For insurance plans, you can limit the coverage level that can be elected by a spouse or a dependent to a percentage of the coverage elected by the primary participant.
- Advanced Benefits customers can require that an action item be completed before an enrollment is valid.
- You can also define dependent coverage requirements such as dependent information that is required for an enrollment to be valid (date of birth or social security number) and required certifications.
- You define beneficiary designation requirements at the plan level.

## General Program Enrollment Requirements

### For a Program

You can define general enrollment requirements for a program, such as enrollment coverage start and end dates and activity rate start and end dates. These dates are not particular calendar dates, but dates relative to a scheduled enrollment in the program year.

Advanced Benefits customers can define at the program level whether default or automatic enrollments apply to any plans in this program.

For insurance plans, you can limit the coverage level that can be elected by a spouse or a dependent to a percentage of the coverage elected by the primary participant.

### For a Plan Type in a Program

You can define enrollment requirements for the plan types in a program if these requirements differ between plan types. For example, you can define a required period of enrollment for the plans in one plan type.

Other requirements you can set at the plan type level relate to life insurance plans. You can:

- Specify if the plans in a plan type limit the amount of coverage a spouse or a dependent of the primary participant can elect as a percentage of the coverage elected by the primary participant
- Specify if the system determines imputed income and life insurance maximums for a plan type

You can limit the maximum number of plans in a plan type in which a person can enroll, or require that a participant enroll in a minimum number of plans in a plan type.

#### **For a Plan in a Program**

Advanced Benefits customers can define if a plan in a program is the default enrollment for a participant who fails to make an election. You can limit the circumstances under which a plan is the default based on whether or not the participant is currently enrolled in the program.

For example, you can define a default plan for newly enrolled participants, and indicate that currently enrolled participants must remain enrolled in their current plan.

## **Scheduled Program Enrollments and Life Event Enrollments (Timing)**

### **Scheduled Enrollments for Programs**

For scheduled enrollments, you define the enrollment type for the program, either open, administrative, or unrestricted.

**Important:** Open and administrative enrollment types are only available to Advanced Benefits customers. Because unrestricted enrollments are not date dependent, the system does not recognize an enrollment period for unrestricted enrollments. An unrestricted enrollment is considered closed when the enrollment is saved.

You associate a program year period with those programs that contain one or more plans with scheduled enrollments. Within the program year, you can specify the enrollment period for plans in the program, the date on which defaults are assigned, the date after which no further processing is allowed, and the enrollment close date.

For programs that allow an override to the enrollment start and end dates or the activity rate start and end dates, you can specify these enrollment and activity rate periods.

### **Life Event Enrollments for Programs (Advanced Benefits)**

You can define the life events that trigger an enrollment opportunity for the plans in a program. You can also specify the date on which defaults are assigned, the date after which a person experiencing the life event is no longer eligible for enrollment, and the life event enrollment close date.

You can define the enrollment coverage start and end dates for a life event. This is not a particular calendar date, but a date relative to the life event.

As with scheduled enrollments, you can define overrides to enrollment start and end dates or activity rate start and end dates for a program that are caused by a life event that you associate with the program.



## Life Event Enrollment Requirements for Plan Types and Plans in Program (Advanced Benefits)

You can associate with a plan type or a plan in program those life events that trigger an enrollment action. Depending on the life event and the participant's current enrollment status, you can define whether or not the life event enables an enrollment action. You select from *enrollment codes* that limit the participant's enrollment options based on whether they are currently enrolled in the compensation object that you specify.

For example, you can specify that a participant who experiences a particular life event and is currently enrolled in a plan can keep their current elections but cannot change their elections. But, if the participant is not currently enrolled in the plan, then they can enroll. You would select an enrollment code of Current, Keep Only; New, Can Choose.

You can also define for a plan in program the *enrollment method* associated with a life event, either automatic or explicit.

## Dependent Coverage Enrollment Requirements for Programs

The information required to enroll a dependent in a benefit can be different from the information required to enroll a primary participant. For dependents you can define:

- Dependent coverage start and end dates
- Required information for enrollment, such as social security number/legislative ID and date of birth
- Required certifications
- Dependent coverage eligibility profiles
- Enrollment actions triggered by a life event
- Certifications required for enrollment after the occurrence of a specific life event

## Plan Enrollment Requirements

You specify enrollment requirements at the program level if the requirements apply to all the plans in the program. You use plan level enrollment requirements to override values set at the program level for individual plans. The enrollment requirements that you can specify for scheduled enrollments and life event enrollments are the same at the program and plan level.

In addition, you set enrollments requirements for not in program plans and options in plans by using plan enrollment requirements.

You can define general enrollment requirements for a plan, such as enrollment coverage start and end dates. You can also set limitations to the minimum and maximum number of options in a plan in which a person can be enrolled.

If an action must be complete before an enrollment is valid, you can associate enrollment action types with a plan if you are an Advanced Benefits customer.

You can also define designation requirements that limit the familial relationship types covered by an option.

## Enrollment Requirements for Plans Not in Program

You define enrollment requirements for plans not in program just as you do for plans in program. However, plans not in program also have additional enrollment requirements that you can set.

For each plan not in program, you can select a default enrollment code that determines how the system processes an enrollment when a participant fails to make an election.

For a plan not in program with a required enrollment period, you need to specify whether the required enrollment period applies to the plan, the options in the plan, or the plan type that contains the plan.

You can also specify the time period in which activity rates for a plan not in program are expressed in the user interface, for example by month or annually.

## Enrollment Requirements for Options

You can define enrollment requirements that apply to the options in a plan, such as:

- The default option for participants who do not make an election (Advanced Benefits)
- The options that are required for enrollment in the plan
- The enrollment method, either automatic or based explicitly on the participant's election (Advanced Benefits)

You can also set designation requirements for an option. See: *Defining Options*, page 1-79

## Rate Start and End Dates

The Total Compensation processing model uses the rate start and end date codes on the Plan and Program Enrollment requirements windows to derive when the standard rate begins and ends for an enrollment. These codes also determine when the corresponding element entry begins and ends.

Depending on the code you select, the application determines the rate dates based on the life event occurred on date, enrollment coverage date, or effective date of the election.

## Enrollment Action Types (Advanced Benefits)

An enrollment action is any action that is required of a participant to complete an enrollment or de-enrollment. In addition to the enrollment action types delivered with the product, you can use the Enrollment Action types window to define additional enrollment action types.

You associate an enrollment action with the enrollment requirements for a program or plan.

## Enrollment Types

Most benefit plans define when an enrollment can be initiated or altered during the plan year. Often, restrictions are placed on when an eligible participant can enroll in a plan or change a current election.

Oracle HRMS controls enrollments using enrollment types:

- Unrestricted Enrollment

- Open Enrollment (Advanced Benefits)
- Administrative Enrollment (Advanced Benefits)
- Life Event Enrollment (Advanced Benefits)
- Automatic and default enrollment (Advanced Benefits)
- Explicit enrollment

## **Unrestricted Enrollment**

Unrestricted enrollments are enrollments you define that are not time-dependent and often do not require a special reason for enrollment. A savings plan is a typical example of a benefit for which you might elect to use the unrestricted enrollment type.

Oracle customers who do not license Advanced Benefits must use unrestricted enrollments to process participants into a benefits plan. This is the only enrollment type available to you.

During the plan design phase, you choose the unrestricted enrollment type for all your programs and plans. Then, when a benefits representative (or in the case of self-service enrollments, a participant) processes an enrollment, the system determines the person's electable choices based on the eligibility requirements for the benefit.

Unrestricted enrollments do not restrict an enrollment to a certain period or require that an action item or certification be completed for an enrollment to be valid.

## **Open Enrollment (Advanced Benefits)**

You define an open enrollment for a benefit as a predefined time period during the plan year when a participant can alter elections in a plan. This is the most common type of scheduled enrollment.

## **Administrative Enrollments (Advanced Benefits)**

Administrative enrollments are rare, but you might use this enrollment type when a significant change occurs to the coverage offered under a plan and it is necessary to allow participants to re-evaluate their continued participation in the plan.

## **Life Event Enrollments (Advanced Benefits)**

Life event enrollments are caused by a significant change to the participant which requires or enables an enrollment action.

## **Automatic and Default Enrollments (Advanced Benefits)**

You can automatically enroll an eligible participant into a benefit. To do so, you set up the enrollment method of automatic when defining the enrollment requirements for the benefit. Automatic enrollments are typically used to provide interim coverage before participants can make their own elections.

You define default enrollments as those elections an eligible participant receives if they do not specify an election within a pre-defined enrollment period. Default enrollments are processed when you run the Default Enrollment batch process from the concurrent manager.

See: Benefits Batch Processes, page 6-19

## Explicit Enrollments

All elections that are neither automatic or default are considered explicit elections. The participant must explicitly elect the benefit into which they enroll either through a self-service form or through their benefits department.

## Enrollment Codes

When you define enrollment requirements for a compensation object, you select from enrollment codes that limit the participant's enrollment options based on whether they are currently enrolled in the compensation object. You can select enrollment codes for a program, plan in program, plan not in program, and option in plan. You can also select enrollment codes for specific life events for each compensation object.

For each plan not in program, you can select a default enrollment code that determines how the system processes an enrollment when a participant fails to make an election. Similarly, you can specify default enrollment codes for programs, plans in programs, and plan types in programs to determine default enrollment after specific life events. You can also select a default enrollment code for options in plans to specify when the option is the default based on a new or existing enrollment.

**Note:** In Standard Benefits, the default enrollment is displayed on the enrollment window but you need to save the election to enroll the participant. In Advanced Benefits, default enrollments are made automatically when you run the Default Enrollments process.

You can select from the enrollment codes and default enrollment codes listed below, or you can create a formula-based rule to define your own requirements.

## List of Enrollment Codes

**Current, Can Keep or Choose; New, Nothing:** If a person is currently enrolled in this compensation object, the person can keep their current elections or make new elections. If a person is not yet enrolled, the person cannot make an election.

**Current, Can Keep or Choose; New, Can Choose:** If a person is currently enrolled in this compensation object, the person can keep their current elections or make new elections. If a person is not yet enrolled, the person can make new elections.

**Current, Can Keep or Choose But Starts New; New, Can Choose:** If a person is currently enrolled in this compensation object, the person can keep their current elections or make new elections. The coverage ends at the end of the plan year and restarts the next day so that the participant must explicitly re-elect each year, even though the coverage amount may stay the same. If a person is not yet enrolled, the person can make new elections.

**Note:** You can only select this code from the Program or Plan Enrollment Requirements windows at either the plan type in program, plan in program, or plan level based on a life event. It is recommended that you select this code only for the Open enrollment life event.

**Current, Choose Only; New, Can Choose:** If a person is currently enrolled in this compensation object, the person must make an explicit election to stay enrolled. If a person is not yet enrolled, the person can make new elections.

**Current, Choose Only; New, Nothing:** If a person is currently enrolled in this compensation object, the person must make an explicit election to stay enrolled. If a person is not yet enrolled, the person cannot make an election.

**Current, Keep Only; New, Can Choose:** If a person is currently enrolled in this compensation object, the person must keep their current elections. If a person is not yet enrolled, the person can make new elections.

**Current, Keep Only; New, Nothing:** If a person is currently enrolled in this compensation object, the person must keep their current elections. If a person is not yet enrolled, the person cannot make an election.

**Current, Lose Only; New, Can Choose:** If a person is currently enrolled in this compensation object, the person must de-enroll from their current elections. If a person is not yet enrolled, the person can make new elections.

**Current, Lose Only; New, Nothing:** If a person is currently enrolled in this compensation object, the person must de-enroll from their current elections. If a person is not yet enrolled, the person cannot make new elections.

**Rule:** Select Rule if you define a FastFormula rule to determine a person's electability based on their current enrollment status. The formula must be of the type *Enrollment Opportunity*.

## List of Default Enrollment Codes

**New, Defaults; Current, Nothing:** If a person is not yet enrolled in a given benefit, enroll that person in the default enrollment for that benefit. If the person is already enrolled in that benefit, de-enroll the person from that benefit.

**New, Defaults; Current, Defaults:** If a person is not yet enrolled in a given benefit, enroll that person in the default enrollment for that benefit. If a person is already enrolled in a benefit, enroll the person in the default enrollment for that benefit.

**New, Defaults; Current, Same Enrollment and Rates:** If a person is not yet enrolled in a given benefit, enroll that person in the default enrollment for that benefit. If a person is already enrolled in a benefit, do not change that enrollment or the activity rate.

**New, Defaults; Current, Same Enrollment but Default Rates:** If a person is not yet enrolled in a given benefit, enroll that person in the default enrollment for that benefit. If a person is already enrolled in a benefit, do not change the enrollment but assign the default activity rate.

**New, Nothing; Current, Same Enrollment and Rates:** If a person is not yet enrolled in a given benefit, do not enroll that person in that benefit. If a person is already enrolled in a benefit, do not change that enrollment or the activity rate.

**New, Nothing; Current, Same Enrollment but Default Rates:** If a person is not yet enrolled in a given benefit, do not enroll that person in that benefit. If a person is already enrolled in a benefit, do not change that enrollment but assign the default activity rate.

**New, Nothing; Current, Defaults:** If a person is not yet enrolled in a given benefit, do not enroll that person in that benefit. If a person is already enrolled in a benefit, enroll that person in the default enrollment for that benefit.

**New, Nothing; Current, Nothing:** If a person is not yet enrolled in a given benefit, do not enroll that person in that benefit. If the person is already enrolled in that benefit, de-enroll that person from that benefit.

**Rule:** Indicates that you will specify a FastFormula rule for this default treatment. The formula must be of the type *Default Enrollment*.

## Enrollment Period Determination for Life Events

For situations where you back-out and reprocess an event - or when an event occurs during the enrollment window of a prior event - you can determine how the application determines the start and end date of the newly calculated enrollment period.

As part of your implementation, you can select a Period Determination code for each life event you attach to a program or a plan not in program.

**Note:** You can only set this code at the program level for plans in a program; the code applies to all plans in the program.

The application uses this code to adjust the enrollment period start date in the following situations:

- You back-out and reprocess an event
- An event occurs within the enrollment window of another event
- The application detects a colliding life event

Select one of the following enrollment codes to control the calculation of the new enrollment window.

- **Retain Number of Days in Original Enrollment Period:** This is the default value if you select no code; this code does not adjust the start date. The application calculates the enrollment window using the enrollment period start and end date codes based on the later of an existing *Processing Date* for a prior life event or, the life event occurred on date of the current event being processed.

If you back out and reprocess an event, the enrollment window will be the original number of days from the later of the original enrollment period start date, the backed-out date, or the system date. In most cases, the enrollment window will begin on the system date.

- **Later of Enrollment Period Start Date or Future Enrollments Start Date:** This code retains the original enrollment period. However, the enrollment period must be one day or more *after* any future enrollment start date.

This is the most commonly used code; it always tries to retain the exact enrollment window based on the original start and end dates. If there is an enrollment result after the original enrollment period end date, the enrollment start date will be set to one day after the existing enrollment result. The code keeps the original end date if the end date is later than the new start date, otherwise, the end date will be reset to equal the new start date.

If the enrollment window has past, the participant will not be able to make election changes in Self-Service and the HR professional would need to set the effective date back to the enrollment window to make elections for the participant

You should also select this code if you base participant eligibility on family member information.

- **Later of Future Enrollments Start Date or System Date:** This code retains the original enrollment period. However, the enrollment period must be one day or

more *after* any future enrollment start date or the system date if the life event has been backed-out and reprocessed.

Selecting this code allows a participant to update elections in Self-Service on the day you reprocess a backed-out event.

- **Later of Future Enrollments Start Date or Backed Out Date:** This code retains the original enrollment period. However, the enrollment period must be one day or more *after* any future enrollment start date or the backed-out date if the life event has been backed-out and reprocessed.

**Note:** if you set up your life event to close based on the code 'When Enrollment Period Ends', the Close Enrollment Process closes the event.

## Dependent Coverage and Beneficiary Designation Requirements

Dependent coverage enrollment requirements determine when an eligible dependent can enroll in a benefit. The information required to enroll a dependent can be different from the information required to enroll a primary participant. For dependents you can define:

- Dependent coverage start and end dates
- Required information for enrollment, such as social security number/legislative ID and date of birth
- Required certifications
- Dependent coverage eligibility profiles
- Enrollment actions triggered by a life event
- Certifications required for enrollment after the occurrence of a specific life event

**Note:** For Standard Benefits, you must link the Unrestricted life event to the compensation object at the dependent designation level.

The enrollment requirements you specify at program level are inherited at plan type and plan level. The requirements you specify at plan level are inherited by all options in the plan.

You can define beneficiary designation requirements at the plan level. All options in the plan inherit these beneficiary designation requirements.

## Defining Enrollment Methods for a Program

You use the Enrollment Methods alternate region of the Program Enrollment Requirements window to define how a participant enrolls in a program.

If you use Standard Benefits, you can define requirements for unrestricted enrollments using this window.

Advanced Benefits customers can specify whether default or automatic enrollment rules apply for a program.

### To define an enrollment method for a program:

1. Query the Program for which you are defining program enrollment requirements.

The current status of the program is displayed. For a definition of the program statuses, see *Defining a Benefits Program*, page 1-57.

2. For Advanced Benefits users, select the enrollment method, either **automatic** or based on the participant's **explicit** choice, in the Method field.
3. For Advanced Benefits users, select an Automatic Rule to define the circumstances under which automatic enrollments apply for this program.
4. Check the Allows Unrestricted Enrollment field if this program uses the unrestricted enrollment type.

You must also check the Allows Unrestricted Enrollment field for each plan in this program that uses the unrestricted enrollment type.

**Important:** You must check this field if you have not purchased an Advanced Benefits license.

5. For Advanced Benefits users, check the No Default Enrollment Applies field if the system takes no enrollment actions when eligible persons fail to specify available elections for plans or options in this program.
6. For Advanced Benefits users, check the No Automatic Enrollment Applies field if the system does not automatically enroll eligible persons in any plans in this program.
7. Select an Enrollment Code or rule that defines a participant's enrollment choices for this program based on whether the participant is currently enrolled in the program.

See: *Enrollment Codes*, page 5-88

8. Save your work.

## Defining Coverage Requirements for a Program

You use the Coverage region of the Program Enrollment Requirements window to define when coverage starts and ends for a program, if coverage levels are coordinated between plans in the program, and rules regarding spousal and dependent coverage for insurance plans.

### To define coverage requirements for a program:

1. Select an Enrollment Coverage Start Date code or rule to specify when coverage begins for participants who enroll in plans in this program.
2. Select an Enrollment Coverage End Date code or rule to specify when coverage ends for participants who lose eligibility for a plan in this program.

In the Maximum % of Participant Coverage block:

3. Enter a Spouse Insurance Coverage percentage to specify the maximum insurance coverage amount allowed for spouses for all insurance plans in the program, expressed as a percentage of the employee's insurance coverage amount.

**Important:** If you define spousal or dependent life insurance coverage limits, you must create one plan type for spousal life insurance plans and another plan type for dependent life insurance plans.



4. Enter a Dependent Insurance Coverage percentage to specify the maximum insurance coverage amount allowed for dependents other than spouses for all insurance plans in the program, expressed as a percentage of the employee's insurance coverage amount.
5. Save your work.

## Defining an Action Item Due Date (Advanced Benefits)

You use the Action Types window to enter the date by which a person must complete an action item associated with a compensation object.

Action items include enrollment certifications, and dependent and beneficiary designation requirements.

### To define an action item due date:

1. Query the compensation object for which you are defining an action item due date in the Program Enrollment Requirements window or the Plan Enrollment Requirements window.
2. Choose the Action Types button.
3. Select an action item in the Action Type field.
4. Select an Action Type Due Date code or rule.
5. Save your work.

## Defining Activity Rate Enrollment Requirements for a Program

Use the Rates region of the Program Enrollment Requirements window to define when activity rates start and end for the plans in a program.

### To define activity rate enrollment requirements for a program:

1. Select a Rate Start Date Code or Rule to specify the date on which activity rates apply to the plans in this program.
2. Select a Rate End Date Code or Rule to specify when activity rates end for participants in the plans in this program.
3. Save your work.

## Defining Enrollment Requirements for Plan Types in a Program

You can define enrollment requirements that apply to a plan type in a program.

### To define enrollment requirements for a plan type in a program:

1. Choose the General tab and then the Plan Type tab in the Program Enrollment Requirements window.
2. Select a Plan Type in this program for which you are defining enrollment requirements.
3. Check the Coordinate Coverage for All Plans field to specify that participants in this plan type must elect the same coverage options for all plans in this plan type.

4. Choose from the following if you limit insurance coverage for a spouse or a dependent to a percentage of the employee's insurance coverage:
  - Check the Subject to Spouse's Maximum % Insurance Coverage field if for this plan type you are limiting the insurance coverage of the spouse of an employee to a percentage of the employee's insurance coverage.
  - Check the Subject to Dependent's Maximum % Insurance Coverage field if for this plan type you are limiting the insurance coverage of a dependent of an employee to a percentage of the employee's insurance coverage.

**Important:** If you define spousal or dependent life insurance coverage limits, you must create one plan type for spousal life insurance plans and another plan type for dependent life insurance plans.
5. Check the Sum Participant's Life Insurance field if the system determines imputed income and life insurance maximums for this plan type in this program.
6. For Advanced Benefits users, choose from the following if this plan type is part of a flex credit program:
  - Check the Provides Credits field if flex credits are allocated for this plan type.
  - Check the Credits Apply Only To This Plan Type field if flex credits in this plan type cannot be rolled over into other plan types in this program.
7. Select a Required Period of Enrollment Value and UOM for this value to describe the period of time in which a participant's elections for all plans in this plan type must be in effect (except in the case of a qualified life event).

To define a required period of enrollment for an option, see: Defining Options, page 1-79.
8. Save your work.

## Defining Enrollment Limitations for Plan Types in a Program

You can define the minimum and maximum number of plans in which a person can be simultaneously enrolled for a plan type in a program. You can also specify the required enrollment period for the plans in a plan type.

Use the Program Enrollment Requirements window.

### To define enrollment limitations for a plan type in a program:

1. Choose the General tab, then the Plan Type tab.
2. In the Limitations region, select a Plan Type in this program for which you are defining enrollment limitations.
3. Check the No Minimum field if there is no minimum number of plans of this plan type in which a participant must be enrolled.
  - Or, enter the Minimum number of plans of this plan type in which a participant must be enrolled.
4. Check the No Maximum field if there is no maximum number of plans of this plan type in which a participant must be enrolled.

- Or, enter the Maximum number of plans of this plan type in which a participant must be enrolled.

In the Required Period of Enrollment block:

5. Enter a Value that represents the length of time for which a person must be enrolled in the plans in this plan type.
6. Select the unit of measure of this value in the UOM field.
7. Select a rule if you use a formula to determine the required period of enrollment for the plans in this plan type.
8. Save your work.

## Defining Enrollment Requirements for a Plan in a Program

If you are an Advanced Benefits customer, you can specify the circumstances under which a plan is the default for a program. A life event reason can override this information.

### To define enrollment requirements for a plan in a program:

1. In the Program Enrollment Requirements window, choose the General tab and then the Plan tab.
2. Select the plan in this program for which you are defining enrollment requirements.
3. For Advanced Benefits users, select the enrollment method, either **automatic** or based on the participant's **explicit** choice, in the Method field.
4. For Advanced Benefits users, select an Automatic Rule to define the circumstances under which automatic enrollments apply for this plan.
5. Select an Enrollment Code or rule that defines a participant's enrollment choices for this plan based on whether the participant is currently enrolled in the plan.

See: Enrollment Codes, page 5-88

6. Check the Allows Unrestricted Enrollment field if the enrollment type for this plan in program is unrestricted.

You must also check the Allows Unrestricted Enrollment field for the program that contains this plan.

**Important:** You must check this field if you have not purchased an Advanced Benefits license.

7. Save your work.

### Default Enrollment Requirements

You run the Default Enrollment Process from the concurrent manger to create default enrollments based on your plan design and eligibility requirements. Default enrollment processing is only available for Advanced Benefits customers.

### To define default enrollment requirements for a plan in a program:

1. Choose General -> Plan -> Default in the Program Enrollment Requirements window.

2. Select a Default Enrollment Method Code or Rule for this plan.
3. Check the Assign on Default field if participants who fail to specify an election are enrolled in this plan.
4. Save your work.

## Defining Coverage Requirements for a Plan in a Program

You can define when coverage starts and ends for participants who enroll in a plan in a program. You can also define restrictions to the amount of available coverage provided by a plan.

Use the Program Enrollment Requirements window. Choose the General tab, then the Plan tab, and then the Coverage region.

### To define coverage start and end dates for a plan in a program:

1. Select a plan in this program for which you are defining coverage start and end dates.
2. Select an Enrollment Coverage Start Date code or rule to specify when coverage begins for participants who enroll in this plan.
3. Select an Enrollment Coverage End Date code or rule to specify when coverage ends for participants who lose eligibility for this plan.

**Note:** You should coordinate your coverage start and end dates with your activity rate start and end dates.

4. Save your work.

## Defining Coverage Start and End Dates for a Plan Type in a Program

You can define when coverage starts and ends for participants who enroll in a plan type in a program. These coverage dates apply to all the plans in this plan type unless you override the coverage dates at the plan level.

Choose the General tab, then the Plan Type tab, and then the Coverage region.

### To define coverage start and end dates for a plan type in a program:

1. Select a plan type in this program for which you are defining coverage start and end dates.
2. Choose an Enrollment Coverage Start Date code or rule to specify when coverage begins for participants who enroll in a plans in this plan type.
3. Choose an Enrollment Coverage End Date code or rule to specify when coverage ends for participants who lose eligibility for a plan in this plan type.

**Note:** You should coordinate your coverage start and end dates with your activity rate start and end dates.

4. Save your work.

## Defining Activity Rate Start and End Dates for a Plan in a Program

You can define when activity rates start and end for the plans in a program.

Use the Program Enrollment Requirements window. Choose the General tab, then the Plan tab, and then the Rates region.

### To define activity rate start and end dates for a plan in a program:

1. Select a plan in this program for which you are defining activity rate start and end dates.
2. Select a Rate Start Date code or rule to specify the date on which activity rates apply to this plan.
3. Select a Rate End Date code or rule to specify when activity rates end for participants in this plan.

**Note:** You should coordinate your coverage start and end dates with your activity rate start and end dates.

4. Save your work.

## Defining Activity Rate Start and End Dates for a Plan Type in a Program

You can define when activity rates start and end for the plan types in a program. These activity rate dates apply to all the plans in this plan type unless you override the activity rate dates at the plan level.

Choose the General tab, then the Plan Type tab, and then the Rates region.

### To define activity rate start and end dates for a plan type in a program:

1. Select a plan type in this program for which you are defining activity rate start and end dates.
2. Choose a Rate Start Date Code or Rule to specify the date on which activity rates apply to this plan type.
3. Choose a Rate End Date Code or Rule to specify when activity rates end for participants in this plan type.

**Note:** You should coordinate your coverage start and end dates with your activity rate start and end dates.

4. Save your work.

## Defining a Scheduled Enrollment for a Program

You use the Program Enrollment Requirements window to define a scheduled enrollment so that eligible persons can enroll, or alter elections, in one or more plans during a specified time period.

For example, you could schedule an open enrollment period for a benefits program from 1 November to 30 November each year.

Standard Benefits customers can define a scheduled enrollment period for a plan or program, but the information is considered read-only and does not restrict enrollment processing.

**To define a scheduled enrollment period for a program:**

1. Query a program in the Program Enrollment Requirements window. Choose the Timing tab, and then the Scheduled tab.
2. Select an Enrollment Type for the scheduled enrollment period that you are defining for this program.
3. Select a Year Period that applies to the scheduled enrollments for the plans in this program.
4. Enter the enrollment start date in the Persons May Enroll During the Period From field.
5. Enter the enrollment end date in the To field.
6. For Advanced Benefits users, enter a Defaults Will be Assigned on date to specify the date on which default benefits assignments are made when participants fail to make their choices as part of this scheduled enrollment.
7. Choose a No Further Processing is Allowed After date to specify the latest date on which the plan sponsor can apply elections applicable to this enrollment period.

**Important:** Typically, a third party administrator's requirements for receiving elections information determines this date.

8. Select a Close Enrollment Date To Use code that defines the enrollment closing date based on one of three factors:
  - Processing End Date
  - When Elections Are Made
  - When Enrollment Period Ends
9. Select a Period Determination code to control how the application establishes a start and end date for an enrollment period in the following situations:
  - You back-out and reprocess an event
  - The event occurs within the enrollment window of another event
  - A colliding life event occurs
10. Choose the Overrides alternate region to override any enrollment period or activity rate start and end dates for this program.
11. Choose an Enrollment Start Date Code or Rule to specify the date from which an override to an enrollment date applies to this scheduled enrollment for this program.
12. Choose an Enrollment End Date Code or Rule to specify the final date on which an override to an enrollment date applies to this scheduled enrollment for this program.
13. Choose a Rate Start Date Code or Rule to specify the date from which an override to an activity rate applies to this scheduled enrollment for this program.
14. Choose a Rate End Date Code or Rule to specify the final date on which an override to an activity rate applies to this scheduled enrollment for this program.

15. Save your work.

## Defining Requirements for a Life Event Enrollment for a Program (Advanced Benefits)

You define a life event enrollment schedule to establish temporal parameters for enrollment, de-enrollment, or changes to elections following a given life event, regardless of when that life event occurs during the plan year.

### To define life event enrollment requirements for a program:

1. Query a program in the Program Enrollment Requirements window. Choose the Timing tab and then the Life Event tab.
2. Select the Enrollment Type of Life Event.
3. Select a Life Event for which you are defining enrollment requirements.
4. Enter the number of Days After Enrollment Period to Apply Defaults if you define a default enrollment for this program.
5. Enter the number of days persons can fail to respond in the Days After Enrollment Period for Ineligibility field.

**Important:** After this number of days, the person is no longer eligible to enroll in benefits for which this life event made them eligible.

6. Enter the number of Additional Processing Days allowed.
7. Select a Close Enrollment Date to use code that defines the enrollment closing date based on one of three factors:
  - Processing End Date
  - When Elections Are Made
  - When Enrollment Period Ends
8. Choose the Overrides alternate region to override any life event enrollment period or activity rate start and end dates based on this life event.
9. Select an Enrollment Start Date Code or Rule to specify the date from which an override to an enrollment date applies to this life event enrollment for this program.
10. Select an Enrollment End Date Code or Rule to specify the last date on which an override to an enrollment date applies to this life event enrollment for this program.
11. Select a Rate Start Date Code or Rule to specify the date from which an override to an activity rate applies to this life event enrollment for this program.
12. Select a Rate End Date Code or Rule to specify the last date on which an override to an activity rate applies to this life event enrollment for this program.
13. Save your work.

## Defining Enrollment Periods for Life Event Enrollments for a Program (Advanced Benefits)

You can define an enrollment period for a life event so that a participant experiencing this life event has a defined period in which to take an enrollment action.

When you select an enrollment period start date code, the system calculates the start date as of the effective date of the Participation batch process that detected the life event. The enrollment end date is calculated based on the Life Event Occurred on Date which is displayed on the Maintain Potential Life Events window.

### To define an enrollment period for life event enrollment for this program:

1. In the Program Enrollment Requirements window, with the Timing tab and then the Life Event tab chosen, choose the Periods region.
2. Select Life Event in the Enrollment Type field to specify that you are defining a life event enrollment.
3. Select the Life Event for which you are defining an enrollment period.
4. Select an Enrollment Period Start Date Code or Rule to specify the date on which this enrollment period starts for this life event.
5. Select an Enrollment Period End Date Code or Rule to specify the date on which this enrollment period ends for this life event.
6. Select a Period Determination code to control how the application establishes a start and end date for an enrollment period in the following situations:
  - You back-out and reprocess an event
  - The event occurs within the enrollment window of another event
  - A colliding life event occurs
7. Save your work.

## Defining Coverage and Activity Rate Periods for a Plan in a Program

You use the Enrollment Period for Plan window to define start and end dates for enrollment coverage and activity rates for a plan in a program. You can define enrollment periods for scheduled or life event enrollments.

### To define an enrollment period for a plan in a program:

1. Select the plan for which you are defining coverage and activity rate start and end dates.
2. Choose an Enrollment Coverage Start Date code or rule to specify when coverage begins for participants who enroll in this plan.
3. Choose an Enrollment Coverage End Date code or rule to specify when coverage ends for participants who lose eligibility for this plan.
4. Select a Rate Start Date Code or Rule to specify the date on which activity rates apply to this plan.
5. Select a Rate End Date Code or Rule to specify when activity rates end for participants in this plan.



6. Save your work.

## Associating an Enrollment Rule with a Program

You can associate an enrollment rule with a program. You can also associate such rules with overrides for enrollment or activity rate start and end dates.

### To define an enrollment rule for a program:

1. Navigate to the Enrollment Rules window.
2. Enter a Seq (sequence) number for the enrollment rule you are defining for this enrollment or override for this program.
3. Select this Rule.
4. Save your work.

## Defining Life Event Enrollment Requirements

You use the Life Event tabbed region of the Program Enrollment Requirements window to define life event requirements for a program, plan type in program, or a plan in program.

Your life event enrollment requirements restrict a participant's enrollment changes based on their current enrollment status.

### To define life event enrollment requirements for a plan type or a plan in program:

1. Query the program for which you are defining enrollment requirements.
2. Choose the Program, Plan Type, or Plan tabbed region based on whether you are defining life event enrollment requirements for a program, plan type in program, or a plan in program.
3. Select the plan type or plan in program for which are defining life event requirements if you selected the Plan Type or Plan tabbed region.
4. Select the Life Event for which you are defining enrollment requirements.

Only Life Events of the Personal and Work types are displayed in the list of values.

### General Change of Life Requirements

5. Choose the General alternate region to define enrollment restrictions based on whether the participant is currently enrolled in this compensation object.
6. Check the Current Enrollment Precludes Change field if a participant who is currently enrolled in this compensation object cannot change elections based on this life event.
7. Check the Still Eligible, Can't Change field if a participant who is still eligible for this compensation object after this life event cannot change their current elections.
8. Select a factor in the Enrollment Change field that limits the compensation objects a participant can change when this life event occurs.
9. Choose the Enrollment alternate region.
10. Select an Enrollment Method code:

**Explicit:** An eligible person can choose from available offerings following the occurrence of this life event.

**Automatic:** The system automatically enrolls an eligible person in a given offering following the occurrence of this life event.

11. Select an Enrollment Code or Rule to indicate if the participant can alter elections based on if they are newly or currently enrolled in this compensation object.

See: Enrollment Codes, page 5-88

12. Select a Default Enrollment code to specify the default treatment when a person who experiences this life event fails to make an election.
13. For a plan in program, check the Assign on Default field if this plan in program is the default plan for those persons who do not enroll as a result of this life event.
14. Save your work.

## Defining Dependent Coverage Enrollment Requirements for a Program or a Plan Type in Program

You can define how participants designate dependents for a program. Then, all plan types and plans in this program inherit these dependent coverage enrollment requirements unless you specify otherwise at the plan type or plan in program level.

**Important:** Unless otherwise noted, the dependent coverage requirements you define for a program apply to all compensation objects in this program's hierarchy, regardless of the dependent designation level (plan type or plan) you define.

### To define dependent coverage requirements for a program:

1. Query a program in the Program Enrollment Requirements window.
2. Choose the Dependent Coverage tab then choose the Program or Plan Type tab.
3. Select a Designation Level code to specify at what level of the compensation object hierarchy dependent information is recorded for this program or plan type in program.
4. Select the Plan Type in this program for which you are defining dependent coverage enrollment requirements if you choose the Plan Type tab.
5. Select a Program or Plan Type Dependent Designation code to specify whether you require participants to designate dependents when enrolling at any level in this program or plan type.
6. Select a Dependent Coverage Start Code or Rule to specify how the system determines the date on which coverage for dependents in this program or plan type takes effect.
7. Select a Dependent Coverage End Code or Rule to specify the date on which coverage for dependents in this program or plan type ends.
8. In the Suspend Enrollment if not Provided block:
  - Check the Social Security Number/Legislative ID field to specify that the participant must submit the social security number or Legislative ID of a dependent to qualify that person as a dependent.

- Check the Date of Birth field to specify that the participant must submit the date of birth of a dependent to qualify that person as a dependent.
- Check the Address field to specify that the participant must submit the address of a dependent to qualify that person as a dependent.
- Check the No Certification Needed field to specify that the participant is not required to submit certification for a dependent to qualify that person as a dependent.

**Important:** If you are an Advanced Benefits customer and you require dependent information for an enrollment to be complete, a participant's failure to provide this required information results in the suspension of the participant's enrollment. If you use Standard Benefits, these fields are considered "information only."

9. Check the Derivable Factors Apply field to alert the system to the fact that a derived factor is associated with a dependent coverage eligibility profile for this program or plan type.

The system uses this information to determine whether to calculate derived factors. If you do not check this field, then no dependent coverage in any plan types or plans in this program can have any derived factors associated with them.

10. Save your work.

## Defining Dependent Coverage Certifications for a Program

You use the Dependent Certifications window to date effectively define the certifications necessary to enroll dependents in a program.

### To define a dependent coverage certification for a program:

1. Select the dependent coverage Certification Type for this program.
2. Select a Certification Required by value to specify when you require this certification type in order for a participant to enroll in this program.
3. Select a Relationship Type to indicate the kinds of dependents who must provide this certification.
4. Check the Required field if this dependent coverage certification type is required.
5. Check the Preferred field if this dependent coverage certification type is preferred for this program, but not required.
6. Check the Lack of Certification Suspends Designation field if failure to provide this dependent coverage certification type suspends the dependent's enrollment in this program.
7. Save your work.

## Defining Dependent Coverage Eligibility Profiles for a Program

You use the Dependent Eligibility Profiles window to link a dependent coverage eligibility profile to a program.

**To define a dependent coverage eligibility profile for a program:**

1. Select a dependent coverage eligibility profile or a coverage eligibility rule to associate with this program.
2. Check the Mandatory field if a person must meet criteria in this eligibility profile in order to qualify as a dependent for the plans in this program.

**Note:** If multiple dependent coverage eligibility profiles are attached to the program, a person must satisfy all profiles marked as Mandatory and at least one profile that is not marked Mandatory.

3. Save your work.

## Defining Dependent Coverage Eligibility Profiles for a Plan Type in a Program

You use the Dependent Eligibility Profiles window to date effectively maintain dependent coverage eligibility profiles for a plan type in program.

**To define eligibility profiles for dependent coverage for a plan type in a program:**

1. Select a Profile.
2. Check the Mandatory checkbox if a person must meet criteria in this dependent coverage eligibility profile in order to qualify as a dependent in this plan type in this program.

**Note:** If multiple dependent coverage eligibility profiles are attached to the plan type in program, a person must satisfy all profiles marked as Mandatory and at least one profile that is not marked Mandatory.

3. Select a Coverage Eligibility Rule if you are using a rule to define the dependent coverage eligibility for this plan type in program.
4. Save your work.

## Defining Dependent Coverage Change of Life Event Enrollment Requirements

You use the Dependent Change of Life Event window to maintain enrollment requirements for dependents based on life events for a plan type or a program.

**Note:** For Standard Benefits, you must link the Unrestricted life event to the compensation object at the dependent designation level.

**To define dependent coverage change of life event enrollment requirements:**

1. Select a Life Event for which you are defining life event enrollment requirements for dependent coverage in this plan type or program.
2. Select a Change Dependent Coverage Code or Rule that limits how a participant can change their dependent coverage when this life event occurs.

3. If this life event results in adding dependent coverage, select a Coverage Start Date code or Rule to specify how the system determines when that coverage begins following the occurrence of this life event.
4. If this life event results in removing dependent coverage, select a Coverage End Date Code or Rule to specify how the system determines when that coverage ends following the occurrence of this life event.
5. Save your work.

## Defining Dependent Coverage Certifications for Change of Life Event Enrollment Requirements

You use the Dependent Change of Life Event Certifications window to maintain the certifications that you require to enroll a dependent in a plan type or a program after a given life event.

Select a life event in the Dependent Change of Life Event window and choose the Change of Life Event Certifications button.

### To define dependent coverage certifications for a change of life event enrollment requirement:

1. Select a Certification Type for this life event.
2. Select a Certification Required By value to specify the date when you require this certification type in order for a dependent to receive coverage following this life event.
3. Select the Relationship Type for which this certification type is generated based on this life event.
4. Check the Required field to specify that this dependent coverage certification type is required.
5. Check the Lack of Certification Suspends Enrollment field if failure to provide this dependent coverage certification type suspends the dependent's enrollment.
6. Save your work.

## Defining an Enrollment Method for a Plan

You define enrollment requirements for a plan or the options in a plan using the Plan Enrollment Requirements window. Enrollment methods restrict when a participant can enroll in a plan.

### To define an enrollment method for a plan:

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see: Defining a Benefits Plan, page 1-68.
2. With the General tab and the Plan tab selected, choose the Enrollment tabbed region.
3. For Advanced Benefits customers, select an Enrollment Method to specify the type of enrollment this plan uses.

**Explicit:** An eligible person can choose from available offerings in this plan.

**Automatic:** The system automatically enrolls an eligible person in a given offering in this plan (Advanced Benefits customers only).

4. For Advanced Benefits users, select an Automatic Rule to define the circumstances under which automatic enrollments apply for this plan.
5. Select a Post-election Edit Rule if you have defined a special post-election processing rule for this plan.
6. Check the Allows Unrestricted Enrollment field if enrollment in this plan is unrestricted.

**Important:** You must check this field if you have not licensed Advanced Benefits since all enrollments must be unrestricted in Standard Benefits.

7. Check the Enroll in Plan and Option field if this plan requires or allows simultaneous enrollment in both a plan and one or more options in plan.

**Important:** You should check this field if you define a savings plan where a participant can elect the plan and one or more investment options in the plan.

8. Select an Enrollment Code that defines whether a participant can keep, lose, or choose elections based on if they are currently enrolled in this plan or newly enrolling.

See: Enrollment Codes, page 5-88

9. Save your work.

## Defining Enrollment Coverage Requirements for a Plan

You use the Plan Enrollment Requirements window to define enrollment coverage requirements for a plan.

### To define enrollment coverage for a plan:

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see: Defining a Benefits Plan, page 1-68.
2. With the General tab and the Plan tab selected, select the Coverage tabbed region.
3. Choose an Enrollment Coverage Start Date Code or Rule to specify when coverage begins for participants in this plan.
4. Choose an Enrollment Coverage End Date Code or Rule to specify when coverage ends for participants in this plan.
5. Check the Dependent Covered by Other Plans field if you do not allow a participant to designate a dependent for this plan if the dependent is already covered under another plan.
6. Save your work.

### To define coverage restrictions for a plan:

1. Query the plan for which you are defining coverage restrictions.
2. Choose the Coverage Restrictions button.
3. Select a value in the Restrict Change Based On field if you want to limit changes in coverage to a plan or an option.
  - **Benefit Restriction Applies** limits changes in coverage to a plan.
  - **Option Restriction Applies** limits changes in coverage to an option in a plan.
4. Select a value in the Change Restrictions field that limits a participant's ability to decrease or increase coverage in this plan.

In the Values block:

5. Define the minimum coverage level a participant may elect. Choose one of the following options:
  - enter the minimum coverage amount
  - select a Min Rule that determines the fixed minimum coverage amount
  - check the No Min field if the plan defines no minimum coverage amount
6. Define the maximum coverage level a participant may elect. Choose one of the following options:
  - enter the maximum coverage amount
  - select a Max Rule that determines the fixed maximum coverage amount
  - check the No Max field if the plan defines no maximum coverage amount.
  - enter the maximum coverage amount a person may elect if they provide certification in the Max with Certification field.
7. Enter the maximum multiple coverage value available with certification in the Max with Certification field.

In the Increases block:

8. Define the maximum flat amount increase for a participant who is already enrolled in this plan. Choose one or both of the following options:
  - enter the maximum coverage increase amount in the Max field
  - enter the maximum coverage increase amount available with certification in the Max with Certification field

In the Multiple Increases block:

9. Define the maximum multiple coverage increase level for a participant who is already enrolled in this plan. Choose one or both of the following options:
  - enter the maximum multiple increase amount in the Max field
  - enter the maximum multiple increase amount available with certification in the Max with Certification field

**Note:** Increase levels are based on the options attached to the plan. For example, to restrict a maximum level increase from 1x salary to 3x salary, enter a maximum increase of 2.

In the Interim to Assign block:

10. Select an Assign Code or rule that determines the interim coverage to assign in those cases where a participant's election of this coverage has been suspended pending the completion of an action item.

See: Interim Coverage, page 5-127 for an explanation of the codes.

11. Select an Unsuspend Code that defines the enrollment coverage start date to use when a suspended enrollment becomes unsuspended.

**Note:** If you do not select an unsuspend code, the coverage start date is the date on which the enrollment is unsuspended.

12. Save your work.
13. For Advanced Benefits customers, choose the Life Event Reason button if the available coverage for a plan varies based on a life event.
14. Select the Life Event that causes the available coverage to vary.

**Note:** The remainder of the fields on the Life Event Reason window function in the same manner as the fields on the Coverage Restrictions window. Complete these fields as necessary to restrict the available coverage for this plan based on this life event.

15. For Advanced Benefits customers, choose the Certifications button if a certification is required to elect coverage at a particular level.
16. Select an Enrollment Certification Type.
17. Select a Certification Required When rule.
18. Check the Required field if this certification is required to receive this coverage amount for this plan.

**Note:** If you do not check the Required field, the certification is considered preferred.

19. Save your work.

## Defining Activity Rates Requirements for a Plan

You use the Plan Enrollment Requirements window to define when activity rates start and end for a plan.

### To define activity rate requirements for a plan:

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see Defining a Benefits Plan, page 1-68.
2. With the General tab and the Plan tab selected, select the Rates tabbed region.
3. Choose a Rate Start Date Code or Rule to specify when activity rates start for participants in this plan.



4. Choose a Rate End Date Code or Rule to specify when activity rates end for participants in this plan.
5. Save your work.

## Defining Enrollment Limitations for a Plan

You use the Plan Enrollment Requirements window to define the minimum and maximum number of options in which a participant can be enrolled in a plan. You can also define the required period of enrollment for a plan.

### To define enrollment limitations for a plan:

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see *Defining a Benefits Plan*, page 1-68.
2. With the General tab and the Plan tab selected, select the Limitations tabbed region.
3. Check the No Minimum field if there is no minimum number of options in this plan in which a participant must be enrolled.
  - Or, enter the Minimum number of options in this plan in which a participant must be enrolled.
4. Check the No Maximum field if there is no maximum number of options in this plan in which a participant must be enrolled.
  - Or, enter the Maximum number of options in this plan in which a participant must be enrolled.

In the Required Period of Enrollment block:

5. Enter a Value that represents the length of time in which a person must be enrolled in this plan.  
To define a required period of enrollment for an option, see: *Defining Options*, page 1-79.
6. Select the unit of measure of this value in the UOM field.
7. Select a rule if you use a formula to determine the required period of enrollment for this plan.
8. Save your work.

## Defining Designation Enrollment Requirements for a Plan or Option in Plan

You use the Designation Requirements window to date effectively define a group relationship for a plan or an option in plan depending if you navigate to the window from the Plan or Option tab. A group relationship limits the relationship types that can be covered under a plan. You can also limit the number of dependents that a plan covers.

### To define designation requirements for a plan or option in plan:

1. Query the plan for which you are defining enrollment requirements in the Plan Enrollment Requirements field.
2. Choose the Plan or Option tab.

3. Choose the Designation Requirements button.
4. Select a Group Relationship for which you are defining designation requirements.
5. Select Beneficiaries or Dependents in the Type field to indicate the designee type covered by this designation requirement.
6. Enter the minimum and maximum number of designees that can be covered under this plan.
  - Check the No Minimum or No Maximum field if there is no minimum or maximum number of designees for this plan.
  - Check the Cover All Eligible field if there is no minimum or maximum number of designees for this plan and you want to provide coverage to all designees who meet the eligibility profile.

**Note:** You enter 0 in the Minimum and Maximum fields if the plan allows no designees.
7. Select one or more Relationship Types to include with this group relationship.
8. Repeat steps 4-7, page 5-110 for each group relationship you are defining for this plan.
9. Save your work.

## Defining Enrollment Requirements for Not in Program Plans

You use the Plan Enrollment Requirements window to define special enrollment requirements for plans that you do not associate with a program.

### To define enrollment requirements for a not in program plan:

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see Defining a Benefits Plan, page 1-68.
2. With the General tab and the Plan tab selected, select the Not in Program tabbed region.
3. For Advanced Benefits users, select a Default Enrollment Code or Rule to define how the system processes enrollments when a participant fails to make an election.

See: Enrollment Codes, page 5-88

**Note:** If an option in this plan is the default option, you must still select this plan as the default plan.

4. Save your work.

## Defining Enrollment Requirements for Options in a Plan

You can specify whether an option is ever a default for a plan, and the circumstances under which that option is the default in the Plan Enrollment Requirements window. A life event reason can override this information.

**To define general enrollment requirements for an option in a plan:**

1. Query the plan for which you are defining enrollment requirements in the Plan field.  
The current status of the plan is displayed. For a definition of the plan statuses, see Defining a Benefits Plan, page 1-68.
2. Select the General tab and then the Option tab.
3. Select an Option in this plan for which you are defining enrollment requirements.
4. Select a Post-Election Edit Rule if you have defined a special post-election processing rule for this option.
5. For Advanced Benefits users, check the Automatic Enrollment field if an eligible participant is automatically enrolled in this option.
6. Select a Family Member Code or rule to indicate the kind of family members that must be recorded in a participant's contact record in order for that participant to be eligible for this option.

**Note:** Family members are recorded in the Contacts window.

7. For Advanced Benefits users, select an Automatic Rule to define the circumstances under which automatic enrollments apply for this plan.

**To define default enrollment requirements for an option:**

You run the Default Enrollment Process from the concurrent manager to create default enrollments based on your plan design and eligibility requirements. Default enrollment processing is only available for Advanced Benefits customers.

1. Choose General -> Option-> Default in the Plan Enrollment Requirements window.
2. Select a Default Enrollment Code or Rule to specify when this option is the default based on a new or existing enrollment.
  - Or, check the Assign on Default field if a participant who fails to specify an election is enrolled in this option as the default.

See: Enrollment Codes, page 5-88

**Note:** If this is the default option for the plan, you must also define the plan as the default plan.

3. Save your work.

## Defining Enrollment Limitations for an Option in a Plan

You can define when a participant is required to enroll in an option and the required period of enrollment for an option.

**To define enrollment limitations for an option in a plan:**

1. Query the plan for which you are defining enrollment requirements in the Plan field.
2. With the General tab and the Option tab selected, select the Limitations tabbed region.

In the Option is Required block:

3. Check the Required field if enrollment in this option is required.
  - Or, select a Rule to limit the conditions under which enrollment in this option is required.

In the Required Period of Enrollment block:

4. Enter a Value that represents the length of time in which a person must be enrolled in this option.
5. Select the unit of measure of this value in the UOM field.
6. Select a rule if you use a formula to determine the required period of enrollment for this option.
7. Save your work.

## Defining a Scheduled Enrollment for a Plan

You use the Plan Enrollment Requirements window to define a scheduled enrollment so that eligible persons can enroll in a plan or change their elections during a specified time period each year.

For example, you could schedule quarterly enrollment periods for a plan from 1 January to 15 January, 1 April to 15 April, 1 July to 15 July, and 1 October to 15 October of each year.

Standard Benefits customers can define a scheduled enrollment period for a plan or program, but the information is considered read-only and does not restrict enrollment processing.

### To define an enrollment period for a plan:

1. Query a plan in the Plan Enrollment Requirements window. Choose the Timing tab, and then the Scheduled tab.
2. Choose an Enrollment Type code for the scheduled enrollment period you are defining for this plan.
3. Select a Year Period to specify the plan year for which this scheduled enrollment applies to this plan.
4. Enter the date on which participants can begin to enroll in this plan in the Persons May Enroll During the Period from field.
5. Enter the last date on which participants can enroll in this plan in the To field.
6. For Advanced Benefits users, choose a Defaults Will be Assigned on date to specify the date on which default assignments are made when participants fail to make their choices as part of the scheduled enrollment for this plan.
7. Choose a No Further Processing is Allowed After date to specify the latest date on which the plan sponsor can apply elections applicable to this enrollment period for this plan.

Typically, a third party administrator's requirements for receiving elections information determines this date.

8. Select a Close Enrollment Date to use code that defines the enrollment closing date based on one of three factors:
  - Processing End Date

- When Elections Are Made
  - When Enrollment Period Ends
9. Select a Period Determination code to control how the application establishes a start and end date for an enrollment period in the following situations:
    - You back-out and reprocess an event
    - The event occurs within the enrollment window of another event
    - A colliding life event occurs
  10. Choose the Overrides alternate region to override any enrollment period or activity rate start and end dates.
  11. Choose an Enrollment Type code for the override scheduled enrollment period you are defining for this plan.
  12. Choose an Enrollment Start Date Code or Rule to specify the start date from which an override to an enrollment date applies to this scheduled enrollment for this plan.
  13. Choose an Enrollment End Date Code or Rule to specify the last date on which an override to an enrollment date applies to this scheduled enrollment for this plan.
  14. Choose a Rate Start Date Code or Rule to specify the date from which an override to an activity rate applies to this scheduled enrollment for this plan.
  15. Choose a Rate End Date Code or Rule to specify the last date on which an override to an activity rate applies to this scheduled enrollment for this plan.
  16. Save your work.

## Associating Enrollment Rules with a Plan

You use the Enrollment Rules window to associate a scheduled or life event enrollment rule with a plan.

Navigate to the Enrollment Rules window from the Scheduled or Life Event tab depending if you are defining an enrollment rule for a scheduled or life event enrollment.

### To associate an enrollment rule with a plan:

1. Enter a Seq (sequence) number for the enrollment rule you are defining for this plan.
2. Select an enrollment Rule.
3. Save your work.

## Defining Requirements for a Life Event Enrollment for a Plan (Advanced Benefits)

You define a life event enrollment schedule to establish temporal parameters for enrolling, de-enrolling, or changing elections following a given life event, regardless of when that life event occurs during the plan year.

For example, you could allow newly hired employees 30 days to enroll in a plan before requiring that they wait until the next open enrollment period.

**To define requirements for a Life Event Enrollment for a plan:**

1. Query a plan in the Plan Enrollment Requirements window. Choose the Timing tab and then the Life Event tab.
2. Select the Enrollment Type of Life Event.
3. Select a Life Event for which you are defining enrollment requirements.
4. Enter the number of Days After the Enrollment Period to Apply Defaults if you define a default enrollment for this program.
5. Enter the number of days persons can fail to respond in the Days After Which Becomes Ineligible field.

**Important:** After this number of days, the person is no longer eligible to enroll in benefits for which this life event made them eligible.

6. Enter the number of Additional Processing Days allowed.
7. Select a Close Enrollment Date to Use code that defines the enrollment closing date based on one of three factors:
  - Processing End Date
  - When Elections Are Made
  - When Enrollment Period Ends
8. Choose the Overrides alternate region to override any life event enrollment period or activity rate start and end dates based on this life event.
9. Select a life event for which you are defining enrollment override information.
10. Select an Enrollment Start Date Code or Rule to specify the date from which an override to an enrollment date applies to this life event enrollment for this plan.
11. Select an Enrollment End Date Code or Rule to specify the last date on which an override to an enrollment date applies to this life event enrollment for this plan.
12. Select a Rate Start Date Code or Rule to specify the date from which an override to an activity rate applies to this life event enrollment for this plan.
13. Select a Rate End Date Code or Rule to specify the last date on which an override to an activity rate applies to this life event enrollment for this plan.
14. Save your work.

**Defining a Life Event Enrollment Period for a Plan (Advanced Benefits)**

You define an enrollment period for a life event to limit the time when a qualifying participant can make a benefit election based on a life event.

Use the Plan Enrollment Requirements window.

**To define a life event enrollment period for a plan:**

1. Choose the Timing tab and the Life Event tab and then choose the Periods region.
2. Select a life event for which you are defining an enrollment period.
3. Select an Enrollment Period Start Date Code or Rule to define the enrollment start date for this plan based on this life event.

4. Select an Enrollment Period End Date Code or Rule to define the enrollment end date for this plan based on this life event.
5. Select a Period Determination code to control how the application establishes a start and end date for an enrollment period in the following situations:
  - You back-out and reprocess an event
  - The event occurs within the enrollment window of another event
  - A colliding life event occurs
6. Save your work.

## Defining Life Event Enrollment Certifications for a Plan or Option in Plan (Advanced Benefits)

You use the Life Event Certifications window to maintain the certifications that you require to enroll a participant in a plan or option in plan after a given life event.

### To define life event enrollment certifications for a plan or option in plan:

1. Select a life event for which you are defining an enrollment certification.
2. Check the Exclude field if a participant who experiences this life event is excluded from participating in this plan.
3. Select a Certification Required When Rule to specify when you require this certification type.
4. Select an Enrollment Certification Type that you require or accept for enrollment in this plan or option in plan after this life event.
5. Check the Required field to specify that the receipt of this certification type is required before an enrollment is valid after this life event.

**Note:** For Advanced Benefits customers, participants who experience a life event with required certification will have their enrollment for this plan suspended until they provide the required certification.

**Note:** However, in Standard Benefits, defining a life event certification as required is considered information-only and does not suspend an enrollment.

6. Save your work.

## Defining Life Event Enrollment Requirements for a Not in Program Plan

You use the Plan Enrollment Requirements window to define life event enrollment requirements for a not in program plan and to determine when a participant can enroll or change elections in a not in program plan based on the occurrence of a life event.

**Important:** You define enrollment requirements for plans in program using the Program Enrollment Requirements window.

**To define life event enrollment requirements for a not in program plan:**

1. Query a plan and choose the Life Event tab.
2. Choose the Plan tab and then choose the General alternate region.
3. Select the Life Event for which you are defining general enrollment requirements.  
Only Life Events of the Personal and Work types are displayed in the list of values.
4. Check the Current Enrollment Precludes Change field if a participant who is currently enrolled in this plan cannot change elections based on this life event.
5. Check the Still Eligible, Can't Change field if a person who experiences this life event and is still eligible for this plan cannot change his or her current enrollment elections.

**Important:** You can set the Still Eligible, Can't Change checkbox at the plan in program, not in program plan, and option in plan levels.

6. Select an Enrollment Change code to specify the degree to which a participant can change enrollment in a plan.
7. Choose the Enrollment alternate region.
8. Select the Life Event for which you are defining enrollment requirements.
9. Select an Enrollment Method code for this life event enrollment for this plan.

**Explicit:** An eligible person may choose from available offerings in this plan following the occurrence of this life event.

**Automatic:** The system automatically enrolls an eligible person in a given offering in this plan following the occurrence of this life event.

10. For Advanced Benefits users, select an Automatic Rule to define the circumstances under which automatic enrollments apply for this plan.
11. Select an Enrollment Code for a life event enrollment you are defining for this plan.  
See: Enrollment Codes, page 5-88
12. Choose a Default Enrollment Code to specify for this plan the default treatment when a person experiencing this life event fails to make a choice among available choices.
13. Check the Assign on Default field if this plan is the default plan for those persons who fail to make an election as a result of this life event.
14. Save your work.

## **Defining Life Event Enrollment Requirements for an Option in a Plan**

You use the Plan Enrollment Requirements window to define enrollment requirements for a life event for an option in a plan. These enrollment requirements override those you define for the plan associated with the option.

For example, you could define enrollment requirements for an Employee Plus Spouse option in a medical plan when the life event Marriage occurs for the participant.

**To define life event enrollment requirements for an option in plan:**

1. Query a plan and choose the Life Event tab.
2. Choose the Option tab and then choose the General alternate region.



3. Select the option in this plan for which you are defining enrollment requirements.
4. Select the Life Event for which you are defining enrollment requirements.  
Only Life Events of the Personal and Work types are displayed in the list of values.
5. Check the Current Enrollment Precludes Change field if a participant who is currently enrolled in this option cannot change elections based on this life event.
6. Check the Still Eligible, Can't Change field if a person who experiences this life event and is still eligible for this option may not change his or her current enrollment elections.

**Important:** You can set the Still Eligible, Can't Change checkbox at the program, plan in program, and not in program plan levels.

7. Choose the Enrollment alternate region.
8. Select the Life Event for which you are defining enrollment requirements for this option in this plan.
9. Select an Enrollment Code based on whether the participant is currently enrolled in this option.  
See: Enrollment Codes, page 5-88
10. Select a Default Enrollment Code to specify for this option in this plan the default treatment when a person experiencing this life event fails to make a choice among available choices.
11. Check the Assign on Default field if this option in this plan is the default for those persons who fail to make an election as a result of this life event.
12. Check the Automatic Rule field if you use a rule to determine if this life event results in automatic enrollment of this option.
13. Select the Automatic Enrollment rule.
14. Save your work.

## Defining Dependent Coverage Requirements for a Plan

You can define how participants designate dependents for a plan. Then, all options in this plan inherit these dependent coverage enrollment requirements.

### To define dependent coverage requirements for a plan:

1. Query a plan in the Plan Enrollment Requirements window.
2. Choose the Designations tab and then the Dependent tab.
3. Select a Plan Dependent Designation code to specify whether you require participants to designate dependents when enrolling in this plan.
4. Check the appropriate fields in the Suspend Enrollment If Not Provided region, as needed.
  - **Social Security Number/Legislative ID** if this plan requires that persons designated as dependents must have a legislative ID (Social Security Number in the US) stored in the system.

- **Date of Birth** if the plan requires that participants provide the date of birth of their designated dependents.
- **Address** if the plan requires that participants provide the address of their designated dependents.
- **No Certification Needed** if the participant is not required to submit certification for a dependent to qualify that person as a dependent.

**Important:** If you are an Advanced Benefits customer and you require dependent information for an enrollment to be complete, a participant's failure to provide this required information results in the suspension of the participant's enrollment. If you use Standard Benefits, these fields are considered "information only."

5. Choose the Certifications button to open the Dependent Certifications window and to define the certifications necessary to enroll dependents in a plan.
6. Select a Dependent Coverage Start Code or Rule to specify how the system determines the start date for coverage for dependents in this plan.
7. Select a Dependent Coverage End Code or Rule to specify how the system determines the end date for coverage for dependents in this plan.
8. Check the Derivable Factors Apply field to alert the system that a derived factor is associated with a dependent coverage eligibility profile for this plan. (The system uses this information to determine whether to calculate derived factors or proceed.)

**Note:** If you do not check this field, then no dependent coverage in this plan may have any derived factors associated with it.

9. Select a dependent coverage Certification Type you require or prefer in order for participants to designate dependents for participation in this plan.
10. Select a Certification Required by value to specify when you require this Certification Type in order for participants to designate dependents for participation in this plan.
11. Check the Preferred field to specify that this dependent coverage Certification Type is preferred, but not required.
12. Check the Lack of Certification Suspends Enrollment field if failure to provide this Certification Type suspends enrollment for this dependent in this plan following this life event.
13. Save your work.

## Defining Dependent Coverage Eligibility Profiles for a Plan

You use the Dependent Eligibility Profiles window to link a dependent coverage eligibility profile to a plan.

### To define a dependent coverage eligibility profile for a plan:

1. Select a dependent coverage eligibility profile or a coverage eligibility rule to associate with this plan.
2. Check the Mandatory field if a person must meet criteria in this eligibility profile in order to qualify as a dependent for this plan.

3. Save your work.

## Defining Dependent Coverage Change of Life Event Enrollment Requirements for a Plan

You use the Dependent Change of Life Event window to limit dependent designations for a plan based on a life event.

### To define dependent coverage change of life event enrollment requirements for a plan:

1. Query a plan in the Plan Enrollment Requirements window.
2. Choose the Designations tab and then the Dependent tab.
3. Choose the Dependent Change of Life Event button.
4. Select a Life Event for which you are defining dependent coverage enrollment requirements.

**Note:** For Standard Benefits, you must link the Unrestricted life event to the compensation object at the dependent designation level.

5. Select whether the system adds or removes coverage for a dependent as a result of this life event in the Change Dependent Coverage Code or Rule field.
6. Select a Coverage Start Date Code or Rule if this life event results in adding dependent coverage.
7. Select a Coverage End Date Code or Rule if this life event results in removing dependent coverage.
8. Choose the Change of Life Event Certifications button to maintain the certifications that you require to enroll a dependent in a plan after a given life event.
9. Select the Certification Type for this life event.
10. Select a Certification Required By value to specify when you require this certification type in order for a dependent to receive coverage following this life event.
11. Select the Relationship Type for which this certification type is required for this life event.
12. Check the Required field to specify that this dependent coverage certification type is required.
13. Check the Lack of Certification Suspends Enrollment field if failure to provide this dependent coverage certification type suspends the dependent's enrollment.
14. Save your work.

## Defining Certifications for Enrollment in a Plan

You use the Certifications window to define a certification that is required or preferred for enrollment in a plan.

1. Select the Certification Type you require or prefer in order for a participant to enroll in this plan.

2. Select a Certification Required to specify when you require this Certification Type in order for a participant to enroll in this plan following this life event.
3. Check the Required field if failure to provide this Certification Type suspends enrollment in this plan.
4. Save your work.

## Defining Beneficiary Designation Requirements for a Plan

You can define beneficiary designation requirements for a plan. Then, all options in this plan inherit these beneficiary designation requirements.

### To define beneficiary designation requirements for a plan:

1. Query a plan in the Plan Enrollment Requirements window.
2. Choose the Designations tab and then the Beneficiary tab.
3. Select the Plan Beneficiary Designation Code to specify whether beneficiary designations for the plan are optional or required.
4. Select the Default Beneficiary Code to specify the type of person (such as a spouse) who is the beneficiary in those cases when the participant fails to designate a beneficiary for the plan.

**Note:** This field is information-only and does not effect system processing. You must manually designate a person's beneficiaries.

In the Suspend Enrollment if Not Provided block:

5. Check the appropriate fields, as needed.
  - **Social Security Number/Legislative ID** if this plan requires that persons designated as beneficiaries must have a legislative ID (Social Security Number in the US) stored in the system.
  - **Date of Birth** if the plan requires that participants provide the date of birth of their designated beneficiaries.
  - **Address** if the plan requires that participants provide the address of their designated beneficiaries.
  - **Certification** if the plan requires that participants provide certification for their designated beneficiaries.
6. Select a Measures Allowed code to define if amounts to be distributed to beneficiaries should be specified by percent only or by percent and amount.
7. Select an Increment Amount and Increment Percent to specify how the system expresses benefit amount increments.
8. Select a Min Designatable Amount and/or Percent to specify the smallest monetary amount that a participant can designate to a beneficiary according to the terms of the plan.
9. Check the appropriate fields in the Restrictions block, as needed.
  - **Minor Designee Requires Trustee** if you require participants to identify a trustee for any beneficiary the governing regulatory body defines as a minor.

- **May Designate Organization as Beneficiary** if this plan allows participants to designate an organization such as a charity as a beneficiary.
  - **Qualified Domestic Relations Rule Applies** if you require the participant to designate a qualified domestic partner as primary beneficiary, or obtain the consent of a qualified domestic partner to name another individual.
  - **Additional Instruction Text Allowed** if participants can provide a textual description of how benefits are to be distributed to beneficiaries in those cases when the instructions are complex.
  - **Contingent Beneficiaries Allowed** if this plan allows participants to identify one or more contingent beneficiaries in addition to any primary beneficiaries.
10. Choose the Certification button to open the Beneficiary Certifications window.
  11. Select the Certification Type you require or prefer in order for participants to designate beneficiaries for this plan following this life event.
  12. Select a Certification Required by value to specify when you require or prefer this Certification Type in order for participants to designate beneficiaries for this plan following this life event.
  13. Select a Relationship Type to indicate if this plan limits beneficiary designations to a person who is of a particular relationship to the participant.
  14. Select a Beneficiary Type to indicate if this plan limits beneficiary designations to either persons or organizations.
  15. Check the Required field if this certification is required from a beneficiary.
  16. Check the Preferred field to specify that this Certification Type is preferred, but not required.
  17. Check the Lack of Certification Suspends Enrollment field if failure to provide this certification type suspends beneficiary designation for this plan.
  18. Save your work.

# Activity Rates and Coverage Calculations

## Activity Rates

You define an activity rate calculation to determine the **contribution** that an employee (and, in some cases, an employer) spends to purchase a benefit on a recurring or non-recurring basis. Activity rates also determine the monetary **distribution** paid from a plan such as a savings plan or a flexible spending account.

The process of defining contribution and distribution activity rates varies depending on the complexity of your calculations. These activities include defining:

- Standard contributions and distributions
- Prorated partial month contributions
- Variable activity rates
- Employer matching rate contributions
- Imputed income calculations for plans subject to imputed income regulations in the US

As part of your activity rate definition you can also define deduction schedules and payment schedules for contributions and distributions that occur on a non-recurring basis.

## Activity Rates and Element Definitions

When you define an activity rate definition, you select the element to which the activity rate corresponds. That way, when the system calculates an activity rate for a person and a benefit plan or option, the result can be captured in the element and transferred to payroll and other areas of your HR system as necessary.

**Note:** Set up your elements as a prerequisite to defining your activity rates. If your element definition changes, you must re-attach the element to the rate.

If your plan design allows a participant to enroll in more than one plan at a time in a plan type or more than one option in a plan, you create an element for each plan and each option. If you define activity rates at the plan level that cascade to each option in the plan, you must define an element for each option.

You use eligibility profiles, instead of element links, to determine benefits eligibility. Create an *open element link* for each benefits-related element. Query the benefits element in the Element Link window and save the record without selecting any assignment criteria to create an open link. If necessary, you can set up several links with assignment criteria for costing purposes. However, you must ensure that these links do not conflict with your eligibility profiles.

Normally, you define one input value per activity rate. However, you can select a formula in the Extra Inputs Rule field and map the formula outputs to input values by choosing the Extra Inputs button.

When a participant enrolls in a benefit, the activity rate result is written to the element. You can view the result in the Element Entries window and the Entry Values window. You cannot manually add or edit an entry for an element associated with an

activity rate. These entries are maintained by the system when you make an election change or an enrollment override.

See: Defining and Linking an Element for Standard and Advanced Benefits, page 1-26

## **Standard Contributions and Distributions**

You define a standard contribution or distribution as a calculation that determines the amount a person must pay to participate in a benefit (a contribution) or the amount that is paid to a participant (a distribution).

You associate a standard calculation with a plan or an option in plan so that when a participant makes an election, the contribution or distribution amount is determined.

Standard calculations are used for a variety of plan types, such as medical plans and savings plans. Other plan types require special activity rate calculations, these include flex credit plans and plans subject to imputed income taxes.

Defining a standard contribution or distribution involves:

- Defining general characteristics of the activity rate
- Defining the activity rate calculation method
- Defining prorated activity rates
- Defining payroll processing requirements
- Defining variable rate calculations, if applicable

## **General Characteristics of Activity Rates**

For all activity rates, you indicate if the activity type is a contribution or distribution made by the participant or the employer. Examples of activity types include:

- Employee Individual Contribution
- Employer Matching Plan Contribution
- Employer Distribution

You specify the tax basis on which the contribution or distribution is made, such as pretax or aftertax.

If you are defining a calculation for a non-monetary distribution, you can define the unit of measure in which that distribution is expressed, such as Options for stock options.

## **Activity Rate Calculation Methods**

You define an activity rate calculation method to determine the rate of contribution or distribution for a plan or option. In addition to flat rates, the system supports a range of calculation methods including multiple of actual premium and multiple of compensation.

Calculation methods can also set boundaries for the result of the standard calculation. You can define a minimum and maximum contribution or distribution amount for the result of an activity rate calculation.

You can set the increment by which activity rates are expressed and the default activity rate value.

## Prorated Activity Rates

For a participant whose enrollment coverage date falls within the month, you can define if the system prorates the activity rate. For prorated activity rates, you can define the date range within the month that is subject to the prorated rate. For example, you may only want to prorate activity rates for participants who enroll between the 5th and the 25th of the month.

You specify the percentage of the standard activity rate used to calculate the prorated activity rate for participants who enroll mid-month.

## Activity Rate Payroll Processing

As part of defining an activity rate calculation for a benefit, you define your payroll processing system, such as Oracle Payroll. Then, you define whether the calculation is recurring or non-recurring. For recurring calculations, you can define a schedule for deductions or payments depending if the calculation is for a contribution or a distribution.

You can also define when the activity rate value should be entered. Typically this is at the time of enrollment, but the system also supports automatic rate entry.

## Rate Certification (Advanced Benefits Only)

You can enforce certification requirements for a standard rate attached to a plan or option in plan when the plan is not in a program. The element associated with the standard rate is not entered for the participant until you mark the certification as having been received, on the Person Enrollment Certification window. The element is entered based on the rate start date code specified on the Plan Enrollment Requirements window.

When you define the standard rate, you can select a certification type from the lookup type BEN\_ENRT\_CTFN\_TYP.

## Variable Rates

You can associate a variable rate profile with a standard calculation if the activity rate may vary by participant.

See Variable Rate Profiles, page 5-125

## Employer Matching Rates

**Note:** This feature is reserved for future use.

If you define a plan where the employer matches a percentage of the employee's contribution, such as for a savings plan, you can define how the system calculates the matching rate.

Because employer matching percentages may vary based on the employee's contribution percentage, you may need to define more than one matching rate for an activity rate.

If the benefit plan sets a maximum employee earnings amount or a maximum contribution percentage beyond which a matching rate should not be calculated, you can define this maximum earnings amount or contribution percentage. That way, if the employee's earnings or contribution percentage exceeds the limit, the system calculates the matching rate based on the maximum amount or percentage that you define.



You define the matching contribution percentage based on the employee's contribution percentage. However, you can also define minimum and maximum employer contribution limits.

## Period-to-Date Limits

**Note:** This feature is reserved for future use.

For those plans with contribution limits, you can associate a period-to-date limit with the activity rate that determines the contribution amount. Period-to-date limits are often used with 401(k) plans in the US.

## Variable Rate Profiles

You can define an activity rate for a benefit that varies based on some factor. You group together the factors that cause an activity rate to vary into a *variable rate profile*. You then associate the variable rate profile with an activity rate which, in turn, you associate with a particular benefit plan or option.

As with participant eligibility profiles, variable rate profiles may consist of employment factors, personal factors, derived factors, and other factors such as participation in a particular benefits plan.

You can use a participant eligibility profile that you have defined as a criteria set in a variable rate profile. This lets you define your criteria once, then reuse the criteria set to control both eligibility and variable rates. Oracle recommends attaching eligibility profiles to variable rates--as opposed to individual criteria--to improve system performance.

**Note:** You can only attach one participant eligibility profile to a variable rate profile. You cannot attach an eligibility profile to a variable rate profile if you have already attached existing criteria to the profile. However, you can remove any existing criteria, then attach an eligibility profile.

Most variable rate profiles are defined so that participants who meet certain criteria are eligible to receive the variable rate. However, you can also define a variable rate profile so that persons who meet the criteria become *excluded* from receiving the variable rate. In such cases, the standard activity rate for the benefit applies to these persons.

## FastFormula Rules in Variable Rate Profiles

If you use a FastFormula rule as part of your variable rate profile, the participant must meet the criteria of the rule and one value from any other criteria that you include in the profile. If you use more than one FastFormula rule, by default the participant must meet the criteria of all the rules. If you change the user profile option BEN:VAPRO Rule from AND to OR, the participant need only meet the criteria of one rule.

You can associate a variable rate profile with the following kinds of activity rates:

- Standard contributions and distributions
- Flex credit calculations

- Imputed income calculations
- Actual premiums
- Reimbursement plan rates (for flexible spending accounts)

## Coverage Calculations

A coverage calculation defines the level of benefits coverage a participant receives under plans such as a group term life insurance or accidental death & dismemberment insurance plan.

Typical business requirements allow a participant to choose either a flat coverage amount or an amount that is a multiple of the participant's salary. The system also supports many other coverage calculation methods.

Here are several of the aspects of a coverage calculation that you can define:

- Minimum and maximum coverage amounts
- Maximum coverage amount available with certification (Advanced Benefits)
- Maximum coverage increases for flat amounts and coverage amounts that are a multiple of a given value
- Prorated coverage for employees who enter flexible spending accounts at any time other than the beginning of the plan year

When you define a coverage calculation method you define if the coverage level amount is entered at the time of enrollment or during the definition of the coverage calculation. You can choose from the following calculation methods depending on the requirements of the plan:

- Flat fixed amount
- Flat range
- Flat amount plus multiple of compensation
- Flat amount plus multiple of compensation range
- Multiple of compensation
- Multiple of compensation plus flat range
- Multiple of compensation range
- No standard value
- Same as annualized elected activity rate
- Post Enrollment Calculation Rule

If necessary, you can associate a variable rate profile with a coverage calculation when the calculation may vary by participant.

You can define a life insurance plan where spouse or dependent coverage is a percentage of the participant's elected coverage. Write a FastFormula with a rule type of Coverage Amount Calculation and attach the rule to the coverage calculation using the Post Enrollment Calculation Rule.

This formula executes both when you run the Participation Process to determine electable choices and when you save an enrollment or choose the Recalculate button on

the Flex Enrollment window, Non-Flex Enrollment window, or the Benefits Selection page in Self-Service.

**Note:** Since the formula executes when you run the Participation Process, the coverage amount selected by the employee may not be available. Therefore, the formula should contain a default coverage value.

## Coverage Across Plan Types

For those benefit programs that restrict the amount of coverage that a participant can elect across plan types in a program, you can group the plan types in the program to which a minimum or maximum coverage amount applies.

Cross plan type coverage limits work in conjunction with coverage limits you define at the plan level. If you define a maximum coverage limit at the plan level, the cross plan type coverage limit must not have a maximum coverage level that is *less than* the maximum you set for a plan in that plan type.

For example, suppose your organization defines a Group Term Life Insurance plan type. Within that plan type, you offer the Employee Group Term Life Insurance plan that provides coverage equal to two times earnings up to a maximum of \$200,000.

You also maintain a corresponding plan type for Non-Group Term Life Insurance plans. In this plan type, you define a plan that has a maximum coverage level of \$120,000.

You could define an across plan type coverage limit called "All Life Insurance Maximum" that limits the maximum coverage a participant can elect across these two plan type to \$300,000.

## Interim Coverage (Advanced Benefits)

As part of your plan design, you can define the interim coverage assigned to a participant when a participant's enrollment in a benefit is suspended pending the completion of an action item.

For example, you might require a certificate of good health from a participant who is currently enrolled in a life insurance plan with a coverage level of 1x compensation if the participant newly elects a coverage of 3x compensation during an open enrollment period. If you suspend the new election pending receipt of the certification, you can provide interim coverage until the certification is provided.

## Interim Coverage Determination

You can qualify the conditions under which interim coverage is provided based on the participant's current enrollment and the new election that has been suspended.

You use an *Interim to Assign* code to refine the circumstances under which interim coverage is provided. Each interim to assign code contains two parts.

- The first part identifies if the suspended election is current or new. Current means that the suspended enrollment is for the Same Option in Plan, Same Plan, or Same Plan Type as the participant's current enrollment.
- The second part defines the interim coverage that is provided. You have the following options:
  - *Same:* The system assigns the person's current election as interim coverage.

- *Next Lower*: The system assigns as interim coverage the plan in plan type, option in plan, or coverage amount of a range that is the next lower sequence that will not be suspended based on your plan or option definitions. You assign a sequence number when you define a plan or option.
- *Default*: The system assigns as interim coverage the default compensation object or coverage amount defined for the plan, based on the default enrollment codes.
- *Min*: The system assigns as interim coverage the minimum option in plan, plan in plan type, or coverage amount within a range defined for the plan.
- *Nothing*: The system assigns no interim coverage in place of the suspended coverage.

**Example:** *Current Same Plan Type, Default; New, Nothing*--This code means that if the participant is currently enrolled in a plan of the same plan type, they are assigned the default coverage; if they are not currently enrolled in a plan of the same plan type, they receive no interim coverage.

## Unsuspending Enrollments (Advanced Benefits)

For those cases where a suspended enrollment is unsuspended, you define the enrollment coverage start and end dates and the activity rate start and end dates for the unsuspended enrollment.

If you assign interim coverage when an enrollment is suspended, the interim enrollment is ended one day before the coverage start date of the unsuspended enrollment.

You select an *unsuspend enrollment code* that controls the enrollment coverage start date of the unsuspended enrollment if the unsuspended date is equal to or later than the original enrollment coverage start date. Select from the following codes:

- *As of Completed Date* This code sets the enrollment coverage start equal to the effective date on which the enrollment is unsuspended.
- *Use Existing Enrollment Start Date* This code uses the original enrollment coverage start date, even if this date is before the suspension end-date.
- *Recalculate Using Completed Date and Enrollment Start Date Code* This code recomputes the enrollment coverage date using the un-suspended date as the life event occurred on date or notification date (depending on your life event definition) if the computed coverage start date is less than the effective date of the un-suspension.

The activity rate start and end dates are re-calculated based on the enrollment coverage start date of the unsuspended enrollment.

## Imputed Income Calculations (US only)

Section 79 of the US Internal Revenue Service code defines imputed income as certain forms of indirect compensation termed *fringe benefits*, and taxes the recipient accordingly. You define *imputed income calculations* to calculate the amount of a benefit that is taxable as imputed income.

For example, if you offer a group term life insurance plan that provides coverage in excess of \$50,000 to a participant or in excess of \$2,000 to a spouse or dependent, you can define an imputed income calculation that determines the amount of coverage that is subject to imputed income tax regulations.

You can select the payroll system that processes the imputed income calculation and the manner in which the calculations are processed. If your payroll system calculates imputed income on a basis other than every pay period, you can associate one or more payment schedules with the imputed income calculation.

**Note:** By default, the imputed income calculation assumes that the employer pays 100% of the benefit, and the benefits system does not subtract employee contributions from the calculation. However, you can set the BEN:Imputed Income Post Tax Deduction profile to Y so that the imputed income process deducts the sum of all standard rates defined as Subject to Imputed Income with a Tax Type of After Tax and an Activity Type of either Employee Payroll Contribution, Employee Individual Contribution, or Employee Plan Contribution.

For employees whose participation in an imputed income plan begins mid-month, you can define partial month treatment rules.

You associate a variable rate profile with an imputed income calculation because imputed income taxes vary based on a person's age.

See: Imputed Income Plans (US), page 1-56

## Actual Premium Calculations

Premiums are the amount paid by a benefit plan sponsor to the supplier of a benefit. Typically, premiums are calculated on a per-participant basis, but the system also supports premium calculation based on the total participants enrolled in a plan or the total volume of elected coverage.

You can think of premium determination and processing as divided into the following areas:

- Premium calculation setup
- Premium determinations that occur during enrollment
- Recalculation of premiums based on life events (Advanced Benefits)
- Premiums and credits are determined by the Premium Calculation batch process at month end
- Manual adjustment of calculated premiums by participant or by plan and review of monthly premium totals

### Premium Calculation Setup

You setup premiums calculations to define how the system calculates, costs, and administers premiums. The system supports the administration of the following premium types:

- regular premiums that are calculated on a per-participant basis
- premiums based on the total number of participants covered in a plan or option in plan
- premiums based on the total coverage volume elected in a plan or option in plan

You can calculate premiums *prospectively* (in advance of the period of coverage) or *retrospectively* (as a result of coverage previously received). Premium are calculated on

a monthly basis in accordance with the most common business practices of benefit suppliers. The system supports pro-rated premium calculations for benefits participants who gain or lose coverage mid-month. You can also define a *standard wash rule* so that participants who are covered by a plan for less than a full month have no premium obligation.

You can choose how to cost a participant's premium so that the contribution is distributed to the appropriate general ledger account. A single plan or option can have multiple premiums so that, for example, you could calculate one premium for an employee contribution and a second premium for the employer contribution.

Premium setup also includes defining the calculation method you use to determine the premium, including any variable rates. You link premium calculations to the benefit supplier organization so that premiums can be remitted to the appropriate source.

### **Premiums Based on Total Participants or Total Coverage Volume**

For premiums that are determined based on the total number of participants or the total coverage volume elected by all participants in a plan or option in plan, you use variable rate profiles to calculate the premium.

You select a variable rate criteria of Total Participants or Total Coverage Volume and then define a variable rate calculation that determines the premium based on the number of participants or the coverage volume that you specify.

**Note:** Variable rates for actual premiums must have a tax type of Not Applicable.

### **Enrollment Based Premium Determination**

Premiums that are calculated on a per-participant basis are determined when a participant elects a plan or option in plan.

At month end, you run the Premium Calculation batch process from the Concurrent Manager to select the participants for whom you want to write a premium result.

You can then view monthly premium results by participant in the Monthly Participant Premium window or by plan and option in the Monthly Plan or Option Premium window.

**Note:** Premiums that vary based on the total number of participants or the total coverage volume elected by all participants for a plan or option in plan are determined only when you run the Premium Calculation batch process.

### **Premium Changes Based on Life Events (Advanced Benefits)**

You can define premiums that vary based on life events.

You link a life event reason that you have defined to a premium definition so that when a participant experiences this life event the premium is recalculated.

**Note:** You can define a life event such that its impact only effects a participant's premium, and not their eligibility for benefits.

## Calculation of Monthly Premiums and Credits by Batch Process

You run the Premium Calculation batch process from the Concurrent Manager to calculate monthly premiums. By selecting parameters, you can control the plan or option in plan for which premiums are calculated. You can also select the processing month and year and the participant or participant groups for whom a premium is calculated.

The batch process uses your premium definition to determine the per participant premium or the total premium for the compensation object depending on your premium type.

**Note:** You cannot select parameters that limit the results of the Premium Calculation process by person criteria for calculations that allocate premiums to participants based on the total number of participants in a plan or option.

For premiums that have been paid but which *should not* have been paid (due to retroactive changes or an error in processing), the Premium Calculation process allocates credits to offset the result of the previously paid premium. Credits are applied against the premium due for the current month.

Your *credit lookback processing rules* determine how credits are applied to a premium. If you restrict the application of credits to the current plan year or you restrict credit lookbacks to a particular length of time, the system does not apply credits to the current premium if the month from which the credits are due is outside the boundary of the credit lookup period.

Credits can only be applied to premiums that are calculated on a per-participant basis. In all cases, the applied credits cannot exceed the premium due.

## Manual Premium Adjustments

The product lets you manually adjust a premium result both for a participant and for the premium total for a plan or option in plan. Use this feature if making a manual adjustment to a premium result is a more efficient means of correcting a premium error than recalculating the premium.

## Period-to-Date Limits

For those plans where there is a regulated maximum contribution amount (such as a 401(k) plan in the US) or where a participant has discretion over the amount contributed into the plan, you can define period-to-date maximum contributions.

These maximums are specified either by the plan itself or, as is true in the US, by regulations. In addition to straightforward limits in which the period-to-date amount, once reached, stops subsequent contributions for the remainder of the period, other, more complex, limits must be enforced.

## Benefit Balances

You use the Benefit Balances window to create a benefit balance that you can then associate with a person or a formula.

For example, you might define a benefits balance for use when calculating how many flex credits an employee can be given to spend on benefits as part of a flex program.

Benefit balances are useful in transitioning data from a legacy benefits system to Oracle HR.

## Variable Rate Factors

You can define from one to dozens of variable factors for a variable rate profile. A participant must meet all the criteria in your variable rate profile in order to receive the variable rate.

### Personal Factors

You select personal factors by choosing the Personal tab in the Variable Rate Profiles window.

Uses the first three enabled segments defined for the Competency Key Flexfield for the business group as criteria.

**Disabled** Uses an employee's disability category as criteria.

**Gender** Uses a person's gender as a variable factor to associate with an activity rate.

**Leaving Reason** Uses an employee's termination reason as criteria. This criteria is often used for continuing benefits eligibility, such as for COBRA in the US.

**Opted for Medicare** Uses whether an employee is enrolled in the US Medicare program as criteria.

**Person Type** Uses a person's person type(s) as a variable factor to associate with an activity rate.

**Postal Zip** Uses individual zip/postal codes or ranges of zip/postal codes as a variable factor to associate with an activity rate.

**Qualification Title** Uses a person's qualification title, such as an advanced education degree, as criteria.

**Service Area** Uses a person's service area, such as a city or other geographical area, as a variable factor to associate with an activity rate.

**Tobacco Use** Uses whether or not a participant uses tobacco as a variable factor to associate with an activity rate. In countries where it is illegal to hold information about a person's tobacco usage, for example, Italy, this personal factor is unavailable.

### Employment Factors

You select employment factors by choosing the Employment tab of the Variable Rate Profiles window.

**Assignment Set** Uses an employee's assignment or a set of assignments as a variable factor to associate with an activity rate.

**Assignment Status** Uses a person's state of employment (Active, Inactive, or On Leave) as a variable factor to associate with an activity rate.

**Bargaining Unit** Uses an employee's bargaining unit (local union group) as a variable factor to associate with an activity rate.

**Full/ Part-time** Uses whether an employee works full-time or part-time as a variable factor to associate with an activity rate.

**Grade** Uses an employee's grade as a variable factor to associate with an activity rate.

**Hourly/Salaried** Uses whether an employee is hourly or salaried as criteria.

**Job** Uses an employee's job classification as criteria.



**Labor Union Member** Uses whether an employee is a labor union member as a variable factor to associate with an activity rate.

**Leave of Absence** Uses an employee's leave of absence reason as a variable factor to associate with an activity rate.

**Legal Entity** Uses an employee's legal entity (GRE) as a variable factor to associate with an activity rate (US only)

**Organization Unit** Uses an employee's organization as a variable factor to associate with an activity rate.

**Pay Basis** Uses an employee's pay basis as a variable factor to associate with an activity rate.

**Payroll** Uses an employee's payroll as a variable factor to associate with an activity rate.

**People Group** Uses a participant's people group as a variable factor to associate with an activity rate.

**Performance Rating** Uses an employee's performance rating as criteria.

**Position** Uses a person's position as criteria.

**Quartile in Grade** Uses an employee's pay range for a grade, divided by four, to determine the quarter into which the person's salary amount falls.

**Range of Scheduled Hours** Uses the number of hours an employee is scheduled to work as a variable factor to associate with an activity rate. This is taken from the Working Hours field on the assignment. For employees with more than one assignment, the hours are totaled across all assignments if you check the 'Use All Assignments for Eligibility' check box on either the Programs or Plans window. If you define multiple scheduled hours ranges, the Participation Process evaluates each range as an 'Or' condition.

**Work Location** Uses an employee's work location as a variable factor to associate with an activity rate.

## Derived Factors

You select derived factors by choosing the Derived Factors tab of the Variable Rate Profiles window.

**Age** Uses an employee's age as a variable factor to associate with an activity rate.

**Combined Age and Length of Service** Uses an employee's combination age and length of service factor as a variable factor to associate with an activity rate.

**Compensation Level** Uses an employee's compensation level as a variable factor to associate with an activity rate.

**Full Time Equivalent** Uses an employee's percent of full-time employment as a variable factor to associate with an activity rate.

**Hours Worked in Period** Uses an employee's hours worked in a given period as a variable factor to associate with an activity rate.

**Length of Service** Uses an employee's length of service as a variable factor to associate with an activity rate.

## Other Factors

You select other factors by choosing the Other tab in the Variable Rate Profiles window.

**Benefits Group** Uses a person's benefits group as a variable factor to associate with an activity rate.

**COBRA Qualified Beneficiary** Uses whether a person is considered a qualified beneficiary under COBRA regulations to determine the variable rate (US only).

**Continuing Participation** Used to set the date on which an ex-employee's payment for a continuing benefit must be received.

**Health Coverage Selected** Uses the plan and option in plan in which the participant is enrolled as a variable factor to associate with an activity rate.

**Participation in Another Plan** Uses a person's participation in a particular plan as a variable factor to associate with an activity rate. You can use this factor to define special rates when two plans are elected in conjunction with one another.

**Rule** Uses a FastFormula rule that you define to determine a variable factor to associate with an activity rate.

**Total Coverage Volume** Uses the total coverage elected for a plan or option in plan by all participants as a variable factor in determining the actual premium owed by a plan sponsor to the benefits supplier.

**Total Participants** Uses the total number of participants covered by a plan or option in plan as a variable factor in determining the actual premium owed by a plan sponsor to the benefits supplier.

## Related Coverages

The criteria available under the Related Coverages tab are designed primarily for COBRA administration in the US but, you can use them for other purposes.

## Calculation Methods: Values, Increments, and Operations

You select a **calculation method** to help you define the contribution or distribution activity rate for a plan or option. Calculation methods are composed of values that you define, operations that you perform on those values, and, in some case, values from the results of other calculations that you have defined.

The following list describes the components that you can include in an activity base rate calculation.

- **Flat Amount:** A standard rate that does not vary or an amount you enter as part of a more complex calculation.
- **Minimum Value:** The smallest amount a participant can elect to contribute or receive as a distribution.
- **Maximum Value:** The largest amount a participant can elect to contribute or receive as a distribution.
- **Increment:** The units participants must use to specify elected amounts during enrollment. For example, if the increment value is 100, participants must specify amounts in whole hundreds of currency.

- **Default Value:** The value assigned to the participant during a default enrollment or when a participant fails to specify an explicit value when one is required during enrollment.
- **Operation:** A mathematical operator that is applied to a value, such as Multiplied by or Percent of.
- **Actual Premium:** The per-participant amount paid by a plan sponsor to the benefits supplier.
- **Coverage:** The amount of coverage available under the plan or option for which you are defining the activity rate.
- **Coverage Operation:** A mathematical operator that is applied to a coverage amount.
- **Compensation Level:** The participant's salary.
- **Rounding Code/Rule:** Specifies how the system rounds the result of the calculation when the value is not a fixed amount.
- **No Standard Values Used:** The calculation always uses a variable rate.
- **Post Enrollment Calculation:** This method calculates a person's standard rate or coverage amount based on election information entered during enrollment. It requires that you write a FastFormula rule type of Rate Value Calculation (for rates) or Coverage Amount Calculation (for coverages) and attach the rule to the activity rate definition.

The Participation Process evaluates this rule when first determining electable choices and rates and again after you choose the Recalculate button on the enrollment window. Therefore, your rule must use default electable choice information or return values that will not cause the formula to error when you run the Participation Process.

- **Rule:** Uses a FastFormula rule to structure the calculation.

## Activity Rate Calculations

The tables below contain sample activity rate calculations for the various calculation methods that you can use with a standard contribution/distribution or a flex credit calculation.

### Flat Amount

>Calculation	>Value
>Example	>5

**Result = 5**

## Flat Amount Entered at Enrollment

>Calculation	>Minimum Value	>Maximum Value	>Increment	>Default Value
>Example	>1,000	>10,000	>by 1	>5,000

**Result** = 5,000 (can be changed at enrollment to value between 1,000 and 10,000)

## Multiple of Compensation or Balances

>Calculation	>Value	>Operation	>Compensation
>Example	>1	>Per 10,000	>25,000

**Result** = 2.5 (1/10,000) x 25,000

## Multiple of Compensation or Balances, Enter Value at Enrollment

>Calc	>Min Val	>Max Val	>Increment	>Default	>Operation	>Comp Lvl
>Example	>1	>3	>1	>2	>Per 10,000	>25,000

**Result** = 2.5 (1/10,000) x 25,000

\*5.0 (2/10,000) x 25,000

7.5 (3/10,000) x 25,000

## Multiple of Compensation or Balances and Coverage

>Calc	>Value	>Operation	>Compensation	>Coverage Operation	>Coverage
>Example	>(0.0001	>Multiplied by	>25,000)	>Per 10,000	>100,000

**Result** = 25.0 ((.0001 x 25,000) / 10,000) x 100,000

## Multiple of Coverage

>Calculation	>Value	>Operation	>Coverage
>Example	>5	>Per 100,000	>200,000

**Result** = 10 (5 / 100,000) x 200,000

## Multiple of Coverage, Enter Value at Enrollment

>Calc	>Min Val	>Max Val	>Increment	>Default	>Operation	>Coverage
>Example	>2	>6	>2	>4	>Per 100,000	>200,000

**Result** = 4 (2/100,000) x 200,000

\*8 (4/100,000) x 200,000

12 (6/100,000) x 200,000

## Multiple of Parent Rate

>Calculation	>Value	>Operation	>Activity Base Rate (Parent Rate)
>Example	>1	>Multiplied by	>2.5

**Result** = 2.5 (1 x 2.5)

## Multiple of Parent Rate and Coverage

>Calc	>Value	>Operation	>Parent Activity Rate	>Coverage Operation	>Coverage
>Example	>(1	>Multiplied by	>8)	>Per 100,000	>100,000

**Result** = 8.0 ((1 x 8) / 100,000) \* 100,000

## Multiple of Actual Premium

>Calculation	>Value	>Operation	>Actual Premium
>Example	>50	>Percent	>8

**Result** = 4 (50 / 100) x 8

## Multiple of Actual Premium and Coverage

>Calc	>Value	>Operation	>Actual Premium	>Coverage Operation	>Coverage
>Example	>(10	>Percent of	>8	>Per 10,000	>100,000

**Result** = 8.0 ((10 / 100 \* 8) / 10,000) x 100,000

## Coverage Calculations

You use the Coverages form to calculate the coverage amount available for a plan or an option. You can set the contribution rate necessary to purchase this coverage using the Standard Contributions/Distributions form.

The tables below contain sample coverage calculations for the various calculation methods that you can use in defining coverage for a benefit.

### Flat Amount

>Calculation	>Value
>Example	>50,000

Result = 50,000

### Flat Range

>Calculation	>Minimum Value	>Maximum Value	>Increment	>Default Value
>Example	>30,000	>50,000	>by 10,000	>40,000

Result = 30,000

\*40,000

50,000

### Multiple of Compensation

>Calculation	>Value	>Operation	>Compensation Level
>Example	>2	>Multiplied by	>25,000

Result = 50,000 (2 x 25,000)

### Multiple of Compensation Range

>Calc	>Min Val	>Max Val	>Increment	>Operation	>Comp Lvl	>Default
>Example	>2	>6	>2	>Multiplied by	>25,000	>4

Result = 50,000 (2 x 25,000)

\*100,000 (4 x 25,000)

150,000 (6 x 25,000)

### Flat Amount Plus Multiple of Compensation

>Calc	>Value	>	>Min Val	>Operation	>Comp Lvl
>Example	>50,000	>Plus	>(2	>Multiplied by	>25,000)

**Result** = 100,000 50,000 + (2 x 25,000)

### Flat Amount Plus Multiple of Compensation Range

>Calc	>Val	>	>Min Val	>Max Val	> Increment	>Operation Comp Lvl	>Default
>Example	>50,000	>Plus	>(2	>6	>2	>Multiplied by	>25,000) >4

**Result** = 100,000 50,000 + (2 x 25,000)

**\*150,000** 50,000 + (4 x 25,000)

**200,000** 50,000 + (6 x 25,000)

### Multiple of Compensation Plus Flat Range

>Calc	>Val	>Operation Comp Lvl	>	>Min Val	>Max Val	> Increment	>Default
>Example	>(2	>Multiplied by	>25,000)	>Plus	>30,000	>50,000	>10,000 >40,000

**Result** = 80,000 (2 x 25,000) + 30,000

**\*90,000** (4 x 25,000) + 40,000

**100,000** (6 x 25,000) + 50,000

## Actual Premium Calculations

You use the Calculation Method tabbed region of the Actual Premiums window to define the calculation that determines the actual premium rate per participant for a plan or an option.

The tables below contain sample actual premium calculations for the various calculation methods that you can use with an actual premium calculation.

## Flat Amount

>Calculation	>Value
>Example	>5

**Result** = 5

## Multiple of Coverage

>Calculation	>Value	>Coverage Operation	>Coverage
>Example	>5	>Per 100,000	>200,000

**Result** = 10 (5 / 100,000) x 200,000

## Multiple of Total Coverage

>Calculation	>Value	>Operation	>Total Coverage
>Example	>1	>Per 1,000	>1,000,000

**Result** = 1000 (1 / 1000) x 1,000,000

## Multiple of Total Participants

>Calculation	>Value	>Operation	>Total Participants
>Example	>5	>Multiply By	>50,000

**Result** = 250,000 5 x 50,000

## Defining Activity Rates for a Standard Contribution/Distribution

You create a separate contribution or distribution activity rate calculation for each plan or option in your benefits offering that requires a contribution or distribution. After you link the calculation to the plan or option, you define the calculation.

You date effectively maintain standard contributions and distributions using the Standard Rates window.

### To define an activity rate for a standard contribution/distribution:

1. Enter or query the standard contribution or distribution that you are defining in the Name field.
2. Select the Status of this activity rate.

**Pending:** This plan or option in plan currently does not use this calculation, but could in the future if you change the Status of this calculation to Active. Select the



Pending status when setting up a standard contribution/distribution calculation that possibly may not become Active.

**Active:** The system currently calculates this standard contribution/distribution for this plan or option in plan.

**Inactive:** The system currently does not calculate this standard contribution/distribution for this plan or option in plan.

**Closed:** The system currently does not calculate this standard contribution/distribution, nor will it ever do so in the future.

**Important:** You cannot reactivate a closed activity rate calculation. Once it is closed, it remains closed.

3. Choose the General tabbed region if it is not already selected.
4. Select the Level in the compensation object hierarchy at which you are defining the activity rate.
5. Select the Compensation Object for which you are defining the activity rate.
6. Select an Activity Type code that identifies the business function this calculation performs, such as an Employee Contribution or an Employer Payroll Distribution.
7. Select the Tax Type indicating the tax impact of this calculation to participants.  
You select this Tax Type primarily for classification purposes; the payroll system is primarily responsible for processing taxability.
8. Select a Usage code that limits the use of this activity rate to a particular kind of contribution or distribution.
9. Select a UOM (unit of measure) to express the result of this calculation if this activity rate is for a non-monetary distribution.
10. Select the Element you defined that corresponds to this activity rate definition.

**Note:** Set up your elements as a prerequisite to defining your activity rates. If your element definition changes, you must re-attach the element to the rate. For an absence plan, you must also re-select the Extra Input Rule and re-map the input values to formula results.

11. Check the Element and Input Value Required field.
12. Select the Input Value for the activity rate, such as pay value.
13. If you are defining a rate for an absence plan and you need to associate more than one input value with the activity rate, select the Extra Input Rule. This is a formula that calculates the values to be returned to the other input values. When you have finished defining the rate, choose the Extra Inputs button to associate the formula results with the appropriate input values.
14. Check the Uses Variable Rate field if the result of this calculation varies due to some factor or other piece of discreet data about the participant and you associate a variable rate profile with the calculation.
15. Select the Parent/Child code to specify whether this calculation is a parent activity rate (the primary activity rate) or a child activity rate (dependent upon the parent activity rate).

16. Check the Subject to Imputed Income field if the activity rate for this compensation object is governed by US imputed income regulations.
17. Save your work.

## Defining a Calculation Method for a Standard Contribution or Distribution

You use the Calculation Methods region of the Standard Contributions/Distributions window to define how a standard activity rate is calculated.

### See Also

Calculation Methods: Values, Increments, and Operations, page 5-134

Example: Activity Base Rate Calculations, page 5-135

### To define a calculation method for a standard activity rate:

1. Query the activity rate for which you are defining a calculation method in the Name field.
2. Select the method you are using to calculate the activity rate in the Calculation Method field.

**Important:** The window changes based on the calculation method you select.

3. Complete your calculation definition based on the calculation method you select.
4. Save your work.

## Defining Proration for a Standard Contribution/Distribution Calculation

You can specify how the system prorates a calculation (usually a contribution) when a participant's enrollment coverage date falls within a month, and the plan requires that activity rates be prorated based on the date during the month when the participant's coverage starts.

### To define proration for a standard contribution/distribution calculation:

1. Enter or the query the standard activity rate for which you are defining a prorated value in the Standard Contributions/Distributions window.
2. Select the Partial Month Determination alternate region.
3. Select a Partial Month Determination Code or Rule to specify how the system calculates this standard contribution/distribution when a participant's enrollment coverage date falls within a month.

**All:** The system calculates this activity rate as if the participant was enrolled for the entire month.

**None:** The system calculates this activity rate as if the participant was not enrolled at all for the entire month.

**Prorate Value:** The system prorates this standard contribution/distribution based on the percentage of the month the participant was enrolled. Use the Proration window to define your proration method for this calculation.

**Rule:** If special circumstances apply, select a rule that the system uses to calculate this activity rate when a participant's enrollment coverage date falls within a month.

4. Select an Effective Date Code or Rule to specify how the system calculates the effective date from which the partial month is calculated.
5. Enter a Wash Rule Day if participants whose activity rate start date begins *after* the wash rule day do not receive a contribution or distribution for that month.
  - Conversely, participants whose activity rate end date is *before* the wash rule day do not receive a contribution or distribution for that month.
6. Choose the Proration button to open the Proration window if you select a partial month determination code of Prorate Value.
7. Enter the From and To days within the month that represent the starting and ending dates for this proration calculation.

Set the From day equal to the To day to prorate the calculation for a single day.
8. Enter a value specifying the Percent of the total standard contribution or distribution that the system uses to calculate the prorated activity rate for those persons whose enrollment coverage dates fall within these From and To days.
9. Select a Rounding Code or Rule to specify how the system rounds the result of this calculation.
10. Save your work.

## Defining Characteristics of Annual Rates

For those plans where a participant enters an annual contribution rate during enrollment, you can define how the system prorates the minimum and maximum contribution amounts for those participants who enter the plan mid-year.

**Note:** The annual rate value is calculated based on a 12-month period regardless if the plan year is for a period of 12 months or less.

If you use Self-Service Benefits, your employees can enter annual rates during enrollment if you complete the fields on the Annual Rate tab and you check the Enter Value At Enrollment check box on the Calculation Method tab of the Standard Rates window.

### To define the characteristics of an annual rate:

1. Enter or the query the standard activity rate for which you are defining a prorated value in the Standard Rates window.
2. Choose the Annual Rates tab.

In the Comparison Balances block:
3. Select whether this annual rate is compared to the claims submitted against the annual amount or the amount contributed to the plan.
4. For those plans where you prorate the annual contribution amount based on the days or pay periods remaining in the plan year, select:
  - A Prorate Minimum Annual Value Code or Rule
  - A Prorate Maximum Annual Value Code or Rule

5. Save your work.

## Defining Processing Information for a Standard Contribution/Distribution

You use the Processing Information tabbed region of the Standard Contributions/Distributions window to define the system (such as Oracle Payroll) that processes the contribution deduction or distribution payment. You may also select, from a range of choices, the point in the enrollment process when a contribution amount is entered.

### To define processing information for a standard contribution/distribution:

1. Complete the Processing Information check boxes by selecting from a range of choices that define when and how a contribution or distribution amount is entered for this plan or option in plan.

**Important:** These checkboxes are important, because they determine whether an election results in a payroll deduction for a participant.

- Check the **Value Override Allowed** field if the participant may override the default rate at the time of enrollment.
- Check the **Assign on Enrollment** field to automatically enter the calculated amount during enrollment.
- Check the **Display on Enrollment** field to display the activity rate on the enrollment form.
- Check the **Process Each Pay Period Default** field if the system calculates this standard contribution/distribution each pay period unless otherwise specified.

**Note:** Checking this field disables use of the Schedule Information button.

2. Select the system that processes this calculation in the Processing Source field.
3. Select a Recurring code. Choose from:
  - **Once:** the contribution or distribution occurs once for a participant in this plan or option in plan.
  - **Recurring:** the contribution or distribution occurs on a defined periodic basis for an indefinite period of time.
  - **Either:** the contribution or distribution can either occur once or on a recurring basis.
4. In the Value Passed to Payroll field, select the amount that you want to pass to a participant's element entry on enrollment.
  - Select Estimated Per Pay Period to calculate the element entry based on a fixed number of pay periods, 52 for weekly and 26 for bi-weekly pay periods.

**Note:** If you select no value, the application passes the per pay period amount. You can only prorate per pay period amounts.

5. Save your work.

**To define rate certification requirements:**

1. Choose the Rate Certification button, which is visible for plans that are not in a program.
2. Select a Rate Certification Type.
3. Save your work.

## **Defining Deduction and Payment Schedules for a Standard Contribution/Distribution**

You can define a deduction or payment schedule to specify how frequently the system calculates a contribution (for deductions) or distribution (for payments) if you are using Oracle Payroll and you do not check the Process Each Pay Period Default field in the Processing Information region.

You date effectively define deduction and payment schedules in the Schedule Information window.

**To define scheduling for a standard contribution:**

1. Select a Deduction Schedule for this standard contribution.
2. For this Deduction Schedule, select a Pay Frequency to specify how frequently the system deducts this standard contribution.
3. Check the Default field if this Pay Frequency is the default pay frequency for this Deduction Schedule.
4. If you associate more than one Pay Frequency with this Deduction Schedule, repeat steps 2 and 3 for each Pay Frequency.
5. Save your work.

**To define Payments for a standard distribution:**

1. Select a Payment Schedule for this standard distribution.
2. For this Payment Schedule, select a Pay Frequency to specify how frequently the system makes this standard distribution.
3. Check the Default field if this Pay Frequency is the default pay frequency for this Payment Schedule.
4. If you associate more than one Pay Frequency with this Payment Schedule, repeat steps 2 and 3 for each Pay Frequency.
5. Save your work.

## **Defining a Non-Oracle Payroll System to Process Benefit Earnings and Deductions**

You use the Payroll Information tabbed region of the Standard Contribution/Distribution window if a non-Oracle payroll system calculates this contribution or distribution.

**To define a non-Oracle payroll system to process earnings and deductions:**

1. Enter the Name of the foreign payroll system.

2. Select if this payroll system processes earnings or deductions in the Type field.
3. Save your work.

## Associating a Variable Rate Profile with a Standard Contribution/Distribution Calculation

If a standard contribution or distribution can vary based on a derived factor or a discrete piece of data, you can use the Variable Rates region of the Standard Contributions/Distributions window to associate a variable rate profile or rule with the activity rate calculation to specify how the result can vary.

**Important:** You must define a variable rate profile or rule before you define a standard contribution or distribution that uses a variable rate.

### To associate a variable rate profile or rule with a standard contribution/distribution calculation:

1. Enter a Seq (Sequence) number to specify the order in which the system processes this variable rate profile relative to any other profiles you associate with this standard contribution/distribution calculation.
2. Select the Name of a variable rate profile you are associating with this standard contribution/distribution calculation.
3. Choose the Rules region if you are associating a variable rate rule with this calculation. Enter the Seq (sequence) number and select the name of this variable rate rule.
4. Save your work.

## Defining Matching Rates for a Standard Contribution Calculation

**Note:** The matching rates feature is reserved for future use. It is currently not operational.

If you define an employer matching contribution that is a percentage of the employee contribution (in contrast to a fixed employer contribution), you can define how the system performs such matching. Multiple instances of a matching contribution may be necessary if the employer match varies according to the amount the employee contributes.

You define matching rates in the Standard Contributions and Distributions window. Choose the Matching Rates tab.

### To define matching rates for a standard contribution calculation:

1. If special circumstances apply, select a matching rate calculation rule.
2. Enter a Seq (sequence) number to specify the order in which the system processes this matching rate for this contribution.
3. Enter a From % and To % to specify the lowest and highest employee contribution percentage to which this matching contribution applies.

In the Matching Values block:

4. Enter a Match % to specify the matching percentage for this matching rate.
5. Enter a Minimum and Maximum Amount to specify the boundaries of the employer match, regardless of the value the system calculates.

Check the No Maximum Amount field if the match has no Maximum Amount defined for it.

In the Maximum Pay to Consider block:

6. Enter an Amount to specify the maximum amount of employee earnings against which the system calculates this match.

Check the No Maximum Amount field if the match is not limited by the Maximum Amount of employee earnings.

7. Enter a Percent to specify the maximum percentage of employee earnings against which the system calculates this match.

Check the No Maximum Percent field if the match is not limited by a Maximum Percent of employee earnings.

8. Check the Continue Matching after Maximum field if employer matching contributions continue up to the maximum percentage or amount, even though the worker has met the limit of worker contributions.

**Note:** This is particularly useful for US 401(k) plans as workers may choose high salary percentages in order to contribute as much as possible as soon as possible. When employer contributions match each pay period, it may occur that the worker is contributing too much each pay period to receive the employer's highest matching amount. For example, a worker could contribute 15% of pay up to the worker maximum contribution limit of \$9,000, but the employer matches only 50% up to 6% of what the worker contributes. As Oracle Payroll performs the actual calculation, checking this field only alerts the system to activate the proper calculation process.

9. Save your work.

## Associating a Period-to-Date Limit with a Standard Contribution/Distribution Calculation

You can associate period-to-date limits for a calculation or a distribution. You typically define period-to-date limits for savings plans.

Choose the PTD Limits tab in the Standard Contributions/Distributions window to select a period-to-date limit.

### To define a period-to-date limit for a calculation:

1. Select a Period-to-Date Limit to associate with this calculation.
2. Save your work.

## Defining General Information for a Variable Rate Profile

You use the Variable Rate Profiles window to define a variable rate when an activity rate for a plan can vary for each participant based on one or more factors.

To set up variable rate profiles for use in Grade/Step Progression criteria sets, use the Variable Rate Profiles using the Eligibility Profiles window and set your effective date to 01-JAN-1951

### To define general information for a variable rate profile:

1. Enter the Name of the variable rate profile you are defining.
2. Select its current Status.

**Pending:** This variable rate profile is currently proposed, but not yet associated with an activity rate.

**Active:** This variable rate profile is currently associated with an activity rate.

**Inactive:** This variable rate profile is currently not associated with an activity rate.

**Closed:** This variable rate profile was once Active or Proposed, but is no longer associated with an activity rate.

**Important:** Once a variable rate profile is closed, you cannot change its status to pending or active.

3. Choose the General tab if it is not already selected.
4. Select an Activity Type code to specify the type of activity rate to which this variable rate applies.

If you are setting up a variable rate profile for use in Grade/Step Progression, the Activity Type code must be Grade Step Progression Salary Amount.

5. Select a Tax Type code to specify the tax status of the activity rate.

**Note:** The system displays only those tax types that are valid based on the activity type you select.

**Note:** Variable rates for actual premiums must have a tax type of Not Applicable.

6. Select a Reference Period code to specify the time period applicable to the activity rate.
7. Select a Treatment code to specify the type of calculation the system performs on the activity rate.
8. Select a Usage that limits the kind of activity rate to which this variable rate can apply.
9. Select an Assignment to which this variable rate profile applies. For example, you can define a variable profile of Benefits Assignment Only if you use this profile to determine continuing eligibility.
10. Save your work.



## Defining a Calculation Method for a Variable Rate Profile

You use the fields in the Calculation Methods region of the Variable Rate Profiles window to define how a variable activity rate is calculated.

### To define a calculation method for a variable rate profile:

1. Query the variable rate for which you are defining a calculation method in the Name field.
2. Click the Calculation Method tab.
3. Select the method you are using to calculate the variable activity rate in the Calculation Method field.

**Important:** The window changes based on the calculation method you select.

4. Complete your calculation definition based on the calculation method you select.
5. Select Always Sum All Participants or Always Sum All Coverage if you are defining a variable rate profile for an actual premium based on the total coverage volume for all participants or the total number of participants.
  - Conversely, do not select Always Sum All Participants or Always Sum All Coverage if you want the variable rate determined based *only* on the number of participants who meet the criteria of the variable rate profile.
6. Save your work.

## Defining the Criteria in a Variable Rate Profile

You define the criteria that compose a variable rate profile so that participants who meet the criteria receive the variable rate you have defined. You can also define a variable rate profile so that participants who meet the criteria are specifically *excluded* from receiving the variable rate.

**Note:** You can use a participant eligibility profile that you have defined as a criteria set in a variable rate profile. This lets you define your criteria once, then reuse the criteria set to control both eligibility and variable rates. Oracle recommends attaching eligibility profiles to variable rates--as opposed to individual criteria--to improve system performance.

If you use a FastFormula rule as part of your variable rate profile, the participant must meet the criteria of the rule and one value from any other criteria that you include in the profile. If you use more than one FastFormula rule, by default the participant must meet the criteria of all the rules. If you change the user profile option BEN:VAPRO Rule from AND to OR, the participant need only meet the criteria of one rule.

### To define the criteria in a variable rate profile:

1. Enter or query the variable rate in the Variable Rate Profiles window.

If you are attaching an Eligibility Profile for a Grade/Step Progression criteria set, use the Variable Rate Profiles using the Eligibility Profiles window and set your effective date to 01-JAN-1951. For a Grade/Step Progression criteria set, you can only attach Eligibility Profiles to your Variable Rate, but not individual criteria.

2. Choose the Eligibility Profiles button to open the Eligibility window if you want to link a participant eligibility profile to the variable rate profile.
3. Select an Eligibility Profile Name.
4. Select the Required check box if the participant must satisfy this eligibility profile to receive the variable rate.

**Note:** Currently, you can attach only one criteria set to a variable rate profile, so the set is automatically required.

5. Close the Eligibility window.
6. If you want to use variable rate criteria--instead of an eligibility profile--choose the Criteria button to open the Variable Rate Criteria window.
7. Choose a tabbed region that contains a criteria element you want to include in your variable rate profile.
8. Select a criteria element.

For example, in the Other Factors region you could select Participation in Another Plan as a criteria element if you want to define a special rate for when two plans are elected in conjunction with one another.

If you are attaching an Eligibility Profile for a Grade/Step Progression criteria set, you can use the following criteria only:

- Bargaining Unit
  - Full Time/Part Time
  - Job
  - Location
  - Organization
  - Performance Type
  - Person Type
  - Rating Type
  - Rule
  - Service Area
9. Enter a Seq (sequence) number specifying the order the system processes this criteria element relative to any other criteria in the variable rate profile.

**Important:** You must assign a sequence number of a higher priority to all criteria that are used to exclude eligibility in a variable rate profile.

10. Select a value for the criteria element you have selected.
11. Check the Exclude field if a person who meets the value of this criteria element is excluded from receiving the variable rate associated with this profile.
12. Repeat steps 7-11, page 5-150 for each criteria element you include in this variable rate profile.

13. Choose the Display All tabbed region to view the criteria elements in this variable rate profile.
14. Save your work.

## Defining Matching Rates for a Variable Rate Calculation

**Note:** The matching rates feature is reserved for future use. It is currently not operational.

The process for defining a matching rate for a variable rate calculation is the same as defining a matching rate for a standard contribution.

From the Variable Rate Profiles window, choose the Matching Rates button.

### To define a matching rate for a variable rate calculation:

1. Query the variable rate for which you want to define a matching calculation rate.
2. Choose the Matching Rates button to display the Matching Rates window.
3. Define the matching rate calculation.

See: Defining Matching Rates for a Standard Contribution Calculation, page 5-146

4. Save your work.

## Defining a Coverage Calculation

You use the Coverages window to define the amount of coverage available for a plan or an option in plan. Coverage calculations are typically used to determine the coverage offered by an insurance plan but may also include other benefit offerings, such as stock options.

### To define a coverage calculation for a plan:

1. Enter or query the coverage calculation you are defining in the Name field.
2. Select the Type of benefit provided by this plan or option in plan, such as Coverage or Time Off.
3. Choose the General tabbed region if it is not currently selected.
4. Select the Level at which you are creating a coverage calculation.
5. Select the plan or option in plan for which you are defining a coverage calculation in the Compensation Object field.
6. Select a UOM for non-monetary coverage amounts, such as options or shares.
7. Select a Boundary Period that restricts any lower or upper limit coverage amount that you specify to a specific length of time.
8. Check the Max Overridable field if the user can override the maximum coverage amount.
9. Save your work.

## Defining a Coverage Calculation Method

You define a coverage calculation method to define how the coverage amount is calculated for a plan or an option in plan.

See: Calculation Methods: Values, Increments, and Operations, page 5-134

See: Coverage Calculations, page 5-138

### **To define a coverage calculation method:**

1. Enter or query the coverage calculation you are defining in the Name field.
2. Choose the Calculation Method tabbed region.
3. Select the Calculation Method you are using to define this coverage calculation.
4. Check the Enter Value at Enrollment field if you enter the coverage amount at the time of enrollment.
5. Complete the remaining fields based on the calculation method you select.
6. Enter a Lower Limit value or rule to define the minimum amount of coverage available under this plan or option regardless of the result of the coverage calculation.
7. Enter an Upper Limit value or rule to define the maximum amount of coverage available under this plan or option regardless of the result of the coverage calculation.
8. Save your work.

## Associating a Variable Rate Profile with a Coverage Calculation Method

You use the Benefit Variable Rates and Rules window to associate a variable rate profile with a coverage calculation if the calculation can vary for each participant.

### **To associate a variable rate profile with a coverage calculation:**

1. Enter the Seq (sequence) number in which the system should process this variable rate profile relative to any other variable rate profiles that you associate with this coverage calculation.
2. Select the variable rate profile in the Profile Name field.
3. Select another profile if you use more than one variable rate for this calculation.
4. Alternatively, choose the Rule tab and select a variable rate rule to associate with this calculation.
5. Save your work.

## Defining a Coverage Limit Across Plan Types

You use the Coverage Across Plan Types window to define the minimum and maximum coverage amount that a participant can elect across plan types in a program.

You can place a plan type in only one across plan type group. You can also set coverage limits at the plan level.

### **To define a coverage limit across plan types:**

1. Select the program for which you are defining cross plan type coverage limits.

**Note:** The system displays the plan types in this program in the Coverage Plan Types block.

2. Enter a name that identifies this cross plan type coverage limit.
3. Enter the minimum amount of coverage that a participant must elect across the plan types in this grouping.
4. Enter the maximum amount of coverage that a participant must elect across the plan types in this grouping.

In the Coverage Plan Types block:

5. Select a plan type for which you are defining a cross plan type coverage limit.
  - Check the Applies To field if you are placing this plan type into this cross plan type grouping.

**Note:** The Already Used field appears checked if you have already placed this plan type into another cross plan type grouping.

6. Repeat step 5 for each plan type that you are placing into this cross plan type grouping.
7. Save your work.

## Defining an Imputed Income Calculation

You use the Imputed Income window to date effectively define activity rates that calculate the amount of plan income that is considered a "fringe benefit" and subject to Section 79 of the US Internal Revenue Service code.

### To define an imputed income calculation:

1. Enter a Name for the imputed income calculation you are defining.
2. Select the imputed income Plan for which you are defining this calculation.
3. Select a Status code for this imputed income calculation.

**Pending:** This plan currently does not use this imputed income calculation, but could in the future if you change the Status of this calculation to Active. Select the Pending status when setting up an imputed income calculation that possibly may not become Active.

**Active:** This imputed income calculation is associated with an imputed income benefit.

**Inactive:** This imputed income calculation is not associated with an imputed income benefit.

**Closed:** This imputed income calculation is not associated with an imputed income benefit, nor will it ever be associated with one in the future.

**Important:** You cannot reactivate a closed imputed income calculation. Once it is closed, it remains closed.

4. Select a processing Source code to identify the system that processes this imputed income calculation.

5. Check the Uses Payment Schedule field if a payroll system uses a payment schedule other than "every pay period" when processing this imputed income calculation.
6. Check the Process Each Pay Period field if a payroll system processes this imputed income calculation every pay period.
7. Enter a Wash Rule Day if participants who start coverage for this plan do not receive imputed income contributions or distributions for the month when their coverage start date is *after* the wash rule day.
  - Conversely, participants who end coverage for the plan will not receive imputed income for the month when their coverage end date is *before* the wash rule day.

In the Payroll Information block:

8. Select the Element Entry that this calculation creates.
9. Select the Input Value of the element entry.
10. Select a Recurring code to specify whether this imputed income calculation occurs for the participant only Once, Recurs on a periodic basis for an indefinite time period, or Either.
11. Select a Partial Month Determination Code or Rule to specify how the system calculates this imputed income calculation when the employee participates in the imputed income benefit mid-month.
12. Enter a Foreign Earning Deduction ID and Name to identify this payroll system if a non-Oracle payroll system processes this imputed income calculation.
13. Select a Foreign Earning Deduction Type of deduction or earnings to specify how this non-Oracle payroll system processes this calculation.
14. Save your work.

### **Associating a Variable Rate Profile with an Imputed Income Calculation**

You use the Variable Rates window to associate a variable rate profile with an imputed income calculation.

#### **To associate a variable rate profile with an imputed income calculation:**

1. Query or enter an imputed income calculation in the Imputed Income window and choose the Variable Rates button.
2. Select a Variable Rate Profile to associate with this imputed income calculation.
3. If necessary, adjust the From and To dates to specify the dates through which you associate this profile with this calculation.

### **Associating a Payment Schedule with an Imputed Income Calculation**

You use the Payment Schedule window to define a payment schedule for an imputed income calculation if the payroll system uses a schedule other than "every pay period."

#### **To associate a payment frequency schedule with an imputed income calculation:**

1. Query or enter an imputed income calculation in the Imputed Income window and choose the Payment Schedule button.
2. Select the Payment Schedule or Rule the payroll system uses to process this imputed income calculation.

3. Select the Pay Frequency code to specify how frequently the payroll system processes this imputed income calculation.
4. Check the Default field if the system assigns this payment schedule to this imputed income calculation when the payroll system does not specify which payment schedule to use.
5. Save your work.

## Defining an Actual Premium

You use the Actual Premiums window to maintain the criteria used to calculate an actual premium cost.

### To define an actual premium:

1. Enter the premium name or a description of the premium in the Name field.
2. Select the premium type in the Type field.
3. Select the premium payer in the Payer field.
4. Select the plan to which you are associating this premium.
5. Select an option in plan if you are associating this premium to an option.
6. Select the organization to which the premium is paid in the Supplier field.

**Note:** The list of organizations is limited to those organizations that you attach to the plan or to the program containing the plan.

7. Select the Currency in which this premium is paid.

**Note:** The Activity Reference Period is monthly for all actual premiums. This is a read-only field.

8. Save your work.

### General Definitions

#### To define general characteristics of an actual premium:

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the General tab.
3. Specify in the Assignment field if the premium is assigned to the participant during the enrollment or determined when you run the Premium Calculation batch process.

**Note:** Premiums that are calculated on a per-participant basis are assigned during enrollment. Premiums based on the total number of participants, the total coverage volume elected by all participants, or the total premium minus the total of all participant contributions are calculated by the Premium Calculation batch process.

4. Select the premium's Assignment Level based on whether you assign the premium to a participant, a plan or option, or to both.

5. Indicate if you calculate premiums before or after the coverage period in the Prospective/Retrospective field.
6. Enter a Lower Limit value or rule to define the minimum premium for this plan or option in plan regardless of the premium calculation result.
7. Enter an Upper Limit Value or rule to define the maximum premium for this plan or option in plan regardless of the premium calculation result.

### **Calculation Methods**

#### **To define a calculation method for an actual premium**

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the Calculation Method tab.
3. Select the Calculation Method you want to use to determine this premium.
4. Complete your premium calculation definition based on the calculation method you choose.

If you select a premium assignment of During Premium Calculation Process, you can select from the following calculation methods:

- Multiple of Total Coverage
- Multiple of Total Participants
- Total Premium Less Participant Contribution
- No Standard Values Used

**Note:** If you select Total Premium Less Participant Contribution as your calculation method, your premium payer must be the employer.

If you select a premium assignment of Enrollment, you can select from these calculation methods:

- Flat Amount
- Multiple of Coverage
- No Standard Values Used
- A FastFormula Rule

#### **See Also**

Calculation Methods: Values, Increments, and Operations, page 5-134

Example: Actual Premium Calculations, page 5-139

### **Variable Rate Actual Premiums**

#### **To associate a variable rate profile with an actual premium:**

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the Variable Rates tab.
3. Enter the Seq (sequence) number in which this profile should be processed relative to any other profiles for this premium.
4. Select one or more variable rate profiles in the Profile field.



**Note:** Any variable rate profile you associate with a premium calculated based on the total coverage volume or the total number of participants must have a treatment code of Replace.

### Partial Month Processing

#### To define a premium for participants who gain or lose coverage mid-month:

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the Partial Month tab.
3. Select a Partial Month Determination code or rule to define how the system calculates premiums for participants who gain or lose coverage mid-month.
4. Enter the day of the month in the Wash Rule field on which the rule will operate.  
For example, enter 15 if a person who is covered on the 15th of the month pays the total premium amount.

**Note:** Enter a proration rule if proration is formula based.

5. Select a Wash Rule if you define a premium wash under certain circumstances.
6. Choose the Proration button if you maintain pro-rated premiums.
7. Enter the From and To days within the month that represent the starting and ending dates for this proration calculation.

**Note:** The last day of the month is considered 31 regardless of the month. If a participant's coverage start date is not within a proration date range that you define, the participant's premium will be the full month premium.

8. Select a Rounding Code or rule to round off the result of the prorated premium.
9. Enter the Percentage Value of the standard premium that the system uses to calculate the prorated premium.
  - Or, select a Partial Month Proration Rule if no percent values are used.
10. Select a Start/Stop Coverage Code to indicate if this prorated premium applies to participants who gain or lose coverage during the month.

### Premium Credits

#### To define restrictions on when credits can be applied to a premium:

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the Credits tab.
3. Enter the number of months prior to the current processing month for which the system will still apply credits.
  - Check the Current Pay Only field to restrict credit processing to the current month.

**Note:** You can only define a credit lookback period for premiums with an assignment of During Premium Calculation Process.

## Costing

### To define premium costing:

1. Query or enter an actual premium in the Actual Premiums window.
2. Select the Costing tab.
3. Select the default cost allocation for this premium in the Default Costing field.

**Note:** You must define a default cost allocation if you define costing. When the premium assignment occurs during enrollment, the default costing and any additional costing segments must be applied to the participant. Premiums assigned by the Premium Calculation batch process only use default costing.

4. Enter a segment number between 1 and 30 for those cost allocation that do not use the default.
5. Select a segment costing method code to cost this premium based on a participant's primary assignment.

**Note:** You cannot select a segment costing method based on a participant's assignment if you use an assignment level of Plan or Option.

6. Select a segment costing method rule if you selected a segment costing method code of Rule.
7. Save your work.

### Deleting an Actual Premium

You can delete an actual premium that you have created in error if you have not associated the premium with a plan or an option in plan in which a participant is currently enrolled.

Use the end-dating feature of the system to de-activate an actual premium that is no longer valid.

## Defining Period-to-Date Limits

You use the Period-to-Date Limits window to date effectively define plan year contribution limits for plans or options in plan. When you define a standard contribution, you can associate a period-to-date limit for those plans or options in plan that require contribution restrictions.

You can base period-to-date limits on a person's accrued activity rate balance, as a percentage of their compensation, or based on a fastformula rule that you define.

### To define a period-to-date limit:

1. Enter a Name for this period-to-date limit.
2. Select a Determination Code that defines when the limit is reached.

### **Balance Region**

3. Enter the maximum amount that a participant may accrue during a plan year for this balance in the Max Value field.
4. Select the period-to-date balance Type.

### **Compensation Region**

You use the fields in the compensation region if you are limiting a period-to-date contribution as a percentage of a participant's compensation, or based on a derived compensation factor.

5. Enter the maximum percentage of a participant's compensation that can be accrued in this balance in the Max Percent field.
6. Select a compensation factor in the Factor field if you are using a derived compensation factor to determine the period-to-date limit for this balance.
7. Enter the Max Pay to Consider if you define a maximum compensation amount that the system considers when calculating a period-to-date limit based on a percentage of compensation or a derived compensation factor.

### **Rule Region**

8. Select a Rule if you are defining a period-to-date limit based on a FastFormula rule that you have written.
9. Save your work.

You can now use the Standard Contribution/Distribution window to associate your period-to-date limit with the contribution activity rate for a plan or option in plan.

## **Defining a Benefit Balance**

You use the Benefit Balances window to enter and maintain benefit balances that you can link to persons or to formulas.

### **To define a benefit balance:**

1. Enter a Name used to identify the benefit balance.
2. Enter a Description of your benefit balance.
3. Select a Usage code.

Your system administrator or benefits administrator defines the benefit balance usage codes as part of the system implementation.

4. Select the unit of measure in which this balance is expressed in the UOM field.
5. Select a Non-Monetary UOM for benefits not expressed in currency, such as stock options or shares.
6. Save your work.

You can now associate this benefit balance with a person benefit balance or a formula.

# Flex Credits and Benefit Pools (OAB)

## Flex Credit Calculations (Advanced Benefits)

Flexible benefit programs offer employees choices among benefits and coverage levels. Participants can receive flex credits for various reasons, such as service credits, health care credits, and credits from vacation sale.

You define flex credits in conjunction with flexible benefit programs so that participants have money to spend on benefits and coverage levels. Flex credits are defined by a special type of activity rate calculation.

You can define flex credits at the following levels in the compensation object hierarchy:

- Program
- Plan type in program
- Plan in program
- Option in plan
- Combination plan type in program
- Combination plans in program

If you are defining a flexible benefits plan, you must create a flex credit program and place the flex credit plan in that program.

## Benefit Pools (Advanced Benefits)

Benefit pools define how flex credits are grouped. They restrict the compensation objects that are funded by a flex credit calculation.

You define benefit pools in association with programs that provide flex credits so that when a participant enrolls in a flex program they have flex credits available to spend. You define the amount provided by a benefit pool by creating an activity base rate for the pool object.

*Excess treatment codes* restrict the distribution of flex credits left unspent by a participant. Excess credits may be rolled over into another compensation object (such as another plan), distributed as cash, or forfeited. You can define minimum and maximum rollover amounts and the order in which excess credits should be distributed.

Benefit pools can be defined at the following levels in the compensation object hierarchy:

- Program
- Plan Type in Program
- Plan in Program
- Option in Plan in Program
- Combination of Plan Types in Program
- Combination of Plans in a Program

## Defining Flex Credits (Advanced Benefits)

Regardless of the level at which you define flex credits, you must associate your flex credit definition with a compensation object that is part of a program. You cannot define flex credits for a benefit plan that is not part of a program.

You define the flex credits in a program in the Flex Credits window.

### To define general information for flex credits:

1. Enter or query the flex credit calculation you are defining in the Name field.
2. Select the Status of the flex credit calculation.

**Pending:** This compensation object currently does not use these flex credits, but could in the future if you change the Status of these flex credits to Active. Select the Pending status when setting up flex credits that possibly may not become Active.

**Active:** The system has applied these flex credits to a compensation object.

**Inactive:** This compensation object currently does not use these flex credits.

**Closed:** The system does not apply these flex credits to a compensation object, nor will it ever do so in the future.

**Important:** You cannot reactivate a closed flex credit calculation. Once a flex credit calculation is closed, it remains closed.

3. Select the Level of the compensation object hierarchy at which you are defining flex credits.
4. Select the Compensation Object for which are defining a flex credit calculation.
5. Choose the General tab.
6. Select the Activity identifying the business function this activity rate performs.
7. Select a Tax Type to indicate the tax impact of these flex credits to participants, such as pre-tax or after tax.
8. Choose the Calculation Method tab.
9. Select the Calculation Method the system uses when determining the flex credit rate for the selected compensation object.

The system re-paints the window based on the calculation method you select.

10. Enter or select one or more values based on your flex credit calculation definition.
11. Save your work.

## Defining Regular Processing for a Flex Credit Activity Rate (Advanced Benefits)

You use the Processing tabbed region of the Flex Credits window to define the payroll processing of a flex credit calculation. You must define this information in conjunction with your element definition for this activity rate to be processed.

### To define regular processing for a flex credit activity rate:

1. Select a Source code to identify the system that processes this flex credit calculation.

2. Select a Recurring code to indicate if this flex credit calculation is processed once or on a recurring basis.
3. Check the Uses Variable Rate field if these flex credits are calculated using a variable rate profile.

Do one of the following:

- Check the Process Each Pay Period field if a payroll system processes this flex credit calculation every pay period.
- Check the Uses Payment Schedule field to specify that one or more payment schedules must be defined if a payroll system processes this flex credits activity rate on a non-pay period basis.

**Note:** The Process Each Pay Period and the Uses Payment Schedule check boxes are mutually exclusive.

In the Foreign Earning/Deduction block:

4. If a non-Oracle payroll system processes these flex credits:
  - Select the ID to identify this activity rate
  - Select a Type code of Earning or Deduction to specify how this system processes this calculation
  - Enter a Name to identify this payroll system
5. Enter a Lower Limit Value or Rule to define the minimum result of this flex credit calculation.
6. Enter an Upper Limit Value or Rule to define the minimum result of this flex credit calculation.
7. Choose the Payment Schedule button to open the Payment Schedule window if you checked the Uses Payment Schedule field.
8. Select the Payment Schedule the payroll system uses to process this activity rate.
  - If no Payment Schedule meets your requirements, select a Rule.
9. Select the Pay Frequency code to specify how frequently the payroll system processes this activity rate for this Payment Schedule.
10. Check the Default field if the system assigns this payment schedule to this activity rate when the payroll system does not specify which payment schedule to use.
11. Close the Payment Schedule window.
12. Choose the Variable Rates button to open the Activity Variable Rates and Rules window if you checked the Uses Variable Rate field.
13. Choose the Variable Rate Profile tab or the Variable Rate Rule tab depending if you are linking a variable rate profile or rule to this flex credit activity rate.
14. Enter a Seq (Sequence) number to specify the order in which the system processes the variable rate profile or rule.
15. Select a Variable Rate Profile or Rule to associate with this flex credit activity rate.
16. Close the Activity Variable Rates and Rules window.

17. Choose the Period to Date Limit button if you limit the number of flex credits a participant can receive during a given time period.
18. Select a Period-to-Date Limit to associate with this flex credit activity rate.
19. Save your work.

## Defining Partial Month Processing for a Flex Credit Activity Rate (Advanced Benefits)

You use the Partial Month tabbed region of the Flex Credits window to define how the system calculates a flex credit activity rate when a participant enters the plan mid-month.

### To define partial month rate processing for a flex credit activity rate:

1. Select a Partial Month Determination Code to specify how the system calculates these flex credits when the employee participates in this compensation object mid-month.
  - If special circumstances apply, select a Partial Month Determination Rule instead of a Partial Month Determination Code.
2. Select the Partial Month Effective Date Determination Code to specify how the system determines the effective date it uses to calculate a partial month contribution/distribution proration.
  - If the Partial Month Effective Date Determination Code values do not meet your requirements, select a Partial Month Effective Date Determination Rule.
3. Enter the Wash Rule Day if participants who enter this plan do not receive a flex credit allocation for the month when their coverage start date is *after* the wash rule day.
  - Conversely, participants who end coverage for the plan will not receive a flex credit allocation for the month when their coverage end date is *before* the wash rule day.
4. Choose the Partial Month button.
5. Select if this partial month activity rate starts or stops for this partial month period in the Start or Stop field.
6. Select a From day and a To day within the month that represent the starting and ending dates for the partial date range.

Set the From day equal to the To day to prorate the flex credit calculation for a single day.
7. Select a Percent specifying the percentage of the total activity rate that the system uses to calculate the prorated rate for those persons whose enrollment coverage dates fall within these From and To days.
  - Or, select a Proration Rule that you have defined to calculate the prorated rate.
8. Select a Rounding Code to specify how the system rounds the result of this flex credit calculation.
9. If a Rounding Code does not meet your requirements, select a Rounding Rule.
10. Save your work.

## Defining the General Characteristics of a Benefits Pool (Advanced Benefits)

You define benefit pools to limit how a participant can spend flex credits and how excess flex credits can be rolled over, distributed as cash, or forfeited.

Benefit pools are always associated with a program, but you can also create pools at other levels within a program.

You can specify the percentage or amount of credits that can be distributed as cash based on the number of excess credits.

You use the Benefits Pools window to date effectively maintain benefit pools for your flex credit programs.

### To define the general characteristics of a benefits pool:

1. Enter a name for the benefit pool you are defining in the Name field.
2. Select the program to which you are associating this benefit pool.
3. Select the Level at which you are defining flex credits in this program.
4. Select the Compensation Object for which you are defining a benefit pool.

**Note:** The list of available compensation objects is limited based on the level you select in step 3, page 5-164.

5. Choose the General tab, if it is not already selected.
6. Check the Include Program Flex Credits field if this is a program level pool.
7. Check the Automatically Allocate Excess field if excess credits from this pool are allocated based on your benefit pool definition and without the explicit choice of the participant.
8. Select a code in the Excess Treatment field that defines how a participant may use excess flex credits from this pool.

**Receive as Cash or Roll to Another Plan:** The participant can choose to receive the excess flex credits as cash or roll the excess credits to another eligible plan.

**Roll to Another Plan:** The participant can only choose to roll the excess credits to another eligible plan. They cannot receive excess credits as cash.

9. Select a Default Excess Treatment code to define the order in which excess flex credits are either distributed, rolled over, or forfeited.

In the Percent block:

10. Enter the Minimum percentage of excess credits that can be distributed from this benefit pool as cash or check the No Minimum field if there is no minimum percentage.
11. Enter the Maximum percentage of excess credits that can be distributed from this benefit pool as cash or check the No Maximum field if there is no maximum percentage that can be distributed.
12. Select a Rounding Code or Rule if you are defining a rounding method for the percentage of excess credits that can be distributed from this benefit pool.

In the Amount block:



13. Enter the Minimum amount of excess credits that can be distributed from this benefit pool as cash or check the No Minimum field to indicate that there is no minimum amount.
14. Enter the Maximum amount of excess credits that can be distributed from this benefit pool as cash or check the No Maximum field to indicate that there is no maximum amount.
15. Select a Rounding Code or Rule if you are defining a rounding method for the amount of excess credits that can be distributed from this benefit pool.
16. Save your work.

## Applying a Benefit Pool to a Plan and Option (Advanced Benefits)

You use the Application tabbed region of the Benefit Pools window to apply the benefit pool to a plan and the options in that plan.

### To apply a benefit pool to a plan and option:

1. Select the Plan to which you are associating this benefit pool. The system displays:
  - The option or options associated with this plan
  - The activity rate for each option
  - The taxability of the option
  - The effective dates for the association of this plan and option with this benefit pool
2. Repeat step 1, page 5-165 for each plan you are associating with this pool.

**Note:** A credit pool can be applied to more than one plan. Likewise, a plan can be linked to more than one pool.
3. Save your work.

## Defining Rollover Rules for a Benefit Pool (Advanced Benefits)

You use the Rollover tabbed region of the Benefit Pools window to set up rollover rules that define how the system processes excess credits for a benefit pool. A credit pool can have different rollover requirements for different plans, and a plan that decrements more than one pool can be subject to multiple rollover requirements.

### To define the rollover rules for a benefit pool:

1. Select the Plan and Option to which flex credits from this pool rollover. The system displays:
  - The pretax activity rate for this option
  - The effective dates for the association of this plan and option with this benefit pool
2. Enter the Default Order in which the system rolls over credits into the plans and options in this pool.

3. Enter the increment by which flex credits can be rolled over as a percent or an amount in the Increment Percent and Increment Amount fields.
4. Select a Participant Eligibility Rollover Rule if you define a formula that limits the circumstances under which the credits from this pool can be rolled over.

#### **Defining Benefit Pool Rollover Percentages and Amounts (Advanced Benefits)**

You use the fields in the Percent and Amount blocks to define minimum and maximum rollover amounts and percentages for this credit pool.

1. Enter the Minimum rollover percentage for this benefit pool or check the No Minimum field if there is no minimum rollover percentage.
2. Enter the Maximum rollover percentage for this benefit pool or check the No Maximum field if there is no maximum rollover percentage.
3. Select a Rounding Code or Rule if you are defining a rounding method for the rollover percentages for this benefit pool.

In the Amount region:

4. Enter the Minimum amount or check the No Minimum field to indicate that there is no minimum amount.
5. Enter the Maximum amount or check the No Maximum field to indicate that there is no maximum amount.
6. Select a Rounding Code or Rule if you are defining a rounding method for the amounts for this benefit pool.
7. Save your work.

# Communications

## Communications

You send communications to potential, current, and former benefits participants to inform them about available benefits, rates, scheduled enrollment periods, and other information that you need to communicate.

You create a *communication type* to define:

- The conditions that trigger a communication
- The data that is extracted from the database which you can merge into a communication
- The communication delivery method and medium

You run the Participation batch process (in either of its four modes: Life Event, Scheduled, Selected, or Temporal) from the Concurrent Manager to extract data based on your communication type definition. Using the System Extract feature, this data can be extracted to a text file and then merged into the body of your communication.

## Communication Type Definitions

You can create definitions for communications that control different aspects of the communication.

For example, you can:

- Specify the date a communication is to be sent to a participant relative to a qualifying life event or a point in the enrollment cycle
- Indicate if the communication is a stand-alone item, or a piece in a kit
- Select a *usage type* that categorizes the communication, such as Reminder to Act or Confirmation of Action
- Limit the kinds of recipients who can receive a communication

## Communication Triggers

*Communication trigger* control the data that is extracted from the database when you run the Participation batch process. For example, the Pre Enrollment Literature trigger extracts a person's electable choices based on your *communication usage definition* and the parameters you select when you run the Participation process.

Communication triggers are seeded with the product.

## Communication Usages

As part of your plan design, you can define the condition or combination of conditions that must be present in order for a communication to be sent to a person. The conditions that you associate with a communication are called *usages*.

You select from the following criteria to limit when a communication is generated:

- Life Event
- Program

- Plan
- Plan Type
- Enrollment Period
- Action

Selecting more criteria for a communication limits the usage of the communication.

## Delivery

You can specify the method by which a communication is delivered, such as home mail delivery or email. You can also specify a delivery medium, such as paper or diskette.

Employees can specify a preferred delivery method and medium. This information is maintained on the People window. You can choose to override this information for a particular program or plan. Or, you can specify a default delivery method or medium for employees who do not specify a preference.

## Person Communications

You use the Person Communications window to maintain information about the communications that are requested by a participant or that are sent automatically as events occur in the plan year.

A participant can request to have a communication re-sent which has already been sent. Each time a communication is requested, the system tracks the request by generating a sequence number for that request. You can define the maximum number of requests that a person can make for a particular communication.

You can categorize communications into those that can be requested by a participant and those that can only be requested by a benefits specialist. A benefits specialist can select communications with a trigger type of Online Participant Based Literature Requests and Online Participant Service Representative (PSR) Based Requests. Participants are limited to making selections from communications with a trigger type of Online Participant Based Literature Requests.

When you define a communication type, you select the Always Send checkbox to indicate that the communication is sent whenever it is requested. If the box is unchecked, you must create a *communication usage* that specifies the program, plan, action type, or enrollment period to which this communication applies.

The participant's address appears on the window as it is entered in the Address window. You can override this address by selecting another address that exists in the database or by using the Address window to enter the address as a secondary address.

You also use the Person Communications window to enter delivery instructions, change the person's default delivery method and media, modify the date on which the communication is sent, and to specify if the communication requires inspection.

## See Also

Determine Communications Batch Process, page 6-84

## Defining Communication Types

You define, update, and delete communication types in the Communication Types window. You complete your communication type definition by defining communication triggers, usages, and delivery information.

### To define a communication type:

1. Enter a Name for the communication type you are defining.
2. Optionally, enter a Short Name for this communication type.

**Note:** Short names are also used to maintain instruction text for regions of self-service enrollment web pages. You must enter the short name in the following format: **BEN.REGIONNAME**. Exclude the **BEN** prefix from the regionname portion of short name.

See: Benefits Enrollments, page 5-14 for a list of the required short names for each web page region.

3. Select a To Be Sent code or rule that defines when the communication should be sent relative to a life event or a given point in the enrollment cycle.
4. Select a kit code in the Part of Kit field to specify whether this communication is a single item (a piece), or one of several communication items in a kit.
  - Select the kit to which this piece belongs in the Kit Name field if this communication is one piece in a kit.
  - View the communication pieces that make up a kit by choosing the View Children button when you have selected a kit.
5. Check the Inspection Required field or select an Inspection Required Rule if this communication must be inspected before it is delivered.
6. Check the Always Send field if this communication should always be sent whenever it is requested or triggered.

Alternatively, enter the maximum number of times this communication can be sent in the Max Number Available field.

7. Check the Track Mailing field if the system should track the delivery status of this communication.
8. Enter the maximum number of communication that a person can receive of this communication type in the Max Number Available field.
9. Select a Communication Type Rule that further refines the definition of this communication type.
10. Select a Usage type that categorizes this communication.

Example usage types include Reminder to Act and Confirmation of Action.

**Note:** Select a usage type of Self Service Instruction Text if you are configuring a self-service web page.

11. Select a Recipient Code that limits the type of benefits participant to whom this communication is being sent, such as a dependent.
12. Enter a Description of this communication.

13. Save your work.

## Defining When to Use a Benefits Communication

You use the Communication Type Usages window to define the conditions that generate an extract of communications data.

You also use this window if you are implementing web-based self-service enrollments and you want to write instruction text that appears in a region of a self-service window.

### To define a communication usage:

1. Enter or query a communication type in the Communication Types window.
2. Choose the Usages button.
3. Select a value for one or more of the following parameters to limit the conditions under which communications data is generated.
  - Life Event
  - Program
  - Plan
  - Plan Type
  - Enrollment Period
  - Action
4. Select a Usage Rule if your criteria for determining the conditions under which communications data is generated cannot be fully accommodated by the usage criteria on this window.
5. Enter instructional text in the Self Service Description field that corresponds to the region of the self-service web page that you are configuring.
6. Save your work.

## Defining a Communication Trigger

You use the Communication Type Triggers window to link a trigger to your communication type definition. A trigger controls the kind of data that is extracted from the database when you run the Participation batch process.

For example, the Final Confirmation Literature trigger extracts a participant's benefit elections after the enrollment is closed.

### To define a communication trigger:

1. Enter or query a communication type in the Communication Types window.
2. Choose the Triggers button.
3. Select one or more triggers that you are linking to this communication type definition in the Type of Trigger field.

**Note:** You select a trigger type of Online Participant Based Request or Online PSR Based Request to provide a list of communications that can be requested through the Person Communications form.

4. If special circumstances apply, select a trigger rule instead of a trigger type.
5. Save your work.

## Defining a Communication Delivery Method

You use the Communication Type Delivery Methods window to define the method and media by which a communication is delivered. A typical communication delivery uses the postal service as the delivery method and paper as the delivery medium.

1. Enter or query a communication type in the Communication Types window.
2. Choose the Delivery button.
3. Select the Delivery Method for this communication item, such as Email or Postal Service.
  - Check the Default field if this delivery method is the default to use when you do not know a person's preferred way to receive communications.
  - Check the Required field if you must always deliver this communication using this delivery method, regardless of a person's preference.
4. Select a Delivery Medium for this communication item, such as Paper or Diskette.
  - Check the Default field if this delivery medium is the default you use when you do not know a person's preferred medium for communications.
  - Check the Required field if you must always use this delivery medium for this communication, regardless of a person's preference.
5. Repeat step 4 for each delivery medium you associate with this delivery method.
6. Save your work.

# Online Benefit Services (OAB)

## Online Benefits Administration (Advanced Benefits)

The system is designed with features that enable you to perform a variety of tasks from a central form called the Benefits Service Center.

You use the Benefits Service Center window if the requirements of your organization include the need to perform various benefits and HR-related functions in a real-time environment.

Common requests that you can process include changing a person's address or phone number, adding a dependent or beneficiary, or changing a person's marital status. These and other changes may trigger a life event that enables enrollment, change in enrollment, or de-enrollment in one or more benefits.

Using this window you can:

- Authenticate a caller's identity
- Perform a variety of desktop activities, such as viewing current enrollments, sending communications, and entering personnel changes
- Evaluate changes to a person's record for enrollment impact
- Enroll eligible participants in benefit plans

You can link the Benefits Service Center to the Oracle TeleService Quick Menu, if you use this customer service application.

See: Setting Up Quick Menu, *Oracle TeleService Implementation Guide*

## Caller Authentication

You can verify the identity of a caller using your organization's authentication criteria. You query the person's record based on the authentication criteria provided by the caller. If the caller's information is authentic, the query displays information about the person such as their address and any life event that is currently active for the person.

If necessary, you can use the results of the query for further caller authentication.

## Desktop Activities

The action you take after you authenticate a caller's identity depends on the caller's request, the status of any open life events, and the person's electable benefit choices, if applicable.

You can select an action or form from a list of desktop activities based on the caller's request. For example, you select the People form if the person needs to change their address. You select the Person Communication form if the person is requesting literature about a benefit plan that you offer.

During implementation, a system administrator can configure the desktop activities available to users of the Benefits Service Center. If you configure the People window (PERWSHRG) with custom workflows or taskflows, you can restrict access to the customized form by user responsibility.

A system administrator links the customized Person form function to the menu for the appropriate responsibility. Then, in the Maintain Online Activities window, the



administrator selects the version of the Person form available from the Desktop Activities list.

## Online Life Event Management

A special feature of online benefits administration is the ability to process a life event in real-time. When you query a person's record, the system indicates if the person has an open life event.

When you process the life event, the system determines if the life event results in the creation of electable benefit choices for the person. You can then enroll a person in one or more benefit plans for which they are eligible based on this life event.

## Maintaining Online Activities (Advanced Benefits)

You use the Maintain Online Activities window to select the forms and functions that are available to the user in the Desktop Activities list of the Online Benefits Services form.

**Note:** You use this form to override the default list of activities. Activities that you select in this form completely replace the default list.

If you configure the People window (PERWSHRG) with custom workflows or taskflows, you can restrict access to the customized form by user responsibility.

### To add an activity to the desktop activities list:

1. Query the current list of desktop activity functions.
2. Enter the Seq (sequence) number in which the function displays in the desktop activities list.
3. Select the function in the Function Name field.
4. Enter the name of the function as it should appear in the desktop activities list in the User Function Name field.
5. Select if this item is a form or a function in the Type field.
6. Enter the Start Date on which this form should appear in the desktop activities list.
7. Enter the End Date to indicate the last date on which this form should appear in the desktop activities list.
8. Save your work.

## Maintaining Pop Up Messages (Advanced Benefits)

You can use the Maintain Pop Up Messages window to customize the messages that appear on certain forms based on particular events that you select.

**Important:** As a prerequisite, you must first use the Messages window to write the message that you associate with a form and an event. You must name the message with the BEN prefix and select Oracle Advanced Benefits as the application.

### To associate a pop up message with a form and an event:

1. Enter a name for the pop up message in the Name field.

In the Function block:

2. Select the Name of the function with which you are associating this message.
  - Select the Block associated with this message if the message is limited to a particular block in the form.
  - Select the Field associated with this message if the message is limited to a particular field in the form.
3. Select the event that triggers the message in the Event field.

In the Formula block:

4. Select the Name of the formula with which you are associating this message if the message is limited to a particular formula in the form.
5. Check the No Formula field to indicate that the system should not process any formula that you have defined for this message.

In the Message block:

6. Select the message in the Name field.

You can view the message text by scrolling to the Description column of the list of values for the field.

7. Select the message display type in the Type field.

For example, you can choose to display the message with a Cancel button or an OK button.

8. Enter the start and end date to limit the time period when the message displays.
9. Save your work.

---

# Administration for Health and Welfare Management

## Administration for Health and Welfare Management Overview

Use the administration features of Standard and Advanced Benefits to manage your benefits programs.

Use the enrollment windows to process benefits participants into plans and options. You can view monthly premiums for a participant or a compensation object and make premium adjustments if required. Run the system extract batch process to compile enrollment records for transfer to third party benefits administrators.

Advanced Benefits includes all the components of Standard Benefits plus features for pre-enrollment administration, processing default and automatic enrollments, recording expense reimbursements, and modeling benefits eligibility.

See: Advanced Benefits Administration: Overview, page 6-3

Use the implementation features of Standard and Advanced Benefits to set up your benefits programs.

See: Standard and Advanced Benefits Setup: Overview, page 5-1

See: Advanced Benefits Setup: Overview, page 5-2

## Features Common to Standard and Advanced Benefits

Standard and Advanced Benefits administration share a number of common features:

- **Enrollment Management:** Enroll participants in plans and options for which they are eligible. It includes enrollments entered by benefits administrators, as well as web-based self-service enrollments. The system provides the following enrollment forms:
  - Use the **Non-Flex** enrollment form for most programs that are not funded by flex credits.
  - Use the **Savings Plan** enrollment form for plans such as 401(k) plans in the U.S. and stock purchase plans.
  - Use the **Miscellaneous Plan** enrollment form for plans you define that are not part of a program.
  - Use the **Flex** enrollment form if you are an Advanced Benefits customer and you offer programs that you fund by flex credits.

- **Continuing Benefits Administration:** For benefit plans your enterprise offers to terminated or retired employees, such as COBRA in the U.S., you can control continuing eligibility, enroll participants, and record continuing benefits payments.
- **Premium Calculation:** Run the Premium Calculation process to determine monthly premiums. You can view and adjust premiums for a participant or a compensation object.
- **System Extract:** The product's system extract features let you manage the extract, format, and delivery of benefits data to organizations such as third-party benefit administrators.

## Administering Benefits Using SSHR

Your implementation team can set up Oracle HRMS so that employees and other eligible participants process their own enrollments using a web browser. You can configure SSHR so that an HR professional receives a workflow notification when a participant updates an enrollment.

You can also configure SSHR to allow your participants to search through a third party database of primary care providers.

## Reporting on Benefits

You can assign programs and plans to reporting groups that you define, then generate reports to meet regulatory or other reporting needs. You can write your own reports, or select from reports delivered with Oracle HRMS.

Various predefined reports let you monitor the enrollment cycle during and after an election period, reconcile premiums, and, for Advanced Benefits, track life events.

See: Reports and Processes in Oracle HRMS, *Oracle HRMS Configuring, Reporting, and System Administration*

## Key Concepts

To broaden your understanding of Standard Benefits Administration, and administrative features common to both Standard and Advanced Benefits, see:

Running the Maintain Participant Eligibility Process (Standard Benefits), page 6-14

Enrollment Management, page 6-40

Running the Eligibility and Enrollment List Report, page 3-49

Recalculate Participant Values Overview (Standard Benefits), page 6-75

Running the Premium Reconciliation Process, page 6-76

## Advanced Benefits Administration: Overview

Advanced Benefits enables benefits administration based on life events that occur to participants. You can generate enrollment actions, activity rate changes, and communications based on predefined life events or events you define.

### Advanced Benefits Features

In addition to the core features available with Standard Benefits, Advanced Benefits comprises several distinct features:

- **Participation Management:** The system lets you trigger enrollments, activity rate changes, and communications based on the occurrence of a life event to a primary participant or dependent.
  - **The Participation Process:** This is the process you run from the concurrent manager to determine eligibility, electable benefit choices, and activity rates for your participants before you process enrollments.
  - **View Participation Information:** Based on the results of the Participation Process, you can view a participant's electable choices, active life events, and current elections.
  - **Potential Life Events:** The application creates a potential life event when the Participation Process detects a database change that you have defined as indicating the occurrence of a life event. You can manually create potential life events for a person and you can void and back-out life events.
- **What-if Eligibility:** This feature lets you model eligibility, electable choices, and pricing information for a person based on a potential life event. Changes that you model do not effect a person's actual record.
- **Online Benefits Administration:** This feature is useful for HR call centers. Using the Benefits Service Center, you can record a change to a person's HR record, evaluate the change for enrollment impact, and process an election online all from a centralized form. You control the application windows, reports, and processes available to your benefits administrators.
- **Communications:** You send communications to inform employees and other individuals about benefits, enrollment periods, and other information that you need to communicate to a range of potential and former benefits participants.
- **Reimbursement Requests:** If you define a flexible spending account plan or a plan that offers reimbursable goods and services, you can record a participant's reimbursement request as part of the process of managing expense reimbursements.

## Key Concepts

To learn more about Advanced Benefits Administration, see:

Participation Batch Processes, page 6-16

Participation Management, page 6-22

Running the Life Events Summary Report, page 6-28

Modeling a Person's Benefits Eligibility, page 6-36

Online Benefits Administration, page 6-37

## Standard and Advanced Benefits Administration

Oracle HRMS provides a complete solution for Total Compensation management. Your Oracle Human Resources license includes the Standard Benefits feature set that enables you to manage your enterprise's benefit offerings.

The Oracle Advanced Benefits license provides the Standard Benefits feature set plus additional functionality enabling you to design flexible benefit programs and to administer benefits based on life events.

See: Advanced Benefits Administration, page 6-4

## **Standard Benefits Administration**

Standard Benefits provides the functionality you need to administer benefit programs that do not offer flex credit based benefits. The Standard product is also useful if you outsource a significant portion of your benefits administration.

### **How do I enroll a person in a plan?**

If your organization favors a centralized form of benefits administration, you can have your benefits practitioners or other personnel record participant elections. A more distributed method of enrollment is available with web-based self-service enrollment forms.

### **Can you override eligibility and enrollment results?**

You can enroll participants in plans for which they have been found ineligible and you can override a participant's benefit elections. You can also define whether or not a person can elect to waive participation in a benefit for which they are eligible.

### **Can you administer benefits-related court orders with the application?**

For US users, Standard Benefits supports the administration of Dependent Coverage Orders and Qualified Domestic Relations Orders (QDROs). For Dependent Coverage Orders, you can require that a participant cover a dependent named in a court order (typically for health coverage). For QDROs, you can define a payment amount or percentage that is withheld from an individual and any benefit distribution restrictions.

### **How do you export benefits records to a third party administrator?**

Because many plan sponsors outsource at least a portion of their benefits administration, the system enables you to extract and format benefits data for transmission to a third party. You can limit the records that are extracted based on a variety of factors, including only extracting records that have changed since the last system extract.

## **Advanced Benefits Administration**

By licensing Advanced Benefits, you can also fulfill the following business requirements.

### **How do I automate benefits administration?**

In your plan design, you define the qualifying life events that generate enrollment actions and participant communications. Batch processes that your system administrator can schedule to run on a nightly basis detect when a life event has occurred to a participant. Enrollment opportunities are then generated for the participant based on the life event and the rules of your plan design.

You can also define automatic and default enrollments to reduce the time you spend processing enrollments.

### **Can you model enrollment eligibility?**

You can use the product for "what-if" eligibility modeling. For a given person, you can view what their benefit eligibility results would be if a particular life event occurred. The system does not save these results.

### **Can you automate when benefit communications are delivered?**

You can send a communication to a person in conjunction with a life event. For example, you can run the *communications batch process* to send an enrollment kit to a group of employees in advance of a scheduled enrollment period. You can also automatically send a communication when an action item must be completed before an enrollment is valid.

# Basic Benefits Administration

## Benefits Classifications (Basic Benefits)

Oracle HRMS comes with these classifications available for elements representing benefits that are not tangible items:

- **Medical, Dental, Vision.** These three classifications are for health care insurance plans that can include dependent as well as employee coverage. Employees and employers usually share the costs. Plans may offer employee pre-tax contributions under Section 125 of the Internal Revenue Code.

**Note:** Oracle HRMS automatically marks as COBRA-eligible, plans with a benefits classification of Medical, Dental or Vision.

- **401(k).** For employer-sponsored Defined Contribution plans for retirement savings, in which employees can participate using pre-tax earnings. Can also have employer contributions.
- **Profit Sharing.** For plans under which the employer sets aside a percentage of profits for distribution to employees, for retirement savings. May be included within a 401(k) plan.
- **Pension.** For Defined Benefit pension plans for employees, usually fully funded by the employer.
- **Stock Purchase.** For plans under which employees can purchase stock in the enterprise, often at a discount, usually without brokers' fees.
- **Vacation Purchase.** For plans under which the employer purchases accrued but unused vacation time from employees, or employees purchase additional vacation time from the employer.
- **Life.** For group life insurance plans that are often employer-paid, but can have employee contributions. Some plans permit employees to purchase policies for dependents.
- **AD&D.** For plans frequently offered in conjunction with life insurance, to insure against accidental death or dismemberment. Often employer-paid, but can have employee contributions.
- **LTD.** For plans to insure against long-term disability. Often employer-paid, but can have employee contributions.
- **Other.** For any benefits not covered by other classifications.

## Benefits Enrollment (Basic Benefits)

To enroll eligible employees in a benefit, you make entries for them to the benefit element's input values. For example, for insurance plans providing coverage for medical, dental or vision care, enrollment occurs when you make an entry for an employee to the plan's input value *Coverage Level* (employee only, employee and family etc.). Other classifications of benefits require entries to other input values.



## Dependent Coverage

After enrolling an employee in a benefit that provides dependent coverage, you set up coverage as appropriate for his or her dependents. Before setting up this coverage, you enter the dependents into the database as contacts of the employee.

## Beneficiaries of Benefits

After enrolling someone in a benefit for which there can be beneficiaries, you record the employee's named beneficiaries. Employees can name both individuals and organizations as beneficiaries. Further, they can specify a benefit percentage for each beneficiary, and name both primary beneficiaries and those at lower levels.

You enter individuals named as beneficiaries into the database as contacts of the employee, and organizations or institutions named as beneficiaries as organizations with the classification Beneficiary Organization.

## Establishing Benefit Coverage for Dependents (Basic Benefits)

Benefits in the following five benefits classifications can provide coverage both to employees and their dependents:

- Medical, Dental, Vision (health care coverage)
- Life (insurance coverage)
- AD&D (insurance coverage for accidental death or dismemberment)

Enroll an employee in a benefit plan using the Element Entries window then open the Covered Dependents window.

**Note:** First use the Contact window to check that the dependents have been entered on the system. If not, enter them now. Be sure to check the Dependent box for each person, and to enter his or her gender, birth date, social security number, and address.

See: *Entering Next of Kin and Other Contacts*, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

### To establish benefit coverage for a dependent:

1. Set your effective date to the date this insurance coverage begins for the dependent.
2. In the Element Entries window for the employee's primary assignment, select the element representing the benefit for which you are entering dependent coverage. Choose the Others button and select Dependent Coverage to open the Covered Dependents window.
3. In the Full Name field of the Covered Dependents window, select the dependent's name. The social security number, relationship, and coverage start date all display.

**Note:** The name of a dependent who already has coverage in effect as of the effective date does not appear on the list. The name of a dependent with coverage scheduled to begin on a future date does appear. You receive a message about the previously scheduled coverage when saving your entries in this window.

4. Save your work.

5. To establish coverage under this benefit for another dependent of the employee, repeat steps 3 and 4.

**Note:** To purge a dependent from the database, you must first purge his or her record as a covered dependent, and then purge the person as a contact.

## Stopping Dependent Coverage Only (Basic Benefits)

To stop benefit coverage for a dependent while the employee's coverage remains in effect, you must use the Covered Dependents window. Unchecking the Dependent box in the Contact window for a dependent with existing dependent coverage prevents this person from receiving new dependent coverage, but is not sufficient to stop existing coverage.

### To stop dependent coverage:

1. Enter or query the employee in question, and select the Assignment button.
2. Set the effective date to the stop date of the dependent's coverage.
3. In the Element Entries window for the employee's primary assignment, select the element representing the benefit for which you are stopping dependent coverage. Choose the Others button and select Dependent Coverage to open the Covered Dependents window.
4. Query the dependent whose coverage is stopping and choose Edit - Delete Record.
5. To retain a record of this person in the database as a dependent, choose End Date and save.
6. If the person is no longer a dependent of the employee, go to the Contact window, uncheck the Dependent box, and save.

**Note:** The person must remain in the database as a contact if any of the following apply:

- he or she is still covered as a dependent under other benefits for the employee, or is eligible for, or receiving, continued benefit coverage under COBRA
- he or she is the recipient of a garnishment payment or other payment from the employee
- he or she is named as a beneficiary for one or more of the employee's benefits
- he or she is a primary contact of the employee.

## Recording Beneficiaries for Benefits (Basic Benefits)

Employees may name beneficiaries for benefits in these classifications:

- AD&D (insurance coverage for accidental death or dismemberment)
- Life (insurance coverage)
- 401(k) (Defined Contribution plans for retirement savings)
- Defined Contribution plans for retirement savings
- Pension (Defined Benefit pension plan)

- Retirement Plans (FERS or CSRS contributions)
- Profit Sharing (plan distributing a percentage of profits to employees for retirement savings)
- Stock Purchase (plan for employee purchase of company stock)

Enroll an employee in a benefit plan using the Element Entries window then open the Beneficiaries window.

Employees may name as their beneficiaries both individuals and organizations, such as charities, hospitals, and educational or religious institutions.

**Note:** First use the Contact window to check that the beneficiary individuals have been entered on the system. If not, enter them now. Be sure to check the Beneficiaries box for each person, and to enter his or her gender, birth date, social security number, and address.

See: Entering Next of Kin and Other Contacts , *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

Enter organizations that are beneficiaries into the system using the Organization window, giving them the classification *Beneficiary Organization*. Be sure to enter a location with an address for the organization.

See: Creating an Organization, *Oracle HRMS Enterprise and Workforce Management Guide*

### To record a beneficiary for a benefit:

1. Set your effective date to the date the person or organization becomes a beneficiary of the benefit.
2. In the Element Entries window for the employee's primary assignment, select the element representing the benefit. Choose the Others button and select Beneficiaries to open the Beneficiaries window.
3. In the Level field, select Primary, Second, Third, or Fourth as the level of the beneficiary you are entering. All primary-level beneficiaries who survive the employee become the actual beneficiaries of the benefit.

If no primary beneficiaries survive the employee, the second-level beneficiaries become the actual beneficiaries, and so forth through levels three and four. There is no limit on the number of beneficiaries you can enter at a level.

4. In the Name field, select the name of the beneficiary. The list includes all contacts marked as beneficiaries for this employee, and all organizations with the classification Beneficiary Organization. The system displays the beneficiary's type (contact or organization) and start date.

**Note:** A beneficiary already on record as of the current effective date for this benefit of the employee does not appear on the list. A beneficiary already entered to go into effect on a future date does appear. You receive a message about the future-dated entry when saving your entries in this window.

5. In the Percentage field, enter to two decimal places the percentage of the benefit to which this beneficiary is entitled. For example, for 33.34% enter 33.34. If the total

of percentages entered for beneficiaries at a level does not equal 100.00 as of the current effective date, you receive an error message.

If you enter a percentage that causes the total for beneficiaries at this level to be greater or less than 100.00 as of another date, the system notifies you of the date but permits you to save the entry. Change your effective date to this date, and make the necessary adjustments.

**Note:** If some but not all of the beneficiaries at a level predecease the employee and he or she does not specify an adjustment of the percentages for the remaining beneficiaries, such adjustment must be done off line.

6. To list additional beneficiaries for this benefit, repeat steps 3 through 5.
7. Save your work.

**Note:** To purge a beneficiary from the database, you must first purge the record of the person or organization as a beneficiary, and then purge the entry of a contact or an organization.

## Removing Beneficiaries When Employee Benefits Stop (Basic Benefits)

### To stop a benefit for an employee:

1. Place an end date on the element entry enrolling the employee in the benefit. To accomplish this you delete the entry as of the end date.

This end date then automatically applies to the beneficiaries for this benefit named in the Beneficiaries window. The automatic entry of the beneficiaries' end date ensures that people and organizations do not remain in the system as beneficiaries of benefits that no longer cover the employee.

### Changing or Removing an End Date

If you later change or remove the end date placed on the employee's element entry, perhaps to correct an error, the change or removal automatically applies as well to end dates existing for the beneficiaries.

### To correct or remove an end date:

1. First correct or remove the end date on the element entry.
2. Then enter end dates for individual beneficiaries, if you need to end their coverage independently for separate reasons. Do not attempt to do this before correcting the element entry.

See: Updating and Correcting Datetracked Information, *Oracle HRMS Enterprise and Workforce Management Guide*

## Removing Beneficiaries When Employee Benefits Continue (Basic Benefits)

To remove a beneficiary while a benefit remains in effect for the employee, you must use the Beneficiaries window. Unchecking the Beneficiary box in the Contact window prevents a person from being named as a beneficiary in the future, and removing the classification Beneficiary Organization prevents an organization from being named as a

beneficiary in the future. However these actions are not sufficient to remove the person or organization as a currently-named beneficiary.

**To remove a beneficiary while maintaining coverage:**

1. Enter or query the employee, and choose the Assignment button.
2. Set your effective date to the end date for the beneficiary.
3. In the Element Entries window for the employee's primary assignment, select the element representing the benefit for which you are removing the beneficiary. Choose the Others button and select Beneficiaries to open the Beneficiaries window.
4. Query the beneficiary to be removed, choose Edit - Delete, and save.
5. To retain a historical record of the removed beneficiary, select End Date and save.
6. If the removed beneficiary is no longer a beneficiary of any of the employee's benefits, go to the Contact window, uncheck the Beneficiary box, and save.

**Note:** A contact removed as a beneficiary of a benefit must remain in the database as a contact if any of the following apply:

- he or she is currently receiving benefit coverage as a dependent of the employee, or is eligible for, or is receiving, continued benefit coverage under COBRA
- he or she is the recipient of a garnishment payment or other payment from the employee
- he or she is named as a beneficiary for any other benefits of the employee
- he or she is a primary contact of the employee.

## **Stopping Employee and Dependent Coverage (Basic Benefits)**

**To stop a particular benefit for an employee:**

1. Place an end date on the element entry enrolling the employee in the benefit. To accomplish this you delete the entry as of the end date.

This end date then automatically applies to the coverage of the employee's dependents under this benefit, and appears in the Covered Dependents window.

For example, if you put in an end date for an element entry that enrolls an employee in Dental Plan A, coverage of the employee's dependents under this plan automatically receives this end date also. This ensures that when the employee's benefit coverage ends, the coverage of his or her dependents also automatically ends. However a record of the dependent remains in the database.

**Changing or Removing an End Date**

If you must later change or remove an end date placed on the employee's element entry, perhaps to correct an error, the change or removal automatically applies to the coverage of the employee's dependents. So, if you later remove the end date from the employee's element entry for Dental Plan A, the system automatically removes any end dates it finds for coverage of the employee's dependents under Dental Plan A.

**To correct or remove an end date:**

1. First correct or remove the end date on the element entry.
2. Then end coverage for individual dependents, if you need to end their coverage independently for separate reasons. Do not attempt to do this before correcting the element entry.

See: Updating and Correcting Datetracked Information, *Oracle HRMS Enterprise and Workforce Management Guide*

**Important:** Whenever coverage stops for a benefit for which employees and/or dependents may obtain continued coverage under COBRA, most employers are legally obligated to inform them of this option.

## Reviewing Employee Enrollment in Benefit Plans (Basic Benefits)

Use the View Employee Dental, Medical and Vision Benefits window.

**To review an employee's enrollment in health care benefit plans:**

1. Select the employee assignment to view from the Assignments folder. You can then see for this employee the **plan name**, **benefit classification** and **COBRA eligibility** for each plan in which he or she is enrolled.

For each plan that holds information in the Benefits Table, you also see the **coverage level**, the **employer** and **employee contributions** at this level, the **total contribution**, and the unit of measure for the contributions, which is usually money.

**Note:** To review coverage of an employee's dependents in a health care plan, use the Covered Dependents window.

## Reports on Health Care Plan Eligibility and Enrollment (Basic Benefits)

Reports are available listing the employees eligible for enrollment in a health care benefit plan, and showing those actually enrolled in a benefit plan. These are the **Employee Benefit Eligibility Listing** and the **Employee Benefit Enrollment Register**.

Request reports from the Submit Requests window.

**To run the Eligibility Listing or Enrollment Register:**

1. In the Name field, select the report name. Click in the Parameters field to open the Parameters window if it does not open automatically.
2. In the Organization Structure and Version fields, select the name and version of the organization hierarchy you are using to determine the employees for the report to cover. In the Parent Organization field, select the organization in the hierarchy that is the highest one whose employees the report should cover.
3. In the Benefit Classification and Benefit Plan fields, select the classification and name of the plan for which you are running the report. Choose OK when you finish your entries. Then choose Submit.

## Changing Coverage Statuses (Basic Benefits)

After notifying employees or dependents of eligibility for continued coverage, change the COBRA coverage status from Awaiting Notification to Notified. Depending on what people choose to do, the next status change is to Rejected or Elected.

When elected coverage terminates, either because the maximum time period allowed (18 or 36 months) is up or because of failure to pay premiums, change the coverage status to Terminated and select a reason for this change.

### To make changes to the status of COBRA coverage:

1. To quickly enter a status change without reviewing previous changes, use the COBRA Coverage window. Set the effective date, choose the Notify, Elect, Reject or Terminate button, and save the change. If you select Terminated, you must enter a reason.
2. To see a history of previous status changes for this coverage, choose the Statuses button to go to the COBRA Statuses window. After reviewing the changes to date, you can select another change from the list, enter the effective date and save your work.
3. If you selected Elected, now set up continued coverage for the employee or dependent.

## Establishing a Payments Schedule and Recording Receipts (Basic Benefits)

To set up the payments schedule, use the COBRA Coverage window. To review the generated schedule and enter payments, go to the COBRA Payments window.

### To schedule premium payments and record receipts:

1. Go to the Payment region of the COBRA Coverage window. In the Amount Charged field, the system displays the total amount required to pay the premiums for the continued coverage elected. In the First Due Date field, enter the due date of the first premium payment.
2. In the Grace Period field of the Payment region, enter the maximum number of days that can elapse after the due date before you receive the premium payment.
3. Save your work.
4. Choose the Payments button to go to the COBRA Payments window. Use this window to review the generated schedule of due dates, premium amounts and grace dates, and to enter premium amounts and dates received.

# Participant Eligibility Management (OSB)

## Maintaining Participant Eligibility (Standard Benefits)

If you use Standard Benefits in Oracle HRMS, you can determine eligibility and ineligibility for current and potential benefits participants through the Maintain Participant Eligibility batch process.

If the eligibility process finds a person *newly eligible* for one or more compensation objects, the process creates or updates the person's eligibility record. Typically, a gain in eligibility indicates an enrollment opportunity.

If the eligibility process finds a currently enrolled participant ineligible, the process de-enrolls the participant from the newly ineligible compensation object and ends the participant's coverage and rate.

**Note:** You can define an Oracle Alert to notify a benefits administrator, participant, or other personnel when the process detects a change in eligibility status. For example, you can send an alert to an administrator indicating that the process has de-enrolled a participant. The administrator can then process an unrestricted enrollment to determine if the participant has any new enrollment opportunities, such as for continuing coverage.

Schedule this process before your payroll run so that deductions are not calculated for coverages which should be ended. You should also run the process before writing system extracts to transmit coverage changes to third party carriers.

See: Running the Maintain Participant Eligibility Process, page 6-14

## Running the Maintain Participant Eligibility Process (Standard Benefits)

As a Standard Benefits user, you run the Maintain Participant Eligibility Process on a regular basis to manage eligibility for your employer-sponsored benefits programs.

You run this process from the Submit Requests window.

### To run the Maintain Participant Eligibility Process:

1. Select the Maintain Participant Eligibility Process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Enter the Effective Date on which you are running the process.
4. Select one or more parameters to limit the eligibility determination to a segment of your employee and benefits participant population.

For example, you can determine eligibility for participants currently enrolled in a particular benefits plan or for employees in an organization you select.

5. Select a Person Selection rule to restrict the process to persons who need to be de-enrolled. For example, persons who are newly terminated or deceased and currently enrolled in an active program.

Reducing the number of persons selected by the Maintain Participant Eligibility Process improves application performance by reducing the number of records written to the eligibility tables.



6. Choose the OK button.
7. Complete the batch process request and choose Submit.

# Participation Management (OAB)

## Participation Batch Processes (Advanced Benefits)

The Participation batch process uses your plan design to determine eligibility and enrollment information for the persons and benefit plans that you select. When you run the batch process, the system performs the following actions:

- It determines how system-triggered life events impact a person's eligibility, electability, enrollment, de-enrollment, activity rates and coverage.
- It creates related person life events based on these system-triggered life events.
- It determines when automatic enrollment is appropriate for benefits, and then automatically enrolls those eligible persons.
- It de-enrolls participants who lose their eligibility in programs, plans or options and cancels any of their related current enrollment events.

How often you run the Participation batch process depends on the size of your employee population and the timing of your payroll run. Typically, plan sponsors with large employee populations will run the Participation process daily. Because temporal life events (such as birthdays and length of service anniversaries) occur each day for employees of such large enterprises, these events impact employees' eligibility and electability on a daily basis.

On the other hand, a small employer using a single, biweekly payroll run for all of its employees might find running the Participation batch process before each payroll run sufficient.

When the system encounters multiple active life events, it processes the one with the earliest effective date first. A person can have more than one potential life event at a time, but only one active life event at any point in time.

The Participation process produces a user log file that details what operations took place and what database objects the system updated.

## Running the Participation Process for Terminated Employees

After processing employee terminations, Advanced Benefits customers run the Participation Process in life event mode to de-enroll a person from any compensation objects.

**Note:** You should set up the application to detect a life event based on termination. Standard Benefits users can de-enroll a terminated employee by processing an unrestricted enrollment or by running the Maintain Participant Eligibility process.

Because you define all benefits elements with a termination of Final Close, the HR termination process end-dates the person's benefits element entries based on the Final Process Date. However, the Participation process recalculates the element entry end date based on the activity rate end date code for a compensation object according to the following rules.

- If the Participation process derives an element entry end date that is earlier than the date derived by the termination process, the Participation process resets the element entry end date to the new date.

- If the Participation process derives an element entry end date that is earlier than the date of an existing payroll run result, the Participation process sets the element entry end date to the run result date.
- If the Participation process derives an element entry end date that is later than the date derived by the termination process, the Participation process errors for that person. In this instance, an HR professional must reverse the termination and set the Final Processed Date to a future date.

**Note:** The Participation process only updates the end dates of element entries for elements attached to standard activity rates.

## Modes of the Participation Batch Process (Advanced Benefits)

You select a run mode for the Participation process based when you are determining eligibility for a scheduled enrollment or an enrollment based on a life event. You can run the process so that results are not saved or so that results are saved to the database.

The following table describes the different batch process modes.

### Batch Process Modes

Batch Process Mode	Description
<b>Selection</b>	Determines eligibility for selected persons for selected compensation objects, but does not create electable choices. You can use Selection mode when determining how many persons are eligible for a compensation object. You can choose to commit the eligibility results to the database or rollback the results of the batch process and not update the database.
<b>Scheduled</b>	Determines eligibility, electable choices, and enrollment information for selected persons for selected compensation objects based on a scheduled enrollment event. This mode also determines eligibility for the dependents and beneficiaries of eligible participants.
<b>Life Event</b>	Determines eligibility, electable choices, and enrollment information for selected persons for selected compensation objects based on a life event. This mode also determines eligibility for the dependents and beneficiaries of eligible participants.
<b>Temporal</b>	Determines temporal life events based on the derived factors of compensation level, percent of full-time employment, hours worked in period, age, length of service, and combination age and length of service. <b>Note:</b> Life events created by the temporal process must be processed in life event mode.

## Purging Batch Related Tables (Advanced Benefits)

Each time you run one of the following batch processes the system creates an audit log if you set the Audit Log parameter to Yes:

- Close Action Items Process
- Close Enrollments Process
- Default Enrollment Process
- Participation Process: Life Event
- Participation Process: Scheduled
- Participation Process: Selection
- Participation Process: Temporal
- Temporal Communications (Action Item Reminder)
- Temporal Communications (Emerging Events)
- Temporal Communications (Enrollment Reminder)
- Temporal Communications (Mass Mailing)

Audit log files accumulate until you purge them. You should periodically purge batch related tables to help the system run more efficiently.

If the audit logs become full, the application prevents you from running any of the processes which create an Audit log. Run the purge process, then restart the process which was interrupted when the log became full.

**Note:** By default, the application sets the Audit Log parameter to No.

The Participation Audit Activity Purge process protects ongoing activities by purging data only from completed batch processes. Purging the audit logs does not affect life event or election information.

You can purge the log associated with a single concurrent request ID or purge all logs that were created for a Business Group on a date you select.

The process purges data from the following tables:

- BEN\_REPORTING
- BEN\_PERSON\_ACTIONS
- BEN\_BENEFIT\_ACTIONS
- BEN\_BATCH\_RANGES

## Life Event Back-out in Batch Mode

You run the Life Event Back-out process from the Concurrent Manager when a life event has been started for a group of persons in error. For example, you might run this process if a salary increase is incorrectly applied to a group of persons, or if a transfer has been incorrectly processed for an organization.

You can back-out all kinds of life events, including:

- Temporal life events (such as number of hours worked)
- Scheduled life events (such as an open enrollment period)

- Explicit life events (such as an address change or assignment transfer)

When you back-out a life event, the system marks all electable choices and related information, such as payroll contributions, dependent designations, and communications, with a status of *backed-out*.

Life events can be backed out that have a status of *started* or *processed*; you can only back-out a person's most recent life event.

You select run-time criteria to control the persons for whom you are backing out a life event. If you use *person selection criteria*, such as organization, the person must meet *all* the criteria you specify.

If you do not select person criteria, the process backs out the life event for all persons who experience the event within the date range you specify.

**Note:** Enter the same date in the From Occurred Date and To Occurred Date fields to run the life event back-out process for a single date.

You can view the results of the Life Event Back-out process in the Process Report. The Summary Report identifies the run-time parameters you selected and provides the total number of persons for whom the selected life event was backed-out.

**Note:** Use the Person Life Event window to back-out a life event for a single person.

You can purge person data associated with backed-out and voided life events to reduce the volume of data that you store.

See: Purging Person Data for Backed-Out and Voided Life Events, page 6-30

## Benefits Batch Processes (Advanced Benefits)

After you run the Participation batch process to determine eligibility and electable choices for your benefits participants, you use the following batch processes to help you process your enrollments:

- Default Enrollment Process
- Close Unresolved Action Items Process
- Close Enrollments

### Default Enrollment Process (Advanced Benefits)

You run the Default Enrollment batch process to enroll a participant into a plan when the participant fails to make an election by a certain date and you have defined a default enrollment for a plan or option.

You also use this process to enroll a participant in a plan or option that you define as mandatory if the person fails to elect this required plan or option by a certain date.

As a prerequisite, you run the Participation batch process before you run the default enrollment process so that eligible participants can be identified.

The Default Enrollment process also determines any action items that must be completed before the enrollment is considered valid.

**Note:** If a participant is currently enrolled in a plan or option that is not a default for this enrollment period, the default enrollment process will **de-enroll** the participant from the compensation object if the participant has not made an explicit election.

## Close Unresolved Action Items Process (Advanced Benefits)

As part of your plan design, you define the action items that are required for an enrollment to be valid. You can also define action items as optional.

For example, you may require that a person must provide the date of birth for all dependents covered by a plan if the participant enrolls in the Employee Plus Family option of a medical plan.

You use the Close Unresolved Action Items batch process to close any required or optional action items that have not been completed by the participant. This process also deletes any suspended enrollments for the persons who meet the criteria you specify.

You run this process before you run the close enrollment process.

## Interim Enrollments

If a plan that you include as a parameter in this process provides interim coverage to a participant with a suspended enrollment, the process closes the suspended enrollment and preserves the interim coverage. The interim coverage is effective until the interim coverage end date that you define in your plan design.

## Close Enrollments Batch Process (Advanced Benefits)

You run the Close Enrollments batch process to close a person's enrollment after elections have been made and to resolve any incomplete election information. This process marks a person's qualifying life event reason as *processed*.

Use one of the following close modes when you run the Close Enrollments process:

- **Force Close** closes a person's life event regardless of the enrollment period or any pending workflow approvals.
- **Normal Close** closes a person's life event only after the enrollment period has passed for all unenrolled choices.
- **Preserve Pending Transactions** performs a force close if the process finds no pending workflow approvals.

## Maintain Designee Eligibility (Advanced Benefits)

Some benefit plans require that dependents covered under the plan meet certain eligibility criteria in order to receive coverage. For those plans that require dependents to be under a certain age, you need to run the Maintain Designee Eligibility batch process to determine when a dependent becomes *ineligible* for benefits coverage based on an age change.

This change in age is called *aging out* of a benefit.

## Activity Summary Reports (Advanced Benefits)

Each time you run an enrollment batch process or the Maintain Designee Eligibility batch process, the system automatically generates the Activity Summary Report. You can also run this report directly from the Concurrent Manager.

The activity summary report groups information about a batch process into four main categories:

### Processing Summary

- Number of participants successfully processed
- Number of participants processed in error
- Number of participants unprocessed
- Total number of participants selected

### Successful Processing Summary- By Event Type

- Number of participants with a life event created
- Number of participants without a life event created
- Number of participants with a temporal life event created
- Total number of participants successfully processed

### Successful Processing Summary- By Action

- Number of participants without a life event created
- Number of participants with a **new**life event created
- Number of participants with a **replaced** life event
- Total number of participants successfully processed

### Error Summary

- The activity summary report also lists the total number of errors in the batch process categorized by error type.
- This report also includes standard report header information such as the Business Group for which the report was run, the execution start and end times, and the number of people selected and processed in the batch run.

## Audit Log Report (Advanced Benefits)

Each time you run an enrollment batch process, the system automatically generates the Audit Log Report. You can also run this report directly from the Concurrent Manager.

The audit log identifies each person in the report by personal and assignment information such as their name, social security number or national identifier, job title, grade level, and organization.

For an audit log report that you generate against a Participation batch process that is run in Life Event mode, the audit log displays information about the life events processed in the batch run.

This report also includes standard report header information, such as the Business Group for which the report was run, the execution start and end times, and the number of people selected and processed in the batch run.

## Errors By Error Type and Errors By Person (Advanced Benefits)

Each time you run an enrollment batch process, the system automatically generates the Errors By Error Type Report and the Errors By Person Report. You can also run these error reports directly from the Concurrent Manager.

Both reports return the same error data but format the data in different ways. The Errors By Error Type Report lists all the errors that occurred for the batch process you select. For each error type, the report lists all the persons with this error and their social security number or national identifier.

The Errors By Person Report lists all the errors that occurred for each person with an error in the batch process you select.

Both reports also include standard report header information such as the Business Group for which the report was run, the execution start and end times, and the number of person selected and processed in the batch run.

## Restart Process (Advanced Benefits)

If a batch process stops processing before it is complete due to errors or other reasons, you can restart the batch process. The following benefits batch processes can be restarted:

- Participation Process
- Default Enrollment
- Close Unresolved Action Items
- Close Enrollments

**Note:** You use the Batch Process Parameters window to specify the maximum number of errors that can occur for a batch process before the process is aborted.

## Participation Management (Advanced Benefits)

You run the Participation batch process from the Concurrent Manager to determine eligibility and electable choices for those persons who meet the batch process selection criteria that you specify.

The results of the Participation process contain participation information that you can review before you record any participant's benefit elections.

For each person included in the Participation process results, you can review the compensation objects for which the person is eligible or ineligible, activity rate amounts, the life event reason that determined the electable choice, and other enrollment related information.

You can manually generate a life event for a person, or void a life event that was created in error, if you need to supplement the results of the Participation process.

The system also provides a "what-if" eligibility modeling feature that lets you enter proposed data changes to a participant's record and then view the eligibility results that would occur. The eligibility modeling feature is useful for helping a participant understand how a potential life event, such as a marriage or a work re-location, will effect their benefits eligibility.



## Participation Information (Advanced Benefits)

You use the View Participation Information window to display, by person, the eligibility results of the Participation batch process. The following data is displayed according to the structure of the compensation object hierarchy:

- All programs, plans, and options in plan for which a person is eligible
- All programs, plans, and options in plan for which a person is *ineligible* if you check the Track Ineligible Person field for that compensation object in your plan design
- Standard activity rates and actual premiums for plans and options in which a person is enrolled

**Important:** In order to ensure that the information you display for a person is current, you must first run the Participation batch process for that person.

## Life Events and Electable Choices (Advanced Benefits)

After you run the Participation process, you can use the Person Life Event window to view any active life event or potential life events that were created for a person. You can also manually create or void a potential life event.

### Active Life Events

For active life events, you can view the status of the life event, including when the event occurred, when it was processed, and when it was closed.

You can also view any enrollment opportunities that were created for a person and any elections made by the participant in association with the active life event. This information includes:

- Enrollment period dates
- Enrollment coverage dates
- Assignment dates for default and automatic enrollments
- Benefit limitations such as required certifications or earliest de-enrollment dates
- Activity rate information

### Potential Life Events

Potential life events are database changes that the system detects based on your life event reason definitions. You can review potential life events for a person to ensure that life events are correctly defined, detected, evaluated, and processed.

The system displays the following information for each potential life event detected for a person:

- Status
- Enrollment period start date, if applicable
- Processing dates, such as the date the event occurred and the date it was detected

### Person Life Event Security

You can define a user role that restricts which participant life events display on the Person Life Events window when accessed by various HR professionals within your enterprise.

For example, you can restrict employees in your Benefits department from viewing life events related to compensation. Similarly, you can ensure that a Compensation Administrator sees only compensation-related life events.

See: Setting Up a Role Based on a Life Event, page 6-27

## Manually Created Life Events and Voided Life Events (Advanced Benefits)

You can manually create a life event for a person if the system fails to detect a life event based on your life event definitions. You then run the Participation batch process to create a potential or active life event from the manual life event.

You can void potential life events that the system detects in error. Invalid potential life events may be created if your life event definitions do not fully account for situations where the system detects multiple life events.

## What-if Eligibility (Advanced Benefits)

You can model eligibility for benefits based on proposed changes to a person's HR record. When you model eligibility, changes are not saved to the database, so you can view different eligibility scenarios without having to manually rollback data.

For example, you can inform an employee of the benefits impact of a re-location or a change in weekly hours worked. You can view eligibility, electable choices, and a plan or option's enrollment rate.

When you model eligibility, the system ignores current life events that are in progress for a given person. What-if eligibility is based only on the data changes you elect to model.

### Prerequisites

- Define the life events for your benefits program and link one or more person changes to each life event

**Note:** You cannot model eligibility for scheduled life events.

When you define a person change for a life event, you enter a What-if Label that appears as the field label for the data changes you can model.

## Runtime Parameters for the Participation Batch Process (Advanced Benefits)

You select runtime parameters to limit the persons and compensation objects that the system processes when determining eligibility, electable choices, and enrollment information. The parameters that the system displays for selection depend on the mode you select for your batch run. Effective date, derived factor, and validate are required parameters. Some parameters contain default values that you can override if necessary.

**Note:** A person or compensation object must meet all of the criteria, based on the parameters you select, in order to be included in the batch process run result.

**Note:** The Participation batch process only processes compensation objects with an active status.

An alphabetical listing of all possible runtime parameters follows.

**Benefits Group** Select a Benefits Group to specify that the system process persons assigned to this Benefits Group.

**Comp Object Select Rule** Select a formula to limit the compensation objects that are processed in the batch run.

**Derived Factors** This parameter is required. Select Yes (default) to instruct the system to calculate derived factors (such as age and length of service) in order to determine participation eligibility and activity rates for a compensation object.

Select No if you do not use derived factors to determine participation eligibility or activity rates for the compensation objects you are processing in this batch run.

**Effective Date** This parameter is required. Enter the date to use for the Participation process. It is used for determining eligibility, electability, and as a reference point for determining other dates such as start and stop dates for enrollment/coverage and rates.

If you select a mode of Life Event, the Effective Date refers to the date the life event occurs.

If you select a mode of Scheduled or Selection, the Effective Date refers to when this person's elections take effect, such as 1 Jan 2000.

**Eligibility Profile** This parameter is only used for the Selection mode. Select an Eligibility Profile to specify that the system process all persons for all active compensation objects that use the selected eligibility profile.

**Enrollment Start Date** This parameter is only used for the Scheduled mode. Enter the enrollment start date to specify that the system process only persons with this enrollment start date.

**Legal Entity** Select a Legal Entity (GRE) to specify that the system process all active employees (and their related persons) whose primary assignment is to the Legal Entity (US only).

**Life Event** This parameter is only used for the Life Event mode and Temporal mode. Select a Life Event to specify that the system process persons experiencing this Life Event.

**Life Event Occurred on Date** This parameter is only used for the Scheduled mode. Enter the life event occurred on date to specify that the system process only persons experiencing a life event that occurred on this date.

**Location** Select a Location to specify that the system process all employees (and their related persons) assigned to that Location.

**Only Programs** Select Yes to specify that the system process all persons for all programs.

**Plans Not in Programs** The system does not determine eligibility, electable choices, or enrollment information for any plans in programs or options in plans.

Select Yes to specify that the system process all persons for all not in program plans.

**Option Name** This parameter is only used for the Selection mode. Select the name of the option whose participants and eligible persons the system processes during this batch run.

**Organization** Select an Organization to specify that the system process all employees (and their related persons) whose primary assignment is to the Organization.

**Payroll** Select a Payroll to specify that the system process employees (and their related persons) whose primary assignment is to this Payroll.

**Person Name** Select one person for processing.

**Person Selection Rule** Select a FastFormula rule designed to limit which persons are processed by the batch run. The Person Selection Rule and the Person Name parameters are mutually exclusive.

**Person Type** Select one person type for processing.

**Plan Name** Select the name of the plan whose participants and eligible persons the system processes during this batch run.

**Plan Type** Select the Plan Type whose participants and eligible persons the system processes during this batch run. This includes all active plans and options in plan of the selected plan type.

**Postal Zip Range** Select a Postal Zip Range to specify that the system process employees (and their related persons) whose primary assignment is located within or is equal to this postal or zip code (US) range.

**Program Name** Select one program for processing. The system processes all participants and eligible person for the specified program, plans in that program, and options in plan in that program.

**Reporting Group** Select a Reporting Group to specify that the system process all persons for all active programs and plans associated with this Reporting Group.

**Validate** This parameter is required. Selecting a value of Rollback lets you view the results of this batch run but prevents the system from making any changes to database data.

Running the Participation batch process first with a Validate value of Rollback is a good idea. After the batch run is processed, you can view the results in the log. When you are satisfied with the results, rerun the batch process using a Validate value of Commit.

**Variable Rate Profile** This parameter is only used for the Selection mode. Select a Variable Rate Profile to specify that the system process all persons for all active compensation objects that use the selected variable rate profile.

## Defining Batch Process Parameters (Advanced Benefits)

You use the Batch Process Parameters window to set the parameters for a batch process *before* you run the process. Based on your processing needs, you can define the number of processing threads, the chunk size, and the maximum number of errors allowed in a batch run.

### To define parameters for a batch process:

1. Select the batch process for which you are defining parameters in the Name field.
2. Enter the number of Threads to use for this process.
3. Enter the number of persons who can be processed per thread in the Chunk Size field.
4. Enter the maximum number of errors to allow per thread in the Max Errors field.
5. Save your work.

## Running the Participation Batch Process (Advanced Benefits)

You run the Participation Batch Process from the Submit Requests window. Select runtime parameters as needed. The parameters of effective date, derived factor, and validate are required each time you run the process.

### To run the Participation batch process:

1. Check the Single Request field.
2. Select a Participation batch process in the Request Name field. Choose one of the following:
  - Participation Process: Selection
  - Participation Process: Scheduled
  - Participation Process: Life Event

See: Modes of the Participation Batch Process, page 6-16

3. Select one or more runtime parameters in the resulting Parameters window to limit the group of persons the system will process during this batch run.

See: Runtime Parameters for the Participation Batch Process, page 6-24

**Important:** If you select more than one runtime parameter for a batch run, the system only returns persons who satisfy **all** the criteria you specify.

4. Choose the Submit Request button to submit this batch run for system processing.

## Monitoring Batch Processes (Advanced Benefits)

You use the Monitor Batch Process window to view information about a batch process that you have started, including the percentage of completion of that process.

### To monitor a batch process:

- Query the process you want to view by its request ID.

The system displays the:

- Request ID
- Batch Process name
- process Status
- % Complete

## Setting Up a Role Based on a Life Event Type

You can restrict the display of participant life events based on the role of an HR professional in your enterprise. Choose from the following windows that enable this restriction:

- Person Life Events
- View Enrollment Results

- Enrollment Override

For example, you can restrict employees in your Benefits department from viewing enrollment results related to compensation. Similarly, you can ensure that a Compensation Administrator sees only compensation-related life events.

1. Navigate to the Information Types Security window.
2. Select the Information Type of BEN\_LER\_TYP\_CD and attach the type to the required Responsibility.
3. Save your work and close the Information Types Security window.
4. Navigate to the Roles window.
5. Create a new Role and select a Role Type.
6. Choose the Extra Information tab.
7. Select a Life Event Type based on the kind of life events you want to display to this user. You can have multiple types for the same user.

Choose one or more:

- Benefits
- Compensation (for Compensation Workbench)
- Absence (UK only)
- Grade Step Progression

**Note:** Selecting **Benefits** restricts the view to life events you define with a type of Work, Personal, or Unrestricted or to any of the seeded life events for Advanced Benefits.

8. For each type, indicate if the person has Read/Write access.

Employees with Write access can void and back out life events.

9. Choose the Users tab.
10. Select the person to whom you are assigning this role.

If you do not define a role for a user with specific life event types, the user can access all the life event types with no restrictions.

## Running the Life Events Summary Report

Run the Life Events Summary Report to analyze life events that occur to your compensation and benefits participants.

The report enables administrators to monitor changes to the employee population. This helps you to:

- Determine the number of participants with detected life events so you can resource for upcoming administrative needs
- Analyze the frequency of a given life event among your employees
- Analyze the status of a life event for participants during a specified period
- Compare the number of events occurring during two periods

The report provides:

- A summary total of the number of potential and active life events that occur within the reporting and comparison periods
- All life events by life event status, life event name, and by the person's assignment location
- Life Events by plan with person details, such as name, Social Security Number, and location, and other life event information such as status, type, and the life event occurred on or notification date

You run reports from the Submit Requests window.

### **To run the Life Events Summary Report:**

1. Select Life Events Summary Report in the Name field.
2. In the Parameters window, select the Report Module. Choose from:
  - Summary Totals
  - Life Events by Plan with Person Details
  - All Modules
3. Enter the Report Run Date.
4. Select other criteria to limit the results of the report to a specific person:
  - Person Name, National Identifier
5. Enter the Reporting Period Start Date and the Reporting Period End Date to limit the report to this period.
6. You can also select other criteria to limit the results of the report:
  - Comparison Period Start Date, Comparison Period End Date
    - Note:** If you specify one of these dates, you must also specify the other.
  - Location
  - Assignment Type
  - Organization
  - Reporting Group: limits the report to all plans attached to the selected reporting group.
  - Benefit Group
  - Plan: limits the report to the selected plan.
    - Note:** You cannot process the report if you select a plan that is not attached to the selected reporting group.
  - Life Event
  - Life Event Type
7. Select the Sort Order:

- Sort Order 1: The default value is Person Name
  - Sort Order 2: The default value is Life Event Status
  - Sort Order 3: The default value is Life Event Name
  - Sort Order 4: The default value is Life Event Occurred Date
8. The default value for Display Flexfields is No. Select Yes to report on information contained in the flexfields.
  9. Choose OK.
  10. In the Submit Request window, verify the parameters you selected, set the schedule and the options for running the report.
  11. Choose the Submit button.

## Running the Participation Audit Activity Purge Process (Advanced Benefits)

The Participation Audit Activity Purge process purges data that accumulates in the audit tables when you run the Participation batch process--or any Advanced Benefits process which creates an audit log-- with the audit log turned on.

You run reports from the Submit Requests window.

See: Purging Batch Related Tables, page 6-18

### To run the Participant Audit Activity Purge Process:

1. Select the Participation Audit Activity Purge process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Do *one* of the following:
  - Enter a Concurrent Request ID to purge the audit logs associated with a single batch process.

Or

  - Select a Business Group to purge all the audit logs for the business group on a date you specify, then
  - Enter the Effective Date for which you want to purge all audit logs for the Business Group.
4. Choose the OK button.
5. Complete the batch process request and choose Submit.

## Purging Person Data for Backed-Out and Voided Life Events

With the exception of unrestricted life events, you can back out or void any type of life event for a person. You should periodically purge this backed-out and voided data to reduce the volume of person data stored in your database.

You can purge person data related to backed-out and voided life events for Advanced Benefits and Compensation Workbench plans. The purge process removes a variety of data such as enrollment rates, premium results, and electable choice information.

You run processes from the Submit Requests window.



**To purge person data for backed-out and voided life events:**

1. Select Purge Backed-out Or Voided Life Events in the Name field.
2. Enter the Effective Date of the process.
3. Select the Life Event for which you want to purge backed-out or voided person data.  
Or, select a Life Event Type to purge all backed-out or voided instances of that life event type.
4. Enter a From and To Occurred Date to limit the purge to events that occurred within that date range.
5. You can select from a variety of parameters that limit the purge to a specific group of persons:
  - Person Name
  - Person Selection Rule
  - Organization
  - Location
  - Benefits Group
  - Legal Entity
  - Payroll
6. Select a Backed Out Status of Voided or Backed Out.  
If you select Backed Out, the process purges data related to both backed-out and voided life events.
7. Select Yes in the Audit Log field to generate a results log for this process that indicates the number of rows deleted.
8. Select Yes in the Delete Life Events field to remove potential life events with a status of Voided.  
Selecting Yes does not remove potential life events with a status of Unprocessed.
9. Click OK.
10. Complete the batch process request and click Submit.

The purge process deletes data from the tables listed below. To improve system performance, a database administrator should optimize these tables through sizing, indexing, and standard performance tuning after purging data.

Ben\_elig\_per\_f

Ben\_elig\_per\_opt\_f

Ben\_enrt\_rt

Ben\_enrt\_prem

Ben\_enrt\_bnft

ben\_elctbl\_chc\_ctfn

ben\_elig\_per\_elctbl\_chc

ben\_pil\_elctbl\_chc\_popl

ben\_elig\_dpnt  
ben\_prtt\_rt\_val  
ben\_prtt\_enrt\_actn\_f  
ben\_prtt\_prem\_f  
ben\_prtt\_enrt\_ctfn\_prvdd\_f  
ben\_elig\_cvrdd\_dpnt\_f  
ben\_prtt\_enrt\_rslt\_f  
ben\_pl\_bnf\_f

## Viewing a Person's Participation Information (Advanced Benefits)

You use the View Participation Information window to display information that the Participation batch process generates for a person.

**Important:** In order to ensure that the information you display for a person is current, you must first run the Participation batch process for that person.

### To display participation information for a person:

1. Query a person whose participation information you want to view.  
The system displays the hierarchy of compensation objects for which this person is eligible or ineligible and the participation start and end dates.  
See: Navigating the Program Structure Hierarchy, page 1-81
2. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.

## Viewing a Person's Life Event Information

You use the Person Life Events window to date effectively view information about a life event that occurs to a person. Although a person can have more than one *potential* life event at a time, the system only displays information about the *active* life event.

If you manage Compensation Workbench plans with Oracle HRMS, you use this window for a variety of administrative tasks.

### To view a person's life events:

1. Find the person for whom you are viewing life event information.  
The system displays a list of current potential life events for this person with the status and date of occurrence of each life event.  
*Event* is the name of the life event experienced by this person as of the effective date.  
*Status* indicates the degree to which the system has processed this life event.  
**Detected:**The Participation batch process has detected the change in data as a potential life event.

**Processed:**The Participation batch process has determined whether this potential life event is an actual life event.

**Unprocessed:**You have created this life event manually. (The next time you run the Participation batch process, this process will change its status to Detected.)

**Voided:** You have specified that this potential life event is not an actual life event.

**Important:** Only the Participation batch process can set the status of a potential life event to Detected or Processed. You can manually set the status of a potential life event to Unprocessed or Voided; the system cannot set the status to Unprocessed or Voided.

*Life Event Occurred On Date* indicates the date the potential life event occurred.

2. Check the Show Backed Out Events check box to view life events with a status of Backed-Out.
3. Select a life event and do one of the following:
  - Choose the Enrollment Opportunities button to view enrollment information based on this life event, such as the enrollment period start and end dates.
  - Choose the Close Event button to prevent any further processing of the life event.
  - Choose the Back Out Event button to roll back any updates generated by the Participation Process (such as updates to eligibility, rates, automatic de-enrollments, and so on)

You can only back out the latest life event.

  - If the life event is related to an absence, choose the View Absence Details button to see the absence record.
4. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.

## Viewing Electable Choices for a Person Based on a Life Event (Advanced Benefits)

You use the Display Enrollment Information window to view any electable choices a person has based on an active life event.

You navigate to this window by querying a person's record in the View Person Life Event Information window and then choosing the Enrollment Opportunities button.

### To view a person's electable choices based on a life event:

1. Select a program or plan from the list of electable choices.

The system displays information about the program or plan.

*Status* indicates the status of the program or plan.

*UOM* is the unit of measure in which the benefit is expressed.

*Enrollment Period Start Date* is the date on which this person can enroll in this program or plan.

*Enrollment Period End Date* is the last date on which this person can enroll in this program or plan.

*Default Enrollment Date* is the date on which this person is enrolled in this program or plan if they fail to make an election.

*Enrollment Type Cycle* indicates the type of enrollment cycle (open, unrestricted, administrative, or life event) that resulted in the electable choice for this person and this program or plan.

*Election Made Date* is the date this person elected this benefit.

*Processing End Date* identifies the latest date on which the plan sponsor can apply elections for this enrollment period.

*Close Enrollment Date to Use* is the date on which enrollments are considered closed for this program or plan.

*Activity Reference Period* identifies the time period in which activity rates are expressed.

*Default Assigned Date* identifies the date on which this program or plan was assigned as the default if the person failed to make an election.

*Automatically Assigned Date* is the date on which this program or plan was automatically assigned to this person.

## Manually Creating a Potential Life Event for a Person (Advanced Benefits)

When the system fails to detect a change to a person's record as a potential life event, you can use the Person Life Event window to create that potential life event manually.

After you create a potential life event for a person, you run the Participation batch process to determine eligibility and electable choices based on the life event.

### To manually create a potential life event for a person:

1. Query the name of the person for whom you are manually creating a potential life event.

The list of current potential life events for this person is displayed.

2. Create a new row in the Potential Life Events block.
3. Select the name of this potential life event in the Life Event field.
4. Select a Status of Unprocessed to indicate that this potential life event has been created manually.
5. Enter the Occurred Date to indicate the date the potential life event occurred.
6. Save your work.

## Manually Voiding a Potential Life Event for a Person (Advanced Benefits)

When the system improperly identifies a data change as a potential life event, you can manually void that potential life event using the Person Life Event window.

**To manually void a potential life event for a person:**

1. Query the name of the person for whom you are manually voiding a potential life event.  
The list of current potential life events for this person is displayed.
2. Select the potential life event.
3. Select a Status of Voided to indicate that this potential life event has been manually voided.
4. Save your work.

**Re-opening a Processed Life Event for a Person (Advanced Benefits)**

You can use the Person Life Events window to re-open the most recently processed life event for a person by changing the life event status from *Processed* to *Started*.

After you re-open a person's life event, you can make election changes, dependent designation changes, or changes to the participant's enrollment window. Use this feature when you do not want to back-out and re-process life events or override enrollments.

Re-opening a person's life event does not cause the application to re-evaluate eligibility or electability. However, if the initial processing of the person's life event caused an eligibility loss to one or more COBRA qualified beneficiaries, re-opening the life event forces the application to re-evaluate eligibility for COBRA qualified beneficiaries.

The application does not re-calculate activity rates--other than those rates you or the participant enter during enrollment--when you re-open a processed life event.

**Note:** You cannot re-open a life event when a future-dated life event exists with a status of Started or Processed.

**To re-open a processed life event for a person:**

1. Query the name of the person for whom you are re-opening a processed life event.
2. Choose the Life Events tab.
3. Select the person's most recent life event.
4. If the application allows you to re-open this life event, the Close Event button changes to read *Re-open*.
5. Choose the Re-open button.  
Verify that the application changed the life event status from Processed to Started.
6. Save your work.

You can now navigate to the appropriate enrollment window and re-process elections for the person as necessary.

**Setting Up What-if Modeling**

To set up What-if Modeling, you need to do the following:

1. In the Person Change window, add the What-if label to person data changes. You must do this for data changes to display in Self-Service Benefits What-if.

See: Defining Person Changes, page 5-80

2. Attach the Benefit Compensation Objects EIT to the Responsibility. Your EIT setup determines the compensation objects you want to include or exclude from the compensation object hierarchy.

See: Setting Up Extra Information Types Against a Responsibility, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

3. Define Roles from the Maintain Roles window. This is optional, and you can configure this if you want to restrict which plans display based on the role of the self-service user.

See: Associating Transaction Workflow Roles to Users, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

4. Save your work.

## Modeling a Person's Benefits Eligibility (Advanced Benefits)

You use the Determine What-If Eligibility/Ineligibility Participation window to model the impact of an HR change to a person's eligibility and electability for benefits.

**Note:** The system automatically rolls back the proposed data changes and eligibility results when you clear or exit the window.

### To model a person's benefits eligibility:

1. Query the Name of the person for whom you want to model benefits eligibility.

**Note:** The person's current eligibility and electability for benefits is displayed in the Eligibility and Electability tabbed regions.

2. Choose the Data Changes tabbed region.
3. Enter the data change or changes for which you want to model eligibility by clicking into the appropriate field and entering or selecting a value.

**Note:** The available data change fields are limited to the data changes associated with your life event definitions and to derived factors such as salary and hours worked.

4. Enter the Effective Date of the proposed data changes.
5. Choose the Process Events button to determine eligibility and electability for benefits.  
The system displays the hierarchical structure of compensation objects for which the person is eligible based on the data changes you selected.
6. Choose the Eligibility or Electability tabbed region to view the results of the eligibility modeling.
7. You can view rate information for a plan or option by highlighting the rate in the Eligibility or Electability tabbed region and choosing the traffic light button.

# Online Benefits Services (OAB)

## Online Benefits Administration (Advanced Benefits)

The system is designed with features that enable you to perform a variety of tasks from a central form called the Benefits Service Center.

You use the Benefits Service Center window if the requirements of your organization include the need to perform various benefits and HR-related functions in a real-time environment.

Common requests that you can process include changing a person's address or phone number, adding a dependent or beneficiary, or changing a person's marital status. These and other changes may trigger a life event that enables enrollment, change in enrollment, or de-enrollment in one or more benefits.

Using this window you can:

- Authenticate a caller's identity
- Perform a variety of desktop activities, such as viewing current enrollments, sending communications, and entering personnel changes
- Evaluate changes to a person's record for enrollment impact
- Enroll eligible participants in benefit plans

See: Processing a Request Using the Benefits Service Center, page 6-38

## Caller Authentication

You can verify the identity of a caller using your organization's authentication criteria. You query the person's record based on the authentication criteria provided by the caller. If the caller's information is authentic, the query displays information about the person such as their address and any life event that is currently active for the person.

If necessary, you can use the results of the query for further caller authentication.

## Desktop Activities

The action you take after you authenticate a caller's identity depends on the caller's request, the status of any open life events, and the person's electable benefit choices, if applicable.

You can select an action or form from a list of desktop activities based on the caller's request. For example, you select the People form if the person needs to change their address. You select the Person Communication form if the person is requesting literature about a benefit plan that you offer.

## Online Life Event Management

A special feature of online benefits administration is the ability to process a life event in real-time. When you query a person's record, the system indicates if the person has an open life event.

When you process the life event, the system determines if the life event results in the creation of electable benefit choices for the person. You can then enroll a person in one or more benefit plans for which they are eligible based on this life event.

## Processing a Request Using the Benefits Service Center (Advanced Benefits)

The participant's request determines how you use the Benefits Service Center window. You can authenticate a caller's identity, change a person's HR record, process an active life event, enter enrollment elections, and send communications, among other tasks.

**Note:** Use of the Benefits Service Center assumes that you have familiarity with the HR system and the tasks performed by a benefits administrator. Refer to the other areas of your user documentation for more specific help on forms that you can access from this window.

### To process a request using the Benefits Service Center:

1. Verify the caller's identity by entering a query in the Person block.

If the query is correct, the system displays:

- The person's name and other identifying information
- The person's address
- The name and status of the active life event associated with the person, if applicable

2. Choose the Details button to view details about the person's assignment.
3. Select a form or action from the Desktop Activities list depending on the participant's request.

**People Form-** You use this form to enter changes to a person's record such as change of name, address, or marital status.

**Process Life Events-** Select this action if the person has an active life event that you want to process.

**View Person Life Events-** Select this desktop activity to open the Display Person Life Event Information window and view information about a person's active life event.

**View Person Participation-** You use this desktop activity to view the benefit program, plans, and options for which a person is eligible, including the activity rate for the benefit.

**Dependent/Beneficiary-** You select this option to view a person's dependents and beneficiaries and to add dependents and beneficiaries for a benefit.

**Person Communication-** You use this feature to send communications to a person.

**Override Plan Enrollment-** You use this feature to override eligibility results.

**Person Participation Override-** You use the Person Participation Information window to override eligibility criteria for a person *before* you run the Participation batch process to determine eligibility and electable choices.

**Flex Enrollment form-** You use this form to enroll a person in a flexible benefits program.

**Non Flex Enrollment form-** You use this form to enroll a person in a program that does not use flex credits for participation.



**Miscellaneous Enrollment form-** You use this form to enroll a person in a plan that is not part of a program.

**Savings form-** You use this form to enroll a person in a savings and investment plan.

**Summary of Enrollment-** You select this form to view a person's benefit elections

4. Complete the form based on the desktop activity you select.

# Enrollment Management

## Enrollment Management

Enrollment management is the process of registering your employees and other eligible participants in benefit plans and options. It includes recording contribution rates and coverage amounts and entering the dependents and beneficiaries of the primary participant into the system.

Enrollments commonly occur when a benefits specialist enters a participant's elections into the HR system. However, for Advanced Benefits users, enrollments can also include **default enrollments** for persons who do not specify elections during an enrollment period and **automatic enrollments** which are typically used to enter newly hired employees into interim coverage until they can make their own elections.

Because enrolling employees in benefits programs can be a labor intensive process for an organization with many employees, the product enables self-service enrollments using web enrollment forms and interactive voice response technology (IVR).

Enrollment eligibility and electable benefit choices are based on the eligibility profiles and enrollment requirements that you associate with a benefit.

You can override eligibility results if you are an Advanced Benefits customer. You can grant an exception so that an ineligible person can enroll in a plan or option for which they are otherwise ineligible. Conversely, you can waive a person's participation in a plan for which they have met the eligibility criteria.

## Enrollment Forms

The system is delivered with four enrollment forms:

- Flex Enrollment (Advanced Benefits)
- Non-Flex Enrollment
- Savings Plan Enrollment
- Miscellaneous Plan Enrollment

You use the Flex enrollment form to enroll participants in flexible benefits programs and vacation buy/sell programs.

You use the Non-Flex enrollment form if you are implementing a benefits program that does not use flex credits.

You use the Savings Plan form to enroll a participant in an investment plan.

You use the Miscellaneous Plan form to enroll participants in plans that are not part of a program.

## Flex Program Enrollment (Advanced Benefits)

You manage open enrollment and life event enrollment for a flex program or a flex plus core program using the Flex Enrollment form.

You use the form to enter an eligible person's elections, contribution rates, and coverage levels. As elections are entered, the system calculates the eligible person's spent and unspent flex credits.

From the Flex Enrollment window you can taskflow to windows that enable you to:

- View the flex credits an eligible person can spend
- Distribute excess flex credits, as allowed by your flex program definition
- Record receipt of certifications required for enrollment in the program
- Record completed enrollment action items
- Enter plan dependents and beneficiaries
- Record a participant's primary care provider

## Non-Flex Program Enrollment

You use the Non-Flex Enrollment form to enroll participants in plans and options that are not funded by flex credits. This is the enrollment form you use if you have not purchased the Advanced Benefits product license, or if you are an Advanced Benefits customer who maintains benefit programs that are not funded by flex credits.

You use the form to enter an eligible person's elections, contribution rates, and coverage levels. From the Non-Flex Enrollment window you can taskflow to windows that enable you to:

- Record completed enrollment action items (Advanced Benefits)
- Record receipt of certifications required for enrollment in the program (Advanced Benefits)
- Enter plan dependents and beneficiaries
- Record a participant's primary care provider

## Savings Plan Enrollment

You use the Savings Plan Enrollment form to record a person's contribution rate and their investment option elections for a savings plan.

From the Savings Plan Enrollment form you can taskflow to windows that enable you to:

- Record completed action items (Advanced Benefits)
- Record receipt of certifications required for enrollment in the program (Advanced Benefits)
- Enter plan dependents and beneficiaries

**Important:** The product does not accommodate 401(k) balance transfers from other benefits systems for employees who are rolling over 401(k) balances from a previous employer.

## Miscellaneous Plan Enrollment

You use the Miscellaneous Plan Enrollment form to enroll a participant in a plan that is not part of a program and is not a savings plan. Miscellaneous plans do not provide flex credits to participants.

You use the form to enter an eligible person's elections, contribution rates, and coverage levels. From the Miscellaneous Enrollment form you can taskflow to windows that enable you to:

- Record completed action items (Advanced Benefits)
- Record receipt of certifications required for enrollment in the program (Advanced Benefits)
- Enter plan dependents and beneficiaries
- Record a participant's primary care provider

## Special Plan Rates

**Note:** The special plan rates feature is reserved for future use.

Special contribution rates are sometimes offered by a benefits carrier for the joint election of two plans. When a participant elects a plan that is defined as part of a special rate pair, they receive a discounted rate on the second plan.

You use the Special Rates form to view any special rates offered for the plans in a Flex program, Non-Flex program, or for a miscellaneous (not in program) plan.

## Action Items and Certifications (Advanced Benefits)

As part of enrolling a participant in a benefit, you can view the action items that must be completed before the enrollment is valid.

From the Person Enrollment Action Items form, you can navigate to the following forms to enter changes to the record of a participant, dependent, or beneficiary in order to complete the action item.

- Person Enrollment Certification
- Dependent/Beneficiary Designation
- People

You define required action items as part of your plan design.

## Dependents and Beneficiaries

As part of enrollment processing, you record the persons selected by a participant as dependents or beneficiaries of a plan or option. The system displays eligible designees for participants with enrollments in progress.

Because you can limit the relationship type of the dependents who are eligible to receive coverage under a benefit plan, the system displays only those dependents eligible for coverage. For example, if a participant elects employee plus spouse coverage, the system only displays dependents of the spouse relationship type.

You use the Dependent/Beneficiary Designation form to:

- Enter and modify dependent or beneficiary designation information
- Assign a benefit to a beneficiary as a percentage or an amount
- Monitor certification requirements (Advanced Benefits)

Participants can designate dependents at the plan or option level; beneficiaries are designated at the plan level.

## Primary Care Providers

You can record in the system the physician or dentist that a participant elects to be their primary care provider. Providers are categorized by their service provider type, such as General Practitioner, Dentist, or Ob/Gyn. The system provides these and other service provider types and your system administrator can extend this list as part of your implementation.

**Note:** A person can have only one primary care provider of each provider type within the a plan.

## Enrollment Results

After you enroll a participant in a benefit, you can display the enrollment results for that person.

Enrollment information is date effectively displayed so that you can view historical or future-dated information. You can display enrollment results that are created by one of the following means:

- An electable choice is saved on an enrollment form
- A default or automatic enrollment is processed
- The close enrollment process has completed

## Participation Overrides (Advanced Benefits)

The ability to override eligibility results is a requirement for enterprises with a high need for flexible benefits administration. Grand-fathered coverage, special employment terms, or required adjustments for highly compensated employees are all typical reasons for overriding eligibility results.

You use the Person Participation Information window to override eligibility results for a person for one or more plans *after* you run the Participation process to determine eligibility and electable choices. You then enroll the person using the Enrollment Override window.

You also use the Person Participation Information window to record an election for a person who was not processed in the Participation batch process.

You use the Enrollment Override window to enroll a person in a plan or option for which they have been found ineligible. You can also use this window to override rate and coverage amounts for a plan or an option and to override dependent eligibility results.

## Waive Participation Management

You can allow an eligible person to waive participation in a plan type or plan in one of two ways. You can enroll the person in a special plan called a *waive plan*, or, if you are an Advanced Benefits customer, you can use the Waive Participation form to specify which plan types or plans a person is waiving.

You typically define a waive plan when you want the waive plan to appear to the participant as an electable choice.

When you waive a person's participation in a plan type, the person waives the ability to enroll in all plans in that plan type. You cannot override a plan type waiver for any plans in that plan type.

## Retroactive Enrollments

A variety of common business practices dictate that enrollment coverage may start retroactive to the current system date. These examples include:

- Enrollments based on retroactive life events, including enrollments that replace existing coverage
- Enrollment coverage and activity rates that start based on the life event occurred date as opposed to the life event notification date
- Suspended coverage that becomes unsuspended when interim coverage had been assigned

**Note:** SSHR users: Suspended plan rates are not included in displayed used amounts, and so are not deducted from Flex credits.

- Participant election changes within an enrollment period
- Participant elections that replace automatically assigned coverage
- Administrative changes to current enrollments

You define enrollment coverage start dates and activity rate start dates for a compensation object as part of your plan design. Because coverage can start based on a date prior to an election, there is the potential for activity rates to also start *before* the election is recorded.

If a payroll run occurs between the activity rate start date and the election date, the activity rate will not be processed in the payroll run. Since the election had not yet occurred, the activity rate did not exist for the payroll run.

In this scenario, and in other cases where activity rates start before an election is recorded in the system, you may need to create *payroll adjustments* to deduct payments if your organization requires retroactive benefits payments.

For retroactive enrollments that replace a previous enrollment, the system end-dates the previous enrollment based on the coverage and rate end dates defined for the compensation object. You should define your enrollment coverage and rate start and end dates such that overlapping dates do not occur.

## Court Orders

You can use the product to record court orders that require a participant to provide coverage for a dependent or that place restrictions on how a benefit payment can be distributed.

In the US, regulations termed *Qualified Medical Child Support Orders* (QMCSO) require a participant to cover a dependent when the participant is eligible for a plan and a court order has been issued.

A *Qualified Domestic Relations Order* (QDRO) is a judgement, decree, or order that relates to the provision of child support, alimony payment, or marital property rights to a spouse, child, or other dependent of a participant.

You can use the product to:

- Record those persons subject to a Qualified Medical Child Support Order or a Qualified Domestic Relations Order
- Specify the benefit plan or plan type that is subject to the provisions of the court order

- Enter the names of the claimants eligible to receive benefit coverages based on the court order
- For QDROs, enter the benefit amount or benefit percentage due to each applicable claimant or designee

During enrollment, the system issues a warning message indicating that a participant is subject to a court order. This warning does not prevent the election because the participant may have covered the dependent outside of the employer's plan.

You define enrollment requirements and restrictions for QMCSOs and QDROs as part of your plan design.

## Enrolling a Person in a Flex Program (Advanced Benefits)

You use the Flex Program window to enroll an eligible participant in a flex program. Completing an enrollment involves:

- Selecting the plan and option in which the person is enrolling
- Entering coverage levels for those plans that provide coverage
- Entering the contribution value per activity period for those plans that allow a participant to choose their contribution amount
- Entering the annual contribution amount for those plans that allow a participant to specify the annual contribution to a plan
- Saving the person's election
- Completing dependent and beneficiary designations

**Important:** Before you use this window, you must run the Participation batch process to 1) ensure that the list of eligible persons for this enrollment cycle is up-to-date, and 2) create available enrollment choices for those persons.

### To enroll a person in a flex program:

1. Set the effective date.
2. Query the Name, Social Security number, or other standard identifying information for the person you are enrolling.
3. Select the Program in which the person is enrolling.

**Important:** If you take no enrollment action, the participant will be enrolled in the plans and options that are currently displayed.

4. Tab into a blank Plan Type field and select the Plan Type that contains the plan and option that the person is electing.
5. Select the person's election in the Plan and Option field.
6. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.
7. Complete the election by entering participant values, where appropriate, in the tabbed regions of the enrollment window.

8. Choose the Recalculate button to update the standard rate or coverage amount based on election information you entered.

You only need to recalculate a rate if your system administrator defined a Post Enrollment Calculation rule for the standard rate or coverage calculation.

9. Save this person's elections when you have completed the enrollment.

### **Flex Credit Summary:**

Based on the participant's current elections, the system displays a flex credit summary for the currently selected plan type.

**Provided:** The total flex credits provided for the plan type

**Less Used:** The amount of flex credits spent on the plans and options in this plan type. Typically this is the pre-tax amount.

**Excess:** The amount of flex credits left unspent.

**Forfeited:** The amount of flex credits that will be forfeited if they are not spent.

**Other:** The cash amount spent that does not decrement a benefits pool; this amount typically reflects the amount of after-tax cash spent on a benefit.

**Net:** The sum of pre-tax and after-tax contributions.

### **General Tab:**

1. Choose the General tab. The system displays the following view-only information:

- The Coverage Start and End date for this plan or option
- The Start Code used to calculate the coverage start date
- The Original Start date that this person enrolled in this plan
- The effective date of the enrollment

**Note:** The Enrolled field appears checked if a person is currently enrolled in this plan or option.

### **Amount Tab:**

1. Choose the Amount tab.

- The tax type of this activity rate appears in the Taxability field.

2. Enter the annual coverage amount that can be elected for this plan or option in the Annual Amount field.

Use this field if the participant can elect an annual amount to contribute to a plan. The system displays the minimum and maximum annual contribution amounts based on your plan definition.

3. Enter the Defined Amount of the contribution or distribution, if applicable. The system displays the following view-only information:

- The Increment by which a contribution or distribution can be increased or decreased.
- The Minimum and Maximum contribution or distribution amount.



**Note:** The fields in the Communicated block indicate the communicated activity rate for this contribution or distribution if this rate is different than the actual amount that is used for element entries.

#### **Rate Tab:**

1. Choose the Rate tab. The system displays the following view-only information:
  - The activity rate Start and End date and the unit of measure in which the rate is expressed
  - A checkbox indicating if the activity rate has been overridden for this plan or option and the date through which the rate is overridden

#### **Benefit Tab:**

1. Choose the Benefit tab.
2. Enter the benefit Amount if the participant can choose the amount they contribute to this plan or option.

The remainder of the fields in the Benefit tabbed region contain view-only information:

- The Type field displays the tax type of this benefit.
- The Calculation field displays the calculation method used to derive the activity rate for this benefit.
- The Minimum and Maximum fields display this plan or option's coverage limits for this participant.
- The Increment field displays the increments in which coverage can be increased or decreased.

#### **Limitation Tab:**

1. Select the Limitation tab. The system displays the following view-only information:
  - The Certification Alert field appears checked if the participant is required to provide certification before being enrolled in this benefit.
  - The Suspended field appears checked if enrollment in this benefit has been suspended pending the completion of an action item, such as providing required certification.
  - The Interim field appears checked if this plan or option has been assigned to the participant as interim coverage pending the completion of an action item.
  - The Automatic field appears checked if the participant has been automatically enrolled in this plan or option.
  - The Dependents field indicates if dependents are required or optional for this plan.
  - The Earliest De-enroll field indicates the earliest date on which a participant can de-enroll from this plan or option.
  - The Must Also Enroll In field displays any plan or option in which a participant must be enrolled in order to make this election.

- The Override Through date indicates the date through which the enrollment has been overridden.
- The Override Reason indicates the reason given for the override.

## Manually Deleting an Enrollment

You use the same process to manually delete an enrollment regardless of the enrollment form in which you entered the enrollment.

To reenroll newly ineligible participants in batch, Standard Benefits users can run the Maintain Participant Eligibility process; Advanced Benefits users can run the Life Event mode of the Participation Process.

### To manually delete an enrollment:

1. Open the form in which you entered the enrollment. Choose from:
  - Flex Program Enrollment form
  - Non-Flex Program Enrollment form
  - Savings Plan Enrollment form
  - Miscellaneous Plan Enrollment form
2. Set the effective date.
3. Query the Name, Social Security number, or other standard identifying information for the person whose enrollment you are deleting.
4. Select the plan and option you are deleting.
 

**Note:** To delete a savings plan enrollment, you delete both the savings plan and any options in which the person is enrolled.
5. Choose the Delete Record icon on the toolbar.
6. Save your work.

## Viewing a Person's Flex Credits (Advanced Benefits)

You can view the flex credits available to a participant and the benefit pool that provides the credits.

### To view a person's available flex credits:

- Query a participant in the Flex Enrollment window then choose the Flex Credits button. The system displays:
  - The flex credits available for various compensation objects
  - The benefit pool providing the flex credits

The system also indicates if the flex credits for an option may be forfeited.

## Allocating Excess Credits for a Person Enrolling in a Flex Program (Advanced Benefits)

If you allow participants to specify how they allocate their excess flex credits after they have made their elections, you can view this information for a person in the Excess Credits window.

### To allocate excess credits:

- Choose the Excess Credits button. The system displays:
  - The benefit pool that provides the flex credits for the plans and options that the participant has elected
  - The plan types, plans, and options that the participant has elected
  - The amount of flex credits provided based on elected plans and options
  - The amount of flex credits used by the participant for each electable plan or option
  - The amount of flex credits to be distributed as cash, if applicable
  - The amount of flex credits to be forfeited if the participant does not elect to use them
- A check box indicating the credits were rolled over into this plan or option

## Enrolling a Person in a Non-Flex Program

You use the Non-Flex Program window to enroll an eligible participant in a program that is not funded by flex credits. Completing an enrollment involves:

- Selecting the plan and option in which the person is enrolling
- Entering coverage levels for those plans that provide coverage
- Entering the contribution value per activity period for those plans that allow a participant to choose their contribution amount
- Entering the annual contribution amount for those plans that allow a participant to specify the annual contribution to a plan
- Saving the person's election
- Completing dependent and beneficiary designations

**Important:** For Advanced Benefits users, you must run the Participation batch process before you use this window to 1) ensure that the list of eligible persons for this enrollment cycle is up-to-date, and 2) create available enrollment choices for those persons.

**Important:** If you are using Standard Benefits, electable choices are created when you query the program in the enrollment window for a participant.

### To enroll a person in a non-flex program:

1. Set the effective date.

2. Query the Name, Social Security number, or other standard identifying information for the person you are enrolling.
3. Select the Program in which the person is enrolling.

**Important:** If you take no enrollment action, the participant will be enrolled in the plans and options that are currently displayed.

4. Tab into a blank Plan Type field and select the Plan Type that contains the plan and option that the person is electing.
5. Select the person's election in the Plan and Option field.
6. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.
7. Complete the election by entering participant values, where appropriate, in the tabbed regions of the enrollment window.
8. Choose the Recalculate button to update the standard rate or coverage amount based on election information you entered.

You only need to recalculate a rate if your system administrator defined a Post Enrollment Calculation rule for the standard rate or coverage calculation.

9. Save this person's elections when you have completed the enrollment.

#### **General Tab:**

1. Choose the General tab. The system displays the following view-only information:
  - The Coverage Start and End date for this plan or option
  - The Start Code used to calculate the coverage start date
  - The Original Start date that this person enrolled in this plan
  - The effective date of the enrollment

**Note:** The Enrolled field appears checked if a person is currently enrolled in this plan or option.

#### **Amount Tab:**

1. Choose the Amount tab.
  - The tax type of this activity rate appears in the Taxability field.
2. Enter the annual coverage amount that can be elected for this plan or option in the Annual Amount field.

Use this field if the participant can elect an annual amount to contribute to a plan. The system displays the minimum and maximum annual contribution amounts based on your plan definition.

3. Enter the Defined Amount of the contribution or distribution, if applicable. The system displays the following view-only information:
  - The Increment by which a contribution or distribution can be increased or decreased.
  - The Minimum and Maximum contribution or distribution amount.

**Note:** The fields in the Communicated block indicate the communicated activity rate for this contribution or distribution if this rate is different than the actual amount that is used for element entries.

**Rate Tab:**

1. Choose the Rate tab. The system displays the following view-only information:
  - The activity rate Start and End date and the unit of measure in which the rate is expressed
  - A checkbox indicating if the activity rate has been overridden for this plan or option and the date through which the rate is overridden

**Benefit Tab:**

1. Choose the Benefit tab.
2. Enter the benefit Amount if the participant can choose the amount they contribute to this plan or option.

The remainder of the fields in the Benefit tabbed region contain view-only information:

- The Type field displays the tax type of this benefit.
- The Calculation field displays the calculation method used to derive the activity rate for this benefit.
- The Minimum and Maximum fields display this plan or option's coverage limits for this participant.
- The Increment field displays the increments in which coverage can be increased or decreased.

**Limitation Tab:**

1. Select the Limitation tab. The system displays the following view-only information:
  - The Certification Alert field appears checked if the participant is required to provide certification before being enrolled in this benefit.
  - The Suspended field appears checked if enrollment in this benefit has been suspended pending the completion of an action item, such as providing required certification.
  - The Interim field appears checked if this plan or option has been assigned to the participant as interim coverage pending the completion of an action item.
  - The Automatic field appears checked if the participant has been automatically enrolled in this plan or option.
  - The Dependents field indicates if dependents are required or optional for this plan.
  - The Earliest De-enroll field indicates the earliest date on which a participant can de-enroll from this plan or option.
  - The Must Also Enroll In field displays any plan or option in which a participant must be enrolled in order to make this election.

- The Override Through date indicates the date through which the enrollment has been overridden.
- The Override Reason indicates the reason given for the override.

## Enrolling a Person in a Savings Plan

You use the Savings Plan window to enroll an eligible participant in a savings plan. Completing an enrollment involves:

- Selecting the plan and option in which the person is enrolling
- Entering the contribution amount or percentage per activity period for those plans that allow a participant to choose their contribution level
- Saving the person's election
- Completing dependent and beneficiary designations

**Important:** For Advanced Benefits users, you must run the Participation batch process before you use this window to 1) ensure that the list of eligible persons for this enrollment cycle is up-to-date, and 2) create available enrollment choices for those persons.

**Important:** If you are using Standard Benefits, electable choices are created for the participant when you query the participant in the enrollment window.

### To enroll a person in a savings plan:

1. Set the effective date.
2. Query the Name, Social Security number, or other standard identifying information for this person.
3. Select the savings plan in which the person is enrolling in the Name field.

The system displays the following view-only information:

- The Life Event reason prompting this savings plan enrollment

In the **Coverage** block the system displays:

- The Coverage Start and End date for this savings plan
- The Start Code used to calculate the coverage start date
- The Original Start date that this person enrolled in this plan

In the **Override** block the system displays:

- The date through which a savings plan can be overridden and the reason supporting the override

The other fields in the Savings Plan window display information about the status of this savings plan.

**Note:** The Enrolled field appears checked if a person is currently contributing to this plan.

- The Automatic field appears checked if the participant has been automatically enrolled in this plan
  - The Suspended field appears checked if enrollment in this plan has been suspended pending the completion of an action item, such as providing required certification
  - The Interim field appears checked if this plan has been assigned to the participant as interim coverage pending the completion of an action item
  - The Certification Alert field appears checked if the participant is required to provide certification before enrolling in this plan
  - The Earliest De-enroll field indicates the earliest date on which a participant can de-enroll from this plan
  - The Currency field indicates the currency in which this benefit is paid.
  - The Must Also Enroll In field displays any plan in which a participant must be enrolled in order to make this election
4. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.

#### **Entering Investment Rates**

You use the Rates window to enter the total contribution percentage or amount for a savings plan. You then use the Investment Options window to enter the contribution amount for one or more options in the plan.

**Note:** As a prerequisite, you must check the Enroll in Plan and Option field in the Plan Enrollment Requirements window when you define the savings plan if a participant can enroll in both the plan and the options in that plan.

1. Query the Name, Social Security number, or other standard identifying information for this person in the Savings Plan window.
2. Select the savings plan in which the person is enrolling in the Name field.
3. Choose the Rates button.

#### **General Tab**

4. Choose the General tab. The system displays the following view-only information:
  - The Name of the activity rate definition
  - The Activity Type, for example Employee Contribution or Employer Contribution
  - The unit of measure (UOM) for the currency of the activity rate
  - The activity rate Start and End dates

#### **Types Tab**

5. Choose the Types tab. The system displays:
  - The Tax Type of the activity rate, such as pre-tax or aftertax
  - The Calculation method used to derive the activity rate

6. Check the Stop Contribution field if the employee's participation in this investment plan has ended.

#### **Defined Amount Tab**

7. Choose the Defined Amount tab.
8. Enter the Amount or percentage of the contribution or distribution. The system displays the following view-only information:
  - The activity rate Period
  - The Minimum and Maximum contribution or distribution amount
  - The Increment by which a contribution or distribution can be increased or decreased

**Note:** The Enter Value at Enrollment field appears checked to indicate that the investment amount is entered during the enrollment, as opposed to being a default amount.

#### **Communicated Amount Tab**

**Note:** The fields in the Communicated Amount tabbed region indicate the communicated activity rate for this contribution or distribution if this rate is different than the actual amount that is used for element entries.

#### **Annual Amount Tab**

9. Choose the Annual Amount tab.
10. Enter the annual amount or percentage that is contributed to the investment plan in the Amount field.

Use this field if the participant can elect an annual amount to contribute to a plan. The system displays the minimum and maximum annual contribution amounts based on your savings plan definition.

11. Save this person's elections.

#### **Entering Investment Options**

You use the Investment Options window to enter a participant's elections for a savings plan.

1. Query the Name, Social Security number, or other standard identifying information for this person in the Savings Plan window.
2. Select the savings plan in which the person is enrolling in the Name field.
3. Choose the Investment Options button.

#### **General Tab**

4. Choose the General tab.
5. Select a savings plan investment option in the Name field.

**Note:** The Enrolled field appears checked if a person is currently contributing to this option.

The system displays the following view-only information:



- The Coverage Start and End date for this option
- The Start Code used to calculate the coverage start date
- The Original Start date that this person enrolled in this option

#### **Amount Tab**

6. Choose the Amount tab.
7. Select a savings plan investment option in the Name field.
8. Check the Stop Contribution field if the employee's participation in this investment option has ended.
9. Enter the annual amount or percentage that is contributed to the investment option in the Amount field.

Use this field if the participant can elect an annual amount to contribute to an option. The system displays the minimum and maximum annual contribution amounts based on your option definition.

10. Enter the Defined Amount of the contribution or distribution, if applicable. The system displays the following view-only information:
  - The Increment by which a contribution or distribution can be increased or decreased.
  - The Minimum and Maximum contribution or distribution amount.

**Note:** The fields in the Communicated block indicate the communicated activity rate for this contribution or distribution if this rate is different than the actual amount that is used for element entries.

#### **Rate Tab**

1. Choose the Rate tab. The system displays the following view-only information:
  - The Taxability of this activity rate
  - The activity rate Start and End date and the unit of measure (UOM) in which the rate is expressed
  - A checkbox indicating if the activity rate has been overridden for this option and the date through which the rate is overridden

#### **Limitation Tab**

1. Select the Limitation tab. The system displays the following view-only information:
  - The Certification Alert field appears checked if the participant is required to provide certification before being enrolled in this benefit
  - The Suspended field appears checked if enrollment in this benefit has been suspended pending the completion of an action item, such as providing required certification
  - The Interim field appears checked if this option has been assigned to the participant as interim coverage pending the completion of an action item
  - The Mandatory field appears checked if enrollment in this option is required

- The Automatic field appears checked if the participant has been automatically enrolled in this option
- The Earliest De-enroll field indicates the earliest date on which a participant can de-enroll from this option
- The date through which the option can be overridden and the reason supporting the override

## Enrolling a Person in a Miscellaneous Plan

You use the Miscellaneous Plan window to enroll an eligible participant in a plan that is not associated with a program. Such plans are called **not in program plans**. Miscellaneous plans do not provide flex credits to participants. Completing an enrollment involves:

- Selecting the plan and option in which the person is enrolling
- Entering coverage levels for those plans that provide coverage
- Entering the contribution value per activity period for those plans that allow a participant to choose their contribution amount
- Entering the annual contribution amount for those plans that allow a participant to specify the annual contribution to a plan
- Saving the person's election
- Completing dependent and beneficiary designations

**Important:** For Advanced Benefits users, you must run the Participation batch process before you use this window to 1) ensure that the list of eligible persons for this enrollment cycle is up-to-date, and 2) create available enrollment choices for those persons.

**Important:** If you are using Standard Benefits, electable choices are created for the participant when you query the participant in the enrollment window.

### To enroll a person in a miscellaneous plan:

1. Set the effective date.
2. In the Find Person window, enter the Name, Employee Number, or Social Security number for the person you are enrolling and choose the Find button.

#### General Tab

3. Choose the General tab.
4. Select the not in program Plan and Option in which the person is enrolling.

**Note:** If you take no enrollment action, the participant will be enrolled in the plans and options that are currently displayed.

The system displays the following view-only information:

- The Status of the enrollment
- The Plan Type of the electable plan

- The Life Event reason prompting this enrollment
- The Frequency of the benefit distribution or contribution
- The Certification Required Alert field appears checked if the participant is required to provide certification before being enrolled in this benefit.
- The Pending Approval field appears checked if enrollment in this benefit has been suspended pending the completion of an action item, such as providing required certification.
- The Currency in which this benefit is paid

In the **Benefit/Coverage** region the system displays:

- The Amount of the contribution or distribution and its currency (in the UOM field).
  - The Coverage Start and End date for this plan
  - The Original Start date that this person enrolled in this plan
5. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.

#### **Benefit/Coverage Tab**

6. Choose the Benefit/Coverage tab.

The system displays the following view-only information:

- The tax Type of this benefit
- The Calculation Method used to derive the activity rate for this benefit
- The Start Date Code used to calculate the coverage start date

In the Amount Limitations region, the system displays:

- The coverage limits for this participant this plan and option
- The increments in which coverage can be increased or decrease

#### **Enrollment Tab**

7. Select the Enrollment tab. The system displays the following view-only information:
- The Automatic Enrollment field appears checked if the participant has been automatically enrolled in this plan or option.
  - The Dependents field indicates if dependents are required or optional for this plan.
  - The Must Also Enroll In field displays any plan or option in which a participant must be enrolled in order to make this election.
  - The Earliest De-enroll field indicates the earliest date on which a participant can de-enroll from this plan or option.
  - The Override Through date indicates the date through which the enrollment has been overridden.
  - The Override Reason indicates the reason given for the override.
8. Save this person's elections.

## Viewing Special Rates for a Plan or Option

Before enrolling a participant in a flex program, non-flex program, or plan not in program, you can view special rates for which the participant may be eligible if certain plans are elected in conjunction with one another.

For example, you could define a medical plan so that the participant receives a special rate for a dental plan if they elect both plans. You define special rates using the variable rate profiles window.

See: Defining the Criteria in a Variable Rate Profile, page 5-149

### To view special rates for a plan or option:

1. Query a participant in the Flex Enrollment, Non-Flex Enrollment, or Miscellaneous Plan Enrollment window depending on the type of plan in which the participant is enrolling.
2. Choose the Special Rates button. The system displays:
  - The plan type, plan, and option that must be elected by the participant to receive the special rate on the related compensation object
  - The related plan type, plan, and option for which a special rate is available
  - The standard rate for the related plan if the selected plan is not elected
  - The special rate for the related plan if the selected plan is elected

## Maintaining a Participant's Primary Care Provider

You date effectively enter, update, and delete a person's primary care providers in the Primary Care Providers window.

### To select a primary care provider for a person:

1. Query the Person whose primary care provider you are entering.
2. Select the Plan Type and Plan for which you are entering the person's primary care provider.

The available plans are limited to the plans in which the participant or their dependent is currently enrolled.

3. Select a provider in the Identifier, Name, and Type fields.

If you enter the provider's identifier, the system fills in the Name and Type fields if a provider exists with the same identifier for this plan.

4. If necessary, select providers of a different service provider type in this plan, or select providers for different plans.
5. Save your work.

## Displaying Enrollment Results

You use the View Enrollment Results window to display a person's enrollment information. This is a read-only form.

You can display enrollment information after an enrollment result is created by one of these means: an electable choice is saved on an enrollment form, a default enrollment is processed, or the close enrollment process has completed.

Enrollment information is date effectively displayed so that you can also view historical information.

### **To display enrollment results for a person:**

1. Set the effective date to the date for which you want to view enrollment results.
2. Query the person for whom you want to view enrollment results.

The system displays enrollment information for the compensation objects in which the person is enrolled.

3. Check the View By Coverage Date field to view the person's enrollment information as of their coverage start date.
  - Or, check the View By Session Date to view the person's enrollment information as of the system's effective date.
4. Choose from the available tabbed regions and task flow windows to view enrollment results.

The system displays the windows that can be accessed from this form in read-only mode.

5. Choose the Info Online button from the toolbar--available if you license the third party product Authoria HR--to display a context-sensitive list of pages in the Authoria HR repository.

## **Viewing Dependent Information**

You use the Dependent/Beneficiary Designation window to view enrollment information for the dependent of a participant, including the following:

- The plan and option in which the dependent is enrolled
- The name of the dependent and their relationship to the participant
- Coverage dates

**Note:** You can only view dependent information when your effective date is between the dependent coverage start and end date for the compensation object.

### **To view dependent information:**

1. Query the name of the participant for whom you are viewing dependent designations.
2. Choose the View Dependents tab.
3. Highlight a Plan:Option in which the participant is enrolled.

The system displays the dependents that have been designated for that plan or option.

4. Choose the Designate Dependents tab or the Designate Beneficiaries tab to create a designation.

## Maintaining Dependent Designations

Use the Dependent/Beneficiary Designation window to designate a participant's dependents.

The participant must have an open life event to designate a dependent if you are using Advanced Benefits. Standard Benefits customers, or Advanced Benefits customers using the Unrestricted enrollment type, may designate dependents at any time.

**Note:** As a prerequisite, you must enter the participant's contacts into the system before you can designate a contact as a dependent. Check the Personal Relationship field for each potential dependent on the Contact window. The dependent must also meet the designation requirements defined for the plan and option and the requirements of any dependent eligibility profiles linked to the compensation object before becoming an eligible dependent.

See: Entering Next of Kin and Other Contacts, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

### To enter or modify a participant's dependent designation:

1. Query the name of the participant for whom you are entering or modifying dependent designations.
2. Select the plan and option for which the participant is designating a dependent in the Plan:Option field.
  - Any eligible dependents for this plan and option are displayed in the Eligible Dependents field.
  - The Employee field appears checked if this dependent is also an employee.
  - The Start and Through dates indicate the dependent coverage start and end dates for this plan.
3. Check the Covered field to indicate that this person is a dependent for this benefit. Uncheck the Covered field to undesignate a dependent previously covered by this benefit.
4. Choose the Certifications button to open the Dependent Certifications window. The system displays any certifications that must be submitted for this dependent.
5. Enter the Date Received to record receipt of a certification.
6. Save your work.
7. Close the Dependent Certifications window.
8. Choose the Care Providers button to specify a primary care provider for a dependent. See: Maintaining a Participant's Primary Care Provider, page 6-58
9. Choose the Contacts button to open the More Contacts window where you can view the dependents who were found ineligible for the selected plan or option.
10. Select a dependent from the list and choose the Designate button to have the system check for this dependent's eligibility.

If the dependent is found eligible, the dependent will be added to the list of designees in the Eligible Dependents field, the Covered field will appear checked, and the record will automatically be saved.

11. Choose the Contacts button to open the Contact window where you can add a new contact for this primary participant.

## **Maintaining Beneficiary Designation Information for a Participant**

You can designate a person or an organization as a beneficiary for plans that allow or require beneficiary designation using the Dependent/Beneficiary Designation window.

You can designate a beneficiary at any time, even after a life event or enrollment period is closed. However, for Advanced Benefits customers, beneficiary certifications only restrict designations when the participant's life event is open.

Beneficiary designation restrictions are based on your plan design.

See: Maintaining Beneficiary Designation Requirements for a Plan, page 5-120

### **To enter or modify a participant's beneficiary designation:**

1. Query the name of the participant for whom you are entering or modifying beneficiary designations.
2. Choose the Designate Beneficiaries tab.
3. Select a Plan for which you are entering or modifying beneficiary designation information for this participant.
4. Select a beneficiary name in the Beneficiaries field to designate a person or charitable organization as this participant's beneficiary.
5. Select this beneficiary's Type, either Primary or Contingent.
6. If the participant is assigning a percentage of the benefit to the beneficiary, enter the % value of the total value of this benefit.

While you do not need to enter an Amount value, you must enter at least one % value. The sum of all % values for a plan must equal 100%. If you specify a monetary Amount, the system pays this Amount value before it pays out any % values. In such a case, the % values refer to the paid benefit following the deduction of the Amount value.

7. If the participant is assigning a monetary amount from this benefit to this beneficiary, enter this monetary Amount.
8. Choose the Details button to open the Details window if you want to enter trustee information or special instructions regarding this beneficiary designation.
9. If appropriate, select a Trustee to oversee the benefits the participant assigns to this beneficiary.
10. If appropriate, enter Instructions regarding this beneficiary designation.
11. Close the Details window.
12. Choose the Certifications button to open the Beneficiary Certifications window.

The system displays any certifications that must be submitted for this beneficiary.

13. Enter the Date Received to record receipt of a certification.

14. Save your work.

### **Adding a New Beneficiary for a Participant**

#### **To add a new beneficiary for a participant:**

1. From the Dependent/Beneficiary Designation window, choose the Designate Beneficiaries tab then choose the Contacts or Organizations button depending on whether the beneficiary is a person or an organization.
2. Complete the Contacts or Organizations window, as appropriate.
3. Save your work.

#### **See Also**

Entering Next of Kin and Other Contacts, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

Creating an Organization, *Oracle HRMS Enterprise and Workforce Management Guide*

## **Recording Enrollment Actions Items for a Person (Advanced Benefits)**

You use the Person Enrollment Action Items window to view and complete enrollment action items that have been created for a person. Action items are based on the enrollment requirements for the compensation objects in which the person is enrolling or de-enrolling. The following action items can be completed using this form:

- Beneficiary address
- Beneficiary date of birth
- Beneficiary social security number
- Beneficiary requires spousal consent certification
- Dependent date of birth
- Dependent social security number
- Enrollment certifications

#### **To complete an action item for a person:**

1. Query the Name, Social Security number, or other standard identifying information for this person.
2. Select the action item that the person is requested or required to complete in the Action Items field. The system displays:
  - A description of this action item
  - The compensation object in which the person is enrolling, de-enrolling, or changing elections
  - The life event prompting this enrollment, de-enrollment, or change in elections
  - The Due Date by which the action item is to be completed
  - Whether the action item is Required
3. Use the task flow buttons to navigate to the Certifications, People, or Designee window and complete the missing information, depending on the action item to be completed.



4. Check the Completed field when the action item is complete.

**Note:** If the action item is for a missing certification, the Completed field appears checked when you enter the certification received date and save.

5. Save your work.

**Note:** You cannot save in this form unless the action item is complete.

**Note:** When a required action item is completed, the system unsuspends the participant's election if there are no other incomplete required action items and there is no more than one optional action item left incomplete. If a required action item is not completed, the enrollment is end-dated as of the effective date of the Close Enrollment process if the action is due before the close of enrollment. If the participant experiences a subsequent life event before the required action item is completed, the enrollment is end-dated as of the effective date of the Participation process and the action item is end-dated.

**Note:** If an optional action item is not completed, the occurrence of a subsequent life event closes the action item with an effective end date equal to one day prior to the effective date of the Participation batch process.

## Recording Receipt of Enrollment Certifications (Advanced Benefits)

You record the receipt of enrollment certifications for a person using the Person Enrollment Certifications window.

You can also add and delete certifications or mark a received certification as denied.

**Note:** Use the Dependent/Beneficiary Designation window to record receipt of enrollment certifications for dependents and beneficiaries.

### To record receipt of an enrollment certification for a person:

1. In the Find Person window, enter the Name, Employee Number, or Social Security number for this person and choose the Find button.
2. Select the certification type submitted by the participant in the Certifications field. The system displays:
  - The compensation object and life event that generated the certification
  - The due date by which the certification must be completed
  - A check box indicating if certification is required for enrollment in this compensation object
  - A check box indicating if the participant's enrollment in this compensation object has been suspended pending the completion of any action items.
3. Check the Received field to indicate that this certification has been received.

**Note:** You can un-check the Received field after you save, if necessary.

4. Check the Denied field if this certification has been rejected.

**To add a certification for a person:**

1. Select a new certification from the list of certification types to add a certification to this participant's election.
2. Check the Required field to indicate that failure to provide this certification results in a suspended election.
3. Select the reason for the certification in the Due To field.
4. Save your work.

**To delete a certification for an election:**

1. Select the certification type and choose the delete icon from the toolbar.
2. Save your work.

**To record receipt of a certification required by an activity rate:**

1. Choose the Rate Certification button.

This button appears for enrollments in compensation objects that have standard rates that require certification.

2. Do one of the following:
  - Mark the certification as Received. This enters the element associated with the standard rate on the date calculated by the rate start date code. (This code is specified on the Plan Enrollment Requirements window.)
  - Mark the certification as Denied. The Rate Certification Required check box remains checked on the View Enrollment Results window.

**Note:** Once the certification is marked as Received, you cannot change it to Denied. Instead, you can delete the rate on the Miscellaneous Plan enrollment window or set the rate to zero on the Enrollment Override window. You can always update a certification from Denied to Received.

3. Save your work.

## Overriding Enrollment Results for a Plan (Advanced Benefits)

You use the Enrollment Override window to override election information *after* you have used the Participation Overrides window to specify that a person can enroll in a plan or option for which they have been found ineligible.

You can also override the rate and coverage amounts for a given benefit. If the participant designates a dependent for the plan, you can override the dependents that are covered by the plan.

**To override enrollment results for a plan:**

1. Set the effective date.
2. Query the Name of the person for whom you want to override enrollment results.

**Note:** The system displays the programs, plans, and options in which the person is currently enrolled.

**General Tab**

3. Choose the General tab if it is not already selected.
4. Select the plan and option you want to override.
5. Do one of the following:
  - Delete the enrollment by choosing the delete icon on the toolbar. Then, add a new row to the enrollment and select the plan and option in which you are enrolling the participant.
  - Or, override the enrollment by selecting a new plan and option from the list of values in the Plan field.

**Note:** The list of electable plans is based on the plan type of the plan in which the participant is currently enrolled.

**Note:** The Overridden field appears checked if this plan is an overriding plan and not a plan in which the participant was enrolled under normal circumstances.

6. Select a new Currency if you are overriding the currency in which this benefit is paid.
  - The No Longer Eligible field appears checked if the participant is no longer eligible for this plan or option.
  - The Suspended field appears checked if this plan or option has been suspended pending the receipt of certification. This field is read-only.

**Note:** You cannot override a suspended enrollment.

- The Interim field appears checked if this plan or option is the interim coverage assigned for a suspended election.

**Override Tab**

7. Check the Overridden field to override this plan or option.
8. Enter the date through which the system overrides the otherwise ineligible person's participation in this plan or option in the Thru field.

**Note:** You enter the override through date if you only want the override to be in effect for a limited period of time. The override through date cannot be later than the coverage end date.

9. Select the reason you are allowing this overriding enrollment in the Reason field.

**Coverage Tab**

10. Enter the following dates, as applicable:

- Coverage Start date
- Coverage End date

**Note:** When you override a plan in which a person is enrolled, the new enrollment begins as of the coverage start date you enter. If you do not enter a coverage end date, coverage for the plan ends based on the coverage end date code defined for the plan.

- Original Start Date
- Earliest De-enrollment date

### **Benefit Tab**

11. Enter the new coverage amount for this plan or option in the Value field.
12. Select the unit of measure of the benefit in the UOM field.
13. Enter the tax type of this benefit in the Type field.
14. Save your work.

### **Overriding Dependent Coverage Designations for a Plan**

You use the Override Dependents window to override a participant's dependent designations for a plan.

**Note:** You use the Dependent/Beneficiary Designation form to enter a participant's beneficiaries for an overriding plan.

1. Query the Name of the person for whom you want to override enrollment results in the Enrollment Override window.
2. Choose the Dependents button.
3. Select the name of the dependent in the Name field from the list of the participant's contacts.
4. Enter the start and end dates through which a dependent is covered under the plan.
5. Enter the Through date if a dependent's coverage under this plan is less than the coverage end date.

**Note:** The ?(question mark field) indicates if coverage for this dependent is based on an override.

6. Choose the More Contacts button if the dependent is not in the list of eligible dependents.

You can enter a new dependent in the Contacts window.

**Note:** In order for a contact to display as an eligible dependent, you must check the Personal Relationship field for the person on the Contact window and the person must meet the designation requirements you define.

7. Save your work.

## Overriding Participation Information for a Person

You use the Participation Overrides window to maintain override information for a potential benefits participant who is otherwise ineligible to participate in a particular program.

### To override participation information for a person:

1. Query the Name of the person for whom you are overriding participation information.
2. Check the View By Session Date field to view the person's participation information as of the system's effective date.  
  
Or, check the View By Participation Date to view this information as of the person's participation start date.
3. Select the Level in the compensation object hierarchy at which you are defining override information.
4. Select the Compensation Object for which you are overriding participation eligibility information for this person.
5. Check the Eligible field if this person is eligible for this benefit.
6. Choose the General tab if it is not already selected.
7. Select the Life Event Reason explaining why you are overriding this person's eligibility/ineligibility for this program or plan.
8. Enter the Waiting Period Completion Date if the participant must wait until a certain date before enrolling or de-enrolling in this compensation object.
9. Enter the Participation Start and End Dates through which this person participates in this program or plan.
10. Check the Restricted Distribution field if some organization (typically a court) has placed a restriction on the distribution of benefits to this participant.  
  
For example, a QDRO (US) specifies a portion of the participant's retirement benefits must be paid to that person's prior spouse.
11. Check the Highly Compensated field if this person is highly compensated according to the terms of the plan.
12. Check the Key Employee field if this person is a key employee according to the terms of the plan.
13. Check the Dependents Only field if this plan only covers this person's dependents.
14. Save your work.

## Overriding Eligibility Participation Information for a Person

You can override the run results of the Participation batch process for a person in the Participation Overrides window.

You can also freeze the future calculation of derived factors, such as age or length of service, for a person in a program or plan. The ability to freeze derived factors is useful when you want to exempt a participant from the eligibility rules that are linked to a particular derived factor.

**To override eligible participation information for a person:**

1. Query the Name of the person for whom you are overriding participation information.
2. Choose the Eligibility tab if it is not already selected.

**Age and Length of Service**

3. Choose the Age/Length of Service alternate region.
4. If you want the person's age to differ from that shown in the Age field, modify or enter that number.
5. If you want the person's age UOM to differ, modify or enter the unit of measure.
6. If you want the person's length of service to differ from that shown in the LOS field, modify or enter that number.
7. If you want the person's length of service UOM to differ, modify or enter that unit of measure.
8. If you want the person's number of hours worked to differ from that shown in the Hours Worked field, modify or enter that number.
9. If you want to modify the period in which the Hours Worked are measured, select a new value in the In Period field.
10. Enter the person's age and length of service in the Age & LOS field if you are overriding this derived value.

**Compensation**

11. Choose the Compensation alternate region.
12. If you want the person's computed compensation level to differ from that shown in the Compensation Reference field, modify or enter that number.
13. If you want the person's compensation currency to differ, enter that Currency.
14. If you want the calendar date the system uses to determine this person's length of service to differ from that shown in the Override Service Date field, modify or enter that date.
15. If you want the person's percent of full-time employment to differ from that shown in the Percent Full Time field, modify or enter that percentage.
16. Enter or modify the Hours Worked Qualification value if the system calculates the hours worked once (for a life event or an open enrollment period) or on a continuing basis each time you run the Participation batch process.

**Freeze**

17. In the Freeze block, check the derived factors you do not want the system to recalculate the next time it calculates derived factors for this person.
18. Save your work.

## **Overriding Waive Participation Information for a Person (Advanced Benefits)**

You can use the Participation Overrides window to override the certifications required to enroll in a waive plan.

**To override waive participation information for a person:**

1. Query the Name of the person for whom you are overriding participation information.

**Waive**

2. Choose the Waive tab if it is not already selected.
3. Check the Waive Plan field if this person is waiving this program or plan.
4. Select the Certification Type that this person is waiving for this program or plan.
5. Select a Reason explaining why this person is being allowed to waive this certification type for this program or plan.

**Override**

6. Choose the Override tab.
7. Check the No Maximum Participation field if special circumstances dictate that this person is eligible or ineligible for this plan or program.  
  
Checking this field indicates that this person's eligibility/ ineligibility for the specified compensation object remains in force for an indefinite period of time, regardless of changes to this person's derivable or temporal information.
8. Check the Override field to override the otherwise ineligible person's participation in this plan.
9. Enter the date through which the system overrides the otherwise ineligible person's participation in this plan in the Through Date field.
10. Select a Reason explaining why you are overriding the otherwise ineligible person's participation in this plan.
11. Save your work.

## **Overriding Participation Information for a Person for an Option in a Plan (Advanced Benefits)**

You can override eligibility results for a person enrolling in a plan option by using the Participation Overrides window.

Choosing to override eligibility results for one or more options in a plan is useful when you do not want to override the eligibility results for all options in a plan.

**To override participation information for a person for an option in a plan:**

1. Query the Name of the person for whom you are overriding participation information.
2. Select the program and plan that contains the option to override.
3. Choose the Options button.
4. Select the name of the option in this plan for which you are overriding participation information in the Eligible Options field.
5. Check the Eligible field if you want this otherwise ineligible person to be eligible to participate in this option in this plan.

Conversely, do not check the Eligible field if you want this otherwise eligible person to be ineligible to participate in this option in this plan.

6. Enter a Waiting Period Completion Date to change the date that must pass before a person is eligible for this benefit.
7. Enter the Start and End Dates through which this person is eligible/ineligible to participate in this option in this plan.
8. Check the Override field if special circumstances dictate that this person is deemed eligible or ineligible for this option in this plan.
9. Check the No Maximum Participation Override Through field if this person's eligibility or ineligibility for this option in plan remains in force for an indefinite period of time regardless of changes to this person's derivable or temporal information.
10. Select an Hours Worked Qualification code to indicate if the participant must meet the hours worked in period eligibility criteria once or on a recurring basis to qualify for this benefit.
11. Enter the date through which this override remains effective for this person's participation in the Override Through Date field, and select the Override Reason.
12. Save your work.

## Managing Eligible Person Waivers (Advanced Benefits)

You use the Waive Participation window to enter waive information for plan types and plans in a program.

### To manage eligible person waivers for a plan type in a program:

1. Query the Person who is eligible to receive the participation waiver.
2. Select the Program associated with the plan type or plans that this person is electing to waive.
3. Choose the Plan Type tab or the Plan tab depending if you are waiving all the plans in a plan type or only selected plans.
4. Select a Plan Type or Plan in this program that this person is electing to waive.
5. Select the Waive Reason that supports why this person is waiving participation in this plan type or plan.
6. Select the Certification Provided code that indicates this person provided the certification required to waive participation in this plan type or plan.
7. Check the Preferred field if this waive Certification is preferred, but not required.
8. Save your work.

## Maintaining Court Orders for a Participant

You use the Court Orders window to record a Qualified Medical Child Support Order or a Qualified Domestic Relation Orders for participants in the US who are subject to either of these court orders.

When a participant enrolls in a plan type or plan that is subject to a court order, the system determines if the participant's dependents that are named in the court order are covered by the plan type or plan in question. A warning message is issued at the time of enrollment notifying the benefits administrator of the court order.



**To maintain a court order for a participant:**

1. Query the person for whom you are entering a court order.
2. Select a court order type in the Type field.
3. Enter a court order identifier in the Order ID field.
4. Do one of the following:
  - Select the plan subject to the court order in the Plan field.
  - Or, select the Plan Type if the court order applies to all plans in the plan type.
5. Enter the name of the court that issued the order in the Issuing Court field.
6. Complete these date-related fields.
  - *Issued Date*- the date the court issued the order
  - *Received Date*- the date your organization received the order
  - *Qualified Date*- the date you validated that the order satisfies the criteria of a qualified order
7. Enter a Description of the court order.

In the Period in Effect block:
8. Enter the dates on which dependent coverage starts and ends based on this court order.

In the QDRO Payment block:
9. Specify the QDRO payment amount in either the Amount field or the % (Percent) field.
  - Enter the unit of measure of this payment, if the order is for an amount.
  - Select a distribution method in the Distribution field.
  - Enter the Number of Payments that must be made Per Period

In the Cited block:
10. Select the name of the dependent or other person cited as a recipient of this benefit based on the court order.
  - Choose the Contacts button if you need to add a dependent for this participant.
11. Save your work.

## Recording a Continuing Benefits Payment

You use the Record Continuing Benefits Payment window to enter the amount paid by a participant for participation in a continuing benefits plan, such as US COBRA plans.

**To record a continuing benefits payment:**

1. Query the person for whom you are recording a continuing benefits payment.

The system displays all plans in which the participant is currently enrolled.
2. Select the plan and option for which you are recording a payment.

The system display the activity rate for the plan you select and the Expected Payment Amount.

3. Enter the participant's payment amount in the Current Payment Amount field.
4. Save your work.

## Recording a Contribution or Distribution

You use the Record Contributions or Distributions window to enter an amount paid by or paid to a participant in association with a plan or an option.

### **To record a contribution or distribution:**

1. Query the person for whom you are recording a contribution or distribution.
2. Choose the Activities tab.
3. Select the activity rate for which you are recording a contribution or distribution in the Activity field.
4. Enter the Amount of the participant's payment or distribution.
5. Choose the Compensation Objects tab to view the plans and options associated with the activity rate for which you are recording a contribution or distribution.
6. Choose the Display Payments button to display the Payments window. You can view the element associated with an activity rate and any payments recorded by the element in this window.
7. Save your work.

# Continuing Benefits Eligibility

## Continuing Benefits Eligibility

Oracle HRMS uses benefits assignments to maintain eligibility for continuing benefits. The application creates a benefits assignment as a copy of the employee's primary assignment when certain events occur, such as the termination of the employee or a qualifying reduction in hours.

See: Continuing Eligibility: Benefits Assignments, page 1-93

You can view, update, manually create, and end a person's benefits assignment. For example, special circumstances may dictate that you want to change an ex-employee's payroll. If so, you can update the payroll on the person's benefits assignment.

You can update or delete a benefits assignment without affecting the original employee assignment.

See: Maintaining a Benefits Assignment, page 6-73

## Maintaining a Benefits Assignment

You use the Benefits Assignment window to view, update, and manually create a person's benefits assignment.

The application automatically creates benefits assignments based on certain events, such as an employee termination, if you set up the auto-generation of benefits assignments when you define the default payroll for a business group.

See: Defining Benefits Defaults Monthly for a Business Group, *Oracle HRMS Enterprise and Workforce Management Guide*

See: Continuing Eligibility: Benefits Assignments, page 1-93

### To maintain a benefits assignment:

1. Query the person for whom you are maintaining a benefits assignment.
2. Select the person's location and organization.
3. Insert the person's assignment status in the Status field.

**Note:** You can only manually insert a person's assignment status. You cannot update an assignment status that the system copies from the person's assignment record.

4. Update other assignment information as necessary.
  - Enter the person's people group in the Group field.
  - Select a Job, Position, and Grade.
  - Select a payroll.

**Note:** US and Canadian users must select a payroll with a monthly periodicity.

5. Save your work.

6. Choose the Entries button if you want to add, purge, or end element entries for this assignment.

You cannot manually enter or edit entries for elements attached to an activity base rate. These entries are updated by the system when you make an election change or enrollment override.

**To delete a benefits assignment:**

1. Query the person's benefits assignment and choose the Delete icon from the toolbar. You can choose to purge or end-date the record.

**Note:** Deleting a benefits assignment does not affect the employee assignment.

# Rates, Premiums, Balances, and Reimbursements

## Recalculate Participant Values Overview (Standard Benefits)

You can update activity rates for currently enrolled participants based on plan design changes--such as yearly rate increases--or after a salary review period. You can also recalculate rates if you change the Value Passed to Payroll. For selected persons, you run the Recalculate Participant Values process to calculate:

- Participant rates
- Coverages
- Actual premiums
- Imputed income rates (US)

The process provides for a participant to continue coverage in their current benefits elections without the need for re-enrollment or a manual change in rates.

By running the Recalculate Participant Values process close to when plan design changes take effect, you can minimize the impact on currently enrolling participants. Most often, a system administrator schedules the process to run after the end of an annual enrollment period.

As a prerequisite to running the process you should:

- Update your plan design (defining the new rate calculations)
- Ensure that person records are current
- Run the Maintain Participant Eligibility process to update eligibility records and derived factors such as age and length of service

See: Running the Maintain Participant Eligibility Process, page 6-14

See: Running the Recalculate Participant Values process, page 6-76

## Updating Activity Rates from Year-to-Year

When activity rates change between plan years, follow these steps to ensure that your rates are updated without any interruption to current enrollments.

Use the Standard Rates window to update activity rates.

### To update activity rates from year-to-year:

1. Set your effective date to the date and year in which the new rate becomes effective.
2. Make any changes that you require, such as updating the calculation to establish a new rate.

**Important:** Occasionally, you may want to change the element and input value of a standard rate for business purposes. If so, set the effective date to the date you want the element to begin for participants that you process. The effective date must be later than the existing element entry start date for a person currently enrolled in a compensation object that uses the rate.

3. Save your work.

When you process an enrollment or run the Recalculate Participant Values Process, the application calculates the rate according to your changes.

## Running the Recalculate Participant Values Process (Standard Benefits)

The Recalculate Participant Values process updates activity rates based on changes to plan design.

You run processes from the Submit Requests window.

See: Recalculate Participant Values Overview (Standard Benefits), page 6-75

### To run the Recalculate Participant Values process:

1. Select the Recalculate Participant Values process in the Name field.
2. Enter the Parameters field to open the Parameters window.  
You can select from a variety of criteria to limit the participants for whom you are re-calculating activity rates.
3. Select an individual in the Person Name field to run the process for a single person.
4. Select a Person Type if you want to calculate rates only for a particular person type (such as employee) within the compensation objects you select.
5. Select a compensation object--such as a plan or program--for which you are calculating rates.
6. If special circumstances apply, select a Compensation Object Selection Rule or a Person Selection Rule you have defined to limit the application of the rate re-calculation. For example, you can write a rule to restrict person selection to those employees with a recent salary change.
7. Choose the OK button.
8. Complete the batch process request and choose Submit.

If you run this process in error, you can resubmit the process at a date that is prior to the effective date of the previous run. This will recalculate results using the earlier effective date and remove all future changes.

**Note:** Anytime you run this process it will remove any future enrollment changes.

## Running the Premium Reconciliation Report

Run the Premium Reconciliation Report to support the monthly benefits billing reconciliation process. This report compares monthly premium amounts to standard rates and element entries by pay period, for all participants enrolled during the reporting period.

Use this report as an error check for employees with no rates, rates that differ from element entries, and rates and element entries that do not equal monthly premium amounts. In addition, you can use this report as an account of monthly premium payments by sending it to the benefits provider.

You run reports from the Submit Requests window.

### To run the Premium Reconciliation Report:

1. Select Reconciliation of Premium Contributions to Element Entries in the Name field.
2. In the Parameters window, enter the Reporting Start Date and the Reporting End Date to limit the premium reconciliation to this pay period.

**Note:** If you select dates beyond the pay period, the report result will not display the reconciliation details.

3. Select other criteria to limit the report results to a particular employee:
  - Employee Name
  - National Identifier
  - Employee Name Format: this limits the report result to the selected employee.

**Note:** The default format is the default Employee Name Format you configured during implementation. If you select Japanese, the report result displays the participant details in the full name format as per Japanese legislation requirements.

- Program: this limits the report to the specific program.

**Note:** The list of values contains all active programs in the business group.

4. Select the Plan to limit the report results to data elements contained in the plan.

**Note:** If you select a healthcare plan, the report displays details of healthcare options. Similarly, if you select an insurance plan, the report displays details of coverage options.

5. You can also select other criteria to limit the results of the report:

- Person Selection Rule
- Organization
- Location
- Benefits Group
- Reporting Group
- Payroll
- Premium Type

6. The default value for Output Type is Text. Select Comma Separated Values if you have many premium, rate, and element entry values.

7. Indicate if you want to view report results such as:

**Note:** The default value for the following is Yes:

- Display Plan Reconciliation Report: provides total participant monthly premiums, standard rates, element entries, and discrepancy amounts for each payroll frequency in the reporting period.

- Display Plan Discrepancies Report: lists all participant records with a discrepancy due to monthly premiums, standard rates, or element entries per pay period.
  - Display Life Event Report: lists all participants whose life event caused a change to plan premiums in the reporting period. If there are no such participants, the report result does not display this section.
  - Display Plan Participant Details Report: lists all the participants enrolled in the plan including option/coverage, monthly premium, and coverage start and end date.
  - Display Participant Details: displays the Plan Reconciliation and Plan Discrepancies sections of the report.
8. Choose OK.
  9. In the Submit Request window, verify the parameters you selected, set the schedule and the options for running the report.
  10. Choose the Submit button.

## Viewing and Adjusting Monthly Premiums for a Plan or Option in Plan

You use the Monthly Plan or Option Premium window to view the plans and options for which you have defined a premium calculation.

Use this form if you need to manually adjust the premium result for a plan or an option in plan or if you need to enter or update the costing segment against which the premium is applied.

### To view or adjust a monthly premium for a plan or option in plan:

1. Query the Plan or Option for which you want to view premium information.
2. Select the premium associated with this plan or option in the Premium Name field.

The system displays the following **read-only** premium information in the **General tabbed region**:

- The premium *Type*
- The premium *Payer*
- The *Supplier* of the coverage
- The *Calculation method* used to derive the premium.

The system displays premium calculation results in the **Monthly Activity tabbed region**. The following information is **read-only**:

- Premium unit of measure
  - the Premium Manually Adjusted field appears checked if you manually adjusted the premium
3. Enter the new premium in the Value field to manually adjust the result of the premium calculation.
    - If necessary, change the month or year for which you are manually adjusting the premium.
  4. Enter the Number of Participants included in this premium.



5. Enter or updates the Costing segment against which to apply the premium for this plan or option in plan.
6. Save your work.

## Viewing and Adjusting Monthly Premiums for a Participant

You use the Monthly Participant Premium window to view the plans and options in which a participant is enrolled that have an associated premium. Use this form if you need to manually adjust a participant's premium or if you need to enter or update the costing segment against which the participant's premium is applied.

### To view or adjust a monthly premium for a participant:

1. Query the Person for whom you want to view premium information.
2. Select the premium associated with this plan or option in the Premium Name field.

The system displays the following **read-only** premium information in the **General tabbed region**:

- The *Plan* or *Option* associated with the premium
- The premium *Type*
- The premium *Payer*
- The *Calculation method* used to derive the premium
- The *Supplier* of the coverage
- The *Standard Value* and *Unit of Measure* of the premium

The system displays premium calculation results for the selected person in the **Monthly Activity tabbed region**. The following information is **read-only**:

- Premium unit of measure
  - Total credits
  - Net premium (the premium paid minus the total credits applied to the premium)
  - the Allocated Value field appears checked if this is an allocated premium
  - the Premium Manually Adjusted field appears checked if you manually adjusted the premium
  - the Credits Manually Adjusted field appears checked if you manually adjusted the credits applied to this premium
3. Enter the new premium in the Value field to manually adjust the result of the premium calculation.
    - If necessary, change the month or year for which you are manually adjusting the premium.
  4. Enter or update the Costing segment against which to apply the premium for this person.
  5. Save your work.

## Defining Person Benefit Balances

You define a person benefit balance using the Person Benefits Balances window by associating a person with a benefit balance you have defined.

### To define a person benefit balance:

1. Select a Person for whom you are defining a benefit balance.
2. Select a Benefit Balance that you defined in the Benefit Balances window.
3. Enter a Value for the balance.
4. Save your work.

## Recording a Reimbursement Request (Advanced Benefits)

You use the Reimbursement Requests window to date effectively record a request for reimbursement when the participant incurs a cost that is covered by a plan for which you have defined reimbursable goods and services, such as a spending account plan.

### To record a reimbursement request:

1. Query the name of the person who is submitting the reimbursement request.
2. Select the Plan against which the submitter is making the reimbursement request.

#### Request Details Tab

1. Choose the Request Details tab.
2. Select the name of the person who is receiving the reimbursement in the For field.  
This can be the primary participant or a person of a valid relationship type to the primary participant as defined for the reimbursement plan.
3. Record the date range over which the cost was incurred in the From and To fields.

**Note:** The application saves future dated reimbursement requests with a status of Pending and does not create an element entry.

4. Check the Adjustment field if this reimbursement request is an adjustment to an existing request.
5. Enter the reimbursement request Amount and select the Currency type of the expense.
6. Enter the name of the good or service Provider and the Provider's Tax ID.
7. Select the Status of the reimbursement request.
8. Save your work.

When you save the request, the application automatically:

- Assigns the request a Request Number
- Assigns the request a status of Goods and Services Required
- Records the effective date as the Submitted Date of the request
- Indicates the Annual Coverage Elected (for spending account plans)

- Calculates the Annual Elected Amount for the plan
- Calculates the number of requests this year for this person for this plan in the Total Claims Submitted field

### **Goods or Services Tab**

**Note:** As a prerequisite, you must define goods and services during your plan design in order to process a reimbursement request.

1. Choose the Goods or Services tab.
2. Select the Good or Service provided.

The Certification Required field appears checked if you indicated this certification was required during your implementation.

3. Choose the Certification button to open the Reimbursement Certifications window.
  - Record the Received Date or Denied Date of the certification.
4. Save your work.

### **Changing the Status of a Request**

You can change the status of a reimbursement request.

#### **To change the status of a request**

9. Choose the Status Tracking tab.

The application populates the Status field with the request status you selected in Step 9 above.

In the Request block:

10. Select a Reason for this request status.

You can add to the list of Status Reason types by using the Lookup Type BEN\_STAT\_RSN in the Application Utilities Lookups window.

11. Check the Overriden field if you override the status of this request for some reason.

**Note:** This field is reserved for future use.

12. Select a Reason for the request override.

**Note:** This field is reserved for future use.

13. Select the Prior Status of the request before you selected the overriding request status.

**Note:** This field is reserved for future use.

In the Approved for Payment block:

14. Select the status of the approved payment in the Current field.

You can add to the list of Approved Payment Status types by using the Lookup Type BEN\_APRVD\_PYMT\_STAT in the Application Utilities Lookups window.

15. Select an approved payment status Reason.

You can add to the list of Approved Payment Status Reasons by using the Lookup Type BEN\_APRVD\_PYMT\_RSN in the Application Utilities Lookups window.

16. Check the Overriden field if you override the status of this approved payment for some reason.

**Note:** This field is reserved for future use.

17. Select a Reason for this approved payment override.

**Note:** This field is reserved for future use.

18. Select the Prior Status of the approved payment request before you selected the overriding status.

**Note:** This field is reserved for future use.

19. Save your work.

### **Entering a Reimbursement Payment**

When you save an approved request, the application writes the approved amount to the Reimbursement Payment window and updates the standard distribution rate for the reimbursement. If you link an element to the distribution rate, the process updates the element entry.

You can change the approved amount, provided that the new amount is not for a higher value and that your payroll system has not processed the payment.

#### **To enter a reimbursement payment**

3. Choose the Payment button.
4. Modify the Approved Payment amount.
5. Select a payment status and a status reason.
6. Check the Adjustment check box if you are adjusting the approved amount.
7. Save your work.

## **Running the Process Forfeitures Concurrent Request (Advanced Benefits)**

Run the Process Forfeitures concurrent request to calculate and record the total forfeited amount for each participant in a reimbursement plan at the end of a plan year.

**Note:** As a prerequisite, update the balances to make sure that contribution and distribution totals are current and accurate.

See: Setting Up Reimbursement Plans for Forfeitures (Advanced Benefits), page 1-66

You run processes from the Submit Requests window.

**To run the Process Forfeitures concurrent request:**

1. Select Process Forfeitures in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Enter the Effective Date of the process.
4. In the Commit field, select whether you want to commit or rollback the results of the process.
5. Select the reimbursement plan for which you are processing forfeitures in the Plan Name field.
6. Choose the OK button.
7. Complete the batch process request and choose Submit.
8. Run the Process Forfeitures Audit Log process or the Process Forfeitures Summary Report for information about errors and process totals.
9. To view forfeiture results for a participant, open the View Enrollment Results window. Query a person, then choose the Rates button.
10. To view total forfeitures for the plan, open the Forfeited Values window. Query a plan. Select the Forfeitures tab, then choose the Forfeiture Values button.

# Communications

## Determine Communications Batch Process

You use the Determine Communications batch process to generate communications that are not automatically generated based on the rules of your plan design.

You can generate a batch communication for just one person or for all the people who meet your selection criteria. You select the parameters of the batch process to limit the people who receive a communication.

You can generate a batch communication by selecting one of four different kinds of *triggers types*. A trigger is a primary parameter that determines the kind of communication that is delivered. Choose one of the following triggers:

- Enrollment Reminder Letters
- Action Item Reminder Letters
- Emerging Event Literature
- Targeted Mass Mailing

The parameters available for your use vary according to the trigger that you select.

When you select more than one parameter, the system only generates communications for those persons who meet the criteria of all the parameters you select.

**Important:** If you do not select a communication type as one your parameters, the batch process generates all communications defined for the trigger type you select.

### Enrollment Reminder Letters

You select this trigger to generate one or more batch communications for all participants who:

- Have an open life event (life event status equals Started)
- Have not made an election as of the effective date of the batch process
- Meet the criteria of all the parameters that you select

For example, you could send an enrollment reminder letter to all persons eligible for a benefit who have not made an election by a certain date.

### Action Item Reminder Letters

You select this trigger to generate one or more batch communications for all participants who:

- Have an open action item as of the effective date of the batch process
- Meet the criteria of all the parameters that you select

### Emerging Event Literature

You select this trigger to generate one or more batch communications for all participants who:

- Will experience a life event based on the temporal factors of age, length of service, or combination age and length of service as of the date you select
- Meet the criteria of all the parameters that you select

**Note:** For emerging event communications, the selection of a compensation object as a batch process parameter is optional. If no compensation object is specified, none will be used. For other batch processes, if you do not select a compensation object all compensation objects are included as a parameter.

## Targeted Mass Mailing

You select this trigger to generate one or more batch communications for all participants who:

- Are either eligible for a benefit or enrolled in a benefit that you select
- Meet the criteria of all the parameters that you select

## Determine Communications Batch Process Parameters

You select batch communication parameters to determine the criteria that a person must meet in order to receive a communication.

When you select more than one parameter, the system generates communications for those persons who meet the criteria of *all* the parameters you select.

The available parameters vary according to the *trigger type* that you select.

A listing of all possible runtime parameters follows.

- **Action Type** Select an action type to specify that the system process persons who have an open action item effecting their enrollment as of the effective date of the batch process run.
- **Age Factor** Select an age factor to specify that the system process persons who meet the criteria of this derived factor.
- **Combination Age and Length of Service** Select a combination age and length of service factor to specify that the system process persons who meet the criteria of this derived factor.
- **Comp Object Select Rule** Select a user-defined rule to limit the compensation objects that are processed in the batch run.
- **Eligible or Enrolled** Select this parameter to indicate if the system should process persons who are eligible for a benefit or enrolled in a benefit.
- **Enrollment Period** Select an enrollment period.
- **From Date** Select the date from when the derived factor is computed if you use age, length of service, or combination age and length of service as a parameter.
- **Length of Service Factor** Select a length of service factor to specify that the system process persons who meet the criteria of this derived factor.
- **Life Event** Select a life event to specify that the system process persons experiencing this life event.

- **Location** Select a location to specify that the system process all employees assigned to that location.
- **Maximum Age** Enter a maximum age to use as a selection criteria instead of an age factor.
- **Maximum Combination Age and Length of Service** Enter a maximum combination age and length of service to use as a selection criteria instead of a combination age and length of service factor.
- **Maximum Length of Service** Enter a maximum length of service to use as a selection criteria instead of a length of service factor.
- **Minimum Age** Enter a minimum age to use as a selection criteria instead of an age factor.
- **Minimum Combination Age and Length of Service** Enter a minimum combination age and length of service to use as a selection criteria instead of a combination age and length of service factor.
- **Minimum Length of Service** Enter a minimum length of service to use as a selection criteria instead of a length of service factor.
- **Mode** Select Initial if you are submitting this communication batch process for the first time, or select Resend if you are re-submitting this batch process.
- **Organization** Select an organization to specify that the system process all employees whose primary assignment is to the organization.
- **Person Name** Select one person for processing.
- **Person Selection Rule** Select a user-defined rule designed to limit which persons are processed by the batch run. The Person Selection Rule and the Person Name parameters are mutually exclusive.
- **Person Type** Select one person type for processing.
- **Plans Not in Programs** Select Yes to specify that the system process all persons for all plans not in program.
- **Program** Select a program to specify that the system process persons enrolled in or eligible for any plans or options in this program.
- **Trigger Type** This is the main parameter that determines the kind of communication to be sent.

## Maintaining Person Communications

You use the Person Communications window to date effectively maintain information about the communications that are sent to a participant. You can define communications so that they are automatically sent to a participant after a qualifying life event, or you can send communications at the participant's request.

### To maintain communications for a person:

1. Query the person for whom you want to maintain communications information.
2. Select the Type of communication you are sending.



**Note:** The communications listed in the Type field are those defined with a communication trigger type of Online Participant Based Request or Online PSR Based Request.

The system displays the following read-only information based on the communication you select:

- The life event triggering this communication
  - The date sent, if this communication has been sent
  - The short name for the communication, if one was defined
  - The To Be Sent date code, communication usage, and recipient type
3. Modify the To Be Sent date, if necessary.
  4. Check the Inspect field if this mailing requires inspection.
  5. Check the Requested field if this mailing does not require inspection, but inspection is requested.
  6. Select the Address to which the communication should be delivered.
  7. Change the delivery method or media, if necessary.  
You maintain a person's preferred delivery method and media on the People window.
  8. Enter any Instructions about the delivery or processing of this communication.
  9. Choose the Usages button to navigate to the Communications Usages window where you can associate the communication type to a program, plan, action, or enrollment period.
  10. Choose the Resend button to send this communication.
  11. Save your work.

## Running the Determine Communications Batch Process

You run the Communications Batch Process from the Submit Requests window. Select runtime parameters as needed.

### To run the Communications Batch Process:

1. Check the Single Request field.
2. Select the Determine Communications batch process in the Request Name field.
3. Select one or more runtime parameters in the resulting Parameters window to limit the group of persons the system processes during the batch run.

**Note:** The system determines the available parameters based on the trigger type you select. Further system edits prevent the selection of incompatible parameters.

4. Choose the Submit Request button to submit this batch run for system processing.



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# Savings and Retirement

## Savings and Retirement Overview

In most countries, deductions for savings and retirements receive favorable tax treatment and special rules are applied. You set up these deductions within the Pre-tax or Voluntary Deduction element classifications.

In the US you use the Deductions window to generate all the elements, balances, and formulas you require to process deferred compensation plans and tax-sheltered annuities. For each plan you specify whether employees can make after-tax contributions as well as pre-tax deductions. You also specify whether employees can make Catch-up contributions (to continue contributing when they have reached the base plan contribution limit).

You can also set up State Retirement System plans, by initiating deductions in the categories "Defined Benefit Plan" or "Defined Contribution Plan".

You can use predefined system extract definitions to report on retirement plans and contributions to deferred compensation plans and tax-sheltered annuities (401K, 403b and 457 plans). You can also make copies of the seeded pension extracts and modify them to add your own data elements and layout as required by each of the pension providers.

## Savings and Retirement

### How do you set up deferred compensation plans and tax sheltered annuities?

Using the Deductions window you can generate all the payroll components you require for each plan (401(k), 457, or 403(b)). For each plan, you can specify whether to enable After-tax contributions, employer contributions, and Catch-up provisions. You can define eligibility for these plans using element links or eligibility profiles.

### What flexibility do you provide for handling after-tax contributions and catch-up provisions?

If you enable after-tax contributions and catch-up provisions for a plan, you can determine - for each employee and plan - how the system processes these contributions. For each type of contribution, you can specify whether these contributions are deducted at the same time as the base contribution, or only when the employee reaches the limit for base contributions. You can specify whether overflow amounts from the base contribution (that is, amounts beyond the limit) are deducted as after-tax or catch-up deductions, or simply ignored. Similarly you can specify whether overflow

amounts from the catch-up contribution are deducted as after-tax deductions, or simply ignored.

### **How do you handle differences in state reporting requirements for state retirements plans?**

The predefined system extracts are based on the most common format used by most states, but you can modify your copies of the generic extract definitions to meet specific state requirements if required.

# Deferred Compensation Plans and Tax-Sheltered Annuities

## Deferred Compensation Plans and Tax-Sheltered Annuities

Eligible employees can elect to participate in a deferred compensation plan (such as 401(k), 457) or contribute to a tax-sheltered annuity (such as 403(b)) rather than receive the full amount of their salary in cash.

Participation in a deferred compensation plan is usually a pre-tax contribution that reduces the employee's taxable income. The maximum amount of salary that an employee can elect to defer and have contributed to a plan can change annually. In addition to pre-tax contributions, employees can make after-tax contributions. Employers can contribute *matching* amounts (the employer's matching contribution does not have to equal the employee's contribution).

Contributions and interest on deferred amounts are not subject to federal (nor most state) income tax until they are withdrawn.

Once you create and save your deduction, Oracle Payroll automatically generates both the pre- and post-tax deduction elements (if applicable). Oracle Payroll requires you to link and enter values for these elements separately.

Your organization needs to create deferred compensation elements and links only once. You must enter and maintain individual deferred compensation values for each individual assignment as dictated by your benefit elections policy.

**Note:** For an employee with multiple assignments, you can set up a pre-tax deduction for each assignment. Make sure that you record any deferral amount from a previous employer in element entries for each assignment. This ensures that the payroll run stops each assignment deduction when the total of the combined employee contributions equals the maximum allowed.

## After-Tax Contributions

If you select the After-Tax Component check box in the Deferred Comp Rule region when you define the deductions, Oracle Payroll creates the following entry values on the after-tax element.

## Entry Values for After-Tax Contributions to Deferred Compensation Plans

Entry Value Name	Purpose of Entry
Take OverLimit AT	Select an option that takes pre-tax limit overflow amounts into the after tax balance. The options are Always, Never, and One-Time Deduction. You can use this option to take both base limit and catch-up overflow amounts.
AT Processing Order	You select whether the application processes the after-tax deduction at the same time as the pre-tax (Concurrent), or after pre-tax deductions have reached their limit (Sequential).

## 401(k), 403(b), and 457 Catch-Up Provisions

Oracle Payroll supports deferred compensation plans with catch-up provisions (401(k), 403(b), and 457).

When you enable a catch-up provision, Oracle Payroll automatically adjusts an eligible employee's maximum pre-tax contribution limit. The application tracks base deductions and catch-up deductions separately, to support discrimination testing. It also processes catch-up deductions either sequentially or concurrently up to statutory or plan limits--the deduction stops when deferral amounts reach predefined limits.

The system tracks overflow amounts for states that do not conform to federal statute and plan to tax increases in Pre Tax contributions.

Oracle Payroll also supports nonrecurring one-time adjustments to deductions and arrears balances.

You can use the Over Limit report to identify employees for whom the Catch Up balance exceeds the IRS limit. See: *Over Limit Report, Oracle HRMS Payroll Processing Management Guide*.

If you enable catch-up processing when you define the deductions, Oracle Payroll creates the following entry values on the catch-up element.

## Entry Values for Catch-Up Contributions to Deferred Compensation Plans

Entry Value Name	Purpose of Entry
Catch-Up Type	There are three types of deferred compensation plans: General (401k, 403b, and 457), Elective Deferral (403b only), and Retirement (457 only). An employee can participate in Elective Deferral and General Catchup at the same time, or Retirement and General Catchup at the same time.
Take Overlimit Catchup	An employee can take base limit overflow amounts into the catch-up balance in each pay period in which an overflow exists (Always), only once in the first pay period in which an overflow exists (One-Time Deduction), or Never.
Catch-Up Processing	An employee can process base and catch-up deductions and the same time (Concurrent), or wait until the base deductions have reached the limit before processing catchup (Sequential).
Override IRS Limit	If your company's plan specifies a lower limit than that of the IRS, you can specify a lower base limit.

## Catch-Up Deduction Elements

The main element for a catch-up deduction is **<base\_name> Catchup**, where **<base\_name>** is the name you give to the deduction, such as "SleepEZ\_401k".

Use the Element Entries window to associate this element with an individual employee and enable the catch-up provisions. Your state may choose to tax the catch-up portion of deferred contributions.

A related element generated by the base deduction (**<base\_name> Taxable by JD [401k] [403b] [457]**) stores the amount taxable by your state jurisdiction (JD) when the state intends to tax the increase in the federal pre-tax limit. For example, the pre-tax limit was \$10,500 in 2001 and \$11,000 in 2002. Your state may choose to tax the \$500 increase in 2002. This is an indirect element that you do not attach or link.

**Warning:** An employee is not eligible for catchup if the base deduction is not met, and discrimination testing requires accurate tracking of base and catch-up deductions. If an employee uses concurrent catch-up processing, and the total base deduction at the end of the year is less than the base limit, you must use a balance adjustment to recharacterize all or part of the catchup amount as base. You may also need to refund income taxes in a state that has taxed catch-up deductions. Oracle Payroll does not automatically perform these tasks.

## Sample Cases for Catch-Up Processing

The following sample cases provide a real-world view of how selected combinations of entry values for Take Overlimit Catchup and Take Overlimit AT affect payroll processing

of base, catch-up, and after-tax deductions. A reference table with detailed explanations of each deduction amount follows each initial summary table.

The examples assume that the employee has elected the following prescribed deductions from monthly pay:

- **Base Plan (BP):** 10%
- **Catch-up (CU):** 3%
- **After-tax (AT):** 2%

## Sample Case 1

In sample case 1 the application takes base overflow amounts into catchup when the employee reaches the base plan limit. The first table summarizes the effects of three entry values over five pay periods. It displays deduction amounts, expressed as a percentage of monthly pay, in the sequence *BP%+CU%*. Catch-up processing is *Sequential* and there is no after-tax deduction.

Take Over Limit Catchup	Pay Period n	Pay Period n+1- employee reaches base plan limit (5% excess)	Period n+2	Pay Period n+3- employee reaches catch-up limit (2% excess)	Pay Period n+4
<b>One Time Deduction</b>	10%+0%	5%+(5%+3%)	0%+3%	0%+1%	0%+0%
<b>Never</b>	10%+0%	5%+3%	0%+3%	0%+1%	0%+0%
<b>Always</b>	10%+0%	5%+(5%+3%)	0%+(10%+3%)	0%+1%	0%+0%

The following tables are for reference. They describe the effects of each entry value in greater detail, explaining how the application calculates the deduction amounts in each pay period.



**One-Time Deduction Entry Value**

Pay Period	Deductions (BP%+CU%)	Explanation
Pay Period n	10%+0%	<b>10% to base</b> , because 10% is the prescribed deduction for the employee's base plan; <b>0% to catchup</b> , because catch - up processing is <i>Sequential</i> and the employee has not yet reached the base limit.
Pay Period n+1	5%+(5%+3%)	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>(5%+3%) to catchup</b> , because sequential processing of catchup begins when the employee reaches the base limit. With the entry value <i>One Time Deduction</i> , the application takes the 5% base overflow to catchup this one time, and the prescribed 3% also goes to catchup.
Pay Period n+2	0%+3%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because with the entry value <i>One Time Deduction</i> , overflows go to catchup only once, and the application took a spillover already in period n+1. The prescribed 3% goes to catchup.
Pay Period n+3	0%+1%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reached the catchup limit at the 1% mark. There is no after - tax deduction, so processing stops after reaching the catch - up limit. The application does nothing with the 2% overflow.
Pay Period n+4	0%+0%	<b>0% to base and 0% to catchup</b> , because the employee has reached both the base and catch - up limits.

**Never Entry Value**

Pay Period	Deductions (BP%+CU%)	Explanation
Pay Period n	10%+0%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>0% to catchup</b> , because catch - up processing is <i>Sequential</i> and the employee has not yet reached the base limit.
Pay Period n+1	5%+3%	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>3% to catchup</b> , because sequential processing of catchup begins when the employee reaches the base limit. With the entry value <i>Never</i> , the application takes no overflow amounts to catchup, but does take the prescribed 3% amount.
Pay Period n+2	0%+3%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because 3% is the prescribed catch - up deduction.
Pay Period n+3	0%+1%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reached the catch - up limit at the 1% mark. Without an after - tax deduction, processing stops after reaching the catch - up limit. Nothing is done with the 2% overflow.
Pay Period n+4	0%+0%	<b>0% to base</b> and <b>0% to catchup</b> , because the employee has reached both the base and catch - up limits.

***Always Entry Value***

<b>Pay Period</b>	<b>Deductions (BP%+CU%)</b>	<b>Explanation</b>
Pay Period n	10%+0%	<b>10% to base</b> , because 10% is the prescribed deduction for the employee's base plan; <b>0% to catchup</b> , because catch - up processing is <i>Sequential</i> and the employee has not yet reached the base limit.
Pay Period n+1	5%+(5%+3%)	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>(5%+3%) to catchup</b> , because sequential processing of catchup begins when the employee reaches the base limit. With the entry value <i>Always</i> , the application takes the 5% base overflow to catchup every time. The application also takes the prescribed 3% to catchup.
Pay Period n+2	0%+(10% + 3%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>(10%+3%) to catchup</b> , because with the entry value <i>Always</i> , the application takes what is now a 10% base overflow to catchup every time. The application also takes the prescribed 3% to catchup.
Pay Period n+3	0%+1%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reaches the catchup limit at the 1% mark. Without an after - tax deduction, processing stops after reaching the catch - up limit. The application does nothing with the 2% overflow.
Pay Period n+4	0%+0%	<b>0% to base and; 0% to catchup</b> , because the employee has reached both the base and catch - up limits.

**Sample Case 2**

In sample case 2 the application takes base overflow amounts into aftertax when the employee reaches the base plan limit. The first table summarizes the effects of three entry values over four pay periods. It displays deduction amounts, expressed as a percentage of monthly pay, in the sequence BP%+AT%. After - tax processing is *Concurrent* and there is no catch - up deduction.

Take Over Limit AT	Pay Period n	Pay Period n+1 - - employee reaches base plan limit (5% excess)	Pay Period n + 2	Pay Period n + 3
<b>One - Time Deduction</b>	10%+2%	5%+(5%+2%)	0%+2%	0%+2%
<b>Never</b>	10%+2%	5%+2%	0%+2%	0%+2%
<b>Always (Base Pension Plan)</b>	10%+2%	5%+(5%+2%)	0%+(10%+2%)	0%+(10%+2%)

The following tables are for reference. They describe the effects of each entry value in greater detail, explaining how the application calculates the deduction amounts in each pay period.

#### ***One-Time Deduction Entry Value***

Pay Period	Deductions (BP%+AT%)	Explanation
Pay Period n	10%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>2% to aftertax</b> , because concurrent processing of aftertax begins immediately, taking the prescribed 2%.
Pay Period n+1	5%+(5%+2%)	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>(5%+2%) to aftertax</b> , because with the entry value <i>One - Time Deduction</i> , the application takes the 5% base overflow to aftertax this one time. The application also takes the prescribed 2%.
Pay Period n+2	0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>2% to aftertax</b> , because 2% is the prescribed deduction for aftertax. The application took the one - time spillover already in period n+1.
Pay Period n+3	0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>2% to aftertax</b> , because 2% is the prescribed deduction for aftertax. The application took the one - time spillover already in period n+1.

**Never Entry Value**

<b>Pay Period</b>	<b>Deductions (BP%+AT%)</b>	<b>Explanation</b>
Pay Period n	10%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>2% to aftertax</b> , because concurrent processing of aftertax begins immediately, taking the prescribed 2%.
Pay Period n+1	5%+2%	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>2% to aftertax</b> , because with the entry value <i>Never</i> , the application takes no overflow amounts to aftertax. The application takes the prescribed 2%.
Pay Period n+2	0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>2% to aftertax</b> , because 2% is the prescribed deduction.
Pay Period n+3	0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>2% to aftertax</b> , because 2% is the prescribed deduction.

***Always Entry Value***

<b>Pay Period</b>	<b>Deductions (BP%+AT%)</b>	<b>Explanation</b>
Pay Period n	10%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for the employee's base plan; <b>2% to aftertax</b> , because concurrent processing of aftertax begins immediately, taking the prescribed 2%.
Pay Period n+1	5%+(5%+2%)	<b>5% to base</b> , because the employee reaches the base limit at the 5% mark; <b>(5%+2%) to aftertax</b> , because with the entry value <i>Always</i> , the application takes the 5% spillover amount to aftertax every time, along with the prescribed 2%.
Pay Period n+2	0%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>(10%+2%) to aftertax</b> , because with the entry value <i>Always</i> , the application takes what is now a 10% spillover amount to aftertax every time, along with the prescribed 2%.
Pay Period n+3	0%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>(10%+2%) to aftertax</b> , because with the entry value <i>Always</i> , the application takes spillover amounts to aftertax every time, along with the prescribed 2%.

**Sample Case 3**

In sample case 3 the application takes base or catch - up overflow amounts into aftertax when the employee reaches the base plan or catch - up limit. The first table summarizes the effects of four entry values over five pay periods. It displays deduction amounts, expressed as a percentage of monthly pay, in the sequence BP%+CU%+AT%. After - tax processing order is *Concurrent*.

Catch - up processing is *Sequential*, and the entry value for Take Overlimit Catchup is *Never*. So while the application does process catch - up deductions after the employee reaches the base limit, it does not ever take base overflow amounts into catchup.

**Note:** If the employee uses the entry value *One - Time Deduction for Take Overlimit AT*, the application takes a spillover only once. The application takes a base or a catchup overflow amount, depending upon which of the two limits the employee reaches first.

Take Over Limit AT	Pay Period n	Pay Period n+1 - - employee reaches base plan limit (5% excess)	Pay Period n+2	Pay Period n+3 - - employee reaches catch-up limit (2% excess)	Pay Period n+4
One - Time Deduction	10%+0%+2%	5%+3%+ (5%+2%)	0%+3%+2%	0%+1%+2%	0%+0%+2%
Never	10%+0%+2%	5%+3%+2%	0%+3%+2%	0%+1%+2%	0%+0%+2%
Always (Base Pension Plan)	10%+0%+2%	5%+3%+ (5%+2%)	0%+3%+ (10%+2%)	0%+1%+ (10%+2%)	0%+0%+ (10%+2%)
Always (base pension plan and catch-up)	10%+0%+2%	5%+3%+ (5%+2%)	0%+3%+ (10%+2%)	0%+1%+ (10%+2%+2%)	0%+0%+ (10%+3%+2%)

The following tables are for reference. They describe the effects of each entry value in greater detail, explaining how the application calculates the deduction amounts in each pay period.

#### ***One-Time Deduction Entry Value***

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n	10%+0%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for the employee's base plan; <b>0% to catchup</b> , because catch-up processing is <i>Sequential</i> , and the employee has not yet reached the base limit; <b>2% to aftertax</b> , because concurrent processing of aftertax begins immediately, taking the prescribed 2% amount.

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n+1	5%+3%+(5%+2%)	<b>5% to base</b> , because the employee reached the base limit at the 5% mark; <b>3% to catchup</b> , because sequential processing of catchup begins when the employee reaches the base limit. With the entry value <i>Never</i> for Take Overlimit Catchup, the application takes no overflow - but it does take the prescribed 3% amount. <b>(5%+2%) to aftertax</b> , because with the entry value <i>One-Time Deduction</i> , the application takes the 5% base overflow to aftertax this one time. The application also takes the prescribed 2% to aftertax.
Pay Period n+2	0%+3%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because 3% is the prescribed deduction for catchup; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax. The application took the one-time spillover already in period n+1.
Pay Period n+3	0%+1%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reached the catchup limit at the 1% mark; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax. The application took the one-time spillover already in period n+1.
Pay Period n+4	0%+0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>0% to catchup</b> , because the employee reached the catch-up limit in period n+3; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax. The application took the one-time spillover already in period n+1.



**Never Entry Value**

<b>Pay Period</b>	<b>Deductions (B P%+CU%+AT%)</b>	<b>Explanation</b>
Pay Period n	10%+0%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>0% to catchup</b> , because catch-up processing is <i>Sequential</i> and the employee has not yet reached the base limit; <b>2% to aftertax</b> because concurrent processing of aftertax begins immediately, taking the prescribed 2% amount
Pay Period n+1	5%+3%+2%	<b>5% to base</b> , because the employee reaches the base limit at the 5% mark; <b>3% to catchup</b> , because with the entry value <i>Never</i> for Take Overlimit Catchup, the application takes no overflow to catchup. The application takes the prescribed 3% amount. <b>2% to aftertax</b> because with the entry value <i>Never</i> , the application takes no overflow amount to aftertax. The application takes the prescribed 2% amount.
Pay Period n+2	0%+3%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because 3% is the prescribed deduction for catchup; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax.

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n+3	0%+1%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reached the catch-up limit at the 1% mark; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax. With the entry value <i>Never</i> , the application does not take the catch-up overflow to aftertax.
Pay Period n+4	0%+0%+2%	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>0% to catchup</b> , because the employee reached the catch-up limit in period n+3; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax.

***Always Entry Value (base pension plan)***

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n	10%+0%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>0% to catchup</b> , because catch-up processing is Sequential and the employee has not yet reached the base limit; <b>2% to aftertax</b> because concurrent processing of aftertax begins immediately, taking the prescribed 2%.
Pay Period n+1	5%+3%+(5%+2%)	<b>5% to base</b> , because the employee reaches the base limit at the 5% mark; <b>3% to catchup</b> , because with the entry value <i>Never</i> for Take Overlimit Catchup, the application takes no overflow to catchup. The application takes the prescribed 3% amount. <b>(5%+2%) to aftertax</b> , because with the entry value <i>Always</i> (base pension plan), the application takes the 5% base overflow amount to aftertax. The application also takes the prescribed 2% amount.

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n+2	0%+3%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because 3% is the prescribed deduction for catchup; <b>(10%+2%) to aftertax</b> because with the entry value <i>Always (base pension plan)</i> , the application takes what is now a 10% base overflow amount to aftertax every time. The application also takes the prescribed 2%.
Pay Period n+3	0%+1%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reaches the catch-up limit at the 1% mark; <b>(10%+2%) to aftertax</b> because with the entry value <i>Always (base pension plan)</i> , the application takes the base overflow amount to aftertax every time. The application also takes the prescribed 2% amount.
Pay Period n+4	0%+0%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>0% to catchup</b> , because the employee reached the catch-up limit in period n+3; <b>(10%+2%) to aftertax</b> because with the entry value <i>Always (base pension plan)</i> , the application takes the base overflow amount to aftertax every time. The application also takes the prescribed 2% amount.

***Always Entry Value (base pension plan and catch-up)***

<b>Pay Period</b>	<b>Deductions (B P%+CU%+AT%)</b>	<b>Explanation</b>
Pay Period n	10%+0%+2%	<b>10% to base</b> , because 10% is the prescribed deduction for base; <b>0% to catchup</b> , because catch-up processing is <i>Sequential</i> and the employee has not yet reached the base limit; <b>2% to aftertax</b> because 2% is the prescribed deduction for aftertax.
Pay Period n+1	5%+3%+(5%+2%)	<b>5% to base</b> , because the employee reaches the base limit at the 5% mark; <b>3% to catchup</b> , because sequential processing of catchup begins when the employee reaches the base limit, taking the prescribed 3%. <b>(5%+2%) to aftertax</b> , because with the entry value <i>Always (base pension plan and catch-up)</i> , the application takes the 5% base overflow amount to aftertax.
Pay Period n+2	0%+3%+(10%+2%)	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>3% to catchup</b> , because 3% is the prescribed deduction for catchup; <b>(10%+2%) to aftertax</b> because with the entry value <i>Always (base pension plan and catch-up)</i> , the application takes all spillover amounts to aftertax every time.

Pay Period	Deductions (B P%+CU%+AT%)	Explanation
Pay Period n+3	$0\%+1\%+(10\%+2\%+2\%)$	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>1% to catchup</b> , because the employee reached the catch-up limit at the 1% mark; <b>(10%+2%+2%) to aftertax</b> because with the entry Value Always (base pension plan and catchup), the application takes all spillover amounts to aftertax every time (10% from base, 2% from catchup). The application also takes the prescribed 2% amount.
Pay Period n+4	$0\%+0\%+(10\%+3\%+2\%)$	<b>0% to base</b> , because the employee reached the base limit in period n+1; <b>0% to catchup</b> , because the employee reached the catch-up limit in period n+3; <b>(10%+3%+2%) to aftertax</b> because with the entry Value Always (base pension plan and catchup), the application takes all spillover amounts to aftertax every time (10% from base, 3% from catchup). The application also takes the prescribed 2% amount.

## Creating 401(k), 403(b), and 457 Elements

Create 401(k), 403(b), and 457 elements in the Deduction window.

### To create 401(k), 403(b) or 457 elements:

1. Set the effective date early enough to handle any historical entries. You cannot enter a deduction for employees before the deduction's effective start date.
2. Type a unique name for the element in the Name field. Type a short name in the Reporting Name field, if desired.

The Name applies to both the deduction element and its formula. It must start with a letter of the alphabet, not a number or a symbol. The Reporting Name is a short name (less than 12 characters) that appears on reports and the statement of earnings.

3. Select Pre-Tax Deductions in the Classification field. Select the appropriate category (say, Deferred Comp 401k) in the Category field.
4. If you are using Basic Benefits, select the appropriate classification in the Benefit Classification field.

**Important:** Do not select a benefit classification if your site uses Standard Benefits or Advanced Benefits.

5. Optionally, change the default priority. The deduction's classification determines its default processing priority in the payroll run. Deductions with lower processing priorities process first.

**In the Processing tab:**

6. Make sure Recurring is enabled in the Type region.
7. Select one of the following from the Start Rule region:

**On Entry**, to start the deduction on the effective date you enter it for the employee.

**Earnings Threshold**, to start the deduction when the employee's gross earnings reach a specified amount. You specify this amount using the entry value Threshold Amount in the Element Entries window.

**Note:** You can specify independent Threshold Amount values for each element—for example, the base deduction and the catch-up deduction.

8. Check the appropriate boxes in the Deferred Compensation Rule region:
  - **Employer Match** creates an ER Match element you can enter for employees who are eligible for employer matching (or partial matching).
  - **After-Tax Component** creates an AT element you can enter for employees who elect to contribute after-tax money.

**Note:** You cannot select After-Tax Component for your own categories of pretax deductions.

Enabling an Employer Match or After-Tax Component check box creates a separate after-tax element. This element takes the same name as the Pre-Tax element, but is followed by the letters ER (in the case of Employer Match) or AT (in the case of After-Tax).

9. Select a Run Type:

**Regular**, for the deduction to process only in Regular runs, that is, the runs that produce employees' regular pay in each period.

**All**, to process the deduction in both Regular and Supplemental runs.

10. In the Termination region, select a termination rule to determine how entries of the element are processed after termination of the employee:

**Actual Termination**, if you want recurring entries to close down on the date the employee leaves. For a nonrecurring element, select Actual Termination if you want the entries to close down at the end of the pay period in which the employee leaves, or on the date the assignment ends (the final process date) if this is earlier.

**Final Close**, if you want the entries to stay open beyond the employee's leaving date so that you can continue to pay the employee.

**Last Standard Process**, for all recurring and nonrecurring elements if you want their entries to close down on the Last Standard Process date or on the date the assignment ends (the final process date) if this is earlier. The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee.

11. In the Catch-Up Processing option group, select one of the following:
- None**, if the deduction has no catch-up processing component.
- Sequential**, to tell the application to process catch-up deductions only after reaching the base limit.
- Concurrent**, to tell the application to process base plan and catch-up deductions at the same time.
- Note:** Selecting this option sets the default for the deduction. You may change the option later per employee in the Element Entries window.
12. Check the Standard Link check box only if you want to attach the deduction to all employees.
13. Check the Total Reached stop rule check box if the deduction should stop when the total sum taken from an employee for this deduction reaches a specified total. You enter this total in the entry value Total Owed:
- Specify a Total Reached default value for all eligible employees in the Total Owed Default field of the Input Values window of the Element Link window.
  - Specify a Total Reached value for an individual employee in the Total Owed field of the Entry Values window of the Element Entries window.
- Uncheck the Total Reached check box if the deduction should stop on the effective date you delete the deduction for an employee. (This is the On Entry stop rule.)
14. Check the Frequency Rules Exist check box, and click the Frequency Rules button to enter the appropriate information (if necessary).
- See Defining Frequency Rules, page 8-16
- On the Amount tab:**
15. In the Rules region, select the appropriate amount rule:
- **Flat Amount**, if you want to deduct a fixed amount of money each pay period. You enter this amount using BEE or the Element Entries window for each employee.
  - **%Earnings**, if you want to deduct a percentage of the employee's earnings each pay period. You enter this percentage using BEE or the Element Entries window for each employee.
- If AT or catch-up elements exist, the amount rule applies to them as well.
- For more information about BEE, see *Making Batch Element Entries Using BEE, Oracle HRMS Configuring, Reporting, and System Administration Guide*.
16. If appropriate, make a selection in the Insufficient Funds region.
- See: Arrearage Rules for the Deduction, page 8-60
17. Save your work.
- Oracle Payroll generates the 401(k), 403(b) or 457 elements, formulas and balances.
- Note:** You cannot update deduction criteria once you have saved the deduction.

## Next Steps

### What's Next

1. Link the generated elements.

If your deduction has both pre-tax and after-tax elements, you must create a link for both elements. If you are going to maintain costing information on the employer contribution (ER) element, you must also create a link for this element.

See Defining Element Links, page 1-28.

2. Mark the generated balance for gross-up processing if you will ever process the deduction with a net-to-gross element. You do this by querying the balance in the Balance window, choosing the Dimensions button, and checking the Grossup Balance box for the assignment-level current run dimension (ASG\_RUN).

**Note:** You must perform this step for all 401k deductions that might be processed with a net-to-gross element. You can then exclude the deduction from the net-to-gross processing of some or all of your net-to-gross elements, if required.

See: Excluding Balances From an Element's Gross-up Calculation, page 8-27

## Establishing Employer Matching for 401(k), 403(b), and 457

Oracle Payroll enables you to set up employer matching for your organization. The application default is that for every dollar that an employee contributes up to 6% of their pay, the employer matches 50 cents. You can adjust this criterion or remove employer matching altogether.

**Note:** Employer matching funds do not count toward statutory deferral limits.

You establish employer matching from the Globals window.

### Prerequisite

- You must link the appropriate deduction element to employee assignments before you can enter values for employer matching variables into the Globals window.

### To set up employer matching:

1. Enter the limit of the employer match in the Value field for the EMPLOYER\_MATCH\_LIMIT variable.

This decimal value represents the amount of the employee's contribution (expressed as a percentage of pay) that the company will match. The default entry for this field is .06 (up to 6%).

2. Enter the rate of the employer match in the Value field for the EMPLOYER\_MATCH\_PCT variable.

This is a decimal value that represents what percentage of each contributed dollar the company will match. The default entry for this field is .5 (50% of the amount an employee contributes).

3. Save your work.



**Note:** The default Employer Match Formula does not take catch-up contributions into account. If your plan provides employer matching for catch-up contributions, change your Employer Match formula.

## Setting Up Catch-Up Processing

You set up catch-up processing in the Deduction and Element Link windows. (You may use additional windows if you set up a benefit plan.) If this is the first time you are creating deductions for catch-up processing and you are migrating existing deductions and their values, be sure to see your DBA or System Administrator for information about automating portions of the migration.

1. In the Deduction window, create a new deduction and its associated elements. See *Creating 401(k), 403(b), and 457 Elements*, page 7-19.
2. In the Element Link window, define eligibility by linking generated elements to assignments or by creating open links.

If you use Standard or Advanced Benefits, do not select assignment components to define eligibility. Create an open link (unless you need to select assignment components for costing purposes).

See *Defining Element Links*, page 1-28.

3. In the Plans window, optionally set up a benefits plan if you are using Standard or Advanced Benefits.

See *Defining a Benefits Plan*, page 1-68.

Enroll employees in the plan. See *Enrollment Management*, page 6-40.

**Note:** If you are using Basic Benefits, do not set up a benefits plan. You make entries for each employee to the input values of the deduction element. See *Benefits Enrollment (Basic Benefits)*, page 6-6.

## Using 401(k), 403(b), and 457 Catch-Up Provisions

401(k), 403(b), and 457 catch-up provisions enable eligible employees to exceed pre-tax deferral limits. In the Element Entry window, create new element entries to associate catch-up deductions with the employee and to enable the catch-up provisions for the deductions.

### Prerequisites:

- Create a new deduction and its associated elements. See *Creating 401(k), 403(b), and 457 Elements*, page 7-19
- Define eligibility by linking generated elements to assignments or creating open links. See *Defining Element Links*, page 1-28

### To create new element entries for catch-up deductions:

1. Set your effective date to accommodate the deduction's effective date and employee eligibility. You cannot associate a deduction with an employee before its effective date, or before the employee becomes eligible for the deduction.
2. In the Element Entry window, click in a blank Element Name field and select the catch-up deduction from the lookup list.

For more information about creating element entries for employee assignments, see *Making Manual Element Entries*, page 1-38.

3. Choose the Entry Values button. The Entry Values window appears.
4. In the Catch-Up Type field, select from the following:
  - Elective Deferral Catchup (403b only)
  - Elective Deferral and General Catchup (403b only)
  - General Catchup (401k, 403b, and 457)
  - Retirement Catchup (457 only)
  - Retirement and General Catchup (457 only)
5. In the Override IRS Limit field, optionally enter a dollar amount lower than the IRS limit on deferred contributions if your company's benefits specify a lower limit.

**Warning:** Do not enter a value higher than the IRS limit in the Override IRS Limit field. Oracle Payroll ignores a higher value and uses the IRS limit.

Eligible employees (for example, selected military personnel) may qualify for limits that exceed that of the IRS. To address this situation, your implementation team must create a new generic pre-tax category and a deduction within this category. Add this new category in the application utilities Lookups window for the Lookup type `US_PRE_TAX_DEDUCTIONS`. You set this deduction Amount value separate from those of standard pre-tax deferral plans, such as 401(k), 403(b), or 457.

For additional information on creating generic pre-tax categories, see *Adding Lookup Types and Values, Oracle HRMS Configuring, Reporting, and System Administration Guide*.

6. In the Take Overlimit Catchup field, select from the following:
  - **Always**, to take base limit overflows into the catch-up balance in each pay period in which a base limit overflow exists.
  - **Never**, to take no base limit overflows into the catch-up balance.
  - **One-Time Deduction**, to take overflows into the catch-up balance only once, in the first pay period in which a base limit overflow exists.

**Note:** A base limit overflow occurs when an employee's deductions for the year exceed the maximum amount allowed by the IRS or your company's benefits. The entry value Take Overlimit Catchup tells the application how (if at all) to take base limit overflows into the catch-up balance.

7. In the Catch-Up Processing field, select from the following:
  - **Concurrent**, to process base and catch-up deductions at the same time.
  - **Sequential**, to finish processing base deductions when they reach the base limit, then begin processing catch-up deductions.
8. In the Take Overlimit AT field, select from the following if there is an after-tax component to the deduction:

- **Always (Base Pension Plan and Catch-Up)**, to take base and catch-up limit overflows into the after-tax balance in each pay period in which a base limit or catch-up limit overflow exists.
- **Always (Base Pension Plan)**, to take base limit overflows into the after-tax balance in each pay period in which a base limit overflow exists.
- **Always (Catch-Up)**, to take catch-up limit overflows into the after-tax balance in each pay period in which a catch-up limit overflow exists.
- **Never**, to take no overflows into the after-tax balance.
- **One-Time Deduction**, to take overflows into the after-tax balance only once, in the first pay period in which an overflow exists.

**Warning:** Make sure that an employee understands the implications of selecting Always for Take Overlimit Catchup and Always for Take Overlimit AT in the same deduction. Potentially, the application could take up to a double deduction in a single pay period when the employee reaches the base limit.

9. In the After-Tax Processing Order field, select from the following if there is an after-tax component to the deduction:
  - **Concurrent**, to process after-tax deductions and base/catch-up deductions at the same time.
  - **Sequential (Base Pension Plan and Catch-Up)**, to first process base and catch-up deductions, then begin processing after-tax deductions.
  - **Sequential (Base Pension Plan)**, to first process base deductions, then begin processing after-tax deductions.

For real-world examples of how the above entry values affect payroll processing of catch-up deductions, see Sample Cases for Catch-up Processing, page 7-5.

# State Retirement System Plans

## State Retirement System Plans

Oracle Payroll provides templates and seed data to simplify the administration and reporting of participation in State Retirement System Plans.

When you initiate deductions for these plans, you can choose one of the following deduction categories:

- **Defined Benefit Plan**

This category is for plans that provide a certain level of benefit during the employee's retirement, generally based on the employee's age, compensation level, or length of service. The value of the benefit does not depend on the amount of money in the employee's account at retirement.

- **Defined Contribution Plan**

This category is for plans that contain individual accounts for each employee, with a set amount contributed regularly into the account by the employer (and sometimes by the employee). The value of the benefit *does* depend on the amount of money in the employee's account at retirement.

There are seeded taxability and wage attachment rules for these categories. If an employee is participating in more than one State Retirement System plan, requiring different taxability rules, you can create a new category and add taxability rules for your category.

## Generated Elements and Other Components

When you initiate deductions, Oracle Payroll generates all the elements, formulas, formula result rules, balances, and balance feeds that you require for payroll processing. You can configure the generated components, if required. The generated elements are:

- Plan element, which has the name you give the deduction
- Buy Back element, if you select the Buy Back check box on the Deduction window
- AT element, if you select the After Tax component check box on the Deduction window
- ER element, if you select the Employer Match check box on the Deduction window (available only for a Defined Contribution Plan)
- ER Contribution element
- AT ER, if you select the After Tax component check box and the Employer Match check box on the Deduction window

Special Inputs elements (for entering replacement and additional amounts) and Special Features elements (for indirect results of payroll processing) are also generated for the following elements: plan, buy back, AT, and ER Contribution.

The plan element has the following input values.

Input Value Name	Purpose of Entry
Pay Value	The actual pretax deduction that is taken--returned by payroll run.
Percent	The percentage of eligible compensation to be deducted. This input value only appears if you select %Earnings as the Amount rule.
Amount	The flat amount to be deducted. This input value only appears if you select Flat Amount as the Amount rule.
Additional Amount	An additional flat amount to be deducted. Use this input value if you want to report the additional amount separately.
Override IRS Limit	Holds the plan's limit if this is lower than the IRS limit.

## Deduction Amounts

Retirement plan deductions are either a flat amount or a percentage of earnings. You can select the eligible compensation on which to base the percentage.

Each generated plan adheres to the IRS Retirement Calculation Federal Contribution Limits. If your plan's limit is different from the IRS limit, you can override contribution limits on the element input value.

## Plan Information for the Assignment

The *State Retirement Systems Plan Information* assignment Extra Information Type stores information about an employee's enrollment in retirement plans. This includes the Person Identification Number issued by the plan administrators, participation start date, and whether the person qualifies for the ten year rule or a grandfathering scheme.

Under the ten year rule, the benefit limit is reduced proportionally for employees who have participated in the scheme for less than ten years. For example, the limit is half of the full limit for a person who has participated for five years.

Enter Yes in the Qualifies for Grand-fathering field if the employee's contributions are to be calculated using an earlier contribution formula.

## Retirement Plan Reporting

You can use System Extract for periodic reporting of individual and organizational contributions. Data elements and sample record layouts are provided, along with formulas defining the extract criteria for four types of extract: payroll run, monthly, quarterly, and annual. You must copy these extract definitions and add your plan names and, optionally, payroll names to the extract criteria formula. You can run your copies of the extract definitions from the Submit Requests window.

The sample layout is based on the most common format used by most states, but you can modify your copies of the generic extract definitions to meet specific state requirements if required.

You must ensure that the data used in the extracts is held in the expected location within Oracle HRMS, or modify the extract definitions to match your own database. The expected locations are as follows:

#### Detail Record

<b>Data Elements For Reports</b>	<b>Location Required by Predefined System Extract</b>
Last Name, First Name, Middle Name	People window
Social Security Number	People window (national identifier)
Person Plan Identifier (assigned by plan administrators)	Assignment EIT
Assignment Status Code	Assignment Status
Latest Hire Date	People window
Birth Date	People window
Adjusted Service Date	People window, Benefits tab
SRS Plan Name	Name field on Element entry for elements in State Retirement categories
SRS Plans Eligible Comp Balance	Balance called <base name> Eligible Comp Balance
SRS Plans EE Balance	Balance called <base name>
SRS Plans ER Balance	Balance called <base name> ER Contribution
SRS Plans EE After Tax Balance	Balance called <base name> AT
SRS Plans Buy Back Balance	Balance called <base name> Buy Back
SRS Plans EE Additional Balance	Balance called <base name> Addl EE Contr Amt
SRS Plans ER Additional Balance	Balance called <base name> Addl ER Contr Amt
Period Hours Worked	Balance called Regular Hours Worked
Separation Date	Assignment End Date of terminated assignment
FTE Value	Assignment Budget Values window
PFT Value	Assignment Budget Values window
Employer Number	Constant value defined in

<b>Data Elements For Reports</b>	<b>Location Required by Predefined System Extract</b>
County Code	User defined constant value entered as a string on the Data Elements tab of the Layout Definition window
District Code	User defined constant value entered as a string on the Data Elements tab of the Layout Definition window
Agency Code	User defined constant value entered as a string on the Data Elements tab of the Layout Definition window
Entity Code	User defined constant value entered as a string on the Data Elements tab of the Layout Definition window
SRS Payroll Frequency	Assignment payroll (for PTD extract only)
SRS Period Start Date, End Date	Extract start and end date (for MTD, QTD, and YTD extracts); payroll period start and end date for PTD extract
SRS Payroll Actual Pay Date	Date Paid (for PTD extract only)

#### **Header and Footer Records**

<b>Data Elements For Reports</b>	<b>Location Required by Predefined System Extract</b>
Footer SRS Plans EE Balance	Total Employee Contributions (calculated value)
Footer SRS Plans ER Balance	Total Employer Contributions (calculated value)
Footer FTE Total	Total FTE (calculated value)
Footer No of Employees	Calculated value
Header Footer Employer Contact Point	User defined constant value entered as a string on the Data Elements tab of the Layout Definition window

## **Setting Up State Retirement System Plans**

Follow these steps to set up state retirement plans for payroll processing and reporting.

1. If you want to create your own taxation category, define it as a lookup for the lookup type US\_PRE\_TAX\_DEDUCTIONS. The predefined lookups are:
  - State Retirement (Defined Benefit Plan)
  - State Retirement (Defined Contribution Plan)

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

2. If you have created your own categories, create taxability rules for this category.

See: Changing Taxability Rules for a Pre-Tax Deduction, *Oracle HRMS Payroll Processing Management Guide*

You can copy the rules from an existing category using the Copy Taxability and Wage Attachment Rules process, which you run from the Submit Requests window.

See: Copying Taxability and Wage Attachment Rules, *Oracle HRMS Payroll Processing Management Guide*

3. Use the Information Type Security window to add the PQP\_US\_SRS\_PLAN\_ASG\_INFO extra information type to the responsibilities that will enter plan information for employees.

**Note:** Do not add the element extra information type PQP\_US\_SRS\_DEDUCTIONS to your responsibilities. Oracle Payroll automatically enters this information when you initiate an SRS deduction.

See: Setting Up Extra Information Types Against a Responsibility, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

4. Initiate one deduction for each plan.

See: Initiating State Retirement Plan Deductions, page 7-31

5. Review the generated items and edit them if necessary.

See: Reviewing Earnings and Deductions Structures, page 8-9

See: Customizing Generated Elements, Formulas, and Balances, page 8-10

6. Define element links for the generated elements.

See: Defining Element Links, page 1-28.

7. If your deduction is calculated as a percentage of earnings, optionally change the balance feeds to the *<deduction name> Eligible Comp* balance. This balance holds the compensation that the formula uses to calculate the percentage.

See: Defining User Balances, page 8-24

8. If you are setting up the retirement plan within Standard or Advanced Benefits, define your plan, other compensation objects, eligibility profiles, and activity rates.

See: Total Compensation, page 1-4

9. Enter the deduction elements for your employees, or enroll employees in the retirement plan, if you have set it up within Standard or Advanced Benefits.

See: Making Manual Element Entries, page 1-38

See: Enrollment Management, page 6-40

10. On the Assignment window, choose the Extra Information button, select the type State Retirement Systems Plan Information and click in the Details field. Enter the following information:



- Start and end dates for the employee's participation in the plan
- Person Identification Number, allocated by the plan administrators
- Plan Name

**Important:** This Plan Name must match the deduction name exactly. If the plan and deduction names do not match, the employee is excluded from the extract reports.

- Qualifies for 10 Year Rule (yes or no). The 10 Year Rule reduces the benefit limit for an employee who has been participating in the plan for less than 10 years. The limit is multiplied by the number of years participation and divided by ten.
- Qualifies for Grand-fathering (yes or no). This affects the annual compensation limit used for determining the Defined Benefit Plan deduction limit.

Where an employee is enrolled in more than one retirement plan, you can create multiple records for State Retirement Systems Plan Information.

11. Copy the predefined system extract layouts and definitions using the Define Extract window. The seeded definitions all begin "Pay US SRS". Your copies will begin with the prefix you specify: "<prefix> Pay US SRS".
12. Enter your plan name and, optionally, payroll name in the formula <prefix> PAY\_US\_SRS\_EXTRACT\_CRITERIA. Enter the plan name in the variable l\_extract\_plan\_name. If you want to limit the extract to a certain payroll, enter the payroll name in the variable l\_extract\_payroll\_name. If you do not enter a payroll name, the report extracts data for all payrolls.

**Note:** If you want to extract data for two or more payrolls, make a copy of the payroll period extract (Pay US SRS Extract (PTD)) for each payroll and enter the name of one payroll in each formula. For example, you might have one extract for a weekly payroll and another for a monthly payroll.

13. Consider whether you need to configure your copies of the system extract layouts and definitions to meet specific state requirements.

You can hide data elements or make them required in the detail extract record layout. You can also add new data elements at the person level to the detail record.

Ensure that you are storing the data used in the extracts in the expected location. Refer to the table in: State Retirement System Plans, page 7-26.

14. When you are ready to run the extracts, use the Submit Requests window.

See: Running the State Retirement Systems Extract, page 7-34

## Initiating State Retirement Plan Deductions

Initiate state retirement plan deductions in the Deduction window.

### To initiate state retirement plan deductions:

1. Set the effective date early enough to handle any historical entries. You cannot enter a deduction for employees before the deduction's effective start date.

2. Type a unique name for the element in the Name field. Type a short name in the Reporting Name field, if desired.

The Name applies to both the deduction element and its formula. It must start with a letter of the alphabet, not a number or a symbol. The Reporting Name is a short name (less than 12 characters) that appears on reports and the statement of earnings.

3. Select Pre-Tax Deductions in the Classification field. Select the appropriate category to specify whether the plan is a Defined Benefit Plan, a Defined Contribution Plan, or another category defined at your site.
4. If you are using Basic Benefits, select the appropriate classification in the Benefit Classification field.

**Important:** Do not select a benefit classification if your site uses Standard Benefits or Advanced Benefits.

5. Optionally, change the default priority. The deduction's classification determines its default processing priority in the payroll run. Deductions with lower processing priorities process first.

**In the Processing tab:**

6. Select a Type, which would typically be Recurring.
7. Select one of the following from the Start Rule region:

**On Entry**, to start the deduction on the effective date you enter it for the employee.

**Earnings Threshold**, to start the deduction when the employee's gross earnings reach a specified amount. You specify this amount using the entry value Threshold Amount in the Element Entries window.

8. Check the appropriate boxes in the Deferred Compensation Rule Region:
  - **Employer Match** creates an ER Match element you can enter for employees who are eligible for employer matching (or partial matching).

**Note:** You cannot check the Employer Match box for a deduction in the category State Retirement (Defined Benefit Plan).

- **After-Tax Component** creates an AT element you can enter for employees who elect to contribute after-tax money.

Enabling an Employer Match or After-Tax Component check box creates a separate after-tax element. This element takes the same name as the Pre-Tax element, but is followed by the letters ER (in the case of Employer Match) or AT (in the case of After-Tax).

9. Select a Run Type:

**Regular**, for the deduction to process only in Regular runs, that is, the runs that produce employees' regular pay in each period.

**All**, to process the deduction in both Regular and Supplemental runs.

10. In the Termination region, select a termination rule to determine how entries of the element are processed after termination of the employee:

**Actual Termination**, if you want recurring entries to close down on the date the employee leaves. For a nonrecurring element, select Actual Termination if you

want the entries to close down at the end of the pay period in which the employee leaves, or on the date the assignment ends (the final process date) if this is earlier.

**Final Close**, if you want the entries to stay open beyond the employee's leaving date so that you can continue to pay the employee.

**Last Standard Process**, for all recurring and nonrecurring elements if you want their entries to close down on the Last Standard Process date or on the date the assignment ends (the final process date) if this is earlier. The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee.

11. If the State Retirement Plan region is enabled - which means you selected a user-defined category - select the appropriate option to indicate whether the plan is a Defined Benefit Plan or a Defined Contribution Plan.
12. Check the Standard Link check box only if you want to attach the deduction to all employees.
13. Check the Total Reached stop rule check box if the deduction should stop when the total sum taken from an employee for this deduction reaches a specified total. You enter this total in the entry value Total Owed:
  - Specify a Total Reached default value for all eligible employees in the Total Owed Default field of the Input Values window of the Element Link window.
  - Specify a Total Reached value for an individual employee in the Total Owed field of the Entry Values window of the Element Entries window.

Uncheck the Total Reached check box if the deduction should stop on the effective date you delete the deduction for an employee. (This is the On Entry stop rule.)

14. Check the Buy Back box if you want to create a Buy Back element you can enter for employees who have had a break in service and want to buy back service time by replacing the funds that were withdrawn earlier.
15. Check the Frequency Rules Exist check box, and click the Frequency Rules button to enter the appropriate information (if necessary).

See Defining Frequency Rules, page 8-16

#### **On the Amount tab:**

16. In the Rules region, select the appropriate amount rule:
  - **Flat Amount**, if you want to deduct a fixed amount of money each pay period. You enter this amount using BEE or the Element Entries window for each employee.
  - **%Earnings**, if you want to deduct a percentage of the employee's earnings each pay period. You enter this percentage using BEE or the Element Entries window for each employee.

If an AT or Buy Back elements exist, the amount rule applies to them as well.

**Note:** Payroll Table and Benefits Table are not appropriate selections for state retirement plan deductions.

For more information about BEE, see Making Batch Element Entries Using BEE, *Oracle HRMS Configuring, Reporting, and System Administration Guide*.

17. If appropriate, make a selection in the Insufficient Funds region.

See: Arrearage Rules for the Deduction, page 8-60

18. Save your work.

Oracle Payroll generates the state retirement plan elements, formulas and balances.

**Note:** You cannot update deduction criteria once you have saved the deduction.

## What's Next

### Next Step

Defining Element Links, page 1-28

**Note:** If your deduction has both pre-tax and after-tax elements, you must create a link for both elements. If you are going to maintain costing information on the employer contribution (ER) element, you must also create a link for this element.

If you use Standard or Advanced Benefits, remember to create open links for the element; that is, do not select any assignment components when you define the link.

## Running the State Retirement Systems Extract

You can create the reports required by external plan administrators using System Extract. The report includes all employees enrolled in a state retirement system plan who meet the report criteria.

Use the Submit Requests window.

### To run the state retirement system extract:

1. Select Extract Process in the Name field.
2. Enter the Parameters field to open the Parameters window.
3. Select the extract you require. You can choose:
  - Pay US SRS Extract (MTD) for a monthly extract
  - Pay US SRS Extract (PTD) for a payroll period extract
  - Pay US SRS Extract (QTD) for a quarterly extract
  - Pay US SRS Extract (YTD) for an annual extract

Your extract names will have a prefix chosen by your implementation team.

4. Enter an effective date, such as the end date for the month, payroll period, quarter, or year, depending on which extract you selected.

The report includes all employees who had an active primary assignment during the period you select. For example, if you are using the Pay US SRS Extract (QTD) extract, the report includes all employees who had an active primary assignment during the quarter that ends on the effective date.

5. Choose OK then choose the Submit button to run the system extract.
6. View the output in the Extract Results window.

**Important:** If you have error and warning messages that need correcting before the file can be sent to the plan administrator, change the Run Status of the report to Rejected By User. Update the data on Oracle Payroll and rerun the report.



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# Other Payroll Earnings and Deductions

## Other Payroll Earnings and Deductions Overview

Many earnings and deductions - such as salary, pension deductions, and taxes - are discussed under specific functional headings, such as *Salary and Grade Related Pay*, or *Savings and Retirement*, or *Payroll Statutory Deductions*. In this area, we look at payroll earnings and deductions, such as wage attachments, that have not already been covered under other functional headings.

We also focus on additional setup required by Oracle Payroll for processing earnings and deductions. This includes the creation of formulas and balances. In some localizations, and for certain types of earnings and deductions, you can use templates to generate all the components required for payroll processing, including elements, formulas, balances, and formula result rules.

Certain types of earnings and deductions require additional setup to enable special processing such as net-to-gross and proration, where this is enabled for your localization. Such setup is also discussed in this section.

## Key Concepts

To get the most out of the earnings and deductions functionality of Oracle HRMS, you need to understand the following key concepts:

- Pay values
- Formulas
- Frequency rules
- Payroll balances
- Earnings and deductions templates
- Proration
- Net-to-gross processing
- Third party payments

## Other Payroll Earnings and Deductions

Oracle HRMS provides an integrated solution for Human Resources and Payroll. Therefore your setup of compensation and benefits supports both compensation management and payroll management.

## **Can Oracle Payroll handle complex calculations?**

Yes it can, through its use of formulas to specify calculations for each earnings or deduction. These formulas use values from the HRMS database and can include conditional logic to perform different calculations for different groups of employees. For example, they can check balances or employee status to control how to process the earning or deduction. Many of the formulas you need, for example for tax calculations, are supplied with Oracle Payroll.

## **How do you control when each earning or deduction is processed?**

The sequence of processing in a payroll run is determined by classifications, such as Pre-tax Deductions and Tax Deductions. You can also prioritize the processing for an individual employee, for example to determine the order in which deductions are processed for wage attachments.

You control whether any value is processed just once, in every payroll run, or periodically (such as once a quarter). Your formulas can also change or stop the processing of an earning or deduction during a run, based on employee status.

## **How do you accumulate and review balances?**

The system can accumulate balances of payroll run results or values entered before the run. You can accumulate a balance over different time dimensions such as current run, month, and year to date. You can review balances after payroll processing and use balances to control the processing performed in the payroll run.

## **Can I set up new balances, for the values that are important to my company?**

Yes, you can define whatever additional balances your enterprise requires. For example, you may require a Pensionable Earnings balance for a defined benefit pension plan your enterprise offers employees.

## **How do you enter compensation values for the payroll run?**

Some values, such as salary, can be entered once and used in every payroll run (or periodic runs) until you need to update them. Other values, such as hours worked, need to be entered or calculated fresh for each run.

You can do one of the following:

- Use default values (which may be different for groups of employees)
- Enter values employee-by-employee
- Enter values in a batch
- Leave it to the system to enter values based on calculations performed during the payroll run

You can define validation rules to minimize data entry errors.



## **Wage Attachments**

### **What Wage Attachments can I process using Oracle Payroll**

The wage attachments that you can process depend on the specific payments that apply to your legislation. Examples of payments include child support payments, educational loans, taxes to local authorities, alimony, and bankruptcy orders.

### **Can I recoup my enterprise's costs automatically?**

Yes, if you operate in the US, you can use the Wage Attachment Fee Administration process to recoup costs. This process recoups costs in administering alimony, bankruptcy orders, employee requested attachments, and tax levies.

### **Can I determine the earnings types and amounts that are liable for wage attachment deductions?**

Using Wage Attachment Earnings Rules you can determine which earnings types are considered disposable income and liable for wage attachment deductions.

### **Can I prioritize payment of wage attachments?**

You can determine the overall priority of a wage attachment compared to other deductions, and you can also determine sub priorities. For example, if an employee has multiple court orders against them, you can ensure that Oracle Payroll deducts the most important order first.

### **Once deducted from an employee's wage, how is the wage attachment made?**

If enabled for your localization, you can use Oracle Payroll's Cheque Writer features to produce cheques for either organizations or individuals. Localizations that do not have Oracle Payroll's Cheque Writer features available can make payments by credit transfer.

### **Can I use another system to manage the wage attachments?**

You can use an external system to manage your wage attachments. If you want to make entries from that system into Oracle Payroll for payroll processing, you can use predefined deductions that come with Oracle Payroll.

# Additional Element Setup for Payroll

## Earnings and Deductions

Oracle Payroll comes with certain earnings types and deductions ready for you to use. You *initiate* the other earnings and deductions you need, as well as non-payroll payments such as expense reimbursements.

The predefined earnings types are:

- Regular Salary and Regular Wages, page 8-28
- Overtime, page 8-32
- Shift Pay, page 8-34
- GTL (Group Term Life) Imputed Income, page 8-36
- Company Car, page 8-37

These earnings types come with their elements, input values, balance feeds, formulas, processing rules and result rules already in place, and available for review.

## Tax Deductions

Oracle Payroll comes with **all current federal, state and local-level tax deductions** already in place. Oracle Corporation has made an agreement with Vertex Inc. to provide this data.

To set up these deductions, you enter the appropriate information for each GRE in the Federal, State and Local Tax Rules window. You must create an element link for the VERTEX element, and the Workers Compensations elements. You do not need to create element links for the other tax deductions, unless you want to do specific tax balance adjustments. Your system administrator receives tax updates from Vertex Inc., and applies them as necessary.

## User-Initiated, System-Generated Earnings and Deductions

To supplement the earnings types and deductions included in your startup data, you initiate earnings types, payments and deductions that accord with your own compensation policies and practices. After you choose the appropriate processing and amount rules in the Earnings or Deduction window, the system generates:

- An element for the earnings, payment or deduction, with all necessary input values, balances and balance feeds
- A formula that utilizes the input values, together with a processing rule for the formula.

Once you create links for the earnings, payments and deductions you initiate and make entries to their input values, they are ready for use in payroll runs.

If the generated components of an earnings or deduction do not precisely meet your needs, you can make certain modifications to them. See: Customizing Generated Elements, Formulas, and Balances, page 8-10

## Formulas and Payroll Run Results

Elements are processed during payroll runs according to the business rules for each element that you define at setup. Many of these rules are defined in formulas, written using Oracle FastFormula. Formulas specify how the payroll run should perform calculations for the element.

For example, this is a basic formula for the calculation for the element Wages:

Wages = Hours Worked in Week \* Wage Rate

The processed results for each element are called the *run results*. They become *balance feeds* for different balances. Some balance feeds are predefined to feed required statutory balances, and you can create your own balance feeds to your own user defined balances.

## Formula Inputs from Input Values or Database Items

Formulas obtain some of the data they need from entries to their element's input values. The Wages formula above, for example, could locate each employee's hours worked as an entry to the input value Hours of the Wages element.

Formulas can also obtain information from *database items*. Much of the information in the Oracle HRMS database, including extensive information on employees and their assignments, is available to formulas as database items. For example, the Wages formula can locate each employee's wage rate as a database item.

## Varying the Processing by Employee Group or Statuses

There are several ways to vary the processing performed by formulas:

- You can use conditional logic (IF..THEN) within a formula to perform different calculations depending on any information taken from input values or database items (such as length of service).
- You can associate more than one formula with an element, each triggered by a different assignment status (such as Active Assignment or On Sabbatical).
- You can use one formula but associate different formula results with each assignment status.
- You can associate a skip rule formula with an element. This formula can check balances, other element entries, the assignment status or any other database items to determine whether the payroll run should process the element for an assignment.

## Types of Formula Results

Formulas can produce different types of run results:

- The *direct result* is the amount of an earnings or deduction, for example, the dollar amount of wages an employee has earned that week. As well as calculating the amount to be paid, direct results can be used for costing purposes and analysis (such as tracking hours of overtime).
- *Indirect results, updates, and stops*. A formula result can make an entry to the input value of another element for its formula to use. An indirect result is an entry to a nonrecurring element. An update is an entry to a recurring element. A stop puts an end date on a recurring entry of another element, to prevent it being processed in the run.

- *Order indirect.* This result updates the subpriority of an element that has not yet been processed.
- *Messages.* For example, you can write a formula that checks the length of a text string, and have it issue a message for payroll users if the string is too short or too long.

You set up *formula result rules* to determine the type of each result, and the names and input values of any other elements the result may affect.

## Formulas Included in Oracle Payroll Startup Data

Oracle Payroll comes with formulas specific to your legislation. Generally, you receive all the calculations required for employee tax withholding and employer taxes. When there are changes to taxes, you receive updates. You may also receive formulas for other earnings and deductions, depending on your legislation.

## Pay Values

When you have occasion to look at the structure of an element online, you may see an input value named *Pay Value* at the top of its input value listing.

The Pay Value is different from other input values. Its purpose is to store an element's *run result*. For example, suppose the formula for the Wages element is:

**Wages = Hours Worked x Wage Rate**

If an employee whose wage rate is \$10/hour works 40 hours in a week, the payroll run produces a run result of \$400 for him or her. It stores this result in the element's Pay Value.

However, if you give an entry to a Pay Value before a run, this entry becomes the element's run result. For example, suppose you enter 40 in the Time Worked input value of the Wages element for an employee who earns \$10/hour, but also enter \$100 in the element's Pay Value. The run ignores the entry of hours worked and the Wages formula, and simply produces a run result of \$100 for this employee.

## Enterable and Non-Enterable Pay Values

Pay Values sometimes appear as the first input value for elements having the rule Process in Run, providing a place to store run results. For some elements with the Process in Run rule the Pay Value may be enterable, so you can put in it a run result amount when the element has no formula, or when you do not want its formula to process.

However for generated elements, the Pay Value is usually not enterable. This is because Oracle Payroll provides other ways for you to supply run result amounts for these elements when formulas are unnecessary, or when you need to add to, subtract from or replace calculated run results.

## Proration

Oracle HRMS enables you to calculate proportionate earnings amounts whenever payroll-relevant data is changed during a payroll period, for example, if an employee joins or leaves the company during a payroll period or if an employee's pay grade changes during a payroll period. Oracle HRMS performs a proration calculation to

ensure that the employees' earnings are calculated correctly after taking account of these changes.

If you want to prorate an earnings element, such as basic salary, assign an event group to it. An event group is a collection of proration points that share similar characteristics. You can create an event group to group together all proration points that affect an employee's salary, for example. This event group could contain proration points such as salary increases, assignment changes, and pay rate changes.

You then process the element using a formula that handles proration. You can either use a payroll formula that handles proration, or create a separate proration formula that runs after the main payroll formula only in payroll periods when a proration event occurs.

See: Sample Payroll Formulas Enabled for Proration, *Oracle HRMS Payroll Processing Management Guide* or Writing Proration Formulas, *Oracle HRMS FastFormula User Guide*

When you define the event group, you select the events that will activate proration calculation, such as:

- An employee joining or leaving the enterprise
- Changes to pay grades or grade rates
- Changes to pay scales and progression points
- Changes to hourly or annual pay rates
- Changes to working hours
- Changes to allowances or deductions

**Note:** The proration unit can be periods, days, or hours. Proration can be applied to a monetary, time-based, or numeric amount.

## Setting Up Total Compensation Elements for Payroll

Follow this process to set up earnings, deductions, and other items in the compensation package you offer to employees. There are additional steps for setting up the following types of compensation and benefits:

- Salaries for Salary Administration; see: Setting Up Salary Administration, page 2-9
- Absence elements and PTO Accrual plans

See: Setting Up Absence Management, page 4-8

See: Setting Up PTO Accrual Plans, page 4-36

- Benefits
  - See: Standard and Advanced Benefits Setup: Overview, page 5-1
  - See: Setting Up Basic Benefits, page 5-60
- Items subject to collective agreements; see: Setting Up a Collective Agreement, *Oracle HRMS Enterprise and Workforce Management Guide*

### Define Validation

Define validation for entries of any new elements you are creating for information. You can also define validation rules to add to elements generated for payroll processing.

1. To restrict compensation entries to a list of valid values, define a new Lookup Type and add Lookup Values for this new lookup.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

2. To validate compensation entries using formulas, write a formula of type Element Input Validation.

See: Writing Formulas for Validation, *Oracle HRMS FastFormula User Guide*

### **Define Categories**

3. If you need a new category within the Information classification for an element, add it in the application utilities Lookups window for the Lookup type US\_INFORMATION.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

### **Define Elements for Information and Benefits**

4. Define elements to hold information on tangible items distributed to employees. If you are not using Oracle Payroll, define elements to hold information on employee compensation and benefits.

See: Defining an Element for Information, page 1-23.

See: Defining an Element's Input Values, page 1-25.

See also: Deleting an Element, page 1-27.

5. Define frequency rules, if necessary, to determine the periods in which the element should be processed.

See: Defining Frequency Rules, page 8-16.

6. If you are using Standard or Advanced Benefits, also define elements for each activity rate calculation.

### **Define Earnings and Deductions for Payroll Processing**

If you are using Oracle Payroll to process earnings and deductions:

7. Define additional tax categories, if you need them, by entering new Lookup Values for the following Lookup Types: US\_INVOLUNTARY\_DEDUCTIONS, US\_VOLUNTARY\_DEDUCTIONS, US\_PRE\_TAX\_DEDUCTIONS, US\_EARNINGS, US\_SUPPLEMENTAL\_EARNINGS, US\_IMPUTED\_EARNINGS, US\_PAYMENT.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

8. Define or customize user tables, if deduction amounts will come from a payroll table you set up in the database. The following tables are predefined: Company Work Schedules, GTL Premiums, Shift Differentials, Wage Rates.

See: Setting Up Row Types for Payroll Tables, page 8-70

9. Initiate earnings, non-payroll payments, and deductions to generate elements, formulas, and balances.

See: Initiating Earnings and Non-Payroll Payments, page 8-49

See: Setting Up Deductions, page 8-64

10. Review the generated items and customize them if necessary. For example, you can customize the processing rules, add validation rules, and add new user balances.

See: Reviewing Earnings and Deductions Structures, page 8-9

See: Customizing Generated Elements, Formulas, and Balances, page 8-10

### **Define Links for Predefined, Generated and User-defined Elements**

11. If the payroll costs of an element should be distributed over other elements, define the distribution set.

See: Defining an Element or Distribution Set, page 1-31

12. Define element links to define one or more groups of employees who are eligible to receive an element.

See: Defining Element Links, page 1-28.

See also: Running the Element Link Details Report, page 1-30.

### **Make Entries**

13. For elements without Standard links, make entries of your elements for all employees who should receive them.

See: Making Manual Element Entries, page 1-38

## **Reviewing Earnings and Deductions Structures**

You can review at any time the earnings types, non-payroll payments and deductions you initiate in Oracle Payroll, as well as the earnings and deductions included with the system.

**Note:** When reviewing earnings or deductions you may find two with the same name, the second however including the words "Special Inputs" (for example, Regular Salary and Regular Salary Special Inputs). The special inputs element exists to provide a convenient way to enter a change to an earnings or deduction before a payroll run. There is no special inputs element for net-to-gross earnings types.

To review the structures of earnings and deductions, you use these windows:

- Earnings
- Deduction
- Element
- Formula
- Formula Result Rules

### **To review processing and amount rules:**

1. For an earnings or payment, use the Earnings window and query the earnings or payment.

See: Initiating Earnings and Non-Payroll Payments, page 8-49

2. For a deduction, use the Deduction window and query the deduction.  
See: Setting up Deductions, page 8-64

**To review input values and balance feeds:**

1. Using the Element window, query the earnings, payment or deduction.
2. Choose the Input Values button to review the input values.  
See: Defining an Element's Input Values, page 1-25
3. Choose the Balance Feeds button to review the balance feeds.  
See: Creating Balance Feeds for Individual Elements, page 8-23

**To review formulas and formula result rules:**

1. Query the earnings, payment, or deduction in the appropriate window:
  - Formula window  
See: Writing or Editing a Formula, *Oracle HRMS FastFormula User Guide*
  - Formula Result Rules window  
See: Defining Formula Processing and Result Rules, page 8-17

## Customizing Generated Elements, Balances, and Formulas

When you initiate the earnings, non-payroll payments and non-tax deductions your enterprise requires, Oracle Payroll generates:

- Elements
  - Balances and balance feeds
  - Formulas for payroll calculations and element skip rules
  - Formula processing and result rules
1. You can modify these generated components to enhance their suitability or efficiency for use at your installation. Some modifications can be made even after processing has occurred, but most should be made before processing the element in a payroll run.

**Important:** If a generated element requires changes because of mistaken entries made when initiating the earnings or deduction, it is best to delete the results and re-initiate.

For example, if you select the wrong processing rule or amount rule when initiating an earnings or deduction, simply delete the generated components and begin again.



### Modifying a Generated Element

Use This Window . . .	For . . .
Element	Modifying Processing Rules of Generated Elements, page 8-12, Selecting Foreign Currencies, page 8-13, Entering Qualifying Conditions, page 8-14 Processing rules include: termination rules, closed for entry, process in run, third party payment, processing priority, and skip rule.
Frequency Rules	Defining Frequency Rules, page 8-16 for recurring deductions

### Modifying Further Information of a Generated Element

Use This Window . . .	For . . .
Further Element Information	Changing FLSA Indicators for Earnings or Supplemental Earnings,, page 8-15 Entering Benefits Carriers for Imputed Earnings or Pre-Tax or Voluntary Deductions, page 8-15, Setting Processing Frequencies for Benefit Deductions, page 8-15, Changing Run Types for Deductions, page 8-16, Changing Partial Amount Rules for Deductions, page 8-16

### Modifying Element Input Values

Use This Window . . .	For . . .
Input Values	Defining Input Values, page 1-25, Entering Element-level Defaults, page 1-26, Defining Entry Validation, page 1-26

### Creating Balances and Balance Feeds

Use This Window . . .	For . . .
Balances	Defining User Balances, page 8-24
Balance Feeds	Creating Balance Feeds, page 8-23

### Modifying Net-to-gross Processing Rules

Use This Window . . .	For . . .
Exclude Balances	Excluding Balances From an Element's Grossup Calculation, page 8-27

## Modifying Iterative Processing Rules (for net-to-gross elements and pre-tax deductions)

Use This Window . . .	For . . .
Iterative Rules	Defining Iterative Processing Rules, page 8-19

## Editing Formulas and Formula Processing Rules

Use This Window . . .	For . . .
Formulas	Writing or Editing a Formula, <i>Oracle HRMS FastFormula Guide</i> ,
Formula Result Rules	Defining Formula Processing and Result Rules, page 8-17

## Modifying Processing Rules of Generated Elements

Oracle Payroll generates elements when you initiate earnings and deductions. Using the Element window, you can modify some of the processing information for these elements.

You *cannot* change the following processing rules:

- Processing type (recurring or nonrecurring)
- Multiple entries allowed
- Indirect results only
- Adjustment only

**Note:** The rule Additional Entry Allowed has no applicability for North American installations. It is available for use at sites outside North America.

Benefit classifications do not apply in Canada.

### To modify processing information:

1. In the Element window, query the generated element you are modifying.
2. To control the processing of entries to the element after employee termination, you can select an alternative termination rule.
  - If the termination rule is **Actual Termination** and the element's processing type is recurring, entries to the element close down on the employee's termination date. If the element's processing type is nonrecurring, entries close down on the last date of the pay period in which the employee leaves, or on the date the assignment ends (the final process date) if this is earlier.
  - If the termination rule is **Final Close**, entries to the element stay open beyond the actual termination date. This makes it possible to pay bonuses, severance pay, and so on, and to make year end adjustments after the employee's actual termination date.

**Note:** Recurring elements with the rule Final Close only process in runs after the Last Standard Process Date if there is also a nonrecurring entry to process in that run.

- If the termination rule is **Last Standard Process**, entries to the element are not processed after the Last Standard Process date. The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee. This is the appropriate rule for many recurring earnings types.
3. You can prevent the element from accepting any new entries, either temporarily or permanently, as of a certain date. Set the effective date to the date from which you want to close down the element, and check Closed for Entry. This does not affect any existing entries.

**Important:** Use the **Closed for Entry** feature with caution. When you perform certain important tasks in Oracle HRMS, the system may automatically create or delete element entries. These tasks include hiring and terminating people, and updating assignments. Therefore, if you check Closed for Entry for an element, this might prevent users terminating employees and updating assignments. If there are standard links for the element, it will also prevent users hiring people who are eligible for the element.

4. You can control an element's availability for processing in runs by checking or unchecking the Process in Run box.
5. . To make third party payments from an earnings or deduction element, check the Third Party Payment box.
6. If you want to determine the order in which the element processes within its classification range, you can change the default priority number appearing in the Priority field. The payroll run processes elements with lower priority numbers first.
7. You can select a skip rule for the element in the Skip Rule field.

### Selecting Foreign Currencies

Define the balances required to hold amounts of the local currencies if you set up earnings types to produce payments in local currencies (instead of the base currency of the Business Group). The system does not generate these balances.

See: Defining User Balances, page 8-24

### To select foreign currencies for element entries or run results:

1. To make entries for the element in a currency other than the Business Group's base currency, select the currency in the Currency Input field.

For example, if the element represents a housing allowance of 500 pounds sterling paid monthly to a North American employee working in the UK, you select GBP as the input currency.

2. To produce run results in a currency other than the Business Group's base currency, select the currency in the Currency Output field.

## Entering Qualifying Conditions

### To set qualifying conditions for receiving element entries:

1. If there is a minimum age for employees to receive the element, enter it in the Age field.
2. If employees must complete a minimum length of service before receiving the element, enter a number in the Length of Service field and select a unit of measure (such as months or years) in the Units field.
3. To automatically enter the element and its default input values for all eligible employees, check the Standard box.

You cannot check this box for nonrecurring elements, or for those with the rule Multiple Entries Allowed.

**Note:** The qualifying conditions and Standard check box provide defaults for the element. You can override them for particular groupings of employees when you build links for the element.

See: Defining Element Links, page 1-28

### Setting Iterative Priority

Pre-tax deductions are calculated iteratively to ensure that the maximum amount is deducted while ensuring that taxes and garnishments are paid in full, and net pay is zero or a positive amount. If multiple pre-tax elements are given to an employee, the element with the lowest processing priority (that is, the highest priority number) will be reduced first when there are insufficient earnings. You can also set an iterative priority.

**Important:** Iterative priority numbers must be in the reverse sequence of the processing priority numbers. This means that the element that is processed first is reduced last.

### To set an iterative priority:

1. Choose the Advanced tab.
2. Enter a value in the Iterative Priority field.

The element with the lowest iterative priority number is reduced first. If this deduction is reduced to zero and net pay is still insufficient to cover taxes and garnishments, the element with the next lowest priority number is reduced, and so on.

**Note:** Do not choose the Exclude Balances button for pre-tax deductions. You use the Exclude Balances window when you are defining net-to-gross earnings; it is not relevant for pre-tax deductions.

## Modifying Further Information of a Generated Element

### To add or change further information:

1. In the Element window, query the element you are modifying. Click in the Further Information field (in the lower right-hand corner of the window). This opens the Further Element Information window.

The fields that appear in this window depend on the primary classification of the element. Use these fields to make the entries described below.

**Note:** The names of certain balances that the system can accumulate for an earnings type or deduction appear in fields of the Further Element Information window. Whether a balance actually does accumulate depends on the selections made in the Earnings or Deduction window.

For example, the Toward Bond Purchase balance accumulates only for deductions for which you have checked the Series EE Bond box in the Processing region of the Deduction window.

## **Changing FLSA Indicators for Earnings or Supplemental Earnings**

### **To change FLSA indicators:**

1. To include the amount of the earnings in the calculation of the FLSA overtime base rate, select Yes in the field Include in OT Base. To exclude the amount of this earnings type, select No.
2. To include the hours worked for this earnings type in the calculation of the FLSA overtime base rate, select Yes in the field FLSA Hours. To exclude the hours worked for this earnings, select No.

See: Identifying the Earnings or Payment, page 8-50

### **Adjusting Regular Salary and Regular Wages Entries**

If the element is nonrecurring, you can select how the element entry affects Regular Salary and Regular Wages. Notice that the Regular Salary or Wages entry is processed unchanged when there is no entry of this element.

### **To adjust or replace the Regular Salary or Regular Wages entry:**

1. Select a value in the Regular Earnings Adjustment field to specify whether the element entry replaces (T), adds to (A), or reduces (R) the Regular Salary or Regular Wages entry.

## **Entering Benefits Carriers for Imputed Earnings or Pre-Tax or Voluntary Deductions**

### **To enter a benefits carrier:**

1. If you have defined an external organization with the classification Benefits Carrier, you can select the carrier name in the field Benefits Carrier.

See: Creating an Organization, *Oracle HRMS Enterprise and Workforce Management Guide*

## **Setting Processing Frequencies for Benefit Deductions**

### **To set the processing frequency of a benefit deduction:**

1. Select a processing period in the field Period Type. For example, for a benefit deduction that should be taken once each month, select the period type Calendar Month.

**Note:** When a benefit deduction does not have the same processing frequency as a payroll, give the deduction a frequency rule for the payroll using the Frequency Rules window.

For example, if a benefit deduction taken monthly should process in the second period of the month for the semi-monthly payroll, check 2 as this deduction's regular processing period for this payroll. You can enter or change deduction frequency rules for payrolls at any time.

See: Defining Frequency Rules, page 8-16.

### **Changing Run Types for Pre-Tax, Voluntary or Involuntary Deductions**

#### **To change a deduction's run type:**

1. Change the selection in the Processing Run Type field. The choices are:

- Regular (process only in Regular runs)
- All (process in both Regular and Supplemental runs).

### **Changing Partial Amount Rules for Pre-Tax, Voluntary or Involuntary Deductions**

#### **To change a deduction's partial amount rule:**

1. Change the selection in the Partial EE Contributions field. The choices are:

- Yes (The payroll run should take partial amounts for the deduction if employee funds are insufficient to take the full amount.)
- No (The run should never take partial amounts for the deduction.)

See: Managing Insufficient Funds (Arrearage), page 8-60

## **Defining Frequency Rules**

Recurring elements may require frequency rules to determine in which pay periods they should process. For example, a monthly deduction might be processed in the third period of the month for weekly-paid employees and in the second period of the month for employees paid on a semi-monthly basis.

It is possible to set frequency rules to process once- or twice-yearly deductions on monthly, quarterly, or semi-annual payrolls. These rules' periods then refer to periods within a year (months, quarters or half years) instead of periods within a month. However, for infrequent deductions, you may prefer to define them as nonrecurring and use BEE to make entries when required.

Use the Frequency Rules window to define or change an element's frequency rules at any time.

**North American Payroll users:** use the Deduction form to define or change a deduction's frequency rules.

#### **To define frequency rules:**

1. Select the name of the payroll for which you want to define frequency rules.
2. In the Date field, you can override the default date that the payroll run uses to assess the frequency rule, if required.

For example, suppose you are defining frequency rules for a monthly deduction. If you select Effective Date for a Weekly payroll and check Processing Period 1, the payroll run only takes the deduction if the run's effective date is in the first week of the month.

3. Check the boxes for the processing period or periods in which you want the element to process for each payroll.

For example, if you want a monthly deduction to process in the second week of the month for a weekly payroll, check the box under 2 for that payroll.

Notice that some periods are not available for all payrolls. For example, a bi-weekly payroll can only have, at most, three periods a month, so periods 4, 5, and 6 are not relevant to this payroll.

## Defining Formula Processing and Result Rules

Use the Formula Result Rules window to associate one or more formula processing rules with an element.

**North American users:** These rules are generated by the system when you initiate an earnings or deduction. If you substitute a modified formula for the one generated for an element, or write additional formulas for the element, you also need to modify or write new processing and result rules.

At minimum, an element needs one standard processing rule. This identifies the formula the payroll run uses to process the element for employees with an Active assignment status (and a Payroll system status of Process). It is also the default formula for other assignment statuses. However, you can define other processing rules if you need to use different formulas for assignments at other statuses. For example, you could have two rules for a Wages element: Standard Wages and Paid Training Leave.

Also use this window to define how each formula result is used by the payroll run.

### To associate processing rules with elements:

1. Set your effective date to the start date for the processing rule.
2. Select the element for which you are entering rules. The element's description and classification automatically display.
3. Choose the Find button to display any existing processing rules for this element.
4. In the Processing Rules region, select Standard and the regular formula for the element. If you have other formulas for this element, select them and the assignment statuses you want to associate with them.

**Note:** If you select a formula with inputs that do not match the element, you will receive a warning message, but you can still save your rule. Remember to update the formula before running the payroll.

5. Save your entries.

### To define formula result rules for each processing rule:

1. Click on a processing rule to select it.
2. In the Formula Results region, select a formula result name from the list of results specified when the formula was written.
3. Select the appropriate formula result type. There are five possible types:

**Direct result:** This is the element's run result (if you send the result to the element's pay value), or a direct result updating another of the element's input values.

**Indirect result:** This result passes as an element entry to another nonrecurring element not yet processed.

**Message:** The formula issues messages under certain conditions. For example, a formula can check a loan repayment balance and, if the balance is zero, issue the message "Loan is repaid." You read formula messages using the View Run Messages window.

**Order Indirect:** This result updates the subpriority of the element you select in the Element field.

**Stop:** This formula result uses the Date Earned of the payroll run to put an end date on a recurring entry of this or another element (which must be defined with multiple entries not allowed.)

**Update recurring entry:** This result updates recurring entries of this or another element on the effective date of the payroll run. The receiving element must be defined with multiple entries not allowed unless you are passing a recurring element's entries to itself, that is updating another entry of the same element.

**Important:** If your result type is Update Recurring Entry, then any future dated changes to the entry will be overwritten by the results of the current payroll run.

4. For all formula result types except Direct Result or Message, select the name of the element to which you want to pass the formula result. This element must have a processing priority causing it to process after the element sending the result.
5. For the formula result types Direct Result, Indirect Result, and Update Recurring Entry, select the input value to update.
6. If you select Message as the formula result type, select a message severity level. There are three choices:

**Fatal:** When a message with this severity results from your formula, the run rolls back all processing for the employee assignment.

**Warning:** A message with this level of severity does not affect payroll processing but warns the user of a possible problem.

**Information:** A message with this level of severity simply gives information.

### Correcting and Updating Processing Rules

When you add a formula result it takes on the effective end date of its processing rule. Any date effective changes you make to existing processing rules can affect formula results as follows:

- **Update:** If you update a processing rule or give it an effective end date, all the rule's currently effective and future-dated formula results automatically get identical end dates.
- **Correction:** If you correct a processing rule, all its currently effective and future-dated formula results remain unchanged.
- **Future delete:** If you delete all future changes scheduled for a processing rule, this also deletes any future changes scheduled for the rule's formula results.



## Defining Iterative Processing Rules

Use the Iterative Processing Rules window to specify how to use the iterative formula results for an element. For example, you can specify which formula result adjusts an input value to feed into the next processing iteration, and which result stops the iterations.

### To define iterative processing rules:

1. Enter or query the element in the Element window - making sure the Iterative Flag check box on the Advanced tab is checked - and choose the Iterative Rules button.
2. Select a formula result in the Return Name field, and select a rule type: Adjust, Message, or Stop.
3. For a message, select the severity level: Fatal error, Information, or Warning. A Fatal message creates an error for the assignment action.
4. For an Adjust type, select the input value to adjust.
5. Save your work.

If you are using the DEFAULT\_GROSSUP iterative formula, define the following rules:

Return Name	Rule Type	Input Value to Adjust
ADDITIONAL_AMOUNT	Adjust	Additional Amount
HIGH_GROSS	Adjust	High Gross
LOW_GROSS	Adjust	Low Gross
REMAINDER	Adjust	Remainder
STOPPER	Stop	--

## Setting Up Proration or Retro-Notification

Follow these steps if you want to set up your system for proration or retro-notification.

### To complete basic setup for proration or retro-notification:

1. In the Table Event Updates window, ensure that the events you want to use are already included in the required tables. Enter the table name. The lower half of the screen displays the fields that trigger proration or retro-notification if their values are changed.

If the table has already been defined but the required event is missing, create either an Update, Delete, or Insert event and enter the table row or column to which the event refers. You can only enter a column name if you are creating an Update event. Select the change type defined by the event.

**Note:** The Table Event Update window is not available in all localizations.

See: Making Table Event Updates, *Oracle HRMS Payroll Processing Management Guide*

2. If the events you require have not been defined in the Table Event Update window, set up the dynamic triggers for proration or retro-notification in the Dynamic Trigger Generation window. The triggers you need depend on the method you use to compensate your employees. For example, the tables required for compensation using Salary Administration are different from those required for compensation using pay grades. The tables you are likely to use are:

- PER\_ALL\_ASSIGNMENTS\_F
- PER\_ALL\_PEOPLE\_F
- PAY\_ELEMENT\_ENTRIES\_F
- PAY\_ELEMENT\_ENTRY\_VALUES\_F
- PER\_SPINAL\_POINT\_PLACEMENTS\_F
- PER\_GRADE\_RULES\_F

See: Defining Dynamic Triggers, *Oracle HRMS Payroll Processing Management Guide*

**Note: French users:** Ensure you enable the dynamic triggers for PAY\_ELEMENT\_ENTRIES\_F, and PER\_ALL\_ASSIGNMENTS\_F.

3. Create an event group for your proration or retro-notification events. You must create the event groups before you can create your elements.

See: Defining Event Groups, page 8-21

4. Select the Incident Register functional area in the Functional Area Maintenance window. Make sure that your triggers are included in this functional area. If your triggers are not included, insert them.

You must also activate the triggers according to legislation or business group. For more information, see Grouping Dynamic Triggers into Legislative Functional Areas, *Oracle HRMS Payroll Processing Management Guide*

Setup for retro-notification should now be complete, meaning you can proceed to running the appropriate report. However, if you are setting up proration continue with the next steps.

See: Running the Retro-Notifications Report, *Oracle HRMS Payroll Processing Management Guide*

### **To set up the elements for proration:**

1. Create your proration element. **US users:** Initiate the earnings type or deduction, then query the generated element in the Element window to add a proration group and, optionally, a proration formula.
  - Make sure that you select a proration group for each element.
  - Select a proration formula if you are using a separate proration formula to handle proration events (rather than enabling your payroll formula to handle proration)
  - Select Actual Termination as the termination processing rule.
2. Define the input values for the element. For example, if you were using the sample payroll formulas that are enabled for proration, you would create the following input values:
  - Amount for a salary management element.

- Date Worked for a spinal point/pay scale element.
- Annual Deduction for a deduction or allowance.

See: Defining an Element's Input Values, page 1-25

3. Link the element to a specific payroll or payrolls. If you want the element to be used automatically each time the payroll is assigned, select the Standard check box. If you do not select this check box, you must enter the element for each assignment.

See: Defining Element Links, page 1-28

#### **To create the formula:**

1. Check that the database items to be used in your formula are available. If the required database items are not available, please create them.
2. Create the proration formula or write a payroll formula that is enabled for proration.

To create a proration formula, see: *Writing Proration Formulas, Oracle HRMS FastFormula User Guide*. UK users: For examples of payroll formulas enabled for proration, see: *Sample Payroll Formulas Enabled for Proration, Oracle HRMS FastFormula User Guide*.

For more information on writing formulas, see: *Writing or Editing a Formula, Oracle HRMS FastFormula User Guide* and *Writing Payroll Formulas for Elements, Oracle HRMS FastFormula User Guide*.

3. Link the formula to your element in the Formula Result Rules window.

See: Defining Formula Processing and Result Rules, page 8-17

4. Attach the element to the salary basis if the salary is relevant for proration. Select the input value you created (such as Amount) in the Input Value Name field of the Salary Basis window.

See: Defining a Salary Basis, page 2-12

## **Defining Event Groups**

You define an event group from the Table Event Group window. You use an event group to group together all proration or retro-notification points that affect an employee's salary, such as salary increases.

#### **To define an event group:**

1. Enter a name for your event group.
2. Select one of the following event group types:
  - Proration for a proration event group
  - Retro for a retro-notification event group
3. Select the proration or retro period.
4. Save your entries.
5. Select the events that can trigger proration or retro-notification in the Datetracked Events region. To do this, select the update type, the table containing the data, and the table column.
6. Save your work.

# Balances

## Payroll Balances

Balances show the positive or negative accumulation of particular values over periods of time. They are fed either by the direct run results (that is, Pay Values) of elements processed in the payroll run, or by input values. For example, in North American installations, the input value Hours of the element Time Entry Wages feeds the balance Regular Hours Worked.

## Balance Dimensions and Levels

Balances exist for various time *dimensions*, such as current run, period to date, month, quarter to date, and year to date.

Balances also exist at different *levels*, such as assignment level or person level. Balances for individual employee assignments are at the assignment level (in North America, they can be at the assignment level within a GRE). If your enterprise permits employees to hold more than one assignment at the same time, you can hold balances at the person level. For example, a person level Gross Earnings balance is the sum of an employee's assignment level Gross Earnings balances.

## Choosing Elements To Feed a Balance

You can select elements to feed a balance in three ways:

- Select a primary classification. The run results of all elements in the classification feed the balance.
- Select a secondary classification. You choose which elements from a primary classification (such as Earnings) are to feed the balance by giving these elements a secondary classification. Again it is the run results of the elements that feed the balance.

**Note:** Secondary classifications are not used in the North American versions of Oracle Payroll at this time.

- Select an individual element. You can select either the run result or an input value to feed the balance. The input value must have the same unit of measure (such as hours or number) as the balance.

You can choose any number of classifications or any number of elements to feed a balance. However you cannot use a mixture of classifications and individual elements to feed a balance. When you select an element or classification as a balance feed, you specify whether the run results (or input values) should add to or subtract from the balance.

## Startup and User Defined Balances

The balances and balance feeds for the elements supplied with Oracle Payroll are present in the system when you receive it. For North American users, when you initiate earnings types, deductions and other items that process in the payroll run, the system generates the appropriate balances and balance feeds together with the necessary elements.

You can define any additional balances your enterprise requires. For example, you may require a Pensionable Earnings balance for a pension plan your enterprise offers employees.

## Defining Secondary Element Classifications

Oracle Payroll users can define secondary classifications to create subsets within primary classifications. You decide which elements, from a primary classification, are in each secondary classification, then you use the secondary classification to feed balances.

### To create secondary element classifications:

1. Query a primary element classification. The check box indicates whether it is for nonpayment elements. These are elements that do not feed the Payments balance.

On the Priority, and Costing tabs, you can view the following information about the classification:

**Priority:** The processing range displays together with the default priority.

**Costable:** If this check box is checked, you can select all costing options on the element link for elements of this classification, including Not Costed.

**Distributable:** If this check box is checked, you can create a distribution set from elements of this classification over which you can distribute costs.

**Debit or Credit:** These option buttons display the cost type for elements in the classification, that is, whether the accounts they feed are to be debited or credited.

On the Frequency Rules tab, you can view the following information about the classification:

**Enabled:** If this check box is checked, you can define frequency rules for elements of this classification. The payroll run uses a frequency rule to determine in which pay periods it processes a recurring element.

**Date:** The date the payroll run uses, by default, to assess frequency rules in your localization. You can select a different date when you define a frequency rule.

2. Enter a unique name for the secondary classification you want to associate with the displayed primary classification. You can also add a description.
3. Select the Default check box if you want all elements in the primary classification to be in the secondary classification by default. Then, if there are any exceptions, you must manually remove these elements from the secondary classification. You can do this at any time using the Balance Feed Control window, which opens from the Element window.

**Note:** For some legislations, Oracle Payroll has already defined a number of secondary classifications. Some of these are default classifications, but not all. You cannot delete these classifications, and you cannot delete them from the Balance Feed Control window for predefined elements.

## Creating Balance Feeds for Individual Elements

Use the Balance Feeds window to select balances to be fed by the input values of an element. Balances are either fed by whole classifications of elements or by individual

elements, but not by both. Therefore, in this window you cannot select balances that are fed by classifications. You can query a balance in the Balance window and choose the Classifications button to view the list of classifications that feed it.

You can use an element to feed as many balances as you require.

**To create balance feeds for one element:**

1. Set your effective date to when you want the balance feed to start.
2. Enter or query the element in the Element window and choose the Balance Feeds button.
3. In the Balance Feeds window, select the input value that you want to feed the balance with.

The list displays all the input values defined for the element. These input values may have different units of measure. When you select an input value its unit of measure displays in the Units field. To feed a balance with the element's direct run result, select Pay Value.

4. Select the balance you want the input value to feed.

The list restricts your choice to balances having the same unit of measure as the input value you selected.

5. Select Add or Subtract for the balance feed.

**Note:** Secondary classifications and balance feed controls currently do not apply to the US version of Oracle Payroll.

## Creating Classes of Balance Feeds

In the Balance Feed Control window, you can classify an element using secondary classifications. These determine the balances that the element feeds. You can query a balance in the Balance window and choose the Classifications button to view the list of classifications that feed it.

**To select or remove secondary element classifications:**

1. Set your effective date to when you want the element to begin feeding the balances that the secondary classifications feed.
2. Enter or query the element in the Element window and choose the Balance Feed Control button.
3. In the Balance Feed Control window, delete any default secondary classifications you do not require for the element.

When this window opens, it displays any default secondary classifications for the element's primary classification. Unless they are predefined, you can delete any of these classifications, and you can change their effective start dates.

4. Select any non-default secondary classifications you require.

## Defining User Balances

Defining a balance includes defining its feeds and dimensions. When selecting feeds for the balance you have to choose between specifying element input values directly, and

selecting element classifications to determine the feeds. You cannot choose both methods together.

You can group similar balances - such as all earnings balances - in a single *category* for quicker and easier processing. Each localization has a defined set of categories. If there are no categories in the list of values, this means your legislation is not yet using the category functionality.

Balances often share a common relevancy to certain assignments. In some localizations, you can define *base balances* to imply a relationship between the balances that can be relied upon when processing and reporting. For example, "Loan Repayment" could be the base balance for "Loan Repayment Arrears".

You define balances in the Balance window.

### To define a user balance:

1. Do *one* of the following:
  - Enter a unique name and a reporting name for the new balance. If you do not provide a reporting name, the first seven characters of the balance name appear on reports.
  - Query any user balances you want to change.
2. Optionally, select a balance category in the Category field.

**Australian Users:** Attach all user-defined allowance balances required in the Payment Summary to the Allowance category and dimension "\_ASG\_RUN" to ensure that you populate the run balances.
3. Optionally, select a Base Balance.
4. Enter the unit of measure for the balance. The choices are days, hours (listed in different formats), integer, money and number. If you select money as the unit you must also select a currency.

**Note:** Do not select the Use for Remuneration check box. This displays the balance that has been predefined as the Remuneration balance. Only one balance within a legislation can have this value.

5. To define a primary balance - one fed by a single element - select an element and input value in the Primary Balance region (if this region is available for your localization).
6. Go to the Balance Feeds window *or* the Balance Classifications window.

### In the Balance Feeds window:

- Set your effective date to the start date for the balance feeds.
- Select one or more elements to feed the balance. Only those elements whose input values have the same unit of measure as the balance are listed.

When you select an element, its classification is displayed. You can select elements with different classifications.

- Select the input value that is to feed the balance.

For most payroll balances select Pay Value so that the element's run result feeds the balance.

- Select Add or Subtract for the balance feed.

**In the Balance Classifications window:**

- Select one or more element classifications and select Add or Subtract for each. The run results of all elements in the classification will feed the balance.

The list includes all the primary and secondary element classifications that are valid for this balance. If you select a secondary classification, you cannot also select its parent primary classification.

**Note:** Secondary classifications are not used in the North American or Singapore versions of Oracle Payroll at this time.

**Balance Dimensions Window**

7. Choose the Dimensions button.
8. Select the dimensions you require.

**Australian Users:** Select the dimension "\_ASG\_RUN" for all user-defined balances.

You can remove any dimension previously selected for a user-defined balance. You can also add dimensions to the startup balances included with your system, and later remove these additional dimensions. However, you cannot remove the dimensions that were predefined for the startup balances.

**Note:** To hold balances for a fiscal year that is different from the calendar year, you must supply the fiscal year start date for your Business Group.

9. Optionally, select the Grossup Balance check box for *one* of the dimensions, to make the balance eligible for grossup.

**UK users:** If you want to make the balance eligible for grossup, you must select this check box for the \_ASG\_RUN dimension.

**Initial Balance Feed Window**

10. Choose the Initial Feed button.
11. In the Initial Balance Feed window you can see details of the element and input value used for the Initial Balance feed. This feed is defined by implementation consultants prior to performing an initial balance upload at implementation time.

**Balance Attributes window**

12. Choose the Attributes button.
13. Select an attribute definition and a dimension.

Balance attributes identify which balances can be used in which reports. Attributes can be predefined by localizations, created as a result of predefined defaults, or you can enter them in this window.

**Note: Saudi Users:** Oracle Payroll provides Saudi SOE Balance Attributes to view the SOE report. You can use the predefined balance attributes or create your own balance attributes.



## Excluding Balances From an Element's Grossup Calculation

For elements that require a net-to-gross (or grossup) calculation, you can specify which balances are included in the calculation. By default, all balances that can be grossed up are included. Use the Exclude Balances window to view these balances and to exclude any of them from the element's calculation.

**US and Canadian users:** You can exclude additional balances for individual element entries using the Gross Up Balances window (which opens from the Element Entries window).

### To exclude balances from an element's grossup calculation:

1. Enter or query the element in the Element window - making sure the Gross Up check box on the Advanced tab is checked - and choose the Exclude Balances button.
2. Select any balances that you want to exclude from the element's calculation. The list of values shows all balances that are eligible for grossup.

**Note:** A balance is eligible for grossup if the Grossup Balance check box is checked for one of its dimensions in the Balance Dimensions window.

3. Save your work.

# Predefined Earnings Types

## Regular Salary and Regular Wages

<i>Classification:</i>	Earnings
<i>Category:</i>	Regular
<i>Processing Type:</i>	Recurring

The earnings types Regular Salary and Regular Wages can process in the Regular run each period to produce regular pay for salaried and waged employees, respectively.

### Input Values for Regular Salary

Input Value	Purpose of Entry
Monthly Salary	Gives amount of employee's salary to formula.
Jurisdiction	Location entered here prompts system to find the location's tax code in the table of jurisdiction codes, and use this code to override the code of the employee's regular work location.

### Input Values for Regular Wages

Input Value	Purpose of Entry
Rate	Gives formula the rates to use. Entries here override Rate Code entries.
Rate Code	Gives formula the codes by which to locate rates in the Wage Rates table.
Jurisdiction	Location entered here prompts system to find the location's tax code in the table of jurisdiction codes, and use this code to override the code of the employee's regular work location.

For information about the Wage Rates table, see: *Predefined User Tables, Oracle HRMS Configuring, Reporting, and System Administration Guide*

### Associated Elements

Working together with the Regular Salary and Regular Wages earnings are three additional elements, Time Entry Wages, Labor Recording and Regular Hours Worked.

## Time Entry Wages Element

<i>Classification:</i>	Earnings
<i>Category:</i>	Regular
<i>Processing Type:</i>	Nonrecurring

### Input Values for Time Entry Wages

Input Values	Purpose of Entry
Hours	Gives hours worked to Regular Wages formula.
Rate	Overrides rate appearing on Regular Wages.
Rate Code	Overrides rate code appearing on Regular Wages.
Shift	Gives formula shift designator, for locating shift differential in the Shift Differentials table if no entry exists for Rate or Rate Code.
Date Earned	For information only.
Jurisdiction	Location entered here prompts system to find the location's tax code in the table of jurisdiction codes, and use this code to override the code of the employee's regular work location.
Separate Check	<i>Yes</i> signals that this earnings should be paid by separate check. Default is <i>No</i> .
Deduction Processing	<i>Tax Only</i> means, process tax deductions only for this earnings. <i>Tax and Pre-tax Only</i> means, process only these deductions for this earnings. Default is <i>All</i> .
Tax Separately	Default is <i>No</i> ; if the value is <i>Yes</i> , then only the tax for this earnings amount is taken.

For information about the Shift Differentials table, see: *Predefined User Tables, Oracle HRMS Configuring, Reporting, and System Administration Guide*

Time Entry Wages functions to receive timecard data through the Batch Element Entry (BEE) facility. As well as hours worked, it can receive overrides to existing Regular Wages entries, and other information affecting employees' pay. For example, if day shift workers temporarily work the evening shift at a plant in another state at a special wage rate, they enter on their timecards for the week not only hours worked, but also the location and rate code or shift designator.

These entries go via BEE to the Time Entry Wages input values Hours, Jurisdiction, Shift and Rate Code. The Regular Wages formula then uses these entries, rather than entries on Regular Wages and the work location information on the employees' records, to produce correct pay for the week.

Entries to Time Entry Wages also signal to the Regular Salary and Regular Wages formulas that waged employees required to submit timecards with hours worked each period have in fact done so.

### Labor Recording Element

<i>Classification:</i>	Information
<i>Category:</i>	Labor Hours
<i>Processing Type:</i>	Nonrecurring

### Input Values for Labor Recording

Input Values	Purpose of Entry
Hours	Holds entries of hours worked at a particular labor distribution or project accounting code.
Rate	Holds rate paid for the hours entered.
Rate Code	Holds rate code for the hours entered.
Shift	Gives formula shift designator, for locating shift differential in the Shift Differentials table if no entry exists for Rate or Rate Code.
Date Earned	For information only.

Labor Recording functions also receives entries of time worked, and optionally other information, for salaried employees who submit timecards only for project accounting or labor distribution purposes. These entries usually go in through BEE, but you can make them manually as well.

### Regular Hours Worked Element

<i>Classification:</i>	Information
<i>Category:</i>	Regular Hours
<i>Processing Type:</i>	Nonrecurring

### Input Values for Regular Hours Worked

Input Value	Purpose of Entry
Pay Value	Receives entries of hours worked for use in reports.

Regular Hours Worked functions to receive entries of each employee's hours worked as indirect results of the Regular Salary and Regular Wages formulas. You do not enter the

hours worked - they are entered automatically during the payroll run. Oracle Payroll can then access these entries for use in reports such as the Statement of Earnings and Earnings Audit.

## Hours By Rate

The payroll run passes information to this Information element as an indirect result of processing Regular Wages, Time Entry Wages, Overtime, or Shift Pay. The element holds information about the number of hours worked at a particular rate so that the statement of earnings can display earnings by hourly rate.

## Vacation Pay and Sick Pay

Link these elements to all payrolls during implementation. When you enter vacation or sick time into absence elements for employees who do not submit timecards (Timecard Required = No on the Statutory Information tab of the Assignment window), the payroll run creates indirect results for these elements. Oracle Payroll uses this information in reports such as the Statement of Earnings.

## Processing for Regular Salary and Regular Wages

**Note:** This section summarizes the processing except for final pay to terminating employees. You can control how these earnings types process for terminating employees by selecting a termination rule for your business group or payrolls.

See: Business Groups: Selecting a Termination Rules for Seeded Earnings, *Oracle HRMS Enterprise and Workforce Management Guide*

See: Creating a Payroll, *Oracle HRMS Payroll Processing Management Guide*

The formula for these earnings types does the following:

- Checks employee's assignment to see if timecard is required.
- If timecard is not required
  - Calculates salary or wages due. Feeds results into Regular Pay balance for the employee.
  - Checks employee's work schedule or standard working hours to locate hours worked in period.
- IF timecard is required because employee is salaried but must submit timecard with hours worked for project accounting/labor distribution recording
  - Checks whether Labor Recording element has received entries of hours worked.
  - IF no entries exist, issues message to this effect and does not calculate pay.
  - IF entries exist, enters hours and project accounting/labor distribution codes on employee's record. Sends hours worked to Regular Hours Worked information element, for reports such as Statement of Earnings and Earnings Audit.
- ELSE IF timecard is required because employee must submit hours worked on timecard to receive pay

- Checks whether Time Entry Wages element has received current entries of hours worked from timecard.
- IF no entries exist, issues message *No timecard entries exist* and does not calculate pay.
- IF entries exist, locates correct pay rate and calculates earnings due. Feeds results into Regular Pay balance for the employee. Enters hours and any other period-specific information on employee's record. Sends hours worked to Regular Hours Worked element for reports such as Statement of Earnings and Earnings Audit. Sends hours worked and rate paid to Hours by Rate element for reports such as Statement of Earnings.

## Overtime

<i>Classification:</i>	Earnings
<i>Category:</i>	Overtime
<i>Processing Type:</i>	Nonrecurring

The earnings type Overtime produces pay for overtime worked both at straight time rates and premium rates. You can provide the rate of pay for overtime work either as an entry to the input value Rate, or as an entry in the Wage Rates table, to be located by an entry to the input value Rate Code. Otherwise, the Overtime formula itself calculates the FLSA (Fair Labor Standards Act) overtime base rate.

See: Predefined User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

For correct calculation of the FLSA overtime base rate, when you initiate an earnings type you must identify whether to include the pay resulting from the type in the overtime base rate calculation, and whether to count hours worked for the type as FLSA hours.

**Important:** Oracle Payroll supports FLSA overtime and bonus calculation when the weekly payroll period and the overtime/bonus occur in the same work week. Payroll periods greater than a single work week are not supported at this time and manual calculations of the overtime amounts are required.

See: Identifying the Earnings or Payment, page 8-50

The following table describes the input values for the Overtime element.

## Overtime Input Values

Input Values	Purpose of Entry
Pay Value	Short-circuits formula and provides Overtime earnings run result.
Hours	Gives overtime hours worked to formula.
Rate	Gives formula the rates to use. Entries here override Rate Code entries.
Rate Code	Gives formula the codes by which to locate rates in the Wage Rates table.
Multiple	Gives rate multiple for overtime hours to formula.
Date Earned	For information only.
Jurisdiction	Location entered here prompts system to find the location's tax code in the table of jurisdiction codes, and use this code to override the code of the employee's regular work location.
Separate Check	<i>Yes</i> signals that this earnings should be paid by separate check. Default is <i>No</i> .
Deduction Processing	<i>Tax Only</i> means, process tax deductions only for this earnings. <i>Tax and Pre-tax Only</i> means, process only these deductions for this earnings. Default is <i>All</i> .

## Processing for Overtime

The Overtime formula does the following:

- Checks employee's job to see if it is exempt from overtime payments under Fair Labor Standards Act (FLSA) rules.
- IF job is exempt
  - Issues message *Job is exempt* and stops payroll processing for the employee.
- IF job is not exempt
  - Finds overtime rate using entry to Rate or Rate Code.
- IF no entries exist
  - Calls function to calculate the *overtime base rate*. This function:
    - 1) Determines pay this period for each earnings type entered for employee and identified as contributing to the overtime base rate.

For example, the following table shows two earnings types contributing to the overtime base rate:

<b>Earnings Contributing to Overtime Base Rate</b>	<b>Pay Amount</b>
Regular Hours	\$600.00
Production Bonus	\$200.00
Total	\$800.00

2) Determines hours worked this period for each earnings type entered for employee and identified as contributing to FLSA hours.

For example:

<b>Earnings Contributing to FLSA Hours</b>	<b>Hours Worked</b>
Regular Hours	40
TOTAL	40

- Formula then produces direct result Overtime Pay:  

$$= \text{Overtime hours worked} * \text{overtime base rate}$$
or  

$$= \text{Overtime hours worked} * \text{overtime base rate} * \text{Multiple.}$$
Produces indirect result Straight Time Overtime Pay:  

$$= \text{Overtime hours worked} * \text{regular rate.}$$
- Also sends indirect result of hours worked and rate paid to Hours by Rate element for reports such as Statement of Earnings.

## Shift Pay

<i>Classification:</i>	Earnings
<i>Category:</i>	Shift Pay
<i>Processing Type:</i>	Nonrecurring



<b>Input Value</b>	<b>Purpose of Entry</b>
Pay Value	Short-circuits formula and provides Shift Pay run result.
Hours	Gives shift hours worked to formula.
Rate	Gives formula the rates to use. Entries here override Rate Code entries.
Rate Code	Gives formula the codes by which to locate rates in the Wage Rates table.
Shift	Gives formula shift designator, for locating shift differential in the Shift Differentials table if no entry exists for Rate or Rate Code.
Jurisdiction	Location entered here prompts system to find the location's tax code in the table of jurisdiction codes, and use this code to override the code of the employee's regular work location.
Date Earned	For information only.

Employees receive earnings type Shift Pay instead of Regular Wages only when they work a shift other than their usual one. They record work on such a shift by entering a designator, such as E (Evening) or N (Night), on their timecards. Employees working their usual shift need not enter shift designators. They receive Regular Wages with wage rates that already include any applicable shift differential or multiplier.

## The Oracle HRMS Shift Differentials Table

Oracle Payroll includes this table for entry of shift differentials. For example, suppose day shift employees earn twice the day rate for the night shift, while evening shift workers earn 1.5 times their rate for night work. Workers from both shifts get three times their regular rate for the split shift. You make these entries in the Shift Differentials table:

### Example Shift Differential Table Entries

--	D	E	N	S
Day	10	--	20	30
Evening	--	10	15	30

When a formula for an earnings locates a pay rate or a rate code for pay, it looks also for a shift designator. It uses the designator to find the correct differential for the employee in the Shift Differentials table.

See: *Predefined User Tables, Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Processing for Shift Pay

The formula for Shift Pay does the following:

- Looks for rate to use to determine pay.
- If entry exists for the input value Rate, multiplies shift hours worked by this rate to produce run result.
- If there is no entry for Rate but entry for the input value Rate Code exists, uses code to find rate in Wage Rates table. Multiplies shift hours worked by this rate to produce run result.
- If there is no entry for Rate Code, takes employee's regular rate from Regular Wages earnings. Uses shift designator to locate correct differential for regular rate in Shift Differentials table. Multiplies regular rate by differential to obtain shift rate. Multiplies shift hours worked by shift rate to produce run result.
- Also sends indirect result of shift hours and shift rate to Hours by Rate element for reports such as Statement of Earnings.

## GTL Imputed Income

Classification:	Imputed Earnings
Category:	GTL Insurance
Processing Type:	Recurring

Currently, employer-paid Group Term Life insurance premiums for insurance coverage up to \$50,000 are tax-exempt. However premiums for coverage over \$50,000 are taxable as imputed earnings.

The premiums for GTL coverage vary depending on the age of the insured person. They are maintained in the IRS Uniform Premiums table. Oracle maintains this table in Oracle HRMS with the name GTL PREMIUMS.

See: Predefined User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

The following table describes the input values for the GTL Imputed Income element.

## GTL Imputed Income Input Values

Name	Purpose of entry
Pay Value	Short-circuits formula and provides GTL Imputed Income run result.
Coverage Multiple	Gives formula the number by which to multiply employee's annualized salary to determine GTL coverage.
Coverage Amount	Gives amount of employee's GTL coverage to formula. Overrides any entry for Coverage Multiple.
EE Contribution	Gives formula amount of employee's contribution, if any, to payments of GTL Insurance premiums.

## Processing for GTL Imputed Income

(except for final pay to terminating employees)

The formula for the GTL Imputed Income earnings type does the following:

- Determines employee's GTL insurance coverage amount, if necessary calculating annualized salary from pay information entered in Salary Administration window. Checks if amount exceeds \$50,000.
- IF no
  - Employee has no imputed income. No further calculations occur.
- IF yes
  - Calculates coverage whose premiums are net taxable imputed income to the employee (Coverage amount - \$50,000.00)
- Checks employee's age. Locates monthly premiums by age group per \$1,000 of coverage in the table GTL PREMIUMS.
- Uses premiums to calculate employee's imputed earnings. If employee contributed to premium payments, reduces GTL imputed earnings appropriately.

## Company Car

<i>Classification:</i>	Imputed Earnings
<i>Category:</i>	Personal Use of Company Car
<i>Processing Type:</i>	Recurring

The imputed earnings Company Car represents the monetary value to an employee of his or her personal use of a company car. The calculation of this value occurs outside Oracle Payroll. You enter the calculated amount in the input value Imputed Amount.

The following table describes the input values for the Company Car element.

## Company Car Input Values

Name	Purpose of Entry
Pay Value	Short-circuits formula and provides Company Car Imputed Earnings run result.
Imputed Amount	Provides the externally-calculated amount of imputed earnings for personal use of a company car.

## Processing for Company Car

The Company Car formula does the following:

- Checks whether current processing is producing final pay for a terminating employee. If so, deletes entry of Company Car for the employee as of the run date of the current processing.

# Earnings Template

## Earnings and Other Payments Overview

You initiate the earnings types and non-payroll payments you need in accordance with your own compensation policies, by entering information about them in the Earnings window.

In response to your entries in this window, Oracle Payroll generates an element for the earnings or payment, with the necessary input values and balance feeds, and a formula with the necessary formula result rules.

The following earnings types are predefined in Oracle Payroll:

- **Regular Salary and Regular Wages**  
These types produces regular pay for salaried and hourly paid employees respectively.
- **Vacation Pay and Sick Pay**  
Oracle Payroll uses entries in these predefined elements for reports such as the statement of earnings.
- **Overtime**  
This earnings type produces pay for overtime worked both at straight time rates and premium rates.
- **Shift Pay**  
Employees receive earnings type Shift Pay instead of Regular Wages only when they work a shift other than their usual one.
- **GTL Imputed Income**  
This earnings type represents an employee's imputed income from GTL insurance.
- **Company Car**  
This imputed income earnings type represents the monetary value to an employee of his or her personal use of a company car.

## Recording Hours Worked and Non-Worked Hours

You can record hours worked, override rates, or shifts from timecards, using the predefined Time Entry Wages element. Entries to this element override the values on the Regular Wages element. For salaried employees, you can record hours worked for project accounting using the predefined Labor Recording element.

Oracle Payroll uses the predefined Regular Hours Worked element to record the hours worked for reports such as the statement of earnings. You can create a regular non worked hours element (such as jury duty) to record time spent on non-work activities. The system automatically reduces regular hours worked and regular wages so that the correct information is displayed on the statement of earnings.

## Recording Earnings By Hourly Rate

Wages, overtime pay, and shift pay are typically calculated by multiplying an hourly rate by number of hours worked. Oracle Payroll captures this information for each rate

that applies during the payroll period. So if an assignment has element entries paid at different rates during a period, you can display the earnings at each rate on the statement of earnings and online payslip.

This information is automatically available for predefined earnings types: regular wages, time entry wages, overtime, and shift pay. It is also available for any earnings type you initiate with the calculation rule Hours x Rate, or Hours x Rate x Multiple.

## Net-to-Gross Processing

You can define earnings types of a fixed net amount and Oracle Payroll will calculate the additional amount you need to pay to cover taxes and other deductions.

## Regular Non-Worked Hours

The regular non-worked hours functionality enables you to date effectively reduce Regular Wages for earnings types you specify according to your business rules, such as jury duty, paid holidays etc.

The effects of reducing earnings using regular non-worked hours are seen on the employee's Statement of Earnings. When earnings are reduced for an earnings category such as jury duty, the SOE shows an amount and hours for the employee's regular work actually performed and an amount and hours for the regular non-worked hours.

For example, if a salaried employee, paid bi-weekly, reports 16 hours of jury duty time off this pay period, the employee's SOE might look like this:

Regular Salary	64 hours	\$6400
Jury Duty Pay	16 hours	\$1600

Note that the sum of the hours worked ("Regular Salary") and non-worked hours ("Jury Duty Pay") equals the regular hours (80 hours, in this example).

Without noting the regular non-worked hours difference, the same employee's SOE might look like this:

Regular Salary	80 hours	\$8000
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**Important:** Regular non-worked hours are distinct from the predefined earnings types that are used on accruals, such as Paid Time Off. Regular non-worked hours do not require any kind of accrual plan.

## Structures for Initiated Earnings Types

In response to the information you enter for an earnings type or non-payroll payment in the Earnings window, the system generates the essential components of the earnings or payment. These include:

- An element whose structure includes the necessary input values and balance feeds
- A formula prescribing the correct processing for the earnings or payment, together with the formula processing and result rules.

The following sections discuss the particular input values and rules that you can generate, and the circumstances under which they are used. These input values and rules control the following:

- Overrides to the **tax jurisdiction** of an earnings type  
See: Overrides for Tax Jurisdictions, page 8-41
- The applicability of **supplemental tax withholding** to supplemental earnings types processed in Regular runs  
See: Supplemental Withholding in Regular Runs, page 8-42
- Payment of an earnings type or non-payroll **payment by a separate check**, issued in addition to the usual paycheck or direct deposit payment  
See: Payments by Separate Check, page 8-43
- The **applicability of deductions** to an earnings or payment: all deductions, or only tax deductions, or only tax and pre-tax deductions  
See: Limits on Deductions from a Payment, page 8-43
- The **calculation rule** used to determine the amount of an earnings or non-payroll payment.  
See: Amount Rules for Earnings and Non-Payroll Payments, page 8-44
- **Net-to-gross processing** of an earnings type of a fixed net amount.  
See: Net-to-Gross Processing of Earnings, page 8-46

## See Also

Initiating Earnings and Non-Payroll Payments, page 8-49

## Overrides for Tax Jurisdictions

You must sometimes pay employees earnings for work performed in a tax jurisdiction other than their primary work location, or for work performed in prior periods. To permit you to correctly process such earnings, the structure of all the elements Oracle Payroll generates for earnings in the classification Earnings includes the Jurisdiction input value.

The input value Jurisdiction takes entries of locations different from employees' primary work location. The payroll run then finds the jurisdiction code (tax code) of this location in the system's table of jurisdiction codes, so it can process the earnings for this work using the correct tax information.

In Canada, the jurisdiction code is the Canada Post province abbreviation.

## Input Values for Work Location

Input Value Name	Purpose of Entry
Jurisdiction	Provides the location for work done somewhere other than the primary work location. Entry of a location here prompts system to find the location's tax code in the table of jurisdiction codes, and use it to override the code of the employee's regular work location when calculating taxes.

## Supplemental Withholding in Regular Runs

Oracle Payroll includes two types of payroll runs, *Regular* and *Supplemental*. A payroll normally has just one Regular run each period, to produce employees' regular earnings. But it can have many Supplemental runs each period, to process supplemental earnings and final pay for terminating employees, as needed.

The default tax withholding method for Supplemental runs is *supplemental withholding*. However when these runs process final pay, they always use regular withholding for any regular earnings included in the final pay.

The default withholding method for Regular runs is *regular withholding* (Percentage or Annualized Wages withholding), but these runs can use supplemental withholding for any included supplemental earnings.

The following table summarizes the withholding method and use of each run type.

## Oracle Payroll Run Types

Run Type	Withholding Method	Frequency and Use
Regular	Default is regular. Can use supplemental for supplemental earnings.	Regular runs are scheduled in advance to process employees' regular and imputed earnings once each period.
Supplemental	Default is supplemental. Uses regular to process regular and imputed earnings in final pay.	Supplemental runs occur whenever necessary to process supplemental earnings, and final pay for terminating employees.

To identify supplemental earnings that Regular runs should process using supplemental withholding, Oracle Payroll generates all earnings types in the Supplemental Earnings classification with an input value **Tax Separately**. This input value has a default entry of No. If you change this entry to Yes for a supplemental earnings type, Regular runs use supplemental withholding when processing the earnings.



## Input Value for Supplemental Withholding

Input Values Name	Purpose of Entry
Tax Separately	Default <i>No</i> means, apply run's default withholding method. <i>Yes</i> means, always apply supplemental withholding.

## Payments by Separate Check

You sometimes pay certain earnings or non-payroll payments by physically separate checks that employees receive in addition to their regular paychecks or direct deposit payments. For example, you might pay a special bonus or award, or a reimbursement for moving expenses, using a separate check.

For control of separate check payments, the elements generated for all earnings in the Earnings and Supplemental Earnings classifications, and for all payments in the classification Non-payroll Payments, include the input value **Separate Check**.

This input value has a default entry of *No*, matching the default entry of *Never* in the Separate Check region of the Earnings window.

You can change this input value entry back and forth between *No* and *Yes* for an earnings type or payment, using the Element Link window. For an individual employee, you can make an entry of *No* or *Yes* for this input value using the Element Entries window, to stop or enable a payment by separate check.

## Input Value for Payment by Separate Check

Input Value Name	Purpose of Entry
Separate Check	<i>Yes</i> signals that this earnings should be paid by separate check. Default is <i>No</i> .

## Limits on Deductions from a Payment

The payroll run usually take all deductions against an earnings type or non-payroll payment, but there can be certain circumstances under which it should take only tax deductions or only tax and pre-tax deductions. So that you can exercise control over deductions processed for a payment, Oracle Payroll generates all earnings in the Earnings and Supplemental Earnings classifications, and all payments in the classification Non-payroll Payments, with the input value Deduction Processing.

The entry in this input value defaults to *All* (process all deductions), as does the entry in the Deduction Processing region of the Earnings window. You can change this default for an earnings or payment element on its links using the Element Link window, or for individual employees using the Element Entries window.

## Input Value for Tax or Tax and Pre-Tax Deductions Only

Input Value Name	Purpose of Entry
Deduction Processing	<i>Tax Only</i> means, process tax deductions only for this earnings type or payment. <i>PreTax and Tax Only</i> means, process only tax and pretax deductions. Default is <i>All</i> .

## Amount Rules for Earnings and Non-Payroll Payments

On the Earnings window, you select a rule that determines how Oracle Payroll calculates the amount of the earnings or payment. The system then generates the appropriate element input values. The available calculation rules are:

- Flat Amount
- Hours \* Rate, or Hours \* Rate \* Multiple
- Percentage of Regular Earnings

### Earnings or Payments with the Rule *Flat Amount*

Elements generated for earnings or non-payroll payments with this rule includes an input value **Amount**, for entry of an amount. No calculations are necessary to determine the amount of this earnings or payment.

#### Input Value for Amount Rule *Flat Amount*

Input Value Name	Purpose of Entry
Amount	Gives formula the earnings or payment amount.

### Earnings with the Rule *Hours \* Rate*

The elements generated for earnings with this rule include the input values **Hours Worked**, **Rate Code** and **Rate**. Hours Worked holds the number of hours worked at a particular rate or rate code. An entry in the input value Rate Code signals that the rates for this earnings come from the Wage Rates table. An entry of a rate to the input value Rate overrides entry of a rate code.

#### Input Value for Amount Rule *Hours \* Rate*

Input Value Name	Purpose of Entry
Hours Worked	Gives formula the hours worked at each rate.
Rate Code	Gives formula the codes by which to locate rates in the Wage Rates table.
Rate	Gives formula the rates to use. Entries here override Rate Code entries.

## The Oracle HRMS Wage Rates Table

Oracle HRMS comes with the table WAGE RATES ready to receive entries. This table has one column, named Rate. You can enter as many rows as you need to accommodate your rates. For example, you can enter rates for operating different types of equipment, as shown in the following table:

Wage Rates Table

Code	Rate
FL (forklift)	6.80
A3 (crane A3)	8.20
A7 (crane A7)	9.00

As employees operate different equipment, they record on their timecards the codes and hours worked for each. Using Batch Element Entry (BEE), you enter these codes and hours in the input values Rate Code and Hours Worked. The earnings formula uses the codes to locate the correct rates to use for each employee's pay calculation.

If there are element entries paid at different rates in a single period, the earnings formula tracks the number of hours worked at each rate and records this information using the Hours By Rate element for reports such as the statement of earnings.

Instead of using the Oracle HRMS table for wage rates, you can set up your own rates tables. Notice that if you do this, you must modify the formula generated for earnings with the Hours \* Rate or Hours \* Rate \* Multiple rule, so that it references columns in your table.

See:

Predefined User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

Setting Up User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

Entering Table Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

## Earnings with the Rule *Hours \* Rate \* Multiple*

You use this rule to apply an uplift, or increase, to earnings calculated by the Hours \* Rate rule. These two rules are very similar, except that earnings generated with the Hours \* Rate \* Multiple rule include an additional input value, **Multiple**.

Here you enter a multiple for the calculation. For example, for a pay uplift of 5% above the standard, make an entry of .05 in this input value.

### Input Value for Amount Rule *Hours \* Rate \* Multiple*

Input Value Name	Purpose of entry
Hours Worked	Gives formula the hours worked at each rate.
Rate Code	Gives formula the codes by which to locate rates in the Wage Rates table.
Rate	Gives formula the rates to use. Entries here override Rate Code entries.
Multiple	Gives formula the multiplier to use for the calculation.

### Earnings with the Rule *Percentage of Regular Earnings*

Oracle Payroll generates elements for earnings with this rule with the input value Percentage, for entry of the percentage to use in the calculation.

### Input Value for Amount Rule *Percentage*

Input Value Name	Purpose of Entry
Percentage	Gives formula the percentage to use.

For a **salaried employee**, the formula for this rule locates the employee's regular monthly earnings as an entry in the Monthly Salary input value (Periodic Salary in Canada) of the earnings Regular Salary.

For a **waged employee**, it calculates the regular earnings in a pay period by finding the employee's wage rate and multiplying it by the hours normally worked in a pay period. It locates the employee's usual hours worked by referencing the work schedule or, if there is none, the standard working hours for his or her assignment. It finds the wage rate by referencing, in this order:

- The employee's salary basis
- The rate code entered for the employee for the earnings Regular Wages
- The rate entered for the employee for Regular Wages.

See:

HR Organizations: Entering a Work Schedule, *Oracle HRMS Enterprise and Workforce Management Guide*

Business Groups and HR Organizations: Work Day Defaults, *Oracle HRMS Enterprise and Workforce Management Guide*

## Net-to-Gross Processing of Earnings

Oracle Payroll supports Net to Gross processing of earnings elements. For example, you can define a bonus payment that is a fixed net amount. Oracle Payroll calculates the gross amount needed to meet the net pay. You define which taxes and other

deductions the employer is willing to pay by selecting the balances that can be used in the net-to-gross processing.

When you define an earnings type for net-to-gross processing, the application generates the element, formula, balances, and processing rules that you require. You can configure these, if required.

The following three formulas are used in net-to-gross processing:

- `US_ITER_GROSSUP` (for US) or `CA_ITER_GROSSUP` (for Canada)  
This is the iterative formula that calculates the amount that the employer must pay in addition to the desired net amount.
- `<element_name>_GROSSUP_FLAT_AMOUNT`  
This formula adds the additional amount returned by the iterative formula to the desired net amount to return the element's gross pay value.
- `FIT_GROSSUP_ADJUSTMENT_CALC` (for US) or `FED_GROSSUP_ADJUSTMENT_CALC` (for Canada)  
This formula runs after normal processing to adjust the Federal Income Tax balance so that actual net pay is exactly equal to the desired net minus any balances that were excluded from the calculation.

Net-to-gross elements are always processed separately, after the main payroll run has processed.

When you initiate a net-to-gross earnings type, Oracle Payroll creates the element input values shown in the following table.

## Input Values for Net-to-Gross Earnings Types

Input Value Name	Purpose of Entry
Pay Value	Oracle Payroll returns the gross pay to this input value when it has completed the net-to-gross calculations
Amount	Gives iterative formula the desired net pay
Low Gross	Used by the iterative formula to hold the lower gross pay guess, to feed into the next iteration of the formula
High Gross	Used by the iterative formula to hold the higher gross pay guess, to feed into the next iteration of the formula
Remainder	The amount by which the additional pay to be paid by the employer (gross minus desired net) differs from the total of the balances that are eligible for grossup processing. Returned by the iterative formula.
To Within	The amount by which actual net can differ from desired net after normal processing. (Another formula runs at the end of normal processing to adjust the FIT balance to ensure that actual net equals desired net.)
Method	The method of iterative calculation: binary or interpolation. The default is interpolation. This determines which function the iterative formula calls.
Additional Amount	The amount to add to desired net to calculate gross pay. Returned by the iterative formula.
EI Hours (Canada only)	To enter the hours associated with the payment so they will be reflected in the Record of Employment. For reporting purposes only. The application creates this input value if you check the EI Hours box on the Earnings window.

## Processing for Net-to-Gross Calculation

The formulas for net-to-gross processing do the following:

- The iterative formula takes as input the desired net amount (Amount input value), the amount by which net can diverge from the desired amount (To Within input value), and the method of calculation (Method input value).
- In the first run it sets the lower gross limit to the desired net amount, and the higher gross limit to twice the desired amount. Then it runs a function to provide the first guess of the gross. The formula returns three values-low gross, high gross, and additional amount-to the element's input values.
- The element's payroll formula runs (<element\_name>\_GROSSUP\_FLAT\_AMOUNT). It adds the additional amount to the desired amount to create the

gross and returns this value to the element's pay value for the payroll run to process. It also sends the desired amount as an indirect result to another element (FIT\_GROSSUP\_ADJUSTMENT in the US, FED\_GROSSUP\_ADJUSTMENT in Canada).

- In the next iteration, the iterative formula compares the additional amount to the total value of the balances that are available for grossup for this element entry. The additional amount must not differ from this balance total by more than the amount specified in *To Within*.
  - If the additional amount equals the balance total, the iterative processing ends.
  - If the additional amount is above or below the balance total by an acceptable margin, the processing ends and the formula returns the remainder (additional amount - balance) to the element's Remainder input value.
  - Otherwise, the formula runs the function to get a better guess for gross, using the remainder to determine by how much to change the guess. The formula checks the results in another iteration.
- After all iterative processing, the formula for FIT\_GROSSUP\_ADJUSTMENT (US) or FED\_GROSSUP\_ADJUSTMENT (Canada) deducts the desired net amount from actual net calculated in this run plus balances that were excluded. The difference is the amount by which Federal Income Tax must be adjusted to pay the required net amount.

## Costing

The FIT\_GROSSUP\_ADJUSTMENT element in the US and the FED\_GROSSUP\_ADJUSTMENT element in Canada feeds the FIT Withheld Balance with the small sum required to adjust calculated net to be the same as desired net. To ensure there are no small discrepancies in your costing information, link and cost the adjustment element in the same way as your FIT element.

## Initiating Earnings and Non-Payroll Payments

To initiate an earnings type or non-payroll payment, use the Earnings window.

If you need to add a category for the earnings or payment type you are initiating, use the application utilities Lookups window to enter additional categories for these Lookup types:

- US\_EARNINGS
- US\_SUPPLEMENTAL\_EARNINGS
- US\_IMPUTED\_EARNINGS
- US\_PAYMENT.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

1. Identify the earnings or payment, page 8-50
2. Enter processing rules for it, page 8-51
3. If necessary, enter rules to control payments by separate check, and to limit the deductions processed against the earnings or payment, page 8-52

4. Review the components generated for the earnings or payment, page 8-9
5. If necessary, modify the generated components, page 8-10
6. Define element links, page 1-28 for the generated element(s).

**Important:** Do not select frequency rules for an earning. Frequency rules should only be selected for voluntary deductions.

**Important:** If you make mistaken entries when initiating an earnings or payment so that the components generated for it need correction, delete all the generated components and re-initiate the earnings or payment.

## Identifying an Earnings or Payment

Use the Earnings window.

### To identify, classify and categorize the earnings or payment:

1. Set the effective date early enough to handle any historical entries. You cannot enter an earnings or payment for employees before its effective start date.
2. Enter a unique name for the earnings or payment. The system uses this name for both the generated element and formula. The name must start with a letter of the alphabet, not a number or symbol.
3. Optionally enter a reporting name, which is a short name that appears on reports and the statement of earnings.
4. Select the correct classification and category. The classification and category of an earnings or payment help to determine the tax rules and other rules and procedures that apply to it.
5. If you selected the classification Alien/Expat Earnings, select an Alien Supplemental Category.

The application uses the tax rate of the category you selected in the previous step for the earnings that come under the treaty benefit. Any earnings that are not recognized under the treaty benefit will be taxed according to the supplemental category you select in the Alien Supplemental Category field.

6. Optionally, change the default priority. The classification of the earning or payment determines its default processing priority in the payroll run. The payroll run processes elements with lower priority numbers first.

### FLSA Rules

7. Under Fair Labor Standards Act (FLSA) rules:
  - If pay rates for this earnings type should be used in determining overtime base rates for the predefined earnings Overtime, check the Overtime Base box.
  - If this earnings type represents pay for hours worked that should be used in determining overtime base rates for the predefined earnings Overtime, check the FLSA Hours box.

**Important:** Oracle Payroll supports FLSA overtime and bonus calculation when the weekly payroll period and the overtime/bonus occur in the same work week. Payroll periods greater than a single



work week are not supported at this time and manual calculations of the overtime amounts are required.

See: Overtime, page 8-32

#### **Other Check Boxes**

8. If you are creating a regular non-worked hours earnings type, check the Reduce Regular box. See: Creating Regular Non-worked Hours, page 8-52.
9. If you are creating a net-to-gross earnings type, check the Grossup box. See: Creating a Net-to-Gross Earnings Type, page 8-54
10. Check the Standard Link box only if Oracle Payroll should automatically enter the earnings or payment, with its default input value entries, for all eligible employees.

#### **Next Steps**

Entering Processing Rules for the Earnings or Payment, page 8-51

Managing Separate Check Payments and Deduction Processing, page 8-52

## **Entering Processing Rules for an Earnings or Payment**

Use the Earnings window.

#### **To enter processing rules:**

1. On the Standard tab, select the appropriate calculation rule. The formula names appearing in the list of values depend on the processing type of the earnings or payment. The basic calculation rules listed are:
  - Flat Amount, if you enter the earnings or payment amount and no calculation is necessary
  - Hours \* Rate, if the amount is calculated by multiplying hours worked by a wage rate
  - Hours \* Rate \* Multiple, if the amount is calculated by multiplying hours worked by a wage rate and a multiplier
  - Percentage of Regular Earnings, if the amount is calculated by multiplying the regular salary or the wages by a percentage

See: Amount Rules for Earnings and Non-Payroll Payments, page 8-44

2. Select Recurring or Nonrecurring as the processing type.

Select Recurring if entries to the input values of this earnings type or payment, once entered for an employee, should process each period until you change them or they reach their end date. Select Nonrecurring if this earnings type or payment should process only when it receives new entries in a period.

**Warning:** Do not select frequency rules for earnings. Frequency rules should only be selected for voluntary deductions.

3. Select a termination rule to control the processing of entries to the element after employee termination:

- If the termination rule is **Actual Termination** and the element's processing type is recurring, entries to the element close down on the employee's actual termination date. If the element's processing type is nonrecurring, entries close down on the last date of the pay period in which the employee leaves, or on the date the assignment ends (the final process date) if this is earlier.
- If the termination rule is **Final Close**, entries to the element stay open beyond the actual termination date. This makes it possible to pay bonuses, severance pay, and so on, and to make year end adjustments after the employee's actual termination date.

**Note:** Recurring elements with the rule Final Close only process in runs after the Last Standard Process Date if there is also a nonrecurring entry to process in that run.

- If the termination rule is **Last Standard Process**, entries to the element are not processed after the Last Standard Process date. The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee. This is the appropriate rule for many recurring earnings types.

#### Next Step

## What's Next

Managing Separate Check Payments and Limiting Deduction Processing, page 8-52

## Managing Separate Check Payments and Limiting Deduction Processing

Use the Earnings window.

### To limit deduction processing against an earnings or payment:

1. Make a selection in the Deduction Processing region. The default is All (all deductions process against the earnings type or payment). For only tax deductions to process, choose Tax Only. For only tax and pretax deductions to process, choose PreTax and Tax Only.

See: Limits on Deductions from a Payment, page 8-43

2. Save your work.

### To set up payment by a physically separate check:

1. Choose Yes in the Separate Check region. The default is No.

See: Payments by Separate Check, page 8-43

2. Save your work.

## Creating Regular Non-Worked Hours

If you want employees' statements of earnings to show hours actually worked and any regular non-worked hours (such as time on jury duty or paid holidays), you create a regular non-worked hours earnings type.

Regular wages or salary are reduced for employees who have entries for regular non-worked hours. The sum of the worked hours and regular non-worked hours is equal to the regular hours.

To create regular non-worked hours, first create an earnings category for reducing regular wages, using the application utilities Lookups window. Then set up an earnings type using the Earnings window.

**Important:** The earnings category "Regular" cannot be used with this functionality. You must use a special earnings category.

### **To create an earnings category to reduce regular wages:**

1. In the Lookups window, query US\_EARNINGS in the Type field.
2. Enter a unique code for the earnings category in the Code field.
3. Enter a name for the earnings category, such as "Regular Non-Worked" in the Meanings field.

This name will display in the list of values for the earnings category.

4. Select an appropriate access level.
5. Save the earnings category.

### **To create a regular non-worked hours earnings type:**

1. Set your effective date early enough to handle any historical entries you may want to make.
2. Identify the earnings.  
The earnings classification must be either Earnings or Supplemental Earnings. The earnings classification cannot be Imputed Earnings or Non-Payroll Payments.
3. Enter calculation rules for the earnings type.  
You must select either Hours\_X\_Rate or Hours\_X\_Rate\_Multiple. You cannot select a flat amount or a percentage of regular earnings.
4. Check the Reduce Regular check box.
5. If necessary, enter rules to control payments by separate check, and to limit the deductions processed against the earnings or payment.
6. Save your work.

**Important:** Do not select frequency rules for earnings. Frequency rules should only be selected for voluntary deductions.

7. Review and if necessary, make changes to the components generated for the earnings.

See: Reviewing Earnings and Deductions Structures, page 8-10

**Important:** If you make mistakes when initiating an earnings or payment so that the components generated for it need correction, delete all the generated components and re-initiate the earnings.

## Disabling a Regular Non-Worked Hours Earnings Type

To disable a regular non-worked hours earnings type, use the Further Element field in the Element window.

### To disable a regular non-worked hours earnings type:

1. Query the earnings type you want to disable.
2. Click in the Further Information field.
3. Change the value of the Reduce Regular field from Yes to No.
4. Save your work.

## Creating a Net to Gross Earnings Type

For some earnings types, the payroll run calculates the gross amount based on a fixed net amount to be paid to the employee. For example, you might want to ensure a certain take-home bonus amount, and be willing to pay some or all of the taxes and other deductions that apply to the bonus.

To create a net to gross earnings type, use the Earnings window.

### To create a net to gross earnings type:

1. Set your effective date early enough to handle any historical entries you may want to make.
2. Identify the earnings.  
The earnings classification must be Supplemental Earnings.
3. Check the Grossup check box.
4. Select the calculation rule GROSSUP\_FLAT\_AMOUNT\_NONRECUR (US) or Flat Amount for Net to Gross (Canada). This generates a formula called <earnings name>\_GROSSUP\_FLAT\_AMOUNT, which you can configure if necessary.
5. Select Yes in the Separate Check region (US) or Separate Payment region (Canada) if you want the earning to be paid separately.
6. Choose the Grossup Processing tab.
7. Review the list of balances that are eligible for grossup and clear the Include check box for any balances that you want to exclude from the grossup processing.

**Note:** You can exclude additional balances for individual element entries using the Gross Up Balances window (which opens from the Element Entries window).

8. Save your work.
9. Review the components generated for the earnings.

See: Reviewing Earnings and Deductions Structures, page 8-9

If necessary, make changes to the generated components. You cannot change these components using the Earnings window.

See: Customizing Generated Elements, Formulas, and Balances, page 8-10

**Important:** If you make mistakes when initiating an earnings or payment so that the components generated for it need correction, delete all the generated components and re-initiate the earnings.

# Deductions Template

## Deductions Overview

You initiate the non-tax (pre-tax, benefit, voluntary) deductions you need by entering information about them in the Deduction window. For example, you can initiate deductions for purchase of Series EE Bonds, deductions for benefits, and deductions for deferred compensation plans and tax-sheltered annuities.

In response to your entries in this window, Oracle Payroll generates an element for the deduction, with the necessary input values and balance feeds, and a formula with the necessary formula result rules.

When you initiate the deduction, you determine the rules that control its processing, including the following:

- Start and stop rules

You select the rules that determine when the deduction starts or stops for each employee. It might end when a balance of the amount taken for the deduction reaches a specified amount, or when you end date the element entry for the employee.

- Amount rules

You select the method of entering or calculating the amount of the deduction. For example, you can enter the amount for each employee, you can specify that the application calculate the amount by a formula as a percentage of earnings, or you can specify that the application select the amount from a Payroll table or Benefits table.

- Frequency rules

These rules determine the pay periods in which the deduction is withheld. For example, a monthly deduction might be processed in the third period of the month for weekly-paid employees and in the second period of the month for employees paid on a semi-monthly basis.

- Insufficient funds rules

You can determine whether to hold an arrears balance for a deduction, and whether to take a partial deduction if earnings are insufficient to take the full deduction amount.

Pre-tax deductions are calculated iteratively when there are insufficient earnings to pay all taxes, garnishments, and the full pre-tax deduction. Oracle Payroll automatically reduces the amount taken for pre-tax deductions to ensure that taxes and garnishments are paid.

You can define additional rules for wage attachments. See: *Input Values for Wage Attachments*, page 8-72.

## Deduction Start and Stop Rules

Oracle Payroll enables you to control starting and stopping deductions in several ways:

- Start Rule or Stop Rule: **On Entry**

When the start rule is On Entry, the deduction begins on the effective date you enter the deduction for an employee.

When the stop rule is On Entry, the deduction ends on the effective date the entry is deleted.

- **Start Rule: Earnings Threshold**

The deduction starts when the Gross Earnings balance for the employee reaches a specified amount.

The formula for deductions with this rule checks whether the payroll run has caused the employee's year-to-date value of the Gross Earnings balance to reach or surpass the threshold amount.

**Note:** You can modify the generated formula to reference a different balance.

- **Stop Rule: Total Reached**

The deduction stops for an employee when a balance of the amount taken for the deduction reaches a specified amount.

## Entry Values to Support the Start and Stop Rules

The elements Oracle Payroll generates for initiated deductions include entry values needed for particular start and stop rules. Specify a default value for all eligible employees in the Default field of the Entry Values sub window of the Element Link window. Specify a value for an individual employee in the Entry Values sub window of the Element Entries window. The entry values are:

Start or Stop Rule	Entry Value Name	Purpose of Entry
On Entry start and stop rule	On Entry	N/A
Earnings Threshold start rule	Threshold Amount	Gives formula the balance value that triggers deduction's start (Formula references Gross Earnings balance).
Total Reached stop rule	Total Owed	Gives formula the total amount that triggers deduction's stop.

## Clearing the Total Reached Balance

When you use a Total Reached stop rule, the accrued balance is automatically set to zero when the amount deducted reaches the total owed. However, if you end the element entry before this happens, the balance is not cleared. If you enter the same element for the employee in the future, this deduction will end before the total owed has been deducted because the formula uses a balance that does not start from zero.

To prevent this problem, perform the following steps if you have to end an element entry with this stop rule before the total owed has been deducted:

- Create a formula to check the value of <element\_name>\_ACCRUED\_ASG\_ITD, multiply its value by -1, and feed the result back to the accrued balance.
- Create a nonrecurring element, and associate the formula with this element in the Formula Result Rules window.

- Enter this element for the employee

## Series EE Bond Deductions

For deductions taken to purchase Series EE bonds, the system-generated element includes the input value **Purchase Price**, for entering the purchase price of the bonds.

The Series EE Bond deduction formula sends the amount deducted for a bond purchase to a special balance, whose name is the deduction name with the words Towards Bond Purchase appended (for example, Series EE Bond 50 Towards Bond Purchase).

When an amount sufficient to cover one or more bond purchases accumulates in this balance, the formula issues a message to this effect and subtracts the bond purchase price from the Toward Bond Purchase balance amount. The bond purchasing process is external to Oracle Payroll.

When employees terminate, calculation of their final payments includes a refund of any amounts accumulated toward bond purchase.

### Input Value for Series EE Bond Deductions

Input Value Name	Purpose of Entry
Purchase Price	Gives formula the amount needed for a bond purchase.

## Calculation Rules for Deductions

On the Deductions window, you select a rule that determines how Oracle Payroll calculates the amount of the deduction. The system then generates the appropriate element input values. The available calculation rules are:

- Flat Amount, if you enter an amount for each employee using BEE or the Element Entry window
- % Earnings, if you enter a percentage for each employee using BEE or the Element Entry window. The deduction formula calculates the amount from this percentage.
- Payroll Table, if the amount comes from a previously created user table.

**Note:** All generated deductions include the input values Additional Amount and Replacement Amount, for efficient management of one-time changes to the deduction amount. You make entries to a special inputs element to use these input values.

See: Changes to Earnings or Deductions Before a Run, *Oracle HRMS Payroll Processing Management Guide*

### Deductions with the Rule *Flat Amount*

Elements generated for deductions with this rule include an input value **Amount**, for entry of the deduction amount. No calculations are necessary to determine the amount.



Input Value Name	Purpose of Entry
Amount	Gives formula the deduction amount.

### Deductions with the Rule *% Earnings*

Elements generated for deductions with this rule include an input value **Percentage**. The formula multiplies an employee's Regular Pay balance by the percentage figure entered in the input value.

You can modify the formula to reference a different earnings balance. For a pretax 401(k) deduction, for example, the formula should reference the balance Earnings 401k.

Input Value Name	Purpose of Entry
Percentage	Gives formula the percentage to use. (Formula references the run balance of Regular Pay.)

### Deductions with the Rule *Payroll Table*

If you select this rule, you must create a user table holding the deduction amounts. The amounts commonly vary by employees' ages, pay or job class. For example, this payroll table holds union dues amounts that vary with employee pay:

Salary Range	Union A	Union B
5.00 - 7.50	10.00	12.00
7.51 - 10.00	15.00	18.00
10.01 - 15.00	20.00	23.00

Oracle HRMS includes the *row types* Age Range, Salary Range and Job Class, already set up and ready for use for payroll tables holding deduction amounts.

If the rows of your payroll table do not reference employee age, pay or job class, you set up the additional row type you require. See: Setting Up Row Types for Payroll Tables, page 8-70

Elements generated for deductions with this rule include an input value **Table Column**. During the payroll run, the deduction formula uses the entry in this input value to determine which user table column to look in for the deduction amount.

If the rows of the payroll table reference pay, age, or job class, the deduction formula uses the database item for the employee's age, pay, or job class to determine which table row to go to. When the table's row type is not Age Range, Salary Range or Job Class, the system generates the element with an additional input value **Row Name**.

Input Value Name	Purpose of Entry
Table Column	Gives formula the column to look in for the deduction amount.
Row Name (created only if the table row type is not Age Range, Salary Range or Job Class)	Gives formula the row to look in for the deduction amount.

## Insufficient Funds Rules for Deductions

Oracle Payroll holds an arrears balance for a deduction if you select Arrearage in the Insufficient Funds region of the Deduction window.

It creates the input value Clear Arrears, which you use to specify whether the payroll run should attempt to clear the arrears. It also creates two special input values for the deduction. These input values are special in that they function without you ever seeing them or making entries to them. They receive their entries automatically during the payroll run.

The special input value *Not Taken* holds any amount not taken for the deduction in the most recent payroll run. The special input value *Arrears Contribution* feeds the arrears balance.

## Special Input Values Generated for Arrears Management

Input Value Name	Purpose of Entry
Clear Arrears	Select Y if you want the payroll run to attempt to clear the amount held in arrears. Select N if you do not want the payroll run to attempt to clear the arrears.
Not Taken	Receives any amount not taken in the most recent payroll run.
Arrears Contribution	Receives results of the calculation of Scheduled Amount minus Pay Value for most recent run. Feeds this result to the arrears balance.

The table below presents an example of how the entries automatically made to the these input values work to maintain the arrears balance.

*Scheduled deduction amount per run: \$50*

*Pay Value = Amount actually deducted in each run*

*Clear Arrears = Y*

## Arrears Management Example

Run	Pay Value	Not Taken	Arrears Contribution	Arrears Balance
1	50	0	0	0
2	30	20	20	20
3	10	40	40	60
4	110	0	-60	0
5	50	0	0	0

The system also makes use of the special input value *Adjust Arrears* in managing arrearage.

For more information about this input value, see: Changes to Earnings or Deductions Before a Run, *Oracle HRMS Payroll Processing Management Guide*.

To review an employee's arrears balance for a deduction, use the View Earnings and Deductions Balances window.

## Deductions Balances

Oracle Payroll automatically creates a number of balances for the deductions you initiate. The rules you select for the deductions determines which balances are created. You can review the definition of these balances in the Balance window.

See: Defining User Balances, page 8-24

You can see the value of these deductions for an employee using the View Earnings and Deductions Balances window.

See: Reviewing Earnings and Deductions Balances, *Oracle HRMS Payroll Processing Management Guide*

**Note:** To view tax balances for individuals, use the View Tax Balances window.

See: Viewing Tax Balances, *Oracle HRMS Payroll Processing Management Guide*

The balances that Oracle Payroll creates include the following:

### The *Accrued* Balance

This balance exists only for deductions with a stop rule of Total Reached. It holds the amount accumulated to date toward the total.

See: Deduction Start and Stop Rules, page 8-56

## The *Arrears* Balance

This balance exists only for deductions for which the system holds arrearage when employee earnings are insufficient to cover the deduction's full amount. The arrears balance holds any amounts not taken but held in arrears.

## The *Toward Bond* Balance

This balance exists only for deductions taken for the purchase of Series EE bonds. It holds the amount accumulated to date toward purchase of a bond.

See: Series EE Bond Deductions, page 8-58

## The *Able* Balance

This balance exists only for pretax deductions you initiate that do not fit in the categories Deferred Comp 401k, Health Care 125 or Dependent Care 125. For a pretax deduction such as this, you might require a balance fed by earnings types subject to the deduction. This is the Able balance that you can review here.

When you initiate a pretax deduction requiring this balance, the system generates the balance, but you must manually enter the earnings types that feed it. You might also need to modify the generated formula for the deduction so that it references this balance.

## Pre-tax Deductions

The information in this topic applies to pre-tax deductions in the following categories:

- Health Care 125 and Dependent Care 125
- State Retirement (Defined Benefit Plan and Defined Contribution Plan)
- Deferred Comp 401k, 403b, and 457
- Other.

When there are insufficient earnings to pay a pre-tax deduction and leave enough to pay all taxes, garnishments, and positive or zero net pay, the pre-tax deduction must be reduced. When you define the deduction you specify whether the payroll run takes nothing or a partial amount in this situation when it cannot take the full deduction. You also specify whether to hold the arrears in a balance so that the payroll run can try to deduct this amount in a subsequent payroll period. See: Insufficient Funds Rules for Deductions, page 8-60.

## Multiple Pre-tax Deductions

If an employee has multiple pre-tax deductions, the payroll run reduces first the element with the lowest processing priority (that is, the highest priority number) when there are insufficient earnings. You can also set an *iterative priority* on the Advanced tab of the Element window. The element with the lowest iterative priority (that is, the highest priority number) is reduced first.

**Important:** You must ensure that the iterative priority sequence follows the element processing priority sequence, but in reverse order. For example, the following table shows valid values for these priorities, where Element 3 is reduced first.

Name	Processing Priority	Iterative Priority
Element 1	2000	50
Element 2	3000	40
Element 3	3500	30

## Iterative Formula

Oracle Payroll uses an iterative process to calculate the highest pre-tax deduction it can take while still allowing taxes and garnishment to be paid in full, and net pay to be greater than or equal to zero. When you initiate a pre-tax deduction, the application associates an iterative formula (US\_ITERATIVE\_PRETAX) with the generated element, along with an iterative rule called Stopper, which stops the iterations. You can view the rule on the Iterative Rules window (which opens from the Element window) but you won't normally need to change the iterative formula or rule.

The application also generates a nonrecurring indirect-only element called FIT\_ITERATIVE\_ADJUSTMENT to adjust net pay.

## Pretax Arrears FIT Adj To Within

By default, the iterations stop when net pay plus tax arrears is less than or equal to \$1. You can change the precision of the iterative calculation by changing from \$1 to another figure in the Pretax Arrears FIT Adj To Within field. Changing this figure to zero increases the number of iterations the calculation must perform.

The Pretax Arrears FIT Adj To Within field is present at business group level (in an organization information type called Iterative Rules) and in the Payroll Further Information flexfield. In these flexfields, you can also select an iterative method; it defaults to interpolation but you can change it to binary. The values you select at payroll level for iterative method and Pretax Arrears FIT Adj To Within override those held at business group level.

## Iterative Processing for Pre-tax Deductions

The calculation of the pre-tax deduction iterates as follows:

- If all taxes and garnishments can be paid and leave a positive or zero net pay when the full pre-tax deduction plus any arrears is taken, the formula stops after the first iteration.

- No Partial Deductions and No Arrearage:

The formula stops after one iteration with the pre-tax deduction amount = 0. The amount not taken is discounted.

- No Partial Deductions and Arrearage Held:

If there are no arrears, the processing stops as in the case when there is no arrearage. If there are arrears, there is one more iteration to see if the run can take the deduction amount without the arrears. If not, the deduction is zero as in the previous case.

- Partial Deduction Allowed:

The formula iterates to find the highest level of the pre-tax deduction that it can take to permit all taxes and garnishments to be paid and net pay plus tax arrears to be equal to zero or greater than zero by no more than the Pretax Arrears FIT Adj To Within figure.

### Example with no arrears

Suppose an employee has the following element entries:

- Salary = 500
- Pre-tax deduction = 450

Assume Pretax Arrears FIT Adj To Within is set to zero for the employee's payroll.

If Partial Deductions are not allowed, the pre-tax deduction will not be taken and net pay will be 289.91.

If Partial Deductions are allowed, the pre-tax deduction will be reduced to 321.43 and net pay will be 0.

### Example with arrears

Suppose an employee has the following element entries:

- Salary = 700
- Pre-tax deduction = 450

Assume the employee has arrears of 250 for the pre-tax deduction, and Pretax Arrears FIT Adj To Within is set to zero for the employee's payroll.

If Partial Deductions are not allowed, this period's pre-tax deduction will be taken but the arrears will not be taken.

If Partial Deductions are allowed, this period's pre-tax deduction and some of the arrears will be taken (total 478.97), arrears will be reduced to 221.03, and net pay will be 0.

## Setting Up Deductions

Use the Deduction window to initiate a non-tax deduction in accordance with the rules and policies of your enterprise.

In response to your entries in this window, Oracle Payroll generates an element for the deduction, with the necessary input values and balance feeds, and a formula with the necessary formula result rules.

1. If you want to add your own user-defined category for a deduction, use the application utilities Lookups window to enter additional categories for these Lookup types:
  - US\_INVOLUNTARY\_DEDUCTIONS
  - US\_VOLUNTARY\_DEDUCTIONS
  - US\_PRE\_TAX\_DEDUCTIONS

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

2. If the deduction amount is to be located by a formula from a user table, you must create the user table first.

See: Setting Up User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

3. If the user table uses a row type other than the predefined types Age Range, Salary Range, or Job Class, you must set up the row type first.

See: Setting Up Row Types for Payroll Tables, page 8-70

4. Identify the deduction, page 8-65
5. Select processing rules, page 8-67
6. If necessary, define frequency rules, page 8-16.

**Note:** Do not define frequency rules for involuntary deductions.

7. Determine the deduction amount, page 8-68
8. Manage insufficient funds (arrearage), page 8-60
9. Review the components generated for the deduction, page 8-9
10. If necessary, modify the generated components, page 8-10
11. Define element links, page 1-28 for the generated element(s).

**Note:** If you make mistaken entries when initiating a deduction so that the components generated for it need correction, delete all the generated components and re-initiate the deduction.

### Setting Up 401(k), 403(b), and 457 Deductions

12. Create the 401(k), 403(b), and 457 Elements, page 7-19.

You create these pre-tax deduction elements in the Deduction window.

13. Define element links, page 1-28 for the generated element(s).

You link elements to eligible assignments in the Element Link window.

14. Establish employer matching for 401(k), 403(b), and 457, page 7-22 (if necessary).

You enter matching contribution amounts in the Globals window.

15. Set up catch-up processing. See Setting Up Catch-Up Processing, page 7-23

## Identifying the Deduction

You need to identify, classify, and categorize a deduction before you can use it. Use the Deduction window.

### To identify, classify, and categorize the deduction:

1. Set the effective date early enough to handle any historical entries. You cannot enter a deduction for employees before its effective start date.
2. Enter a unique name for the deduction. This name applies both to the deduction element and its formula. It must start with a letter of the alphabet, not a number or symbol.

**Note:** A number of suffixes are used within the system. Do not use these suffixes in your deduction names or reporting names.

Alien SF	Catchup	Priority
AT	Catchup SI	Residual
AT ER	Catchup SF	Special Features
AT Special Inputs	ER	Special Inputs
AT Special Features	ER Contribution	Supp SF
Buy Back	ER Contribution SF	Tagging
Buy Back SF	ER Contribution SI	Taxable By JD
Buy Back SI	Excess Credits	Verifier
Calculator	Fees	Withholding
Carried Over	Payroll Balance	-

3. Enter a reporting name, which is a short name that appears on reports and the statement of earnings.
4. Select the correct classification for the deduction, and a category if applicable.  
Pretax deductions and deductions taken for wage attachments require selection of a category.
5. If this deduction pays for a benefit or benefit plan and you are using Basic Benefits, select the appropriate benefit classification for it.  
**Note:** Do not select a benefit classification of Medical, Dental, or Vision if your site uses Standard Benefits or Advanced Benefits.
6. Optionally change the default priority. The deduction's classification determines its default processing priority in the payroll run. Deductions with lower processing priorities process first.

#### **Next Step**

See: Selecting Processing Rules for the Deduction, page 8-67



## Selecting Processing Rules for the Deduction

Processing rules enable you to define with precision how Oracle Payroll processes a deduction.

### To enter processing rules for the deduction:

1. Choose the Processing tabbed region of the Deduction window.
2. Select Recurring or Nonrecurring as the processing type.

Select Recurring if entries to this deduction should process until you change or end them. Select Nonrecurring if the deduction should process only when it receives one or more new entries in a period.

3. Select On Entry or Earnings Threshold as the rule determining when this deduction starts for an employee:

- **On Entry**, if the deduction should start as of the effective date you enter it for an employee
- **Earnings Threshold**, if this deduction should start when the employee's Gross Earnings balance reaches or surpasses a threshold amount. Enter this amount in the input value Threshold Amount.

Specify a default value for all eligible employees in the Threshold Amount Default field of the Entry Values window of the Element Link window.

Specify a value for an individual employee in the Threshold Amount field of the Entry Values window of the Element Entries window.

You can modify the deduction formula to reference a different earnings balance.

See: Deduction Start and Stop Rules, page 8-56

4. Check the appropriate boxes in the Deferred Compensation Rule region:
  - **Employer Match** tells the application to generate an ER Match element that you can use for employees who are eligible for employer matching (or partial matching). This element has the same name as the element you are creating, plus the letters ER.
  - **After-Tax Component** tells the application to generate an AT element that you can use for employees who elect to contribute after-tax money. This element has the same name as the element you are creating, plus the letters AT.

**Note:** You cannot select After-Tax Component for your own categories of pretax deductions.

5. Select a run type of Regular or All.

Select Regular for the deduction to process only in Regular runs, that is, the runs that produce employees' regular pay in each period. Select All to process the deduction in both Regular and Supplemental runs.

6. Select a termination rule to determine how the application processes the element after termination of the employee:

**Actual Termination**, if you want recurring entries to close down on the date the employee leaves. For a nonrecurring element, select Actual Termination if you

want the entries to close down at the end of the pay period in which the employee leaves, or on the date the assignment ends (the final process date) if this is earlier.

**Final Close**, if you want the entries to stay open beyond the employee's leaving date so that you can continue to pay the employee.

**Last Standard Process**, for all recurring and nonrecurring elements if you want their entries to close down on the Last Standard Process date or on the date the assignment ends (the final process date) if this is earlier. The Last Standard Process date defaults to the last day of the pay period in which the employee is terminated, but you can set it to a later period when you terminate an employee.

7. Check the Standard Link box only if you want automatic entry of the deduction and its default input value entries for all eligible employees.
8. Check the Total Reached stop rule box if the deduction should stop when the total sum taken from an employee for this deduction reaches a specified total. You enter this total in the entry value Total Owed:
  - Specify a Total Reached default value for all eligible employees in the Total Owed Default field of the Input Values window of the Element Link window.
  - Specify a Total Reached value for an individual employee in the Total Owed field of the Entry Values window of the Element Entries window.

Uncheck the Total Reached box if the deduction should stop on the effective date you delete it for an employee. (This is the On Entry stop rule.)

For more information about start and stop rules, see Deduction Start and Stop Rules, page 8-56.

9. If this is a deduction for the purchase of Series EE Bonds, check the Series EE Bond box. All deductions for Series EE Bond purchase require the processing type Recurring.

### **Next Steps**

See: Defining Frequency Rules, page 8-16

See: Determining the Deduction Amount, page 8-68

## **Determining the Deduction Amount**

Select the rules that determine the amount of a deduction in the Amount tabbed region of the Deduction window.

If you want the amounts to come from a user table (amount rule Payroll Table), you must create the user table first.

See: Setting Up User Tables, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

If the payroll table uses a row type other than the predefined types Age Range, Salary Range or Job Class, you must set up the row type first.

See: Setting Up Row Types for Payroll Tables, page 8-70

### **To determine the deduction amount:**

1. Choose the Amount tabbed region.

2. Select Flat Amount, % Earnings, or Payroll Table as the amount rule. You cannot select Payroll Table for some categories of pre-tax deduction.

**Note:** You cannot select the rule Benefits Table but it may display for some deductions created in earlier versions of the application. If you want to enter values in the Benefits Table for a new deduction, you must configure it, see: Configuring Components for Health Care Benefit Plans, page 5-62. This is for Basic Benefits, only.

3. If the amount rule is Payroll Table, select in the Payroll Table region the name and row type of the table. Also, select the name of the table column in which the deduction formula should look for the deduction amounts.

**Note:** The payroll table rows may have a row type other than Age Range, Salary Range or Job Class. In this case, after setting up this deduction you must modify its generated formula to reference the row type and the appropriate database item. The formula has the name of the deduction with the words PAYROLL\_TABLE added.

#### **Next Step**

See: Managing Insufficient Funds (Arrearage), page 8-69

## **Managing Insufficient Funds (Arrearage)**

Arrearage rules enable you to manage insufficient funds. Use the Amount tabbed region of the Deduction window.

#### **To manage insufficient funds:**

1. Check the Arrearage box to hold an arrears balance for the deduction. The arrears balance takes the deduction's name. If you do not check this box, no arrears balance is held for this deduction.

If you check this box but do not check the Partial Deduction box, the payroll run will only clear the arrears when there is sufficient earnings to take the full deduction and all the arrears. It does not clear the arrears in part.

2. Check the Partial Deduction box to take a partial amount when earnings are insufficient to take the full deduction amount.

If you check this box but do not check the Arrearage box, the system does not hold an amount not taken in an arrears balance.

**Tip:** If the benefits of taking partial deductions are marginal for your deduction, consider leaving this box unchecked for more efficient processing.

3. Save your work.

#### **Next Step**

See: Reviewing Earnings and Deductions Structures, page 8-9

## Setting Up Row Types for Payroll Tables

Oracle HRMS includes the *row types* Age Range, Salary Range and Job Class, already set up and ready for use for payroll tables holding deduction amounts.

If the rows of your payroll table do not reference employee age, pay or job class, you set up the additional row type you require. You set up a new row type using the application utilities Lookups window.

The new row type may reference information already in the HRMS database as a database item. For example, a new row type can reference employees' positions.

Alternatively, the new type might reference information not previously existing in the database. For example, the rows of a table holding amounts of union dues deductions might refer to union-defined skill levels not found elsewhere in your HRMS database:

**Example Payroll Table where Rows do not Represent Pay, Age or Job**

Skill Level	Union A	Union B
Apprentice	10.00	12.00
Journeyman	15.00	18.00
Craftsman	20.00	23.00

### To set up row types that reference database items:

1. In the application utilities Lookups window, query the Lookup type `US_TABLE_ROW_TYPES` in the Type field.
2. Enter a suitable short code for the new row type, and the meaning of the code. For example, if the new row type references employees' positions, you could enter the code `POS` and the meaning `Position`.
3. Optionally, enter a description for the new row type. The start date defaults to the effective date. You can change this default. Save your work.

### To set up row types that do not reference database items:

1. In the application utilities Lookups window, enter an appropriate Lookup type for the new row type. For example, to set up a row type for the table holding union dues deduction amounts that vary by employees' union-defined skill levels, set up a Lookup type `SKILL_LEVEL`.
2. Enter a short code and meaning for each code belonging to the type.

These are example Lookup entries for the Lookup type `SKILL_LEVEL`:

#### Example Lookup Entries for a New Row Type

Code	Meaning
APP	Apprentice
JRN	Journeyman
CRFT	Craftsman

3. Optionally, enter a description for each code. The start date defaults to the effective date. You can change this default.
4. Save your work.
5. Clear the entries in the application utilities Lookups window, and query the Lookup type US\_TABLE\_ROW\_TYPES in the Type field. Then add the new Lookup type to the list of codes and meanings available as Lookups for the type US\_TABLE\_ROW\_TYPE.

**Note:** After setting up a deduction whose amount comes from a table using the new row type, you must use the Formulas window to modify the formula generated for the deduction so that it references the new row type. The formula has the name of the deduction with the words PAYROLL\_TABLE added.

See: Adding Lookup Types and Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

# Wage Attachments

## Introduction to Wage Attachments Using Oracle Payroll

Oracle Payroll provides a robust answer to administering wage attachments, a type of involuntary deduction. Like other features in Oracle HRMS, wage attachments are rule-driven so that you can tailor the software to fit your business requirements.

Wage attachments in Oracle Payroll consist of the following administrative functions:

- Creating wage attachments
- Determining which earnings are eligible for wage attachments
- Administering fees for recouping processing costs of wage attachments

In response to the information you enter for a wage attachment in the Deduction window, Oracle Payroll generates the essential components of the deduction. These include:

- one or more deduction elements with the necessary **input values** and balance feeds. This allows you to track in detail information relating to the wage attachment.
- **formulas** prescribing the correct processing for the deduction elements, together with the formula processing and result rules. The system generates formulas specifically for tax levies, support orders, and credit debt.

## Input Values for Wage Attachments

All generated deductions include the input values Additional Amount and Replacement Amount, for efficient management of one-time changes to the deduction amount.

**Note:** Oracle Payroll automatically stops issuing wage attachments from wages when the total owed is reached, regardless of whether a court-issued notice or form 668-D is received.

When you initiate wage attachments, the system generates elements with associated input values. You can use these input values to keep accurate records of the employees wage attachment. The following table lists the input value names and describes the purpose they serve.

## Input Values for Deductions for Wage Attachments

Input Value Name	Purpose of Entry
Allowances	Holds withholding allowance information from federal form 668W, part 3. Note: Must be entered for federal tax levies; will not default to W-4 information.
Amount	Gives amount to deduct each pay period if the deduction amount rule is <i>Flat Amount</i> .
Arrears Bal Amount	Holds arrearage information supplied on the court order.

Input Value Name	Purpose of Entry
Arrears Dedn Amount	Gives formula a court-specified amount to be withheld each period to cover any existing arrearage.
Attachment Number	Records court-issued identification number, the case number, sometimes the Social Security Number of the employee.
Clear Arrears	N/A for wage attachments.
Date Earned	N/A for wage attachments.
Date in Arrears	If arrearage exists, gives formula the date from which it started. This information is supplied by the court order.
Date Served	Holds the attachment's date of issue. This can help to set priorities if multiple wage attachments exist. If this field is blank, it will default to 01-JAN-1901.
Dedns at Time of Writ	Gives formula the total dollar amount of employee's non-tax deductions as of the date served, which can affect calculation of employee's exempt earnings for tax levies. The deduction amounts may vary periodically. Examples include medical premiums and union dues.
Filing Status	Holds filing information from federal form 668W, part 3. This information does not have to match federal W-4. Note: Must be entered for federal tax levies; will not default to W-4 information.
Jurisdiction	<p>Overrides employee's work state as source of the legislation used to administer the attachment. Under federal law, each state must honor interstate support orders. Orders received from states other than the work state are enforced using the limit rules, exemption rules, fee rules and earnings rules of the employee's work state.</p> <p><b>Note:</b> Do not override the work state by entering another state in the input values under jurisdiction.</p>
Max Per Period	For use when multiple payroll runs occur during the same pay period for the deduction element. All payroll runs for the period will check to make sure deductions amounts for the element will not exceed this value.

Input Value Name	Purpose of Entry
Monthly Cap	For use when multiple payroll runs occur during the same calendar month for the deduction element. All payroll runs for the calendar month will check to make sure deductions amounts for the element will not exceed this value.
Number of Dependents	Gives formula the number of dependents that can affect calculation of the employee's exempt earnings. Generally, this field is not applicable except for employees residing in Delaware. If the employee has multiple children on different orders, this field should hold the sum total of all the dependent children.
Pay Value	N/A for wage attachments.
Payee Details	Holds the information about the recipient of the wage attachment, such as the estranged spouse or a creditor. This is established as a personal payment method, and there can be multiple values for an employee record, such as for a support order payment AND a creditor debt, or multiple support orders.
Percentage	Gives percentage to use if the deduction amount rule is % <i>Earnings</i> . Calculated by the system, when blank. Anything entered in this field will override what the system calculates.
Processing Priority	The first field gives the system assigned processing priority. The second field lets you determine the processing sequence or priority of multiple wage attachments.
Total Owed	Gives formula the total amount owed, if applicable for the deduction category.
Support Other Family	This field holds a value of Yes or No, and affects the employees exempt wages for support orders.

**Important:** If you have no value to supply, leave the field blank. It is not required to enter data in any field that is not appropriate to your particular deduction or state.

## Wage Attachment Fee Administration

Many states allow employers to recoup costs for administering Wage Attachments, such as court-ordered support and creditor garnishment.

Oracle Payroll allows you to date effectively maintain fees and fee limits for administering wage attachments in a given state according to your company policy. You are responsible for setting up and maintaining fee amounts for each state in which you have employees.



**Note:** For each state there can exist only one wage attachment fee rule per wage attachment category. You cannot have multiple wage attachment fee rules per wage attachment category for the same state.

You can create a new Wage Attachment fee rule, update an existing Wage Attachment fee rule, conclude an obsolete Wage Attachment fee rule, and reinstate a Wage Attachment fee rule that concluded.

### Rules for Wage Attachment Fees

The following table of predefined rules, available from the Wage Attachment Fee Rules window, help you define, maintain, and limit wage attachment fee administration:

## Rules for Wage Attachment Fee Administration

Rule	Definition
Amount	You recoup a flat dollar amount fee for administering a specified wage attachment category using this rule.
Amount or Percent	You recoup a flat dollar amount or a fixed percentage amount fee (whichever is the greater) for administering a specified wage attachment category using this rule.
Amount or Percent to maximum per order	This rule is similar to the Amount or Percent rule, with the additional requirement that the fee can only be charged once per order. This one-time fee can be deducted over multiple pay periods.
Amount to maximum per month	You recoup a flat dollar amount fee for administering a specified wage attachment category using this rule. This wage attachment fee rule is capped and cannot exceed the cap in any given month.
Amount to maximum per period	You recoup a flat dollar amount fee for administering a specified wage attachment category using this rule. This wage attachment fee rule is capped and cannot exceed the cap in a specified period.
Amount to maximum per run	You recoup a flat dollar amount fee for administering a specified wage attachment category using this rule. This wage attachment fee rule is capped and cannot exceed the cap in any payroll run.
Initial and subsequent amounts	You recoup initial startup costs for administering a specified wage attachment using this rule. This rule establishes a subsequent fee for ongoing administration of this wage attachment category.

Rule	Definition
Initial and subsequent amounts to maximum per month	You recoup initial startup costs for administering a specified wage attachment using this rule. This rule establishes a subsequent fee (with a monthly cap) for ongoing administration of this wage attachment category.
Initial and subsequent amounts to maximum per period	You recoup initial startup costs for administering a specified wage attachment using this rule. This rule establishes a subsequent fee (with a cap for the specified time period) for ongoing administration of this wage attachment category.
Initial and subsequent amounts to maximum per run	You recoup initial startup costs for administering a specified wage attachment using this rule. This rule establishes a subsequent fee (with a specified cap for any payroll run) for ongoing administration of this wage attachment category.

## Wage Attachment Earnings Rules

You can date effectively define and maintain which supplemental and imputed earnings should be included as part of disposable income for support orders or other garnishments using Oracle Payroll wage attachment earnings rules.

You can define two types of information for each state:

- Support Disposable Income indicates that this earning type is eligible for court orders.
- Other Wage Attachment Disposable Income indicates this earnings type is eligible for attachment.

You can also indicate that certain earning types are not eligible for attachment.

To enter wage attachment earnings rules for earnings categories not currently listed though already defined at your location, add the categories to the list using the Lookup type: US\_SUPPLEMENTAL\_EARNINGS.

**Note:** You cannot change the seeded rules. It is your responsibility to maintain any custom Wage Attachment Earnings Rules you define. Your rules, however, will be protected during any subsequent upgrades.

## Wage Attachment Formulas

The system generates one of three basic formulas for a wage attachment, depending on whether it is a tax levy, a support order, or credit debt. Separate formulas exist for tax levies and child support orders because there are special rules to determine exempt earnings for these categories of attachment.

Whichever formula is used, formula processing of wage attachments occurs in three steps:

- **Determination of employee disposable wages or take home pay** (earnings minus tax and any other allowable deductions), and of his or her **exempt earnings or exemption allowance** (percentage of disposable wages not subject to attachment).
- **Calculation of the amount to withhold.** The wage attachment court order will provide the amount to be withheld per pay period and/or a total amount due. If no pay period amount is entered, Oracle Payroll will default to the maximum amount allowed by law. Added to the base amount may be an **arrearage amount** specified in the court order, and any **fees** that state law permits employers to withhold to cover their setup and administration costs.
- **Verification of amounts withheld.** After the calculation of all wage attachments for an employee, a formula checks to ensure that all rules and limits applicable to these attachments have been taken into account. If it finds any violations, the formula makes adjustments to the previously calculated amounts, prorating them and creating arrearages if necessary.

**Note:** The system holds calculation and verification results on two elements specially generated for this purpose, not on the base element for the wage attachment. These two elements have the base element name with "Calculator" or "Verifier" added.

For example, if an wage attachment for a child support order has the name Child Supp1, the elements generated for the deduction have the names Child Supp1, Child Supp1 Calculator, and Child Supp1 Verifier.

**Note:** If you use the Override Proration Rule, you may not see the results you expect if the requested override contravenes state law governing the repayment of educational loans.

## Identifying the Wage Attachment

You initiate a wage attachment by entering information about it in the Deduction window. The system generates the deduction element with the necessary input values and balance feeds, and the deduction formula with the necessary processing and result rules.

**Important:** Do not enter frequency rules for a wage attachment.

### To identify, classify and categorize the wage attachment:

1. If you must add a category for the deduction you are initiating, use the application utilities Lookups window to enter additional categories for this Lookup type:
  - US\_INVOLUNTARY\_DEDUCTIONS
2. If the wage attachment amounts come from a payroll table you must set up this table and enter values in it before defining the deduction.

**Note:** If the rows of a payroll table reference something other than employee pay, age or job class (that is, if the table row type is not Age Range, Salary Range or Job Class), both the table row type and the table must be set up before you define the deduction.

See: Setting Up Row Types for Payroll Tables, page 8-70

3. Set the effective date early enough to handle any historical entries.

**Important:** You cannot enter a deduction for employees before its effective start date.

4. In the Deduction window, enter a unique name for the wage attachment.

This name applies both to the deduction element and its formula. It must start with a letter of the alphabet, not a number or symbol. Also supply a reporting name, a short name that appears on reports and the statement of earnings.

**Important:** You cannot reuse the name of a wage attachment for an employee. Each wage attachment must have a unique name.

5. Select the Wage Attachment classification.

6. Select a category.

For wage attachments you must select a category, such as alimony, or credit debt. For Federal DCIA attachments, select the category garnishment or credit debt.

The system automatically sets up the processing rules and arrearage rules for the wage attachment.

## Making Payments for Wage Attachments

To produce checks for payment of Wage Attachments to individuals or organizations named in attachment orders, you make use of third party payment methods.

### To set up payments of a Wage Attachment:

1. Enter the recipient of the payments, either an individual or an organization, into the database. The name and address of the recipient appears on the payment checks.

For an attachment payable to an individual, use the Contact window to enter the individual as a contact of the employee, with the relationship Payments Recipient.

See: *Entering Next of Kin and Other Contacts, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

For an attachment payable to an organization, use the Organization window to enter the organization's location and then the organization, giving it the classification Payee Organization.

See:

*Setting Up Site Locations, Oracle HRMS Enterprise and Workforce Management Guide*

*Creating an Organization, Oracle HRMS Enterprise and Workforce Management Guide*

2. Define a third party payment method for use in your enterprise, using the Organizational Payment Method window. In the Valid Payment Methods window, select this method as a valid payment method for the payroll to which the employee with the Wage Attachments is assigned.

See:

*Defining Payment Methods for the Enterprise, Oracle HRMS Payroll Processing Management Guide*

Defining a Payroll, *Oracle HRMS Payroll Processing Management Guide*.

3. Using the Personal Payment Method window, select the third party payment method (Step 2 above) as a personal payment method for the employee subject to the Wage Attachment. Enter on this personal payment method the type (individual or organization) and name of the payee.

See: Entering Payment Methods for an Employee Assignment, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

4. For the employee subject to the Wage Attachment, use the Element Entries window to make entries to the input values of the Wage Attachment. In the Payee Details field, select the name of the personal payment method set up to make the payments for this attachment.

Entries to the deduction's input values provide essential information about the Wage Attachment, such as its unique identification number, its amount, the date it was served, and arrearage to be recovered.

See: Structures for Wage Attachments, page 8-72

5. After processing the Wage Attachment in a payroll run and running the Pre-Payments process for the run results, you are ready to produce a check for payment of the Wage Attachment.

See Running the Payment Process, *Oracle HRMS Payroll Processing Management Guide*

## Attaching Wage Attachments to the Employee

Use the Element Entries window (or BEE) to enter a wage attachment for an employee.

### To establish a wage attachment on an employee's record:

1. Query the wage attachment and open the Entry Values window.
2. Enter the appropriate required, suggested, and optional values for the wage attachment entry values.

**Note:** Much of this information can be found on the court order for the wage attachment.

**Note:** Federal Tax Levies continue to accrue interest until fully paid; the face amount of the levy is seldom the amount actually due.

3. Select a processing priority, if desired.

## Producing a Check for a Wage Attachment

To produce a check for payment of a Wage Attachment, run the Check Writer process from the Submit Request window.

### To produce a check for payment of a Wage Attachment:

1. In the Name field of the Submit Request window, select Check Writer. If the Parameters window does not open automatically, click in the Parameters field.

2. For the Payroll parameter, select the payroll to which the employee subject to the Wage Attachment has an assignment. The default consolidation set of this payroll appears in the Consolidation Set field. You can select a different consolidation set.
3. In the date fields, enter the date of the Pre-Payments process on whose results this Check Writer process depends. To produce a number of checks for Wage Attachments for which Pre-Payments processes were run over a period of time, enter the start and end dates of this time period.
4. For Payment Method, select the name of the third party payment method to be used for making this payment. For Check Style, select Third Party Check.
5. The Sort Sequence defaults to Organization, Person. If other sequences are defined for your installation, you can select one of them.
6. For Start Check Number, enter the number of the first check to produce in this check run.
7. Choose OK, then Submit.

**Note:** Consult with your supplier of business forms to determine the formatting and numbering system to use on your checks.

**Note:** Oracle Corporation has worked with Evergreen Business Forms Inc. (telephone 1-800-248-2898) to produce check formats for use with Oracle Payroll.

## Changing Wage Attachments

Use the Element Entries window.

### To change wage attachments on an employee's record:

1. Open the Entry Values window for the employee's wage attachment.
2. Update the deduction amount, or other details for the employee.
3. Save the updated deduction amount.

## Ending a Wage Attachment

If you need to end a wage attachment (such as when an employee makes a lump sum payment to the Payee and the court issues a release notice, or when a dependent child reaches legal maturity), you can manually stop the wage attachment. Use the Element Entries window.

### To end a wage attachment:

1. Select Delete from the Edit menu, and choose Yes in the Decision dialog box.

The system displays a dialog box asking if you want to purge the record from the database or if you want to set an effective end date.

**Important:** If there is any history associated with this wage attachment, the software will not allow you to purge this record. In this situation, you must set an effective end date.

2. Select the option that is best for your situation.
3. Save your changes.

## Creating a Wage Attachment Earnings Rule

Wage attachment earnings rules allows you to date effectively define and maintain which supplemental and imputed earnings should be included as part of disposable income for support orders or other garnishments. Use the Wage Attachment Earnings Rules window.

### To create a wage attachment earnings rule:

1. Set your effective date.
2. Select Supplemental Earnings for the earnings type.

**Note:** The earnings types Imputed Earnings or Pre-Tax Deductions are provided for informational purposes only. These views enable you to double-check that the system is not attaching to imputed earnings or pre-tax deduction items.

3. Select the appropriate level such as Federal or State and elect the appropriate state from the list of values, if needed.
4. For each earnings category you defined, select the appropriate rule: Support Disposable Income or Other Wage Attachment Disposable Income.

**Note:** Oracle Payroll interprets the earnings category as not subject to attachment if a category is left unchecked.

5. Save your changes.

## Updating Wage Attachment Earnings Rules

You can update your earnings rules to date effectively maintain which Supplemental and Imputed earnings should be included as part of disposable income for support orders or other garnishments. Use the Wage Attachment Earnings Rules window.

### To update a wage attachment earnings rule:

1. Set your effective date.
2. Query the wage attachment earnings rule you want to update.
3. Make changes to the rule as appropriate.
4. Save your changes.

## Ending Wage Attachment Earnings Rules

You can date effectively end Supplemental and Imputed earnings rules. Use the Wage Attachment Earnings Rules window.

### To end a user-defined wage attachment earnings rule:

1. Set your effective date.

2. Query the wage attachment earnings rule you want to end.
3. For each category, uncheck the appropriate rule: Support Disposable Income or Other Wage Attachment Disposable Income.
4. Save your changes.

## Creating Wage Attachment Fee Rules

You create a wage attachment fee rule (frequency and amount, initial startup fee, and so on) and associate it with a wage attachment fee category for the specific states in which you have employees residing.

**Note:** For each state there can exist only one rule per Wage Attachment category. You cannot have multiple Wage Attachment fee rules per Wage Attachment category in the same state.

Use the Wage Attachment Fee Rules window.

### To create a wage attachment fee rule:

1. Set your effective date appropriately.
2. Select information for State, Category, and Rule from the list of values for each field.
3. Fill in appropriate amounts in the amount fields according to your company policies including correspondence fees.
4. Save your fee rule.

## Updating Wage Attachment Fee Rules

You can update your Wage Attachment fee rules to change fee amounts, to adjust the cap, or the frequencies of attachments. You cannot update the state or category as that would in effect be creating a new Wage Attachment fee rule.

Use the Wage Attachment Fee Rules window.

### To update a Wage Attachment fee rule:

1. Set your effective date appropriately.
2. Query the Wage Attachment rule you wish to update.
3. Change the values that need updating, such as the Wage Attachment fee rule, or the amount of the Wage Attachment fee.
4. Save your Wage Attachment fee rule.
5. Select *Update* from the dialog box, or if the nature of your update is to correct a Wage Attachment fee rule that has incorrect information, select *Correct*.

## Ending Wage Attachment Fee Rules

If there are no records associated with a Wage Attachment rule, you may want to delete the rule. However, once a Wage Attachment fee rule is in use, you should not delete it.

Use the Wage Attachment Fee Rules window.



**To end a wage attachment fee rule:**

1. Set your effective date appropriately.
2. Query the fee rule you want to end.
3. Change the Amount to zero dollars.
4. Save your fee rule.
5. Choose Update from the dialog box.

## Reinstating Wage Attachment Fee Rules

If a Wage Attachment fee rule concluded by setting the values of the amount categories to zero, you can reinstate the rule by updating the amount value.

Use the Wage Attachment Fee Rules window.

**To reinstate a Wage Attachment fee rule:**

1. Set your effective date appropriately.
2. Query the fee rule you want to reinstate.
3. Change the Amount from zero to the correct amount.
4. Save your reinstated fee rule.
5. Select Update from the dialog box.

## Viewing Rules

You can use the Wage Attachment Exemption Rules window to view legislative data for informational purposes only. This window displays all legislative rules supported by Oracle Payroll concerning disposable income exemption calculations for wage attachments.

You can use the Wage Attachment Limit Rules window to view the currently identified limit rules: minimum and maximum withholding amounts per period, maximum withholding duration. These rules can be affected by different state and wage attachment categories.

**To view Wage Attachment Exemption Rules:**

1. Run a query in the Wage Attachment Exemption Rules window.

**To view Wage Attachment Limit Rules:**

1. Run a query in the Wage Attachment Limit Rules window.



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## Windows and their Navigation Paths

This section lists the default navigation paths for all the windows in Oracle HRMS as they are supplied. You can use task flow windows directly from the menu, or from the People and Assignment windows.

The responsibility that you use determines which of these windows you can use and how you access them. Your system administrator sets up navigation menus and task flows for your responsibility. They may also create configured versions of some of these windows using different window titles.

### AAP Organization (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an AAP Organization.
3. Choose the Others button and select AAP Organization.

### Absence Attendance Type

1. Choose Total Compensation -> Basic -> Absence Types in the Navigator.

### Absence Detail

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Others button and select Absence.

Or:

1. Choose Fastpath -> Absence in the Navigator.
2. In the resulting Find window, query the person.

### Absence Tracking (Netherlands)

1. Choose People -> Absence Tracking in the Navigator.

### Accommodation (France)

1. Choose People -> Accommodations in the Navigator.

## Accrual Bands

1. Choose Total Compensation -> Basic -> Accrual Plans in the Navigator.
2. Enter or query an accrual plan name.
3. Choose the Accrual Bands button.

## Accrual Plans

1. Choose Total Compensation -> Basic -> Accrual Plans in the Navigator.

## Accruals

Do one of the following:

1. Choose View -> Employee Accruals in the Navigator.
2. Run a query in the Assignments Folder window.
3. Select an employee assignment and choose the Accruals button.

Or:

1. Choose Fastpath -> Accruals in the Navigator.
2. In the resulting Find window, query the person.

## Action Parameters

1. Choose Processes and Reports -> Action Parameters in the Navigator.

## Action Types

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query or enter a plan.
3. Choose the Actions button.

## Activity Rate

1. Choose Total Compensation -> Rates/Coverage Definitions -> Flex Credits in the Navigator.
2. Query a compensation object.
3. Choose the Activity Rate button.

## Activity Variable Rates and Rules

1. Choose Total Compensation -> Rates/Coverage Definitions -> Flex Credits in the Navigator.
2. Query a compensation object.
3. Choose the Variable Rates button.

## **Actual Premiums**

1. Choose Total Compensation -> Rates/Coverage Definitions -> Actual Premiums in the Navigator.

## **Additional Absence Detail Information <Employee> (CA)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button.
4. Select Absence.

Or:

1. Choose People -> Fastpath -> Absence Information in the Navigator.

## **Additional Information for German HR Organizations (Germany)**

1. Choose Organization -> Define in the Navigator.
2. Choose the Others button.
3. Select German HR Organization.

## **Additional Information for German Tax Organizations (Germany)**

1. Choose Organization -> Define in the Navigator.
2. Choose the Others button.
3. Place the cursor on the German Tax Office field.

## **Address**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Address button.

Or:

1. Choose Fastpath -> Address in the Navigator.
2. In the resulting Find window, query the person.

## **Adjust Balance (Payroll)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.

3. Choose the Assignment button.
4. Choose the Others button and select Adjust Balance.

Or:

1. Choose Fastpath -> Adjust Balances in the Navigator.
2. In the resulting Find window, query the person.

## **Advanced Criteria**

1. Choose Benefits Extract -> Criteria Definition in the Navigator.
2. Query or enter a criteria definition and choose the Advanced tab.
3. Select a Criteria Type and choose the Details button.

## **Agency Appeals (FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking
2. Choose the Agency Appeals taskflow button.

## **Agreement Grades**

1. Choose Work Structures -> Collective Agreements -> Collective Agreement Grades in the Navigator.

## **Alien Data Window (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Tax Information button.
5. Choose the Alien Data button.

## **Alter Effective Date**

1. Choose Tools -> Alter Effective Date from the Tools menu.

## **Alternative Dispute Resolution (FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking
2. Choose the ADR taskflow button.

## **Appeals (FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking
2. Choose the Appeals taskflow button.

## **Applicant Entry**

1. Choose Recruitment -> Applicant Quick Entry in the Navigator.

## **Applicant Interview**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant.
3. Choose the Others button and select Application.
4. Choose the Interview button.

## **Application**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant.
3. Choose the Others button and select Application.

Or:

1. Choose Fastpath -> Application in the Navigator.
2. In the resulting Find window, query the person.

## **Application Utilities Lookups**

1. Choose Other Definitions -> Application Utilities Lookups in the Navigator.
2. Enter or query a user-defined Type.

## **Appraisal Template**

1. Choose Career Management -> Appraisal Template in the Navigator.

## **Apprenticeship Tax Info (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.

## **Approvals: Grade / Step Progression**

1. Choose Work Structures -> Grade -> Progression Approval.

## **Approved Requests for Personnel Action (FD)**

1. Choose Request for Personnel Action -> Cancellation/Correction

## **ASSEDIC Information (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.

2. Enter or query an Establishment.
3. Choose the Others button and select ASSEDIC Information.

## **Assessment Template**

1. Choose Career Management -> Assessment Template in the Navigator.

## **Assign Security Profiles**

1. Choose Security -> Assign Security Profiles in the Navigator.

## **Assignment**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.

Or:

1. Choose Fastpath -> Assignment in the Navigator.
2. In the resulting Find window, query the person.

## **Assignment Budget Values**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant or an employee.
3. Do one of the following:

For an applicant:

- Choose the Others button and select Application.
- Choose the Budgets button.

For an employee:

- Choose the Assignment button.
- Choose the Others button and select Budget Values.

Or:

1. Choose Fastpath -> Assignment Budget in the Navigator.
2. In the resulting Find window, query the person.

## **Assignment Criteria**

1. Choose Payroll -> Assignment Set in the Navigator.
2. Enter or query an assignment set.



3. Choose the Criteria button.

## **Assignment Folder**

1. Choose View -> Lists -> Assignment Folder in the Navigator.

## **Assignment History**

1. Choose View -> Histories -> Employee Assignment in the Navigator.

## **Assignment Processes**

1. Choose View -> Payroll Process Results in the Navigator.
2. Enter or query a payroll process.
3. Choose the Assignment Process button.

## **Assignment Set**

1. Choose Payroll -> Assignment Set in the Navigator.

## **Assignment Statuses**

1. Choose Work Structures -> Status in the Navigator.

## **Aubry I Rebate (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Aubry I Rebate.

## **Aubry II Rebate (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Aubry II Rebate.

## **Australian Information (AU)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Australian Information tabbed region.

## **Authentication Activities (Advanced Benefits)**

1. Choose Total Compensation -> General Definitions -> Authentication Activities in the Navigator.

## Award/One-Time Payment (FD)

1. Choose Request for Personnel Action -> Award/One-Time Payment

## Awards and Decorations pages (France)

1. Choose People -> Awards and Decorations in the Navigator

## Balance (Payroll)

1. Choose Total Compensation -> Basic -> Balance in the Navigator.

## Balance Classifications (Payroll)

1. Choose Total Compensation -> Basic -> Balance in the Navigator.
2. Enter or query a balance.
3. Choose the Classifications button.

## Balance Dimensions (Payroll)

1. Choose Total Compensation -> Basic -> Balance in the Navigator.
2. Enter or query a balance.
3. Choose the Dimensions button.

## Balance Feed Control (Payroll)

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.
2. Enter or query an element.
3. Choose the Balance Feed Control button.

## Balance Feeds (Payroll)

**Note:** This instance of the Balance Feeds window lets you select more than one balance for the element to feed.

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.
2. Enter or query an element.
3. Choose the Balance Feeds button.

## Bargaining Unit (for a Constituency)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Bargaining Unit.

## **Batch Assignment Entry**

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.
2. Enter or query a batch header.
3. Choose the Assignment Lines button.

## **Batch Header**

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.

## **Batch Lines**

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.
2. Enter or query a batch header.
3. Choose the Element Lines button.

## **Batch Process Parameters (Advanced Benefits)**

1. Choose Processes and Reports -> Batch Process Parameters in the Navigator.

## **Batch Summary**

1. Choose Mass Information eXchange: MIX -> BEE Summary in the Navigator.

## **Belgian Tax Information (Belgium)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Tax Information button.

## **Beneficiaries (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Contact.
4. Choose the Entries button.
5. Select the element representing the benefit for which you are entering a beneficiary.
6. Choose the Others button and select Beneficiary.

## **Beneficiary Certifications**

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan.

3. Choose the Designations tab.
4. Choose the Beneficiary tab.
5. Choose the Certifications button.

## **Benefit Contributions (US, CA)**

1. Choose Total Compensation -> Basic -> Benefit Contributions in the Navigator.

## **Benefits Assignment**

1. Choose People -> Total Comp Participation -> Person Benefits Assignment in the Navigator.

## **Benefits Authentication Form (Advanced Benefits) (US, UK, CA)**

1. Choose People -> Total Comp Contribution -> Benefits Authentication Form in the Navigator.

## **Benefits Balances**

1. Choose Total Compensation -> General Definitions -> Eligibility/Rate Factors -> Benefits Balances in the Navigator.

## **Benefits Group**

1. Choose Total Compensation -> General Definitions -> Eligibility/Rate Factors -> Benefits Group in the Navigator.

## **Benefits Pools (Advanced Benefits)**

1. Choose Total Compensation -> Rate/Coverage Definitions -> Benefits Pools in the Navigator.

## **Benefits Service Center (Advanced Benefits)**

1. Choose People -> Benefits Service Center in the Navigator.

## **Book Events**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Bookings.

## **Budget**

1. Choose Work Structures -> Budget -> Budget Details in the Navigator.
2. In the resulting Find window, query the budget.

3. Select a budget version.
4. Choose the Open button.

## Budget Characteristics

1. Choose Work Structures -> Budget -> Budget Characteristics in the Navigator.

## Budget Details

**Note:** Follow these steps if you are entering a budget that is not routed for approval.

1. Choose Work Structures -> Budget -> Budget Details in the Navigator.
2. In the resulting Find window, query the budget.
3. Select a budget version.
4. Choose the Open button.
5. Select a line item in the budget and choose the Periods button.

**Note:** Follow these steps if you are routing a budget for approval through a hierarchy of approvers.

6. Choose Work Structures -> Budget -> Worksheet in the Navigator.
7. Define the properties of the worksheet.
8. Choose the Create Worksheet button.
9. Edit the worksheet by entering values for budget line items.
10. Choose the Periods button.

## Budget Reallocation

1. Choose Work Structures -> Budget -> Budget Reallocation in the Navigator.

## Budget Set

1. Choose Work Structures -> Budget -> Budget Set in the Navigator.

## Budget Value Defaults

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Business Group.
3. Choose the Others button and select Budget Value Defaults.

## Budgetary Calendar

1. Choose Work Structures -> Budget -> Budget Calendar in the Navigator.

## Budgets

1. Choose Work Structures -> Budget -> Budget Details in the Navigator.
2. In the resulting Find window, query the budget.

## Business Group Information

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Business Group.
3. Choose the Others button and select Business Group Information.

## Cadre Life Insurance TA (France)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Company.
3. Choose the Others button and select Cadre Life Insurance TA.

## Calendar

1. Choose Customer and Supplier Maintenance -> Calendar in the Navigator.

## Calendar (UK)

1. Choose SSP/SMP -> SSP Qualifying Patterns in the Navigator.
2. Enter or query a pattern.
3. Choose the Calendars button.

## Calendar Usages (UK)

1. Choose SSP/SMP -> SSP Qualifying Patterns in the Navigator.
2. Enter or query a pattern.
3. Choose the Calendars button.
4. Choose the Calendar Usages button.

## Career Path Names

1. Choose Work Structures -> Job -> Path Name in the Navigator.

## Certifications

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query or enter a plan.
3. Choose the General tab.
4. Choose the Plan or Option tab.

5. Choose the Certifications button.

## **Chamber Contribution Information (Germany)**

1. Choose Organization -> Define in the Navigator.
2. Choose the Others button.
3. Select German Chamber Tax.

## **Change Event Log**

1. Choose Mass Information eXchange -> System Extract -> Change Event Log in the Navigator.

## **Change in Data Element (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Data Element.

## **Change in Duty Station (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Duty Station.

## **Change in FEGLI (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in FEGLI.

## **Change in Hours (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Hours.

## **Change in Retirement Plan (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Retirement Plan.

## **Change in SCD (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in SCD.

## **Change in Tenure (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Tenure.

## **Change in Veterans Preference (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Veterans Preference.

## **Change in Work Schedule (FD)**

1. Choose Request for Personnel Action -> Change Actions -> Change in Work Schedule.

## **Change to Lower Grade (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Change to Lower Grade

## **Choose Set of Books**

1. Choose Customer and Supplier Maintenance -> Choose Set of Books in the Navigator.

## **Cities (US, CA)**

1. Choose Other Definitions -> Cities in the Navigator.

## **City Tax Rules <Employee> (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Tax Information button.
4. Choose the Tax information button from the Federal Tax Rules <Employee> window.
5. Choose the Tax information button from the State Tax Rules <Employee> window.
6. Choose the Tax information button from the County Tax Rules <Employee> window.

## **Claims (FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking
2. Choose the Claims taskflow button.

## **COBRA Benefits (Basic Benefits) (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select COBRA.
5. Enter or query a qualifying event.
6. Choose the Benefits button.

## **COBRA Coverage (Basic Benefits) (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.



4. Choose the Others button and select COBRA.

## **COBRA Payments (Basic Benefits) (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select COBRA.
5. Enter or query a qualifying event.
6. Choose the Payments button.

## **COBRA Statuses (Basic Benefits) (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select COBRA.
5. Enter or query a qualifying event.
6. Choose the Statuses button.

## **Collapse Life Events**

1. Choose Total Compensation -> General Definitions ->Additional Setup -> Collapse Life Events in the Navigator.

## **Collective Agreements**

1. Choose Work Structures -> Collective Agreements ->Define Collective Agreements in the Navigator.

## **Collective Agreement Entitlements**

1. Choose Work Structures -> Collective Agreements ->Define Collective Agreements in the Navigator.
2. Query a collective agreement.
3. Choose the Entitlements button.

## **Collective Agreement Entitlement Items**

1. Choose Work Structures -> Collective Agreements ->Define Entitlement Items in the Navigator.

## **Collective Agreement Grades (for a Constituency)**

1. Choose Work Structures -> Organization -> Description in the Navigator.

2. Enter or query a constituency.
3. Choose the Others button and select Collective Agreement Grades.

## **Collective Agreement and Grade Progression Results**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Collective Agreement and Grade Progression Results.

## **Collective Agreement Retained Rights**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Review Retained Rights.

## **Columns**

1. Choose Other Definitions -> Table Structure in the Navigator.
2. Enter or query a table.
3. Choose the Columns button.

## **Committees**

1. Choose Work Structures -> Organization -> Maintain Committees in the Navigator

## **Communication Delivery Methods**

1. Choose Fastpath -> Personal Delivery Method in the Navigator.

## **Communication Types**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Communication Types in the Navigator.

## **Communication Type Children**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Communication Types in the Navigator.
2. Query a communication type kit.

3. Choose the View Children button.

## **Communication Type Delivery Methods**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Communication Types in the Navigator.
2. Query or enter a communication type.
3. Choose the Delivery button.

## **Communication Type Triggers**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Communication Types in the Navigator.
2. Query or enter a communication type.
3. Choose the Triggers button.

## **Communication Type Usages**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Communication Types in the Navigator.
2. Query or enter a communication type.
3. Choose the Usages button.

## **Competence Details**

1. Choose Career Management -> Assessment Template in the Navigator.
2. Enter or query assessment details.
3. Choose the Competencies button.

## **Competence Profile**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Competence Profile.

Or:

1. Choose Fastpath -> Competence Profile in the Navigator.

## **Competence Qualifications**

1. Choose Career Management -> Competencies in the Navigator.
2. Enter or query a unit standard competence.
3. Choose the Qualifications button.

## **Competence Requirements**

1. Choose Career Management -> Competence Requirements in the Navigator.

## **Competence Types**

1. Choose Career Management -> Competence Types in the Navigator.

## **Competencies**

1. Choose Career Management -> Competencies in the Navigator.

## **Complaint People (FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking
2. Choose the Complaint People taskflow button.

## **Complaints(FD)**

1. Choose Complaints Tracking -> EEO Complaints Tracking

## **Complementary Pension Tranche 2 (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Company.
3. Choose the Others button and select Complementary Pension Tranche 2.

## **Concurrent Requests (UK)**

1. Choose Processes and Reports -> View Requests in the Navigator.

## **Configurable Business Rules**

1. Choose Transaction Maintenance Forms -> Configurable Business Rules in the Navigator.

## **Consolidation Sets (Payroll)**

1. Choose Payroll -> Consolidation in the Navigator.

## **Constituency Information (for a Representative Body)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a representative body.
3. Choose the Others button and select Constituency.

## **Construction Tax Info (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Construction Tax Info.

## **Contact**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Contact.

Or:

1. Choose Fastpath -> Contact in the Navigator.
2. In the resulting Find window, query the person.

## **Contexts**

1. Choose Security -> Contexts in the Navigator.

## **Contract**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button.
4. Choose Contracts.

Or:

1. Choose Fastpath -> Contracts in the Navigator.
2. In the resulting Find window, query the person.

## **Contribution History (Def Comp 457) (US)**

1. Choose View -> Histories -> Entries -> Contribution History

## **Control Totals**

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.
2. Choose the Totals button.

## **Conversion Rate Types**

1. Choose Payroll -> Conversion Rate Types in the Navigator.

## Conversion to Appointment (FD)

1. Choose Request for Personnel Action -> Conversion to Appointment

## Corps, Grades and Pay Scales (France)

1. Choose Total Compensation -> Programs and Plans -> Plan Design Wizard in the Navigator
2. Select the French Public Sector business area.

## Corrective Actions (FD)

1. Choose Complaints Tracking -> EEO Complaints Tracking
  - Choose the Corrective Actions taskflow button.

## Costing

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Costing.

Or:

1. Choose Fastpath -> Costing in the Navigator.
2. In the resulting Find window, query the person.

## Costing Information

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an organization.
3. Choose the Others button and select Costing.

## County Tax Rules <Employee> (US)

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Tax Information button.
4. Choose the Tax information button from the Federal Tax Rules <Employee> window.
5. Choose the Tax information button from the State Tax Rules <Employee> window.

## Court Orders

1. Choose People -> Total Comp Enrollment -> Court Orders in the Navigator.

## Coverage Across Plan Types

1. Choose Total Compensation -> Rates/Coverage Definitions -> Coverage Across Plan Types in the Navigator.

## Coverage Calculations

1. Choose Total Compensation -> Rate/Coverage Definitions -> Coverage Calculations in the Navigator.

## Covered Dependents (CA)

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Contact.
4. Choose the Entries button.

## Covered Dependents (US)

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Contact.
4. Choose the Entries button.
5. Select the element representing the benefit for which you are entering a dependent.
6. Choose the Others button and select Dependents.

## Create Batch Lines

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.
2. Enter or query a batch header.
3. Choose the Assignment Set button.

## Criteria Definition

1. Choose Mass Information eXchange: MIX -> System Extract -> Criteria Definition in the Navigator.

## Custom Reports

1. Choose Processes and Reports -> Submit Custom Reports in the Navigator.

## Customer

1. Choose Customer and Supplier Maintenance -> Customer in the Navigator.

## **DADS Files (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select DADS Files.

## **DADS Types (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.

## **Database Items**

1. Choose Total Compensation -> Basic -> Write Formulas in the Navigator.
2. Enter or query a formula.
3. Choose the Show Items button.

## **DateTrack History Change Field Summary**

1. Choose Tools -> Datetrack History from the Tools menu.

## **Deduction (Payroll) (US, CA)**

1. Choose Total Compensation -> Basic -> Deductions in the Navigator.

## **Define Combinations**

1. Choose Total Compensation -> Rate/Coverage Definitions -> Combinations in the Navigator.

## **Define Extract**

1. Choose Benefits Extract -> Extract Definition in the Navigator.

## **Define Function**

1. Choose Other Definitions -> Formula Functions in the Navigator.

## **Define QuickPaint Report**

1. Choose Processes and Reports -> Define a QuickPaint Report in the Navigator.

## **Define Task Flow**

1. Choose Security -> Task Flow Definitions in the Navigator.



## Define Task Flow Nodes

1. Choose Security -> Task Flow Nodes in the Navigator.

## Delete Person

1. Choose People -> Delete Personal Records in the Navigator.

## Denial of Within Grade Increase (FD)

1. Choose Request for Personnel Action -> Salary Change -> Denial of Within Grade Increase

## Dependent/Beneficiary Designation

Do one of the following:

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Dependent/Beneficiary Designation in the Navigator.

Or:

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Flex Program in the Navigator.
2. Query a person.
3. Choose the Designees button.

## Dependent Certifications

Do one of the following:

1. Choose Total Compensation -> Programs and Plans -> Program Enrollment Requirements in the Navigator.
2. Query a program.
3. Choose the Dependent Coverage tabbed region
4. Choose the Certifications button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan.
3. Choose the Designations tab.
4. Choose the Dependent tab.
5. Choose the Certifications button.

## Dependent Change of Life Event

Do one of the following:

1. Choose Choose Total Compensation -> Programs and Plans -> Program Enrollment Requirements in the Navigator.
2. Query a program and choose the Dependent Coverage tabbed region.
3. Choose the Dependent Change of Life Event button.

Or:

1. Choose Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan and choose the Designations tabbed region.
3. Choose the Dependent tab.
4. Choose the Dependent Change of Life Event button.

## **Dependent Change of Life Event Certification**

Do one of the following:

1. Choose Choose Total Compensation -> Programs and Plans -> Program Enrollment Requirements in the Navigator.
2. Query a program and choose the Dependent Coverage tabbed region.
3. Choose the Dependent Change of Life Event button.
4. Select a life event and choose the Dependent Change of Life Event Certifications button.

Or:

1. Choose Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan and choose the Designations tabbed region.
3. Choose the Dependent tab.
4. Choose the Dependent Change of Life Event button.
5. Select a life event and choose the Dependent Change of Life Event Certifications button.

## **Dependent Coverage Eligibility Profiles**

1. Choose Total Compensation -> General Definitions -> Eligibility Profiles -> Dependent Coverage in the Navigator.

## **Dependent Eligibility Profiles**

Do one of the following:

1. Choose Choose Total Compensation -> Programs and Plans -> Program Enrollment Requirements in the Navigator.
2. Query a program and choose the Dependent Coverage tabbed region.
3. Choose the Eligibility Profiles button.

Or:

1. Choose Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan and choose the Designations tabbed region.
3. Choose the Dependent tab.
4. Choose the Eligibility Profiles button.

## Derived Factors

1. Choose Total Compensation -> General Definitions -> Eligibility/Rate Factors -> Derived Factors in the Navigator.

Or:

1. Choose Work Structures -> Collective Agreements -> Define Derived Factors in the Navigator.

## Derive Notice Period (Belgium)

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select End Employment.
4. Choose Derive Notice Period.

Or

Choose FastPath -> End Employment.

5. Enter or query an employee.
6. Choose Derive Notice Period.

## Designation Requirements

Do one of the following:

1. Choose Total Compensation -> Programs and Plans -> Options in the Navigator.
2. Query or enter an option.
3. Choose the Designation Requirements button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query a plan.
3. Choose the General tab.
4. Choose the Plan or Option tab.
5. Choose the Designations button.

## **Disability (Not US, Not CA)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Disabilities.

Or:

1. Choose Fastpath -> Disabilities in the Navigator.
2. In the resulting Find window, query the person.

## **Dynamic Trigger Definition**

1. Choose Other Definitions -> Dynamic Trigger Definition in the Navigator.

## **Dynamic Trigger Functional Area Grouping**

1. Choose Other Definitions -> Dynamic Trigger Functional Area Grouping in the Navigator.

## **Duty Stations**

1. Choose Federal Maintenance Forms -> Duty Stations in the Navigator.

## **Earnings (Payroll) (US, CA)**

1. Choose Total Compensation -> Basic -> Earnings in the Navigator.

## **Edit Formula**

1. Choose Total Compensation -> Basic -> Write Formulas in the Navigator.
2. Enter or query a formula.
3. Choose the Edit button.

## **EEO-1 Filing (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select EEO-1 Filing.

## **Electable Choices**

1. Choose People -> Total Comp Participation
2. Choose the Enrollment Opportunities button
3. Choose the Electable Choices button.

## Elections

1. Choose Work Structures -> Elections

## Element

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.

## Element and Distribution Set

1. Choose Payroll -> Element Set in the Navigator.

## Element Classifications (Payroll)

1. Choose Total Compensation -> Basic -> Classification in the Navigator.

## Element Entries

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Entries button.

Or:

1. Choose Fastpath -> Entries in the Navigator.
2. In the resulting Find window, query the person.

## Element Link

1. Choose Total Compensation -> Basic -> Link in the Navigator.

## Element Withholding Reasons (UK)

1. Choose SSP/SMP -> Element Withholding Reasons in the Navigator.

## Eligibility

Do one of the following:

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Plan Eligibility button.
4. Choose the Eligibility button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.

2. Query or enter a plan.
3. Choose the Options button.
4. Choose the Option Eligibility button.
5. Choose the Eligibility button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plans and Plan Types button.
4. Choose the Plans tab or the Plan Types tab.
5. Choose the Participation Eligibility button.
6. Choose the Eligibility button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Participation Eligibility button.
4. Choose the Eligibility button.

## **Employee Assignment Processes (Payroll)**

1. Choose View -> Assignment Process Results in the Navigator.

## **Employment Certification (Hungary)**

1. Choose Hungarian Web ADI Reports > Create Document in the Navigator.

## **Employee Review**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Reviews.

Or:

1. Choose Fastpath -> Employee Review in the Navigator.
2. In the resulting Find window, query the person.

## **Employee Run Result History (Payroll)**

1. Choose View -> Histories -> Run Results in the Navigator.

Or:

1. Choose Fastpath -> End Employment in the Navigator.
2. In the resulting Find window, query the person.

## **Employer Identification (US, CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select Employer Identification

## **Employment Declaration (AU)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Declaration button.

## **Employment Equity Information**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.
3. Position the cursor in the Organization Classifications Name field.
4. Select the Business Group from the List of Values.
5. Position the cursor in the Field with the entry Business Group.
6. Choose the Others button.
7. Select Employment Equity Information and click OK.
8. Double-click in the FlexField to display the window.

## **Employment History (UK)**

1. Choose FastPath -> Employment History in the Navigator.

## **End Application**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select End Application.

Or:

1. Choose Fastpath -> End Application in the Navigator.
2. In the resulting Find window, query the person.

## End Employment

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select End Employment.

Or:

1. Choose Fastpath -> End Employment in the Navigator.

## Enrollment Action (Advanced Benefits)

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Enrollment Action Types in the Navigator.

## Enrollment Opportunities

1. Choose People -> Total Comp Participation
2. Choose the Enrollment Opportunities button.

## Enrollment Override

1. Choose People -> Total Comp Enrollment -> Enrollment Override in the Navigator.

## Enrollment Rules

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query or enter a plan.
3. Choose the Timing tab.
4. Choose the Scheduled tab or the Life Event tab.
5. Choose the Enrollment Rules button.

## Enter Contingent Workers

1. Choose People -> Maintain Using Templates -> Enter Contingent Workers in the Navigator.

## Enter Employees

1. Choose People -> Maintain Using Templates -> Enter Employees in the Navigator.

## Entry Values

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.



3. Choose the Assignment button.
4. Choose the Entries button.
5. Select an entry and choose the Entry Values button.

## **Establishment EEO-1 Filing (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Reporting Establishment.
3. Choose the Others button and select Establishment EEO-1 Filing.

## **Establishment VETS-100 Filing (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Reporting Establishment.
3. Choose the Others button and select Establishment VETS-100 Filing.

## **Event Bookings**

Do one of the following:

1. Choose People -> Events and Bookings in the Navigator.

Or:

1. Choose Fastpath -> Event in the Navigator.
2. In the resulting Find window, query the person.

## **Event Groups**

1. Choose Total Compensation -> Basic -> Event Groups in the Navigator.

## **Extension of NTE (FD)**

1. Choose Request for Personnel Action -> Extension of NTE

## **External/Manual Payments (Payroll)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select External Pay.

Or:

1. Choose Fastpath -> External/Manual Payments in the Navigator.
2. In the resulting Find window, query the person.

## Extra Details of Service

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Extra Details of Service.

Or:

1. Choose Fastpath -> Extra Details of Service.
2. In the resulting Find window, query the person.

## Extra Element Information

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.
2. Enter or query an element.
3. Choose the Extra Information button.

## Extra Person Information (FD)

1. Choose People -> Enter and Maintain
2. Enter or query a person.
3. Choose the Others button and select Extra Information.

## Extra Person Information Window (US)

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button.
4. Choose Extra Information.
5. Choose a Type.
6. Choose Details.

## Extract Definition

1. Choose Mass Information Exchange -> System Extract -> Extract Definition in the Navigator.

## Extract Results

1. Choose Mass Information eXchange -> System Extract -> Extract Results in the Navigator.

## **Extract Results Details**

1. Choose Mass Information eXchange -> System Extract -> Extract Results in the Navigator.
2. Query an extract run result and choose the Details button.

## **Extract Results Errors**

1. Choose Mass Information eXchange -> System Extract -> Extract Results in the Navigator.
2. Query an extract run result and choose the Errors and Warnings button.

## **Extract Results Header and Trailer**

1. Choose Mass Information eXchange -> System Extract -> Extract Results in the Navigator.
2. Query an extract run result and choose the Header and Trailer button.

## **Families, Nature of Action (FD)**

1. Choose Federal Maintenance Forms -> Families and NOA Families.

## **Federal Tax Information <Employee> (CA)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Tax Information button.
5. Select the Federal Tax Information region (if not already selected).

Or:

1. Choose People -> Fastpath -> Tax Sign-up in the Navigator.
2. In the resulting Find window, query an employee.
3. Select the Federal Tax Information region.

## **Federal Tax Rules (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select Federal Tax Rules

## **Federal Tax Rules <Employee> (US)**

1. Choose People -> Enter and Maintain in the Navigator.

2. Enter or query an employee or applicant.
3. Chose the Tax Information button.

## **File Layout Advanced Conditions (US, UK, CA)**

1. Choose Benefits Extract -> Layout Definition in the Navigator.
2. Choose the File Layout tab and query or enter a file layout.
3. Select a record and choose the Advanced Conditions button.

## **File Layout Include Conditions**

1. Choose Mass Information eXchange -> System Extract -> Layout Definition in the Navigator.
2. Choose the File Layout tab and query or enter a file layout.
3. Select a record and choose the Include Conditions button.

## **Financials Options**

1. Choose Customer and Supplier Maintenance -> Financials Options in the Navigator.

## **Flex Credits (Advanced Benefits)**

1. Choose Total Compensation -> Rate/Coverage Definitions -> Flex Credits in the Navigator.

## **Flex Program (Advanced Benefits)**

1. Choose People -> Total Comp Enrollment -> Flex Program in the Navigator.

## **Form 941 Information (US)**

1. Choose View -> Tax Information -> Form 941 Information in the Navigator.

## **Form Customization**

1. Choose Security -> CustomForm in the Navigator.

## **Forms Configurator - see People Management Configurator**

## **Formula**

1. Choose Total Compensation -> Basic -> Write Formulas in the Navigator.

## **Formula Result Rules (Payroll):**

1. Choose Total Compensation -> Basic -> Formula Results in the Navigator.

## Forward Notification To (FD)

1. Choose Workflow Inbox
2. Choose a notification and then choose the Reroute button.

## Frequency Rules (Payroll)

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.
2. Enter or query an element.
3. Choose the Frequency Rules button.

## Funding Distribution

1. Choose Work Structures -> Budget -> Worksheet in the Navigator.
2. Choose the Periods button to open the Budget Details window.
3. Choose the Budget Sets tab.
4. Choose the Budget Set Distribution button.

## GL Daily Rates

1. Choose Payroll -> GL Daily Rates in the Navigator.

## GL Daily Rates (US, CA)

1. Choose Total Compensation -> Basic -> Global Values in the Navigator.

## GL Map (Payroll)

1. Choose Payroll -> GL Flexfield Map in the Navigator.

## Globals

1. Choose Total Compensation -> Basic -> Global Values in the Navigator.

## Global Pay Scale

1. Choose Work Structures -> Grade -> Global Pay Scale in the Navigator.

## Global Security Profile

1. Choose Security -> Global Security Profiles in the Navigator.

## Goods and Services

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Goods and Services in the Navigator.

## Grade Rate

1. Choose Work Structures -> Grade -> Grade Rate in the Navigator.

## Grade Scale

1. Choose Work Structures -> Grade -> Grade Steps and Points in the Navigator.

## Grade Step Placement

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Grade Step.

Or:

1. Choose Fastpath -> Grade Step in the Navigator.
2. In the resulting Find window, query the person.

## Grades

1. Choose Work Structures -> Grade -> Description in the Navigator.

## Grades (for a Constituency)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Grades.

## GREs and other information <Employee> (CA)

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Select the GREs and other information region.

## Hiring Applicants

1. Choose People -> Maintain Using Templates -> Hire Applicants in the Navigator.

## Hungarian Absence Report (Hungary)

1. Choose Hungarian Web ADI Reports > Create Document in the Navigator.

## **Imputed Income**

1. Choose Total Compensation -> Rate/Coverage Definitions -> Imputed Income in the Navigator.

## **Information Type Security (US, UK, CA)**

1. Choose Security -> Information Types Security in the Navigator.

## **Information Type Security (FD)**

1. Choose Security -> Information Types

## **Input Values**

1. Choose Total Compensation -> Basic -> Element Description in the Navigator.
2. Enter or query an element.
3. Choose the Input Values button.

## **Insurance Provider (for a Company) (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Company.
3. Choose the Others button and select Insurance Provider.

## **Insurance Provider (for an Establishment) (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Insurance Providers.

## **Insurance Provider Information (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Pension Provider.
3. Choose the Others button and select Insurance Provider Information.

## **Investment Options**

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Savings Plan in the Navigator.
2. Query a person.
3. Choose the Investment Options button.

## **Job**

1. Choose Work Structures -> Job -> Description in the Navigator.

## **Jobs (for a Constituency)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Jobs.

## **Job Evaluation**

1. Choose Work Structures -> Job -> Description in the Navigator.
2. Enter or query a job.
3. Choose the Evaluation button.

## **Job Grade (CA)**

1. Choose Work Structures -> Job -> Job Grade in the Navigator.

## **Job Groups**

1. Choose Work Structures -> Job -> Job Groups in the Navigator.

## **Job Requirements**

1. Choose Work Structures -> Job -> Description in the Navigator.
2. Enter or query a job.
3. Choose the Requirements button.

## **KR Mass Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of CWK and Employee Assignments in the Navigator.

## **KR Mass Employee Assignment Update**

1. Choose People -> Mass Updates for Person -> KR Mass Update of Employee Assignments in the Navigator.

## **Layout Definition**

1. Choose Benefits Extract -> Layout Definition in the Navigator.

## **Legal Employer Information (AU)**

1. Choose Work Structures -> Organization -> Description in the Navigator.



2. Enter or query an organization.
3. Select GRE/Legal Entity and choose the Others button.
4. Select Legal Employer.
5. Click in the blank field.

## **Letter (for letters)**

1. Choose Work Structures -> Recruitment Letter Type in the Navigator.

## **Letter (for contracts)**

1. Choose Work Structures -> Contract Letter Type in the Navigator.

## **Life Event**

Do one of the following:

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.
4. Choose the Plans tab or the Plan Types tab.
5. Choose the Life Event button.

Or:

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Life Event button.

## **Life Event Certifications**

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.
2. Query or enter a plan.
3. Choose the General tab.
4. Choose the Plan or Option tab.
5. Choose the Life Event Certifications button.

## **Life Event Reason Impact on Eligibility (Advanced Benefits)**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Options button.
4. Choose the Life Event Eligibility button.

## **Life Event Reasons**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Life Event Reasons in the Navigator.

## **Limit Rules (Payroll) (US)**

1. Choose View -> Wage Attachments -> Limit Rules in the Navigator.

## **Link Input Values**

1. Choose Total Compensation -> Basic -> Link in the Navigator.
2. Enter or query an element.
3. Choose the Input Values button.

## **List Assignments**

1. Choose View -> Lists -> Assignments in the Navigator.

## **List Budget Variance by Organization (AU)**

1. Choose View -> Organization Budgets in the Navigator.

## **List Employees by Absence Type**

1. Choose View -> Lists -> Employees by Absence Type in the Navigator.

## **List Employees by Element**

1. Choose View -> Lists -> Employees by Element in the Navigator.

## **List Employees by Organization**

1. Choose View -> Lists -> Employees by Organization in the Navigator.

## **List Employees by Position**

1. Choose View -> Lists -> Employees by Position in the Navigator.

## **List Employees by Position Hierarchy**

1. Choose View -> Lists -> Emps by Position Hierarchy in the Navigator.

## **List People by Assignment**

1. Choose View -> Lists -> People by Assignment in the Navigator.

## List People by Special Information

1. Choose View -> Lists -> People by Special Information in the Navigator.

## Local Tax Rules (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select Local Tax Rules.

## Locality Pay (FD)

1. Choose Request for Personnel Action -> Salary Change -> Locality Pay

## Location

1. Choose Work Structures -> Location in the Navigator.

## Locations (for a Constituency)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Locations.

## Lookups

1. Choose Other Definitions -> Application Utilities Lookups in the Navigator.

## Maintain Contingent Workers

1. Choose People -> Maintain Using Templates -> Maintain Contingent Workers in the Navigator.

## Maintain Employees

1. Choose People -> Maintain Using Templates -> Maintain Employees in the Navigator.

## Maintain On Line Activities (Advanced Benefits)

1. Choose Total Compensation -> General Definitions -> Authentication Activities in the Navigator.

## Maintain Options Eligibility

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.

3. Choose the Options button.
4. Choose the Option Eligibility button.

## **Maintain Plan Eligibility**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Plan Eligibility button.

## **Maintain Plan Options**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Options button.

## **Maintain Plan Related Details**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Details button.

## **Maintain Pop Up Messages (Advanced Benefits)**

1. Choose Total Compensation -> General Definitions -> Message Configuration in the Navigator.

## **Maintain Visa Window (US)**

1. Choose People -> Maintain Using Templates -> Maintain Visa in the Navigator.
2. Choose an employee.

## **Manual Payments**

1. Choose People -> Total Comp Contribution -> Manual Payments in the Navigator.

## **Map Career Path**

1. Choose Work Structures -> Job -> Career Path in the Navigator.

## **Map Salary Survey (US, UK, CA)**

1. Choose Work Structures -> Position -> Description in the Navigator.
2. Complete the Position window and save your work.
3. Choose the Define Survey Map button.

Or:

1. Choose Work Structures -> Job -> Description in the Navigator.
2. Complete the Job window and save your work.
3. Choose the Define Salary Map button.

## **Mass Applicant Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Applicant Assignments in the Navigator.

## **Mass Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Assignments in the Navigator.

## **Mass Awards (FD)**

1. Choose Mass Actions -> Mass Awards
2. Choose Preview Mass Awards

## **Mass Employee Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Employee Assignments in the Navigator.

## **Mass Move**

1. Choose Work Structures -> Position -> Mass Move in the Navigator.

## **Mass Move - Assignments**

1. Choose Work Structures -> Position -> Mass Move in the Navigator.
2. Complete the Mass Move window and save your work.
3. Choose the Positions button.
4. Complete the Find Positions window.
5. Choose the Find button.
6. Complete the Mass Move - Positions window.
7. Choose the Assignments button.

## **Mass Move - Messages**

1. Choose Work Structures -> Position -> Mass Move in the Navigator.
2. Complete the Mass Move window and save your work.
3. Choose the Positions button.
4. Complete the Find Positions window and choose the Find button.

5. Complete the Mass Move - Positions window and choose the Assignments button.
6. Complete the Mass Move - Assignments window and close it.
7. From the Mass Move - Positions window, choose the Valid Grades button.
8. Complete the Valid Grades window and close it.
9. Close the Mass Move - Positions window.
10. From the Mass Move window, choose the Execute button.
11. If the Status field shows In Error or Complete with Warnings, a Message button appears.
12. If the Message button appears, choose it to view messages in the Mass Move - Messages window.

**Note:** Alternatively, you can view messages for saved (but not yet successfully executed) mass moves as follows:

13. Choose Work Structures -> Position -> Mass Move in the Navigator.
14. Enter the name of the saved mass move in the Description field.
15. When the Mass Move window is populated with data and the Message button appears, choose the Message button .

## Mass Move - Positions

1. Choose Work Structures -> Position -> Mass Move in the Navigator.
2. Complete the Mass Move window.
3. Save your work.
4. Choose the Positions button.
5. In the resulting Find Positions window, select or enter a Source Job and Source Position.
6. Choose the Find button.

## Mass Move - Valid Grades

1. Choose Work Structures -> Position -> Mass Move in the Navigator.
2. Complete the Mass Move window and save your work.
3. Choose the Positions button.
4. Complete the Find Positions window.
5. Choose the Find button.
6. Complete the Mass Move - Positions window.
7. Choose the Valid Grades button.

## Mass Position Update

1. Choose Work Structures -> Position -> Mass Position Update

## **Mass Realignment (FD)**

1. Choose Mass Actions ->Mass Realignment
2. Choose Preview Mass Realignment

## **Mass Salary (FD)**

1. Choose Mass Actions ->Mass Salary
2. Choose Preview Mass Salary

## **Mass Transfer In (FD)**

1. Choose Mass Actions ->Mass Transfer In i
2. Choose Preview Mass Transfer In

## **Mass Transfer Out (FD)**

1. Choose Mass Actions ->Mass Transfer Out
2. Choose Preview Mass Transfer Out

## **Mass UK Applicant Ass Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Applicant Assignments in the Navigator.

## **Mass UK Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Assignments in the Navigator.

## **Mass UK Employee Assignment Update**

1. Choose People -> Mass Updates for Person -> Mass Update of Employee Assignments in the Navigator.

## **Mass Update of Applicants**

1. Choose Recruitment -> Mass Update of Applicants in the Navigator.

## **Maternity (UK)**

1. Choose SSP/SMP ->Person Details in the Navigator.
2. Enter or query a person.
3. Choose the Maternity button.

## **Maternity Evidence (UK)**

1. Choose SSP/SMP ->Person Details in the Navigator.
2. Enter or query a person.
3. Choose the Absence button.
4. Enter or query a maternity absence.
5. Choose the Evidence button.

## **Maternity Pay (UK)**

1. Choose SSP/SMP ->Person Details in the Navigator.
2. Enter or query a person.
3. Choose the Absence button.
4. Enter or query a maternity absence.
5. Choose the SSP/SMP button.

## **MD/DDS Nurse Pay (FD)**

1. Choose Request for Personnel Action -> Salary Change -> MDDDS Nurse Pay

## **Medical Assessments**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Medical Assessments.

Or:

1. Choose Fastpath -> Medical Assessments in the Navigator.
2. In the resulting Find window, query the person.

## **Messages**

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.
2. Choose the Messages button.

## **Message Configuration (Advanced Benefits)**

1. Choose Total Compensation -> General Definitions -> Message Configuration in the Navigator.

## **Mileage Element Template (UK)**

1. Choose Total Compensation -> Basic -> Mileage Element Template in the Navigator.



## Miscellaneous Plan

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Miscellaneous Plan in the Navigator.

## MIX Batch Header

1. Choose Mass Information eXchange: MIX -> Batch Element Entry in the Navigator.

## Monitor Batch Processes (Advanced Benefits)

1. Choose Processes and Reports -> Monitor Batch Processes in the Navigator.

## Monthly Participant Premium

1. Choose People -> Total Comp Contribution -> Monthly Participant Premium in the Navigator.

## Monthly Plan or Option Premium

1. Choose -> People -> Total Comp Contribution -> Monthly Premium in the Navigator.

## Multiple Worksite Reporting (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select Multiple Worksite Reporting

## NACHA Rules (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select NACHA Rules

## Name Change (FD)

1. Choose Request for Personnel Action -> Change Actions -> Name Change i

## Nature of Action Legal Authorities (FD)

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> NOA Legal Authorities.

## Net Calculation Rules

1. Choose Total Compensation -> Basic -> Accrual Plans in the Navigator.
2. Enter or query an accrual plan name.

3. Choose the Net Calculation Rules button.

## **New Hire Reporting (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a GRE.
3. Choose the Others button.
4. Select New Hire Reporting

## **New Zealand Information (NZ)**

1. Choose People -> Enter and Maintain.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the New Zealand Information tab.

## **NOA Codes and Remarks (FD)**

1. Choose Federal Maintenance Forms -> NOA Codes and Remarks

## **Non-Flex Program**

1. Choose People -> Total Comp Enrollment -> Non-Flex Program in the Navigator.

## **Non Pay / Non Duty Status (FD)**

1. Choose Request for Personnel Action -> Non Pay / Non Duty Status

## **Notifications (FD)**

1. Choose Request for Personnel Action -> Workflow Inbox

## **Notifications Summary (FD)**

Do one of the following:

1. Choose Workflow Inbox

## **NQF Assessment (South Africa)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant.
3. Choose the Others button and select NQF Assessment.

## **NQF Learnership Agreements (South Africa)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant.
3. Choose the Others button and select NQF Learnership Agreements.

## **NQF Qualification Titles (South Africa)**

## **NQF Training (South Africa)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant.
3. Choose the Others button and select NQF Training.

## **Options**

1. Choose Total Compensation -> Programs and Plans -> Options in the Navigator.

## **Organization**

1. Choose Work Structures -> Organization -> Description in the Navigator.

## **Organization Hierarchy**

1. Choose Work Structures -> Organization -> Hierarchy in the Navigator.

## **Organization Hierarchy Diagrammer**

1. Choose Work Structures -> Organization -> Diagrammer in the Navigator.

## **Organization Hierarchies (for a Constituency)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Organization Hierarchies.

## **Organization Manager Relationship**

1. Choose Work Structures -> Organization -> Organization Manager in the Navigator.

## **Organizational Payment Method**

1. Choose Payroll -> Payment Methods in the Navigator.

## **Organizations (for a Constituency)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a constituency.
3. Choose the Others button and select Organizations.

## **Other Pay (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Other Pay

## **Other Rates**

1. Choose People -> Total Comp Enrollment -> Non-Flex Program in the Navigator.
2. Query a person.
3. Choose the Others button and select Other Rates.

## **Outcomes Achieved**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Competence Profile.
4. Select a unit standard competence and choose the Outcomes Achieved button.

Or:

1. Choose Fastpath -> Competencies in the Navigator.
2. Query a person.
3. Select a unit standard competence and choose the Outcomes Achieved button.

## **Outcomes and Assessment Criteria**

1. Choose Career Management -> Competencies in the Navigator.
2. Enter or query a unit standard competence.
3. Choose the Outcomes button.

## **P45 (Payroll) (UK)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Tax Information.

Or:

1. Choose FastPath -> UK P45 Form in the Navigator.

2. In the resulting Find window, query the person.

## **Parent Organization**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an organization.
3. Choose the Others button and select Parent Organization.

## **Part Time Rebate (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Part Time Rebate.

## **Participant**

1. Choose Total Compensation -> General Definitions -> Eligibility Profiles -> Participant in the Navigator.

## **Participation Eligibility Profiles**

1. Choose Total Compensation -> General Definitions -> Eligibility Profiles -> Participation Eligibility Profiles

Or:

1. Choose Work Structures -> Collective Agreements -> Define Eligibility Profiles in the Navigator.

## **Participation Overrides (Advanced Benefits)**

1. Choose People -> Total Comp Participation -> Participation Overrides in the Navigator.

## **Pattern (UK)**

1. Choose SSP/SMP -> SSP Qualifying Patterns in the Navigator.

## **Pattern Time Units (UK)**

1. Choose SSP/SMP -> Pattern Time Units in the Navigator.

## **Pay Adjustment (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Pay Adjustment.

## **Pay Advice Report (Payroll) (UK)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Statement of Earnings.

Or:

1. Choose FastPath -> Statement of Earnings in the Navigator.
2. In the resulting Find window, query the person.

## **Pay Plans (FD)**

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> Pay Plans.

## **Pay Scale**

1. Choose Work Structures -> Grade -> Pay Scale in the Navigator.

## **Payment Schedule**

1. Choose Total Compensation -> Rates/Coverage Definitions -> Flex Credits in the Navigator.
2. Query or enter a flex credit definition and choose the Processing tabbed region.
3. Choose the Payment Schedule button.

## **Payments**

1. Choose People -> Total Comp Contribution -> Record Contribution or Distribution
2. Choose the View Payments window.

## **Payroll**

1. Choose Payroll -> Description in the Navigator.

## **Payroll Balances (UK)**

1. Choose Work Structures -> Organization -> Description in the Navigator
2. Enter or query a Business Group
3. Choose the Others button and select Payroll Balances

## **Payroll Elements (UK)**

1. Choose Work Structures -> Organization -> Description in the Navigator
2. Enter or query a Business Group
3. Choose the Others button and select Payroll Elements

## **Payroll Processes (Payroll)**

1. Choose View -> Payroll Process Results in the Navigator.

## **Pension Provider (for a Company) (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Company.
3. Choose the Others button and select Pension Provider.

## **Pension Provider (for an Establishment)(France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Pension Providers.

## **Pension Provider Information (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Pension Provider.
3. Choose the Others button and select Pension Provider Information.

## **Pension Schemes (Hungary)**

1. Choose Total Compensation -> Basic in the Navigator.
2. Choose Pension Schemes.

## **People**

1. Choose People -> Enter and Maintain in the Navigator.

## **People Folder**

1. Choose View -> Lists -> People Folder in the Navigator.

## **People Management Configurator (formerly Forms Configurator)**

1. Choose Security -> People Management Configurator in the Navigator.

## **Performance**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee, and choose the Assignment button.
3. Choose the Salary button.
4. Choose the Performance button.

Or:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee, and choose the Assignment button.
3. Choose the Others button and select Performance.

## **Period Dates**

1. Choose Payroll -> Description in the Navigator.
2. Enter or query a payroll.
3. Choose the Period Dates button.

## **Period-to-Date Limits**

Do one of the following:

1. Choose Total Compensation -> General Definitions -> Rate/Coverage Definitions -> Period-to-Date Limits in the Navigator.

Or:

1. Choose Total Compensation -> Rates/Coverage Definitions -> Flex Credits in the Navigator.
2. Query a compensation object.
3. Choose the Activity Rate button.
4. Choose the Period to Date Limit button.

## **Period Types**

1. Choose Other Definitions -> Time Periods in the Navigator.

## **Person Benefits Assignment**

1. Choose People -> Total Comp Participation -> Person Benefits Assignment

## **Person Benefits Balances**

1. Choose People -> Total Comp Participation -> Person Benefits Balances in the Navigator.

## **Person Changes**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Life Event Reasons in the Navigator.
2. Query or enter a life event.
3. Choose the Person Changes button.
4. Choose the Define Person Change button.



## Person Changes Cause Life Events

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Life Event Reasons in the Navigator.
2. Query or enter a life event.
3. Choose the Person Changes button.

## Person Communications (Advanced Benefits)

1. Choose People -> Total Comp Enrollment -> Enrollment Process -> Person Communications in the Navigator.

## Person Enrollment Action Items (Advanced Benefits)

Do one of the following:

1. Choose People -> Total Comp Enrollment -> Enrollment Process -> Person Enrollment Action Items in the Navigator.

Or:

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Flex Program in the Navigator.
2. Query a person.
3. Choose the Action Items button.

## Person Enrollment Certificates (Advanced Benefits) (CA)

1. Choose People -> Enrollment Process -> Person Enrollment Certificates in the Navigator.

## Person Enrollment Certifications (Advanced Benefits)

Do one of the following:

1. Choose People -> Total Comp Enrollment -> Enrollment Process -> Person Enrollment Certifications in the Navigator.

Or:

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Flex Program in the Navigator.
2. Query a person.
3. Choose the Certifications button.

## Person Life Events

## Person Life Events

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Person Life Events

Or (Advanced Benefits):

Choose People -> Total Comp Enrollment -> Enrollment Process -> Person Life Events

## **Person Primary Care Provider**

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Person Primary Care Provider in the Navigator.

## **Person Summary (FD)**

1. Choose Person Summary

## **Person Types**

1. Choose Other Definitions -> Person Types in the Navigator.

## **Person Type Usage**

1. Choose Fastpath -> Person Type Usage in the Navigator.

## **Personal Payment Method**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Pay Method button, or choose the Others button and select Pay Method.

Or:

1. Choose Fastpath -> Pay Method in the Navigator.
2. In the resulting Find window, query the person.

## **Phone Numbers**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button.
4. Choose Phones.

Or:

1. Choose Fastpath -> Phones in the Navigator.
2. In the resulting Find window, query the person.

## Picture

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator
2. Enter or query a person.
3. Choose the Picture button.

Or:

1. Choose Fastpath -> Picture in the Navigator.
2. In the resulting Find window, query the person.

## Plan and Plan Type

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.

## Plan Design Copy

1. Choose Total Compensation -> Programs and Plans -> Plan Design Copy in the Navigator.

## Plan Design Wizard

1. Choose Total Compensation -> Programs and Plans -> Plan Design Wizard

## Plan Enrollment Requirements

1. Choose Total Compensation -> Programs and Plans -> Plan Enrollment Requirements in the Navigator.

## Plan in Program Participation Eligibility

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.
4. Choose the Plans tab.
5. Choose the Participation Eligibility button.

## Plan Reimbursement

1. Choose Total Compensation -> General Definitions -> Programs and Plans -> Plan Reimbursement in the Navigator.

## **Plan Type Participation Eligibility**

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.
4. Choose the Plan Type tab.
5. Choose the Participation Eligibility button.

## **Plan Types**

1. Choose Total Compensation -> Programs and Plans -> Plan Types in the Navigator.

## **Plans**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.

## **Position**

1. Choose Work Structures -> Position -> Description in the Navigator.

## **Position (FD)**

1. Choose Work Structures -> Position -> Description

## **Position Abolish (FD)**

1. Choose Request for Personnel Action -> Federal Position -> Abolish

## **Position Change (FD)**

1. Choose Request for Personnel Action -> Federal Position Change

## **Position Copy**

1. Choose Work Structures -> Position -> Position Copy in the Navigator.

## **Position Copy (FD)**

1. Choose Work Structures -> Position -> Description

## **Position Description (FD)**

1. Choose Federal Position Description in the Navigator.

## **Position Description Routing History (FD)**

1. Choose Position Description -> Reference button

## **Position Establish (FD)**

1. Choose Request for Personnel Action -> Federal Position -> Establish

## **Position Evaluation**

1. Choose Work Structures -> Position -> Description in the Navigator.
2. Enter or query a position.
3. Choose the Evaluation button.

## **Position Hierarchy**

1. Choose Work Structures -> Position -> Hierarchy in the Navigator.

## **Position Hierarchy**

1. Choose Work Structures -> Position -> Diagrammer in the Navigator.

## **Position Occupancy Folder**

1. Choose Work Structures -> Position -> Description in the Navigator.
2. Query a position.
3. Choose the Occupancy button.

## **Position Reporting To**

1. Choose Work Structures -> Position -> Description in the Navigator.
2. Enter or query a position.
3. Choose the Reporting To button.

## **Position Requirements**

1. Choose Work Structures -> Position -> Description in the Navigator.
2. Enter or query a position.
3. Choose the Requirements button.

## **Position Review (FD)**

1. Choose Request for Personnel Action -> Federal Position -> Review

## **Position Transaction**

1. Choose Work Structures -> Position -> Position Transaction in the Navigator.

## Possible Certifications

1. Choose People -> Total Comp Participation
2. Choose the Enrollment Opportunities button.
3. Choose the Electable Choices button
4. Choose the Possible Certifications button

## Postal/Zip

1. Choose Total Compensation -> General Definitions -> Eligibility/Rate Factors -> Postal/Zip in the Navigator.

## Previous Employment

1. Choose People -> Enter and Maintain in the navigator
2. Query a person.
3. Choose the Others button.
4. Select Previous Employment.

## Previous Services Validation pages (France)

1. Choose People -> Services Validation in the Navigator

## Primary Care Providers

Do one of the following:

1. Choose People -> Total Comp Enrollment -> Person Primary Care Provider

Or:

1. Choose People -> Total Comp Enrollment -> Flex Program in the Navigator.
2. Query a person.
3. Choose the Care Providers button.

## Prior Employment SSP (SSP1L) (UK)

1. Choose SSP/SMP -> Person Details in the Navigator.
2. Enter or query a person.
3. Choose the SSP1L button.

## Process Log

1. Choose Processes and Reports -> Process Log in the Navigator.

## **Program/Plan Years**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Program/Plan Years in the Navigator.

## **Programs**

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.

## **Program Enrollment Requirements**

1. Choose Total Compensation -> General Definitions -> Programs and Plans -> Program Enrollment Requirements in the Navigator.

## **Program Participation Eligibility**

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Participation Eligibility button.

## **Program Waive Certifications**

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.
4. Choose the Plan Types tab.
5. Choose the Waive button.
6. Choose the Waive Certification button.

## **Program Waive Reasons**

1. Choose Total Compensation -> Programs and Plans -> Programs in the Navigator.
2. Query or enter a program.
3. Choose the Plan and Plan Types button.
4. Choose the Plan Types tab.
5. Choose the Waive button.

## **Promotion (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Promotion

## **Provincial Employment Standard (CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.

3. Position the cursor in the Organization Classifications Name field.
4. Select the Business Group from the List of Values.
5. Position the cursor in the field with the entry Business Group.
6. Choose the Others button.
7. Select Provincial Employment Standard and click OK.
8. Double-click in the FlexField to display the window.

## **Provincial Reporting Info. (CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.
3. Position the cursor in the Organization Classifications Name field.
4. Select GRE/Legal Entity from the List of Values.
5. Position the cursor in the field with the entry GRE/Legal Entity.
6. Choose the Others button.
7. Select Provincial Reporting Info and click OK.
8. Double-click in the FlexField to display the window.

## **Provincial Tax Information <Employee> (CA)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Tax Information button.
5. Select the Provincial Tax Information region.

Or:

1. Choose People -> Fastpath -> Tax Sign-up in the Navigator.
2. In the resulting Find window, query an employee.
3. Select the Provincial Tax Information region.

## **Qualification Competencies**

1. Choose Career Management -> Qualification Types in the Navigator.
2. Enter or select a Qualifications Framework qualification.
3. Choose the Competencies button.

## **Qualification Types**

1. Choose Career Management -> Qualification Types in the Navigator.



## Qualifications

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Qualifications.

Or:

1. Choose Fastpath -> Qualifications in the Navigator.

## Quality Increase (FD)

1. Choose Request for Personnel Action -> Salary Change -> Quality Increase

## QuickPaint Inquiry

1. Choose Processes and Reports -> Run a QuickPaint Report in the Navigator.
2. Query a report that has been run.
3. Choose the View Report button.

## QuickPay (Payroll)

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select QuickPay.

Or:

1. Choose Fastpath -> QuickPay in the Navigator.
2. In the resulting Find window, query the person.

## Rating Scales

1. Choose Career Management -> Rating Scales in the Navigator.

## Realignment (FD)

1. Choose Request for Personnel Action -> Realignment

## Reassignment (FD)

1. Choose Request for Personnel Action -> Reassignment

## Record Continuing Benefits Payments

1. Choose People -> Total Comp Contribution -> Record Continuing Benefits Payments in the Navigator.

## **Record Layout Advanced Conditions (US, UK)**

1. Choose Benefits Extract -> Layout Definition in the Navigator.
2. Choose the Record Layout tab and query or enter a record layout.
3. Select a Data Element and choose the Advanced Conditions button.

## **Record Layout Include Conditions**

1. Choose Mass Information eXchange -> System Extract -> Layout Definition in the Navigator.
2. Choose the Record Layout tab and query or enter a record layout.
3. Select a Data Element and choose the Include Conditions button.

## **Recruit / Fill (FD)**

1. Choose Request for Personnel Action -> Recruit / Fill

## **Recruiting For**

1. Choose Recruitment -> Recruitment Activity in the Navigator.
2. Enter or query a recruitment activity.
3. Choose the Recruiting For button.

## **Recruitment Activity**

1. Choose Recruitment -> Recruitment Activity in the Navigator.

## **Reduction in Force Retention Register (FD)**

1. Choose Reduction in Force (RIF).

## **Registered Employer Information (NZ)**

1. Choose Work Structures -> Organization -> Hierarchy.
2. Enter or query an organization.
3. Select GRE/Legal Entity in the Organization Classification region.
4. Choose Others -> Registered Employer.

## **Regulations**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Regulations in the Navigator.

## **Regulatory Bodies and Regulations**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Reporting Groups in the Navigator.
2. Query or enter a reporting group.
3. Choose the Plan Regulatory Bodies and Regulations button.

## **Reimbursements Requests (Advanced Benefits)**

1. Choose People -> Total Comp Distribution -> Reimbursements Requests in the Navigator.

## **Related Person Changes**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Life Event Reasons in the Navigator.
2. Query or enter a life event.
3. Choose the Related Person Changes button.
4. Choose the Define Related Person Change button.

## **Related Person Changes Cause Life Events (Advanced Benefits)**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Life Event Reasons in the Navigator.
2. Query or enter a life event.
3. Choose the Related Person Changes button.

## **Remark Codes and Descriptions (FD)**

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> Remark Codes and Descriptions.

## **Reporting Categories (CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Business Group.
3. Choose the Others button and select Reporting Categories.

## **Reporting Groups**

1. Choose Total Compensation -> General Definitions -> Additional Setup -> Reporting Groups in the Navigator.

## **Reporting Statuses (CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.

2. Enter or query a Business Group.
3. Choose the Others button and select Reporting Statuses.

## **Representative Body**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a representative body.
3. Choose the Others button and select Representative Body.

## **Representative Body (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a representative body.
3. Choose the Others button and select Representative Body.

## **Request for Personnel Action (FD)**

1. Choose Request for Personnel Action

## **Request Letter**

1. Choose Recruitment -> Request Recruitment Letter in the Navigator.

## **Request Set**

1. Choose Security -> Report Sets in the Navigator.

## **Requisition and Vacancy**

1. Choose Recruitment -> Requisition and Vacancy in the Navigator.

## **Restricted Form Process Methods (FD)**

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> Short Form / Restricted Data.

## **RetroPay Set (Payroll)**

1. Choose Payroll -> RetroPay Set in the Navigator.

## **Return to Duty (FD)**

1. Choose Request for Personnel Action -> Return to Duty

## **Reverse Payroll Run (Payroll)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Reverse Run.

Or:

1. Choose Fastpath -> Reverse Payroll Run in the Navigator.
2. In the resulting Find window, query the person.

## **RIF Exception (FD)**

1. Choose Request for Personnel Action -> RIF Exception.

## **Robien Rebate (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Robien Rebate.

## **Roles**

1. Choose Transaction Maintenance Forms -> Roles in the Navigator.

## **Routing**

1. Choose Work Structures -> Position -> Position Transaction in the Navigator.
2. Choose Save from the File menu.

Or:

1. Choose Work Structures -> Budget -> Budget Worksheet in the Navigator.
2. Choose Save from the File menu.
3. Choose Save from the File menu.

## **Routing Group and Groupbox Details (FD)**

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> Routing Groups and Groupboxes.

## **Routing Group and Routing List Details (FD)**

1. Choose Request for Personnel Action -> Federal Maintenance Forms -> Routing Lists.

## **Routing History (FD)**

Do one of the following:

1. Choose Request for Personnel Action -> Reference button.

Or

Open the Workflow inbox and select a notification.

2. Choose Routing History button.

## Routing Lists

1. Choose Transaction Maintenance Forms -> Routing Lists in the Navigator.

## Rows

1. Choose Other Definitions -> Table Structure in the Navigator.
2. Enter or query a table.
3. Choose the Rows button.

## Run QuickPaint Report

1. Choose Processes and Reports -> Run a QuickPaint Report in the Navigator.

## Salary Administration

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Salary button.

Or:

1. Choose Fastpath -> Salary in the Navigator.
2. In the resulting Find window, query the person.

## Salary Basis

1. Choose Total Compensation -> Basic -> Salary Basis in the Navigator.

## Salary History

Do one of the following:

1. Choose View -> Histories -> Salary in the Navigator.
2. Run a query in the Assignments Folder window.
3. Select an employee assignment and choose the Salary History button.

Or:

1. Choose Fastpath -> Salary History in the Navigator.
2. In the resulting Find window, query the person.

## Salary Management Folder

1. Choose People -> Salary Management in the Navigator.

## Salary Surveys

1. Choose Total Compensation -> Basic -> Salary Survey in the Navigator.

## Salary Tax Info (France)

1. Choose Work Structures -> Organization -> Description in the Navigator.

## Savings Plan

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Savings Plan in the Navigator.

## Savings Plan (UK)

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Savings Plan in the Navigator.
2. Choose the Record Layout tab and query or enter a record layout.
3. Select a Data Element and choose the Include Conditions button.

## Scale Rate

1. Choose Work Structures -> Grade -> Point Values in the Navigator.

## Schedules (UK)

1. Choose SSP/SMP -> SSP Qualifying Patterns in the Navigator.
2. Enter or query a pattern.
3. Choose the Calendars button.
4. Choose the Schedules button.

## Schools and Colleges

1. Choose Career Management -> Schools and Colleges in the Navigator.

## Schools and Colleges Attended

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Schools/Colleges.

## Secondary Statuses

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an applicant or employee.
3. Do one of the following:

For an applicant:

- Choose the Others button and select Application.
- Choose the Secondary Status button.

For an employee:

- Choose the Assignment button.
- Choose the Others button and select Secondary Status.

Or:

1. Choose Fastpath -> Secondary Status in the Navigator.
2. In the resulting Find window, query the person.

## Security Groups (UK)

1. Choose Security -> Security Groups in the Navigator.

## Security Profile

1. Choose Security -> Profile in the Navigator.

## Seniority pages (France)

1. Choose Other Definitions -> Seniority in the Navigator

## Separation (FD)

1. Choose Request for Personnel Action -> Separation

## Service Areas

1. Choose Total Compensation -> General Definitions -> Eligibility/Rate Factors -> Service Areas in the Navigator.

## Set of Books

1. Choose Customer and Supplier Maintenance -> Set of Books in the Navigator.

## Sickness Control Rules (UK)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Business Group



3. Choose the Others button and select Sickness Control Rules.

## **Sickness Evidence (UK)**

1. Choose SSP/SMP -> Person Details in the Navigator.
2. Enter or query a person.
3. Choose the Absence button.
4. Enter or query a sickness absence.
5. Choose the Evidence button.

## **Sickness Pay (UK)**

1. Choose SSP/SMP -> Person Details in the Navigator.
2. Enter or query a person.
3. Choose the Absence button.
4. Enter or query a sickness absence.
5. Choose the SSP/SMP button.

## **Social Insurance Information (Germany)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Assignments button.
3. Choose the Social Insurance Information button.

## **Social Security Information (Spain)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Assignments button.
3. Choose the Social Security Information button.

Or:

1. Choose Fastpath -> Social Security Information in the Navigator.
2. In the resulting Find window, query the person.

## **Social Security Rebate (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Social Security Rebate.

## Sort

1. Choose Mass Information eXchange -> System Extract -> Layout Definition in the Navigator.
2. Choose the File Layout tab and select a Record Name.
3. Choose the Sort button.

## Special Information

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Special Info button.

Or:

1. Choose Fastpath -> Special Information in the Navigator.
2. In the resulting Find window, query the person.

## Special Information Types

1. Choose Other Definitions -> Special Information Types in the Navigator.

## Special Rates

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment -> Flex Program in the Navigator.
2. Query a person.
3. Choose the Special Rates button.

## SQWL Employer Rules (1) (Payroll) (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select SQWL Employer Rules (1)

## SQWL Employer Rules (2) (Payroll) (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select SQWL Employer Rules (2)

## SQWL Generic Transmitter Rules (Payroll) (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).

3. Choose the Others button and select SQWL Generic Transmitter Rules

## **SQWL State-Specific Transmitter Rules (Payroll) (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select SQWL State Transmitter Rules

## **Standard Distributions/Contributions (US)**

1. Choose Total Compensation -> General Definitions -> Rate/Coverage Definitions -> Standard Distributions/Contributions in the Navigator.

## **Standard Holiday Absences <Employee> (CA)**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button.
4. Select Standard Holiday Absences.

Or:

1. Choose People -> Fastpath -> Statutory Holidays in the Navigator.
2. In the resulting Find window, query an employee.

## **Standard Rates**

1. Choose Total Compensation -> General Definitions -> Rate/Coverage Definitions -> Standard Rates in the Navigator.

## **Standard Holiday Absences (FR)**

1. Choose FastPath -> Standard Holiday Absences

## **State Tax Rules (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select State Tax Rules.

## **State Tax Rules <Employee> (US)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Chose the Tax Information button.

4. Choose the Tax information button from the Federal Tax Rules <Employee> window.

## **Statement of Earnings (Payroll) (US)**

Do one of the following:

1. Choose View -> Assignment Process Results
2. Choose the SOE Report button.

Or:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Others button and select Statement of Earnings.

Or:

1. Choose Fastpath -> US Statement of Earnings in the Navigator.
2. In the resulting Find window, query the person.

## **Statement of Earnings (AU)**

1. Choose People -> Enter and Maintain.
2. Query a person.
3. Choose Assignment -> Others -> Statement of Earnings.

Or:

1. Choose People -> Enter and Maintain.
2. Query a person.
3. Choose Assignment -> Others -> QuickPay.
4. Choose View Results -> Statement of Earnings.

Or:

1. Choose FastPath -> Statement of Earnings.
2. Enter employee details.

## **Statement of Earnings (New Zealand) (NZ)**

1. Choose People -> Enter and Maintain.
2. Query a person.
3. Choose Assignment -> Others -> Statement of Earnings.

Or:

1. Choose People -> Enter and Maintain.
2. Query a person.
3. Choose Assignment -> Others -> QuickPay.

4. Choose View Results -> Statement of Earnings.

Or:

1. Choose FastPath -> Statement of Earnings.
2. Enter employee details.

## **Statutory Holiday Absences**

1. Choose FastPath -> Statutory Holiday Absences in the Navigator

## **Statutory Situations**

1. Choose Work Structures -> Statutory Situations in the Navigator.

## **Step Adjustment (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Step Adjustment

## **Step Increase with Pay (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Step Increase with Pay

## **Submit a New Request**

1. Choose Processes and Reports -> Submit Processes and Reports in the Navigator.
2. Select Single Request or a Request Set.

## **Superannuation Fund Information (AU)**

1. Choose Work Structures -> Organization -> Description.
2. Enter or query an organization.
3. Select Payee Organization and choose the Others button.
4. Click in the blank field.

## **Supplementary Roles**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select Supplementary Roles.

## **Supplier**

1. Choose Customer and Supplier Maintenance -> Supplier in the Navigator.

## System Options

1. Choose Customer and Supplier Maintenance -> System Options in the Navigator.

## Table Event Updates (UK)

1. Choose Other Definitions -> Table Event Updates in the Navigator.

## Table Structure

1. Choose Other Definitions -> Table Structure in the Navigator.

## Table Values

1. Choose Other Definitions -> Table Values in the Navigator.

## Taxation Information (New Zealand) (NZ)

1. Choose People -> Enter and Maintain.
2. Enter or query an employee.
3. Choose the Assignment button.
4. Choose the Entries button.
5. Select PAYE Information in the Element Name column.
6. Click on the Entry Values button.

## Tax Information (Germany)

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Assignments button.
3. Choose the Tax Information button.

## Tax Information (Ireland)

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Assignments button.
3. Choose the Tax Information button.

## Tax Information (Spain)

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Choose the Assignments button.
3. Choose the Tax Information button.

Or:

1. Choose Fastpath -> Tax Information in the Navigator.
2. In the resulting Find window, query the person.

## **Terminate**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select End Employment.

## **Terminate Applicant**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee.
3. Choose the Others button and select End Application.

Or:

1. Choose Fastpath -> End Application in the Navigator.
2. In the resulting Find window, query the person.

## **Termination of Grade Retention (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Termination of Grade Retention

## **Termination of Interim WGI (FD)**

1. Choose Request for Personnel Action -> Salary Change -> Termination of Interim WGI

## **Termination Payments (AU)**

1. Choose FastPath -> Termination Payments.

## **Transaction Categories**

1. Choose Transaction Maintenance Forms -> Transaction Categories in the Navigator.

## **Transaction Category Wizard**

1. Choose Maintenance Forms -> Transaction Category Wizard.

## **Transaction Status**

1. Choose Security -> Transaction Status in the Navigator

## Transaction Templates

1. Choose Transaction Maintenance Forms -> Transaction Templates in the Navigator.

## Transport Tax Info (France)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Transport Tax Info.

## Unions Processing

1. Choose Total Compensation -> Basic -> Union Element Creation Template.

## Update Payroll Run (Payroll)

1. Choose Payroll -> Update Payroll Run in the Navigator.

## URSSAF Center Information (France)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a URSSAF Center.
3. Choose the Others button and select URSSAF Center Information.

## URSSAF Information (France)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select URSSAF.

## User Types and Statuses

1. Choose Other Definitions -> User Types and Statuses

## Valid Grades (for jobs)

1. Choose Work Structures in the Navigator.
2. Choose either Job -> Description or Position -> Description.
3. Enter or query a job or position.
4. Choose the Valid Grades button.

## Valid Payment Methods

1. Choose Payroll -> Description in the Navigator.
2. Enter or query a payroll.



3. Choose the Valid Payment Methods button.

## **Variable Rate Profiles**

1. Choose Total Compensation -> General Definitions -> Rate/Coverage Definitions -> Variable Rate Profiles in the Navigator.

## **VETS-100 Filing (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select VETS-100 Filing.

## **Vehicle Data Entry (UK)**

1. Choose Total Compensation -> Basic -> Vehicle Data Entry in the Navigator.

## **View Absence History**

1. Choose View -> Histories -> Absence in the Navigator.

## **View Earnings and Deductions Balances (US, CA)**

Do one of the following:

1. Choose View -> Employee Balances in the Navigator.
2. Select an employee assignment and choose the Balances button.

Or:

1. Choose Fastpath -> Employee Balances in the Navigator.
2. In the resulting Find window, query the person.

## **View Element Entry History for Employee**

1. Choose View -> Histories -> Entries in the Navigator.
2. Run a query in the Assignments Folder window.
3. Select an employee assignment and choose the Entry History button.

## **View Employee Dental, Medical and Vision Benefits (US)**

1. Choose View -> Employee Benefits in the Navigator.
2. Run a query in the Assignments Folder window.
3. Select an employee assignment and choose the View Benefits button.

## **View Employee Grade Comparatio**

1. Choose View -> Grade Comparatio in the Navigator.

## View Enrollment Results

1. Choose People -> Total Comp Enrollment -> Benefits Enrollment Enrollment -> View Enrollment Results in the Navigator.

## View Participation Information (Advanced Benefits)

1. Choose People -> Total Comp Participation -> View Participation Information in the Navigator.

## View Program Structure

1. Choose Total Compensation -> Programs and Plans -> View Program Structure in the Navigator.

## View Run Messages (Payroll)

1. Choose View -> System Messages in the Navigator.

## View Tax Balances (US, CA)

Do one of the following:

1. Choose View -> Tax Information -> Tax Balances in the Navigator.
2. Select an employee assignment and choose the Balances button.

Or:

1. Choose Fastpath -> Tax Balances in the Navigator.
2. In the resulting Find window, query the person.

## View Vacancies

1. Choose View -> Vacancies in the Navigator.

## Visa Data Template

1. Choose People -> Maintain Using Templates -> Maintain Visa Information

## W2 Reporting Rules (US)

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Government Reporting Entity (GRE).
3. Choose the Others button and select W2 Reporting Rules.

## W941 (Payroll) (US)

1. Choose View -> Tax Information-> Form 941 Information in the Navigator

## **Wage Attachment Earnings Rules (US)**

1. Choose Total Compensation -> Wage Attachment -> Earnings Rules in the Navigator.

## **Wage Attachment Exemption Rules (US)**

1. Choose Total Compensation -> Wage Attachment -> Exemption Rules in the Navigator.

## **Wage Attachment Limit Rules (US)**

1. Choose Total Compensation -> Wage Attachment -> Limit Rules in the Navigator.

## **Waive Participation (Advanced Benefits)**

1. Choose People -> Total Comp Participation -> Waive Participation in the Navigator.

## **Waiving**

1. Choose Total Compensation -> Programs and Plans -> Plans in the Navigator.
2. Query or enter a plan.
3. Choose the Waiving button.

## **WC Codes and Rates (US)**

1. Choose Work Structures -> Job -> Workers Compensation Rates in the Navigator

## **Welfare Tax Info (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Welfare Tax Info.

## **What-if Eligibility (Advanced Benefits)**

1. Choose People -> Total Comp Participation -> What-if Eligibility in the Navigator.

## **Work Accident Info (France)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Establishment.
3. Choose the Others button and select Work Accident Info.

## **Work Choices (Job and Position)**

1. Choose Work Structures -> Job or Position -> Description in the Navigator.
2. Enter or query a job or position.

3. Choose the Work Choices button.

## **Work Choices (Person)**

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query a person.
3. Choose the Others button and select Work Choices.

## **Work Day Information**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an organization.
3. Choose the Others button and select Work Day Information.

## **Work Incident**

Do one of the following:

1. Choose People -> Enter and Maintain in the Navigator.
2. Enter or query an employee or applicant.
3. Choose the Others button and select Work Incidents.

Or:

1. Choose Fastpath -> Work Incidents in the Navigator.
2. In the resulting Find window, query the person.

## **Work Schedule (US, CA)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an organization.
3. Choose the Others button and select Work Schedule.

## **Work Site Filing (US)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query a Reporting Establishment.
3. Choose the Others button and select Work Site Filing.

## **Worker's Compensation (US)**

1. Choose Work Structures -> Job -> Workers Compensation Codes in the Navigator

## **Worksheet**

1. Choose Work Structures -> Budget -> Worksheet in the Navigator.

2. Define the properties of the worksheet.
3. Choose the Create Worksheet button.

## **Worksheet Characteristics**

1. Choose Work Structures -> Budget -> Worksheet in the Navigator.

## **ZA ACB Installation Information (South Africa)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.
3. In Organization Classification, select Business Group.
4. Choose the Others button and select ZA ACB Installation Information.

## **ZA Tax File Creator Information (South Africa)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.
3. In Organization Classification, select Business Group.
4. Choose the Others button and select ZA Tax File Creator Info.

## **ZA Tax Information (South Africa)**

1. Choose Work Structures -> Organization -> Description in the Navigator.
2. Enter or query an Organization.
3. In Organization Classification, select GRE/Legal Entity.
4. Choose the Others button and select ZA Tax Information.



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## Reports and Processes in Oracle HRMS

This section shows the default reports and processes in Oracle HRMS as they are supplied. The responsibility that you use determines which reports you can use and how you access them.

The reports are divided into functional areas, as follows:

- Organization Structures, page B-2
- Jobs and Positions, page B-2
- People Budgets and Costing, page B-4
- Employment Agreements and Legal Compliance, page B-6
- Recruiting and Hiring, page B-10
- People Management, page B-21
- Competencies, Qualifications and Development, page B-40
- Learning Management, page B-41
- General Compensation Structures, page B-46
- Salary and Grade Related Pay and Progression, page B-47
- Compensation and Awards Management, page B-53
- Leave and Absence Management, page B-54
- Health and Welfare Management, page B-57
- Other Payroll Earnings and Deductions, page B-57
- Payrolls, page B-58
- Payroll Payment and Distributions, page B-58
- Payroll Statutory Deductions and Reporting, page B-61
- Payroll Processing and Analysis, page B-66
- Payroll Event Rules, page B-71
- Deploy Self Service Capability, page B-71
- Workforce Intelligence, page B-71

This is followed by the list of processes, page B-71.

# Reports

## Organization Structures

### Location Occupancy Report (FD)

Lists all employees that currently or have at one time occupied a Location from the date you specify to the date the report is run

### Organization Hierarchy Report

The organizations and optionally their managers below a selected position in a particular hierarchy.

### Organization Workforce Report (HRMSi)

This report investigates the performance of your organizations as measured by the increase and decrease in workforce over a selected time period. Click on the organization name in the table to investigate the workforce changes for a particular organization, using the Workforce Summary Analysis report.

## Jobs and Positions

### Employee Job and Position Detail – Employee Work Choices by Job

This worksheet enables you to analyze deployment factors for jobs, people in specific jobs, and job applicants.

### Employee Job and Position Detail – Employee Work Choices by Position

This worksheet enables you to analyze deployment factors for positions, people in specific positions, and position applicants.

### Employee Job and Position Detail – Employee by Job and Position

This worksheet enables you to analyze assignment details for employees within an organization by job and position.

### Job and Position Special Information Detail – Job and Position Special Information

This worksheet enables you to analyze special information types associated with jobs and positions.

### Job and Position Skills Matching Report

Lists of employees, applicants or both that meet some or all skill requirements of a job or position.

### Mass Realignment Deselection (FD)

Lists employees deselected for realignment

### Mass Realignment PA Listing for All (FD)

Notification of Personnel Action in list form for employees selected for a realignment.



**Mass Realignment PA Listing for Employee (FD)**

Notification of Personnel Action in list form for an individual employee selected for a realignment.

**Mass Realignment Preview (FD)**

Lists employees selected for a realignment

**Mass Transfer In Deselection (FD)**

Lists employees deselected for a Transfer In action

**Mass Transfer In PA Listing for All (FD)**

Notification of Personnel Action in list form for employees selected for a Transfer In action

**Mass Transfer In PA List for Employee (FD)**

Notification of Personnel Action in list form for an individual employee selected for a Transfer In action

**Mass Transfer In Preview (FD)**

Lists employees selected for a Transfer In action

**Mass Transfer Out Deselection (FD)**

Lists employees deselected for a Transfer Out action

**Mass Transfer Out PA Listing for All (FD)**

Notification of Personnel Action in list form for employees selected for a Transfer Out action

**Mass Transfer Out PA List for Employee (FD)**

Notification of Personnel Action in list form for an individual employee selected for a Transfer Out action

**Mass Transfer Out Preview (FD)**

Lists employees selected for a Transfer Out action

**Organization Separation Report (HRMSi)**

This report investigates the performance of your best and worst organizations based on the workforce separation. This can be an absolute figure or a percentage of the workforce for the organization. If you click on the organization name in the table you can investigate the workforce changes for an organization.

**Position Description (FD)**

Lists the details of an approved position classification

## **Position Hierarchy Report**

The positions and optionally their holders below a selected position in a particular hierarchy.

## **Pre Hire Report (Payroll) (France)**

This report has to be delivered to an establishment's local URSSAF center when a person is about to become a new employee in that establishment.

## **Reduction in Force Retention Register (FD)**

Lists selected employees

## **Re-integration Actions Report (Netherlands)**

Lists all re-integration actions for employees.

## **People Budgets and Costing**

### **Budget Period Position Detail Report**

Lists the status of all Positions that are part of a specific Budget.

### **Employee Budget (Non Positional Control) Status – by Grade (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different grades in your enterprise.

### **Employee Budget (Non Positional Control) Status – by Job (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different jobs for your enterprise.

### **Employee Budget (Non Positional Control) Status – by Organization (HRMSi)**

This report investigates the difference between budgeted and actual workforce for your enterprise.

### **Employee Budget (Non Positional Control) Status – by Position (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different positions for your enterprise.

### **Employee Budget Trend – by Grade (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different grades in your enterprise.

### **Employee Budget Trend – by Job (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different jobs for your enterprise.

### **Employee Budget Trend – by Organization (HRMSi)**

This report investigates the difference between budgeted and actual workforce for your enterprise.

**Employee Budget Trend – by Position (HRMSi)**

This report investigates the difference between budgeted and actual workforce for different positions for your enterprise.

**Entity Element Summary**

Use this report if you administer position control budgets. The report lists the budget status for a pay element and entity for a specified time interval.

**Headcount Budget Trend (HRMSi, DBI)**

This report shows changes in actual and budgeted employee headcount over time for the selected top line manager.

**Organization Budget (Non-Position Control) Report (HRMSi)**

This report investigates the performance of your best and worst organizations. Performance can be measured by a variety of indicators, but for this report, performance is judged by the variance between the budgeted and actual workforce in each organization. Top organizations are those with the largest variance. Bottom organizations are those with the least variance.

**Note:** Non-Position Control reports are based on the budget scheme in use prior to 11i.PER.G mini-pack.

**Organization Budget (Position Control) Report (HRMSi)**

This report investigates the performance of your best and worst organizations. Performance can be measured by a variety of indicators, but for this report, performance is judged by the variance between the budgeted and actual workforce in each organization. Top organizations are those with the largest variance. Bottom organizations are those with the least variance.

**Note:** Position Control reports are based on the budget scheme in use since the 11i.PER.G mini-pack.

**Organizational Position Summary Report**

Lists the budget status for all positions within a Position Control Organization.

**Position Element Detail Report**

Lists the budget status for all budgeted elements for a specific Position and Organization.

**Position Element Summary Report**

Lists the budget status for an element for all positions in the Business Group.

**Position Summary Report**

Lists the budget status of all Positions in a specific Organization.

**Report Under Budgeted Entities**

Run this report if you administer position control budgets. The report lists the positions that are under budgeted for the selected organization and all subordinate organizations in the organization hierarchy.

### **Report Under Budgeted Positions (Salary)**

HRMS still supports this report, run in previous versions for administering position control budgets. The report lists the positions that are under budgeted for the organization you select, and all subordinate organizations in the organization hierarchy. Oracle recommends you use Report Under Budgeted Entities, which adds the ability to report on organizations, jobs, and grades, as well as positions.

### **Social Security Affiliation Archiver (MX)**

Mandatory statutory Social Security report that compiles a list of all employee status changes for a GRE during a reporting period.

### **Social Security Affiliation Reports (MX)**

Arranges the data generated by the Social Security Affiliation Archiver report into a format suitable for electronic submission to the Mexican Social Security agencies.

### **Staffing Budget Details Report**

Compares actual staffing level with budgeted levels over a specified period.

### **Workforce Budget (Non-Position Control) Report (HRMSi)**

This report compares the amount of workforce you have budgeted for against the amount of workforce that actually exists. The report enables you to review all the organizations within a budget. You can select the time period you want to analyze.

### **Workforce Budget (Position Control) Report (HRMSi)**

This report compares the amount of workforce you have budgeted for against the amount of workforce that actually exists. The report enables you to review all the organizations within a budget. You can select the time period you want to analyze.

## **Employment Agreements and Legal Compliance**

### **AA/EEO Breakdown Report (FD)**

Government required ethnicity and gender breakdown report by Occupational Category or Pay Plan

### **AAP Reports (US)**

Provides Job group analysis and workflow analysis reports.

### **ADA Reports (US)**

Shows how your enterprise is responding to the requests of employees with disabilities.

### **Attestation ASSEDIC Report (Payroll) (FR)**

A mandatory report given to an employee on leaving the company. It details specific information about their employment.

**Bilan Social Report (Payroll) (France)**

A statutory report that lists a large number of HR and Payroll related indicators in order to provide a summary of many aspects affecting a company or establishment's human resources in a year.

**Compliance (Person, United States Specific) Detail – Detailed Special Information (US)**

This Discoverer worksheet enables you to view special employee information for employees within your organization.

**Compliance (Person, United States Specific) Detail – Disabilities (US)**

This Discoverer worksheet enables you to view special information concerning employees with disabilities within your organization.

**Compliance (Person, United States Specific) Detail – Disability Accommodations (US)**

This Discoverer worksheet enables you to view details about accommodations made for employees with disabilities across your organization.

**Compliance (Person, United States Specific) Detail – OSHA Incidents (US)**

This Discoverer worksheet enables you to view details associated with recorded OSHA incidents within your organization.

**CPDF Dynamics Report (FD)**

Record of the personnel data changes that occurred for the employee during a reporting period

**CPDF Dynamics Report Transmittal Form (FD)**

Transmittal form that accompanies the CPDF Dynamics Report

**CPDF OCT Report Transmittal Form (FD)**

Transmittal form that accompanies the Organization Component Tracking Report

**CPDF Organization Component Tracking Report (FD)**

Record of the organizational codes, titles, and hierarchical relationships for organizations within an agency as of the last day of the quarterly reporting period

**CPDF Status Report (FD)**

Record of each employee's personnel data as of the ending date of a fiscal quarter

**CPDF Status Report Transmittal Form (FD)**

Transmittal form that accompanies the CPDF Status Report

**EEO-1 Reports (US)**

The Equal Employment Opportunity reports include the EEO Individual Establishment Report, the EEO Headquarters Report, the EEO Establishment Employment Listing, the EEO Consolidated Report, and the EEO-1 Exception Report.

**EE04 Reports (US)**

Run this report for state and local governments.

**EE05 Reports (US)**

Run this report for the school system or district.

**Electronic EEO-1 Report (US)**

Generates Equal Employment Opportunity (EEO) reports for your establishment hierarchy formatted for submission on magnetic media.

**Electronic VETS-100 Report (US)**

Shows number of special disabled and Vietnam era veterans you employ in each of nine job categories. Also, show total number of new hires in each job category and number of new hires in each category who qualify as Vietnam era veterans.

**Employee Equal Opportunity by Job (Multiple Hierarchies, United States Specific) Comparison – by Establishment Hierarchy (HRMSi)**

The Establishment Hierarchy worksheet enables you to report on the number of employee primary assignments (male, female, total) for your reporting establishments by ethnic origin, location, and job name.

**Employee Equal Opportunity by Job (Multiple Hierarchies, United States Specific) Comparison – by Organization Hierarchy (HRMSi)**

The Organization Hierarchy worksheet enables you to report on the number of employee primary assignments (male, female, total) for your reporting establishments by ethnic origin, organization and job name.

**Employee Equal Opportunity Exceptions (United States Specific) Detail – Employees Outside Establishment Hierarchy (US)**

The Employees Outside an Establishment Hierarchy worksheet enables you to analyze which employees are at a location that is not in a defined Reporting Establishment Hierarchy, on a given effective date.

**Employee Equal Opportunity Exceptions (United States Specific) Detail – Employees with Missing Equal Opportunity Data (US)**

This Discoverer worksheet enables your organization to discover which employee primary assignments have missing Ethnic Origin information on a given effective date. For example, the report will show if an employee is missing data for employment category or ethnic origin.

**Employee Equal Opportunity Exceptions (United States Specific) Detail – Employees Without a Location (US)**

The Employees Without a Location Worksheet enables you to analyze which employee primary assignments are not assigned a location on a given effective date.

### **Employee Equal Opportunity for New Hires (Multiple Hierarchies, United States Specific) Detail – by Establishment Hierarchy (US)**

This Discoverer worksheet enables you to list employee new hires within a given period. The workbook output includes the following employee primary assignment details: Job Name, Employee Number, Ethnic Origin, Hire Date, Age at Hire, Date Hired, Annual Salary, and Current Annual Salary. The list of employees is for a given establishment hierarchy.

### **Employee Equal Opportunity for New Hires (Multiple Hierarchies, United States Specific) Detail – by Organization Hierarchy (US)**

This Discoverer worksheet enables you to list employee new hires within a given period. The workbook output includes the following employee primary assignment details: Job Name, Employee Number, Ethnic Origin, Hire Date, Age at Hire Date, Hired Annual Salary, and Current Annual Salary. The list of employees is for a given organization hierarchy.

### **Employee Equal Opportunity for Separations (Multiple Hierarchies, United States Specific) Detail – by Establishment Hierarchy (US)**

The Establishment Hierarchy workbook enables you to report on employee separations for a given period. The workbook output includes the following employee primary assignment details: Job Name, Employee Number, Gender, Hire Date, Actual Separation Date, and Separation Reason. The worksheet shows a list of employees for a given establishment hierarchy.

### **Employee Equal Opportunity for Separations (Multiple Hierarchies, United States Specific) Detail – by Organization (US)**

This workbook enables you to report on employee separations within a given period. The workbook output includes the following employee primary assignment details: Job Name, Employee Number, Gender, Hire Date, Actual Separation Date, and Separation Reason. The worksheet shows a list of employees for a given Organization Hierarchy.

### **Employee Equal Opportunity with Salary (Multiple Hierarchies, United States Specific) Detail – by Establishment Hierarchy (US)**

This Discoverer worksheet enables your organization to list employee primary assignment details including, Job Name, Employee Number, Gender, Ethnic Origin, Hire date and Salary. The list of employees is for a given Establishment Hierarchy.

### **Employee Equal Opportunity with Salary (Multiple Hierarchies, United States Specific) Detail – by Organization Hierarchy (US)**

This Discoverer worksheet enables your organization to list employee primary assignment details including, Job Name, Employee Number, Gender, Ethnic Origin, Hire date and Salary. The list of employees is for a given Organization Hierarchy.

### **French D2 Report (Declaration Annuelle Obligatoire D'emploi des Travailleurs Handicapes, de Mutilés de Guerre et Assimilés) (Payroll) (France)**

A mandatory report that all establishments with more than 20 employee's must submit each year. It contains details about the number of people employed by the establishment who are disabled.

**IPEDS Reports (Payroll) (US)**

The Integrated Post-secondary Education Data System (IPEDS) reports are submitted to the National Center for Educational Statistics (NCES). The type of institution determines which reports you must run.

**Mouvements de Main d'Oeuvre Report (Payroll) (France)**

A mandatory report that must be produced by each establishment every month. It lists the people that have joined or left the establishment during that time.

**OSHA Reports (US)**

Report on work related injuries or illness.

**Saudi Disabled Employee Report (SA)**

The Saudi Disabled Employee Report creates a list of all the disabled employees in your organization.

**SF-113A Federal Civilian Employment Report (FD)**

Summary of federal civilian employment, payroll, and turnover

**VETS-100 Reports (US)**

Shows number of special disabled and Vietnam era veterans you employ in each of nine job categories. Also, show total number of new hires in each job category and number of new hires in each category who qualify as Vietnam era veterans.

**Work Incidents Report (Germany)**

The Work Incidents Report enables you to print out a formatted copy of the information entered in the Work Incidents window.

**Recruiting and Hiring****Applicant Detail – Address (iRecruitment)**

The Address Worksheet enables you to report on the addresses of your job applicants.

**Applicant Detail – by Grade (iRecruitment)**

The By Grade Worksheet enables you to report on the applicants who have applied to a specific grade. Grade Name is a page item on this worksheet so you can group your results by the grades for which your applicants have applied.

**Applicant Detail – by Job (iRecruitment)**

The By Job Worksheet enables you to report on the applicants that have applied for a specific job. Job Name is a page item on this worksheet so you can group your results by the jobs for which your applicants have applied.

**Applicant Detail – by Location (iRecruitment)**

The By Location Worksheet enables you to report on the applicants who have applied to a specific location. Location Name is a page item on this worksheet so you can group your results by the locations to which applicants have applied.



**Applicant Detail – by Organization (iRecruitment)**

The By Organization Worksheet enables you to report on the applicants who have applied to a specific organization. Organization Name is a page item on this worksheet so you can group your results by organization.

**Applicant Detail – by Position (iRecruitment)**

The By Position Worksheet enables you to report on the applicants who have applied for a specific position. Position Name is a page item on this worksheet so you can group your results by the positions for which your applicants have applied.

**Applicant Detail – by Source Type (iRecruitment)**

The By Source Type Worksheet enables you to report where applicants have indicated they saw the advertisement for your job. Source Type is a page item on this worksheet so you can group your results by the source type the applicant indicated.

**Applicant Detail – by Vacancy (iRecruitment)**

The By Vacancy worksheet enables you to report the applicants who have applied for a particular vacancy as of the date you select as your effective date. Vacancy Name is a page item on this worksheet so you can group your results by the vacancy for which the applicant has applied.

**Applicant Detail – Competence (iRecruitment)**

The Competence Worksheet enables you to report on the competencies your applicants have indicated they possess. Competencies are entered by your applicants as 'skills' as part of their account.

**Applicant Detail – Detail (iRecruitment)**

The Detail worksheet enables you to report on the details of your applicants based on the parameters you set for the report.

**Applicant Detail – Phone (iRecruitment)**

The Phone Worksheet enables you to report on the phone numbers of your job applicants.

**Applicant Detail – Qualification (iRecruitment)**

The Qualification Worksheet enables you to report on the qualifications your applicants have.

**Applicant Detail – School College Attendance (iRecruitment)**

The School College Attendance Worksheet enables you to report on the schools and colleges your job applicants have attended.

**Applicant Efficiency (Hires – Manager Hierarchy) PMV report (iRecruitment)**

This PMV report measures the average amount of time it takes to fill a vacancy, and also the average time from filling the vacancy to the employee starting, for employees starting in the selected reporting period, for hires within a hiring manager hierarchy.

**Applicant Efficiency (Hires – Organization Hierarchy) PMV report (iRecruitment)**

This PMV report measures the average amount of time it takes to fill a vacancy, and also the average time from filling the vacancy to the employee starting, for employees starting in the selected reporting period, for hires within an organization hierarchy.

**Applicant Fill to Start (Hires – Manager Hierarchy) PMV report (iRecruitment)**

This PMV report measures the days between the date that the vacancy was filled and the date on which the successful applicant becomes an employee for employees starting in the reporting period, for hires within a hiring manager hierarchy.

**Applicant Fill to Start (Hires – Organization Hierarchy) PMV report (iRecruitment)**

This PMV report measures the days between the date that the vacancy was filled and the date on which the successful applicant becomes an employee for employees starting in the reporting period, for hires within an organization hierarchy.

**Applicant Time to Fill (Manager Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of days between the start date of the vacancy and the date upon which the vacancy is filled for employees starting in the reporting period for vacancies that are filled in the reporting period, within a hiring manager hierarchy.

**Applicant Time to Fill (Organization Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of days between the start date of the vacancy and the date upon which the vacancy is filled for employees starting in the reporting period for vacancies that are filled in the reporting period, within an organization hierarchy.

**Applicant Time to Start (Manager Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the average number of days between the start of the vacancy and the date upon which the successful applicant becomes an employee, for employees starting in the reporting period, within a hiring manager hierarchy.

**Applicant Time to Start (Organization Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the average number of days between the start of the vacancy and the date upon which the successful applicant becomes an employee, for employees starting in the reporting period, within an organization hierarchy.

**Applicant Time to Start Comparison – by Ethnic Origin (United States Specific) (HRMSi) (US)**

This worksheet analyses the days required to fill vacancies within a recruitment activity for ethnic groups in the United States.

**Applicant Time to Start Comparison – by Ethnic Origin (United Kingdom Specific) (HRMSi) (UK)**

This worksheet analyses the days required to fill vacancies within a recruitment activity for ethnic groups in the United Kingdom.

**Applicant Time to Start Comparison – by Gender (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by gender.

**Applicant Time to Start Comparison – by Grade (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by grade.

**Applicant Time to Start Comparison – by Job (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by job.

**Applicant Time to Start Comparison – by Location (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by location.

**Applicant Time to Start Comparison – by Organization (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by organization.

**Applicant Time to Start Comparison – by Vacancy (HRMSi)**

This worksheet analyses the days required to fill vacancies within a recruitment activity by vacancy.

**Application Status – Age Analysis (HRMSi)**

This worksheet enables you to investigate the current age of applicants for a particular vacancy.

**Application Status – Applicant Statuses (HRMSi)**

This worksheet enables you to investigate the applications that exist for a Business Group, requisition, and recruiter.

**Application Status – Recruitment Activity Summary (HRMSi)**

This worksheet enables you to investigate recruitment activities within your Business Group. You can analyze the current status of recruitment activities, for example, the number of new applicants, the number of offers made, and the number of terminated applicants. You can view recruitment activity information for a Business Group, requisition, vacancy, and recruitment type.

**Application Status – Vacancy Summary (HRMSi)**

This worksheet enables you to investigate vacancies within your Business Group. You can analyze the current status of vacancies, for example, the number of remaining applicants, the number of new applicants, and the number of terminated applicants. You can view vacancy information for a Business Group, recruitment type, and recruitment activity.

**Application Termination Detail – Termination Details**

This Worksheet investigates the reasons your enterprise has terminated applications.

### **Application Termination Detail – Termination Reasons by Vacancy**

This Worksheet investigates the reasons why job applicants have terminated applications within your enterprise.

### **Candidate Detail – Address (iRecruitment)**

The Address Worksheet enables you to report on the addresses of your candidates.

### **Candidate Detail – Competency (Skill) (iRecruitment)**

The Competency (Skill) Worksheet enables you to report on the competencies of your candidates. It also includes their level of proficiency. Competencies are entered by your candidates as 'skills' as part of their account

### **Candidate Detail – Education (iRecruitment)**

The Education Worksheet enables you to report on which schools and colleges your candidates have attended and the qualifications they have achieved.

### **Candidate Detail – Employment History (iRecruitment)**

The Employment History Worksheet enables you to report on the previous and current employers of your candidates.

### **Candidate Detail – Job Search Views (iRecruitment)**

The Job Search Views Worksheet enables you to report on the saved job searches your candidates have set up.

### **Candidate Detail – Personal Detail (iRecruitment)**

The Personal Detail Worksheet enables you to report on the details that your candidates have entered as part of their iRecruitment account.

### **Candidate Detail – Phone (iRecruitment)**

The Phone Worksheet enables you to report on the phone numbers of your candidates.

### **Candidate Detail – Qualification (iRecruitment)**

The Qualification Worksheet enables you to report on the level of qualifications that your candidates have.

### **Job Posting Content – Posting Detail (iRecruitment)**

The Posting Detail worksheet enables you to report on the details of the job postings that have been created for your vacancies; for example, job title, job description, and job requirements.

### **Recruitment by Authorizer Analysis – Average Days to Recruit by Organization (HRMSi, EDW)**

The Average Days to Recruit by Organization worksheet measures both the average number of days from the vacancy start date to hire and from the application date to hire; average values for both measures are given for each organization and overall. This information is reported for each recruitment authorizer within all top-level employing organizations during a specific calendar year (the year the applicant was hired).

**Recruitment by Authorizer Analysis – Average Days to Recruit by Stage and Job Category (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job Category worksheet measures the average number of days from the start of the application to each recruitment stage (end of application, first interview, second interview, offer, acceptance, and hire). This is reported for each job category and each recruitment authorizer, during a specified calendar year (the year the applicant was hired).

**Recruitment by Authorizer Analysis – Average Days to Recruit by Stage and Job (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job worksheet measures the average number of days from the start of the application to each recruitment stage (end of application, first interview, second interview, offer, acceptance, and hire). This is reported for each job and for a specified recruitment authorizer, during a specified calendar year (the year the applicant was hired).

**Recruitment by Authorizer Analysis – Average Days to Recruit Over Time (HRMSi, EDW)**

The Average Days to Recruit Over Time worksheet measures the average number of days from both vacancy start date to hire and application date to hire, for the past three calendar years and the current calendar year; average values for both measures are also given. This information is reported for each recruitment authorizer within a specified top-level employing organization.

**Recruitment by Authorizer Analysis – Average Days to Recruit (HRMSi, EDW)**

The Average Days to Recruit worksheet measures the average number of days from both the vacancy start date to hire and the application date to hire; average values for both measures are also shown. This information is given for each recruitment authorizer within a specified top-level employing organization during a specified calendar year in which the applicant was hired.

**Recruitment by Authorizer Analysis – Vacancy Activity (HRMSi, EDW)**

The Vacancy Activity worksheet provides information for a specified authorizer on the status of each vacancy. It reports the number of openings, vacancy start and end dates, the number of applicants at each recruitment stage, the average days from vacancy start and application to hire, and the number of openings remaining.

**Recruitment by Recruiter Analysis – Average Days to Recruit by Organization (HRMSi, EDW)**

The Average Days to Recruit by Organization worksheet measures both the average number of days from the vacancy start date to hire and from the application date to hire; average values for both measures are given for each organization and overall. This information is reported for each recruiter within all top-level employing organizations during a specific calendar year (the year the applicant was hired).

**Recruitment by Recruiter Analysis – Average Days to Recruit by Stage and Job Category (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job Category worksheet measures the average number of days from the start of the application to each recruitment stage (end of application, first interview, second interview, offer, acceptance, and hire). This is reported for each job category and each recruiter, during a specified calendar year (the year the applicant was hired).

### **Recruitment by Recruiter Analysis – Average Days to Recruit by Stage and Job (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job worksheet measures the average number of days from the start of the application to each recruitment stage (end of application, first interview, second interview, offer, acceptance, and hire). This is reported for each job and for a specified recruiter, during a specified calendar year (the year the applicant was hired).

### **Recruitment by Recruiter Analysis – Average Days to Recruit Over Time (HRMSi, EDW)**

The Average Days to Recruit Over Time worksheet measures the average number of days from both vacancy start date to hire and application date to hire, for the past three calendar years and the current calendar year; average values for both measures are also given. This information is reported for each recruiter within a specified top-level employing organization.

### **Recruitment by Recruiter Analysis – Average Days to Recruit (HRMSi, EDW)**

The Average Days to Recruit worksheet measures the average number of days from both the application date to hire and the vacancy date to hire; average values for both measures are also shown. This information is given for each recruiter within a specified top-level employing organization during a specified calendar year in which the applicant was hired.

### **Recruitment by Recruiter Analysis – Vacancy Activity (HRMSi, EDW)**

The Vacancy Activity worksheet provides information for a specified recruiter on the status of each vacancy within a specified period. It reports the number of openings, vacancy start and end dates, the number of applicants at each recruitment stage, the average days from vacancy start and application to hire, and the number of openings remaining.

### **Recruitment Efficiency Comparison – Hires vs. Openings Summary (HRMSi)**

This worksheet shows the rate of hires in your organization compared to job openings.

### **Recruitment Efficiency Comparison – Recruitment Activity Ratios (HRMSi)**

This worksheet investigates the cost of your recruitment activities.

### **Recruitment Efficiency Comparison – Vacancy Ratios by Recruitment Activity (HRMSi)**

This worksheet investigates how successful specific recruitment activities have been.

### **Recruitment Efficiency Comparison – Vacancy Ratios (HRMSi)**

This worksheet investigates how successful your recruitment has been.

### **Recruitment Success Report (HRMSi)**

This report provides a trend analysis showing the changes in recruitment success over a selected period of time. You can analyze the total number of openings recorded for vacancies, the total number of openings that have been filled, and the Performance Management Framework recruitment success targets.

### **Requisition Summary Report**

Applicants and their interview schedules for a selection of vacancies.

**Vacancy Ageing (Manager Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of days between the start of the vacancy and the current date, for vacancies within a hiring manager hierarchy.

**Vacancy Ageing (Organization Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of days between the start of the vacancy and the current date, for vacancies within an organization hierarchy.

**Vacancy Detail – by Grade (iRecruitment)**

The By Grade worksheet enables you to report on the vacancies that exist with a specific grade. Grade Name is a page item on this worksheet so you can group your results by the vacancy grade.

**Vacancy Detail – by Hiring Manager (iRecruitment)**

The By Hiring Manager worksheet enables you to report on the vacancies associated with each hiring manager. Hiring Manager Name is a page item on this worksheet so you can group your results by vacancy hiring manager.

**Vacancy Detail – by Job (iRecruitment)**

The By Job worksheet enables you to report on the vacancies that exist for a specific job. Job Name is a page item on this worksheet so you can group your results by the vacancy job.

**Vacancy Detail – by Location (iRecruitment)**

The By Location worksheet enables you to report on the vacancies available at each location. Location Name is a page item on this worksheet so you can group your results by the location of the vacancy.

**Vacancy Detail – by Organization (iRecruitment)**

The By Organization worksheet enables you to report on the vacancies that are available in each of your organizations.

**Vacancy Detail – by Position (iRecruitment)**

The By Position worksheet enables you to report on the vacancies that exist for a specific position. Position Name is a page item on this worksheet so you can group your results by vacancy position.

**Vacancy Detail – by Recruiter (iRecruitment)**

The By Recruiter worksheet enables you to report on the vacancies associated with each recruiter. Recruiter Name is a page item on this worksheet so you can group your results by vacancy recruiter.

**Vacancy Detail – by Vacancy Status (iRecruitment)**

The By Vacancy Status worksheet enables you to report on the vacancies with each vacancy status. Vacancy Status is a page item on this worksheet so you can group your results by vacancy status.

**Vacancy Detail – Detail (iRecruitment)**

The Detail Worksheet enables you to report on the details of the vacancies in your organization hierarchy.

**Vacancy Hire Success (Organization Hierarchy) Template Analytics by Year (HRMSi)**

This worksheet enables you to see vacancy success for each year. The template worksheets provide a starting point for developers to create analytic reports.

**Vacancy Hire Success (Organization Hierarchy) Template Analytics Detail (HRMSi)**

This worksheet calculates the vacancy success rates for vacancies with the same opening and closing dates, for each organization, location, job, grade, and position. The template worksheets provide a starting point for developers to create analytic reports.

**Vacancy Status (System Defaults – Manager Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of vacancies at each vacancy status as of the current date, within a hiring manager hierarchy. These reports only include the vacancy statuses supplied with the application. Any vacancy statuses you have added will not be taken into account by these reports.

**Vacancy Status (System Defaults – Organization Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the number of vacancies at each vacancy status as of the current date, within an organization hierarchy. These reports only include the vacancy statuses supplied with the application. Any vacancy statuses you have added will not be taken into account by these reports.

**Vacancy Success (Organization Hierarchy) Trend Analytics By Bi Month (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success over a selected period of time group by bimonthlies.

**Vacancy Success (Organization Hierarchy) Trend Analytics By Month (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success over a selected period of time group by months.

**Vacancy Success (Organization Hierarchy) Trend Analytics By Quarter (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success over a selected period of time group by quarters.

**Vacancy Success (Organization Hierarchy) Trend Analytics By Semi Year (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success over a selected period of time group by semi-years.

**Vacancy Success (Organization Hierarchy) Trend Analytics By Year (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success over a selected period of time group by years.



**Vacancy Success (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success across geographical areas.

**Vacancy Success (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet provides a trend analysis showing the changes in vacancy success across organizations in your enterprise.

**Vacancy Time from Fill to Start (Manager Hierarchy) Status (iRecruitment)**

This PMV report measures the average number of days between filling a vacancy and the employee starting, for vacancies that started in the reporting period, and vacancies within a hiring manager hierarchy.

**Vacancy Time from Fill to Start (Organization Hierarchy) Status (iRecruitment)**

This PMV report measures the average number of days between filling a vacancy and the employee starting, for vacancies that started in the reporting period, and vacancies within an organization hierarchy.

**Vacancy Time to Start (Manager Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the average number of days between the start of the vacancy and the date upon which the successful applicant becomes an employee, for vacancies that start in the reporting period, and vacancies within a hiring manager hierarchy.

**Vacancy Time to Start (Organization Hierarchy) Status PMV report (iRecruitment)**

This PMV report measures the average number of days between the start of the vacancy and the date upon which the successful applicant becomes an employee, for vacancies that start in the reporting period, and vacancies within an organization hierarchy.

**Workforce Recruitment Stage Analysis – Average Days to Recruit by Stage and Job Category (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job Category worksheet provides recruitment information for each job category in a top-level employing organization within a specified calendar year. It reports the average number of days from application to termination (the date the application was ended by the employer or applicant), first interview, second interview, offer, acceptance, and hire.

**Workforce Recruitment Stage Analysis – Average Days to Recruit by Stage and Job (HRMSi, EDW)**

The Average Days to Recruit by Stage and Job worksheet provides recruitment information for each job (for example, Line Manager or Sales Person) in a top-level employing organization within a specified calendar year. You can report on the average number of days from application to termination (the date the application was ended by the employer or applicant), first interview, second interview, offer, acceptance, and hire.

**Workforce Recruitment Stage Analysis – Efficiency (Average Days) (HRMSi, EDW)**

The Efficiency (Average Days) worksheet provides information concerning the recruitment efficiency of each top-level employing organization for a specified calendar year. It reports the average number of days from application to termination (the

date the application was ended by the employer or applicant), first interview, second interview, offer, acceptance, and hire.

#### **Workforce Recruitment Stage Analysis – Recruitment by Age Band (HRMSi, EDW)**

The Recruitment by Age Band worksheet provides a recruitment summary by age band for a selected top-level employing organization. You can report on the following measures: head count, full time equivalent, average number of days between application and hire for each assignment by organization and year, and average number of days between vacancy start and hire for each assignment by organization and year.

#### **Workforce Recruitment Stage Analysis – Recruitment by Disability Status (HRMSi, EDW)**

The Recruitment by Disability Status worksheet provides a recruitment summary by disability status (disabled, not disabled, or undefined) for a selected top-level employing organization. You can report on the following measures: head count, full time equivalent, average number of days between application and hire for each assignment by organization and year, and average number of days between vacancy start and hire for each assignment by organization and year.

#### **Workforce Recruitment Stage Analysis – Recruitment by Gender (HRMSi, EDW)**

The Recruitment by Gender worksheet provides a recruitment summary by gender for a selected top-level employing organization. You can report on the following measures: head count, full time equivalent, average number of days between application and hire for each assignment by organization and year, and average number of days between vacancy start and hire for each assignment by organization and year.

#### **Workforce Recruitment Stage Analysis – Recruitment by Location (HRMSi, EDW)**

The Recruitment by Location worksheet provides a recruitment summary by location for a selected top-level employing organization. You can report on the following measures: head count, full time equivalent, average number of days between application and hire for each assignment by organization and year, and average number of days between vacancy start and hire for each assignment by organization and year.

#### **Workforce Recruitment Stage Analysis – Recruitment by Organization (HRMSi, EDW)**

The Recruitment by Organization worksheet provides a recruitment summary for a specified top-level employing organization. You can report on the following measures: head count, full time equivalent, average number of days between application and hire for each assignment by organization and year, and average number of days between vacancy start and hire for each assignment by organization and year.

#### **Workforce Recruitment Stage Analysis – Vacancy Activity by Job (HRMSi, EDW)**

The Vacancy Activity by Job worksheet provides information for a specified top-level employing organization and job on the status of each vacancy; for example, the number of openings, vacancy start and end dates, the number of applicants at each recruitment stage, the average days from vacancy start and application to hire, and the number of openings remaining.

#### **Workforce Recruitment Stage Analysis – Vacancy Activity (HRMSi, EDW)**

The Vacancy Activity worksheet provides information for a specified top-level employing organization on the status of each vacancy; for example, the number of

openings, vacancy start and end dates, the number of applicants at each recruitment stage, the average days from vacancy start and application to hire, and the number of openings remaining.

## **People Management**

### **Annualized Turnover (HRMSi, DBI)**

This report displays the annualized employee headcount turnover for the selected top line manager.

### **Annualized Turnover Status (HRMSi, DBI)**

The report displays the percentage-annualized turnover for the top line manager. You access this report from the Total column in the Annualized Turnover report.

### **Annualized Turnover Trend (HRMSi, DBI)**

This report shows changes in the annualized employee headcount turnover over time for the selected top line manager. The report categorizes turnover into voluntary and involuntary separations.

### **Assignment Status Report**

All employees, applicants or both assigned to selected work structures.

### **Company Certificate Report (Spain)**

Contains the personal, employment, and social security information of an employee who is terminated or on leave such as maternity leave or leave due to suspended assignment.

### **Employee Anniversary and Birthday (Multiple Hierarchies) Detail – by Organization Hierarchy**

The Organization Hierarchy worksheet allows you to report on employee anniversaries (total service) and birth date (in the format DD-MON). Employees are listed by organization. Total and current service calculations are in respect of the system date (SYSDATE).

### **Employee Anniversary and Birthday (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

The Supervisor Hierarchy worksheet enables you to report on employee anniversaries (total service) and birth date (in the format DD-MON).

### **Employee by Supervisor (Multiple Hierarchies) Status – by Organization Hierarchy**

The Organization Hierarchy worksheet enables you to report on the supervisor hierarchy and salary details for your employees, by organization.

### **Employee by Supervisor (Multiple Hierarchies) Status – by Supervisor Hierarchy**

The Supervisor Hierarchy worksheet enables you to report on the supervisor hierarchy and salary details for your employees by supervisor.

### **Employee Composition Detail – by Assignment Details**

This worksheet enables you to analyze workforce assignment details by organization, job, position, or grade.

### **Employee Composition Detail – by Salary Band**

This worksheet enables you to analyze the distribution of employees within an organization by length of service.

### **Employee Composition Detail – by Time In Service Band**

This worksheet enables you to analyze the distribution of employees within an organization by length of service.

### **Employee Hired or Terminated Detail for Organization Hierarchy**

This worksheet enables you to report on employees who terminated or were hired within two specified dates for a given organization and its subordinate organizations.

### **Employee Mailing Address (Multiple Hierarchies, United States Specific) Detail – by Organization Hierarchy (US)**

The Organization Hierarchy worksheet enables you to report on employee current primary addresses in a United States legislation specific address format, for a given organization and its subordinate organizations.

### **Employee Mailing Address (Multiple Hierarchies, United States Specific) Detail – by Supervisor Hierarchy (US)**

The Supervisor Hierarchy worksheet enables you to report on employee current primary addresses in a United States legislation specific address format, for a given supervisor and his/her subordinates.

### **Employee Mailing Address (Multiple Hierarchies) Detail – by Organization Hierarchy**

This Worksheet enables you to report on current employee primary addresses in a non-legislative specific address format, for a given organization and its subordinate organizations.

### **Employee Mailing Address (Multiple Hierarchies) Detail – Supervisor Hierarchy**

This Worksheet enables you to report on current employee primary addresses in a non-legislative specific address format, for a given supervisor and his/her subordinates.

### **Employee Movement by Organization Analysis – Hires**

This worksheet displays hire information in detail. The worksheet enables you to analyze hire information by job, position, assignment, or location. It enables you to analyze hire trends within an organization, and analyze skills required within an organization.

### **Employee Movement by Organization Analysis – Hires, Terminations and Transfers by Quarter (HRMSi)**

This worksheet enables you to view high-level information about the value of hires, terminations, and transfers in all organizations within your Business Group, by year quarter. The resulting information allows you to analyze workforce changes by quarter, and compare workforce change across all organizations within a Business Group.

### **Employee Movement by Organization Analysis – Terminations**

This worksheet enables you to analyze terminations within your organizations in detail. For each termination you can: Analyze employee termination across all organizations within a Business Group.

### **Employee Movement by Organization Analysis – Transfers In**

This worksheet enables you to investigate the total budget value of people transferring into different organizations in your Business Group. For each transfer you can analyze the organization transferred from, the location transferred from, and the position/job transferred from.

### **Employee Movement by Organization Analysis – Transfers Out**

This worksheet investigates the total budget value of people transferring out of different organizations in your Business Group. For each transfer out you can analyze the organization transferred to, the location transferred to, and the position/job transferred to.

### **Employee Organization Transfer (Multiple Hierarchies) Detail – by Organization Hierarchy**

This worksheet enables you to report on employee primary assignment organization transfers during a given period for a given organization and its subordinate organizations. The worksheet output includes the employee primary assignment details before and after the transfer, including job name, organization name, and supervisor name.

### **Employee Organization Transfer (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

This worksheet enables you to report on employee primary assignment organization transfers during a given period for a given supervisor and his/her subordinates. The worksheet output includes the employee primary assignment details before and after the transfer, including job name, organization name, and supervisor name.

### **Employee Primary Assignment (Multiple Hierarchies) Detail – by Organization Hierarchy**

The Organization Hierarchy worksheet enables you to report on basic employee details by employee primary assignment. Employees are listed for each organization and for subordinate organizations.

### **Employee Primary Assignment (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

The Supervisor Hierarchy worksheet enables you to report on basic employee details by employee primary assignment. Employees are listed for a given Supervisor and his/her subordinates.

### **Employee Primary Assignment Count (by Location and Employment Category, Multiple Hierarchies) Comparison – by Organization Hierarchy (HRMSi)**

The Organization Hierarchy worksheet enables you to calculate employee primary assignment numbers by location for a given organization. You can use the worksheet parameters to include specific assignment statuses or exclude particular person types to suit your requirements.

### **Employee Primary Assignment Count (by Location and Employment Category, Multiple Hierarchies) Comparison – by Supervisor Hierarchy (HRMSi)**

The Supervisor Hierarchy worksheet enables you to calculate employee primary assignment numbers by location for a given supervisor. You can use the worksheet parameters to include specific assignment statuses or exclude particular person types to suit your requirements.

**Employee Primary Assignment Count (by Location and Employment Category, Multiple Hierarchies)  
Comparison – by Without Organization Hierarchy (HRMSi)**

The Without Organization Hierarchy worksheet enables you to calculate employee primary assignment numbers by location without using organization or supervisor hierarchies. You can use the worksheet parameters to include specific assignment statuses or exclude particular person types to suit your requirements.

**Employee Primary Assignment Count (by Organization and Employment Category, Multiple Hierarchies)  
Comparison – by Organization Hierarchy (HRMSi)**

The Organization Hierarchy worksheet enables you to report on employee primary assignment numbers for a given organization. The worksheet parameters enable you to customize the worksheet output to suit your own requirements; for example, you can choose assignment types to include or person types to exclude from the worksheet.

**Employee Primary Assignment Count (by Organization and Employment Category, Multiple Hierarchies)  
Comparison – by Organization Hierarchy (Rollup) (HRMSi)**

The Organization Hierarchy (Rollup) worksheet allows you to report on employee primary assignment numbers by Organization Rollup for a given organization. The worksheet parameters enable you to customize the worksheet output to suit your own requirements; for example, you can choose assignment types to include or person types to exclude from the worksheet.

**Employee Primary Assignment Count (by Organization and Employment Category, Multiple Hierarchies)  
Comparison – by Supervisor Hierarchy (HRMSi)**

The Supervisor Hierarchy worksheet enables you to report on employee primary assignment numbers by organization for a given supervisor. The worksheet parameters enable you to customize the worksheet output to suit your own requirements; for example, you can choose assignment types to include or person types to exclude from the worksheet.

**Employee Separation (Organization Hierarchy) Template Analytics by Year, Organization and Separation Category (HRMSi)**

This investigates separations from the workforce for different organizations and different leaving reasons over yearly periods. The template worksheets provide a starting point for developers to create analytic reports.

**Employee Separation (Organization Hierarchy) Template Analytics Details (HRMSi)**

This worksheet tells you how separations from your workforce vary across different groups within your organization, such as organization, job, and location. For any date, you can see how many separations have occurred within each organization, location, job, grade, position, separation category, and separation reason. The template worksheets provide a starting point for developers to create analytic reports.

**Employee Separation by Competence (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet compares employee competencies to separations across geographical areas.

**Employee Separation by Competence (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet compares employee competencies to separations across organizations.

**Employee Separation by Competence (Organization Hierarchy) Status Analytics by Rank Level (HRMSi)**

This worksheet enables you to see the number of people who have separated from the workforce who hold competencies at a specific rank level.

**Employee Separation by Competence (Organization Hierarchy) Status Analytics by Scale Level (HRMSi)**

This worksheet enables you to see the number of people who have separated from the workforce who hold competencies at a specific scale level.

**Employee Separation by Competence (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet compares employees' competencies, to the rate of separation, grouped by bimonthlies.

**Employee Separation by Competence (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet compares employees' competencies to the rate of separation, grouped by months.

**Employee Separation by Competence (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet compares employees' competencies to the rate of separation, grouped by quarters.

**Employee Separation by Competence (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet compares employees' competencies, to the rate of separation, grouped by semi-years.

**Employee Separation by Competence (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet compares employees' competencies, to the rate of separation, grouped by years.

**Employee Separation by Length of Work (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet compares employees' length of service within each geographical area.

**Employee Separation by Length of Work (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet compares employees' length of service within each organization.

**Employee Separation by Length of Work (Organization Hierarchy) Status Analytics by Separation Category & Reason (HRMSi)**

This worksheet compares the length of service of employees who have separated from your enterprise, grouped by separation category and reason.

**Employee Separation by Length of Work (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet compares the amount of time people have been with your enterprise, to the separation rate over time, within each bimonthly.

**Employee Separation by Length of Work (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet compares the amount of time people have been with your enterprise, to the separation rate over time, within each month.

**Employee Separation by Length of Work (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet compares the amount of time people have been with your enterprise, to the separation rate over time, within each quarter.

**Employee Separation by Length of Work (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet compares the amount of time people have been with your enterprise, to the separation rate over time, within each semi-year.

**Employee Separation by Length of Work (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet compares the amount of time people have been with your enterprise, to the separation rate over time, within each year.

**Employee Separation by Reason (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet investigates the different reasons for separations within geographical areas. You can determine if employees in different areas leave your enterprise for different reasons.

**Employee Separation by Reason (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet investigates the different reasons for separations within organizations. You can determine if employees in different organizations leave your enterprise for different reasons.

**Employee Separation by Reason (Organization Hierarchy) Status Analytics by Separation Category (HRMSi)**

This worksheet investigates the different reasons employees leave your enterprise within each separation category.

**Employee Separation by Reason (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet enables you to investigate the different reasons why your enterprise is losing workforce over time, grouped by bimonthly.

**Employee Separation by Reason (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet enables you to investigate the different reasons why your enterprise is losing workforce over time, grouped by month.

**Employee Separation by Reason (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet enables you to investigate the different reasons why your enterprise is losing workforce over time, grouped by quarter.



**Employee Separation by Reason (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet enables you to investigate the different reasons why your enterprise is losing workforce over time, grouped by semi-year.

**Employee Separation by Reason (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet enables you to investigate the different reasons why your enterprise is losing workforce over time, grouped by year.

**Employee Summary Report**

Addresses, contacts, periods of service, assignments, special information, personal payment methods and element entries for a selected employee.

**Employee Termination (Organization Hierarchy) Detail – Detail**

This worksheet enables you to report on employees that have separated within a specified time period. Employees are listed for a given organization and its subordinate organizations.

**Employee Termination with Comments (Organization Hierarchy) Detail – Detail**

This worksheet enables you to report on the employees that have separated within a specified time period. Employees are listed for a given organization and its subordinate organizations.

**Employment Certification Report (Hungary)**

Contains the personal, job, and pension information of a terminated employee.

**Employment Equity Report**

Outlines the required information needed for the Employment Equity report required by Canadian Employment Equity Act.

**Employment Equity Templates (Payroll) (South Africa)**

Outlines the required information needed for Employment Equity as defined by the Department of Labour.

**Employment Equity Workforce Profile Report (Payroll) (South Africa)**

Outlines the required information needed for Employment Equity as defined by the Department of Labour.

**Full Applicant Details**

Applications and applicant interviews for one applicant.

**Full Assignment Details**

Assignment information including periods of service, payment methods, and element entries for one employee.

**Full Person Details**

Addresses and information entered in the Person window such as name, date of birth, nationality and work telephone number for one employee.

## **Full Personal Details Report Set**

Person details, applicant details, assignment details and work details for one employee.

## **Full Work Details**

Miscellaneous work information including special information, absences, recruitment activities and contacts for one employee.

## **Head Count Detail Report**

The number and type of workers within an organization, as well as attrition rate data.

### **Headcount (HRMSi, DBI)**

This report displays the total employee headcount of the direct reports of the selected top line manager.

### **Headcount by Country Trend (HRMSi, DBI)**

This report shows changes in headcount over time for the four countries with the highest head count for the selected top line manager.

### **Headcount Transfer (Plus) Detail (HRMSi, DBI)**

The report displays the employee records that comprise the total value you drilled from in the head count report, including transfers and reorganizations. You access this report from the Plus-Transfer column in the parent head count report.

### **Headcount Hire Detail (HRMSi, DBI)**

This report lists the records that comprise the Plus-Hire value you drilled from in the Headcount report, including hires, re-hires and secondary assignment starts. You access this report from the Plus-Hire column in the Headcount report.

### **Headcount Termination Detail (HRMSi, DBI)**

The report displays the employee records that make up the total value you drilled from in the Headcount report. The report lists employees who have terminated from the manager's hierarchy in the given period, together with supporting details.

### **Headcount Transfer (Minus) Detail (HRMSi, DBI)**

The report displays the employee records that comprise the total value you drilled from the Headcount report, including transfers and reorganizations. The report provides information about employees who have moved out of the selected manager's hierarchy.

## **HRMS Profile Options Report**

Use this report to list the values of the profile options for your HRMS installation. The report also identifies which profile options have not been set for your installation.

## **Human Resource Setup Detail – Employee Anniversary Birthdays**

This worksheet enables you to view employee birthdays and start dates. The worksheet also enables you to view other employee information, for example, length of service, employee number, and supervisor name.

**Human Resource Setup Detail – Employee Assignment by Organization**

This worksheet enables you to report on the assignments within an organization, by choosing a top organization and including subordinates.

**Human Resource Setup Detail – Employee Assignment by Organization Rollup**

This worksheet enables you emulate the rollup flexibility of HRMSi Reports by using an organization hierarchy to control the information displayed.

**Human Resource Setup Detail – Employee Job History**

This worksheet enables you to view employee job history across your organization.

**Human Resource Setup Detail – Employee List with Length of Work**

This worksheet enables you to analyze deployment factors associated with positions, people in specific positions, and position applicants.

**Human Resource Setup Detail – Employee Separation with Equal Opportunity (United States Specific)**

This worksheet enables you to analyze terminations with ethnic origin over a specific time period.

**Human Resource Setup Detail – Person Home Address**

This worksheet enables you to view the primary addresses of employees.

**Invalid Address Report**

Lists employee address information inconsistencies.

**Law SAMEN Report (Organization Structure) and Law SAMEN Report (Dutch Region) (Netherlands)**

The Law SAMEN report (Organization Structure) reports on employees within an organization structure. The Law SAMEN Report (Dutch Region) reports on employees within a specific Dutch region.

**National Defense Report (Hungary)**

Contains a list of male employees who are available to perform a national defense role.

**New Hire State Magnetic Media Report (US)**

Report on newly hired and rehired employees using magnetic media.

**New Hire State Report (US)**

Report on newly hired or rehired employees.

**Period of Service Reports (Germany)**

Generates reports of an employee's periods of service using selected criteria.

**Person/Assignment History Detail – Application**

This worksheet enables you to analyze an applicant's assignment record between the start and end of an application. For each employee you can examine the total number

of applications, the number of successful applications, and the length of time between different application stages.

### **Person/Assignment History Detail – Employee Separation**

This worksheet enables you track termination reasons by type, date, and length of service, allowing you to spot trends among leavers. For each termination, you can compare termination reasons to discover trends, and compare the length of time in an organization against time in a job.

### **Person/Assignment History Detail – Person Assignment**

This worksheet enables you to analyze an employee's assignment history between specific dates. For each employee you can examine the current assignment, and details of previous assignments.

### **Person Full History Report**

This report lists the personal and professional details of the employees and contingent workers in your enterprise, including assignments, salary, and contact details.

### **Person Synchronization Report**

This report shows details of any person in your current business group who also has a record in another business group on the specified date.

### **RED System : New Hires, Leavers, and Contract Changes Report (Spain)**

This report contains information about the workforce and contract changes within an enterprise.

### **Saudi Contract Expiry Report (SA)**

The Saudi Contract Expiry Report creates a list of all the contracts that will expire in a user specified period of time.

### **Saudi Iqama Expiry Report (SA)**

The Saudi Iqama Expiry Report creates a list of all the iqamas that will expire in a user specified period of time.

### **Saudi Passport Expiry Report (SA)**

The Saudi Passport Expiry Report creates a list of all the passports that will expire in a user specified period of time.

### **Separations By Competence Report (HRMSi)**

This report is run from the Separations by Leaving Reason report. When employees leave your enterprise you lose the competencies they possess. This can become a problem if you continue to lose people with the same abilities. This report investigates the competencies and levels of proficiency you are losing.

### **Separations By Leaving Reason Report (HRMSi)**

This report is run from the Workforce Losses report. This report enables you to investigate the different reasons why your enterprise is losing workforce. It only

includes the workforce that has left your enterprise. It does not include workforce that has transferred to a different area of your enterprise or assignments that have ended or been suspended.

#### **Separations By Service Bands Report (HRMSi)**

This report is run from the Separations by Leaving Reason report. This report investigates the relationship between the reasons people give for leaving and the amount of time they have been with your enterprise.

#### **Separations Trend by Leaving Reason Report (HRMSi)**

Use this report to investigate the trends in why people are leaving your enterprise. This report runs from the Workforce Losses report.

#### **Separations Trend by Service Band Report (HRMSi)**

Use this report to investigate the trends in the length of time employees remain with your enterprise. This report runs from the Workforce Losses report.

#### **Social Health Insurance Report (Netherlands)**

Employees who have started and/or ended the social health insurance within a date range.

#### **Tenure Notification Reports (including Tenured Status, Non-Tenured Status, Tenure Track Status and Tenure Review) (US)**

These notification reports are available for you to send to faculty members and their academic manager during the Tenure process

#### **Terminations Report**

The number of employees from selected organizations leaving your enterprise within a particular period, and the reason for leaving.

#### **Terminations with Active Support Order Report (US)**

Run this report to view employees with an active support order at the time of termination.

#### **Turnover Detail (HRMSi, DBI)**

This report lists the ex-employees who comprise the value you drilled from the Annualized Turnover Status report. The report is the sum of the headcount of assignment ends that occur at the same time as a termination.

#### **Worker Organization Movements Report**

New starters, terminations, transfers in, and transfers out of a selected organization or organization hierarchy.

#### **Workforce Assignment Activity Analysis – Grade Changes (HRMSi, EDW)**

The Grade Changes worksheet provides a summary of the head count or full time equivalent, or the average number of months between grade changes, for a specified

top-level employing organization within a particular calendar year, for employees changing grade.

#### **Workforce Assignment Activity Analysis – Location Changes (HRMSi, EDW)**

The Location Changes worksheet provides a summary of the head count or full time equivalent for people changing locations for a specified top-level employing organization within a specified calendar year.

#### **Workforce Assignment Activity Analysis – Organization Changes (HRMSi, EDW)**

The Organization Changes worksheet provides a summary of the head count or full-time equivalent for employees changing organizations within a specified calendar year. Initially only the top-level employing organizations are displayed; you need to drill down to see transfers between organizations further down the organizational hierarchy.

#### **Workforce Comparison Report (HRMSi)**

The workforce assigned to different types of jobs can vary over time. This report compares the workforce assigned to up to three job categories over time. For example, you could compare the number of managers against the number of technical staff you employed last year.

#### **Workforce Composition Analysis – Composition by Age Band (HRMSi, EDW)**

The Composition by Age Band worksheet provides a summary of person head count or full-time equivalent by employee age band for a specified top-level employing organization and a specified period of time. All workforce composition data collected in that period will be included.

#### **Workforce Composition Analysis – Composition by Disability Status (HRMSi, EDW)**

The Composition by Disability Status worksheet provides a summary of person head count or full-time equivalent by disability status (disabled, not disabled, or undefined) for a specified top-level employing organization within a specified period of time. All workforce composition data collected in that period will be included.

#### **Workforce Composition Analysis – Composition by Gender (HRMSi, EDW)**

The Composition by Gender worksheet provides a summary of person head count or full-time equivalent by gender for a specified top-level employing organization and a specified period of time. All workforce composition data collected in that period will be included.

#### **Workforce Composition Analysis – Composition by Location (HRMSi, EDW)**

The Composition by Location worksheet provides a summary of person head count or full-time equivalent, by location, for a specified top-level employing organization within a specified period of time. All workforce composition data collected in that period will be included.

#### **Workforce Composition Analysis – Composition by Period of Service (HRMSi, EDW)**

The Composition by Period of Service worksheet provides a summary of person head count or full-time equivalent by period of service for a specified top-level employing organization and a specified period of time. All workforce composition data collected in that period will be included.

**Workforce Composition Analysis – Composition Summary (HRMSi, EDW)**

The Composition Summary worksheet provides a summary of person head count or full-time equivalent for top-level employing organizations and for a specified period of time. All workforce composition data collected within that period will be included.

**Workforce Count (Organization Hierarchy) Template Analytics by Year (HRMSi)**

This worksheet analyses how your workforce fluctuates over time. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Count (Organization Hierarchy) Template Analytics Detail (HRMSi)**

This worksheet tells you how your workforce fluctuates across different groups within your organization, such as organization, job, and location. You view the detail for one year at a time. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Count (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by bimonthlies.

**Workforce Count (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by months.

**Workforce Count (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by quarters.

**Workforce Count (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by semi-years.

**Workforce Count (Organization Hierarchy) Trend Analytics by Year and Geography (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by year and geography.

**Workforce Count (Organization Hierarchy) Trend Analytics by Year and Organization (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by year and organization.

**Workforce Count (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce for each time period within the given date range grouped by years.

**Workforce Count by Job Category (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, for each bimonthly within the given date range.

**Workforce Count by Job Category (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, for each month within the given date range.

**Workforce Count by Job Category (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, for each quarter within the given date range.

**Workforce Count by Job Category (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, for each semi-year within the given date range.

**Workforce Count by Job Category (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, for each year within the given date range.

**Workforce Count Change (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce grouped by geographical area.

**Workforce Count Change (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce grouped by organization.

**Workforce Count Change (Organization Hierarchy) Status Analytics by Separation Category (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce grouped by separation category.

**Workforce Count Change by Job Category (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, and grouped by geographical area.

**Workforce Count Change by Job Category (Organization Hierarchy) Status Analytics by Grade (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, and grouped by grade.



**Workforce Count Change by Job Category (Organization Hierarchy) Status Analytics by Job (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, and grouped by job.

**Workforce Count Change by Job Category (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, and grouped by organization.

**Workforce Count Change by Job Category (Organization Hierarchy) Status Analytics by Position (HRMSi)**

This worksheet calculates the Workforce Measurement Value (Head Count or FTE) of your workforce, broken down by job category, and grouped by position.

**Workforce Count KPI Status (HRMSi)**

This Performance Management Viewer report provides you with a view of the Workforce Full Time Equivalent and Workforce head count KPI data, including target and actual values. The report displays table data by default; you can optionally display the data as a chart.

**Workforce Count Report**

The number and type of workers within an organization, as well as attrition rate data, in summary form.

**Workforce Count Report (Spread Sheet Version)**

The number and type of workers within an organization, as well as attrition rate data, in summary form. This version of the workforce count reports enables you to open the report in a spreadsheet format.

**Workforce Gain (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet lists the total losses that occurred within a given time period, grouped by geographical area.

**Workforce Gain (Organization Hierarchy) Status Analytics by Grade (HRMSi)**

This worksheet lists the total losses that occurred within a given time period, grouped by organization.

**Workforce Gain (Organization Hierarchy) Status Analytics by Job (HRMSi)**

This worksheet lists the total losses that occurred within a given time period, grouped by job.

**Workforce Gain (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet lists the total losses that occurred within a given time period, grouped by organization.

**Workforce Gain (Organization Hierarchy) Status Analytics by Position (HRMSi)**

This worksheet lists the total losses that occurred within a given time period, grouped by grade.

**Workforce Gain (Organization Hierarchy) Template Analytics by Year and Organization (HRMSi)**

This worksheet analyses how workforce gains have occurred, and compares the gains over time and across organizations. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Gain (Organization Hierarchy) Template Analytics Detail (HRMSi)**

This worksheet tells you how the gains occurred and how the gains have been deployed within the workforce. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Gain (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet lists the total gains that occurred within a given date range grouped by bimonthlies.

**Workforce Gain (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet lists the total gains that occurred within a given date range grouped by months.

**Workforce Gain (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet lists the total gains that occurred within a given date range grouped by quarter years.

**Workforce Gain (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet lists the total gains that occurred within a given date range grouped by semi-years.

**Workforce Gain (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet lists the total gains that occurred within a given date range grouped by years.

**Workforce Gains Report (HRMSi)**

Organizations within your enterprise may be gaining workforce for different reasons. This report investigates whether your workforce is increasing because of any of the following reasons: new employees are being hired by your enterprise, existing employees are being given new assignments in different parts of your enterprise, existing employees are transferring assignments to different parts of your enterprise, or employees' assignments are being re-activated from suspended to active.

**Workforce Loss (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet lists the total losses within a given time period, grouped by geographical area.

**Workforce Loss (Organization Hierarchy) Status Analytics by Grade (HRMSi)**

This worksheet lists the total losses within a given time period, grouped by grade.

**Workforce Loss (Organization Hierarchy) Status Analytics by Job (HRMSi)**

This worksheet lists the total losses within a given time period, grouped by job.

**Workforce Loss (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet lists the total losses within a given time period, grouped by organization.

**Workforce Loss (Organization Hierarchy) Status Analytics by Position (HRMSi)**

This worksheet lists the total losses within a given time period, grouped by Position.

**Workforce Loss (Organization Hierarchy) Template Analytics by Year and Organization (HRMSi)**

This worksheet analyses when and where workforce gains occur, and compares the gains over time and across organizations. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Loss (Organization Hierarchy) Template Analytics Detail (HRMSi)**

This worksheet tells you how losses occurred and where losses occurred within the workforce. The template worksheets provide a starting point for developers to create analytic reports.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by bimonthly.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by month.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Position (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by position.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by quarter.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by semi-year.

**Workforce Loss (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet lists the total losses that occurred within a given date range, grouped by year.

**Workforce Losses Report (HRMSi)**

This report investigates the different reasons you are losing workforce within your enterprise. Are you losing workforce because the workforce is transferring to different parts of your enterprise, because current employee assignments are ending, because employee assignments are being suspended, or because employees are leaving your enterprise?

### **Workforce Planning Summary Analysis – Composition by Location (HRMSi, EDW)**

The Composition by Location worksheet provides a summary of person head count or full-time equivalent, by location, for a specified top-level employing organization and a specified period of time. All data collected in that period will be included.

### **Workforce Planning Summary Analysis – Composition Summary (HRMSi, EDW)**

The Composition Summary worksheet provides a summary of workforce composition for a top-level employing organization for a specified period of time. All data collected within that period will be included.

### **Workforce Planning Summary Analysis – Organization Changes (HRMSi, EDW)**

The Organization Changes worksheet provides a summary of the head count or full time equivalent for employees changing organizations within a specified calendar year. Initially only the top-level employing organizations are displayed; you need to drill down to see transfers between organizations further down the organizational hierarchy.

### **Workforce Planning Summary Analysis – Recruitment by Organization (HRMSi, EDW)**

The Recruitment by Organization worksheet gives you a recruitment summary by top-level employing organization. You can report on the following measures: head count, full-time equivalent, average number of days between application and hire, and average number of days between vacancy start and hire.

### **Workforce Planning Summary Analysis – Recruitment Efficiency (Average Days) (HRMSi, EDW)**

The Recruitment Efficiency (Average Days) worksheet provides information concerning efficiency of recruitment for a specified calendar year (based on the date employment started) for each top-level employing organization. You can report on the average number of days from application to termination (the date the application was ended by the employer or the applicant), first interview, second interview, offer, acceptance, and hire.

### **Workforce Planning Summary Analysis – Separation by Organization (HRMSi, EDW)**

The Separation by Organization worksheet provides a summary of person head count or full-time equivalent by top-level employing organization.

### **Workforce Planning Summary Analysis – Voluntary/Involuntary Separation (HRMSi, EDW)**

The Voluntary/Involuntary Separation worksheet provides a summary of person head count or full-time equivalent for a selected top-level employing organization by loss type (voluntary or involuntary) for the last 3 years and the current year.

### **Workforce Ratio Report (HRMSi)**

The workforce assigned to different types of jobs can vary over time. This report compares the percentage of workforce assigned to up to three job categories over time. If you want to investigate the absolute number of employees for different job categories rather than the percentage of employees, you can run the related Workforce Comparison report from this report.

**Workforce Separation Analysis – Separation by Age Band (HRMSi, EDW)**

The Separation by Age band worksheet provides a summary of person head count or full-time equivalent by employee age band for a selected top-level employing organization.

**Workforce Separation Analysis – Separation by Disability Status (HRMSi, EDW)**

The Separation by Disabled Status worksheet provides a summary of person head count or full-time equivalent by disability status (disabled, not disabled, or undefined) for a selected top-level employing organization.

**Workforce Separation Analysis – Separation by Gender (HRMSi, EDW)**

The Separation by Gender worksheet provides a summary of person head count or full-time equivalent by gender for a selected top-level employing organization.

**Workforce Separation Analysis – Separation by Organization (HRMSi, EDW)**

The Separation by Organization worksheet provides a summary of the person head count or full-time equivalent by top-level employing organization.

**Workforce Separation Analysis – Separation by Period of Service (HRMSi, EDW)**

The Separation by Period of Service worksheet provides a summary of person head count or full-time equivalent by period of service for a selected top-level employing organization.

**Workforce Separation Analysis – Separation by Period of Service and Reason (HRMSi, EDW)**

The Separation by Period of Service and Reason worksheet provides a summary of person head count or full-time equivalent by period of service and separation reason for a selected top-level employing organization and calendar year (based on the year separation occurred).

**Workforce Separation Analysis – Separation Reasons by Age Band, Disability Status, and Gender (HRMSi, EDW)**

The Separation Reasons by Age Band, Disability Status, and Gender worksheet provides a summary of person head count or full-time equivalent by separation reason for a selected top-level employing organization, by age band, disability status, or gender.

**Workforce Separation Analysis – Separation Reasons by Organization (HRMSi, EDW)**

The Separation Reasons by Organization worksheet provides a summary of person head count or full-time equivalent for a selected top-level employing organization, by separation type (voluntary or involuntary) and separation reason (for example, disability, poor performance, end of contract etc.).

**Workforce Separation Analysis – Voluntary/Involuntary Separation (HRMSi, EDW)**

The Voluntary/Involuntary Separation worksheet provides a summary of person head count or full-time equivalent for a specified top-level employing organization by voluntary or involuntary separation type.

### **Workforce Separation by Rolling Month – Status PMV Report (HRMSi)**

This report helps you monitor monthly FTE and head count separation. It provides a view of the Workforce FTE Separation and Workforce head count Separation Key Performance Indicator data, including target and actual values.

### **Workforce Summary Analysis Report (HRMSi)**

This report is the first in a suite of reports that enables you to investigate workforce in your enterprise. You can review the losses, gains and total workforce you have in different organizations within your enterprise.

## **Competencies, Qualifications and Development**

### **Competence (Skill) Development Detail – Competence Delivered by Training Activity**

This worksheet enables you to view competencies delivered by training activities and events. The resulting information allows you to compare the competencies delivered by training to those required, and to analyze training efficiency.

### **Competence (Skill) Development Detail – Competence Requirement**

This worksheet displays competence requirements for all organizations within a Business Group. The worksheet enables you to analyze competence requirements for Business Groups, organizations, jobs, positions, and grades. For each requirement you can investigate the competencies needed for a particular job, and the skills shortages within an organization.

### **Competence (Skill) Development Detail – Person Competence Profile**

This worksheet enables you to analyze employee competency profiles by type. It allows you to view employees with similar competencies, and compare employees of similar grade.

### **Competence Levels**

This report displays the proficiency levels of employees or applicants for a competence.

### **Competence Levels (Organization Hierarchy) Detail Analytics by Person with Rank (HRMSi)**

This worksheet lists each individual that has the selected competence, and shows you both the proficiency level they have achieved, and the proficiency level translated into a proficiency rank.

### **Competence Levels (Organization Hierarchy) Detail Analytics by Person (HRMSi)**

This worksheet lists the individuals who hold a selected competence and their proficiency levels for that competence.

### **Competence Match (Organization Hierarchy) Status Analytics by Organization and Location (HRMSi)**

This worksheet enables you to see the each person's level of proficiency for the competencies for their job, grouped by organization and location.

### **Competence Match (Organization Hierarchy) Status Analytics by Person (HRMSi)**

This worksheet enables you to see individuals' proficiency levels.

**Competence Match (Organization Hierarchy) Status Analytics by Person Graph (HRMSi)**

This worksheet breaks down each competence relevant to the selected job into percentages below, within, and above the required proficiency ranges for the job. It shows how an individual's competencies map to the requirement range.

**Competence Match (Organization Hierarchy) Status Analytics Compare to Minimum Proficiency (HRMSi)**

This worksheet compares people's proficiency levels with the minimum proficiency requirement for each competence relevant to their job.

**Competence Match (Organization Hierarchy) Status Analytics Compare to Range (HRMSi)**

This worksheet compares people's proficiency levels to the required proficiency range for each competence relevant to their job.

**Group Competencies Report (HRMSi)**

For each job and grade this report displays the proficiency levels for your employees or applicants in each required competence.

**Individual Competencies Report (HRMSi)**

This report is run from the Group Competencies report. This report compares an individual's competencies against the required competencies for the job and grade they hold. If your employee does not have the proficiency level you require, a training course may exist to help. By clicking on a competence, you can run the Training Classes By Competence report to display courses that offer the selected competence.

**Learning Management****Delegate Chargeback (Training Center Hierarchy) Detail – Delegate Chargeback (OLM)**

This worksheet investigates the amount transferred between two cost centers within an enterprise for internal student enrollments.

**Employee Training Attendance Success (Organization Hierarchy) Status Analytics by Geography Area (HRMSi)**

This worksheet investigates how successfully employees in different geographical areas are attending training courses.

**Employee Training Attendance Success (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet investigates how successfully employees in different organizations are attending training courses.

**Employee Training Attendance Success (Organization Hierarchy) Template Analytics by Year (HRMSi)**

This worksheet enables you to see training success for each year. The template worksheets provide a starting point for developers to create analytic reports.

**Employee Training Attendance Success (Organization Hierarchy) Template Analytics Detail (HRMSi)**

This worksheet calculates the training success rates for training events with the same start and end dates, for attendees in each organization, location, job, grade, and position. The template worksheets provide a starting point for developers to create analytic reports.

**Employee Training Attendance Success (Organization Hierarchy) Trend Analytics By Bi Month (HRMSi)**

This worksheet investigates how successfully employees are attending training courses, grouped by bimonthlies.

**Employee Training Attendance Success (Organization Hierarchy) Trend Analytics By Month (HRMSi)**

This worksheet investigates how successfully employees are attending training courses, grouped by months.

**Employee Training Attendance Success (Organization Hierarchy) Trend Analytics By Quarter (HRMSi)**

This worksheet investigates how successfully employees are attending training courses, grouped by quarters.

**Employee Training Attendance Success (Organization Hierarchy) Trend Analytics By Semi Year (HRMSi)**

This worksheet investigates how successfully employees are attending training courses, grouped by semi-years.

**Employee Training Attendance Success (Organization Hierarchy) Trend Analytics By Year (HRMSi)**

This worksheet investigates how successfully employees are attending training courses, grouped by years.

**Event Player Progress – by Player Status (OLM)**

This worksheet investigates the progress of your Oracle Learning Management hosted training events by the number of delegates at each Player Status. The Player Status categories are Completed, Passed, Incomplete, Not Attempted, and Failed.

**Event Player Progress – by Total Time Taken Status (OLM)**

This worksheet investigates the progress of your Oracle Learning Management hosted training events by the total time that delegates have been playing content of a course within the OLM player.

**Event Player Progress – Completion Summary (OLM)**

This worksheet presents all relevant completion details for OLM training events.

**Event Ranking Status – by Attendance (HRMSi)**

This worksheet enables you to analyze the popularity of training events by ranking them by course attendance.

**Event Ranking Status – by Event Days (HRMSi)**

This worksheet enables you to investigate the popularity of training events by ranking them by event days.



**Event Resource (Training Center Hierarchy) Detail – Booked Resources per Event**

This worksheet enables you to analyze the resources booked for specific training events.

**Event Resource (Training Center Hierarchy) Detail – Event Enrollments**

This worksheet enables you to investigate the number of students who enroll on an event, and the number of students who successfully attend the event.

**Event Resource (Training Center Hierarchy) Detail – Events Without Trainer**

This worksheet enables you to investigate the training events that have no associated trainer.

**Event Resource (Training Center Hierarchy) Detail – Events Without Venue**

This worksheet enables you to investigate training events that have no associated venue.

**Event Resource (Training Center Hierarchy) Detail – Overbooked Resources**

This worksheet enables you to analyze overbooked resources.

**Event Resource (Training Center Hierarchy) Detail – Required Resources Missing**

This worksheet enables you to investigate the resources that are required but have not been booked for a training event.

**Event Resource (Training Center Hierarchy) Detail – Resource Checklist**

This worksheet displays the list of resources required to successfully run a training event activity.

**Event Resource (Training Center Hierarchy) Detail – Resource Schedule**

This worksheet enables you to view the schedule for each training resource, to ensure that resources are not booked for more than one event at any one time.

**Event Resource (Training Center Hierarchy) Detail – Suppliable Resources**

This worksheet enables you to analyze the cost and availability of suppliable resources for your training event.

**Event Resource (Training Center Hierarchy) Detail – Training Events**

This worksheet enables you to investigate the location, start date, and duration of specific training events.

**Player Progress Detail – by Player Status (OLM)**

This worksheet enables you to analyze the progress of delegates on your OLM hosted training events by Player Status.

**Player Progress Detail – by Total Time Taken Status (OLM)**

This worksheet investigates the progress of individual delegates on your OLM hosted training events, by the total time they have been playing content using the OLM player.

**Student Attendance (Internal) Detail – Attendance Summary**

This worksheet enables you to analyze the number of internal students attending training events. You can view internal student attendance by activity type, analyze success rates and information about failures.

**Student Success (External) Status – by Company (HRMSi)**

This worksheet enables you to analyze the success of training hours delivered to external students for a company. You can investigate this for a business group and year.

**Student Success (External) Status – by Company and Year (HRMSi)**

This worksheet enables you to analyze the success of training hours delivered to external students for a company, for different years. You can investigate this for a Business group and each company.

**Student Success (Internal) Trend – by Job and Year (HRMSi)**

This worksheet enables you to analyze the number of training hours delivered to internal students for a job by year, and the success of these hours. You can investigate student success rates for a Business Group and organization within your enterprise.

**Student Success (Internal) Trend – by Job Category and Year (HRMSi)**

This worksheet enables you to analyze the number of training hours delivered to internal students each year for a job by category, and the success of these hours. You can investigate student success rates for a Business Group and organization within your enterprise.

**Student Success (Internal) Trend – by Location and Year (HRMSi)**

This worksheet enables you to analyze the number of training hours delivered to internal students for a location each year, and the success of these hours. You can investigate student success rates for a Business Group and organization within your enterprise.

**Student Success (Internal) Trend – by Organization and Year (HRMSi)**

This worksheet enables you to analyze the number of training hours delivered to internal students each year, and the success of these hours. You can investigate student success rates for a Business Group and organization within your enterprise.

**Training Classes by Competence (HRMSi)**

This report is run from the Individual Competencies report. This report enables you to investigate training classes that provide a selected competence. The report displays the course time, the competence level delivered, the dates the course is run, the class title and status, the number of class places, the class venue and the cost.

**Training Cost and Revenue Analysis – by Competence (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training activities by the competence achieved if a student successfully completes the activity.

**Training Cost and Revenue Analysis – by Sponsoring Organization (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training events for different organizations, by Business group and year.

**Training Cost and Revenue Analysis – by Sponsoring Organization and Year (HRMSi)**

This worksheet enables you to analyze the costs and revenue associated with training for different years. You can investigate costs and revenue for a Business Group and sponsoring organization.

**Training Cost and Revenue Analysis – by Training Activity (HRMSi)**

This worksheet enables you to analyze the cost and revenue generated by training events. You can investigate training activities for a specific Business Group, sponsoring organization and year.

**Training Cost and Revenue Analysis – by Training Activity and Year (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training activities for different years, by Business group and sponsoring organization.

**Training Cost and Revenue Analysis – by Training Category (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training events for a training category. You can investigate costs and revenue for a Business group, sponsoring organization, and year.

**Training Cost and Revenue Analysis – by Training Center (HRMSi)**

This worksheet enables you to analyze the costs and revenue of a training event for a training center, by Business Group, sponsoring organization and year.

**Training Cost and Revenue Analysis – by Training Center and Year (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training activities for different years. You can investigate by Business group, sponsoring organization, and training center.

**Training Cost and Revenue Analysis – by Training Category and Year (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training events in different years. You can investigate costs and revenue for a Business Group, sponsoring organization, and training category.

**Training Cost and Revenue Analysis – Competence by Year (HRMSi)**

This worksheet enables you to analyze the cost and revenue of training activities by competence and year.

**Training Course Ranking by Amount Status – Course Ranking by Amount (HRMSi)**

This report investigates the total amount of money generated by enrollments on each training event, and allows training events to be ranked by the enrollment amount generated.

**Training Success (HRMSi)**

This report enables you to investigate how successfully employees are attending training courses for a particular organization, location, job, and job category. You can also display your PMF targets by selecting a business plan.

**Training Success Analysis – by Competence (HRMSi)**

This worksheet enables you to investigate the success rate of a training activity by competencies. You can investigate competencies for a sponsoring organization and year.

**Training Success Analysis – by Sponsoring Organization (HRMSi)**

This worksheet enables you to investigate the training success rate of training events for different sponsoring organizations.

**Training Success Analysis – by Training Activity (HRMSi)**

This worksheet enables you to investigate the success rate of different training activities. You can investigate training activities by year and sponsoring organization.

**Training Success Analysis – by Training Category (HRMSi)**

This worksheet enables you to investigate the training success rate of events by training category. You can investigate different training categories for a Business Group and year.

**Training Success Analysis – by Training Center (HRMSi)**

This worksheet enables you to investigate the training success rate of different training centers, by Business Group and year.

**Training Success Analysis – for a Competence by Year (HRMSi)**

This worksheet enables you to investigate the training success rate of training activities for a competence over a number of years. You can investigate a competence for each sponsoring organization.

**Training Success Analysis – for a Sponsor Organization by Year (HRMSi)**

This worksheet enables you to investigate the training success rate of training events for a sponsoring organization for each year.

**Training Success Analysis – for a Training Activity by Year (HRMSi)**

This worksheet enables you to investigate the success rate of training activities each year. You can investigate training activities by Business Group and activity.

**Training Success Analysis – for a Training Category by Year (HRMSi)**

This worksheet enables you to investigate the training success rate of a training event in different years. You can analyze training success for a Business Group and training category.

**Training Success Analysis – for a Training Center by Year (HRMSi)**

This worksheet enables you to investigate the training success rate of a training center over a number of years. You can analyze success by Business Group and training center.

**General Compensation Structures****Element Link Details Report (Payroll)**

The eligibility criteria for an element or group of elements.

## Salary and Grade Related Pay and Progression

### Average Salary By Group Report (HRMSi)

This report enables you to investigate the average salaries for different groups of employees. You can also select which area of your enterprise you want to investigate.

### Average Salary Trend Report (HRMSi)

This report reviews salary trends in different areas of your enterprise. It displays the average salary of all your employees who match the selection criteria. You can investigate the trends in average salaries for different organizations, jobs, grades, and locations. You can also choose the currency you want to view the salaries in, and include or exclude salaries that are not paid in your chosen currency.

### Current and Projected Progression Point Values Report

The *expected* results of running the Increment Progression Points process, that is the projected point and value changes for a group of employees.

### Employee Increment Results Report

The *actual* results of running the Increment Progression Points process, that is progression point and value changes for a group of employees.

### Employee Primary Assignment with Salary and Grade Rates (Multiple Hierarchies, United States Specific) Detail – by Organization Hierarchy (US)

This worksheet enables you to report on employee details, based on the employee primary assignment in the United States legislation, for a given organization and its subordinate organizations.

### Employee Primary Assignment with Salary and Grade Rates (Multiple Hierarchies) (United States Specific) Detail – by Supervisor Hierarchy (US)

This worksheet enables you to report on employee details based on the employee primary assignment in the United States legislation, for a given supervisor and his/her subordinates.

### Employee Primary Assignment with Salary and Grade Rates (Multiple Hierarchies) Detail – by Organization Hierarchy

This worksheet enables you to report on employee details based on the employee primary assignment (in a non-legislative specific format) for a given organization and its subordinate organizations.

### Employee Primary Assignment with Salary and Grade Rates (Multiple Hierarchies) Detail – by Supervisor Hierarchy

This worksheet enables you to report on employee details based on the employee primary assignment (in a non-legislative specific format) for a given supervisor and his/her subordinates.

**Employee Primary Assignment with Salary (Multiple Hierarchies) Detail – by Organization Hierarchy**

This worksheet enables you to report on employee details based on employee primary assignment, in a non-legislative specific format, for a given organization and its subordinate organizations.

**Employee Primary Assignment with Salary (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

This worksheet enables you to report on employee details based on employee primary assignment, in a non-legislative specific format, for a given supervisor and his/her subordinates.

**Employee Salary (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by bimonthly.

**Employee Salary (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by month.

**Employee Salary (Organization Hierarchy) Trend Analytics by Month and Organization (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by month and organization.

**Employee Salary (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by quarter.

**Employee Salary (Organization Hierarchy) Trend Analytics by Quarter and Organization (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by quarter and organization.

**Employee Salary (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by semi-year.

**Employee Salary (Organization Hierarchy) Trend Analytics by Year and Organization (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by year and organization.

**Employee Salary (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet lists the average salaries of employees, within a given date range, grouped by year.

**Employee Salary and Grade Range (Organization Hierarchy) Trend Analysis Full Details (HRMSi)**

This worksheet compares employees' salaries to their grade minimum, mid, and maximum points, and displays the value required for the employee's salary to reach the next point in the grade. It also includes details of employees' organization, location, job, and position.

**Employee Salary and Grade Range (Organization Hierarchy) Trend Analysis Graph (HRMSi)**

This worksheet displays a table and a chart that compare each employee's salary to the minimum, mid, and maximum points for their grade.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Age Band (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by Age Band.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by GB Ethnic Group (HRMSi) (UK)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by UK ethnic group.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Gender (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by gender. Employee Salary by Group (Organization Hierarchy) Status Analytics by US Ethnic Group Worksheet (HRMSi) (US) This worksheet enables you to investigate the average salaries of different groups of employees, grouped by US ethnic group.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Grade (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by grade.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Job (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by job.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Length of Work Band (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by Length of Work Band.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Location (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by location.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Organization (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by organization.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Performance Rating (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by performance rating.

**Employee Salary by Group (Organization Hierarchy) Status Analytics by Position (HRMSi)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by position.

### **Employee Salary by Group (Organization Hierarchy) Status Analytics by US Ethnic Group (HRMSi) (US)**

This worksheet enables you to investigate the average salaries of different groups of employees, grouped by US ethnic group.

### **Employee Salary by Job and Grade (Multiple Hierarchies) Status – by Organization Hierarchy (HRMSi)**

This worksheet enables you to compare employee salaries for each job and grade. For a given organization and its subordinate organizations, the average, minimum, and maximum employee salaries for jobs and grades are shown.

### **Employee Salary by Job and Grade (Multiple Hierarchies) Status – by Supervisor Hierarchy (HRMSi)**

This worksheet enables you to compare employee salaries for each job and grade. For a given supervisor and his/her subordinates, the average, minimum, and maximum employee salaries for jobs and grades are shown.

### **Employee Salary Change (Multiple Hierarchies) Detail – by Organization Hierarchy**

This worksheet enables you to report on employee salary change details by organization for a given time period.

### **Employee Salary Change (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

This worksheet enables you to report on employee salary change details by supervisor for a given time period.

### **Employee Salary Change Detail – by Gender**

This worksheet enables you to analyze salary change within your organization, by gender. It allows you to analyze differences in salary changes between male and female employees across organizations.

### **Employee Salary Change Detail – by Performance Rating**

This worksheet enables you to investigate the effects of performance ratings on employee salary change across organizations. It allows you to ensure employees are rewarded for performance.

### **Employee Salary Change Detail – by Person**

This worksheet enables you to investigate salary changes for individual employees.

### **Employee Salary Change Detail – by Years of Service**

This worksheet displays salary change information by years of service across organizations. The resulting information allows you to compare salary change across Business Groups and organizations, and view salary change information by length of service.

### **Employee Salary Change Detail – Summary**

This worksheet enables you to view information about salary changes within your organization. The resulting information allows you to analyze salary changes across all organizations in a Business Group.



**Employee Salary Component (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

Use this worksheet to investigate the cost of salary changes for each change component across different bimonthlies.

**Employee Salary Component (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

Use this worksheet to investigate the cost of salary changes for each change component across different months.

**Employee Salary Component (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

Use this worksheet to investigate the cost of salary changes for each change component across different quarters.

**Employee Salary Component (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

Use this worksheet to investigate the cost of salary changes for each change component across different semi-years.

**Employee Salary Component (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

Use this worksheet to investigate the cost of salary changes for each change component across different years.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Age (HRMSi)**

This worksheet investigates the spread of salaries across employee ages.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Grade (HRMSi)**

This worksheet investigates the spread of salaries within grades.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Job (HRMSi)**

This worksheet investigates the spread of salaries within jobs.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Length of Service (HRMSi)**

This worksheet investigates the spread of salaries within Length of Service bands.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Location (HRMSi)**

This worksheet investigates the spread of salaries within locations.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Organization (HRMSi)**

This worksheet investigates the spread of salaries within organizations.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Performance Rating (HRMSi)**

This worksheet investigates the spread of salaries across performance ratings.

**Employee Salary Spread (Organization Hierarchy) Detail Analytics by Position (HRMSi)**

This worksheet investigates the spread of salaries within positions.

### **Employee with Tenure (Multiple Hierarchies) Detail – by Organization Hierarchy**

This worksheet enables you to report on employee tenure details (based on the employee primary assignment in a non-legislative specific format) for a given organization and its subordinate organizations.

### **Employee with Tenure (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

This worksheet enables you to report on employee tenure details (based on the employee primary assignment in a non-legislative specific format) for a given supervisor and his/her subordinates.

### **Headcount and Salary Trend (HRMSi, DBI)**

This report shows changes in head count and salaries over time for the selected top line manager.

### **Headcount and Salary by Country (HRMSi, DBI)**

This report displays the total employee head count, percentage headcount change, average salary and percentage average salary change for the countries with the highest head count for the selected top line manager.

### **Headcount and Salary Detail (HRMSi, DBI)**

This report lists the employees and their salary that comprise the Total Salary value you drilled from the Salary by Job Family Status report. This report displays the salaries in both their local currency and in the DBI primary or the global currency.

### **Salary (HRMSi, DBI)**

The Salary report displays the employee total salary, average salary, and salary change percent of all direct reports for the selected top line manager.

### **Salary by Job Function Status (HRMSi, DBI)**

This report is similar to the Salary report, except that it presents a view of the selected manager's employees by job function. You can access this report from the Total Salary column in the parent Salary report.

### **Salary by Job Family Status (HRMSi, DBI)**

This report is similar to the Salary report, except that it presents a view of the selected manager's employees by job family. You can access this report from the Job Function names in the Salary by Job Function report.

### **Salary and Grade Range Report (HRMSi)**

Using Oracle HRMS you can define the minimum, mid points and maximum salaries for different grades in your enterprise. This report enables you to investigate how salaries relate to grade rates, including which employees are paid more than the maximum for their grade, which employees are paid below the mid point or maximum for their grade and by how much, and what would be the cost of increasing a group of employees to the mid point or maximum for their grade.

### **Salary Component Trend Report (HRMSi)**

The amount your enterprise spends on salaries is likely to change over time. Oracle HRMS enables you to record a reason for each salary increase you give to an employee. Use the Salary Component Trend report to investigate the total cost of salary changes for each change component you have identified.

### **Salary Distribution Within Grade Range PMV Report (HRMSi)**

This report provides a view of the Workforce Below Grade Mid Point and Workforce Above Grade Mid Point Key Performance Indicator data. The report displays table data by default; you can optionally display the chart.

### **Salary Review Report**

Current, past and proposed salaries for a selected list of employees.

### **Salary Spread Report (HRMSi)**

Within your enterprise it is useful to know the salary ranges for different groups of employees. This report investigates the spread of salaries by four different criteria: age (in years), length of service (in years), grade, and Performance Rating.

### **Salary Survey Comparison – Salary Survey Mappings (HRMSi)**

This worksheet enables you to analyze salary surveys, which have been mapped to particular jobs or positions.

### **Salary to Grade Range Mid Point Variance PMV Report (HRMSi)**

This report provides a view of the Salaries Varying From Grade Mid Point Key Performance Indicator data. The report displays table data by default; you can optionally display the chart.

## **Compensation and Awards Management**

### **Compensation Workbench Progress Report**

This report checks the progress of the compensation cycle for an availability period and plan that you select. If you run the report after the Compensation Workbench Pre-Process, it provides information about employee eligibility. If you run the report after the Compensation Workbench Post Process, it summarizes the rates assigned to each employee.

### **Mass Awards Deselection (FD)**

Lists employees deselected for a mass award

### **Mass Awards Listing by Employees (FD)**

Notification of Personnel Action in list form for an individual employee selected for a mass award

### **Mass Awards NPA Listing for All Employees (FD)**

Notification of Personnel Action in list form for employees selected for a mass award

**Mass Award Preview (FD)**

Lists employees selected for a mass award

**Mass Salary Deselection (FD)**

Lists employees deselected for a salary adjustment

**Mass Salary PA Listing for All (FD)**

Notification of Personnel Action in list form for employees selected for a salary adjustment

**Mass Salary PA Listing for Employee (FD)**

Notification of Personnel Action in list form for an individual employee selected for a salary adjustment

**Mass Salary Preview (FD)**

Lists employees selected for a salary adjustment

**Leave and Absence Management****Absence Action List Report**

Details the re-integration actions to be performed for employees.

**Absence Hours Report (HRMSi)**

This report investigates the absence hours recorded for employees in your enterprise. You can select the employees you want to run the report for by organization, location, job category, job, and grade. You can also run the report for the time period of your choice.

**Absence Report (FR)**

Lists the details regarding the employer, absences and the salaries received by the employee over a reference period for reporting to the French Local Social Security (CPAM).

**Absence Report (HU)**

Lists the normal and sickness holiday days an employee is entitled to annually.

**Absences Report**

Absence details for an employee or organization, for some or all absence types.

**Daily Sick and Recovery Report (Netherlands)**

Details all new instances of sick employees and all employees who have recovered from an illness.

**Employee Absence Hours (Organization Hierarchy) Trend Analytics by Bi Month (HRMSi)**

This worksheet investigates the absence hours recorded for employees in your enterprise over time, grouped by bimonthly.

**Employee Absence Hours (Organization Hierarchy) Trend Analytics by Month (HRMSi)**

This worksheet investigates the absence hours recorded for employees in your enterprise over time, grouped by month.

**Employee Absence Hours (Organization Hierarchy) Trend Analytics by Quarter (HRMSi)**

This worksheet investigates the absence hours recorded for employees in your enterprise over time, grouped by quarter.

**Employee Absence Hours (Organization Hierarchy) Trend Analytics by Semi Year (HRMSi)**

This worksheet investigates the absence hours recorded for employees in your enterprise over time, grouped by semi- year.

**Employee Absence Hours (Organization Hierarchy) Trend Analytics by Year (HRMSi)**

This worksheet investigates the absence hours recorded for employees in your enterprise over time, grouped by year.

**Employee Hours Worked (Organization Hierarchy) Trend Analytics by Payroll Period (HRMSi)**

This worksheet investigates the number of overtime and regular hours worked. The worksheet displays the number of hours worked for each overtime band you use in your enterprise, such as double time or time-and-a-half.

**Employees on Leave (Multiple Hierarchies) Detail – by Organization Hierarchy**

This worksheet enables you to report on employees who are on leave on the effective date chosen. Employees are listed for a given organization and its subordinate organizations.

**Employees on Leave (Multiple Hierarchies) Detail – by Supervisor Hierarchy**

This worksheet enables you to report on employees who are on leave on the effective date chosen. Employees are listed for a given supervisor and his/her subordinates.

**Hours Worked Report (HRMSi)**

This report investigates the number of overtime and regular hours worked. The report displays the number of hours worked for each overtime band you use in your enterprise, such as double time or time-and-a-half. You can run the report for a selected time period.

**Leave Details Report (Payroll) (South Africa)**

This report is used for monitoring and analyzing employee absences (sample report).

**Leave Liability Report (Payroll) (AU)**

Displays leave balances for employees.

**Leave Liability Report (NZ)**

Displays the accrued debt owed by an organization for the leave balances of their employees.

**Leave Liability Report (Payroll) (South Africa)**

Calculates monetary value of accrued leave (sample report).

**Maximum SSP Weeks Report (UK)**

Provides details of employees who have had absences for 22 weeks or longer, enabling you to monitor long periods of incapacity for work (PIWs) which have reached, or are approaching, the maximum number of weeks that SSP can be paid.

**Open Sickness Absences Report (UK)**

Provides information on current sickness absences.

**SAP Element Results Report (UK)**

Lists and sums all the run results processed for the statutory pay element for a specified payroll period, and displays them by individual assignment or employee.

**SMP Element Results Report (UK)**

Lists and sums all the run results processed for the statutory pay element for a specified payroll period, and displays them by individual assignment or employee.

**SPP Adoption Element Results Report (UK)**

Lists and sums all the run results processed for the statutory pay element for a specified payroll period, and displays them by individual assignment or employee.

**SPP Birth Element Results Report (UK)**

Lists and sums all the run results processed for the statutory pay element for a specified payroll period, and displays them by individual assignment or employee.

**SSP Element Result Listing (UK)**

Lists and sums all the run results processed for the statutory pay element for a specified payroll period, and displays them by individual assignment or employee.

**Statutory Adoption Pay Report (UK)**

Provide information on the statutory payment history for a specified period, for each employee included in the report.

**Statutory Maternity Pay Report (UK)**

Provide information on the statutory payment history for a specified period, for each employee included in the report.

**Statutory Paternity Birth Pay Report (UK)**

Provide information on the statutory payment history for a specified period, for each employee included in the report.

**Statutory Paternity Adoption Pay Report (UK)**

Provide information on the statutory payment history for a specified period, for each employee included in the report.

**Statutory Sick Pay Report (UK)**

Provide information on the statutory payment history for a specified period, for each employee included in the report.

## **Health and Welfare Management**

### **COBRA Benefit Initial Information (US)**

This report--typically sent to employee new hires--provides general information about COBRA.

### **COBRA Benefits Notification Letter (US)**

This report provides electable choice information to persons who are eligible for COBRA.

### **COBRA Coverage or Payments Report (US)**

Coverage of payments report.

### **COBRA Standard Letters (including Expiration and Grace Period Expiration) (US)**

Publish a standard COBRA letter.

### **COIDA Report (Payroll) (South Africa)**

Compensation for Occupational Injuries & Diseases Act report.

### **Eligibility and Enrollment List**

Run this report to list the total number of eligible and enrolled participants in plans you administer for Standard and Advanced Benefits, Individual Compensation Distribution, and Compensation Workbench. The report also lists newly ineligible and de-enrolled participants.

### **HIPAA Dependent Letter (US)**

Run this report to generate a HIPAA certificate for qualified dependents only, such as for instances where a dependent ages out of a plan.

### **HIPAA Letter (US)**

Run this report to generate a HIPAA certificate for qualified participants and their dependents

### **Life Events Summary Report**

Run this report to analyze life events that occur to your compensation and benefits participants. The report lists the total number of potential and active life events, and their status, for a specified period.

### **Premium Reconciliation Report**

Run this report to support the monthly benefits billing reconciliation process. This report compares monthly premium amounts to standard rates and element entries by pay period, for all participants enrolled during the reporting period.

## **Other Payroll Earnings and Deductions**

### **Union Deductions Report (Payroll) (UK)**

Total deductions that your employees pay to unions.

## Payrolls

### **Payroll Statutory Calendar Report (Payroll) (UK)**

The sequence of regular payment dates for each payroll and the numbers of assignments completed, pre-paid and paid within a run.

### **Payroll Report (Check list for Unemployment Insurance) (Payroll) (Japan)**

This is a list to check details of unemployment insurance insured employee

### **Payroll Report to Create File-Notification Change Address for Welfare Pension Insurance (Payroll) (Japan)**

This notification file is submitted by the business proprietor to the social insurance office when an insured employee's address is changed.

### **Payroll Report to Create File-Notification of Disqualification for Welfare Pension Insurance (Payroll) (Japan)**

This notification file is submitted by the business proprietor to the social insurance office when the insured employee loses qualification because of some reason (termination, death, etc.)

### **Payroll Report to Create File-Notification of Geppen for Welfare Pension Insurance (Payroll) (Japan)**

This notification file is submitted by the business proprietor to the social insurance office when an employee's social insurance premiums are changed without waiting for the following regular determination because of rise in pay etc.

### **Payroll Report to Create File-Notification of Qualification for Welfare Pension Insurance (Payroll) (Japan)**

This notification file is submitted by the business proprietor to the social insurance office when the person applicable to Article 9 of Welfare Pension Insurance Law or the 10th article is employed.

### **Payroll Report to Create File-Notification of Santei for Welfare Pension Insurance (Payroll) (Japan)**

This notification file is submitted by the business proprietor to the social insurance office when an employee's social insurance premiums in and after October of the year are determined based on their earnings.

## Payroll Payment and Distributions

### **Advance Pay Listing (Payroll) (UK)**

Details of the advance pay periods for employees due to receive advance pay.

### **Cheque Listing (Payroll) (South Africa)**

Cheque payments made to employees.

### **Coinage Analysis Report (Payroll) (South Africa)**

A cash analysis which provides a breakdown of the cash required.

### **Credit Transfer Payments Report (Payroll) (South Africa)**

Paid/unpaid cheque values per bank branch.



**Deduction Register Report (Payroll) (South Africa)**

Deductions per element per employee.

**Deposit Schedule Report (Payroll) (South Africa)**

For credit transfer payments into bank accounts.

**Employment Equity Income Differential Report (Payroll) (South Africa)**

Outlines the required information needed for Employment Equity as defined by the Department of Labour.

**Gross to Net Summary (Payroll) (UK)**

Details of total earnings and deductions summarized for a specified payroll and payroll period.

**Gross to Net Summary (Payroll) (US)**

Details of total earnings and deductions summarized for a specified payroll and payroll period.

**Manual Payments Report (Payroll) (South Africa)**

Manual payments made for selected payruns and assignments.

**Pay Advice (Payroll) (AU)**

Generates pay advice for all employees for a specified payroll and period.

**Pay Advice (Payroll) (Singapore)**

Provides pay advice details in a customizable format, either for single assignments or all assignments on a payroll, after PrePayments process is complete for the payroll.

**Pay Advice (Payroll) (South Africa)**

A sample pay advice.

**Pay Advice (Payroll) (France)**

Presents Pay Advice details in a customizable format, either for single assignments or for all assignments on a payroll after PrePayments process is complete for the payroll.

**Pay Advice (Payroll) (NZ)**

Generates pay advice for all employees for a specified payroll and period.

See: *Oracle HRMS for New Zealand User Supplement*.

**Pay Advice (Payroll) (Hong Kong)**

Details about employees' income and deductions.

**Pay Advice (Payroll) (UK)**

Pay advice details in a customizable format, either for single assignments or for all assignments on a payroll after PrePayments process is complete for the payroll.

**Payment Output File (Dutch)**

Run this report to initiate the creation of the EFT Payment file. Produced in the format required by the official body Interpay, the EFT Payment file enables you to send employee payment details to your bank on magnetic tape.

**RSC Levy Report (Payroll) (South Africa)**

The amount of levies to be paid per RSC region.

**Saudi Payment Output File (Payroll) (SA)**

Run this report to initiate the creation of the EFT Payment file. The EFT Payment file enables you to send employee payment details to your bank on magnetic tape.

**Saudi Payslip Report (Payroll) (SA)**

Use this report to generate both online and printed payslips for employees. Online payslips enable employees to view their payslips information online, and helps reduce overheads, administration, and maintenance costs.

**Skills Development Levy Report (Payroll) (South Africa)**

Skills development levy per SETA or per organization within SETA.

**Statement of Earnings (Payroll) (US)**

Check writer process produces paychecks with statement of earnings.

**Separation Pay E-file Report (Payroll Korea)**

Oracle Payroll generates a report about separation pay, based on the Separation Pay Archive. Once generated, the employer can view, and print the report, and store it on magnetic tape to send to National Tax Service (NTS).

**Separation Pay Slip Report (Payroll Korea)**

Run this report to generate a pay slip with the earnings and deductions summary for all employees who left the enterprise, for a specified payroll and period. This generated pay slip report is then submitted to the National Tax Service (NTS).

**Separation Pay Tax Receipt Report (Payroll Korea)**

Run this report to generate the separation pay tax receipt for all employees who left the enterprise, for a specified payroll and period, and submit the generated report to the National Tax Service (NTS). The report contains detailed information like income tax and resident tax for received payments at the time the employee leaves the enterprise.

**Additional Wages CPF Capping Report (Payroll Singapore)**

The Additional Wages CPF Capping report shows whether an employee has overpaid or underpaid their Central Provident Fund (CPF) contributions on additional wages. Employees who have overpaid CPF are eligible to claim this amount from the Central Provident Fund Board.

## **Payroll Statutory Deductions and Reporting**

### **Archive P11D (HR and Payroll) (UK)**

Runs the Legislative Report Generator to generate details of Class 1A NICs for reporting to the Inland Revenue.

### **Deduction Report (Payroll) (US)**

The Deductions report always shows details for each run within the selected time frame by deduction classification, deduction type, and employee information. This information can be sorted by GRE, Location, or Organization

### **Employee Income Payment Detail Report (China)**

Contains detailed information for the summarized information provided in the Individual Income Tax Withholding report.

### **Employee Listing (Hong Kong)**

List of current employees with information such as employee name, identity card number, passport number, work permit number and expiry date, and the date an employee joined the company.

### **Employer Monthly Schedule Report (New Zealand) (NZ)**

Lists the details of all employees and is submitted to Inland Revenue.

### **FBT Report (Australia) (AU)**

Displays Fringe Benefits Tax information for a cost center.

### **Individual Income Tax Withholding Report (China)**

Provides summarized information for all tax group rates separately.

### **Inland Revenue Arrears Payment Report (NZ)**

Lists employees who are required to pay student loans or child support arrears to Inland Revenue.

### **Inland Revenue Form IR21 (Payroll) (Singapore)**

Summarizes an employee's organization, personal details, and earnings and benefits in the two years prior to leaving the organization.

### **Inland Revenue Remittance Certificate Report (NZ)**

Submitted to Inland Revenue by employers who are required to make PAYE payments, or employers who are Specified Superannuation Contribution Withholding Tax (SSCWT) payers.

### **IR56B Report (Payroll) (Hong Kong)**

A statement of earnings for each employee used by the Inland Revenue to assess individual statements and forward an account to the employee for tax payable for the past financial year.

**IR56E Report (Payroll) (Hong Kong)**

Submitted for new hires, and includes information such as an employee's personal information, including their name, identification details, address, the employee's legal employer details and employment information.

**IR56F Report (Payroll) (Hong Kong)**

A notification by the employer about an employee who is leaving the enterprise but intending to stay in Hong Kong.

**IR56G Report (Payroll) (Hong Kong)**

A notification by the employer about an employee who is leaving the enterprise and also departing from Hong Kong.

**IRP5 Tax Certificate (Payroll) (South Africa)**

Tax certificates for employees who have paid tax during this tax year.

**IT3(a) Tax Certificate (Payroll) (South Africa)**

Tax certificates for employees who have paid no tax during this tax year.

**MPF Remittance Report (Payroll) (Hong Kong)**

A contribution report submitted to the Mandatory Provident Fund (MPF) Trustee detailing contributions for the period.

**National Service In-Camp Training Computation (Payroll) (Singapore)**

Calculates the pay amount that an employer can claim from the Ministry of Defence for an employee who is attending mandatory National Service In-Camp Training.

**Health Insurance Premium Adjustment Annual Earnings Archive Process (Payroll Korea)**

Stores information about the employees' previous year's earnings and the number of months worked in the previous year, and to produce an E-file that will be sent to the National Health Insurance Corporation (NHIC).

**Health Insurance Adjustment Report for Leaving Employees (Payroll Korea)**

The Health Insurance Adjustment for Leaving Employees report is run for all the employees leaving the enterprise and the report is then sent to National Health Insurance Corporation (NHIC). The report contains information such as the employees' previous year's income and the number of months the employee was employed in the enterprise.

NHIC uses this information to calculate and adjust the premium amount an employee must pay before leaving the enterprise.

**National Pension Adjustment Annual Earnings Archive Process (Payroll Korea)**

Stores information about the employees' earnings and the number of months worked in the previous year, and to produce an E-file that will be sent to the National Pension Corporation (NPC)

NPC uses this information to recalculate the pension and notify the enterprise about the new pension due for the current year.

**National Pension Adjustment Report (Payroll Korea)**

The National Pension Adjustment report is run for all the employees whose status has changed (newly hired or terminated workers) since the last report, and then send the report to the National Pension Corporation (NPC).

The NPC uses this information to calculate and adjust a new premium for the worker.

**Statutory Deduction Adjustment Information - Upload Process (Payroll Korea)**

You upload payroll adjustment information sent by the National Pension Corporation (NPC) and the National Health Insurance Corporation (NHIC) by uploading the text file and placing it in a directory where it can be read by the upload process. The application reads the data and loads into the Batch Element Entry (BEE) tables. These agencies send your enterprise these details as a text file.

**NI Car Detail Report (Payroll) (UK)**

All the NI Y amounts due from employees on a given payroll who have company car benefits.

**NICable Benefits Summary Report (UK)**

Lists the employee benefits for which the employer is liable for NI contributions.

**P30 Report (Payroll) (Ireland)**

PAYE and PRSI information for issue to the tax office each calendar month.

**P35 Report (UK)**

PAYE and PRSI information for all employees including leavers for issue to the tax office at the end of the tax year.

**P45 Alignment Report (Payroll) (UK)**

Draft printer alignment for P45 reports.

**P45 Report (Payroll) (UK)**

P45 details for terminated employees for issue to the tax office and the leaver; P45 details for current employees for issue to different tax offices.

**P45(3) & P46 Exceptions Report (UK)**

Enables you to identify those employees for whom a P45(3) or P56 has not been created, yet have been paid since their initial hire date.

**P46 (P160) Pension Notification (UK)**

Enables you to provide information on recipients of taxable pensions, and those gaining extra income while collecting a pension.

**P60 Report (Payroll) (UK)**

P60 details for employees employed by the business at the end of the tax year.

**Quarterly Employment Survey (NZ)**

Extracts information to enable the Statistics New Zealand quarterly employment survey to be completed.

**Report on Hirings (CA)**

You submit this monthly report to Human Resources Development Canada (HRDC) as part of a government insurance program designed to deter and detect overpayments.

**Saudi Monthly Contributions Report (Payroll) (SA)**

Use this report to create a list of employers' (on behalf of employees) contributions to GOSI for the contributory month. This enables the GOSI office to keep track of employee head count and their contributions to GOSI.

**Saudi New and Terminated Workers Report (Payroll) (SA)**

Use this report to provide monthly updates to the GOSI office about new and terminated employees for the specified month.

**Saudi Workers Movement Report (Payroll) (SA)**

Use this report to create a list of employees' movement for the specified month. This enables the GOSI office to keep track of newly hired employees, (with and without GOSI number) and terminated employees.

**Summary of Tax Certificates (Payroll) (South Africa)**

Summary of totals for each SARS code per preprocess.

**Superannuation Contribution Report (AU)**

Identifies monthly figures for superannuation salary and employer superannuation guarantee contributions.

**Tax Certificate Number Report (Payroll) (South Africa)**

Lists the generated tax certificate numbers and their assignment details, and the number of tax certificates issued and reissued.

**Tax Office Report for Manual Completion (NL)**

Enables you to generate the tax office report, print it out, and manually complete the remaining sections before sending it out to your tax office.

**Tax Payments Listing (Payroll) (UK)**

Details of employees' PAYE and National Insurance deductions.

**Tax Register Report (Payroll) (South Africa)**

Tax-related information and balances for current employees and ex-employees.

**File-Tax Withheld Report (Payroll) (Japan)**

This notification file details the total income tax withheld from an employee's earnings. Created by the legal employer to send the relevant local government.

**Final Notice of Fixed Labor Insurance Fee Report (Payroll) (Japan)**

This is the total list of wages for employees with breakdown of each month, and is submitted by the business proprietor to the relevant Labor Standards Inspection Office in May.

**Local Tax Withheld Report (Payroll) (Japan)**

This report details the total income tax withheld from an employee's earnings. The amount of tax withheld is forwarded by the legal employer to the relevant local government.

**Notification Change Address for National Pension Type 3 Insured Report (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when an employee's insured dependent's (=National Pension Type 3rd insured's) address is changed.

**Notification to Change Address for Welfare Pension Insurance Report (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when an insured employee's address is changed.

**Notification to Change Address for Welfare Pension Insurance Report (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when an insured employee's address is changed.

**Payroll Report (Notification for Geppen) (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when an employee's social insurance premiums are changed without waiting for the following regular determination because of rise in pay etc.

**Payroll Report (Notification for Santei) (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when an employee's social insurance premiums in and after October of the year are determined based on their earnings.

**Payroll Report (Notification of Deduction for Dependents) (Payroll) (Japan)**

This notification details employee's dependents so that he/she can receive deduction of a tax reduction for spouses, allowance for dependent, credit for handicapped person, etc. The legal employer receives this from employees before YEA period and must keep this in case the tax authority asks to present.

**Payroll Report (Notification of Deduction for Ins Premiums, Spouse) (Payroll) (Japan)**

This notification details employee's premiums of life and nonlife insurances so that he/she can receive insurance premium deduction and special exemption for spouse. The legal employer receives this from employees before YEA period and must keep this in case the tax authority asks to present.

**Payroll Report (Notification of Dependents for Health Insurance / Notification of Type 3 Insured for National Pension) (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when the details of insured employee's dependents is changed.

**Payroll Report (Notification of Disqualification for Health Ins/Welfare Pension Insurance) (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when the insured employee loses qualification because of some reason like termination, and death.

**Payroll Report (Notification of Qualification for Health Ins/Welfare Pension Insurance) (Payroll) (Japan)**

This notification is submitted by the business proprietor to the social insurance office when the person applicable to Article 9 of Welfare Pension Insurance Law or the 10th article is employed.

**Salary Payment Summary Report (Payroll) (Japan)**

This report details the total income tax withheld from all employees' total earnings. The amount of tax withheld is forwarded by the legal employer to the relevant local government.

**Si FD Report (Payroll) (Japan)**

This is a request set to execute line#2-#6 at once.

**Tax Withheld Report (Payroll) (Japan)**

This report details the total income tax withheld from an employee's earnings. The amount of tax withheld is forwarded by the legal employer to the relevant Japanese tax authority.

**Total Income Tax Withheld Report (Payroll) (Japan)**

This report details the total income tax withheld from all employees' total earnings. The amount of tax withheld is forwarded by the legal employer to the relevant Japanese tax authority.

**Payroll Processing and Analysis**

**1099-R Exception Register (Payroll) (US)**

Identifies employees who have negative box 1 totals on the Form 1099-R, or have a zero box 1 total on the Form 1099-R, but have other negative 1099-R box totals.

**1099-R Forms (Payroll) (US)**

Provides for printing of retiree 1099-R at an individual level as well as all employees in a GRE.

**1099-R Information Return (Payroll) (US)**

Allows printing a single 1099-R or a range of 1099-Rs that you define. Sort options give you further flexibility in 1099-R distribution.



**1099-R Register (Payroll) (US)**

Allows viewing the amounts reported in each box of the Form 1099-R for all employees in a particular GRE for a given year.

**1099-R Register Totals (Payroll) (US)**

You can choose to view only the box totals for all selected employees in the report; individual employees will not be included in the report. Or you can choose to view box totals in the report for selected individual employees, as well as the totals for these employees.

**Alien Retro Benefits Loss (Payroll) (US)**

The Alien Retro Benefits Loss report identifies employees who have earned treaty benefits that are then revoked.

**Alien Retro Benefits Projection (Payroll) (US)**

The Alien Retro Benefits Projection identifies employees who are earning alien tax treaty benefits that could be subject to a retroactive loss at some point in the future.

**Annual Unemployment Insurance (Form 940) Information (Payroll) (US)**

Provides numbers for annual 940 filing.

**Annual FUTA Tax Return (Payroll) (US)**

Oracle Payroll provides certain information in the form of a work sheet that you then transcribe to the official form 940; however, some information must be provided by you.

**Audit Report (Payroll)**

Selects person, employee or applicant, assignment, element, recurring or non-recurring status. Shows Business Group, GRE (US only), assignment details, person entering data (responsibility), input date, effective change date, details of person affected. Lists all fields changed, with input date and effective date, old value and new value, responsibility, workstation address.

**Cost Breakdown Report for Costing Run (Payroll)**

Summarized costing totals for an individual costing.

**Cost Breakdown Report for Date Range (Payroll)**

Summarized costing totals for all costing runs within a given date range.

**Earnings Audit (Payroll) (US)**

Report detailing all employees with a particular element being processed in a given pay period.

**Element Result Listing (Payroll)**

Run results processed for a particular element over a defined period, and run results for selected input values of each employee's last assignment process.

**Employee Payroll Movements Report (Payroll)**

New hires, terminations, transfers in and transfer out of a selected payroll.

**Employee Run Results (Payroll) (CA, US)**

Users may select various elements for the various time frames, assignment of GREs. The report shows the run results for selected information by pay period.

**Employee Run Results Summary Report (Payroll) (UK)**

Includes all assignments, gross pay, PAYE, employee's NI contribution, employer's NI contribution, other deductions, total deductions, net pay and total pay for the payroll.

**Federal 1099-R (magnetic media) (Payroll) (US)**

Creation of Federal 1099R magnetic media.

**Federal and State Tax Remittance Reporting (Payroll) (US)**

This report shows the federal and state balances summarized for a particular range of check dates.

**Federal W-2 (magnetic media) (Payroll) (US)**

Creation of Federal W-2 magnetic media and summary totals.

**GRE Totals (Payroll) (US)**

Reconciliation report to be used to assist in period end processing balancing purposes. This report shows Federal and State level taxable balances and withholdings.

**Local Tax Remittance Reporting (Payroll) (US)**

This report shows the local tax balances summarized for a particular range of check dates.

**Multiple Assignments Report (Payroll) (UK)**

Lists employees who have been marked for multiple assignment processing and indicates where Priority Processing Type is not set and cannot be defaulted.

**Multiple Worksite Report (US)**

Reports on wages and locations of employees in all the multiple locations across all SUIs and other GREs.

**NACHA (magnetic media) (Payroll) (US)**

Provides for creation of employee NACHA information to be submitted.

**NACHA Report (Payroll) (US)**

Detail of employee NACHA information.

**Over Limit Reporting (Payroll) (US)**

The Over Limit Report identifies employees who have had taxes withheld in excess of the legal limit.

**Pay Advice Alignment Report (Payroll) (UK)**

Draft printer alignment for your sample pay advice.

**Payment Register (Payroll) (South Africa)**

Payment elements per employee.

**Payment Register Detail and Summary Reports (Payroll) (US)**

Detail and summary reports listing payments made to employees, listing payment method, check number, and amount.

**Payments Summary Report (Payroll) (UK)**

Payments totalled by payment method type and organizational payment method for a specified payroll and payroll period. Account details for each organizational payment method are also listed.

**Payroll Activity Report (Payroll) (US)**

The Payroll Activity report shows employee and group level payroll details.

**Payroll Message Report (Payroll)**

Display messages for processes connected to specified payrolls.

**Payroll Reconciliation Payment Summary Report (Australia)(AU)**

Generates payroll reconciliation or end of year processing and for all the legal employers in that period.

**Payroll Reconciliation Summary Report (Australia)(AU)**

Generates payroll reconciliation summary report for a specific payroll or quick-pay run, or for a specific period.

**Payment Summary Self Printed Report (AU)**

This report enables employers to self print payment summaries on plain paper. This feature is only available to employers who submit their Payment Summary data to the ATO electronically.

**Payment Summary Validation Report (AU)**

This report obtains all information from the archive tables and can be run several times in a year, against archived data, for data validation. The report lists details that are normally printed on the Payment Summary.

**Payroll Tax Report (Australia)**

Run this report to generate a payroll tax report detailing employer's liability for payroll tax contributions for a specified month and for a specified Australian state. You must run your payroll before running this report.

**Payroll Reconciliation Report (New Zealand) (NZ)**

Generates a payroll reconciliation for a specified payroll period.

**Payroll Register (Payroll) (US)**

Payroll Register Reporting is used to show employee and group level payroll details

**Retro Notifications Report**

Generates an assignment set containing retroactive changes applying to a period for which payroll processing has already taken place.

**Saudi Payroll Register Report (Payroll) (SA)**

Use this report to create payroll information for each employee for each payroll period, and store information for payroll verification, validation, and auditing purposes.

**Start of Year: Records Unprocessed Report (Payroll) (UK)**

Valid records on the Inland Revenue P9 tape that do not fully match your database records after running the Start of Year process.

**UIF Report (Payroll) (South Africa)**

Employee and employer contributions made to the Unemployment Insurance Fund.

**W-2 Forms (Payroll) (US)**

Prints employee W-2s at an individual level, thus allowing W-2s to be created as employees terminate, or for an entire GRE.

**Year End Negative Balance Reports (Payroll) (US)**

Report listing any negative balances found due to user adjustments or conversion issues.

**Year End Adjustment e-File Report (Payroll) (Korea)**

The generated report is about Year End Adjustment, based on the year end balance adjustment and archive process to view, and print the report, and store it on magnetic tape, and send the generated magnetic file to the local tax offices upon their request.

**Year End Adjustment Ledger Report (Payroll) (Korea)**

Generates the YEA Ledger using Oracle Reports for all three YEA types, Normal, Interim and Re. You can generate the ledger using three different criteria:

- Business Place
- Payroll Action
- Assignment Action

**Year End Adjustment Reclaim Sheet (Payroll) (Korea)**

Generates a record with details about YEA tax exemptions and deductions. Oracle Payroll bases this information on the date the employer enters in the Year End Adjustment Information window. The enterprise uses it to claim YEA and keeps the record as documentation for National Tax Services.

**Year End Adjustment Tax Receipt Report (Payroll) (Korea)**

Generates a YEA tax receipt with details like housing pre-tax deduction and insurance exemption for a particular payroll action, business place or an assignment set.

### **Year End Adjustment Tax Summary Report (Payroll) (Korea)**

View the summarized YEA tax details for a business place and period in the generated report.

### **IR8S Ad Hoc Printed Archive Report (Payroll) (Singapore)**

Generates an IR8S report for validation purposes, before submitting the report to the IRAS.

## **Payroll Event Rules**

### **Void Payments (Payroll)**

Details of cancelled cheque payments

## **Deploy Self Service Capability**

### **Notification of Personnel Action (SF 50) (FD)**

Prints the standard Notification of Personnel Action for an approved Request for Personnel Action

### **Request for Personnel Action (SF-52) (FD)**

Prints the contents of the employee's Request for Personnel Action

## **Workforce Intelligence**

### **Dutch Assignment SCL FLExfield Upgrade Report (Netherlands)**

Run this report to view the information removed and moved by the Dutch Assignment SCL Flexfield upgrade script.

## **Processes**

### **A8A File (Payroll) (Singapore)**

Creates a file that includes the details of any benefits-in-kind provided to your employees, for example, car-related benefits, or the cost of running a fax machine. The process also creates a report for you to view the contributions that are included in the file.

### **A8B File (Payroll) (Singapore)**

Creates a file that records details of any stock options granted to an employee, and any stock options exercised during a financial period.

### **ACB Process (Payroll) (South Africa)**

Setting up and running ACB.

### **Advance Pay Batch Setup (South Africa) (Payroll) (South Africa)**

Advance Pay Batch Setup.

**Advance Pay Process (Payroll) (UK)**

Allows you to pay employees in advance for holidays or other events.

**Annual and Long Service Leave Liability Process (Australia) (AU)**

Extracts information used in the Leave Liability Report.

**ASB CSV Direct Credit Process (New Zealand) (NZ)**

Details of all employees that use the direct credit as the payment method.

**Audit Trail Update Tables Process**

This process is used to set up audit trail on selected tables.

**Audit Trail Update Datetracked Tables Process**

This process is used to set up audit trail on selected datetracked tables.

**BACS Process (Payroll) (UK)**

Summarized totals for BACS tape amounts including consolidated totals for multi-day and multi-file formats.

**Batch Print Notification of Personnel Action (FD)**

Prints Notifications of Personnel Action (SF-50s) in batch mode.

**BEE Batch Process (Purge)**

This process is used to delete a batch from the BEE tables on completion of the concurrent request.

**BEE Batch Process (Rollback)**

This process is used to completely remove a BEE transfer, provided you have not purged the batch from the BEE tables

**BEE Batch Process (Transfer)**

This process is used to create element entries in the Oracle HRMS Entries table from the existing entries in the BEE temporary tables.

**BEE Batch Process (Validate)**

This process is used to test each batch line against predefined rules about element entries, and against any additional validation procedures that you have created.

**Bulk Compile Formulas**

Run this process to compile all of your formulas.

**Calculate Commitment**

Run this process to calculate the projected expenditures for a budget over a given period. You can calculate commitments for an entire budget or for a single position in a budget.

**Calculate FTE for Assignments page (UK)**

This process is used to populate the Assignment Budget Window with FTE values.

**Cash Process (Payroll only) (UK)**

Enables you to use cash as a payment method and record cash payments to employee assignments.

**CDV Bank Name User Table Setup (Payroll) (South Africa)**

Creates the CDV Bank Name User Table.

**CDV Data Load Process (Payroll) (South Africa)**

Loads CDV data.

**Change Person Numbering to Automatic**

Run this to process to change the method by which you identify your employees from manual to automatic number generation

**Check Writer Process**

Cheque/Check Writer process to determine the generation of cheques/checks for a specified payroll and consolidation set over a specified time period.

**Check Writer Process (Payroll) (US)**

This process is used to write sequences of checks for your payroll run.

**Cheque Writer Process (Payroll) (South Africa)**

Produces cheque payments.

**Cheque Writer Process (Payroll)**

This process is used to write sequences of cheques for your payroll run.

This process is used to populate the Assignment Budget Window with FTE values.

**Child Sequence Generator Process (Germany)**

This process generates the sequence number for children. The sequence number is used in the calculation of the local cost-of-living allowance.

**Close Action Items Process (Advanced Benefits)**

Run this process before the Close Enrollments Process to close any open action items that are required or optional for the persons you select.

**Close Enrollments Process (Advanced Benefits)**

Run this process to close a person's enrollment after elections have been made.

**Collective Agreement Entitlement Evaluation**

Run this process to evaluate and apply collective agreement entitlements for an employee.

**Commitment GL Posting**

You run the Commitment GL Posting batch process to transfer budget commitments from Oracle HRMS to Oracle General Ledger.

**Communications Triggers Process (Advanced Benefits)**

Use the communications triggers process to generate communications for persons who meet the selection criteria that you specify.

**Compensation Workbench Back-Out Life Events Process**

Run this process to remove the results of the Participation Process: Compensation for a life event associated with Compensation Workbench.

**Compensation Workbench Close Enrollment Process**

Run this process to close the life event for a Compensation Workbench plan.

**Compensation Workbench Post Process**

Run this process *after* all worksheet allocations have been approved.

**Costing Process (Payroll)**

Generates journal entries for your ledgers and costing information relating to labor costs.

**CPFLine (Payroll) (Singapore)**

Creates a file that you submit each month to the CPF Board for every legal entity in your enterprise. The report that is produced enables you to view the CPF contributions that are included in the file

**Create and Maintain Company Cost Centers with Existing Organizations**

This process creates company cost center organizations for each unique company cost center combination that has been defined in GL. This process is also available as part of the Synchronize GL Company Cost Centers with HR request set.

**Create Federal HR Valid Combinations for the Grade KF (FD)**

Federal Concurrent Manager process that supplies the predefined valid grade and pay plan combinations for the grade key flexfield.

**Create Federal Special Info Types (FD)**

Federal Concurrent Manager process that supplies the Federal Special Information types for the Person Special Information.

**Credit Transfer Process (Payroll) (South Africa)**

Marks employees with this payment method as paid.

**Credit Transfer Cheque Payments Process (Payroll) (South Africa)**

Produces an aggregated cheque per bank branch to be submitted with Deposit Schedules.



**Default Enrollment Process (Advanced Benefits)**

Run this process to enroll participants into the default benefit plan when participants have not made an election.

**Direct Deposit (Singapore IBG Format) (Payroll) (Singapore)**

Creates a payment file and report, run after PrePayments is complete for the payroll.

**Direct Deposit Process (China - CCBS Format) (Payroll China)**

This report produces a deposit advice in the correct format. This process generates two outputs:

- A hard copy called "Bank Transfer Report". This output provides a list of employees who had been processed in the Direct Deposit Process.
- A magnetic file for submission to the bank

Once the advice is transferred to the bank, the bank deposits the payments directly into the worker's account.

**Bank Transfer Report (Payroll Korea)**

This report produces a deposit advice in the correct format. This process generates two outputs, a hard copy and a magnetic file for submission to the bank. Once you transfer the advice to the bank, the bank deposits the payments directly into the worker's account.

**Direct Entry (Australian BECS Format) Process (AU)**

Produces a payment file for all employees.

**Direct Entry (Reconciliation Report) (AU)**

Produces a payment file for all employees. This file is the output version of the magtape sent to the government.

**Electronic Lodgement of TFN Declaration report (.mf) (AU)**

The Electronic Lodgement of TFN Declaration process allows you to produce a report for any new or changed TFN details for the employees in an organization. This file is the binary magtape file that is used for uploading to the government.

**Electronic Lodgement of TFN Declaration report (.out) (AU)**

The Electronic Lodgement of TFN Declaration process allows you to produce a report for any new or changed TFN details for the employees in an organization. This file is the output version of the magtape file that is sent to the government.

**Download HRMS Taskflows Process**

Run this process to export a task flow from your database to a flat file that you can then import to another database.

**Duty Station Conversion Process (FD)**

Moves employees from an old to a new Location

**Electronic Tax File Process (Payroll) (South Africa)**

Produces tax files in ASCII format.

**Electronic UIF File Preprocess (South Africa)**

This preprocess archives UIF information for the Electronic UIF File.

**Electronic UIF File Process (South Africa)**

The Electronic UIF File must be submitted on a monthly basis.

**Enable Multiple Security Groups Process**

Run this process when you first set up security groups enabled security.

**End of Year Process (Payroll) (UK)**

Produces statutory End of Year return to the Inland Revenue for employees in your enterprise.

**Export GL Company Cost Center Process**

The process is run for your current business group and writes information about GL company cost center combinations for companies that you have previously defined for your business group to a tab delimited file. It creates a record in the file for each unique company cost center combination that has been defined in GL.

**Extract Definition Download to Data File**

Copies a system extract definition to a file for upload to another business group or Oracle HRMS database.

**Extract Definition Upload to Data File**

Imports a copy of a system extract definition to a new business group or Oracle HRMS database.

**Extract Process (Advanced Benefits)**

Run the extract process to save the output of your system extract to the directory and file that you specified in your extract definition.

**Extract Results Data Purge**

On a periodic basis, run the purge process to free table space in the system extract results tables.

**Extracting Information to Appear on the Payslip**

Enables you to access the latest data relevant to the payslip, and copy it to archive tables.

**Federal Benefits - TSP Conversion of Benefits (FD)**

This process migrates converts the existing records for employees participating in TSP to the Benefits model.

**Federal Benefits - TSP Catchup Conversion of Benefits (FD)**

This process converts the existing records for employees participating in TSP Catch-Up to the Benefits model.

**Forms Configurator – Download Template**

Run this process to download one or more people management templates to a data file.

**Forms Configurator – Upload Template**

Run this process to upload a template to enable you to use it with the People Management Configurator (Forms Configurator) tool.

**French PTO Accruals – Create Entitlements Process**

Enables you to create entitlements from accruals, so that holidays may be spent.

**French PTO Accruals – Obsolete Entitlements Process**

Enables you to obsolete unspent entitlement.

**Full Settlement Process (France) (Payroll)**

This produces a letter in duplicate stating that the employee agrees that their termination has been concluded correctly.

**Generate Overtime Payment Mapping Process (Payroll) (France)**

Allows you to associate your overtime scheme with a payroll calendar.

**Generate Secure User Process (SECGEN)**

Run this process when you create a new security profile that references a reporting user.

**Grant Permissions to Roles Process (ROLEGEN)**

Dynamically grants select permissions on Oracle HRMS tables and views to the HR\_REPORTING\_USER role.

**IR56B Archive Process (Payroll)(Hong Kong)**

The IR56B Annual Employers Return Archive process stores employee and balance information, which is used in the IR56B Report and the Magnetic Tape process.

**IR56B Magnetic Tape Process (Payroll) (Hong Kong)**

The IR56B Magnetic Tape process produces the end of year magnetic tape from the Archived Information.

**IR8A File (Payroll) (Singapore)**

Creates a file that includes your employees' earnings for a specific tax year and legal entity. The process also creates a report for you to view the contributions that are included in the file.

**IR8S File (Payroll) (Singapore)**

Creates a file that includes your employees' and employers' earnings for a specific tax year and legal entity. The process also creates a report for you to view the contributions that are included in the file.

**IRAS Line Archive (Payroll) (Singapore)**

Archives the data that will later be used to create the year-end magnetic tapes.

**Maintain Designee Eligibility (Advanced Benefits)**

Run this process for those benefit plans that include an age factor in determining dependent eligibility.

**Maintain Participant Eligibility Process (Standard Benefits)**

Run this process if you license Standard Benefits and you want to determine benefits eligibility for a segment of your employee population. This process also de-enrolls currently enrolled participants who lose benefits eligibility and ends their associated benefits coverage and activity rate.

**Manual Credit Transfer Cheque Payments (Payroll) (South Africa)**

Updates system with cheque number of manually issued cheques.

**Manual Payments (Payroll) (South Africa)**

Updates system with manual payments made to employees.

**Manually Issued Tax Certificates (Payroll) (South Africa)**

Updates system with manually issued tax certificates numbers.

**NACHA Process (Payroll) (US)**

Produces files that you load on magnetic tape and despatch to banks for direct deposit payments.

**P11D Benefits and Expenses Report (HR and Payroll) (UK)**

Takes a P11D archive request ID and prints a selection of Class 1A benefits and expenses.

**P11D Gaps and Overlaps Report (HR and Payroll) (UK)**

Identifies a taxable benefit that is spread over multiple periods with a gap between each period, and also identifies taxable benefits of the same type that overlap each other within the same period.

**P11D Magtape (HR and Payroll) (UK)**

Generates a magnetic tape containing details of Class 1A NICs for reporting to the Inland Revenue.

**Partial Period Accrual Calculation Process (Core Payroll, and enabled localizations)**

Run this process to calculate accruals when the end of your accounting period occurs part way through a payroll period.

**Participation Batch Process: Grade Step**

Run this process to determine eligibility and electable choices for employees whom you want to progress using Grade/Step Progression.

**Participation Batch Process: Life Event (Advanced Benefits)**

Run this process to determine eligibility and electable choices for benefits participants based on a life event you select.

**Participation Batch Process: Scheduled (Advanced Benefits)**

Run this process to determine eligibility and electable choices for benefits participants based on a scheduled enrollment event.

**Participation Batch Process: Selection (Advanced Benefits)**

Run this process to determine eligibility for benefits participants. This process does not create electable choices.

**Participation Process: Compensation**

Run this process for Compensation Workbench prior to the availability of a plan for budget and worksheet entry.

**Pay Advice Generation – Self Service (South Africa) (South Africa)**

Archives balances and elements you define and other pay advice related information.

**Payroll Run (Payroll) (France)**

The Payroll Run is the regular method to process employee pay.

**Payslip Generation – Self Service (UK)**

Generate payslips for employees to view online through Oracle Self-Service.

**Payslip Generator – Statement of Earnings (Payroll) (France)**

This process generates pay advice data for all employees for a specified payroll and period.

**Pension Extracts**

These processes enable you to extract employee pension plan-related data for transfer to third-party providers.

**Pension Extracts (Electronic Notification) (Netherlands)**

This process extracts the pensions and social insurance data you require for the monthly notification report to ABP and UWV USZO.

**Periodic Tax Filing (FLS) (Payroll) (US)**

The Periodic Tax Filing Interface creates a flat file (.mf) containing the archived data from the External Process Archive in a format that can be directly submitted to Federal Liaison Services, Inc. (FLS) for tax filing and reporting.

**Populate FEHB Program and Plan Design (FD)**

This process populates the Federal Employee Health Benefits program and plan designs for use in professional user interface forms and self-service benefits.

**Populate TSP Program and Plan Design (FD)**

This process populates the US Federal Thrift Savings Plan programs and plan designs for use in professional user interface forms and self-service benefits.

**Populate TSP Catchup Program and Plan Design (FD)**

This process populates the Thrift Savings Plan Catch Up program and plan designs for use in professional user interface forms and self-service benefits.

**PrePayments (French) Process (Payroll) (France)**

Use this process to distribute employee pay over more than one payment method using either a percentage or monetary split. This process runs prepayments for one calendar month only.

**PrePayments Process (Payroll)**

Use this process to distribute employee pay over more than one payment method using either a percentage or monetary split.

**Previous Services Validation (HR) (France)**

Use this process to validate the employee's (titulaire) services for a period in which the employee has worked in some other public sector type organization as non-titulaires.

**Printing the Payslip**

Enables you to access the archived payslip information, and create a formatted file ready for printing and distributing to your employees.

**Process Forfeitures (US)**

Calculates--by participant--the total unspent contributions for a spending account benefits plan.

**Process Future Dated RPAs (FD)**

Set the frequency for processing future actions.

**Prud'hommale (Workers Election) Declaration Process (HR) (France)**

Creates a statutory declaration which enables your employees to take part in the Industrial Tribunal elections.

**Purge Backed-Out or Voided Life Events**

Removes person data associated with backed-out or voided life events for Advanced Benefits and Compensation Workbench.

**Recalculate Participant Values (Standard Benefits) (US)**

Updates activity rates for currently enrolled benefits participants based on plan design changes.

As a prerequisite, you should run the Maintain Participant Eligibility process to update eligibility records and derived factors.

### **Register Extra Information Types (EITs)**

Enables you to register the new Extra Information Types (EITs) that you create using the Descriptive Flexfield window.

**Note:** This process cannot be used to register organizational EITs.

### **Relieve Commitments**

Run the Relieve Commitments request set to calculate budget commitments and post the results to Oracle General Ledger. The request set combines the Calculate Commitments process and the Commitment GL Posting process.

### **Remove Title from Person's Full Name**

Run the Remove Title from Person's Full Name concurrent process to remove title from existing records without updating them.

### **RetroPay Process**

Enables you to make back pay adjustments.

### **Retry Payroll Process**

Retry a payroll process again.

### **Running the P45 EDI Process (UK)**

Enables you to notify the Inland Revenue about employees who leave your employment.

### **Running the P45(3) EDI Process (UK)**

Enables you to notify the Inland Revenue about a new starters information, or someone receiving a pension.

### **Running the P45 Process (UK)**

Enables you to print and archive, or just archive specified P45's.

### **Running the P46 EDI Process (UK)**

Enables you to provide information on new employees who cannot produce, or have never had a P45.

### **Running the P6 and P9 Upload Process (UK)**

Run the process to upload the details about changes to an employee's tax code, or coding changes from the Inland Revenue.

### **Running the Works Number Update (UK)**

Run to provide information on updated and new employee works numbers.

**Saudi Payroll Archiver Process (Payroll) (SA)**

Use this process to archive the payroll details for each payroll period for future reference. This supports production of Online Payslip and Payroll Register reports.

**Saudi Payroll Upgrade Process (Payroll) (SA)**

Use this process to migrate data from existing payroll runs and generate group reports for employees.

**Security List Maintenance Process (PERSLM)**

This process is usually run every night to maintain the lists of organizations, positions, payrolls, employees, and applicants that security profile holders can access.

**Seed French Data Process (France)**

This process creates and populates user defined tables using predefined lookup types and rows.

**Start Automatic WGI (FD)**

Schedule the Within Grade Increases (WGI) process to set the frequency with which the system processes automatic WGIs.

**Start of Year Process (Payroll) (UK)**

Usually performed at the start of the tax year to update tax information for each employee.

**Synchronize GL Company Cost Centers with HR Request Set**

This request set runs the following two processes:

- Create and Maintain Company Cost Center Organizations, page B-74
- Synchronize GL Company Cost Centers with Existing Organizations, page B-82

**Synchronize GL Company Cost Centers with Existing Organizations**

This process links existing and newly created company cost center organizations to GL account combinations, where a link does not already exist..

**Synchronize Positions Process (FD)**

This process updates the non-datetracked Positions table (PER\_ALL\_POSITIONS) with changes made to the datetracked table (HR\_ALL\_POSITIONS\_F). When you run the process, any datetracked changes with an effective date on or before today are applied to the non-datetracked table.

**Synchronize Salary Rates Process (France)**

This process synchronizes the existing salary rates in the corps set up when you update the indemnity rates defined for your global pay scale. This match ensures that you use current compensation values in your pay scales.



**Tax Batch Update Process (Germany)**

The Tax Batch Update Process enables you to update the tax records for employees who have not submitted their tax cards for the current tax year. You can either run the process in report-only mode, which identifies the employees whose records would be subject to change, or in update mode to make the changes to the records.

**Tax Credit Upload (Payroll) (Ireland)**

The Tax Credit Upload process enables you to upload the tax credits of an employee from the data file provided by the Revenue. It also specifies standard rate cut-off amounts for each employee. The tax credit upload process validates the records provided by the Revenue and then uploads them into the PAY\_IE\_PAYE DETAILS\_F table.

**Tax Year End Data Validation and Preprocess (Payroll) (South Africa)**

Preparation for issue of tax certificates.

**Tax Year Start Process (Payroll) (South Africa)**

Updates employee tax information at the start of each tax year.

**Tax Year Start Rollback (Payroll) (South Africa)**

Rolls back the actions performed in the Tax Year Start Process.

**Termination Category Setup Process (Payroll) (South Africa)**

Part of setup required for storing Employment Equity and UIF information.

**Transfer to GL Process**

Transfers the results of the costing process to the Accounting flexfield of Oracle General Ledger.

**Upgrade from ADE to Web ADI**

Run this process to convert styles used by Application Data Exchange (ADE) to integrators in Web Applications Desktop Integrator (Web ADI).

**Upload GL Company Cost Center Information Request Set**

Run the Upload GL Company Cost Center Information request set to upload the amended version of the exported file created using the Export GL Company Cost Centers process.

**Upload HRMS Taskflows Process**

Run this process to import a task flow to your database from a flat file exported from another database.

**Upload Social Insurance Providers Process (Germany)**

The Upload Social Insurance Providers Process enables you to upload a delivered list of social insurance providers to your German HR system.

**Upload Tax Offices Process (Germany)**

The Upload Tax Offices Process enables you to upload a delivered list of tax offices to your German HR system.

**Upload Taxable Benefits (HR and Payroll) (UK)**

The Taxable Benefits process enables you to upload a flat file of P11D elements to your P11D data repository.

**Vehicle Mileage Calculation Information (Payroll) (UK)**

Enters or deletes default mileage elements and rates tables for categories of vehicles in your business group.

**Void Cheque Payments (Payroll) (South Africa)**

Uploads details of canceled cheque payments.

**Void Credit Transfer Cheque Payments (Payroll) (South Africa)**

Voids aggregated cheque payments made to banks.

**Void Payments Process (Payroll) (UK, US)**

Allows you to void cheques that have been printed but need to be cancelled.

**Wage and Tax Statement Form (Form W-2) (Payroll) (US)**

The Wage and Tax Statement (Form W-2) is used by employers to report taxable and non-taxable income information of individual employees to the IRS and State governments.

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# Glossary

## **360-Degree Appraisal**

Part of the SSHR Appraisal function and also known as a Group Appraisal. This is an employee appraisal undertaken by managers with participation by reviewers.

## **360-Degree Self Appraisal**

Part of the SSHR Appraisal function and also known as a Group Appraisal. This is a 360-Degree appraisal initiated by an employee. The employee (initiator) can add managers and reviewers to the appraisal.

## **Absence**

A period of time in which an employee performs no work for the assigned organization.

## **Absence Types**

Categories of absence, such as medical leave or vacation leave, that you define for use in absence windows.

## **Accrual**

The recognized amount of leave credited to an employee which is accumulated for a particular period.

## **Accrual Band**

A range of values that determines how much paid time off an employee accrues. The values may be years of service, grades, hours worked, or any other factor.

## **Accrual Period**

The unit of time, within an accrual term, in which PTO is accrued. In many plans, the same amount of time is accrued in each accrual period, such as two days per month. In other plans, the amount accrued varies from period to period, or the entitlement for the full accrual term is given as an up front amount at the beginning of the accrual term.

## **Accrual Plan**

See: *PTO Accrual Plan*, page Glossary-22

## **Accrual Term**

The period, such as one year, for which accruals are calculated. In most accrual plans, unused PTO accruals must be carried over or lost at the end of the accrual term. Other plans have a rolling accrual term which is of a certain duration but has no fixed start and end dates.

**Activity Rate**

The monetary amount or percentage associated with an activity, such as \$12.35 per pay period as an employee payroll contribution for medical coverage. Activity rates can apply to participation, eligibility, coverages, contributions, and distributions.

**Actual Premium**

The per-participant premium an insurance carrier charges the plan sponsor for a given benefit.

**Administrative Enrollment**

A type of scheduled enrollment caused by a change in plan terms or conditions and resulting in a re-enrollment.

**AdvancePay**

A process that recalculates the amount to pay an employee in the current period, to make an authorized early payment of amounts that would normally be paid in future payroll periods.

**Alert**

An email notification that you can set up and define to send a recipient or group of recipients a reminder or warning to perform a certain task or simply a notification to inform the recipient of any important information.

**API**

Application Programmatic Interfaces, used to upload data to the Oracle Applications database. APIs handle error checking and ensure that invalid data is not uploaded to the database.

**Applicant**

A candidate for employment in a Business Group.

**Applicant/Candidate Matching Criteria**

Matching functionality in the iRecruitment system that systematically identifies which candidates and applicants possess the skills, knowledge and abilities to be considered for a specific vacancy. The following columns are used for matching:

- Skills
- FT/PT
- Contractor/Employee
- Work at Home
- Job Category
- Distance to Location
- Key Words
- Salary

**Apply for a Job**

An SSHR function that enables an employee to, apply, search and prepare applications for an internally advertised vacancy.

**Appraisal**

An appraisal is a process where an employee's work performance is rated and future objectives set.

See also: *Assessment*, page Glossary-3.

**Appraisee**

A person being appraised by an appraiser..

**Appraiser**

A person, usually a manager, who appraises an employee.

**Appraising Manager**

The person who initiates and performs an Employee-Manager or 360 Degree Appraisal. An appraising manager can create appraisal objectives.

**Arrestment**

Scottish court order made out for unpaid debts or maintenance payments.

See also: *Court Order* , page Glossary-8

**Assessment**

An information gathering exercise, from one or many sources, to evaluate a person's ability to do a job.

See also: *Appraisal*, page Glossary-3.

**Assignment**

A worker's assignment identifies their role within a business group. The assignment is made up of a number of assignment components. Of these, organization is mandatory, and payroll is required (for employees only) for payment purposes.

**Assignment Number**

A number that uniquely identifies a worker's assignment. A worker with multiple assignments has multiple assignment numbers.

**Assignment Rate**

A monetary value paid to a contingent worker for a specified period of time. For example, an assignment rate could be an hourly overtime rate of \$10.50.

**Assignment Set**

A grouping of employees and applicants that you define for running QuickPaint reports and processing payrolls.

See also: *QuickPaint Report*, page Glossary-23

**Assignment Status**

For workers, used to track their permanent or temporary departures from your enterprise and, for employees only, to control the remuneration they receive. For applicants, used to track the progress of their applications.

**Authoria**

A provider of health insurance and compensation information, that provides additional information about benefits choices.

**BACS**

Banks Automated Clearing System. This is the UK system for making direct deposit payments to employees.

**Balance Adjustment**

A correction you make to a balance. You can adjust user balances and assignment level predefined balances only.

**Balance Dimension**

The period for which a balance sums its balance feeds, or the set of assignments/transactions for which it sums them. There are five time dimensions: Run, Period, Quarter, Year and User. You can choose any reset point for user balances.

**Balance Feeds**

These are the input values of matching units of measure of any elements defined to feed the balance.

**Balances**

Positive or negative accumulations of values over periods of time normally generated by payroll runs. A balance can sum pay values, time periods or numbers.

See also: *Predefined Components* , page Glossary-21

**Bargaining Unit**

A bargaining unit is a legally organized group of people which have the right to negotiate on all aspects of terms and conditions with employers or employer federations. A bargaining unit is generally a trade union or a branch of a trade union.

**Base Currency**

The currency in which Oracle Payroll performs all payroll calculations for your Business Group. If you pay employees in different currencies to this, Oracle Payroll calculates the amounts based on exchange rates defined in the system.

**Base Summary**

A database table that holds the lowest level of summary. Summary tables are populated and maintained by user-written concurrent programs.

**Behavioral Indicators**

Characteristics that identify how a competence is exhibited in the work context.

See also: *Proficiency Level* , page Glossary-22

**Beneficiary**

A person or organization designated to receive the benefits from a benefit plan upon the death of the insured.

**Benefit**

Any part of an employee's remuneration package that is not pay. Vacation time, employer-paid medical insurance and stock options are all examples of benefits.

See also: *Elements*, page Glossary-11

**Block**

The largest subordinate unit of a window, containing information for a specific business function or entity. Every window consists of at least one block. Blocks contain fields and, optionally, regions. They are delineated by a bevelled edge. You must save your entries in one block before navigating to the next.

See also: *Region*, page Glossary-24, *Field*, page Glossary-12

**Budget Measurement Type (BMT)**

A subset of Workforce Measurement Type. It consists of a number of different units used to measure the workforce. The most common units are headcount and full time equivalent.

**Budget Value**

In Oracle Human Resources you can enter staffing budget values and actual values for each assignment to measure variances between actual and planned staffing levels in an organization or hierarchy.

**Business Group**

The highest level organization in the Oracle HRMS system. A Business Group may correspond to the whole of your enterprise or to a major grouping such as a subsidiary or operating division. Each Business Group must correspond to a separate implementation of Oracle HRMS.

**Business Number (BN)**

In Canada, this is the employer's account number with Revenue Canada. Consisting of 15 digits, the first 9 identify the employer, the next 2 identify the type of tax account involved (payroll vs. corporate tax), and the last 4 identify the particular account for that tax.

**Cafeteria Benefits Plan**

See: *Flexible Benefits Program*, page Glossary-12

**Calendar Exceptions**

If you are using the Statutory Absence Payments (UK) feature, you define calendar exceptions for an SSP qualifying pattern, to override the pattern on given days. Each calendar exception is another pattern which overrides the usual pattern.

**Calendars**

In Oracle Human Resources you define calendars that determine the start and end dates for budgetary years, quarters and periods. For each calendar you select a basic period type. If you are using the Statutory Absence Payments (UK) feature, you define calendars to determine the start date and time for SSP qualifying patterns.

**Canada/Quebec Pension Plan (CPP/QPP) Contributions**

Contributions paid by employers and employees to each of these plans provide income benefits upon retirement.

**Candidate**

(iRecruitment) A candidate is a person who has either directly provided their personal and professional information to a company's job site or provided their resume and details to a manager or recruiter for entering in the iRecruitment system.

**Candidate Offers**

An SSHR function used by a line manager to offer a job to a candidate. This function is supplied with its own responsibility.

**Career Path**

This shows a possible progression from one job or position from any number of other jobs or positions within the Business Group. A career path must be based on either job progression or position progression; you cannot mix the two.

**Carry Over**

The amount of unused paid time off entitlement an employee brings forward from one accrual term to the next. It may be subject to an expiry date i.e. a date by which it must be used or lost.

See also: *Residual*, page Glossary-25

**Cash Analysis**

A specification of the different currency denominations required for paying your employees in cash. Union contracts may require you to follow certain cash analysis rules.

**Ceiling**

The maximum amount of unused paid time off an employee can have in an accrual plan. When an employee reaches this maximum, he or she must use some accrued time before any more time will accrue.

**Certification**

Documentation required to enroll or change elections in a benefits plan as the result of a life event, to waive participation in a plan, to designate dependents for coverage, or to receive reimbursement for goods or services under an FSA.

**Child/Family Support payments**

In Canada, these are payments withheld from an employee's compensation to satisfy a child or family support order from a Provincial Court. The employer is responsible for withholding and remitting the payments to the court named in the order.

**Collective Agreement**

A collective agreement is a form of contract between an employer or employer representative, for example, an employer federation, and a bargaining unit for example, a union or a union branch.



**Collective Agreement Grade**

Combination of information that allows you to determine how an employee is ranked or graded in a collective agreement.

**Communications**

Benefits plan information that is presented in some form to participants. Examples include a pre-enrollment package, an enrollment confirmation statement, or a notice of default enrollment.

**Compensation**

The pay you give to employees, including wages or salary, and bonuses.

See also: *Elements*, page Glossary-11

**Compensation Object**

For Standard and Advanced Benefits, compensation objects define, categorize, and help to manage the benefit plans that are offered to eligible participants. Compensation objects include programs, plan types, plans, options, and combinations of these entities.

**Competence**

Any measurable behavior required by an organization, job or position that a person may demonstrate in the work context. A competence can be a piece of knowledge, a skill, an attitude, or an attribute.

See also: *Unit Standard Competence*, page Glossary-29

**Competence Evaluation**

A method used to measure an employees ability to do a defined job.

**Competence Profile**

Where you record applicant and employee accomplishments, for example, proficiency in a competence.

**Competence Requirements**

Competencies required by an organization, job or position.

See also: *Competence*, page Glossary-7, *Core Competencies*, page Glossary-8

**Competence Type**

A group of related competencies.

**Configurable Forms**

Forms that your system administrator can modify for ease of use or security purposes by means of Custom Form restrictions. The Form Customization window lists the forms and their methods of configuration.

**Consideration**

(iRecruitment) Consideration means that a decision is registered about a person in relation to a vacancy so that the person can be contacted.

**Consolidation Set**

A grouping of payroll runs within the same time period for which you can schedule reporting, costing, and post-run processing.

**Contact**

A person who has a relationship to an employee that you want to record. Contacts can be dependents, relatives, partners or persons to contact in an emergency.

**Content**

When you create a spreadsheet or word processing document using Web ADI, the content identifies the data in the document. Content is usually downloaded from the Oracle application database.

**Contingent Worker**

A worker who does not have a direct employment relationship with an enterprise and is typically a self-employed individual or an agency-supplied worker. The contingent worker is not paid via Oracle Payroll.

**Contract**

A contract of employment is an agreement between an employer and employee or potential employee that defines the fundamental legal relationship between an employing organization and a person who offers his or her services for hire. The employment contract defines the terms and conditions to which both parties agree and those that are covered by local laws.

**Contribution**

An employer's or employee's monetary or other contribution to a benefits plan.

**Core Competencies**

Also known as *Leadership Competencies* or *Management Competencies*. The competencies required by every person to enable the enterprise to meet its goals.

See also: *Competence*, page Glossary-7

**Costable Type**

A feature that determines the processing an element receives for accounting and costing purposes. There are four costable types in Oracle HRMS: costed, distributed costing, fixed costing, and not costed.

**Costing**

Recording the costs of an assignment for accounting or reporting purposes. Using Oracle Payroll, you can calculate and transfer costing information to your general ledger and into systems for project management or labor distribution.

**Court Order**

A ruling from a court that requires an employer to make deductions from an employee's salary for maintenance payments or debts, and to pay the sums deducted to a court or local authority.

See also: *Arrestment*, page Glossary-3

**Credit**

A part of the Qualifications Framework. The value a national qualifications authority assigns to a unit standard competence or a qualification. For example, one credit may represent 10 hours of study, a unit standard competence may equate to 5 credits, and a qualification may equate to 30 credits.

**Criteria Salary Rate**

Variable rate of pay for a grade, or grade step. Used by Grade/Step Progression.

**Database Item**

An item of information in Oracle HRMS that has special programming attached, enabling Oracle FastFormula to locate and retrieve it for use in formulas.

**Date Earned**

The date the payroll run uses to determine which element entries to process. In North America (and typically elsewhere too) it is the last day of the payroll period being processed.

**Date Paid**

The effective date of a payroll run. Date paid dictates which tax rules apply and which tax period or tax year deductions are reported.

**Date To and Date From**

These fields are used in windows not subject to DateTrack. The period you enter in these fields remains fixed until you change the values in either field.

See also: *DateTrack*, page Glossary-9, *Effective Date*, page Glossary-10

**DateTrack**

When you change your effective date (either to past or future), DateTrack enables you to enter information that takes effect on your new effective date, and to review information as of the new date.

See also: *Effective Date*, page Glossary-10

**Default Postings**

(iRecruitment) Default text stored against business groups, organizations, jobs, and/or positions. The default postings are used to create job postings for a vacancy.

**Dependent**

In a benefit plan, a person with a proven relationship to the primary participant whom the participant designates to receive coverage based on the terms of the plan.

**Deployment Factors**

See: *Work Choices*, page Glossary-30

**Derived Factor**

A factor (such as age, percent of fulltime employment, length of service, compensation level, or the number of hours worked per period) that is used in calculations to determine Participation Eligibility or Activity Rates for one or more benefits.

**Descriptive Flexfield**

A field that your organization can configure to capture additional information required by your business but not otherwise tracked by Oracle Applications.

See also: *Key Flexfield*, page Glossary-15

**Developer Descriptive Flexfield**

A flexfield defined by your localization team to meet the specific legislative and reporting needs of your country.

See also: *Extra Information Types*, page Glossary-12

**Direct Deposit**

The electronic transfer of an employee's net pay directly into the account(s) designated by the employee.

**Discoverer Workbook**

A grouping of worksheets. Each worksheet is one report.

**Discoverer Worksheet**

A single report within a workbook. A report displays the values of predefined criteria for analysis.

**Distribution**

Monetary payments made from, or hours off from work as allowed by, a compensation or benefits plan.

**Download**

The process of transferring data from the Oracle HRMS application to your desktop (the original data remains in the application database).

**Effective Date**

The date for which you are entering and viewing information. You set your effective date in the Alter Effective Date window.

See also: *DateTrack*, page Glossary-9

**EIT**

See: *Extra Information Type*, page Glossary-12

**Electability**

The process which determines whether a potential benefits participant, who has satisfied the eligibility rules governing a program, plan, or option in a plan, is able to elect benefits. Participants who are *eligible* for benefits do not always have *electable* benefit choices based on the rules established in a benefit plan design.

**Element Classifications**

These control the order in which elements are processed and the balances they feed. Primary element classifications and some secondary classifications are predefined by Oracle Payroll. Other secondary classifications can be created by users.

**Element Entry**

The record controlling an employee's receipt of an element, including the period of time for which the employee receives the element and its value.

See also: *Recurring Elements*, page Glossary-24, *Nonrecurring Elements*, page Glossary-18

**Element Link**

The association of an element to one or more components of an employee assignment. The link establishes employee eligibility for that element. Employees whose assignment components match the components of the link are eligible for the element.

See also: *Standard Link*, page Glossary-27

**Elements**

Components in the calculation of employee pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plans, and pension contributions.

**Element Set**

A group of elements that you define to process in a payroll run, or to control access to compensation information from a configured form, or for distributing costs.

**Eligibility**

The process by which a potential benefits participant satisfies the rules governing whether a person can ever enroll in a program, plan, or option in a plan. A participant who is *eligible* for benefits must also satisfy *electability* requirements.

**Employee**

A worker who has a direct employment relationship with the employer. Employees are typically paid compensation and benefits via the employer's payroll application.

**Employee Histories**

An SSHR function for an employee to view their Learning History, Job Application History, Employment History, Absence History, or Salary History. A manager can also use this function to view information on their direct reports.

**Employment Category**

A component of the employee assignment. Four categories are defined: Full Time - Regular, Full Time - Temporary, Part Time - Regular, and Part Time - Temporary.

**Employment Equity Occupational Groups (EEOG)**

In Canada, the Employment Equity Occupational Groups (EEOG) consist of 14 classifications of work used in the Employment Equity Report. The EEOGs were derived from the National Occupational Classification system.

**Employment Insurance (EI)**

Benefit plan run by the federal government to which the majority of Canadian employers and employees must contribute.

**Employment Insurance Rate**

In Canada, this is the rate at which the employer contributes to the EI fund. The rate is expressed as a percentage of the employee's contribution. If the employer maintains an approved wage loss replacement program, they can reduce their share of EI premiums

by obtaining a reduced contribution rate. Employers would remit payroll deductions under a different employer account number for employees covered by the plan.

**Enrollment Action Type**

Any action required to complete enrollment or de-enrollment in a benefit.

**Entitlement**

In Australia, this is all unused leave from the previous year that remains to the credit of the employee.

**ESS**

Employee Self Service. A predefined SSHR responsibility.

**Event**

An activity such as a training day, review, or meeting, for employees or applicants. Known as *class* in OLM.

**Ex-Applicant**

Someone who has previously applied for a vacancy or multiple vacancies, but all applications have ended, either because the applicant has withdrawn interest or they have been rejected. Ex-Applicants can still be registered users.

**Expected Week of Childbirth (EWC)**

In the UK, this is the week in which an employee's baby is due. The Sunday of the expected week of childbirth is used in the calculations for Statutory Maternity Pay (SMP).

**Extra Information Type (EIT)**

A type of developer descriptive flexfield that enables you to create an unlimited number of information types for six key areas in Oracle HRMS. Localization teams may also predefine some EITs to meet the specific legislative requirements of your country.

See also: *Developer Descriptive Flexfield*, page Glossary-10

**Field**

A view or entry area in a window where you enter, view, update, or delete information.

See also: *Block*, page Glossary-5, *Region*, page Glossary-24

**Flex Credit**

A unit of "purchasing power" in a flexible benefits program. An employee uses flex credits, typically expressed in monetary terms, to "purchase" benefits plans and/or levels of coverage within these plans.

**Flexible Benefits Program**

A benefits program that offers employees choices among benefits plans and/or levels of coverage. Typically, employees are given a certain amount of flex credits or moneys with which to "purchase" these benefits plans and/or coverage levels.

**Flexible Spending Account**

(FSA) Under US Internal Revenue Code Section 125, employees can set aside money on a pretax basis to pay for eligible unreimbursed health and dependent care

expenses. Annual monetary limits and use-it-or-lose it provisions exist. Accounts are subject to annual maximums and forfeiture rules.

**Form**

A predefined grouping of functions, called from a menu and displayed, if necessary, on several windows. Forms have blocks, regions and fields as their components.

See also: *Block*, page Glossary-5, *Region*, page Glossary-24, *Field*, page Glossary-12

**Full Time Equivalent (FTE)**

A Workforce Measurement Type (WMT) that measures full time equivalent. Although the actual value and calculation may vary, this value is taken from the Assignment Budget Value (ABV) in Oracle HRMS. If the Assignment Budget Value in Oracle HRMS is not set up then a FastFormula is used to determine the value to be calculated.

**Global Value**

A value you define for any formula to use. Global values can be dates, numbers or text.

**Goods or Service Type**

A list of goods or services a benefit plan sponsor has approved for reimbursement.

**Grade**

A component of an employee's assignment that defines their level and can be used to control the value of their salary and other compensation elements.

**Grade Comparatio**

A comparison of the amount of compensation an employee receives with the mid-point of the valid values defined for his or her grade.

**Grade Ladder**

The key component of Grade/Step Progression. You use a grade ladder to categorize grades, to determine the rules for how an employee progresses from one grade (or step) to the next, and to record the salary rates associated with each grade or step on the ladder.

**Grade Rate**

A value or range of values defined as valid for a given grade. Used for validating employee compensation entries.

**Grade Scale**

A sequence of steps valid for a grade, where each step corresponds to one point on a pay scale. You can place each employee on a point of their grade scale and automatically increment all placements each year, or as required.

See also: *Pay Scale*, page Glossary-19

**Grade Step**

An increment on a grade scale. Each grade step corresponds to one point on a pay scale.

See also: *Grade Scale*, page Glossary-13

**Grandfathered**

A term used in Benefits Administration. A person's benefits are said to be grandfathered when a plan changes but they retain the benefits accrued.

**Group**

A component that you define, using the People Group key flexfield, to assign employees to special groups such as pension plans or unions. You can use groups to determine employees' eligibility for certain elements, and to regulate access to payrolls.

**Group Certificate**

In Australia, this is a statement from a legal employer showing employment income of an employee for the financial year..

**Headcount(HEAD)**

A Workforce Measurement Type (WMT) that measures headcount. Although the actual value and calculation may vary, this value is taken from the Assignment Budget Value (ABV) in Oracle HRMS. If the Assignment Budget Value in Oracle HRMS is not set up then a FastFormula is used to determine the value to be calculated.

**Hierarchy**

An organization or position structure showing reporting lines or other relationships. You can use hierarchies for reporting and for controlling access to Oracle HRMS information.

**Imputed Income**

Certain forms of indirect compensation that US Internal Revenue Service Section 79 defines as fringe benefits and taxes the recipient accordingly. Examples include employer payment of group term life insurance premiums over a certain monetary amount, personal use of a company car, and other non-cash awards.

**Info Online**

A generic framework to integrate Oracle applications with partner applications, enabling users to access information from third-party providers, Metalink and Learning Management.

**Initiator**

In SSHR a person who starts a 360 Degree appraisal (Employee or Self) on an individual. An initiator and the appraisee are the only people who can see all appraisal information.

**Input Values**

Values you define to hold information about elements. In Oracle Payroll, input values are processed by formulas to calculate the element's run result. You can define up to fifteen input values for an element.

**Instructions**

An SSHR user assistance component displayed on a web page to describe page functionality.

**Integrator**

Defines all the information that you need to download or upload from a particular window or database view using Web ADI.

**Interface**

A Web ADI term for the item that specifies the columns to be transferred from the Oracle applications database to your desktop or vice versa.



**Involuntary**

Used in turnover to describe employees who have ceased employment with the enterprise not of their own accord, for example, through redundancy.

**Job**

A job is a generic role within a business group, which is independent of any single organization. For example, the jobs "Manager" and "Consultant" can occur in many organizations.

**Job Posting**

An advertisement for a specific vacancy. This is the public side of the vacancy for which a candidate would apply.

**Key Flexfield**

A flexible data field made up of segments. Each segment has a name you define and a set of valid values you specify. Used as the key to uniquely identify an entity, such as jobs, positions, grades, cost codes, and employee groups.

See also: *Descriptive Flexfield*, page Glossary-10

**Key Performance Indicator (KPI)**

Target values that you set for the performance of your enterprise. This value comes from the corresponding KPI Portlet/Report. You can configure the Performance Management Framework to send a notification when actual performance falls short of, or exceeds, the target value. For example, you may configure the Performance Management Framework to send you a notification when workforce variance is greater than 10 percent, or when training success is below 50 percent.

**Key Performance Indicator (KPI) Portlet/Report**

Displays the executive summary of key measures such as total headcount and total salary.

**Layout**

Indicates the columns to be displayed in a spreadsheet or Word document created using Web ADI.

**Learning Management**

Oracle's enterprise learning management system that administers online and offline educational content.

**Leave Loading**

In Australia, an additional percentage amount of the annual leave paid that is paid to the employee.

**Leaver's Statement**

In the UK, this Records details of Statutory Sick Pay (SSP) paid during a previous employment (issued as form SSP1L) which is used to calculate a new employee's entitlement to SSP. If a new employee falls sick, and the last date that SSP was paid for under the previous employment is less than eight calendar weeks before the first day of the PIW for the current sickness, the maximum liability for SSP is reduced by the number of weeks of SSP shown on the statement.

**Legal Employer**

A business in Australia that employs people and has registered with the Australian Tax Office as a Group Employer.

**Life Event**

A significant change in a person's life that results in a change in eligibility or ineligibility for a benefit.

**Life Event Collision**

A situation in which the impacts from multiple life events on participation eligibility, enrollability, level of coverage or activity rates conflict with each other.

**Life Event Enrollment**

A benefits plan enrollment that is prompted by a life event occurring at any time during the plan year.

**Linked PIWs**

In the UK, these are linked periods of incapacity for work that are treated as one to calculate an employee's entitlement to Statutory Sick Pay (SSP). A period of incapacity for work (PIW) links to an earlier PIW if it is separated by less than the linking interval. A linked PIW can be up to three years long.

**Linking Interval**

In the UK, this is the number of days that separate two periods of incapacity for work. If a period of incapacity for work (PIW) is separated from a previous PIW by less than the linking interval, they are treated as one PIW according to the legislation for entitlement to Statutory Sick Pay (SSP). An employee can only receive SSP for the maximum number of weeks defined in the legislation for one PIW.

**LMSS**

Line Manager Self Service. A predefined SSHR responsibility.

**Long Service Leave**

Leave with pay granted to employees of a particular employer after a prescribed period of service or employment with that employer.

**Lookup Types**

Categories of information, such as nationality, address type and tax type, that have a limited list of valid values. You can define your own Lookup Types, and you can add values to some predefined Lookup Types.

**Lower Earnings Limit (LEL)**

In the UK, this is the minimum average weekly amount an employee must earn to pay National Insurance contributions. Employees who do not earn enough to pay National Insurance cannot receive Statutory Sick Pay (SSP) or Statutory Maternity Pay (SMP).

**Manager**

(iRecruitment) A manager accesses the iRecruitment system to document their hiring needs and conduct their recruiting activities online. Specifically, these activities include vacancy definition, searching for candidates, and processing applicants through the vacancy process.

**Manager-Employee Appraisal**

Part of the SSHR Appraisal function. A manager appraisal of an employee. However, an appraising manager does not have to be a manager.

**Mapping**

If you are bringing in data from a text file to Oracle HRMS using a spreadsheet created in Web ADI, you need to map the columns in the text file to the application's tables and columns.

**Maternity Pay Period**

In the UK, this is the period for which Statutory Maternity Pay (SMP) is paid. It may start at any time from the start of the 11th week before the expected week of confinement and can continue for up to 18 weeks. The start date is usually agreed with the employee, but can start at any time up to the birth. An employee is not eligible to SMP for any week in which she works or for any other reason for ineligibility, defined by the legislation for SMP.

**Medicare Levy**

An amount payable by most taxpayers in Australia to cover some of the cost of the public health system.

**Menus**

You set up your own navigation menus, to suit the needs of different users.

**My Account**

(iRecruitment) My Account is the total of either a candidate or applicant's personal and vacancy-specific information including the information needed to manage their progress through the recruitment process.

**NACHA**

National Automated Clearing House Association. This is the US system for making direct deposit payments to employees.

**National Identifier**

This is the alphanumeric code that is used to uniquely identify a person within their country. It is often used for taxation purposes. For example, in the US it is the Social Security Number, in Italy it is the Fiscal Code, and in New Zealand it is the IRD Number.

**National Occupational Classification (NOC) code**

In Canada, the National Occupational Classification (NOC) System was developed to best reflect the type of work performed by employees. Occupations are grouped in terms of particular tasks, duties and responsibilities. The use of this standardized system ensures consistency of data from year to year within the same company as well as between companies. These codes are used in the Employment Equity Report.

**Net Accrual Calculation**

The rule that defines which element entries add to or subtract from a plan's accrual amount to give net entitlement.

**Net Entitlement**

The amount of unused paid time off an employee has available in an accrual plan at any given point in time.

**Nonrecurring Elements**

Elements that process for one payroll period only unless you make a new entry for an employee.

See also: *Recurring Elements*, page Glossary-24

**North American Industrial Classification (NAIC) code**

The North American Industrial Classification system (NAICs) was developed jointly by the US, Canada and Mexico to provide comparability in statistics regarding business activity across North America. The NAIC replaces the US Standard Industrial Classification (SIC) system, and is used in the Employment Equity Report.

**Not in Program Plan**

A benefit plan that you define outside of a program.

**OLM**

Oracle Learning Management.

**Online Analytical Processing (OLAP)**

Analysis of data that reveals business trends and statistics that are not immediately visible in operational data.

**Online Transactional Processing (OLTP)**

The storage of data from day-to-day business transactions into the database that contains operational data.

**Open Enrollment**

A type of scheduled enrollment in which participants can enroll in or alter elections in one or more benefits plans.

**Oracle FastFormula**

Formulas are generic expressions of calculations or comparisons you want to repeat with different input values. With Oracle FastFormula you can write formulas using English words and basic mathematical functions. The output of FastFormulas is fed back into reports.

**Organization**

A required component of employee assignments. You can define as many organizations as you want within your Business Group. Organizations can be internal, such as departments, or external, such as recruitment agencies. You can structure your organizations into organizational hierarchies for reporting purposes and for system access control.

**OSSWA**

Oracle Self Service Web Applications.

**Outcome**

For a unit standard competence, a behavior or performance standard associated with one or more assessment criteria. A worker achieves a unit standard competence when they achieve all outcomes for that competence.

**Overrides**

You can enter overrides for an element's pay or input values for a single payroll period. This is useful, for example, when you want to correct errors in data entry for a nonrecurring element before a payroll run.

**Parameter Portlet**

A portlet in which you select a number of parameters that may affect all your portlets on your page. These may include an effective date, the reporting period, the comparison type, the reporting manager, and the output currency for your reports. The parameter portlet is usually available at the top of the portal page.

**Pattern**

A pattern comprises a sequence of time units that are repeated at a specified frequency. The Statutory Absence Payments (UK) feature, uses SSP qualifying patterns to determine employees entitlement to Statutory Sick Pay (SSP).

**Pattern Time Units**

A sequence of time units specifies a repeating pattern. Each time unit specifies a time period of hours, days or weeks.

**Pay Scale**

A set of progression points that can be related to one or more rates of pay. Employee's are placed on a particular point on the scale according to their grade and, usually, work experience.

See also: *Grade Scale*, page Glossary-13

**Pay Value**

An amount you enter for an element that becomes its run item without formula calculations.

See also: *Input Values*, page Glossary-14

**Payment Type**

There are three standard payment types for paying employees: check, cash and direct deposit. You can define your own payment methods corresponding to these types.

**Payroll**

A group of employees that Oracle Payroll processes together with the same processing frequency, for example, weekly, monthly or bimonthly. Within a Business Group, you can set up as many payrolls as you need.

**Payroll Reversal**

A payroll reversal occurs when you reverse a payroll run for a single employee, in effect cancelling the run for this employee.

**Payroll Rollback**

You can schedule a payroll rollback when you want to reverse an entire payroll run, cancelling out all information processed in that run. To preserve data integrity, you can roll back only one payroll at a time, starting with the one most recently run.

**Payroll Run**

The process that performs all the payroll calculations. You can set payrolls to run at any interval you want.

**People List**

An SSHR line manager utility used to locate an employee.

**Performance Management Framework (PMF)**

A business intelligence tool used to alert users to exceptional circumstances, as defined by KPIs. When a particular factor measured by HRMSi goes beyond a threshold chosen by the user, the system sends the user a workflow notification.

**Performance Management Viewer (PMV)**

A reporting tool that displays the report that corresponds to one or more PMF targets.

**Performance (within Assessment)**

An expectation of "normal" performance of a competence over a given period. For example, a person may exceed performance expectation in the communication competence.

See also: *Proficiency (within Assessment)*, page Glossary-21, *Competence*, page Glossary-7, *Assessment*, page Glossary-3

**Period of Incapacity for Work (PIW)**

In the UK, this is a period of sickness that lasts four or more days in a row, and is the minimum amount of sickness for which Statutory Sick Pay can be paid. If a PIW is separated by less than the linking interval, a linked PIW is formed and the two PIWs are treated as one.

**Period of Placement**

The period of time a contingent worker spends working for an organization. A contingent worker can have only one period of placement at a time although they can have multiple assignments during that time.

**Period Type**

A time division in a budgetary calendar, such as week, month, or quarter.

**Personal Public Service Number (PPS)**

The Irish equivalent to National Insurance number in the UK, or the Social Security number in the US.

**Personal Tax Credits Return (TD1)**

A Revenue Canada form which each employee must complete. Used by the employee to reduce his or her taxable income at source by claiming eligible credits and also provides payroll with such important information as current address, birth date, and

SIN. These credits determine the amount to withhold from the employee's wages for federal/provincial taxes.

### **Person Search**

An SSHR function which enables a manager to search for a person. There are two types of search, Simple and Advanced.

### **Person Type**

There are eight system person types in Oracle HRMS. Seven of these are combinations of employees, ex-employees, applicants, and ex-applicants. The eighth category is 'External'. You can create your own user person types based on the eight system types.

### **Personnel Actions**

*Personnel actions* is a public sector term describing business processes that define and document the status and conditions of employment. Examples include hiring, training, placement, discipline, promotion, transfer, compensation, or termination. Oracle HRMS uses the term *self-service actions* synonymously with this public sector term. Oracle Self Service Human Resources (SSHR) provides a configurable set of tools and web flows for initiating, updating, and approving self-service actions.

### **Plan Design**

The functional area that allows you to set up your benefits programs and plans. This process involves defining the rules which govern eligibility, available options, pricing, plan years, third party administrators, tax impacts, plan assets, distribution options, required reporting, and communications.

### **Plan Sponsor**

The legal entity or business responsible for funding and administering a benefits plan. Generally synonymous with employer.

### **Position**

A specific role within the Business Group derived from an organization and a job. For example, you may have a position of Shipping Clerk associated with the organization Shipping and the job Clerk.

### **Predefined Components**

Some elements and balances, all primary element classifications and some secondary classifications are defined by Oracle Payroll to meet legislative requirements, and are supplied to users with the product. You cannot delete these predefined components.

### **Professional Information**

An SSHR function which allows an employee to maintain their own professional details or a line manager to maintain their direct reports professional details.

### **Proficiency (within Assessment)**

The perceived level of expertise of a person in a competence, in the opinion of the assessor, over a given period. For example, a person may demonstrate the communication competence at Expert level.

See also: *Performance (within Assessment)*, page Glossary-20, *Competence*, page Glossary-7, *Assessment*, page Glossary-3

**Proficiency Level**

A system for expressing and measuring how a competence is exhibited in the work context.

See also: *Behavioral Indicators*, page Glossary-4.

**Progression Point**

A pay scale is calibrated in progression points, which form a sequence for the progression of employees up the pay scale.

See also: *Pay Scale*, page Glossary-19

**Prospect Pool**

(iRecruitment) The prospect pool contains all registered users who have given permission for their information to be published.

**Provincial/Territorial Employment Standards Acts**

In Canada, these are laws covering minimum wages, hours of work, overtime, child labour, maternity, vacation, public/general holidays, parental and adoption leave, etc., for employees regulated by provincial/territorial legislation.

**Provincial Health Number**

In Canada, this is the account number of the provincially administered health care plan that the employer would use to make remittances. There would be a unique number for each of the provincially controlled plans i.e. EHT, Quebec HSF, etc.

**PTO Accrual Plan**

A benefit in which employees enroll to entitle them to accrue and take paid time off (PTO). The purpose of absences allowed under the plan, who can enroll, how much time accrues, when the time must be used, and other rules are defined for the plan.

**QPP**

(See Canada/Quebec Pension Plan)

**QA Organization**

Quality Assurance Organization. Providers of training that leads to Qualifications Framework qualifications register with a QA Organization. The QA Organization is responsible for monitoring training standards.

**Qualification Type**

An identified qualification method of achieving proficiency in a competence, such as an award, educational qualification, a license or a test.

See also: *Competence*, page Glossary-7

**Qualifications Framework**

A national structure for the registration and definition of formal qualifications. It identifies the unit standard competencies that lead to a particular qualification, the awarding body, and the field of learning to which the qualification belongs, for example.



**Qualifying Days**

In the UK, these are days on which Statutory Sick Pay (SSP) can be paid, and the only days that count as waiting days. Qualifying days are normally work days, but other days may be agreed.

**Qualifying Pattern**

See: *SSP Qualifying Pattern*, page Glossary-27

**Qualifying Week**

In the UK, this is the week during pregnancy that is used as the basis for the qualifying rules for Statutory Maternity Pay (SMP). The date of the qualifying week is fifteen weeks before the expected week of confinement and an employee must have been continuously employed for at least 26 weeks continuing into the qualifying week to be entitled to SMP.

**Quebec Business Number**

In Canada, this is the employer's account number with the Ministère du Revenu du Québec, also known as the Quebec Identification number. It consists of 15 digits, the first 9 identify the employer, the next 2 identify the type of tax account involved (payroll vs. corporate tax), and the last 4 identify the particular account for that tax.

**Questionnaire**

An SSHR function which records the results of an appraisal.

**QuickPaint Report**

A method of reporting on employee and applicant assignment information. You can select items of information, paint them on a report layout, add explanatory text, and save the report definition to run whenever you want.

See also: *Assignment Set*, page Glossary-3

**QuickPay**

QuickPay allows you to run payroll processing for one employee in a few minutes' time. It is useful for calculating pay while someone waits, or for testing payroll formulas.

**Ranking**

(iRecruitment) A manually entered value to indicate the quality of the applicant against other applicants for a specific vacancy.

**Rates**

A set of values for employee grades or progression points. For example, you can define salary rates and overtime rates.

**Rating Scale**

Used to describe an enterprise's competencies in a general way. You do not hold the proficiency level at the competence level.

See also: *Proficiency Level*, page Glossary-22

**Record of Employment (ROE)**

A Human Resources Development Canada form that must be completed by an employer whenever an interruption of earnings occurs for any employee. This form is necessary to claim Employment Insurance benefits.

**Recruitment Activity**

An event or program to attract applications for employment. Newspaper advertisements, career fairs and recruitment evenings are all examples of recruitment activities. You can group several recruitment activities together within an overall activity.

**Recurring Elements**

Elements that process regularly at a predefined frequency. Recurring element entries exist from the time you create them until you delete them, or the employee ceases to be eligible for the element. Recurring elements can have standard links.

See also: *Nonrecurring Elements*, page Glossary-18, *Standard Link*, page Glossary-27

**Region**

A collection of logically related fields in a window, set apart from other fields by a rectangular box or a horizontal line across the window.

See also: *Block*, page Glossary-5, *Field*, page Glossary-12

**Registered Pension Plan (RPP)**

This is a pension plan that has been registered with Revenue Canada. It is a plan where funds are set aside by an employer, an employee, or both to provide a pension to employees when they retire. Employee contributions are generally exempt from tax.

**Registered Retirement Savings Plan (RRSP)**

This is an individual retirement savings plan that has been registered with Revenue Canada. Usually, contributions to the RRSP, and any income earned within the RRSP, is exempt from tax.

**Registered User**

(iRecruitment) A person who has registered with the iRecruitment site by entering an e-mail address and password. A registered user does not necessarily have to apply for jobs.

**Report Parameters**

Inputs you make when submitting a report to control the sorting, formatting, selection, and summarizing of information in the report.

**Report Set**

A group of reports and concurrent processes that you specify to run together.

**Requisition**

The statement of a requirement for a vacancy or group of vacancies.

**Request Groups**

A list of reports and processes that can be submitted by holders of a particular responsibility.

See also: *Responsibility*, page Glossary-25

**Residual**

The amount of unused paid time off entitlement an employee loses at the end of an accrual term. Typically employees can carry over unused time, up to a maximum, but they lose any residual time that exceeds this limit.

See also: *Carry Over*, page Glossary-6

**Responsibility**

A level of authority in an application. Each responsibility lets you access a specific set of Oracle Applications forms, menus, reports, and data to fulfill your business role. Several users can share a responsibility, and a single user can have multiple responsibilities.

See also: *Security Profile*, page Glossary-26, *User Profile Options*, page Glossary-30, *Request Groups*, page Glossary-24, *Security Groups*, page Glossary-24

**Resume**

A document that describes the experience and qualifications of a candidate.

**RetroPay**

A process that recalculates the amount to pay an employee in the current period to account for retrospective changes that occurred in previous payroll periods.

**Retry**

Method of correcting a payroll run or other process *before* any post-run processing takes place. The original run results are deleted and the process is run again.

**Revenue Canada**

Department of the Government of Canada which, amongst other responsibilities, administers, adjudicates, and receives remittances for all taxation in Canada including income tax, Employment Insurance premiums, Canada Pension Plan contributions, and the Goods and Services Tax (legislation is currently proposed to revise the name to the Canada Customs and Revenue Agency). In the province of Quebec the equivalent is the Ministère du Revenu du Québec.

**Reversal**

Method of correcting payroll runs or QuickPay runs *after* post-run processing has taken place. The system replaces positive run result values with negative ones, and negative run result values with positive ones. Both old and new values remain on the database.

**Reviewer (SSHR)**

A person invited by an appraising manager to add review comments to an appraisal.

**RIA**

Research Institute of America (RIA), a provider of tax research, practice materials, and compliance tools for professionals, that provides U.S. users with tax information.

**Rollback**

Method of removing a payroll run or other process *before* any post-run processing takes place. All assignments and run results are deleted.

**Rollup**

An aggregate of data that includes subsidiary totals.

**Run Item**

The amount an element contributes to pay or to a balance resulting from its processing during the payroll run. The Run Item is also known as calculated pay.

**Salary Basis**

The period of time for which an employee's salary is quoted, such as hourly or annually. Defines a group of employees assigned to the same salary basis and receiving the same salary element.

**Salary Rate**

The rate of pay associated with a grade or step. Used by Grade/Step Progression.

**Scheduled Enrollment**

A benefits plan enrollment that takes place during a predefined enrollment period, such as an open enrollment. Scheduled enrollments can be administrative, open, or unrestricted.

**Search by Date**

An SSHR sub-function used to search for a Person by Hire date, Application date, Job posting date or search by a Training event date.

**Security Group**

Security groups enable HRMS users to partition data by Business Group. Only used for Security Groups Enabled security.

See also: *Responsibility*, page Glossary-25, *Security Profile*, page Glossary-26, *User Profile Options*, page Glossary-30

**Security Groups Enabled**

Formerly known as Cross Business Group Responsibility security. This security model uses security groups and enables you to link one responsibility to many Business Groups.

**Security Profile**

Security profiles control access to organizations, positions and employee and applicant records within the Business Group. System administrators use them in defining users' responsibilities.

See also: *Responsibility*, page Glossary-25

**Self Appraisal**

Part of the SSHR Appraisal function. This is an appraisal undertaken by an employee to rate their own performance and competencies.

**Site Visitor**

(iRecruitment) A person who navigates to the iRecruitment web site and may view job postings. This person has not yet registered or logged in to the iRecruitment system. This individual may search for postings on the web site and also has the ability to log in or register with the iRecruitment site.

**SMP**

See: *Statutory Maternity Pay*, page Glossary-28

**Social Insurance Number (SIN)**

A unique number provided by Human Resources Development Canada (HRDC) to each person commencing employment in Canada. The number consists of 9 digits in the following format (###-###-###).

**Source Deductions Return (TP 1015.3)**

A Ministère du Revenu du Québec form which each employee must complete. This form is used by the employee to reduce his or her taxable income at source by claiming eligible credits and also provides payroll with such important information as current address, birth date, and SIN. These credits determine the amount of provincial tax to withhold from the employee's wages.

**Special Information Types**

Categories of personal information, such as skills, that you define in the Personal Analysis key flexfield.

**Special Run**

The first run of a recurring element in a payroll period is its normal run. Subsequent runs in the same period are called special runs. When you define recurring elements you specify Yes or No for special run processing.

**SSHR**

Oracle Self-Service Human Resources. An HR management system using an intranet and web browser to deliver functionality to employees and their managers.

**SSP**

See: *Statutory Sick Pay*, page Glossary-28

**SSP Qualifying Pattern**

In the UK, an SSP qualifying pattern is a series of qualifying days that may be repeated weekly, monthly or some other frequency. Each week in a pattern must include at least one qualifying day. Qualifying days are the only days for which Statutory Sick Pay (SSP) can be paid, and you define SSP qualifying patterns for all the employees in your organization so that their entitlement to SSP can be calculated.

**Standard HRMS Security**

The standard security model. Using this security model you must log on as a different user to see a different Business Group.

**Standard Link**

Recurring elements with standard links have their element entries automatically created for all employees whose assignment components match the link.

See also: *Element Link*, page Glossary-11, *Recurring Elements*, page Glossary-24

**Statement of Commissions and Expenses for Source Deduction Purposes (TP 1015.R.13.1)**

A Ministère du Revenu du Québec form which allows an employee who is paid partly or entirely by commissions to pay a constant percentage of income tax based on his or her estimated commissions for the year, less allowable business expenses.

**Statement of Earnings (SOE)**

A summary of the calculated earnings and deductions for an assignment in a payroll period.

**Statement of Remuneration and Expenses (TD1X)**

In Canada, the Statement of Remuneration and Expenses allows an employee who is paid partly or entirely by commission to pay a constant percentage of income tax, based on his or her estimated income for the year, less business-related expenses.

**Statutory Adoption Pay**

In the UK, Statutory Adoption Pay (SAP) is payable to a person of either sex with whom a child is, or is expected to be, placed for adoption under UK law.

**Statutory Maternity Pay**

In the UK, you pay Statutory Maternity Pay (SMP) to female employees who take time off work to have a baby, providing they meet the statutory requirements set out in the legislation for SMP.

**Statutory Sick Pay**

In the UK, you pay Statutory Sick Pay (SSP) to employees who are off work for four or more days because they are sick, providing they meet the statutory requirements set out in the legislation for SSP.

**Statutory Paternity Pay**

In the UK, Statutory Paternity Pay Birth (SPPB) is payable to a person supporting the mother at the time of birth. In cases of adoption, the primary carer receives Statutory Adoption Pay, while the secondary carer receives Statutory Paternity Pay Adoption (SPPA).

**Succession Planning**

An SSHR function which enables a manager to prepare a succession plan.

**Suitability Matching**

An SSHR function which enables a manager to compare and rank a persons competencies.

**Superannuation Guarantee**

An Australian system whereby employers are required to contribute a percentage of an eligible employee's earnings to a superannuation fund to provide for their retirement.

**Supplier**

An internal or external organization providing contingent workers for an organization. Typically suppliers are employment or recruitment agencies.

**Tabbed Regions**

Parts of a window that appear in a stack so that only one is visible at any time. You click on the tab of the required region to bring it to the top of the stack.

**Task Flows**

A sequence of windows linked by buttons to take you through the steps required to complete a task, such as hiring a new recruit. System administrators can create task flows to meet the needs of groups of users.

**Tax Point**

The date from which tax becomes payable.

**Template Letter**

Form letter or skeleton letter that acts as the basis for creating mail merge letters. The template letter contains the standard text, and also contains field codes, which are replaced by data from the application during the mail merge process.

**Terminating Employees**

You terminate an employee when he or she leaves your organization. Information about the employee remains on the system but all current assignments are ended.

**Termination Rule**

Specifies when entries of an element should close down for an employee who leaves your enterprise. You can define that entries end on the employee's actual termination date or remain open until a final processing date.

**Tips**

An SSHR user assistance component that provides information about a field.

**Transcendentive**

A third-party compensation management solutions provider, that provides additional information about benefits choices.

**Unit Standard**

A nationally registered document that describes a standard of performance. The standard is typically defined and maintained by industry representatives.

**Unit Standard Competence**

A competence that is defined in a Unit Standard and linked to a Qualifications Framework qualification.

**Upload**

The process of transferring the data from a spreadsheet on your desktop, created using Web ADI, back to the Oracle HRMS application.

**User Assistance Components**

SSHR online help comprising tips and instructions.

**User Balances**

Users can create, update and delete their own balances, including dimensions and balance feeds.

See also: *Balances*, page Glossary-4

**User Profile Options**

Features that allow system administrators and users to tailor Oracle HRMS to their exact requirements.

See also: *Responsibility*, page Glossary-25, *Security Profile*, page Glossary-26

**User-based Security**

With this type of security, the application generates the security permissions for a current user when that user logs on to a system. The system uses the security profile (can be position, supervisor, or organization-based, for example) to generate security permissions for the current user, for example, based on the user's position. An alternative to user-based security is a security profile with defined security rules, for example, to specify that the top-level position for a position-based security profile is Position A, irrespective of the current user's position.

**View**

An example of an interface that you can use to download data from the Oracle HRMS application to a spreadsheet using Web ADI.

**Viewer (SSHR)**

A person with view only access to an appraisal. An appraising manager or an employee in a 360 Degree Self appraisal can appoint view only access to an appraisal.

**Viewer (Web ADI)**

A desktop application, such as a spreadsheet or word processing tool, that you use to view the data downloaded from Oracle HRMS via Web ADI.

**Voluntary**

Term used in turnover to describe employees who have ceased employment with the enterprise of their own accord, for example, by resigning.

**Waiting Days**

In the UK, statutory Sick Pay is not payable for the first three qualifying days in period of incapacity for work (PIW), which are called waiting days. They are not necessarily the same as the first three days of sickness, as waiting days can be carried forward from a previous PIW if the linking interval between the two PIWs is less than 56 days.

**WCB Account Number**

In Canada, this is the account number of the provincially administered Worker's Compensation Board that the employer would use to make remittances. There would be a unique number for each of the provincially controlled boards i.e. Workplace Safety & Insurance Board of Ontario, CSST, etc.

**Work Choices**

Also known as Work Preferences, Deployment Factors, or Work Factors. These can affect a person's capacity to be deployed within an enterprise, such willingness to travel or relocate. You can hold work choices at both job and position level, or at person level.

**Worker**

An employee or a contingent worker.



**Worker's Compensation Board**

In Canada, this is a provincially governed legislative body which provides benefits to employees upon injury, disability, or death while performing the duties of the employer. Worker's Compensation Board premiums are paid entirely by the employer.

**Workflow**

An Oracle application which uses charts to manage approval processes and in addition is used in SSHR to configure display values of sections within a web page and instructions.

**Workforce Measurement Type (WMT)**

Groups of different units combined to measure the workforce. The most common units are headcount and full time equivalent.

**Workforce Measurement Value (WMV)**

A WMT value, for example, headcount or FTE.

**Work Structures**

The fundamental definitions of organizations, jobs, positions, grades, payrolls and other employee groups within your enterprise that provide the framework for defining the work assignments of your employees.



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