



PeopleSoft 8.3 Global Payroll for France PeopleBook

PeopleSoft 8.3 Global Payroll for France PeopleBook

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Index

About the HRMS PeopleBooks

The HRMS PeopleBooks provide you with the information you will need for implementing and using PeopleSoft Human Resources Management System (HRMS) products.

This section describes information you should know before you begin working with PeopleSoft products and documentation, including PeopleSoft-specific documentation conventions, information specific to the PeopleSoft HRMS product line, how to order additional copies of our documentation, and so on.

Before You Begin

To benefit fully from the information covered in these books, you need to have a basic understanding of how to use PeopleSoft applications. We recommend that you complete at least one PeopleSoft introductory training course.

You should be familiar with navigating around the system and adding, updating, and deleting information using PeopleSoft windows, menus, and pages. You should also be comfortable using the World Wide Web and the Microsoft® Windows or Windows NT graphical user interface.

Because we assume you already know how to navigate the PeopleSoft system, much of the information in these books is not procedural. That is, it does not typically provide step-by-step instructions on using tables, pages, and menus. Instead, we provide you with all the information you need to use the system most effectively and to implement your PeopleSoft application according to your organizational or departmental needs. These books expand on the material covered in PeopleSoft training classes.

PeopleSoft Application Fundamentals for HRMS PeopleBook

The individual HRMS PeopleBooks provide you with implementation and processing information for the individual HRMS products. However, there is additional, essential information describing the setup and design of each HRMS product contained in the companion volume of documentation called *PeopleSoft Application Fundamentals for HRMS PeopleBook*.

The *PeopleSoft Application Fundamentals for HRMS PeopleBook* consists of important topics that apply to many or all PeopleSoft applications across the HRMS product line. Whether you are implementing a single HRMS product, some combination of products within the product line, or the entire PeopleSoft HRMS system, you should be familiar with the contents of this central PeopleBook. It is the starting point for fundamentals such as setting up control tables and administering security.

In the *PeopleSoft Applications Fundamentals for HRMS PeopleBook*, we've included common information pertinent to all applications in the HRMS product line, such as defining general options. If you're upgrading from a previous PeopleSoft release, you may notice that we've

removed some topics or topic headings from the individual application PeopleBooks and consolidated them in this single reference book. You'll now find only application-specific information in your individual application PeopleBooks. This makes the documentation as a whole less redundant. Throughout each PeopleBook, we provide cross-references to *PeopleSoft Application Fundamentals for HRMS* and other PeopleBooks.

Related Documentation

To add to your knowledge of PeopleSoft applications and tools, you may want to refer to the documentation of other PeopleSoft applications. You can access additional documentation for this release from PeopleSoft Customer Connection (www4.peoplesoft.com/cc). We post updates, troubleshooting documentation, and other items on Customer Connection, as well. In addition, documentation for this release is available on CD-ROM and in hard copy.

Important! Before upgrading, it is *imperative* that you check PeopleSoft Customer Connection for updates to the upgrade instructions. We continually post updates as we refine the upgrade process.

Documentation on the Internet

You can order printed, bound versions of the complete PeopleSoft documentation delivered on your PeopleBooks CD-ROM. You can order additional copies of the PeopleBooks CDs through the Documentation section of the PeopleSoft Customer Connection Web site: <http://www4.peoplesoft.com/cc>

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Documentation on CD-ROM

Complete documentation for this release is provided on the CD-ROM *PeopleSoft 8.3 HRMS PeopleBooks*, SKU HR83PBR0, and *PeopleTools 8.14 PeopleBooks*, SKU PTB814R0.

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Telephone	Contact Consolidated Publishing Incorporated (CPI) at 800 888 3559 .
Email	Email CPI at callcenter@conpub.com .

PeopleBooks Standard Page Element Definitions

Throughout our product documentation, you will encounter fields that are used on many application pages or panels. This section lists the most common fields and provides standard definitions.

<i>Field</i>	<i>Definition</i>
Address 1, Address 2, Address 3	Freeflow text entry fields that enable you to describe street, street number, apartment number, and other address information.
As of Date	The last date for which a report or process includes data.
Block (Bloque)	In Spanish addresses, a building or buildings that are close together may be called a Block (Bloque). Include the Block name in the address, if necessary.
Business Unit	An identification code that represents a high-level organization of business information. You can use a business unit to define regional or departmental units within a larger organization.
City	Name of city for address.
Comment(s)	Freeflow text entry that enables you to add comments.
Company	A business organization. For US companies using PeopleSoft Payroll for North America or PeopleSoft Pension Administration, a business unit that has a unique federal Employer Identification Number (EIN) for payroll reporting purposes.

Field	Definition
Country	Country for address. Other address fields will be adjusted to reflect Country choice. Select a country from the list of valid values and press TAB to move through the field. The system automatically displays the appropriate address fields using the standardized address formats previously set up in the Country Table. Enter the appropriate address data in the fields that appear.
County (also Prefecture and Parish)	Name of county (prefecture/parish) for address, if applicable.
Currency Code	The 3-letter code in which the currency is specified.
Description	Freeflow text up to 36 characters that describes what you are defining.
Department	An identification code that represents an organization in a company.
Door (Puerta)	In Spanish addresses, identifies the door name or number.
Effective Date	Date on which a table row becomes effective; the date that an action begins. For example, if you want to close out a ledger on June 30, the effective date for the ledger closing would be July 1. This date also determines when you can view and change the information. Pages or panels and batch processes that use the information use the current row.
Email	The email address for a person or organization.
EmplID (employee ID)	Unique identification code for an individual associated with your organization.
Empl Rcd# (Employee Record Number)	A system-assigned number that indicate an employee has more than one record in the system.
Fax (also Fax Number)	The fax number for a person or organization.
Floor (Piso)	In Spanish addresses, identifies the floor name or number.
House	Identifies the type of house.
Initials	Initials of individual.
Language	Language spoken by employee/applicant/non-employee.
Language or Language Code	The language in which you want the field labels and report headings of your reports to print. The field values appear as you enter them. Language also refers to the language spoken by an employee, applicant, or non-employee.
Last Run On	The date that a report or process was last run.
Locality	A tax location within an organization.
Name	Name of individual.

Field	Definition
National ID	Identification code used by countries to track information on their residents for payroll, identification, benefits, and other purposes. For example, for US residents this would be their Social Security Number; for German residents it would be their Social Insurance Number, and for UK residents it would be their National Insurance Code.
Number	The number related to a street, avenue, or other address field in Spanish addresses. When an address has no number, enter s/n (sin numero) to indicate that there is no number.
Phone	The phone number for a person or organization.
Phone Extension	The phone extension number for a person or organization.
Phone Type	Identifies the type of phone number entered in the Telephone field. Valid values are Business, Campus, Cellular, Dormitory, FAX, Home, Other, Pager 1, Pager 2, or Telex.
Post Code (also Postal)	Postal code for address.
Prefix	Prefix for individual (such as Mr., Ms., Mrs., Dr., and so on)
Process Frequency group box	Designates the appropriate frequency in the Process Frequency group box: Once executes the request the next time the batch process runs. After the batch process runs, the process frequency is automatically set to Don't Run . Always executes the request every time the batch process runs. Don't Run ignores the request when the batch process runs.
Process Monitor	This button takes you to the Process List page, where you can view the status of submitted process requests.
Regulatory Region	A regulatory region can be any region where there are specific laws and regulations that are addressed by functionality in PeopleSoft Human Resources. Many country-specific transactions are driven by regulatory requirements where Regulatory Region is used for transaction processing.
Report ID	Identifies a report.
Report Manager	This button takes you to the Report List page, where you can view report content, check the status of a report, and see content detail messages (which show you a description of the report and the distribution list).
Request ID	A request identification that represents a set of selection criteria for a report or process.
Run	This button takes you to the Process Scheduler request page, where you can specify the location where a process or job runs and the process output format.

Field	Definition
Run Control ID	Identifies specific run control settings for a panel.
Run Date	The date that a process was run or a report was generated.
Run Time	The time that a process was run or a report was generated.
SetID	An identification code that represents a set of control table information. SetIDs enable the sharing of a set of control table information across two or more Business Units.
Short Description	Freeflow text up to 15 characters.
Stair (Escalera)	In Spanish addresses, identifies the stair name or number.
State (also Province)	State (Province) for address.
Status	Indicates whether a row in a table is <i>Active</i> or <i>Inactive</i> .
Street Type	Identifies whether an address is a place, street, avenue, road, or so on. Spanish law requires addresses in official documents to include the Street Type.
Telephone (Phone)	The telephone number for a person or organization.
User ID	The system identifier for the individual who generates a transaction.

See Also

PeopleTools Development Tools: Application Designer PeopleBook, “Creating Field Definitions,” Understanding Effective Dates

PeopleSoft Process Scheduler

PeopleBook Standard Group Boxes

The following group boxes and field groupings appear throughout PeopleSoft HRMS. We have documented them once here.

Entering Name Information

The following fields appear wherever you enter or display naming information:

Format Using

Select the country with name format appropriate for this employee. The system will display the appropriate fields for this format in the Person Name group box.

Refresh the Name Field

Click to refresh the Name field after you’ve edited any of the name fields. The system will refresh the name field when you save.

Person Name or Current Name

The following fields appear in the Person Name group box. You will not see all of the fields listed below at any one time. The system displays the fields necessary for the country you select in the Format Using field.

Title	Select a title. If you are reporting employee information under the German Duevo Directive, this field is required and must be completed according to the Duevo rules.
Prefix and Name Prefix	Select a Prefix or Name Prefix, if applicable.
Royal Prefix	Select a Royal Prefix, if applicable.
First Name	Enter the employee's official first name.
Preferred First Name	For The Netherlands, enter the employee's preferred first name, if different from the First Name. The system will use the preferred name when you generate form letters or mailing labels for this employee.
Last Name Preference	For the Netherlands, choose this link to provide additional name information for married employees. The Last Name Preference page contains three fields: Last Name Partner, Prefix Partner and Last Name Preference.
Middle	Enter the employee's middle name, if applicable.
Last Name	Enter the employee's official last name.
Suffix	Select a suffix, if applicable.
Second Last Name	For Spanish employees, enter the second surname (mother's surname).
Alternate Character Name	Use this field to enter the employee's name using alternate characters (such as Japanese phonetic characters). Note. You can enter names using Japanese characters with or without a space between the surname and given name. Names using Roman alphanumeric characters require a comma delimiter. Warning! Be sure to select the correct character set on the Installation Table – Alternate Characters page. Using the wrong character set generates an error message.
Royal Suffix	Select the appropriate royal suffix. If you are reporting employee information under the German Duevo Directive, this field is required and must be completed according to the Duevo rules.
Name	The system displays the employee's name as it will appear in the system.

Displaying Japanese Names on Pages

Pages that display personal name fields usually display them in First Name, Last Name order. When the country is Japan, however (JPN in the Format Using field), those fields appear in the Last Name, First Name order.

Another difference is that the Name field displays “Last Name[space]First Name,” not “Last Name,First Name”; that is, a space separates the last and first names, not a comma.

Person Name	
Last:	津村
First:	友則
Alternate Character Name:	ツムラトモリ
Name:	津村 友則

Japanese name format on a page

See Also

PeopleSoft Applications Fundamentals for HRMS PeopleBook, “Setting Up PeopleSoft HRMS,” Working With Double-Byte Characters

Entering Address Information

The following fields appear in address group boxes throughout PeopleSoft HRMS. You may not see all of the fields listed below as the system displays only the fields necessary for the country in use. Determine which address fields are required for each country on the Country Table – Address Format page.

Country	Select the country with address format appropriate for this address. The system will display the appropriate fields for this format in the address group box.
Address 1, Address 2, Address 3, and Address 4	Freeflow text entry fields that enable you to describe street, street number, apartment number, and other address information.
City	Enter the city.
County	Enter the county, if applicable.
State (State, Province, or other)	Enter the state or province.
Postal	Enter the postal, such as zip or postal code.
Number 1, and Number 2	Enter the number related to a street, avenue, or other address field in Spanish addresses. When an address has no number, enter s/n (sin numero) to indicate that there is no number.

House Type	Enter the house type, if applicable.
Postal Search	Click Postal Search to use international address formats.

Entering or Viewing Pay Components

Amounts Tab

Pay Components - Amounts

Rate Code	Rate codes are IDs for pay components. The system inserts any compensation information associated with this rate code in the compensation grid. Note. If a seniority rate code is inserted as a default value on the Job Data - Compensation page, the values for these rate codes are unavailable for entry.
Seq (sequence)	The sequence number of the rate code if it is used more than once.
Details	Click the Details button to open the Comp Rate Code Secondary Panel page.
Comp Rate , (compensation rate) Currency , and Frequency	The compensation rate, its currency, and the frequency (for example, annually, weekly, or hourly) the comp rate will be paid.
Apply FTE	If selected, the system multiplies the rate code value by the FTE factor for annualization and deannualization. FTE is the percent of full time the employee should normally work in the corresponding job. This field isn't available for Percent rate codes.
Points	The salary points associated with this rate code, if any.
Percent	If the rate code rate type is Percent , the system displays the percent to be applied to the job compensation rate or to a rate code group if you are using rate code groups.
Rate Code Group	A rate code group enables you to be more specific when calculating percentages based components as part of your employee compensation package.

Comp Rate Code Secondary Panel

Comp Rate Code: TSDFLT

Description: Salaried Default

Base Pay **Use Highest Rate**

Default Without Override

Rate Code Type: Flat Amount

Rate Code Class:

Comp Rate Code Secondary Panel

Access this page by clicking the Details link on the Amounts page. Displays additional information about the rate code.

See Also

PeopleSoft Application Fundamentals for HRMS PeopleBook, “Working With Multiple Components of Pay,” **Defining Rate Codes**

Changes Tab

Pay Components							First	1 of 1	Last
Amounts		Changes		Conversion					
*Rate Code	Seq	Manually Updated	Change Amount	Change Points	Change Percent				
1	0	<input type="checkbox"/>	0.000000		0.000	<input type="button" value="+"/>	<input type="button" value="-"/>		

Pay Components – Changes page

This page displays the change in an employee’s salary.

- Manually Updated** The system selects this if you have manually updated the pay components.
- Change Amount** The overall change amount to this pay component rate.
- Change Points** The overall change amount (in points) to this pay component, if applicable.
- Change Percent** The overall percentage change to this pay component, if applicable.

Pay Components							First	1 of 1	Last
Amounts		Changes		Conversion					
*Rate Code	Seq	Source	Default Without Override	Apply FTE	Converted Comp Rate				
1		None	<input type="checkbox"/>	<input type="checkbox"/>		<input style="background-color: yellow;" type="button" value="+"/>	<input style="background-color: yellow;" type="button" value="-"/>		

Pay Components – Conversion

This page displays the conversion rates in an employee's salary.

Source	The system displays the source of the rate code, such as <i>Absorbing Premium</i> , <i>Seniority Pay</i> , <i>Job Code</i> , or <i>Manual</i> .
Default Without Override	Selected if the worker's compensation package cannot be manually updated on the Job Data – Compensation page.
Apply FTE	Indicates if the converted rate code value will be multiplied by the FTE factor for annualization and deannualization.
Converted Comp Rate	Displays the converted compensation rate for this pay component. The system converts all base pay components to the Job currency and compensation frequency.

Required Fields on Pages

When you see a field on a page with an asterisk (*) preceding the field name, it means the field is required. You can not save a page without entering data into all of the required fields on a page.

*Description:	<input type="text" value="This is a required field"/>
----------------------	---

Example of a required field label

In some unique instances a field may be required even though there is no asterisk preceding the field name. In such cases, you will be prompted to enter data in these fields before saving the page.

Typographical Conventions and Visual Cues

To help you locate and interpret information, we use a number of standard conventions in our online documentation.

Please take a moment to review the following typographical cues:

monospace font

Indicates PeopleCode.

Bold	Indicates field names and other page elements, such as buttons and group box labels, when these elements are documented below the page on which they appear. When we refer to these elements elsewhere in the documentation, we set them in Normal style (not in bold). We also use boldface when we refer to navigational paths, menu names, or process actions (such as Save and Run).
<i>Italics</i>	Indicates a PeopleSoft or other book-length publication. We also use italics for <i>emphasis</i> and to indicate specific field values. When we cite a field value under the page on which it appears we use this style: <i>field value</i> . We also use italics when we refer to words as words or letters as letters, as in the following: Enter the number <i>0</i> , not the letter <i>O</i> .
KEY+KEY	Indicates a key combination action. For example, a plus sign (+) between keys means that you must hold down the first key while you press the second key. For ALT+W, hold down the ALT key while you press W.
See Also	PeopleBooks provide cross-references under the heading “See Also.” Capitalized titles in italics indicate the title of a PeopleBook; titles in quotes indicate the title of a chapter; titles in normal font refer to sections within the PeopleBook. Here's an example:

See Also

About These HRMS PeopleBooks, PeopleSoft 8.3 HRMS PeopleBooks Preface

Note. Text in this bar indicates information that you should pay particular attention to as you work with your PeopleSoft system. If the note is preceded by **Important!**, the note is crucial and includes information that concerns what you need to do for the system to function properly.

Warning! Text within this bar indicates a crucial configuration consideration. Pay very close attention to these warning messages.

Process Introductory Table

In the documentation, each business process in the application is accompanied by an introductory table with pertinent information about the pages used in the process.

<i>Page</i>	<i>System Name</i>	<i>Navigation</i>	<i>Usage</i>
Name of the page.	Gives the system name of the page as specified in the PeopleTools Application Designer. For example, the system name of the Detail Calendar panel is DETAIL_CALENDAR1.	Provides the path for accessing the page.	Describes how you would use the page.

USF U.S. Federal Government Functionality

Any functionality that is specific to the U.S. Federal Government sector will be designated by a USF marker. Most often this will appear at the beginning of a section heading (such as with this section), but the USF designation might also appear in a note or within text, if appropriate.

E&G Education and Government Functionality

Any functionality that is specific to the Education and Government sector will be designated by an E&G marker. Most often this will appear at the beginning of a section heading (such as with this section), but the E&G designation might also appear in a note or within text, if appropriate.

Local Country Functionality

Any functionality that is specific to an individual country will be designated by the three-character ISO code for that country. For example, functionality specific to Germany would be indicated by a DEU designation at the beginning of a section heading. Most often this will appear at the beginning of a section heading (such as with this section), but the country designation might also appear in a Note or within text, if appropriate.

Comments and Suggestions

Your comments are important to us. We encourage you to tell us what you like, or what you would like changed about our documentation, PeopleBooks, and other PeopleSoft reference and training materials. Please send your suggestions to:

PeopleSoft HRMS Product Documentation Manager
 PeopleSoft, Inc.
 4460 Hacienda Drive
 Pleasanton, CA 94588

Or send comments by email to the authors of the PeopleSoft documentation at:

DOC@PEOPLESOFT.COM

While we cannot guarantee to answer every email message, we will pay careful attention to your comments and suggestions. We are always improving our product communications for you.

CHAPTER 1

About the PeopleSoft 8.3 Global Payroll for France PeopleBook

This book provides you with the information you will need for implementing and using PeopleSoft Global Payroll for France.

This preface explains how to use the documentation for PeopleSoft Global Payroll for France. General information you should know before you begin using PeopleSoft documentation is presented in **About the HRMS PeopleBooks**.

Note. We strongly recommend that you read About the HRMS PeopleBooks. In particular, the PeopleSoft HRMS Application Fundamentals section explains where you can find information about topics that apply to many PeopleSoft applications across the HRMS product line. For example, you can find information about setting up control tables, administering security, and setting language and currency preferences in the *PeopleSoft Application Fundamentals for HRMS PeopleBook*.

See Also

PeopleSoft Global Payroll PeopleBook, “Preface”, Understanding the Documentation

CHAPTER 2

Understanding PeopleSoft-Delivered Elements for France

PeopleSoft Global Payroll for France delivers numerous elements and rules needed to run a French payroll. Some of these rules are specifically designed to meet legal requirements, while others support common or “customary” payroll practices. In this section we provide general information about delivered elements for France. This information is organized into the following topics:

- **How French Elements Were Created.** This topic explains how the delivered elements for France were created and reviews the relationship between the core application and your PeopleSoft Global Payroll country extension.
- **Element Ownership and Maintenance.** This topic describes PeopleSoft Global Payroll for France’s general approach towards element ownership and maintenance. This will provide you with a clearer understanding of the kinds of elements PeopleSoft maintains, what we deliver but do not maintain, and what we provide as sample data, so that you can determine what parts of the system you might be required to update or modify.
- **Naming Elements.** This topic outlines the naming convention that PeopleSoft followed when creating French elements. This information will enable you to identify elements defined specifically for your country as well as the functional areas that they support.
- **Viewing Delivered Elements for France.** This topic directs you to additional information about how to obtain detailed data on delivered elements by using core application pages or by querying your database.

How French Elements Were Created

All of the elements delivered with your country extension were created using the core application—the same application you will use both to create additional elements, and (in many cases) to configure existing elements delivered as part of your PeopleSoft Global Payroll system. Because the tools needed to redefine or create new payroll elements are fully documented in the core application PeopleBook, we will not reproduce this information here. Instead, we will briefly review the relationship between the core application (which contains the tools you need to define your own elements), and the country extensions (which contain country-specific rules and elements defined by PeopleSoft).

The core application has the following characteristics:

- It consists of a payroll rules engine—a flexible tool that enables users to define the rules of their payroll system and execute payroll and absence calculations. PeopleSoft Global Payroll does not embed payroll-specific logic or computations in application code. Instead, it specifies all business application logic, such as earnings, deductions, absences and accumulators, in terms of payroll rules. PeopleSoft Global Payroll enables the user to enter and maintain payroll rules through a set of pages and offers a comprehensive set of features that allow the user to work in their preferred language or currency.
- It provides a payroll processing framework—a flexible way to define and execute payroll and absence processing flows such as calendars, run types, pay periods, and process lists.

Country extensions have the following characteristics:

- They are built using the core application.
- They consist of statutory and customary objects (country-specific payroll rules, elements, payroll processes, reports, pages, and self-service applications).

Element Ownership and Maintenance

This section describes PeopleSoft’s approach to element ownership and what this means for the maintenance of French payroll rules. This information will help clarify which parts of the system you may be required to maintain, what you can modify, and what parts of the system you cannot change.

Understanding Ownership in PeopleSoft Global Payroll

There are five possible categories of element ownership in Global Payroll:

PS Delivered/Maintained	Elements delivered and maintained on an ongoing basis by PeopleSoft.
PS Delivered/Not Maintained	Elements delivered by PeopleSoft that must be maintained by the customer. This category consists primarily of either customary (non-statutory) rules or statutory elements that customers may want to define according to a different interpretation of the rules. Although PeopleSoft may occasionally update elements defined as PS Delivered/Not Maintained, you are not required to apply these updates.
Customer Maintained	Elements created and maintained by your organization. PeopleSoft does not deliver rules defined as Customer Maintained.
PS Delivered/Customer Modified	Elements that were originally PS Delivered/Maintained elements over which the customer has decided to take control (this change is irreversible).

PS Delivered / Maintained / Secure Delivered elements that the customer can never modify or control.

Understanding Ownership in PeopleSoft Global Payroll for France

Of the five ownership categories described here, only the following two are used to define French elements: PS Delivered/Maintained and PS Delivered/Not Maintained. Although Global Payroll for France delivers some elements as PS Delivered/Maintained, the large majority of elements are designated PS Delivered/Not Maintained. This enables you to modify, update, and reconfigure the delivered elements to meet your own, unique requirements.

Note. In general, PeopleSoft Global Payroll for France uses the ownership category PS Delivered/Not Maintained except where the modification of an element might interfere with calculations designed to satisfy strict (and generally invariable) legal requirements. The value of this approach is clearly evident in the setup of delivered accumulators. Because balance accumulators (for example, those storing taxable gross on a year-to-date basis) must be set up to comply with rigid legal requirement for reporting taxes and contributions, PeopleSoft Global Payroll for France defines them as PS Delivered/Maintained (meaning you cannot modify or directly add new elements to them). However, you can add new elements to these accumulators using the delivered segment accumulators, which serve as the **basic entry point into the system and are not maintained by PeopleSoft**. Therefore, when you define a new earning or deduction, you can assign the element to a segment accumulator, and the segment accumulator automatically contributes to the correct balance accumulators.

The following table contains an element-by-element description of PeopleSoft Global Payroll for France's approach to element ownership and maintenance.

Element Type	Ownership	Exceptions
Earnings	PS Delivered/Maintained	Base Salary and Base Salary for AFB.
Deduction	PS Delivered/Maintained	Work Council Tax is delivered as sample data.
Variable	PS Delivered/Not Maintained	Values that cannot be changed without impacting the calculation.
Bracket	PS Delivered/Not Maintained	If values are not to be changed by the customer, they are defined as PS Delivered/Maintained.
Accumulator	PS Delivered/Not Maintained for segment accumulators. PS Delivered/Maintained otherwise.	In general, PeopleSoft maintains the non-segment base accumulators because customers can modify the funding base segment accumulators. However, the following non-segment accumulators are not PS Delivered/Maintained: Accumulators for loans and garnishments Generic accumulators Accumulators for benefits in kind

Element Type	Ownership	Exceptions
Element Group	PS Delivered/Not Maintained	None
Process List	PS Delivered/Not Maintained	None
Section	PS Delivered/Not Maintained	None
Formula	PS Delivered/Maintained	<p>There are some exceptions if the rule is not strictly legal:</p> <p>Formulas used to create conditional sections in a process list and generation control formulas are not maintained.</p> <p>Note. To enable you to decide when and how elements are triggered, generation control formulas and formulas used to create conditional sections are defined as PS Delivered/Not Maintained.</p> <p>Situation formulas are used to manage specific contracts and are not maintained.</p> <p>Note. Situation formulas are used to control how HR fields are used in payroll processing. To enable you to decide how these fields should be used, situation formulas are defined as PS Delivered/Not Maintained.</p> <p>Most generic formulas are not PeopleSoft-maintained (except legal rules and specific process formulas).</p> <p>Note. Generic formulas are developed as part of the country setup feature and carry the prefix GEN.</p>
Array	PS Delivered/Maintained	None
Generation Control	PS Delivered/Not Maintained	None. Generation control formulas have been defined as PS Delivered/Maintained to enable you to decide when and how elements are triggered.

Note. For elements defined as PS Delivered/Maintained, the owner category triggers online security that prevents them from being modified. In addition, the owner field is important because it is used by the Element Upgrader to identify which elements PeopleSoft has delivered and which ones you have created.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining General Element Information,” Defining an Element Name (GP_PIN)

“Understanding Specific Contracts”

“Understanding Country Setup for France”

Naming Elements

One of the keys to understanding how delivered payroll elements function in the system is to understand their names. Understanding the naming convention developed for PeopleSoft-delivered elements can help you determine how an element is used, the element type, and even the functional area it serves. Depending on whether the element is a primary or a supporting element, one of the following naming conventions applies.

Supporting Elements

For supporting elements such as variables, formulas, dates, durations, and so forth, PeopleSoft uses the following naming convention: FFF TT NAME.

- FFF: Functional Area Code (see Functional Area Codes for more information).
- TT: Type of Supporting Element (see List of Element Type Codes (PIN_TYPE) for more information).
- NAME: The name is based on a term in French and provides a further means of identifying the element.

For example, take the French variable URS VR TX VEUV S, where URS represents the functional area, VR represents the element type, and TX VEUV S provides a further means of identifying the element.

Note. This naming convention applies to the following element types: arrays, brackets, counts, dates, durations, formulas, rate codes, variables, historical rules, fictitious calculation rules, proration rules, rounding rules, and generation control conditions.

Primary Elements

Primary elements such as earnings, deductions, absence take, and absence entitlement elements do not always contain functional area codes in their names. This is because primary elements have names, based on French terms, that identify their function and element type without the use of additional codes. For example, the absence take and entitlement elements for seniority paid vacation have names that identify their use in the system:

Absence Reason	Take Element	Entitlement Element
Seniority paid vacation	CPT ANCIENTE	CPE ANCIENTE

Although the names of these absence take and entitlement elements are not based on functional area codes, the key to their use can be found in the abbreviations CPT and CPE. CPT represents paid vacation take (prise congés payés). CPE represents paid vacation entitlement (droits congés payés). In addition, the abbreviation ANCIENTE (for *ancienneté* or seniority) indicates that the purpose of these elements is to calculate seniority paid vacation. PeopleSoft Global Payroll for France uses numerous such abbreviations to signify how

elements are used and the functional area they serve. Additional information about these abbreviations can be found in the section Additional Clues to the Use of French Elements.

Other Elements

For accumulators, sections, and element groups, PeopleSoft uses the following naming convention: FFF TT NAME.

- FFF: Functional Area Code (see Functional Area Codes for more information).
- TT: Type of Supporting Element (see List of Element Type Codes (PIN_TYPE) for more information).
- NAME: The name is based on a term in French and provides a further means of identifying the element.

For example, a section in a process list for France might be URS SE COTISATIONS, where URS is a functional area code, SE represents the element type, and COTISATIONS provides a means of uniquely identifying the element.

Additional Clues to the Use of French Elements

Many French elements contain abbreviations that provide clues (beyond those provided by the Functional Area Codes or List of Element Type Codes (PIN_TYPE)) to their use in the system. For example, URS MAL S is a deduction with a calculation rule of *base x percent*. The *percentage* is contained in the variable URS VR TX MAL S, and the *base* is contained in the formula URS FM BRUT ABAT. While the code URS (URSSAF) in the name of the deduction indicates the functional area served by the element, the abbreviations MAL and S provide additional useful information about the deduction. The abbreviation MAL (*maladie* or illness) indicates that the deduction applies to the URSSAF illness contribution, and the S (*salarie* or payee) signifies that the deduction is part of the payee's contribution. The TX (*taux* or rate) in the variable URS VR TX MAL indicates that the variable stores a contribution rate. And in the formula representing the base, the abbreviation ABAT (*abattement*) signifies that the formula determines a reduction (in this case a reduction of the gross salary). As you become more familiar with the elements created for a functional area, these abbreviations help you to further identify and understand the role played by each element.

The following table lists the most common abbreviations used in the names of French elements.

Abbreviations used in PeopleSoft Global Payroll for France	French	English
ABAT(T)	Abattu	Reduced
ABT	Abattement	Reduction
ALIM	Alimentation	Feeding
AN	Annuel	Annual
AN	Avantage en Nature	Benefits in kind

Abbreviations used in PeopleSoft Global Payroll for France	French	English
ANC	Ancienneté	Seniority
ATRV or AT	Accident du Travail	Work accident
AUB	Aubry	Aubry
CALC	Calcul	Calculation
CAR	Carence	Waiting period
CC	Convention Collective	Labor agreement
CO	Carte Orange	Paris transportation Orange Card
COND	Conditionnel	Conditional
COT	Cotisations	Contributions
CP	Congés Payés	Paid vacation
CPA	Congés Payés	Paid vacation
CPE	Droits Congés Payés	Paid vacation entitlements
CPT	Prise Congés Payés	Paid vacation take
DEB	Début	Beginning
DEC	Décès	Death
DECL	Déclenchement	Triggering
DED	Déduction	Deduction
DEP RET or D RET	Départ à la retraite	Voluntary retirement leave
DRT or DRTS or DTS	Droits	Entitlements
DT	Droits ou Date	Entitlements or date
DU	DUCS (Déclaration Unique de Charges Sociales)	Unique Declaration for Social Contributions
E	Employeur	Employer
ENF	Enfant	Child
ETP	Equivalent Temps Plein	Full-time equivalent
EVE	Droits évènement familial	Family event entitlements
EVF	Évènement Familial	Family event
EVT	Prise évènement familial	Family event takes
FF	Forfaitaire	Lump sum
FORM	Formation	Training/education
HOR	Horaire	Hourly

Abbreviations used in PeopleSoft Global Payroll for France	French	English
HR or HRS	Heures	Hours
ICCP	Indemnités compensatrices de congés payés	Paid vacation in lieu allowances
IJ	(shorter term for IJSS) Indemnités Journalières	Daily allowances
IJSS	Indemnités Journalières de Sécurité Sociale	Social Security daily allowances
IND	Indemnités	Allowance
JC	Jours Calendaires	Calendar days
JO	Jours Ouvrés	Business days
JR or J	Jour	Day
LIC	Licenciement	Lay off
LIM	Limite	Limit
MAL	Maladie	Illness
MAP	Mise à Pied	Protective motive
MNT	Montant	Amount
MO	Mois	Month
NB or NBR	Nombre	Number
OBD	Date d'origine de l'absence	Original begin date
OUV	Ouvert/Ouverture	Opened/opening
PL or PLAF	Plafond/Plafonné	Ceiling
PRD	Période	Period
PRM	Primes	Premiums
REE	Droits Représentant du Personnel	Entitlements for staff representatives
REM	Rémunération	Compensation
REP	Rapport ou prise Représentant du Personnel	Report or takes for staff representatives
RET	Retenue	Deduction
S	Salarié	Employee
SAL	Salaire	Salary
SG	Segment	Segment

Abbreviations used in PeopleSoft Global Payroll for France	French	English
SLD	Solde	Balance
STG	Stagiaire	Trainee
THEO	Théorique	Theoretical
TRAV or TRV	Travail	Work
TX	Taux	Rate

See Also

PeopleSoft Global Payroll PeopleBook, “Defining General Element Information”

Functional Area Codes

The following table contains the functional area codes used in the names of French elements.

Functional Area	Description
ABS	Absence
AFB	AFB Collective Agreement
AGI	AGIRC
APP	Apprentices
ARC	ARCCO
ASS	ASSEDIC
ATR	Work Accident
CP and CPA	Paid Vacation
EVE	Other Absences
EVT	Other Absences
GEN	Country Setup
HRS	Overtime
IND	Allowances - Premiums
MAL	Illness
MAT	Maternity
PRE	Loans
PRO	Liability
PRV	Contingency

Functional Area	Description
REE	Work Council
REP	Reports
SAI	Garnishments
SIT	Situations
STG	Trainees
TAX	Levies
URS	URSSAF

List of Element Type Codes (PIN_TYPE)

The following table contains codes for all the element types. Because not all element types are delivered for France, not all of these codes appear in the names of French elements.

Element type	Description
AE	Absence Entitlement
AT	Absence Take
AC	Accumulator
AR	Array
AA	Auto Assigned
BR	Bracket
CT	Count
DT	Date
DD	Deduction
DR	Duration
ER	Earnings
EG	Element Group
EM	Error Message
FC	Fictitious Calculation
FM	Formula
GC	Generation Control
PP	Previous Period Rule
PR	Process
PO	Proration Rule

Element type	Description
RC	Rate Code
RR	Rounding Rule
SE	Section
SY	System Element
VR	Variable

Viewing Delivered Elements for France

PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France. Instructions for running the query are provided in the *PeopleSoft Global Payroll PeopleBook*.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data”

CHAPTER 3

Understanding Country Setup for France

This chapter provides an overview of:

- Reviewing country setup.
- Reviewing the pay process flow.
- Understanding variables and categories.
- Understanding rates, elements, and limits.
- Understanding ceilings.
- Preparing for reporting.
- Formatting the Generic Report page.
- Reviewing Net Guarantee.
- How to calculate net guarantee.
- Net guarantee rules.
- How to add deductions to the net guarantee calculation.
- The delivered net guarantee deduction.
- Reviewing additional information necessary for country setup.

Overview of Country Setup

There are two aspects to country setup:

- Country-specific rules and elements, which are used throughout the application (for example, the accumulator for gross salary or the URSSAF gross salary accumulator).

Although many of the payroll elements, such as ceilings and rates, are defined in the core application, you must maintain these elements in PeopleSoft Global Payroll for France.

- Payee contributions and variables.

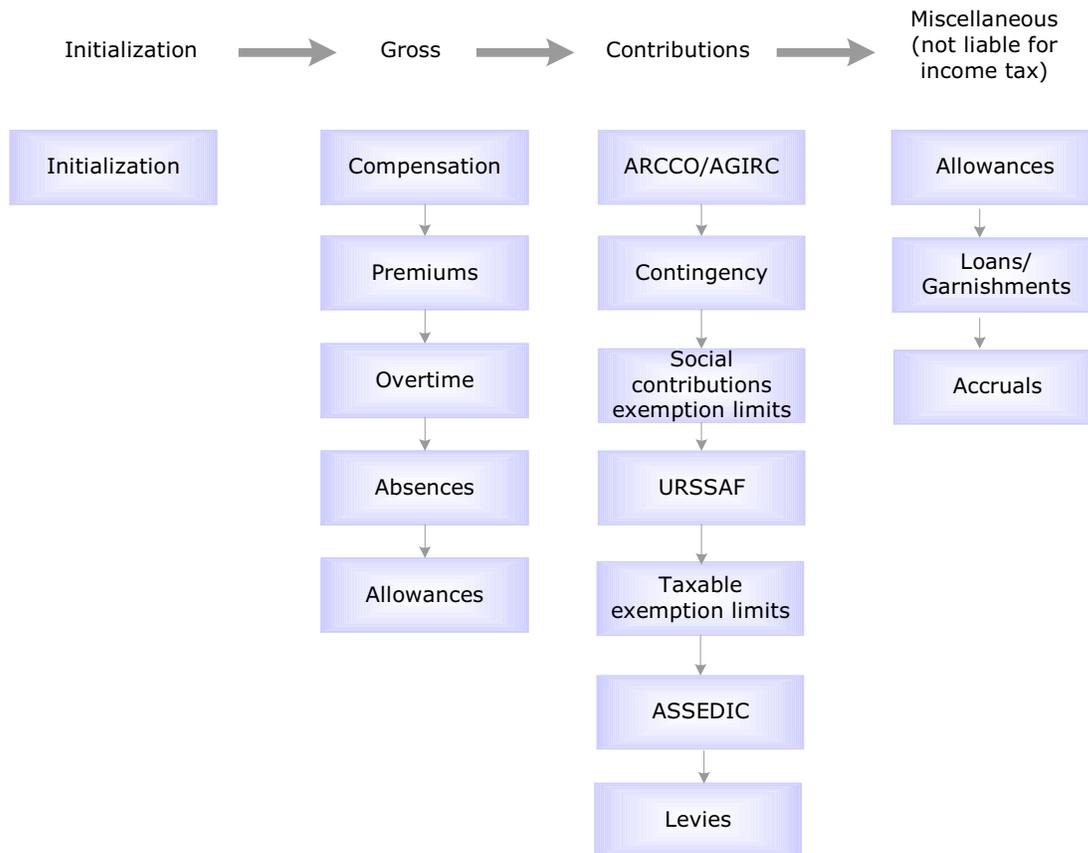
Payees have contributions deducted from their salaries into various categories, such as URSSAF, ASSEDIC, ARRCO/AGIRC, and contingency funds. The rates for the different contributions are defined as variables. Although PeopleSoft delivers the rates associated with these variables, as well as the ceilings that apply to the base used to calculate these contributions, you can adjust ceiling values and contribution rates to comply with changing laws.

This chapter explains how to view and update variables in their various categories. It also explains how to assign values to the variables, such as earnings limits or ceilings. These ceilings are used to calculate contribution rates for various funds. Part of the setup involves assigning monetary values to these limits.

Some parts of the PeopleSoft Global Payroll application, including employee data, are set up in PeopleSoft Human Resources. The link between the PeopleSoft Global Payroll and Human Resources applications becomes clear when you view a payee’s contract file. The PeopleSoft Global Payroll aspect of that information is explained in this chapter.

Overview of the Pay Process Flow

In order to understand how to set up functionality in PeopleSoft Global Payroll for France, it’s important to understand the pay process flow.



The pay process flow in PeopleSoft Global Payroll for France

The following list outlines how the pay process works in PeopleSoft Global Payroll for France:

1. Initialization.

The system executes formulas, arrays, dates, durations, and earnings in order to populate elements, such as variables, accumulators, and formulas. These elements are needed for most of the other features.

2. The system processes Gross, which are types of earnings and deductions (compensation, premiums, overtime pay, absences, and allowances).

3. The system processes Contributions, which are types of deductions (ARCCO/AGIRC, contingency funds, social contributions exemption limits, URSSAF, taxable exemption limits, ASSEDIC, and levies).

4. The system processes miscellaneous earnings and deductions that are not included in income taxes, such as allowances, loans, garnishments, and accruals.

A specific section manages the negative net-to-pay. This section is placed just before the accruals section. Other sections also appear at the end of the process list. Some sections are used to fill writable arrays. Another section performs calculations that are useful for the absence process for the following month.

Note. Set up the pay process in the order described so that the system processes the steps sequentially. If you stray from this order, the system may not function correctly.

Understanding Variables and Categories

PeopleSoft Global Payroll for France delivers some variables that you can update on the Variables by Category page. You can also define your own variables, assign them to a category, and update them, if necessary, on the Variables by Category page.

When you define a variable on the Variable Name Page in the core application, you can select a category type for that variable. PeopleSoft Global Payroll for France delivers the following category types:

Category	Description
A36	Article 36 Employee
A4	Article 4/4 bis Managers
ASS	ASSEDIC
CPA	Paid Vacation
EMPL	Employee
GEN	Country Setup Generic Variable
HRS	Additional and Overtime Hours

Category	Description
IND	Allowances
LEV	Levies
PRV	Contingency Funds
RET	ARRCO/AGIRC
SAI	Garnishments
URS	URSSAF

The Category field on the Variable Name page has two uses in PeopleSoft Global Payroll for France:

- The first use of the Category field has to do with the EMPL, A36, and A4 categories.

These categories are used only for the ARRCO/AGIRC deductions. The Category field value is retrieved during processing and is used as an accumulator key (ARC VR CATEGORIE) for most of the ARRCO/AGIRC accumulators. Different sets of deductions that are specifically dedicated to one category of payees are defined and this category is populated in the Category field of these deductions. For example, the deductions that apply to the Employees category are ARC T1 NC S, ARC T1 NC E, ARC T2 NC S, and ARC T2 NC E. The category indicated in these deductions is EMPL. When these deductions are triggered, the category is retrieved and used as an accumulator key.

- The second use of the Category field is by the Variables by Category page.

The values that you select in the Category field appear on the Variables by Category page, which groups (into one location) different variables that you may need to periodically override. You can also adjust these variables on the individual contributions or category pages. For example, you can update the value of an URSSAF variable on the URSSAF Rates page or on the Variables by Category page..

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

PeopleSoft Global Payroll PeopleBook, “Setting Up Accumulators” and “Defining Calculation Elements,” Defining Variable Elements

Reviewing Rates, Elements, and Limits

Many pages in PeopleSoft Global Payroll for France display different rates, amounts, and limits. These values are stored in variables, which are elements defined in the core application. The variables are usually associated with particular contribution types, such as with ASSEDIC rates.

For example, there are 17 ARRCO variables associated with rates. Each variable represents a single ARRCO contribution rate. On the ARRCO Rates Page, the first variable contains the rate for the non-managers, Slice 1 (T1), payee contribution. The second variable contains the rate for the non-managers, Slice 1 (T1), employer contribution, and so on.

Many contributions, such as those to URSSAF and ASSEDIC, are based on earnings limits. These limits are usually displayed on the setup pages, opposite the payee and employer contribution rates. The contribution bases are defined in ceilings. Ceilings generally correspond to salary levels and are defined by the government.

The various ceilings are interrelated. For example, the first set of limits is from zero to amount A. The second set is from amount A to amount A x 3.

Values are assigned to the ceilings (A ceiling, B ceiling, and so on) on the Ceilings Page.

Note. PeopleSoft delivers but doesn't maintain the variables used to define rates, limits, and ceilings.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions,” Viewing Contribution Rates for ARRCO

Pages Used to View Rates and Ceilings

Page Name	Object Name	Navigation	Usage
Rates and Elements	GPFR_RATE_PANEL S	Global Payroll France, Define Payroll Setup (FRA), Setup, Rates, Elements and Limits, Rates and Elements	View the groups of rates for the different types of contributions, such as ARRCO or AGIRC. The data on the Rates and Elements page is delivered by PeopleSoft but not maintained by PeopleSoft. You can change the values of the variables, if necessary.

Page Name	Object Name	Navigation	Usage
Limits	GPFR_LIM_PANELS	Global Payroll France, Define Payroll Setup (FRA0, Setup, Rates, Elements and Limits, Limits	View the ceilings associated with the variable that is defined on the Rates and Elements page. The ceilings on the Limits page are delivered by PeopleSoft but not maintained by PeopleSoft. You can change the limits for the ceilings on a variable here.

Viewing Groups of Rates for Contributions

Access the Rates and Elements page.

Rates And Elements **Limits**

Component Name: GPFR_ARC_RATES ***Description:** ARCCO, AGIRC, Contingency

Row for 2nd Set of Elements:

Elements			View All	First	1-8 of 27	Last
Entry Type	Element Name	Description				
1 Variable	ARC VR TX T1 NC S	Arrco Payee rate for T1 base	+	-		
2 Variable	ARC VR TX T1 NC E	Arrco Employer rate for T1 bas	+	-		
3 Variable	ARC VR TX T2 NC S	Arrco Payee rate for T2 base	+	-		
4 Variable	ARC VR TX T2 NC E	Arrco Employer rate for T2 bas	+	-		
5 Variable	ARC VR TX TA S	Arrco Payee rate for slice A	+	-		
6 Variable	ARC VR TX TA E	Arrco Employer rate for sliceA	+	-		
7 Variable	AGI VR TX TB S	Agirc Payee rate for slice B	+	-		
8 Variable	AGI VR TX TB E	Agirc Employer rate for sli. B	+	-		

Rates and Elements page

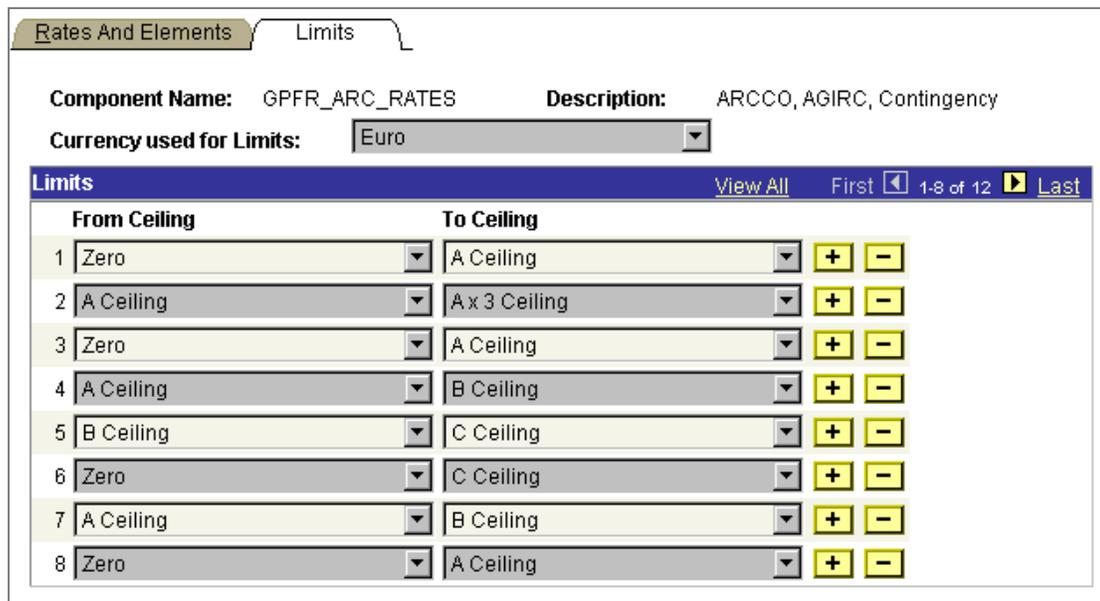
- Component Name** The name of the component that contains the variables.
- Row for 2nd Set of Elements** The system refers to this field for the limits. The limits can be shown in either FRF or EUR. The variables used to store limits for the Ceilings component are listed on the Rates and Elements page. There are two sets of variables: the first is in FRF and the second is in EUR. This field tells the system where the second set of elements is stored.

Elements

- Entry Type** Select the entry type: *Accumulatr* (accumulator), *Deduction, Section, and Variable*.
- Element Name** Displays the variable name. Variable names are coded according to the contribution type. For example, *ARC VR TX TI NC S* is the variable that contains the value of the ARRCO contribution for a payee on earnings base T1.

Viewing Ceilings Associated With Variables

Access the Limits page.



Limits page

- Component Name** The name of the component that contains the variables.
- Currency used for Limits** Select the default currency value for the limits shown for the associated component: *French Franc* and *Euro*.

Limits

- From Ceiling** Select the minimum salary base for the set of limits that you are defining.
- To Ceiling** Select the maximum salary base for the set of limits that you are defining.

Understanding Ceilings

Ceilings are the earnings limits that define the different contribution rates to organizations, such as URSSAF and ASSEDIC. The Limits page contains ceiling definitions. The monetary values for ceilings appear on the Ceilings page.

You use the Contract Data page in PeopleSoft Human Resources to assign limits to the earnings ceilings and enter complementary HR information specific to France. This information relates to the payee's regime and any related contribution deductions. Any payee eligible for an URSSAF contribution must be associated with a contribution class code (social security code or regime).

Pages Used to View Ceilings and Assign Limits to Those Ceilings

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Ceilings	GPFR_CEILINGS	Global Payroll France, Define Payroll Setup (FRA), Setup, Ceilings	View the different ceilings used to calculate the funding bases for the URSSAF, ASSEDIC, AGIRC/ARRCO, and contingency funds contributions. Ceilings are delivered by PeopleSoft but not maintained by PeopleSoft. You can also change the values of the ceilings here to comply with changing laws.

Viewing Ceilings

Access the Ceilings page.

Ceilings

Ceilings View All First 1 of 2 Last

*Eff Date: 01/01/2001 Status: Active

Ceilings	Amount FRF	Amount EUR
A Ceiling	14950.000	2279.000
B Ceiling	59800.000	9116.000
C Ceiling	119600.000	18233.000
GMP Ceiling	1674.380	255.260
Ceiling 2 (A Ceiling x 3)	44850.000	6837.000
Tax on Salaries Ceiling 1	42370.000	6459.260
Tax on Salaries Ceiling 2	84660.000	12906.330

Ceilings page

The ceiling name appears in the column on the left. The current monetary values of each ceiling appear in the **Amount** columns for each currency identified to the right (**FRF** for French francs and **EUR** for euro.) The amounts for the ceilings are monthly amounts.

Q. Defining Ceilings for Amounts That Aren't Monthly

If a payee works only one week during the month, the payee has a segment period equal to one week in the month. You can prorate the ceiling using the number of days of the segment compared to the number of days in the monthly period.

Q. Determining When a Ceiling Has Been Reached

The calculation of the slice is a monthly calculation. This means that you add the gross for the year and compare this sum to the sum of all the monthly ceilings. If the sum of the gross is more than the sum of the ceilings, the annual funding base of the ceiling is limited. The funding base of the previous month on which the payee has already contributed is deducted and the monthly funding base is obtained. A generic formula called GEN FM CALC LIMIT is used for calculating this monthly funding base limited to a ceiling.

Preparing for Reporting

To prepare for generating reports:

1. Select the element codes that are used in reports on the Elements for Report Page.
2. Define break levels on the Break Levels Page.

3. Prepare the Generic Report Page in the Setup 3 menu.

Note. There are two Generic Report pages: one in the Setup 3 menu that is used to set up the generic report and one in the Reports menu that is used to generate the generic report.

Pages Used to Prepare for Reporting

Page Name	Object Name	Navigation	Usage
Elements for Reports	GPFR_ILLNESS_SET UP	Global Payroll France, Manage Payroll Process (FRA), Setup, Element Codes Used in Reports	Define the element codes and descriptions that are used in reports.
Break Levels	GPFR_BRK_LEVELS	Global Payroll France, Manage Payroll Process (FRA), Setup, Break Levels	Indicate the organizational level. Break levels are used with generic reports. When a change is made, the Structured Query Report (SQR) code for a generic report must be changed.

Defining Element Codes and Descriptions Used in Reports

Access the Elements for Reports page.

Elements for Reports

Element Type: Illness

Description: ILL - Col 3 -ILL-Salary Amount

Elements Find | View All First 1 of 2 Last

*Entry Type: Element Name:

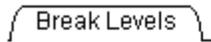
Elements for Reports page

- Element Type** The element type that you selected to access this page: *Assedic Certificate, Illness, Long-Term Illness, Miscellaneous, or Work Accident.*
- Description** The description that corresponds to the element type.
- Entry Type** Select the entry type for the element: *Accumulatr, Auto Assgn* (auto assign), *Character, Deduction, Earnings, Formula, SystemElem* (system element), or *Variable.*

Element Name Select the name of the element.

Indicating Break Levels

Access the Break Levels page.



Break Level: 00

Description: Business Unit

Break Levels page

Break Level The break level that you selected to access this page.

Description The description of the break level: *Business Unit*, *Company*, *Establishment*, or *Department*.

Note. We do not recommend that you alter the Break Levels page unless you are customizing the application and the code.

Formatting the Generic Report Page

PeopleSoft Global Payroll for France provides the framework for you to define your own generic reports. This enables you to set up the view of the payroll results to fit your needs. There are three types of generic reports:

- Nominative List (Type 1) report
- Personal Summary (Type 2) report
- Accumulator (Type 3) report

Although you set up all of these reports in the same way, each shows a different view of the same information.

You can define break levels on your generic reports, as well. Break levels are used to organize the output information on the report. You may include up to three break levels in a report. For example, the first level might sort the employees into business units. A second level might sort members of each business unit into departments. A third break level might sort the members of each department into establishments. The system offers four categories for break levels: business unit, company, department, and establishment.

Note. If you sort using the *department* break level, we recommend that you first sort by business unit.

When you define the break levels, you have the option to print each section on a separate page. The generic reports print amounts to two decimal places. The system truncates any numbers after the second decimal; it does not round numbers.

Generic Report Type 1: Nominative List

The Nominative List report is a list of payroll elements per employee for a period. Each column of the report is defined as a set of numeric elements, where the elements defined in the columns are accumulated. You can define break levels and sorting options. If you define break levels, the system prints the break level totals at the end of the report.

Generic Report Type 1 Format

User-defined elements are in bold. You may use up to 13 columns.

From: ... to: ..., Currency =: ...				
Break level 1				
Break level 2				
Break level 3				
⌘	Column 1: Element 1 +element 2 +element 3	Column 2: Element 4 +element 5	Column 3: Element 6	Column 4: Element 7 +element 8 +element 9 ...
ID-1, Name, Surname	⌘	⌘	⌘	⌘
ID-2, Name, Surname	⌘	⌘	⌘	⌘
ID-3, Name, Surname	⌘	⌘	⌘	⌘
Total Break level 1	⌘	⌘	⌘	⌘
Total Break level 2	⌘	⌘	⌘	⌘
Total Break level 3	⌘	⌘	⌘	⌘

Generic Report Type 1 Format

Generic Report Type 2: Personal Summary

The Personal Summary report is a list of user-defined payroll elements for the pay periods between two dates for each employee. Each row is defined as a set of numeric elements, where the elements are accumulated. You define each column with two dates: a *from date* and a *to date*. You can define break levels and sorting options. If you define break levels, the system prints the break level totals at the end of the report.

Generic Report Type 2 Format

User-defined elements are in bold. You may use up to 13 columns.

From ... to ..., Currency = ...				
Break level 1				
Break level 2				
Break level 3				
ID, Name, Surname (break level 4)				
*	From ... to ...			
Row 1 (element 1 + element 2 + element 3)	*	*	*	*
Row 2 (element 4 + element 5)	*	*	*	*
Row 3 (element 6)	*	*	*	*
Row 4 (element 7 + element 8 + element 9 ...)	*	*	*	*

Generic Report Type 2 Format

Generic Report Type 3: Accumulator

The Accumulator report enables you to nominate accumulators whose totals appear next to each employee. Only accumulator values for a single segment appear.

Generic Report Type 3 Format

User-defined elements are in bold. You may use up to 13 columns.

From ... to ..., Currency = ...				
Break level 1				
Break level 2				
Break level 3				
	<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>
	Accumulator or User-Key	Accumulator or User-Key	Accumulator or User-Key	Accumulator or User-Key
ID-1, Name, Surname				
ID-2, Name, Surname				
ID-3, Name, Surname				
Total-Break level 1				
Total-Break level 2				
Total-Break level 3				

Generic Report Type 3 Format

Pages Used to Set Up a Generic Report

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Generic Report	GPFR_GENRPT_SET UP	Global Payroll France, Manage Payroll Process (FRA), Setup, Generic Report	Set up a generic report.
Rows or Columns	GPFR_GENRPT_RO W	Global Payroll France, Manage Payroll Process (FRA), Setup, Generic Report, Rows and Columns	Enter report details.

Generic Report Page

Access the Generic Report page.

Generic Report **Rows or Columns**

Report Code: FRPAY001

***Description:** Summary Statement

***Report Type:** Personal summary ***Currency:** FRF

Breaks

Break Level 1: Business Unit **Page break for level 1**

Break Level 2: **Page break for level 2**

Break Level 3: **Page break for level 3**

Employee sort option

***Employee sort option:** Name, Record number **Page break for employee level**

Hide Null Lines

Generic Report page

Report Code	The report code that you entered to access this page.
Description	The description of the report that you entered to access this page.
Report Type	The report type that corresponds to the report code: <i>Personal Summary, Nominative List, or Accumulator.</i>
Currency	The processing currency that corresponds to the report code. All amounts are converted to this currency before processing. The currency shown here is the default value for the currency in the generic report run control.

Breaks

Use this group box to define break level information in your report.

Break Level 1, Break Level 2, Break Level 3	Use up to three break levels. If you use multiple break levels, the system sorts first by break level 1, then by break level 2, and last by break level 3. Valid break level options are <i>Business Unit, Company, Department, and Establishment.</i>
Page break for level 1, Page break for level 2, Page break for level 3	Select if you want your printed reports to have a page break at the specified break level. For example, if you selected <i>Department</i> as your break level 1 and you selected the Page break for level 1, then when you print a report, each department prints on a separate page. You may specify additional printing page breaks for levels 2

and 3 by selecting the Page break for level 2 and Page break for level 3 check boxes.

Employee sort option

Use this group box to define employee-level details in your report.

Employee sort option Select a method for sorting by employee. Sort by the employee’s name and record number or by the employee’s ID and record number. Valid options are ***Id, Record number*** and ***Name, Record number***.

Page break for employee level Select to insert a printing page break at the employee level. This produces a separate page for each employee.

Hide Null Lines Select to prevent blank lines from printing in the report.

Entering Report Details

Access the Rows or Columns page.

The screenshot shows the 'Rows or Columns' configuration page for a report. At the top, there are two tabs: 'Generic Report' and 'Rows or Columns'. The 'Rows or Columns' tab is active. Below the tabs, the 'Report Code' is 'FRPAY003' and the 'Description' is 'Loans'. There are navigation controls: 'Find | View All', 'First', '3 of 6', and 'Last'. The main configuration area includes a 'Description' field with 'Initial' and 'Amount' entered, a 'User Key' dropdown, and checkboxes for 'Print Total' and 'Label Column'. Below this is an 'Elements' table with columns for 'Element Name' and 'Description'. The table lists three elements: 'PRE AC AVANCE C' (Initial capital of Sal. Avance), 'PRE AC PRET C' (Initial capital Loan), and 'PRE AC AVPE C' (Initial capital Perm. Avance). Each row has '+' and '-' buttons for adding or removing elements.

Rows or Columns page

Note. Depending on the report type that you select on the Generic Report page, different fields may appear on the Rows or Columns page.

Report Code The report code that you selected to access the Generic Report page.

Description The description that you selected to access the Generic Report page.

Rows or Columns

Description	The description that corresponds to the Element Name field in the Elements group box.
User Key	This field appears only for Accumulator report types. Select User Key 1 , User Key 2 , User Key 3 , or User Key 4 to print a user key for the accumulator. A column is either a user key or an element.
Print Total	Select to print the totals before a page break level for Nominative List and Accumulator reports. The number of extra columns is specified if you select this check box.
Label Column	This check box appears only for Accumulator report types and for columns that are not user keys. Select this check box if you want to print a label instead of the values for an element in the column.

Elements

Entry Type	Select the entry type: Auto Assgn , Bracket , Deduction , Earnings , Formula , SystemElem , or Variable .
Element Name	Select the element name.
Label	This field appears only if you selected the Label Column check box, only for Accumulator report types, and only for the columns that are not user keys. Enter the label that you want to print in the column when the element in the same row is different from 0.
Add/Sub	Select Add or Subtract . Because the system records earnings and deductions as positive amounts in the database, you must decide whether this amount should be added or subtracted to arrive at the total.

Note. For Accumulator report types, some precision may be needed. The system obtains all the different user keys from the accumulator result table for all the accumulators defined in the setup. Then the system prints all the user keys and selects the accumulator results starting from the user keys. For example, if you select FRPAY003 (a loan), you can find three accumulators in the same column. This does not mean that the values of these accumulators are totaled. This is because the accumulators have values according to user keys. For loans, User Key 1 is Company and User Key 2 is Loan ID. So if a payee has two loans, he has two rows in the report and the figures come from one of the three defined accumulators with the same user key in the row.

Overview of Net Guarantee

French law stipulates that an employer must pay a guaranteed percentage of a payee's gross salary during the time that the payee is on sick leave. Alternatively, some collective agreements stipulate a guaranteed percentage of a payee's net salary during a payee's sick leave.

Many collective agreements stipulate that the allowance paid to a payee during the payee's illness, after deduction of the social security daily allowances, cannot result in the payee's net salary exceeding the net salary earned when the payee is not on sick leave. This is called the guarantee on the net salary (*garantie sur le net*).

The law stipulates a guarantee on the gross salary. For companies not bound by a collective agreement, the guarantee on the net salary does not have to be applied. However, most companies in France are bound by a collective agreement. Also, most companies apply the net guarantee rule because it is generally considered a fair way to do business. However, in some cases, such as with small companies without a collective agreement or a collective agreement without any reference to the net guarantee, the net guarantee does not have to be considered.

PeopleSoft Global Payroll for France is delivered with rules to manage the net guarantee calculation.

Note. All elements created specifically for the net guarantee calculation are named with a prefix of GEN and a suffix of GN. This enables you to easily identify the relevant elements.

Net Guarantee Calculation Method

The net guarantee calculation is managed through a sub-process section (GEN SE GARANTI NET) and the following are the steps in the calculation:

1. The net guarantee sub-process section is triggered if there are some social security daily allowances (Indemnités Journalières de Sécurité Sociale or "IJSS")—that is, if the accumulator GEN AC IJSS GN SG is over zero. The condition formula GEN FM COND NET GA is used to trigger the sub-process section.
2. The formula GEN FM INIT initializes the sub-process section. The formula populates the variable GEN VR IERE ITERAT to indicate that the system is processing the first loop.
3. The processing loop begins. The formula GEN FM NB ITERAT is processed at the beginning of each loop. This formula populates the variable GEN VR NB ITERAT with the value of the number of iterations (for example, GEN VR NB ITERAT will be equal to five during the fifth iteration). To exit the loop, the variable GEN VR EXIT, used in the condition formula GEN FM EXIT, must be equal to FALSE.
4. The net guarantee section GEN SE IJSS AJUST is triggered. This section stores the adjustments that are being calculated iteratively. The section GEN SE IJSS AJUST includes the deduction IJSS AJUST. This section and this deduction are also used during

“normal” processing (that is, outside the sub-process section) and IJSS AJUST is equal to the adjustment calculated in the sub-process section.

5. During the first iteration of processing, the modification of the gross salary is calculated. The formula GEN FM MODIF BRUT populates a variable by the amount of the IJSS, and the result of this variable is a member of the accumulator GEN AC BRUT SG. Then the net salary, without the impact of the IJSS, is calculated. This produces a target net salary.
6. The various sections created specifically for the net guarantee calculation are triggered using the same condition formula and in the same order as the regular contributions sections in the process list.
7. The formula GEN FM RAZ VR GN is resolved, and the indicator variables are set to zero. If you create any formulas using the same logic as GEN FM RAZ VR GN, the formula must resolve to set the indicator variable to zero. Your new formula must be inserted into the sub-process section immediately after the formula GEN FM RAZ VR GN. If you create any formulas using the same logic as the one described in the section Understanding Net Guarantee Formulas, the indicator variables you create must be set equal to zero. Such a formula must have the same goal as GEN FM RAZ VR NG (that is, set the indicator variables equal to zero). Your new formula must be inserted into the sub-process section immediately after the formula GEN FM RAZ VR GN.
8. The target net salary is calculated during the first iteration. The formula GEN FM NET GARANT calculates the target net salary and stores the result in the variable GEN VR NET A PAYER. The target net to pay is equal to net salary calculated during the first iteration (that is, gross salary, without impact of the IJSS, minus the contributions). This net salary is reduced by the amount of the net IJSS, which is the IJSS reduced by the CSG and CRDS.
9. The IJSS adjustment is calculated. The formula GEN FM GARANTI NET calculates the IJSS adjustment if there is still more than one cent of difference between the net salary and the target net salary. The adjustment calculated during each iteration is equal to the difference between the net salary and the target net salary multiplied by a contribution rate stored in the variable GEN VR TAUX FIXE. This amount is added to the previous value of the IJSS adjustment. If the difference between the net salary and the target net salary is lower than the value stored in the variable GEN VR DELTA NET, the variable used as an indicator of the last iteration (GEN VR DERN ITERAT) and the variable used to exit the loop (GEN VR EXIT) are populated.
10. The IJSS adjustment is limited so that the IJSS plus the IJSS adjustment are not greater than the appropriate salary upholding for the month.
11. The sub-process section is stopped, and the normal process list continues processing.

The maximum number of iterations for this process is 15. If the difference between the net salary and the target net salary is higher than the value of GEN VR DELTA NET after the fifteenth iteration, the processing loop is stopped, the IJSS adjustment is set equal to the last amount calculated, and a warning message appears letting you know that the calculation of the IJSS adjustment is inaccurate.

The variable GEN VR CALC GN is used in the condition formula GEN FM COND NET GA to trigger the calculation of the net guarantee sub-process section. By default, GEN VR

CALC GN is equal to True (1), which means that the net guarantee is processed when the accumulator GEN AC IJSS GN SG is over zero.

Note. If you want to avoid the calculation of the net guarantee and want to directly enter an amount for the IJSS adjustment, override the variable GEN VR CALC GN to False (0) and enter the value of the adjustment in the variable GEN VR AJUSTEMENT.

If your organization does not want to use the calculation of the net guarantee, there are several possible solutions, some of which are:

- Override the variable GEN VR CALC GN to false (0) at the payee level if you just want to avoid the calculation for one specific payee.
- Override the variable GEN VR CALC GN to false at the pay entity level. Then, the adjustment will not be calculated for organizations where the adjustment does not need to be calculated (for example, when following a collective agreement).
- Create a process list without the sub-process section GEN SE GARANTI NET and use this process list for organizations where the net guarantee does not need to be performed.
- Modify the condition formula GEN FM COND NET GA. This formula is PeopleSoft delivered, but not maintained. Create your own logic to trigger, or not trigger, the net guarantee calculation according to your needs.

Note. PeopleSoft strongly recommends that you define the pay entity equal to companies when using the PeopleSoft Global Payroll for France rules.

See Also

PeopleSoft Global Payroll PeopleBook, "Defining Process Elements," Using Sections and Using Process Lists

Adding Deductions to the Net Guarantee Calculation

This section addresses the potential need to add deductions to the net guarantee calculation.

Understanding Net Guarantee Formulas

PeopleSoft designed the net guarantee rules to allow the recalculation of elements in the sub-process section without excessive degradation of the system's performance.

The goal of the sub-process section is to create some processing loops (or iterations) for some elements. During each loop, some of the elements have another value and must be recalculated. These elements are therefore defined to always recalculate. The rules use logic

that maximizes performance during each processing loop. When formulas are used several times in the process or in the sub-process, their results are stored in variables.

When using these formulas, the system follows these steps:

1. Test if the variable indicator is equal to *True* or *False*.
2. If the variable indicator is equal to *False*, the formula is triggered and its result is stored in a variable.
3. If the variable indicator is equal to *True*, the system does not trigger the formula because the system knows the formula has already been calculated and the result has already been stored in a variable.
4. The system uses the result stored in the variable (and not the formula itself).
5. At the end of the sub-process section, the variable indicators are set equal to zero by the formula GEN FM RAZ VR GN and are then ready to be recalculated during a new iteration.

For example, the formula ARC FM BRUT ABAT is used to calculate the gross salary, after reduction for specific jobs, used for the ARRCO contributions. This formula needs to be recalculated during each iteration, but is used by the formulas ARC FM CALC BASE A, ARC FM CALC BASE 1, and ARC FM CALC BASE 2. The result of the formula ARC FM BRUT ABAT is stored in the variable ARC VR BRUT ABAT, and the variable indicator ARC VR BRUT ABA DC stores the value *True* (1) when the formula ARC FM BRUT ABAT is calculated.

When we need the gross salary for the ARRCO in the formula ARC FM CALC BASE A, for example, we first test the value of the variable indicator. If this variable is equal to *False*, we trigger the calculation of the formula ARC FM BRUT ABAT and we can then use the result stored in the variable ARC VR BRUT ABAT. If the variable ARC VR BRUT ABA DC retrieves the value *True*, we don't need to again trigger the formula ARC FM BRUT ABAT and can instead use the result already stored in the variable.

Apply the same logic if you create any deductions that need to be included in the net guarantee calculation and need to use formulas triggered several times in the process.

Moreover, if you need to use the results of the formulas AGI FM BRUT ABAT, AGI FM CALC BASE B, ARC FM BRUT ABAT, URS FM BASE A, and URS FM BRUT ABAT, use the same logic PeopleSoft created.

Formula Name	Variable Result	Variable Indicator
AGI FM BRUT ABAT	AGI VR BRUT ABAT	AGI VR BRUT ABA DC
AGI FM CALC BASE B	AGI VR CALC BASE B	AGI VR CAL BA B DC
ARC FM BRUT ABAT	ARC VR BRUT ABAT	ARC VR BRUT ABA DC
URS FM BASE A	URS VR BASE A	URS VR BASE A DC
URS FM BRUT ABAT	URS VR BRUT ABA 2	URS VR BRUT ABA DC

If you create new deductions and have formulas that must be recalculated during each iteration, but that are used several times, you can use PeopleSoft logic. But if you need to create a formula having the same use as the formula GEN FM RAZ VR GN (that is, to set the variable indicator equal to zero), insert the new formula in the sub-process section after the formula GEN FM RAZ VR GN.

Creating Sections

You can create your own sections referencing your deduction(s) and then include them in the sub-process section. The deductions that need to be included in the sub-process section are the deductions that impact the net to pay salary. This is the case for a payee's contributions. But this is also the case for some employer's contributions and particularly the deductions used to calculate the contributions exemption limits (rule of 19 and 85 percent).

Understanding the Sub-Process Section

The setup of the sub-process section must reflect the process list defined by you. The sub-process section provided by PeopleSoft is based on the process list REGLEMENTAIRE PAIE. In the sub-process section, the system uses some specific sections (with the suffix GN) patterned after the sections used in the normal process list. The system also uses the same condition formulas.

If you have a process list with some differences in the order of the sections, in the sections themselves, and/or in the condition formulas, update the sub-process section provided by PeopleSoft or create your own sub-process section. If your company has its own unique process list, create sub-process sections that correspond to your own unique process list.

Note. For example, PeopleSoft provides some specific sections to manage the contributions due for the different categories for the retirement and contingency contributions. There are two ways of managing the triggering of the deductions depending on the payee's category (employee, Article 36, or Article 4&4bis) through eligibility groups or through sections.

The process list REGLEMENTAIRE PAYE provided by PeopleSoft uses eligibility group management of the deductions triggering. For companies that choose to manage the triggering through sections, those companies need to create some sub-process sections that follow the same logic as their process lists.

The calculation of some benefits in kind (meal and lodging) depends on the value of the gross salary. Because the gross salary varies during the iterative calculation, if the benefits in kind calculation were included in the net guarantee sub-process section, this could cause some instability for the adjustment calculation. To avoid this, PeopleSoft has placed the benefit in kind section IND SE AVT NATURE after the IJSS section GEN SE IJSS but before the net guarantee sections GEN SE GARANTIN NET and GEN SE IJSS AJUST.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

“Understanding Allowances,” Maintaining Allowance Types

Viewing the Delivered Net Guarantee Deduction

PeopleSoft delivers and maintains the deduction element IJSS AJUSTEM to accommodate the net guarantee calculation. This deduction stores the value of the adjustment calculated in the sub-process section. To find out the specifics of an element’s definition, use the PeopleSoft Global Payroll core application online element definition pages to display the element’s definition.

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements that are designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

Reviewing Additional Information for Country Setup

The following section discusses additional information needed to set up PeopleSoft Global Payroll for France.

Funding Base Calculation

This section discusses limits and ceilings.

Progressive Regularization of Contributions

Some contribution types have limit ceilings. For these contributions, PeopleSoft Global Payroll for France applies a progressive regularization of the contributions. This means that in each segment, the system calculates the limited funding base on the annual amounts and obtains the funding month for the segment. The funding base is calculated as follows:

Calculation of the annual funding base limited to a ceiling – annual funding base on which the payee has already contributed = segment funding base limited to a ceiling

The calculation of the annual funding base limited to a ceiling comes from the GEN FM CALC LIMIT formula. To process this formula correctly, different variables must be applied before calculating it. The GEN VR BRUT variable must be equal to the annual base amount, GEN VR MAXI must be equal to the upper ceiling limit, and GEN VR MINI must be equal to the lower ceiling limit.

Ceiling Proration Based on the Number of Segment Days

The ceilings entered on the Ceilings Page are monthly ceilings for the URSSAF, ASSEDIC, ARRCO/AGIRC, and Contingency funds contributions. In the case of segmentation, these ceilings are prorated according to the number of days of the current segment being processed. This proration is calculated on the 30th of the month with the GEN FM NB JR 30IEM formula.

Ceiling Reduction for Payees With Multiple Employers

For payees with multiple employers, enter a multiple employer rate on the Contract Data page. The ceiling reduction is calculated using the value entered in the Multiple Employer Rate field.

Ceiling Proration for Part-Time Payees

You can apply a proration on the ceiling for part-time payees. If these payees work less than the company standard hours, this proration is applied. This proration does not apply if the payee has multiple employers because the law indicates that only one proration can be applied. The ceiling reduction first applies for the multiple employer rate and is never processed for part-time payees if it has been applied for multiple employers.

Gross Reduction Percentage for Specific Job Categories

You can enter a gross reduction value for specific job categories on the Contract Data page. The annual gross reduction cannot be more than 50000 francs (as of the 1st of January 2000). The generic formula GEN FM ABATT BASE is used to calculate the funding base after reduction with the limitation of the reduction for 50000 for the year 2000.

See Also

Viewing Ceilings Associated With Variables

Seniority Calculation

PeopleSoft Global Payroll for France delivers three types of seniority calculation:

- The seniority effective at the segment end date of the segment period.
- The seniority prorated after a period of part-time work.
- The seniority calculated at the beginning date of the notice period.

Seniority Effective at the Segment End Date

The seniority effective at the segment end date is calculated from the number of days worked by a payee. The number of days worked is stored in the GEN AC JOUR ANC accumulator. The GEN AC JOUR ANC accumulator is calculated as follows:

- $\text{GEN AC JOUR ANC} = \text{number of days of the segment} - \text{the number of absence days} + \text{the number of absence days counted as days worked by law} + \text{the number of absence days counted as days worked by the collective agreement}$

Seniority is calculated as follows:

- Seniority = segment end date – number of days of seniority

Note. PeopleSoft Global Payroll for France takes into account both leap years and non-leap years in calculating seniority.

Example

If the segment end date is the 31st of December and the number of days of seniority is 365 days, the seniority in years is equal to 1 for a non-leap year and 0 for a leap year. In other words, for a non-leap year, the system returns a value of 1, and for a leap year, the system returns a value of 0.

The seniority calculation is expressed in years plus months plus days.

Example

Segment end date = 31 December 2001 (a non-leap year)

Number of days of seniority for a payee = 401

Seniority = 1 year, 1 month, and 5 days

Note. PeopleSoft Global Payroll for France does not express the seniority in different formats, such as 1 year, 13 months, or 401 days.

The following variables return these corresponding values:

- The GEN VR AN ANC variable returns the value for the number of years.
- The GEN VR MOIS ANC variable returns the value for the additional seniority in months.
- The GEN VR JOUR ANC variable returns the value for the additional seniority in days.

Seniority Prorated After a Period of Part-Time Work

For seniority that is prorated after a period of part-time work, the GEN AC JR ANC PRO accumulator stores the number of days of seniority that are prorated. The results are stored using the same logic as the variables used for seniority at the segment end day.

The following variables return these corresponding values:

- The GEN VR AN ANC PRO variable returns the value for the number of years.
- The GEN VR MOIS ANC PR variable returns the value for the number of months.
- The GEN VR JOUR ANC PR variable returns the value for the number of days.

Seniority Calculated at the Beginning Date of the Notice Period

PeopleSoft Global Payroll for France also provides a seniority type calculated at the date of the beginning of the notice period. The number of days of seniority is stored in the GEN AC JOUR ANC LI accumulator.

The results are stored in the following accumulators:

- GEN AC AN ANC LIC for the years.
- GEN AC MOIS ANC LI for the months.
- GEN AC JOUR ANC LI for the days.

This seniority is calculated only when the date of the beginning of the notice period is included in the segment period. The results are stored in custom accumulators. This means that the result of these accumulators should be calculated only once and that the result is stored and can be retrieved in future pay periods.

Note. When you first set up PeopleSoft Global Payroll, you must populate the GEN AC JOUR ANC, GEN AC JR ANC PRO, and GEN AC JOUR ANC LI accumulators with the number of days of seniority.

Populating Different Accumulators

PeopleSoft Global Payroll for France uses the following rules regarding the population of the GEN AC JOUR ANC, GEN AC JR ANC PRO, and GEN AC JOUR ANC LI accumulators.

Note. The following example discusses the rules for the GEN AC JOUR ANC accumulator, but the logic is the same for the other accumulators.

The GEN AC JOUR ANC accumulator has four members:

- GEN AC JOUR CAL is added and retrieves the number of calendar days of the segment. This accumulator is populated in the pay process.
- GEN AC ABSENCE is subtracted and retrieves the number of absence days of the segment. This accumulator is populated in the absence process and is used to deduct the seniority from the days of absence.
- GEN AC ABS ASS LOI is added and retrieves the number of absence days of the segment counted as days worked by the law. This accumulator is populated in the absence process and is used to decrease the number of absence days when the law indicates that some specific absences are counted as days worked and do not then decrease the seniority.

- GEN AC ABS ASS CC is added and retrieves the number of absence days of the segment counted as days worked by the collective agreement. This accumulator is populated in the absence process and is used to decrease the number of absence days when the collective agreement indicates that some specific absence is counted as days worked and does not then decrease the seniority. Of course, what is counted as days worked is exclusive between the law and the collective agreement.

The different accumulators populated by the absence process are updated with three formulas.

- The GEN FM ABS CAL formula populates the GEN AC ABSENCE accumulator. This formula is processed in a day formula for all absences.
- The GEN FM ABS ASS CAL formula populates the GEN AC ABS ASS LOI accumulator. This formula is processed in a day formula only for absences that are counted as days worked by the law.
- The GEN FM ABS ASS CC formula populates the GEN AC ABS ASS CC accumulator. This formula is processed in a day formula only for absences that are counted as days worked by the collective agreement.

The triggering of the GEN FM ABS ASS CAL and GEN FM ABS ASS CC formulas depends on brackets. The following is an explanation of how these brackets work with the triggering of formulas:

Purpose	Bracket Name	Description
Seniority calculation and absences	ABS BR ANC-ABS LOI ABS BR ANC-ABS CC	<p>These brackets store information about how to consider absences in calculating seniority.</p> <p>The retrieved value in the bracket is either equal to 0 or 1.</p> <p>0 means that the absence being processed (TAKE CONFIG2) is to be decreased from the number of years of seniority.</p> <p>1 means that the absence is not decreased from the seniority years. Instead, it is considered as effective work.</p> <p>The bracket dealing with the collective agreement (ABS BR ANC-ABS CC) has another retrieved value stored in a variable (ABS VR J PAYES CC). This bracket indicates, for the absence being processed, whether it has to be paid (the value would be 1) or whether it has to be considered as effective work (the value would be 0). This variable should only be equal to 1 if the value retrieved in the bracket is also 1.</p>

The following tables give a more detailed explanation of the brackets:

ABS BR ANC-ABS LOI	Key: TAKE CONFIG2
<p>Indicates how to consider an absence regarding seniority calculation for the law.</p> <p>Values in the bracket column result:</p> <p>1 means the absence is considered as effective work by the law.</p> <p>0 means the absence is considered as an absence by the law.</p>	<p>Return column:</p> <p>ABS BR ANC-ABS LOI</p>

Default values

TAKE CONFIG2	ABS BR ANC_ABS LOI
MAL	0

TAKE CONFIG2	ABS BR ANC_ABS LOI
AT	1
ATRCH	0
MAT	1
ADOPT	0
THERP	0
EVF	0

ABS BR ANC-ABS CC	Keys: TAKE CONFIG2, COLLECTIVE AGREEMENT
<p>Indicates how to consider an absence regarding seniority calculation for collective agreements.</p> <p>Values in the bracket column result :</p> <p><i>1</i> means the absence is considered as effective work by the collective agreement.</p> <p><i>0</i> means the absence is considered as an absence by the collective agreement.</p> <p>Values in the ABS VR J PAYES CC column result:</p> <p><i>1</i> means the absence has to be paid to be considered as effective work by the collective agreement (the variable can only be equal to <i>1</i> if the bracket returns <i>1</i>).</p> <p><i>0</i> means the absence is considered as an absence by the collective agreement.</p>	<p>Return columns:</p> <p>ABS BR ANC-ABS CC/ ABS VR J PAYES CC</p>

Default values

TAKE CONFIG2	COLLECTIVE AGREEMENT	ABS BR ANC-ABS CC	ABS VR J PAYES CC
MAL	AFB	1	1
AT	AFB	1	0
ATRCH	AFB	0	0
MAT	AFB	1	0
MTSUP	AFB	0	0
ADOPT	AFB	0	0
THERP	AFB	0	0
DIV	AFB	0	0

TAKE CONFIG2	COLLECTIVE AGREEMENT	ABS BR ANC-ABS CC	ABS VR J PAYES CC
EVF	AFB	0	0

In the ABS FM ALIM AC ABS formula (used for each absence take calculation), the values retrieved in those two brackets are used to trigger or not trigger some formulas.

If an absence is to be considered as an absence by the law (*I* would therefore be the value retrieved by ABS BR ANC-ABS LOI), and then is to be decreased from the number of seniority days, the GEN FM ABS ASS CAL formula is triggered.

Negative Net-to-Pay Management

In PeopleSoft Global Payroll for France, a special earning and a special deduction have been created to manage cases where the net salary is negative.

The NET NEG AVAN earning receives an amount equal to the net negative amount, so that the final net salary is equal to 0 on the minimum. The NET NEG REPR deduction recovers the advanced amount of the previous month.

The GEN AC NET NEG accumulator stores the salary advance balance to cover the negative net.

Processing Negative Net Salaries

The GEN EG NET NEG element group must be placed in the eligibility groups that you defined in order to process this calculation. The GEN SE NET NEG section must be placed in the process list after the last section that can impact the net salary. This means that you should place the GEN SE NET NEG section after the loans section on the process list provided by PeopleSoft.

SMIC Control

The Salaire Minimum Interprofessionnel de Croissance (SMIC) is the minimum salary defined by the government. PeopleSoft Global Payroll for France has a control to check that the salary paid is more than the SMIC. If the salary paid is less than the SMIC, the system increases the funding base used for the contributions because this funding base cannot be less than the SMIC.

Checking for SMIC Control

PeopleSoft Global Payroll for France uses the GEN FM CTRL SMIC formula to process different calculations and controls, including the control for the SMIC. If the salary paid is less than the SMIC, this formula generates a warning message. View this message on the Payee Messages page in the core application.

The SMIC is calculated as follows:

- $SMIC = \text{the number of hours paid} \times \text{the hourly SMIC value.}$

The control is done on the segment and on the month that the system controls if the sum of the different salaries paid during the month is more than the sum of the segment SMICs.

The SIT FM PAYM HRS situation formula is used to indicate whether the payment of the salary is based on the hours and then if the SMIC control can be done.

If the payment is a lump sum and the number of hours cannot be estimated, then you must override the SIT FM PAYM HRS formula with the GP FALSE value, and no SMIC control is applied. By default, the SIT FM PAYM HRS formula is equal to GP TRUE, which means that the control is normally processed.

This control is not checked for a company officer or payees who have the SIT FM MANDATAIRE situation formula equal to TRUE. For the SMIC calculation, the system applies the reduction for specific categories of payees, such as for people under 18 and for specific contracts, such as qualification contracts and orientation contracts.

Increasing the Funding Base for Salaries Less Than the SMIC

Regarding the modification of the funding base, the system calculates the difference between the SMIC and the salary paid. If the salary paid is less than the SMIC, the system adds the difference to the funding base used for the calculation of the contributions. Moreover, the salary compared to the SMIC is the salary after the reductions for professional expenses because these expenses do not count as contributions to a salary that is less than the SMIC.

See Also

“Understanding Specific Contracts”

Processing Currency: Francs Versus the Euro

The currency for calculating payroll in France is the euro at the beginning of 2002. During a transition period, companies can choose to process their payrolls in francs or in euros.

All monetary elements are converted to the processing currency during the payroll calculation. If your company decides to use the euro as the processing currency, all the elements that are defined in francs are automatically converted from francs to euros.

Workaround During the Transition Period

During this transition period, it is possible that some French governmental agencies will not allow using this conversion method. Some agencies give ceilings in francs and in euros, but the legal conversion calculation does not allow one value to pass to another.

In this case, the variables need to be defined both in francs and in euros. When a variable is defined in both currencies, PeopleSoft Global Payroll for France uses the euro variable in the process list as the default.

The GEN FM CNV FRF/EUR formula tests the processing currency that is used for the payroll calculation. If the processing currency is in francs, then the values of the variables

defined in euros are overridden by the values. The GEN FM CNV FRF/EUR formula applies only to variables that cannot be converted.

Note. The variables that store monetary values that cannot be converted *must* be defined in decimal format.

Example

For example, GEN VR SMOC HOR FF stores the hourly SMIC value in francs. The variable format is decimal and the value, as of the 1st of July 2000 is 42,02. If this variable had been defined as monetary, then its value would have been automatically converted to the processing currency defined at the pay entity level. This is the reason why these variables that cannot be converted must be entered in decimal variables.

In PeopleSoft Global Payroll for France, variables in French francs are identified with the suffix FF. These variables should disappear after 2002 because at that time all the amounts defined by the different administrations will be defined in euros.

See Also

PeopleSoft Global Payroll PeopleBook, “Understanding the Organizational Structure,”
Defining Pay Entities

Departure and Departure Notification

Many features in PeopleSoft Global Payroll for France are impacted by the departure of a payee. For example, calculations, such as specific allowances and contributions, occur during a payee's departure.

Often, there is a need to identify a payee departure and, in some cases, the reason for the departure. PeopleSoft Global Payroll for France provides elements that you can use for these purposes, instead of creating your own additional rules.

If a payee leaves the company during the segment period, the GEN VR TEST DEPART variable resolves to GP TRUE (or 1). Otherwise, the value of the variable is equal to GP FALSE (or 0). The GEN VR ACTION variable stores the action and the GEN VR MOTIF variable stores the reason of the departure.

In order to populate these three variables, the system uses a generation control element, an earnings element, and a formula element.

The generation control element GEN GC TEST DEPART tests whether the different actions occur during the segment period plus one day. You can modify, delete, or add the action that you want in this generation control element.

If one of the actions listed in the generation control appears in the segment period plus one day, the earning element DEPART is triggered. This earning is not used to retrieve a monetary amount added to the salary. An earning element is used because this is the only way to process a generation control.

If the earning element DEPART is triggered, the GEN FM ACT DEPART formula is resolved. This formula triggers the array that retrieves the action and reason and populates the GEN VR ACTION and GEN VR MOTIF variables. This formula also populates the GEN VR TEST DEPART variable to GP TRUE.

The same logic is used to retrieve the notification of the departure at the beginning of the notice period. The system calculates the seniority at the date of the beginning of the notice period for the calculation of the entitlements for the severance allowance (but not for the allowance amount). Then the system obtains the date of the beginning of notice period. In order to do that, the system uses the GEN GC TEST NOTIF generation control that triggers the NOTIFICATION earning element. The GEN FM DATE NOTIF formula that is referenced in the earning is then resolved and triggers an array that retrieves the date of the beginning of the notice period. The date at the beginning of the notice period is regarded as the date of the notification of the departure. This date is used to calculate the entitlements for the severance allowance.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Calculation Elements,” Defining Generation Control Elements

Absence During the Whole Month

There are three types of long-term absences that PeopleSoft Global Payroll for France takes into account.

In the case of an unpaid absence during a whole month, the ceilings are considered equal to 0. In order to manage this case, the payee status must be equal to *Leave with Pay* during the whole month.

If the payee status is equal to *Leave with Pay* during the whole month, the URSSAF, ASSEDIC, and Contingency ceilings and the ARRCO ceiling for payees are set equal to 0. Moreover, if the payee depends on the A36 or A4 categories and has more than 90 days of absence following the Avenant A49 rule, the ARRCO/AGIRC ceilings are also set equal to 0.

If users want to avoid setting ceilings equal to 0, they can override the variable GEN VR ANNUL PLAF at the Supporting Element Overrides level with the value 0. Then, even if the status is equal to *Leave with Pay* for the whole month, the ceilings won't be set equal to 0.

In another case, a payee might have an uninterrupted absence that overlaps two calendar years with a status equal to *Leave with Pay*. Then if there is a payment of pay back salaries for the previous year, the system retrieves the last ceiling values for the payee and uses these ceilings to calculate the contributions of the segment.

In the final case, a payee might have an uninterrupted absence that overlaps two calendar years with a status equal to *Leave with Pay*. When the payee comes back (and when his status is no longer equal to *Leave with Pay*), then all the ceilings are set to 0. This means that the system does not use the ceilings if they have been retrieved as described in the previous case.

See Also

”Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

Hours

PeopleSoft calculates different hours for a segment, such as hours paid and hours worked.

You must first indicate the base hour for the payee in the HR data. You must populate the Paid Hours and the Paid FTE fields. If you don’t populate these fields, the process errors when the system needs this information.

Note. The only frequencies that PeopleSoft Global Payroll accepts for the Paid Worked Period field are *A* (annual), *M* (monthly), and *W* (weekly).

Note. When you enter paid hours, the process converts these hours to hours per month. If the paid hours are defined as *monthly*, the variable GEN VR HOR SAL MO retrieves the input value directly. If the paid hours are defined as *weekly*, the variable GEN VR HOR SAL MO retrieves the result of the weekly hours input multiplied by 52 and divided by 12. If the paid hours are defined as *annual*, the variable GEN VR HOR SAL MO retrieves the annual input divided by 12.

The different hours calculated are the following:

- GEN VR HOR CONV retrieves the monthly standard hour of the company (and is equal to Paid Hours Fra divided by the paid FTE).
- GEN VR HOR SAL MO retrieves the monthly theoretical hour of the payee.
- GEN VR HOR LEG MO retrieves the monthly legal hour applied to the company. This hour comes from the GEN VR HR LEG variable where users can enter the weekly legal hour. If this variable is not populated, this hour is considered equal to the monthly standard hour of the payee GEN VR HOR CONV.
- GEN VR HRS TRAV retrieves the hours effectively worked during the segment. This is calculated as the theoretical hour + additional and overtime hours – absence hours.
- GEN VR HRS PAYE retrieves the paid hours of the segment.
- GEN VR HRS PAYE CO retrieves the paid hours of the segment except for the overtime hours that are not added to this variable result.
- GEN AC HRS SMIC SG retrieves the paid hours of the segment, surcharge for additional hours included, and decrease for absence hours included. For example, 1 overtime hour paid at 125 percent counts as 1,25 paid hour. One absence hour paid at only 66 percent counts as 0,66 paid hour.
- GEN VR HRS TRAV-HS retrieves the worked hours limited to the additional hours. This means that the system does not count the overtime hours.

Regarding the calculation of GEN VR HRS PAYE, GEN VR HRS PAYE CO, and GEN AC HRS SMIC SG, these elements are equal to the standard hours of the segment plus the hours over the standard hours (additional and overtime hours) minus the absence hours:

Where:

- Standard Hours are calculated through the formula GEN FM PROR HRS. You maintain this formula and can modify it according to your needs.
- Overtime hours are retrieved by three segment accumulators. GEN AC HRS PLUS SG is used to calculate GEN VR HRS PAYE, GEN AC HRS COMP SG is used to calculate GEN VR HRS PAYE CO, and GEN AC HR CP+SP SG is used to calculate GEN AC HRS SMIC SG.
- Absence hours are calculated using the accumulators EGN AC HRS NPAY MO (to calculate GEN VR HRS PAYE and GEN VR HRS PAYE CO) and GEN AC HNPA VAL MO (to calculate GEN AC HRS SMIC SG). These accumulator values are prorated using the Customer Maintained formula GEN FM PROR ABS.

Note. Some of the elements that retrieve hours are rounded to two decimal places, while some are not rounded. Be sure to use the correct rounding rule.

CHAPTER 4

Paying Overtime

This chapter provides an overview of how to:

- Understand overtime.
- Provide time off in lieu of compensation.
- Use PeopleSoft Time and Labor.
- Review tips for overtime.
- View overtime delivered earnings.

Overview of Overtime

PeopleSoft Global Payroll for France provides you with the ability to pay for overtime hours. Overtime exists when an eligible payee works more than the standard number of hours during a week stipulated by the French government. If a payee works overtime, an employer is obligated to pay a surcharge on the extra time worked. If the extra time worked exceeds a second limit, then an employer may have to give the payee time off in lieu (repos compensateur). Overtime calculations are based on a weekly calculation of hours worked, but in certain situations the standard working hours can be calculated on a yearly basis. This is referred to as the modulation of working hours.

PeopleSoft Global Payroll for France does not calculate the overtime hours. Overtime hour calculations must take place outside of the system. PeopleSoft Global Payroll for France provides the functionality to pay those overtime hours that were calculated outside of the system.

Note. The modulation of working hours can be set up in companies if a collective agreement or a company or establishment agree exists.

There are also some special rules about overtime rates that apply to part-time workers, young people, apprentices, and executive managers.

Note. Some payees, such as executive managers, are not subject to normal overtime rules. Such payees may not be eligible for overtime. PeopleSoft does not control whether overtime must be paid for each category of payee. It is your responsibility to decide whether to input extra hours for these payees.

If your organization uses PeopleSoft Time and Labor, then the calculation for the different types of work hours is done by PeopleSoft Time and Labor, and then that data is passed to PeopleSoft Global Payroll for payroll calculation through an integration. If your organization uses a third-party time and labor application, then the calculation for the different types of work hours is done by that application, and then that data is passed to PeopleSoft Global Payroll for payroll calculation through positive input. If your organization does not use PeopleSoft Time and Labor or a third-party time and labor application, input your hours manually (online) using positive input.

Warning! PeopleSoft does not restrict the input of hours that are over the legal limit. It is up to you to apply the law to your setup. If you want an automated method by which to control the input of hours to ensure that they do not exceed the legal limit, you can use PeopleSoft Time and Labor.

See Also

PeopleSoft Global Payroll PeopleBook, “Working With Interfaces,” Integrating Global Payroll With Time and Labor and ”Working with Positive Input”

PeopleSoft Time and Labor PeopleBook

Providing Time Off in Lieu of Compensation

Some overtime may be taken as time off in lieu of compensation. These hours are known as *bonus* hours. There are two different types of compensation in lieu of time off:

- **Repos compensateur:** This type of compensation adheres to certain regulatory rules for its calculation. This type stipulates that when a payee works over a weekly hour limit in a week, that payee is entitled to receive some hours paid with a surcharge and to also acquire some compensation in lieu entitlement.
- **Récupération d’heures:** This type is not stipulated by regulations and companies can decide whether to apply this rule. This type enables a payee to take some compensation time off instead of being paid for the overtime.

Variables HR BON 100%, HRS BON 10%, HRS BOS 100%, and HRS BOS 10% are used to store the necessary values to process compensation in lieu of time off. These variables are used as values to process the Récupération d’heures.

Enter the number of hours a payee wants to save for future compensation in lieu using positive input. The hours input in the earnings HRS BOS 100% (earnings that pays the bonus hours at 100 percent) and HRS BOS 10% (earnings that pays the 10 percent surcharge for the bonus hours) are accumulated in the accumulator HRS AC HRS BOS SG. The hours input into HRS AC HRS BOS SG are added to the accumulator for 10 percent of their value as they are only equal to a 10 percent surcharge of the bonus hours.

The earnings HRS BOS 100% and HRS BOS 10% are resolved to zero. They are used to populate the compensation hours accumulators.

Sometimes a payee can take some time off in lieu of compensation by the half-day or complete day. When a payee takes a paid half-day or complete day off, the entitlement is decreased accordingly. A payee is entitled to take compensation in lieu once they accumulate seven hours. Two accumulators manage this entitlement. One accumulator stores any time off in lieu of compensation entitlements that are less than seven hours. The other accumulator stores the time off in lieu of compensation that can be taken by the payee. Each time a payee accumulates seven hours of time off in lieu, the accumulator HRS AC RCOMP EX AN increases by one day and the accumulator HRS AC RCOMP NE AN decreases by seven hours.

Trigger the calculation for time off in lieu using positive input. When entering positive input for the earning HRS REP COMP, indicate as *UNIT* the number of hours that you want to give as entitlement for time off in lieu. These hours are split into different accumulators based on whether the payee can take some time off or if the payee has not yet acquired complete entitlements. The accumulator HRS AC RCOMP EX AN stores the entitlements in days that can be taken. The accumulator HRS AC RCOMP NE AN stores the incomplete entitlements in hours.

A message is printed on payslips notifying payees that a new entitlement is available along with a message indicating the date by which they must take the hours. The date by which they must take the hours is the end of the current pay period plus two months.

Note. PeopleSoft Global Payroll for France does not manage the loss of entitlements if a payee does not take time off in lieu of compensation during the two months following the acquisition of the entitlement.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Calculation Elements,” Defining Generation Control Elements

Using PeopleSoft Time and Labor

If your organization is using PeopleSoft Time and Labor, the number of overtime hours per payee category comes from PeopleSoft Time and Labor through positive input.

If your organization uses a third-party system to calculate the overtime hours per payee category, this data is also stored as positive input.

Data may also be input manually as positive input. When data is input manually, PeopleSoft Global Payroll assumes that all hours and entitlements are calculated outside of the payroll process. The payroll process calculates only the earnings attached to those hours and updates the correct accumulators.

When entering positive input for the earning HRS REP COMP, indicate the number of overtime hours (unit) that contributes to the entitlement for compensation in lieu of time off.

See Also

PeopleSoft Global Payroll PeopleBook, “Working With Interfaces,” Integrating Global Payroll With Time and Labor

Reviewing Tips for Overtime

This section provides supplementary information regarding overtime.

Pay Period

It is assumed that the pay period is monthly and that the pay period always starts on the first day of the month. If the pay period is monthly, but the pay period does not start on the first day of the month, you must modify the formula HRS FM PRIMES TX to put the first day of the month in the variable HRS VR PRIM DATE. If the pay period is not monthly, then you must modify the entire PeopleSoft delivered setup to reflect the correct pay period.

Calculation Method

The usual calculation method for overtime earnings is $\text{Unit} \times \text{Rate} \times \text{Percent}$.

Unit is a variable that stores the number of hours.

Rate is a formula that calculates the hourly rate.

Percent is a variable that gives the percentage of surcharge. The percentage is easy to modify if your company is over the legal percentage.

Note. If you want to pay overtime hours at rates different than those stipulated by law, then you can easily modify the earnings elements to do so. In some cases, PeopleSoft has provided delivered element names—for example, HRS SUP 125%—that include the percentage in the name of the element. If you modify the percentage in such a delivered element, then the name of the element and the percentage it represents will not match and this could prove confusing to your payroll personnel. In such cases, PeopleSoft recommends that you create your own elements.

Positive Input and Overtime

It is vital that you fully understand the concept of positive input in order to understand the PeopleSoft Global Payroll for France overtime functionality.

The number of overtime hours to be paid must be calculated outside of the PeopleSoft Global Payroll system and then entered into the system through positive input. If you are using PeopleSoft Time and Labor or a third-party time and labor application, the hours data is fed into the PeopleSoft Global Payroll system through automated positive input functionality. If you are not using a time and labor application to manage your hours data, then you must input the data manually.

Positive input originates from manual data entry on the PeopleSoft Global Payroll Positive Input page (Compensate Employees, Manage Global Payroll Process, Use, Positive Input), from PeopleSoft Time and Labor or from another third-party time and labor system.

Rate Codes

Rate codes exist for the various types of overtime, but the overtime hours worked by each individual are entered by positive input. If you are using rate codes for the determination of the hourly rate, then you must override the system element RATE AS OF DATE. The rate code value is retrieved with the value active as of this date.

Overtime hours should be paid according to the hourly rate that applies to the week when the overtime hours are worked. Because rate codes are effective-dated, the system can determine the overtime hours with the correct rate for the week.

Enter the number of hours as the *unit* of the positive input to override the value of the system element RATE AS OF DATE by a date. This date is used to retrieve the effective rate code as of the given date. However, salary is not comprised solely of rate codes. For example, the system needs to manage premiums that are paid during the month to properly calculate the hourly rate. Premiums are then added to the rate codes to calculate the hourly rate. Premiums are calculated by the payroll process and apply to the entire month.

You must maintain the formula HRS FM SALBAS TX H indicating the rate codes to take into account and the accumulator HRS AC CAL PRIM SG indicating the premiums that are added to the rate codes.

Note. PeopleSoft Global Payroll for France uses the system element RATE AS OF DATE to retrieve the premiums of the current month or of the previous month. This is because some companies pay the overtime hours with a one-month delay.

See Also

PeopleSoft Global Payroll PeopleBook, “Working With Positive Input”

Viewing Delivered Overtime Earnings

The following table lists the primary earnings elements that PeopleSoft delivers to accommodate overtime processing. PeopleSoft does not maintain these elements.

All of the delivered overtime rules assume that your PeopleSoft Global Payroll system receives positive input on a weekly basis. If you want to send only one set of positive input per month, then create only one instance of the earnings.

Element	Description
HRS COMP	Number of additional hours paid (100 percent)
HRS COMP 125	Number of additional hours paid (125 percent)
HRS BON 100%	Number of bonus hours paid (100 percent)

<i>Element</i>	<i>Description</i>
HRS BON 10%	Surcharge of 10 percent for bonus hours
HRS BOS 100%	Number of bonus hours saved (100 percent). This earning resolves to zero and is used to populate the bonus hours accumulator.
HRS BOS 10%	Number of bonus hours saved (10 percent). This earning resolves to zero and is used to populate the bonus hours accumulator.
HRS SUP 125%	Number of overtime hours (125 percent)
HRS SUP 150%	Number of overtime hours (150 percent)
HRS DIMANCHE	Number of Sunday hours
HRS DE NUIT	Number of night hours
HRS CONGES	Number of holiday hours
HRS REP COMP	Number of time off in lieu hours. HRS REP COMP resolves to zero and is used to populate the compensation in lieu of time off entitlement accumulator.

There are no generation controls for these earnings. The element group HRS EG OVERTIME includes the earnings used for the overtime hours. The element assignment definition for these earnings is By Payee. This means that these earnings are triggered only if an assignment exits at the payee level (as positive input).

If you use rate codes to determine the hourly rate, for all of the earnings listed in the previous table, except HRS REP COMP, the system expects an override of the system element RATE AS OF DATE. The RATE AS OF DATE system element is used to evaluate the hourly rate used to pay the overtime hours. The system resolves RATE AS OF DATE with the value of the segment end date. If you do not override RATE AS OF DATE, then its value is equal to the segment end date. If you don't override RATE AS OF DATE, the hourly rate is calculated with the value of the rate code active as of the segment end date retrieved by the process. You should also carefully consider any possible salary changes during the pay period month because these change the rate code values used in the calculation of the hourly rate.

The system element RATE AS OF DATE should be defined as the last day of the week if you want the hourly rate to be calculated with the correct effective-dated rate code for the week in which the hours were worked. The system calculates the hourly rate as of this date.

To find out the specifics of an element's definition, use the PeopleSoft Global Payroll core application online element definition pages to display the element's definition.

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 5

Understanding Allowances

This chapter provides an overview of how to:

- Understand allowance types.
- Maintain allowances.
- View delivered allowance earnings and deductions.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Data Retrieval Elements”

Understanding Allowance Types

A payee may be entitled to a variety of allowances, paid in addition to the regular salary. These allowances are in four main categories:

- Allowances linked to a breach of contract (termination):
 - Compensation in lieu of paid holidays not yet taken.
 - Severance allowance.
 - End of fixed-term contract allowance.
 - Retirement allowance.
- Transportation allowances:
 - Paris.
 - Provinces.
 - Mileage allowance.

Note. There are different allowance rates for people living in Paris and in the provinces. Motorists may also be entitled to a mileage allowance for driving to work.

- Benefits in kind:
 - Meal benefit in kind.

- Lodging benefit in kind.
- Car benefit in kind.
- Other benefits in kind.
- Meal and travel allowances:
 - Meal/travel allowance.
 - Meal tickets.
 - Some allowances are liable for social contributions and taxes and some are not.

See Also

Maintaining Allowance Types

Maintaining Allowances

This section is divided into two topics:

- **Search Keys and Return Values:** Contains detailed information about the individual brackets used to calculate and determine eligibility for allowances. It contains tables listing the search keys used in each allowance bracket, as well as the variables that return lookup values. These tables specify which variables you need to maintain and update and indicate how each variable is used. We also provide sample values that you can use as a model for configuring each bracket.
- **Maintaining Allowance Types:** Contains additional information about the brackets used to calculate and determine eligibility for allowances. Because many of the brackets discussed in the first topic on Search Keys and Return Values work together to trigger more than one type of allowance, this second topic discusses how the brackets interact and identifies the earnings or deductions triggered for each allowance. In addition, this topic contains information about PeopleSoft-delivered allowances that do not make use of brackets, such as some benefits in kind.

Search Keys and Return Values

The following tables list the search keys and the return column variables defined for each allowance bracket.

IND BR FIN CONT (End of Contract Entitlements)

This bracket is used to determine entitlement for the following allowances:

- Compensation In Lieu of Paid Holidays not Taken.
- Severance Allowance.

- End of Fixed-Term Contract Allowance.
- Retirement Allowance.

Note. This bracket works in combination with other brackets—including IND BR DT SPEC, IND BR IND LIC, and IND BR DEP RET—to determine entitlement for many of the allowances discussed in this section. Information about how these brackets work together is found in the section about the different allowance types.

Search Keys	Use/Description	Return Columns	Use/Description
GEN VR ACTION	<p>Contains the Action code that triggers the allowance.</p> <p>Note. The value of GEN VR ACTION on the Data page of the Bracket is set to <i>TER</i> or <i>RET</i> because the bracket applies to termination allowances.</p>	IND BR FIN CONT	The value of this element is not used.
GEN VR MOTIF	<p>Contains the Reason code that triggers the allowance.</p> <p>Note. You must update the reason codes in the bracket to indicate the reasons a payee may be entitled to the allowances.</p>	IND VR DT ICCP	This variable is used to trigger the allowance CP ICCP 1A (compensation in lieu of paid holiday) and must be assigned a value of true or false (<i>1</i> or <i>0</i>). <i>1</i> triggers the allowance, while <i>0</i> prevents payment.
		IND VR DT IFC	This variable is used to determine entitlement to the end of fixed-term contract allowance IND FIN CONT and must be assigned a value of true or false (<i>1</i> or <i>0</i>). <i>1</i> triggers the allowance, while <i>0</i> prevents payment.

Search Keys	Use/Description	Return Columns	Use/Description
		IND VR DT LIC	The variable IND VR DT LIC is used to determine entitlement to the severance allowance IND LICENC and IND LICENC 2. If the variable returns a value of true (1), the payee is entitled to the severance allowance as determined by the Action/Reason. If the value returned is equal to false (0), the Action/Reason does not give entitlement to the severance allowance.
		IND VR DT D RET	This variable is used to determine entitlement to the voluntary retirement allowance IND DEP RET and must be assigned a value of true or false (1 or 0). If the variable has a value of true (1), the allowance can be paid.
		IND VR DT M RET	This variable is used to determine entitlement to the obligatory retirement allowance IND MISE RET and must be assigned a value of true or false (1 or 0). If the variable has a value of true (1), the allowance can be paid.

Note. Set the values of this variable for the Action/Reason codes that you define.

The following table displays sample values that you can use as a model for configuring the bracket.

GEN VR ACTION	GEN VR MOTIF	Bracket	IND VR DT ICCP
TER	ATC	1	1
TER	CON	1	1
TER	CDE	1	1
TER	DEA	1	1

Examples

- If a payee is laid off and the reason for the payee's departure is gross misconduct (faute lourde), the payee is not eligible for the following:

- The severance allowance (the value of the bracket element must be equal to zero).
 - The end of fixed-term contract allowance (the return value of the variable IND VR DT IFC must be equal to zero).
 - The paid vacation allowances for the current period (the return value of the variable IND VR DT ICCP must be equal to zero).
 - The retirement allowances (the return values of the variables IND VR DT M RET and IND VR DT D RET must be equal to zero).
- For a departure reason equal to end of fixed-term contract, the variables IND VR DT IFC and IND VR DT ICCP must be equal to 1.

IND BR DT SPEC (Contract Type Specific Entitlements)

This bracket is used to determine entitlement for the following allowances:

- Severance Allowance.
- End of Fixed-Term Contract Allowance.
- Retirement Allowance.

Note. This bracket works in combination with other brackets—including IND BR FIN CONT, IND BR IND LIC, and IND BR DEP RET—to determine entitlement for a number of different allowances. Information about how these brackets work together is found in the section about the different allowance types.

Search Keys	Use/Description	Return Columns	Use/Description
CONTRACT TYPE	<p>This bracket is for entitlements that vary by contract, so the search key is CONTRACT TYPE.</p> <p>Note. Update the contract type in the bracket to indicate the reasons that a payee may be entitled to the allowances.</p>	IND BR DT SPEC	<p>The bracket element IND BR DT SPEC is used to determine entitlement to the severance allowance IND LICENC and IND LICENC 2. If the bracket element returns a value of true (1), the payee is entitled to the severance allowance as determined by the contract type. If the value returned is equal to false (0), the contract type does not give entitlement to the severance allowance.</p> <p>Note. Set the values of the bracket (1 or 0) for the contract types that you define.</p>

Search Keys	Use/Description	Return Columns	Use/Description
		IND VR DP IFC	This variable serves to determine entitlement for the end of fixed-term contract allowance IND FIN CONT and must be assigned a value of true or false (1 or 0). 1 means that the end of fixed term contract allowance can be paid for the type of contract defined. Note. Set the values of this variable for the contract types that you define.
		IND VR DP DEP RET	This variable is used to determine entitlement to the voluntary retirement allowance IND DEP RET and must be assigned a value of true or false (1 or 0). If the variable returns a value of true (1), the allowance can be paid. Note. Set the values of this variable for the contract types that you define.
		IND VR DP MIS RET	The variable IND VR MIS RET is used to determine entitlement to the statutory retirement allowance IND MISE RET and must be assigned a value of true or false (1 or 0). If the variable returns a value of true (1), the allowance can be paid. Note. Set the values of this variable for the contract types that you define.

The following table displays sample values that you can use as a model for configuring the bracket.

CONTRACT TYPE	IND BR DT SPEC	IND VR DP IFC	IND VR DP DEP RET	IND VR DP MIS RET
CDD		1		
CDI	1		1	1

IND BR IND LIC (Severance Allowance Entitlements)

This bracket retrieves values used in the severance allowance calculation.

Note. This bracket works in combination with the brackets IND BR FIN CONT and IND BR DT SPEC to determine the severance allowance. Information about how these brackets work together is found in the section about the severance allowance.

Search Keys	Use/Description	Return Columns	Use/Description
GP TEMP001 CHAR	If you want to define the bracket according to the labor agreement, populate this temporary variable with the labor agreement before the bracket is resolved. Also specify the labor agreement value in the bracket definition and indicate the return values for the labor agreement.	IND BR IND LIC	<p>The bracket element IND BR IND LIC returns a value used to determine the allowance calculation method—or more specifically, the salaries used in the calculation.</p> <p>A return value of 1 indicates that the calculation should use the average salary of the last 12 months.</p> <p>A return value of 2 indicates that the calculation should use the average salary of the last three months.</p> <p>A return value of 3 indicates that the calculation should use the more favorable of the first two methods.</p>
GP TEMP002 CHAR	If you want to define the bracket according to payee categories defined in the labor agreement, populate this temporary variable with the appropriate category before the bracket is resolved. Also specify the payee category value in the bracket definition and indicate the return values for the payee category.	IND VR ANC 1	This variable is used to store the number of years of seniority linked to the entitlement variable IND VR DRT 1.
GEN VR INSTANCE	The variable GEN VR INSTANCE must be equal to 1 to trigger the earning IND LICENC 1 and 2 to trigger the earning IND LICENC 2	IND VR DRT 1	This variable stores the ratio applied to the base salary for the severance calculation for each year of seniority up to the number of years of seniority entered in the variable IND VR ANC 1.
		IND VR ANC 2	This variable stores the number of years of seniority linked to the entitlement variable IND VR DRT2.
		IND VR DRT 2	This variable stores the ratio applied to the base salary for the allowance calculation for each year of seniority up to the number of years of seniority entered in the variable IND VR ANC 2.
		IND VR ANC 3	This variable stores the number of years of seniority linked to the entitlement variable IND VR DRT3.

<i>Search Keys</i>	<i>Use/Description</i>	<i>Return Columns</i>	<i>Use/Description</i>
		IND VR DRT 3	This variable stores the ratio applied to the base salary for the allowance calculation for each year of seniority up to the number of years of seniority entered in entered in the variable IND VR ANC 3.
		IND VR PLAFOND	This variable stores the ceiling, in years, over which entitlement to the severance allowance is no longer calculated.

The following table displays sample values that you can use as a model for configuring the bracket.

<i>GEN VR INSTANCE</i>	<i>IND BR IND LIC</i>	<i>IND VR ANC 1</i>	<i>IND VR DRT 1</i>	<i>IND VR ANC 2</i>	<i>IND VR DRT 2</i>	<i>IND VR ANC 3</i>	<i>IND VR PLAFOND</i>
1	3	10	0.1	99	0.166667		99
2	3	99		99		99	99

Example

Suppose that we have two payees, one with ten years of seniority and another with 15 years of seniority. Both payees’ average salary over the past three months is equal to 1677 euros, and the average over the last 12 months is 1524 euros. In order to calculate the severance allowance, you must apply to the base salary (equal to either the average salary for the last three months or the last 12— whichever is highest), a factor of 1/10 x years of seniority (up to a limit of ten years). After ten years, the factor applied to the base is (1/10 + 1/15) x years of seniority over ten years.

- Based on this rule, the payee with ten years of seniority (stored in the variable IND VR ANC 1) would have the following severance allowance:

Base salary of 1677 euros x 1/10 (stored in IND VR DRT 1) x 10 years of seniority.

- Based on this rule, the payee with 15 years of seniority (stored in the variable IND VR ANC 1) would have the following severance allowance:

Base salary of 1677 euros x 1/10 (stored in IND VR DRT 1) x 10 years of seniority, plus base salary of 1677 euros x (1/10 + 1/15) [stored in IND VR DRT 2] x 5 years of seniority.

Note. The values currently specified in the bracket for GEN VR INSTANCE = 1 are the values defined by law. You are responsible for updating these values if they change. If you have a collective agreement with different rules, you can define the different slices (up to three) for the variables IND VR ANC 1, IND VR ANC 2, and IND VR ANC 3, and then define the entitlement for each slice in the variables IND VR DRT 1, 2, and 3.

Note. The values currently specified for GEN VR INSTANCE = 2 are provided as sample data only. You must define and maintain these values yourself.

IND BR DEP RET (Retirement Allowance Entitlements)

This bracket retrieves values used in the retirement allowance calculation.

Note. This bracket works in combination with the brackets IND BR FIN CONT and IND BR DT SPEC to determine the retirement allowance. Information about how these brackets work together is found in the section about the retirement allowance.

Search Keys	Use/Description	Return Columns	Use/Description
LABOR AGREEMENT	<p>LABOR AGREEMENT is one of three search keys in the bracket. If you create specific entitlements that vary by labor agreement, the entitlement retrieved by the bracket depends on the labor agreement.</p> <p>Note. Specify the labor agreements that will return values for the return column variables.</p>	IND BR DEP RET	<p>The value returned by the bracket element IND BR DEP RET is used to determine which method to use to apply for the base of the retirement allowance calculation. The bracket can return one of the following values:</p> <p>If the bracket retrieves 1, it means that the salary taken into account for the allowance calculation is equal to 1/12th of the last 12 salaries.</p> <p>If the bracket retrieves 2, it means that the salary taken into account for the allowance calculation is equal to 1/3rd of the last three salaries.</p> <p>If the bracket retrieves 3, it means that the salary taken into account for the allowance calculation is the highest amount between 1/13rd of the last three salaries and 1/12th of the last 12 salaries.</p> <p>Note. You must supply the value of this variable.</p>

Search Keys	Use/Description	Return Columns	Use/Description
EMPL CTG (Employee Category)	EMPL CTG is one of three search keys in the bracket. If the collective agreement defines different calculations depending on the category of the payees, the entitlement depends on the payee category. Note. Specify the employee categories that will return values for the return column variables.	IND VR DRT 1	The variable IND VR DRT 1 returns the number of months that the allowance should be paid. Note. Supply the value of this variable.
GEN VR INSTANCE (Instance)	GEN VR INSTANCE is one of three search keys in the bracket and represents the number of years of seniority. Regardless of whether the entitlement varies by labor agreement or payee category, the retirement allowance depends on the years of seniority stored in the variable GEN VR INSTANCE. Note. By default, the bracket is only populated with the instance key.		

The following table displays sample values that you can use as a model for configuring the bracket.

GEN VR INSTANCE	IND BR DEP RET	IND VR DRT 1
10	3	0.5
15	3	1
20	3	1.5
30	3	2

IND BR C ORANGE (Paris Transportation Allowance)

This bracket retrieves the values of the different Paris transportation tickets (carte orange).

Search Keys	Use/Description	Return Columns	Use/Description
IND VR CO NZ	The search key IND VR CO NZ represents the area number of the carte orange reimbursed to the payee. Note. Supply the area numbers used in the bracket.	IND BR C ORANGE	The bracket element retrieves the cost of a weekly ticket. Note. Each year, you must update the value of the ticket in this variable.
		IND VR CO MOIS	This variable contains the cost of a monthly ticket. Note. Each year, you must update the value of the ticket in this variable.
		IND VR CO ANNEE	This variable contains the cost of a yearly ticket. Note. Each year, you must update the value of the ticket in this variable.

The following table displays sample values that you can use as a model for configuring the bracket.

IND VR CO NZ	IND BR C ORANGE	IND VR CO MOIS	IND VR CO ANNEE
12	85	285	265
13	113	378	352
23	83	276	258
24	107	359	336

IND BR TIT REST (Meal Tickets)

This bracket retrieves values used in the calculation of meal tickets.

Search Keys	Use/Description	Return Columns	Use/Description
COMPANY	The values returned by this bracket depend on the company. Note. Define the company values used in the search key.	IND BR TIT REST	The bracket element retrieves the amount of the employer's contribution to the meal ticket that is not subject to social contributions. Note. Supply the value of this element. PeopleSoft only provides sample values.

<i>Search Keys</i>	<i>Use/Description</i>	<i>Return Columns</i>	<i>Use/Description</i>
		IND VR TR EMP I	This variable stores the amount of the employer's contribution to the meal ticket that is subject to social contributions. Note. Supply the values of this variable. PeopleSoft only provides sample values.
		IND VR TR SAL NI	This variable stores the amount of the payee's contribution to the meal ticket. Note. Supply the values of this variable. PeopleSoft only provides sample values

The following table displays sample values that you can use as a model for configuring the bracket.

<i>COMPANY</i>	<i>IND BR TIT REST</i>	<i>IND VR TR EMP 1</i>	<i>IND VR TR SAL NI</i>
KF1	28	0	28
KF2	0	29	29

See Also

Viewing Delivered Allowance Earnings and Deductions

Maintaining Allowance Types

This section focuses on how different brackets work together to calculate and determine eligibility for allowances, identifies the earnings and deductions triggered by the different brackets, and presents information about allowances that do not make use of PeopleSoft-delivered brackets.

Allowances Linked to a Breach of Contract (Termination)

When a contract is terminated, payees may be entitled to one or more of the following allowances: financial compensation for holidays due but not taken (ICCP), severance allowance, and end of fixed-term contract allowance.

- **Compensation in lieu of paid holidays not taken:** When a contract is terminated, but the payee has not taken his or her vacation entitlement, he or she is entitled to payment in lieu of the holiday entitlement. In the case of termination because of gross misconduct (fait lourde), compensation in lieu of paid holidays is not paid for vacation acquired during the current period.

This allowance is paid with the final paycheck.

Two groups of earnings may be triggered. The first group, CP ICCP A2, CP ICCP A1, and CP ICCP A, is triggered by a termination, whatever the reason. The second group consists of the earning CP ICCP 1A (compensation in lieu of holiday) and is triggered if the Action/Reason codes in the bracket IND BR FIN CONT allow it.

Bracket	Use
IND BR FIN CONT	<p>The variable IND VR DT ICCP in the return column of the bracket triggers the allowance CP ICCP 1A and must be assigned a value of true or false (<i>1</i> or <i>0</i>). <i>1</i> enables the allowance to be processed.</p> <p>Note. Update this bracket to indicate the reasons that a payee may be entitled to the earning CP ICCP 1A. Remember, however, that this earning is not paid for gross misconduct. If the termination reason is gross misconduct, set the variable IND VR DT ICCP equal to <i>0</i>. This prevents the allowance from being processed.</p>

The earnings CP ICCP A2, CP ICCP A1, and CP ICCP A are used to calculate compensation in lieu of paid holiday up to three years into the past, while the earning CP ICCP 1A is used to calculate compensation for the current vacation year.

Example

The earnings CP ICCP A2, CP ICCP A1, and CP ICCP A correspond to past vacation years for which the entitlement can be granted. For example, each vacation year begins on 1 June and ends on 31 May of the following year. If a payee leaves the company on 2 October 2000, the earning CP ICCP A2 retrieves the allowance for vacation not taken during the 1997 vacation year (1 June 1997 through 31 May 1998). The earning CP ICCP A1 retrieves the allowance for vacation not taken during the 1998 vacation year (1 June 1998 through 31 May 1999). And the earning CP ICCP A retrieves the allowance for the 1999 vacation year (1 June 1999 through 31 May 2000). Finally, the earning CP ICCP 1A retrieves the allowance for vacation granted (but not taken) between 1 June 2000 and 2 October 2000 (if and only if the bracket retrieves a value for the variable IND VR DT ICCP equal to *1* for the departure reason).

The amount of compensation in lieu of paid holidays (days not taken) is calculated as follows:

1. The balance for the period is calculated using the 1/10th rule.
2. The balance for the period is calculated using the salary uphold rule.
3. The more favorable of the two balances is used.

Compensation in lieu of paid holidays is liable to social contributions and is taxable.

- **Severance Allowance:** Severance allowance is activated at the time of final pay. There is a statutory minimum severance allowance, but many companies have agreements that pay more than this amount.

The statutory severance allowance is contained in the earning IND LICENC. The salary base for the allowance is the gross salary average of the last three months or the gross salary average of the last 12 months, whichever is greatest.

Note. To qualify for this allowance, the payee should be laid off (except for reasons of gross misconduct) and should have had at least two years uninterrupted service with the same employer. Fixed-term contractors, apprenticeship contractors, and other payees with some specific contracts are not eligible for the severance allowance.

A second earning—IND LICENC 2—is provided as sample data. You can use it if you have a severance allowance defined by the collective agreement with rules that differ from the statutory ones. If you decide to use it, you must determine when you want it to be triggered and adapt the calculation to meet your needs.

Three brackets are used to calculate this allowance.

Bracket	Use
IND BR DT SPEC	<p>The bracket element IND BR DT SPEC is used to determine entitlement to the severance allowance IND LICENC and IND LICENC 2. If the bracket element returns a value of true (1), the payee is entitled to the severance allowance as determined by the contract type. If the value returned is equal to false (0), the contract type does not give entitlement to the severance allowance.</p> <p>Note. Set the values of the bracket (1 or 0) for the contract types that you define.</p> <p>Note. Currently, this bracket is defined for only two contract types (CDD and CDI). If you create a new contract type value or want to give entitlement for the severance allowance, you must update the bracket.</p> <p>An additional condition must be satisfied for the allowance to be paid, as determined by the bracket IND BR FIN CONT (see the following entry).</p>
IND BR FIN CONT	<p>The variable IND VR DT LIC in the return column of the bracket is used to determine entitlement to the severance allowance IND LICENC and IND LICENC 2. If the variable returns a value of true (1), the payee is entitled to the severance allowance as determined by the Action/Reason. If the value returned is equal to false (0), the Action/Reason does not give entitlement to the severance allowance.</p> <p>Note. Set the values of this variable (1 or 0) for the Action/Reason codes that you define.</p>
IND BR IND LIC	<p>This bracket retrieves values used in the severance allowance calculation. For a more complete explanation of how this bracket is used in the calculation of the severance allowance, see IND BR IND LIC.</p>

- End of fixed-term contract allowance: This allowance is paid, with certain conditions, at the end of some fixed-term contracts. It does not apply to specific fixed-term contracts, seasonal employment contracts, or contracts for students on vacation.

For cases in which the payee has worked several fixed-term contracts, the allowance is due at the end of each contract. If the last fixed-term contract continues with a contract for a term that is not fixed, the allowance is not paid for the last fixed-term contract. There are other conditions that may prevent the allowance being paid. For example, if the payee refuses to renew a fixed-term contract, when this is written into the existing contract.

This entitlement uses the following 2 brackets.

Bracket	Use
IND BR FIN CONT	The bracket IND BR FIN CONT determines entitlement for the allowance (depending on the action/reason) by returning a value of true (1) or false (0) for the variable IND VR DT IFC. If the variable IND VR DT IFC returns the value true (1), the end of fixed term contract allowance IND FIN CONT can be triggered. However, an additional condition must be satisfied for the allowance to be paid, as determined by the bracket IND BR DT SPEC (see the following entry).
IND BR DT SPEC	This bracket also serves to determine entitlement for the end of fixed-term contract allowance IND FIN CONT. If the variable IND VR DP IFC in the return column of the bracket retrieves the value true (1), then the end of fixed-term contract allowance can be paid for the type of contract defined. The resolution of this bracket depends on the contract type.

Retirement Allowance

The entitlements for retirement are different depending on whether the retirement is the payee's decision or the employer's decision. The payments are triggered with a generation control when the contract end date is included in the pay period. Enter the contract end date in the Contract Data page in HR.

The following brackets are use to determine entitlement for the retirement allowance.

Bracket	Use
IND BR DT SPEC	<p>The payment of this allowance first depends on the bracket IND BR DT SPEC, which determines, based on the contract type, if the payment of the retirement allowances is possible.</p> <p>The variable IND VR DP DEP RET in the return column of the bracket is used to determine entitlement to the voluntary retirement allowance IND DEP RET. If the variable returns a value of true (1), the allowance can be paid.</p> <p>Note. An additional condition must be satisfied for this allowance to be paid, as determined by the bracket IND BR FIN CONT (see the following entry).</p> <p>The variable IND VR MIS RET in the return column of this bracket is used to determine entitlement to the statutory retirement allowance IND MISE RET. If the variable returns a value of true (1), the allowance can be paid.</p> <p>Note. An additional condition must be satisfied for this allowance to be paid, as determined by the bracket IND BR FIN CONT (see the following entry).</p>

Bracket	Use
IND BR FIN CONT	<p>This bracket is also used to determine entitlement for the retirement allowance, based on action/reason codes (in other words, the action/reason codes must allow payment of the allowance).</p> <p>The variable IND VR DT D RET in the return column of the bracket is used to determine entitlement to the retirement allowance in case of voluntary retirement. If the variable returns a value of true (<i>I</i>), the allowance can be paid. (The actual allowance for voluntary retirement is stored in the bracket IND BR DEP RET, as explained below.)</p> <p>The variable IND VR D M RET in the return column of this bracket is used to determine entitlement to the retirement allowance in case of statutory retirement. If the variable returns a value of true (<i>I</i>), the allowance can be paid.</p>
IND BR DEP RET	<p>The bracket IND BR DEP RET retrieves the rule for calculating the voluntary retirement allowance IND DEP RET. For additional information about how this bracket is used in the calculation, see IND BR DEP RET.</p> <p>Note. In addition to IND DEP RET, there is a second earning for the retirement allowance: IND MISE RET. This earning is paid when the retirement is determined by the company and uses the same calculation rules and formulas as the severance allowance. This allowance does not use the bracket IND BR DEP RET.</p>

Transportation Allowances

Payees living or working in Paris and the area around Paris (Région Parisienne) are entitled to special transportation allowances, based on the number of zones they have to travel through on the way to work. There is no legal transportation allowance for people living and working outside the Paris area.

The transportation allowance for payees living and working in or around Paris is paid at 50 percent of the cost of a weekly, monthly, or annual travel ticket. Payees living outside Paris, but working within it, or living inside and working outside, are entitled to a reduced allowance, as are people living and working outside the city but travelling across it to get to work.

The amount is contained in an earning, CARTE ORANGE, and is triggered either by earning/deduction assignment or by positive input. The calculation rule for this earning is Unit x Rate x Percent.

The number of tickets to reimburse is the *unit* and is entered at the payee level (you must override the unit with the number of tickets that you want to pay back).

In addition to the unit (number of tickets), the calculation of the allowance requires information stored in the following 3 variables.

Note. Use the Supporting Element Overrides page to enter the following variables as overrides.

Variable	Description	How it is Used
IND VR CO NZ	Area number of the Carte Orange	Enter the area number in this variable (this information is required) using the Supporting Element Override page. If you do not enter this value as an override or enter the wrong value, the payment will be in error. The only possible area values are contained in the bracket IND BR C ORANGE (see the following table).
IND VR CO FA	Frequency of ticket purchase (weekly, monthly, and so on)	<p>IND VR CO FA is used to store the frequency of purchase of the transportation card. The possible values here are <i>S</i> for a weekly transportation ticket and <i>A</i> for a yearly transportation ticket. If this variable is not populated, the process assumes, by default, that the frequency purchase is monthly.</p> <p>This variable is used to select the correct reimbursement amount. The bracket IND BR C ORANGE (as explained in the following table) retrieves the amount (cost) of the weekly, monthly, and yearly transportation ticket. Depending on the frequency stored in the variable IND VR CO FA, the correct ticket cost will be used when calculating the transportation allowance CARTE ORANGE (this cost populates the rate component in the calculation rule of the earning CARTE ORANGE).</p>
IND VR CO%	Reimbursement percentage	The variable IND VR CO% is the percentage used in the calculation rule of the earning CARTE ORANGE (calculation rule = Unit x Rate x Percent). By default, this percentage is equal to 50 percent. However, you can override this percentage using the Supporting Element Override page.

To calculate the transportation allowance, PeopleSoft Global Payroll uses information about ticket costs retrieved from the bracket IND BR C ORANGE.

Bracket	Use
IND BR C ORANGE	<p>This bracket returns the cost of a monthly, weekly, and yearly ticket using the variable IND VR CO NZ (area number) as a search key. The ticket costs are stored in the following elements:</p> <p>IND BR C ORANGE: This bracket element contains the cost of a weekly ticket. Each year, you must update the value of the ticket.</p> <p>IND VR CO MOIS: This variable contains the cost of a monthly ticket. Each year, you must update the value of the ticket.</p> <p>IND VR CO ANNEE: This variable contains the cost of a yearly ticket. Each year, you must update the value of the ticket.</p>

Independent Transportation Allowance

Payees who do not use public transportation may be entitled to a transportation allowance of 3.5 euros per month. This amount is managed using Payee Assignment and is stored in the earning IND TRANSPOR.

Note. To trigger the earning IND TRANSPOR, assign it to individual payees using the Earning/Deduction Assignment page. This is because the definition of IND TRANSPOR is *By Payee* in the Allowances element group IND EG TRANSPORT.

- Provinces.

There is no legal obligation for payees living and working outside Paris to receive a transportation allowance. Special rules may be defined by collective agreements.

Any independent transportation allowance can be stored in the Earning IND TRANSPOR and must be defined by the user. The amount that you want to reimburse must be entered in the amount field of the override if the amount is other than 3.5 euros.

- Liability to Social Contribution and Taxes.

The following table indicates which premiums and reimbursements for transportation expenses are exempt from social security contributions and income tax. Note that PeopleSoft manages only the Paris Carte Orange reimbursement and the reimbursement of 3.5 euros. We do not provide any logic to differentiate between other transportation premiums and reimbursement amounts that are liable or not liable for social security contributions and income tax. You must define the rules yourself.

<i>Premium Reimburse-ment</i>	<i>Exemption from social security contributions Paris area</i>	<i>Exemption from social security contributions Provinces</i>	<i>Exemption from the income tax (*) and the tax on salaries Paris area</i>	<i>Exemption from the income tax (*) and the tax on salaries Provinces</i>
Payment of the 3.5 Euro premium	Yes	Yes	Yes	Yes
50% reimbursement of the transportation ticket (Paris area)	Yes		Yes	
More than 50% (general case)	Yes, if the company can supply proof of the expenses		Yes, up to a limit of 50% of the transportation ticket.	
Payee applying a fixed deduction for professional expenses	Yes, up to a limit of 50% of the transportation ticket		Yes, up to a limit of 50% of the transportation ticket.	

<i>Premium Reimbursement</i>	<i>Exemption from social security contributions Paris area</i>	<i>Exemption from social security contributions Provinces</i>	<i>Exemption from the income tax (*) and the tax on salaries Paris area</i>	<i>Exemption from the income tax (*) and the tax on salaries Provinces</i>
Total or partial financial liability for transportation expenses (provinces)		Yes, up to the 2 nd class rate (SNCF or other transportation companies).	Yes, up to a limit of 3.5 euros.	Yes, up to a limit of 3.5 euros.
Payee applying a fixed deduction for professional expenses		Yes, up to a limit of 3.5 euros.	Yes, up to a limit of 3.5 euros.	Yes, up to a limit of 3.5 euros.

(*) Except if for real professional expenses deduction.

- Mileage Allowance

Mileage allowance is stored in the earning IND KILOMETR. The calculation rule for this earning is rate x unit.

The allowance is determined by multiplying the number of kilometers traveled (unit) by the reimbursement rate (rate).

The payment of the allowance is triggered by positive input and the user must override the unit and rate fields by the amounts needed.

Benefits in Kind

Benefits in kind are goods or services provided by the employer that are not essential for carrying out professional activity.

Each benefit in kind produces an earning included in the gross salary and liable for social security contributions, and a deduction of the same amount, on the net salary.

- Meal benefit in kind.

There are two rates for the meal benefit in kind. The rate that applies depends on the monthly salary's relation to the social security ceiling.

The benefit is recorded in the earning AN NOURRITUR and is triggered by positive input. The calculation rule for this earning is rate x unit, with the unit being entered using positive input.

The Minimum Guaranteed (MG) is the unit, and the rate is displayed in the following table (the table shows the benefits in kind as of 01/07/1999).

Benefits in kind	Calculation of SS contributions and CSG/CRDS Monthly salary <= 2 241 euros*	Calculation of SS contributions and CSG/CRDS Monthly salary > 2 241 euros*
Meal (two meals)	2 MG = 5,63 euros	3 MG = 8,44 euros
Meal (one meal)	1 MG = 2,81 euros	1,5 MG = 4,22 euros

* Apprentices are calculated using a specific formula, * 2 241 euros is equal to the social security ceiling of 01/07/1999.

The deduction to reduce the net salary of the payee is contained in the element AN NOUR DED. This deduction is populated automatically by the process.

The earning AN NOUR REG is used to adjust the meal benefits if the rates change during the year due to changes in the payee's salary. The regularization is usually calculated only once a year: in December or when the payee is leaving the company. The calculation can be made multiple times if the payee leaves a company and is re-hired by the same company.

In December, or at the moment of the departure, the benefit in kind rate is calculated by comparing the total annual salary and the sum of the social security ceilings. If there is a difference between the benefit in kind calculated each month and the benefit in kind calculated on the annual amount, this difference is triggered as a benefit in kind adjustment. This adjustment is made automatically.

The deduction AN NOUR DED value is equal to the benefit in kind AN NOURRITUR plus the adjustment AN NOUR REG calculated during the period.

- Lodging benefit in kind.

Lodging benefit in kind is calculated on the same fixed base as meal benefit in kind, with two rates, depending on the monthly salary

The benefit is recorded in the earning AN LOGEMENT and triggered by positive input. The calculation rule for this earning is rate x unit, with the unit being entered using positive input.

The number of nights is the unit and the rate appear in the following table (the table shows the benefits in kind as of 01/07/1999).

Benefits in kind	Calculation of SS contributions and CSG/CRDS Monthly salary <= 2 241 euros*	Calculation of SS contributions and CSG/CRDS Monthly salary > 2 241 euros*
Lodging (per week)	5 MG = 14,07 euros	5 MG = 14,07 euros **
Lodging (per month)	20 MG = 56,28 euros	20 MG = 56,28 euros **

** Per main room, * Apprentices are calculated using a specific formula, * 2 241 euros is equal to the social security ceiling of 01/07/1999.

The deduction to reduce the net salary of the payee is contained in the element AN LOGE DED. This deduction is populated automatically by the process.

The earning AN LOGEM REG is used to adjust the lodging benefits if their rates change during the year due to changes in the payee's salary. For example, it may initially be greater than the social security ceiling and then fall below the ceiling. The regularization is usually calculated only once a year: in December or when the payee is leaving the company. The calculation can be made several times if the payee leaves a company and is rehired by the same company.

In December, or at the moment of the departure, the benefit in kind rate is calculated by comparing the total annual salary and the sum of the social security ceilings. If there is a difference between the benefit in kind calculated each month and the benefit in kind calculated on the annual amounts, this difference is triggered as a benefit in kind adjustment. This adjustment is made automatically.

The deduction AN LOGE DED value is equal to the benefit in kind AN LOGEMENT plus the adjustment AN LOGEM REG calculated during the period.

- Meal and lodging benefits in kind and net guarantee calculation.

The meal and lodging benefit in kind values vary depending on the gross salary. For the net guarantee calculation, we need to process an iterative calculation. At each iteration, the gross salary varies in order to connect with a target net salary. Then, if the gross salary varies after each iteration over and under the social security ceiling, the benefit in kind could also vary. This could cause instability for the net guarantee calculation that could not produce the expected results. To avoid this situation, the benefit in kind valuation isn't included in the net guarantee iterative process.

The benefits in kind are triggered in the process list after the IJSS section and before the net guarantee calculation section. It means that the benefit in kind that depends on the gross salary will be calculated without taking into account the IJSS adjustment value (the result of the Net Guarantee calculation). If users want to calculate the benefit in kind taking into account the net guarantee calculation, they can place the benefit in kind section IND SE AVT NATURE after the net guarantee sections GEN SE GARANTI NET and GEN SE IJSS AJUST. But in this case, the net guarantee rules can't be guaranteed.

In all cases, PeopleSoft recommends not including the benefit in kind calculation in the net guarantee iterative process. PeopleSoft has chosen to calculate the benefits in kind before processing the net guarantee calculation. Users can decide to process net guarantee before benefits in kind.

- Car benefit in kind.

The real value of a car given to a payee is considered a benefit in kind. If a car belongs to the company, but is allocated to a payee, it is also considered a benefit in kind, calculated with the mileage allowances bracket. This bracket is provided by the tax office and is not managed by PeopleSoft. You must calculate the amount you want to give as a car benefit in kind.

The benefit is recorded in the earning AN VEHICULE and is triggered by positive input. The deduction for this benefit in kind is contained in the element AN VEHI DED. This deduction is populated automatically by the process.

Note. Use the earning AN VEHIC REG to supplement the car benefit in kind using the positive input page.

- Other benefits in kind.

Non-professional travel, company-sponsored lotteries, competitions, and other similar benefits are considered benefits in kind. They are stored in the earning AN AUTRES and triggered by positive input. They are automatically deducted from the net salary using the deduction AN AUTRES DE.

Note. If you want, you can use the earning AN AUTRE REG to supplement the other benefits in kind. To do this, use the positive input page.

Meal Allowances

There are two meal allowances: one for day workers and one for night workers. Because each meal allowance can either be subject or not subject to contributions, PeopleSoft has defined the following four earnings. These four earnings are triggered by positive input.

- The day allowance subject to contributions is recorded in the earning PANIER JOUR I. The day allowance not subject to contributions is contained in the earning PANIER J NI.

To trigger same day meal allowances, you must input a positive input for the earning PANIER JOUR I. The unit of the positive input is equal to the number of meal allowances to be paid. Meal allowances are not submitted to contributions if they are paid based on the guaranteed minimum. If you want to pay meal allowances for a base over the guaranteed minimum, you must override the variable IND VR PANIER J at the Element Override level. If the variable IND VR PANIER J is overridden by an amount over the guaranteed minimum, the portion over this limit is used as the rate of the earning PANIER JOUR I. The earning PANIER JOUR NI has as its unit the number of meals entered in the positive input of the earning PANIER JOUR I and the rate is equal to the guaranteed minimum.

Example 1

Guaranteed Minimum = 2,85

Positive Input on the earning PANIER JOUR I

Unit = 2,25

Element override on the variable IND VR PANIER J = 4,50

In this case, the earning PANIER JOUR I is equal to $2,25 \times (4,50 - 2,85) = 3,71$

And the earning PANIER JOUR NI is equal to $2,25 \times 2,85 = 6,41$

Example 2

Positive Input on the earning PANIER JOUR I

Unit = 2,25

No Element override on the variable IND VR PANIER J

In this case, the earning PANIER JOUR I is equal to 0

And the earning PANIER JOUR NI is equal to $2,25 \times 2,85 = 6,41$

Note. If the variable IND VR PANIER J is overridden by an amount under the value of the guaranteed minimum, the allowance paid will be PANIER JOUR NI and the base will be equal to the guaranteed minimum (and not to the amount overridden for the variable IND VR PANIER J).

- The night allowance subject to contributions is recorded in the earning PANIER NUIT I. The night allowance not subject to contributions is contained in the earning PANIER N NI.

The night meal allowances are used the same way as day meal allowances. The number of night allowances is entered by positive input for the earning PANIER NI and the rate of the night allowances can be entered as an element override of the variable IND VR PANIER N. The night allowances are not liable to contributions if they are paid base on 1.5 times the guaranteed minimum. Then if the variable IND VR PANIER N is not overridden or the variable is overridden by an amount less than 1.5 times the guaranteed minimum, the night allowances will not be liable to contributions and will be paid by the earning PANIER NI. If the variable IND VR PANIER N is overridden by an amount greater than 1.5 times the guaranteed minimum, the difference between these two values will be used as the rate of the earning PANIER NI.

Note. For the meal allowances, you must enter a positive input for the liable earnings (PANIER JI and PANIER NI), but the process determines if these allowances are liable to contribution depending on the override of variables IND VR PANIER J and IND VR PANIER N.

Meal Tickets

Meal tickets may be issued to employees who can justify taking a meal during working hours. There is an upper limit, and the employer may be exempt from some social security contributions.

The allowance is recorded in the following two earnings:

- **TR EMP NI:** This earning calculates the number of meal tickets not liable to contributions. This earning uses the bracket IND BR TIT REST to retrieve the amount of the employer's contribution to the meal ticket (stored in the return column variable IND BR TIT REST) that is not subject to social contributions. The earning is triggered by positive input. The number of meal tickets given to the payee is entered through this positive input and is used for the earning TR EMP NI. As this earning calculates the number of meal tickets not liable to contributions, it is not included in the salary nor does it appear on the payslip as the monetary counterpart of the earning.

TR EMP I: This earning calculates the part of the meal tickets liable to contributions. This earning uses the bracket IND BR TIT REST to retrieve the amount of the employer's contribution to the meal ticket that is subject to social contributions. This amount is stored in the return column variable IND VR TR EMP I. The Unit of this earning is the amount entered as positive input for the earning TR EMP NI. If the employer does not have to pay a contribution for the meal tickets given, the bracket IND BR TIT REST should retrieve 0 as the value of the variable IND VR TR EMP I.

There are two deductions corresponding to these two earnings:

- **TR EMP I DED:** This deduction calculates the number of meal tickets liable to contribution. The meal tickets liable to contribution are included in and increase the gross salary. To offset this increase, you must subtract the monetary amount of the meal ticket from the net salary to avoid doubling this payment. This deduction uses the bracket IND BR TIT REST to retrieve the amount of the employer's contribution (stored in the return column variable IND VR TR EMP I) that is subject to social contributions and deducts it from the net salary. The unit of this deduction is the amount entered as positive input of the earning TR EMP NI.
- **TR SAL DED:** This deduction retrieves the part of the meal tickets that is paid directly by the payee. This deduction uses the bracket IND BR TIT REST to retrieve the payee's contribution to the meal ticket (variable IND VR TR SAL NI) and deducts it from the net salary. The unit of this deduction is the amount entered as positive input of the earning TR EMP NI.

The following table describes the values returned by the bracket IND BR TIT REST for use in calculating the meal ticket allowance.

Bracket	Use
IND BR TIT REST	<p>This bracket returns values for the following elements using Company as the search key:</p> <p>IND BR TIT REST: This bracket element returns the amount of the employer's contribution not subject to social contributions.</p> <p>IND VR TR EMP I: This variable stores the amount of the employer's contribution to the meal ticket subject to social contributions.</p> <p>IND VR TR SAL NI: This variable stores the payee's contribution to the meal ticket.</p> <p>Note. Supply the values of the variables used in the calculation of the meal ticket allowance.</p>

See Also

Viewing Delivered Allowance Earnings and Deductions

PeopleSoft Global Payroll PeopleBook, “Understanding Overrides” and “Working With Positive Input”

“Introducing AFB Rules”

“Understanding Country Setup for France,” Overview of Net Guarantee

IND BR TIT REST (Meal Tickets)

Viewing Delivered Allowance Earnings and Deductions

The following tables contain information about the earnings and deductions PeopleSoft Global Payroll for France delivers to calculate allowances.

Earning/Deduction	Description
CP ICCP A2	Compensation in lieu of paid holidays A-2
CP ICCP A1	Compensation in lieu of paid holidays A-1
CP ICCP A	Compensation in lieu of paid holidays A
CP ICCP 1A	Compensation in lieu of paid holidays A+1
CP ICCP MC	Additional amount for compensation in lieu of paid holidays
IND LICENC	First severance allowance
IND LICENC 2	Second severance allowance
IND FIN CONT	End of fixed-term contract allowance

Earning/Deduction	Description
IND MISE RET	Obligatory retirement allowance
IND DEP RET	Voluntary retirement allowance
CARTE ORANGE	Paris transportation allowance
IND TRANSPOR	Transportation allowance
IND KILOMETR	Mileage allowance
AN NOURRITUR	Meal benefit in kind
AN LOGEMENT	Lodging benefit in kind
AN VEHICULE	Car benefit in kind
AN AUTRES	Other benefits in kind
AN NOURR REG	Meal benefit in kind
AN LOGEM REG	Lodging benefit in kind
AN VEHIC REG	Car benefit in kind
AN AUTRE REG	Other benefits in kind
PANIER JOUR I	Meal allowance liable to contributions
PANIER NUIT I	Night meal allowance liable to contributions
PANIER J NI	Meal allowance not liable to contributions
PANIER N NI	Night meal allowance not liable to contributions
AN NOUR DED	Meal benefit in kind
AN LOGE DED	Lodging benefit in kind
AN VEHI DED	Car benefit in kind
AN AUTRES DE	Other benefits in kind
TR EMP NI	Meal ticket: employer's contribution not liable
TR EMP I	Meal ticket: employer's contribution liable
TR EMP I DED	Meal ticket: employer's contribution liable (deduction)
TR SAL DED	Meal ticket: payee's contribution (deduction)

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 6

Defining URSSAF Contributions

This chapter provides an overview of how to:

- Understand URSSAF.
- View and modify URSSAF rates and ceilings.
- Trigger URSSAF deductions.
- Calculate the payee's contribution base.
- Understand reductions to URSSAF contributions.
- Define rates for accidents at work.
- Create the Tableau Récapitulatif des Cotisations (TRC) report.
- View delivered URSSAF deductions.

Understanding URSSAF

URSSAF are regular contributions paid by both the payee and employer to cover retirement, sickness, workplace accidents, family benefits, widows' benefits, and FNAL. Most URSSAF contributions are calculated as a percentage of a *funding base* (calculation rule = percentage x base). In some cases, contributions may apply to a reduced base, and some contribution classes may qualify for reduced rates or exemption from paying contributions.

Following are terms used in the URSSAF discussion.

Bases

The funding base for URSSAF deductions is derived from the Gross Pay Accumulator (URS AC BRUT SG); however, the funding base is defined not as an accumulator but as a formula or variable and may differ in value from the Gross Pay Accumulator. For example, in the case of journalists, the formula used to calculate URSSAF contributions can reduce the funding base below the amount of the Gross Pay Accumulator. And in cases where deductions are limited to a ceiling, formulas can be used to limit the funding base to the ceiling.

Note. The formulas and variables representing the URSSAF funding base appear in the Base columns of the tables in the section Reviewing Delivered URSSAF Deductions.

Rates

The contribution rates for URSSAF vary according to the contribution class and are defined as variables. Although PeopleSoft delivers these variables with predefined values, you must maintain these variables on the URSSAF Rates page.

Note. The variables representing the contribution rates for URSSAF are listed in the % column of the tables in the section Reviewing Delivered URSSAF Deductions.

The following table lists the current contribution rates for employees and employers defined as part of the *general* or *common* contribution class (code 100) as of 1 January 2000. The table also specifies the normal funding base and indicates whether the contribution rate is limited to a ceiling (Ceiling A).

Contribution	Payee's Rate (general régime)	Employer's Rate (general régime)	Funding Base ("assiette")
Illness, Maternity	0.75	12.80	Gross salary
Widow	0.10		Gross salary
Work Accident		Variable	Gross salary
Old Age (no ceiling limit)		1.60	Gross salary
Old Age (with ceiling)	6.55	8.20	Ceiling A
Family allowances		5.40	Gross salary
FNAL (for all companies)		0.10	Ceiling A
FNAL (companies > 9 payees)		0.40	Gross Salary

Ceilings

Some URSSAF contributions are based only on the portion of a payee's salary that falls within a limit referred to as a *ceiling*. In other words, these contributions are calculated using a reduced base so that if a salary is over the ceiling, the contribution is calculated only on the ceiling.

Note. To view the ceilings for the different contribution classes, use the URSSAF Rates page. To modify a ceiling level, use the Ceilings page described in the Country Setup topic.

Contribution Classes

The contribution class for each payee is determined by factors, such as where the payee works, what type of work is being done, and the employee's age. The different contribution classes for payees are identified in the PeopleSoft Global Payroll system by a set of codes defined by URSSAF. Except in a few cases (such as for trainees), any payee who is eligible for URSSAF must be associated with a contribution class code (or social security code) on the Contract page. Use these codes to access the URSSAF Rates and URSSAF Additional Setup pages described in this section.

The codes for the various contribution classes PeopleSoft manages are listed in the following table.

Note. You can create classes that are not managed by PeopleSoft. If you do so, ensure that the URSSAF contributions are correctly calculated.

Social Security Code	Description
100	General régime
101	General régime Alsace-Moselle
102	General régime without AT contribution
103	General régime without AT AM
104	General régime without payee contribution
106	Régime without payee contribution and AT
128	Apprentice
129	Apprentice Alsace-Moselle
336	Doctors
337	Doctors Alsace-Moselle
386	Orientation contract
387	Orientation contract Alsace-Moselle
392	Part-time employee: 30 percent reduction
393	Part-time in Alsace-Moselle
914	Qualification contract
915	Qualification contract AM
944	CRE: unlimited exemption
945	CRE unlimited exception Alsace-Moselle
956	CIE general case
957	CIE general case Alsace-Moselle
960	CIE more than 50
961	CIE more than 50 years Alsace-Moselle

Standard Versus Non-Standard Classes

In the case of certain contracts, when payees' earnings exceed a specific limit, they may no longer be eligible for the special URSSAF rate assigned to their class. When these limits are broken, they pay another rate, assigned to another contribution class. This new class is referred to as the *standard class* because it does not contain the exempted rates of the original class but the *normal* rates of the standard régime.

To calculate the maximum payees can make and still remain within their normal régime, PeopleSoft uses the variable GEN VR SMIC L VG P. To calculate the earnings ceiling, PeopleSoft Global Payroll multiplies the value of this variable (which is equal to the hourly SMIC) by the number of paid hours. If earnings go over this amount, a change in régime is triggered. The payee then moves to the standard régime and deductions are made at the new rate for earnings over the ceiling.

Note. The value of the variable GEN VR SMIC L VG P appears in the Upper Limit field of the URSSAF Additional Setup page.

The following table lists all non-standard classes with an associated standard class.

Social Security Code	Description
914	Qualification contract
915	Qualification contract AM
944	CRE: unlimited exemption
945	CRE unlimited exception Alsace-Moselle
956	CIE general case
957	CIE general case Alsace-Moselle
960	CIE more than 50
961	CIE more than 50 years Alsace-Moselle

See Also

Viewing and Modifying URSSAF Parameters

Calculating the Payee's Contribution Base

Viewing and Modifying URSSAF Rates and Ceilings

In PeopleSoft Global Payroll for France, the rates for the different URSSAF contributions (widow, illness, family allowance, and so on) are defined as variables. Although PeopleSoft defines and delivers the rates associated with these variables—as well as the ceilings that apply to the base used to calculate these contributions—you can adjust ceiling values and contribution rates to comply with changing laws and regulations. In this section, we discuss where you can go to view the delivered rates and ceilings for URSSAF. We also explain how you can adjust these values if necessary.

To view and adjust ceilings and rates:

1. View URSSAF ceilings.

On the Limits page, view the ceilings associated with URSSAF contributions. The

ceilings that appear on this page (URSSAF uses only Ceiling A) also appear on the URSSAF Rates page with the actual ceiling values.

2. View and maintain the ceilings for the URSSAF contribution rates.

Many URSSAF contribution rates apply only to a portion of an employee's funding base—in other words, they apply to the portion of the funding base that falls within a limit or ceiling. PeopleSoft has defined a specific variable to store the ceiling used in URSSAF: Ceiling A. However, you are responsible for maintaining the value of Ceiling A and adjusting it if necessary on the Ceilings page.

3. View and maintain the rates for the different contribution classes.

Once you have reviewed and (if necessary) adjusted the ceilings used for URSSAF, go to the URSSAF Rates page to view and adjust the actual contribution rates for the different contribution classes (régimes). This page is discussed in detail in the subsequent topic on the URSSAF Rates page.

4. View and maintain additional URSSAF values on the Variables by Category page.

View and maintain variables (other than those updated on the URSSAF Rates page) that store entry values used in URSSAF calculations. To update these variables, use the Variables by Category page discussed in the Understanding Country Setup for France chapter.

Update the following variables on this page:

Variable	Use
URS VR REDUC MAX	This variable is used to calculate the maximum ceiling when working out a low salary reduction. Note. To trigger the low salary deduction, use the URSSAF Additional Setup page. To maintain the ceiling used to calculate this deduction, use the Variables by Category page.
URS VR TX REDUC1	This variable is used to calculate the low salary deduction, in cases where the gross salary is less than SMIC. Note. To trigger the low salary deduction, use the URSSAF Additional Setup page. To maintain the rate used to calculate this deduction, use the Variables by Category page.
URS VR TX REDUC2	This variable is used to calculate the low salary deduction, in cases where the gross salary is more than SMIC.
URS VR TX FNA DPE	This variable stores the FNAL rate (no ceiling). Note. FNAL rates limited to Ceiling A are maintained on the URSSAF Rates page.
URS VR TX FND EXE	This variable stores the exempt FNAL rate (no ceiling). Note. FNAL rates limited to Ceiling A are maintained on the URSSAF Rates page.

Variable	Use
URS VR AUB RED	This variable is used to calculate the Aubry II reduction (global reduction).
URS VR AUB MINI	This variable is used to calculate the Aubry II ceiling.
URS VR AUB RD 1	This variable is used to calculate the Aubry II standard cut reduction. It stores an amount that decreases the AUBRY II reduction.
URS VR AUB RD 2	This variable stores a second amount that decreases the AUBRY II reduction when the company applies the Aubry I.
URS VR AUB RD 3	This variable stores a third amount that decreases the AUBRY II reduction when the company applies the Aubry I and when the company standard hours are under 32.
URS VR AUB I MT	This variable stores the maximum yearly Aubry I reduction amount.

See Also

“Understanding Country Setup for France”

Defining URSSAF Rates

Understanding Reductions to URSSAF Contributions

PeopleSoft Global Payroll PeopleBook, “Defining Calculation Elements,” Viewing or Updating the Values of Variables in the Same Category

Pages Used to View and Modify URSSAF Rates

Page Name	Object Name	Navigation	Usage
URSSAF Rates	GPFR_URS_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, URSSAF Rates, URSSAF Rates	Review the URSSAF rates for illness, widow, family benefits, FNAL Employer, and Retirement rates
URSSAF Additional Setup	GPFR_URS_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, URSSAF Rates, URSSAF Additional Setup	View (and if necessary, modify) additional URSSAF parameters.

Note. PeopleSoft delivers the rates that appear on the URSSAF Rates page. However, you must maintain these rates and adjust them if necessary to meet legal requirements.

Defining URSSAF Rates

Access the URSSAF Rates page.

URSSAF Rates		URSSAF Additional Setup	
Social Security Code: 100			
Rates View All First 1 of 1 Last			
*Eff Date:	01/01/2000	*Status:	Active
*Description:	General "Regime"	Limits Currency:	Euro
Illness Rate		Widow Rate	
No limit	Payee: 0.750 Employer: 12.800	No limit	Payee: 0.100
Family Allowance		FNAL Employer Rate	
No limit	Employer: 5.400	From 0 To 2241	Employer: 0.100
Retirement Rate			
No limit	Payee: No limit Employer: 1.600		
From 0 To 2241	Payee: 6.550 Employer: 8.200		

URSSAF Rates page

Limits Currency

Select *Franc* or *Euro*.

Illness Rate

The illness contribution rates for **Payee** and **Employer**.

Widow Rate

The contribution rate for widows' benefits.

Family Allowance

The rate for family allowance.

FNAL Employer Rate

This rate applies to a funding base limited to Ceiling A. The actual rate is displayed opposite **From 0 to 2241**.

Note. FNAL contributions not limited to Ceiling A are maintained on the Variables By Category page. Only FNAL contributions limited to Ceiling A are maintained on the URSSAF Rates page.

Retirement Rate

There are two contributions towards the retirement rate. The employer pays a rate based on the entire funding base. This is displayed opposite **No Limit** under **Employer**.

The second contribution, paid by both payee and employer, is applied to a funding base limited to the Ceiling A. These rates are displayed opposite **From 0 to 2241**.

Note. 2241 euros is the monthly limit of the Ceiling A at the time of writing. The ceiling is determined by the value assigned to the Ceiling A variable. This is done on the Ceilings page of the Country Setup feature.

Note. Several of the contribution sections on this page display the comment **No limit**. This means that the contributions for each section are not based on an earnings ceiling. They are calculated from the entire funding base, with no limit.

See Also

Viewing and Modifying URSSAF Rates and Ceilings

Viewing and Modifying URSSAF Parameters

Access the URSSAF Additional Setup page.

URSSAF Rates | URSSAF Additional Setup

Social Security Code: 100

Additional Setup View All First 1 of 1 Last

Eff Date: 01/01/2000 Status: Active

Description: General "Regime"

AT Reduction: 0.000 Low Salary Reduction

Standard Class

Standard Class:

Upper Limit:

URSSAF Additional Setup page

Once you've reviewed—and if necessary, updated—the rates on the URSSAF Rates page, you can view the following additional information about the contribution class on the URSSAF Additional Setup page.

- You can see whether an AT (work accident) reduction applies to the contribution class.
- You can determine what the “standard class” is for payees (if any)—that is, the contribution class to which payees are automatically associated if they earn above a certain limit.
- You can determine the earnings limit that triggers a change in the contribution class from the original class to the associated “standard class” (payees earning above the limit are automatically associated with the standard class).

You'll also use this panel to trigger a low salary reduction for payees earning less than 130 percent of the legal minimum salary.

As noted earlier, in PeopleSoft Global Payroll for France, each payee is assigned a contribution class or régime, based on their contracts, where they work, and the types of jobs. In some special cases, when a payee's earnings, or time at work, exceed a certain limit, they are no longer eligible for the special URSSAF rate assigned to their class. When these limits are broken, they pay another rate, assigned to another contribution class. This class is referred to in this section as the *standard class*.

Social Security Code	The payees' existing contribution class—not that of the standard class.
Low Salary Reduction	<p>Select this check box to trigger a reduced contribution if the payee earns a low salary. However, the employer may already pay a reduced contribution because the payee is in a special régime—for example, if there is a “contrat de qualification.” If this is the case, no further reductions are available, so this check box should not be selected.</p> <p>Selecting this check box triggers calculation of the special low salary variable URS BAS SAL. The result of this deduction can be 0 if the payee's salary is above a specific limit.</p> <p>Note. Several variables used to calculate the low salary deduction can, if necessary, be modified on the Variables by Category page.</p>
AT Reduction	<p>If the contribution class (régime) qualifies for a reduction in the work accident rate, this field displays the percentage amount of the reduction. (You can adjust this amount if necessary.) For example, régime number 392 carries a rate reduction of 30 percent compared to the “general régime” 100.</p> <p>Note. The work accident rate is entered at the establishment level in PeopleSoft Human Resources. The rate is the same for all payees of the establishment, except for payees belonging to the régime that carries the specific reduction.</p>
Standard Class	The standard class to which payees are assigned if they become ineligible for their original class. For example, payees in some contribution classes (régime 914) contribute using the rates for their class only as long as their monthly salary is less than or equal to the SMIC (minimum monthly salary). When payees belonging to one of these classes earn more than the SMIC, they automatically begin contributing using the rates in effect for the new standard class. These rates apply only to the portion of the salary that exceeds the earnings limit.
Upper Limit	The value of the variable (GEN VR SMIC L VG P) storing the hourly SMIC rate. To calculate the maximum payees can make and still remain within their normal régime, PeopleSoft Global Payroll multiplies the value of this variable by the number of paid hours. If earnings go over this amount, a change in régime is triggered. The payee then moves to the rates for the standard class (as previously defined) and deductions are made at the new rate for earnings over the limit.

See Also

Standard versus Non-Standard Classes

Viewing and Modifying URSSAF Rates and Ceilings

Defining Rates for Accidents at Work

Triggering URSSAF Deductions

The triggering of URSSAF deductions is based on the variable URS VR REGIME. This variable retrieves the value of the social security code entered in the Contract page. If the payee has no social security code (that is, if the variable is not populated), then the URSSAF contributions are not triggered.

Triggering URSSAF in the Case of Trainees

There is one exception to the rule for triggering URSSAF that applies to trainees. Users don't have to enter a social security code for trainees because this code is determined by the system. The reason for this is that the contributions paid by trainees depend on their kind of training (mandatory or not, with work accident coverage or not) and on the salary level. In some cases, trainees don't have to pay URSSAF contributions at all (if the salary is under 30 percent of the minimum salary in case of mandatory training with work accident coverage). In this case, the system doesn't assign a value to the social security code (it doesn't populate the variable URS VR REGIME) and URSSAF contributions are not triggered.

See Also

“Understanding Specific Contracts”

Calculating the Payee's Contribution Base

This section contains information about how the URSSAF contribution base is calculated.

Funding Bases Limited to a Ceiling

Some funding bases are limited to a ceiling—in other words, contributions are calculated as a percentage of a limited funding base, rather than applying to the entire base. The calculation used to determine when the ceiling has been reached is a monthly calculation. The system adds all the gross of the year and compares this sum to the sum of all the monthly ceilings. If the sum of the gross is greater than the sum of the ceilings, the system limits the annual funding base to the ceiling. The system then deducts the funding base of the previous month on which the payee has already contributed to obtain the monthly funding base. PeopleSoft Global Payroll for France uses a generic formula GEN FM CALC LIMIT to calculate the monthly funding base limited to a ceiling.

When a Payee Moves From a Non-Standard Class to a Standard Class

When payees move into a standard class from a non-standard class because they have exceeded the earnings limit for the original class, the standard rates apply only to earnings over the limit. In other words, the funding base for the new, standard class is not the complete salary base, but only the amount over the limit.

Lump Sum Bases

Some specific categories of employees contribute to URSSAF based on lump-sum bases. For example, this applies to instructors in vacation centers, apprentices, trainees, taxi drivers, and some other categories of employees.

Important! PeopleSoft manages only lump-sum bases in the case of apprentices and trainees. It does not manage other cases.

See Also

“Understanding Specific Contracts”

Standard Versus Non-Standard Class

Understanding Reductions to URSSAF Contributions

In addition to reduced contribution rates that apply to some contribution classes as a whole (for example, the rates for payees having a qualification contract is generally zero), there may be reductions within a class for low salaries and reductions related to the Aubry I and Aubry II deductions.

Note. There are some additional reductions of the funding base ceiling (using proration) for part-time payees and payees with more than one employer. These are discussed in Understanding Country Setup for France.

Special Low-Salary Contribution Rate

To apply the low-salary reduction for URSSAF, select the Low Salary Reduction check box on the URSSAF Additional Setup page. Doing so triggers a special contribution reduction for certain payees with low salaries. This reduction is contained in the URSSAF element URS BAS SAL.

The low-salary element is not applied continuously. Reductions follow the low-salary contribution rules.

Some contribution classes don't have a low-salary reduction option. In the groups that do have this option, only some payees who earn less than 1.3 of the minimum salary (monthly SMIC) are eligible.

The variable URS VAR REDUC MAX stores the rate (1.3), which is applied to the SMIC to determine the limit under which the low-salary reduction applies. You can update this variable on the Variables by Category page.

Note. To trigger the correct rates for a specific contribution class (régime), enter the corresponding régime code for the payee on the Contract page. To trigger the correct reduction for low salary, select the Low Salary Reduction check box on the URSSAF Additional Setup page.

Aubry 1 and 2 Reductions

The following two deductions have been created for Aubry I and II:

- Aubry 1: URS FM AUB 1
- Aubry 2: URS FM AUB 2

To trigger the Aubry I or Aubry II reduction for URSSAF, assign the Aubry I or II deduction to individual payees using the Earning/Deduction Assignment page. This is because the definition of these deductions is By Payee in the URSSAF element group (URS EG COTISATIONS).

Several key variables used to calculate the Aubry I and II reductions must be maintained on the Variables by Category page. This topic provides an overview of the variables used in the Aubry calculations so that you can understand how they are used, as well as the effect of modifying them.

Note. The values of the variables discussed in this topic are effective as of 1 July 2000. These values might change.

Aubry I Reduction

The Aubry I reduction is calculated each month and is deducted from the social security contributions of payees who have signed an agreement with the French Social Security agency. The monthly reduction is equal to 1/12 of the annual reduction, rounding to the highest franc, for each payee present on the last day of the month.

The variable URS VR AUB I MT stores the annual reduction for the year 2000 for the agreements signed between 1 January 1998 and 30 June 1999. It is your responsibility to update this variable (using the Variables by Category page). For example, the annual reduction can be increased if working hours at your company are reduced by 15 percent, the workforce number grows by 9 percent, and your company creates or preserves employment under difficult circumstances. If this is the case, you might need to modify the value of the variable URS VR AUB I MT to record the reduction that applies to you.

Aubry II Reduction

The Aubry II reduction calculation is allowed if your company has a labor agreement, a company agreement, or an establishment agreement that reduces working hours to less than or equal to 35 hours per week, or less than or equal to 1600 hours per year.

The Aubry II reduction is incompatible with other contribution reductions, except for the Aubry I reduction and the “De Robien” reduction.

Note. PeopleSoft does not manage the “De Robien” reduction. You must set up and manage this reduction if you want to apply it.

The standard calculation formula as of 1 July 2000 (in French Francs) is as follows:

$$\text{AUBRY II Reduction} = (6\,418 \times (1\,064 / \text{Payee's monthly salary}) - 3\,093) / 12$$

The variable URS VR AUB RED stores the amount of 6418 euros.

The variable URS VR AUB RD 1 stores the amount of 3093 euros.

The result of the calculation 1064 / Monthly Salary of the Payee is limited to the value of 1.

In this formula, the cut reduction of 3093 euros can be increased in the following cases:

- If the company has the Aubry I or de Robien reduction, the cut reduction can be increased by 619 euros (value stored in the variable URS VR AUB RD 2). The cut reduction would then be equal to 3712 euros.
- If the company has the Aubry I or de Robien reduction and work hours are set to less than 32 hours, the cut reduction can be increased by 541 euros (value stored in the variable URS VR AUB RED 3). The cut reduction would then be equal to 4253 euros.

Moreover, some increases of the reduction can be granted in particular cases. These increases can be stored in the variable URS VR AUB RA.

Proration of the Aubry II reductions can occur if the payee works part-time or has absences. If the calculation gives a result under the minimum fixed by the government, the minimum reduction is applied. This minimum reduction is stored in the variable URS VR AUB MINI with an annual value of 619 euros as of 1 July 2000. The monthly minimum reduction is equal to 619 euros / 12.

Note. If necessary, you can modify the variables discussed in this section on the Variables by Category page.

See Also

PeopleSoft Global Payroll PeopleBook, “Understanding the Organizational Structure,” Defining Element Groups and “Understanding Overrides,” Defining Payee Overrides

Viewing and Modifying URSSAF Rates and Ceilings

Defining Rates for Accidents at Work

One of the URSSAF contributions is the work accident (AT) contribution. The employer pays this contribution, based on the URSSAF funding base, with the rate corresponding to the amount of risk in the workplace.

To define the risk code on which the contribution is based, use the following procedure.

To define the work accident rate:
--

1. Define the risk at the establishment level.

To define the work accident rate, enter the following data on the Establishment Address page in PeopleSoft Human Resources:

- Enter the risk code.
- Complete the work accident section (AT Section).
- Specify the standard rate associated with the work accident section.

Different risk codes can be defined for a single establishment corresponding to the different levels of risk within the organization (for example, different departments within a single establishment may pay different rates if the level of risk varies from department to department).

2. Select the risk code for the department.

On the Department Profile page, select the appropriate risk code for the department from the list of codes defined at the establishment level.

If a department has no associated establishment, the establishment indicated in the JOB table is used.

3. Select the risk for the payee (if necessary).

If a payee is associated with a department, and the work accident risk doesn't match the risk for the payee, then the correct risk can be specified at the payee level. To specify the risk at the payee level, override the variable URS VR CODE RISK E with the risk applying to the payee. This is done on the Supporting Element Overrides page.

When the system defines the risk code for a payee, it first determines whether the risk code is specified at the payee level. If so, the system retrieves the work accident (AT) rate linked to the risk code for the payee. If the risk code is specified at the department level, the system retrieves the work accident rate and applies it to all payees linked to the department (except payees having a risk code specified at payee level). If there is no risk code specified at the department level, the system applies the risk code in the work accident section "00" (AT Section "00") defined at the establishment level.

Establishment List Enter the DUCS Establishment List data. These are the establishments you want to declare through your DUCS definition.

See Also

“Generating DUCS,” Defining Establishments Used in Creating DUCS

Setting Up TRC Data Extraction

Access the DUCS Preparation Run Control page to establish which data is extracted for the TRC report.

Period Format Select *Yearly Qualifier*.

See Also

“Generating DUCS,” Creating Work Tables Needed for DUCS Files

Generating the TRC Report File

Access the DUCS File Generation page to generate the TRC report file.

Output Select *Report*. The system can prepare the TRC DUCS file, but it is not currently accepted by URSSAF.

See Also

“Generating DUCS,” Generating a DUCS File

Reviewing Delivered URSSAF Deductions

The following tables contain information about the deductions PeopleSoft Global Payroll for France delivers to calculate URSSAF contributions.

- Table 1 contains the deductions created for the standard contribution classes—those that do not carry a rate exemption.
- Table 2 lists deductions for the contribution classes that carry a rate exemption.
- Table 3 lists the deductions created for the Aubry 1 and 2 reductions, as well as the deduction used for the low salary reduction.
-

Table 1: Deductions for Standard Classes

Deduction	Description
URS MAL S	Illness without ceiling - Payee
URS MAL E	Illness without ceiling - Employer
URS VEUV S	Widow - Payee
URS AT E	Work Accident - Employer
URS AF E	Family Allowance - Employer
URS VIE TA S	Old age with ceiling - Payee
URS VIE TA E	Old age with ceiling - Employer
URS VIE DP E	Old age without ceiling - Employer
URS FNAL A E	FNAL with ceiling - Employer
URS FNAL D E	FNAL without ceiling - Employer

Table 2: Deductions for Classes Carrying Rate Exemptions

Deduction	Description
URS MAL EX S	Illness without ceiling - Associated Régime - Payee
URS MAL EX E	Illness - Associated Régime - Employer
URS VEU EX S	Widow - Associated Régime - Payee
URS AT EX E	Work Accident - Associate Régime - Employer
URS AF EX E	Family Allowance - Associate Régime- Employer
URS V A EX S	Old age with ceiling - Associated Régime - Payee
URS V A EX E	Old age - Associated Régime - Employer
URS VIEEX E	Old age without ceiling - Employer
URS FNP EX E	FNAL with ceiling - Associate Régime - Employer
URS FND EX E	FNAL without ceiling - Associate Régime - Employer

Table 3: Additional Deductions for Aubry 1 and 2 and Low Salary

Deduction	Description
URS AUB I R	Aubry 1 deduction
URS AUB II R	Aubry 2 deduction
URS BAS SAL	Tax reduction for low salary

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

Standard versus Non-Standard Classes

Viewing and Modifying URSSAF Parameters

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 7

Understanding ASSEDIC Contributions

This chapter provides an overview of how to:

- Understand ASSEDIC rates, limits, and ceilings.
- Set Up Rates for ASSEDIC Contributions
- Calculate the funding bases.
- Make ASSEDIC contributions.
- Understand the ASSEDIC certificate process.
- Review and modify ASSEDIC certificate data.
- Create the Bordereau de Déclaration Annuelle (BDA) report.
- View delivered ASSEDIC deductions.

Understanding ASSEDIC Rates, Limits, and Ceilings

ASSEDIC (or GARP in Paris) contributions are paid to the state unemployment fund (UNEDIC), which finances unemployment insurance (Régime d'Assurance Chomage or RAC), retirement insurance overhead (Association gérant la Structure Financière or ASF), and salary guarantee (Fond National de Garantie des Salaires or FNGS). PeopleSoft Global Payroll for France offers complete ASSEDIC functionality, enabling you to do the following:

- Enter and maintain rates using the ASSEDIC Rates component.
- Create regulatory reports and make payments to collector institutions using the DUCS component.

Create ASSEDIC certificates upon employee termination in three steps using three components (ASSEDIC Data Retrieval, ASSEDIC Certificate, and ASSEDIC Printing Process).

PeopleSoft delivers current contribution rate percentages for RAC, ASF, and FNGS contributions on the ASSEDIC Rates component, but you must update and maintain this information yourself as the government issues new rate changes. The contribution percentages vary depending on gross monthly salary as reflected in government-mandated ceilings, which you enter on the Ceilings page.

The fields on the ASSEDIC Rates page (From 0 to 2279, for example) are dynamically displayed based on these ceilings. For example, if you enter a new ceiling, this data changes when you view ASSEDIC rates.

In addition to ceilings, PeopleSoft Global Payroll for France also uses rates and limits to determine ASSEDIC contributions. PeopleSoft delivers this data, but you should verify it before proceeding with ASSEDIC processing.

You can do the following:

- Use the Ceilings page to view and update the monetary value of these limits, which the system uses to calculate the funding bases for ASSEDIC contributions.
- Use the Rates and Elements page to view the variables that pertain to ASSEDIC, which are listed under the GPFR_ASS_RATES component.
- Use the Limits page to view the ceilings associated with the rate variables. ASSEDIC contributions are based on earnings limits.

Setting up Rates for ASSEDIC Contributions

Use the ASSEDIC Rates page to set up the rates used to process ASSEDIC contributions.

Page Used to Set up Rates for ASSEDIC Contributions

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
ASSEDIC Rates	GPFR_ASS_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, ASSEDIC Rates	Set up rates for ASSEDIC contributions. PeopleSoft initially delivers these rates, but you must maintain them when the government issues updates.

Setting Up Rates

Access the ASSEDIC Rates page.

ASSEDIC Rates

Rates View All First 1 of 4 Last

*Eff Date: 07/01/2001 Status: Active

Limits Currency: Euro

Unemployment Insurance Contr.

	Payee	Employer
From 0 To 2279	2.100	3.700
From 2279 To 9116	2.100	3.700

Salary Guarantee Association

	Employer
From 0 To 9116	0.100

ASSEDIC Rates page

Limits Currency

The limit currency entered on the Limits page: *Euro* or *Franc*. The monetary amounts that appear to the left of the rate percentages are expressed in the currency indicated in this field.

Unemployment Insurance Contr. (unemployment insurance contributions)

From 0 to 2279

The **Payee** and **Employer** contribution percentages for the portion of gross salary below the A ceiling.

From 2279 to 9116

The **Payee** and **Employer** contribution percentages for the portion of gross salary below the B ceiling but above the A ceiling.

Note. The field names **From 0 to 2279** and **From 2279 to 9116** are dynamically displayed based on the values entered on the Ceilings page. These values are current as of January 2000. The currency matches the selection in the Limits Currency field.

Salary Guarantee Association

From 0 to 9116

The **Employer** contribution percentage for FNGS.

Note. There is only an employer contribution percentage for FNGS, not one for payees. This rate is based on the B ceiling, which is displayed dynamically. If a gross salary is over this limit, the contribution is still based on the B ceiling.

Calculating the Funding Bases

The funding bases for ASSEDIC contributions are the following:

- Base A: Gross salary limited to Ceiling A as defined on the Ceilings component.
- Base B: Part of the gross salary between Ceiling A and Ceiling A x 3.

For example, the current base B is between 2279 euros and 9116 euros (as of 1 January 2000).

- Base A+B: Part of the gross salary included between Ceiling A x 4. Currently, Base A+B is from 0 euros and 9116 euros.

Note. The rules concerning funding base calculation for ASSEDIC are identical to those for URSSAF. URSSAF actually determines these rules and, generally, ASSEDIC also follows them.

See Also

“Understanding Country Setup for France”

“Defining URSSAF Contributions”

Calculating Base A

For ASSEDIC contributions limited to Ceiling A (such as RAC and ASF), the contribution is calculated based only on Ceiling A if the gross salary is more than Ceiling A. If the gross salary is less than Ceiling A, the contribution is calculated based on the gross salary.

Calculating Base B

For ASSEDIC contributions limited to Ceiling B (such as RAC and ASF), the contribution is calculated only on the difference between the gross salary and Ceiling A if the gross salary is more than Ceiling A but less than Ceiling B. If the gross salary is more than Ceiling B, the contribution is calculated based on the portion between Ceilings A and B. If the gross salary is less than Ceiling A, no contribution on base B is required.

Handling Prorations

Ceilings A and B are prorated by the number of calendar days in the period to take into consideration hires and terminations during that period, the part-time rate (calculated in the payroll process), and the multiple employer rate. Payees who have multiple employers are not considered part-time, so only one proration is calculated.

Calculating Base A+B

For the ASSEDIC contribution limited to Ceiling A+B (such as AGS), the contribution is calculated based on only Ceiling B if the gross salary is more than Ceiling B. If the gross salary is less than Ceiling B, the contribution is calculated based on the gross salary. The upper limit is Ceiling B.

Note. These calculations are done on a monthly basis, but the comparisons are based on annual amounts. An annual gross salary is calculated from the monthly salary, and annual ceilings are calculated from the monthly ceilings.

Prorating Contributions at Age 65

Payees turning 65 during a pay period pay a prorated ASSEDIC contribution only for the period of time before their 65th birthdays. This is accomplished by triggering the section ASSEDIC if the payee isn't 65 years old at the beginning of the calendar period. The system prorates the ASSEDIC funding base if the payee turns 65 before the end date of the calendar period. The proration is equal to the amount of time the payee is still 64 years old within the calendar period divided by the calendar period duration. Ceilings A and B are not prorated; only the funding base is prorated. After a payee's 65th birthday, if the birthday does not occur during the current calculated segment period, ASSEDIC contributions are no longer paid.

Understanding Contribution Exceptions

There are exceptions to ASSEDIC contributions depending on the classification of the payee or a payee's specific contract. Some payees, for example, are not eligible to contribute to ASSEDIC: expatriates, people over the age of 65, apprentices for companies with less than 10 payees, and trainees. The triggering of the section ASS SE COTISATION is based on the condition formula ASS FM DECLENCHEMENT.

There are some additional exceptions that affect specific contributions. For example, only ASF contributions are paid for company managers. And employee contributions are not paid for apprentices working for companies with more than 10 payees. PeopleSoft Global Payroll for France uses generation control to trigger the appropriate contributions in these special cases, described in the ASSEDIC Triggers section of this chapter.

See Also

PeopleSoft Global Payroll PeopleBook, "Defining General Element Information," Generation Control

"Understanding Specific Contracts"

Making ASSEDIC Contributions

Although ASSEDIC contributions are based on annual income, PeopleSoft Global Payroll for France calculates contributions monthly. The system also produces a monthly report, detailing the contributions for the period. You can create and produce all required regulatory reports through the DUCS components in PeopleSoft Global Payroll for France.

See Also

“Generating DUCS”

Understanding the ASSEDIC Certificate Process

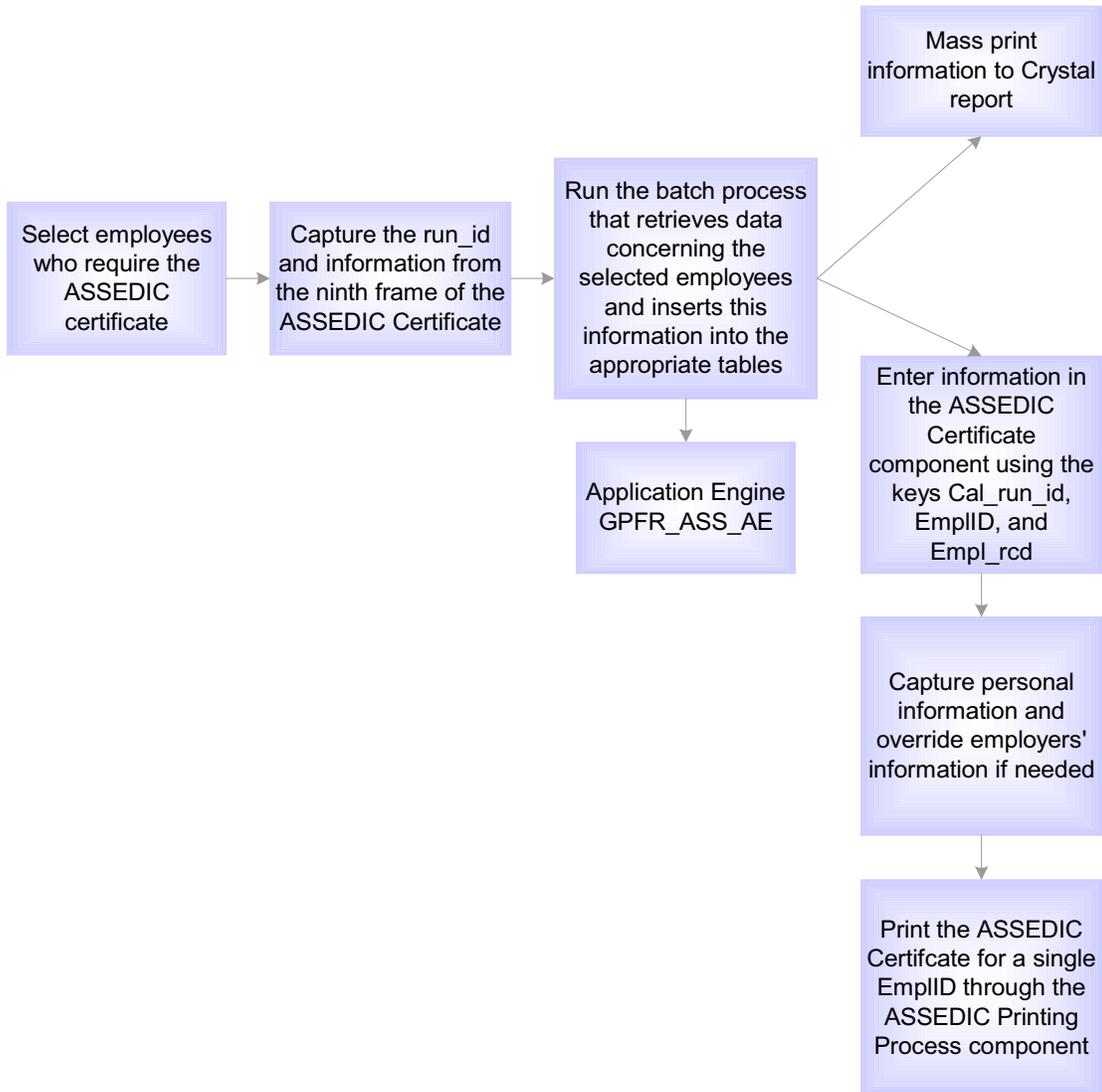
The ASSEDIC certificate process enables you to retrieve from PeopleSoft Global Payroll and PeopleSoft Human Resources the data required to produce an ASSEDIC certificate upon an employee’s termination. The process consists of three steps within three components.

To create ASSEDIC certificates:
--

1. Run the ASSEDIC data retrieval process using the ASSEDIC Data Retrieval component.
2. Verify and modify ASSEDIC data using the ASSEDIC Certificate component, which consists of nine pages.
3. Print the ASSEDIC certificate using the ASSEDIC Printing Process component.

Understanding the Data Retrieval Process

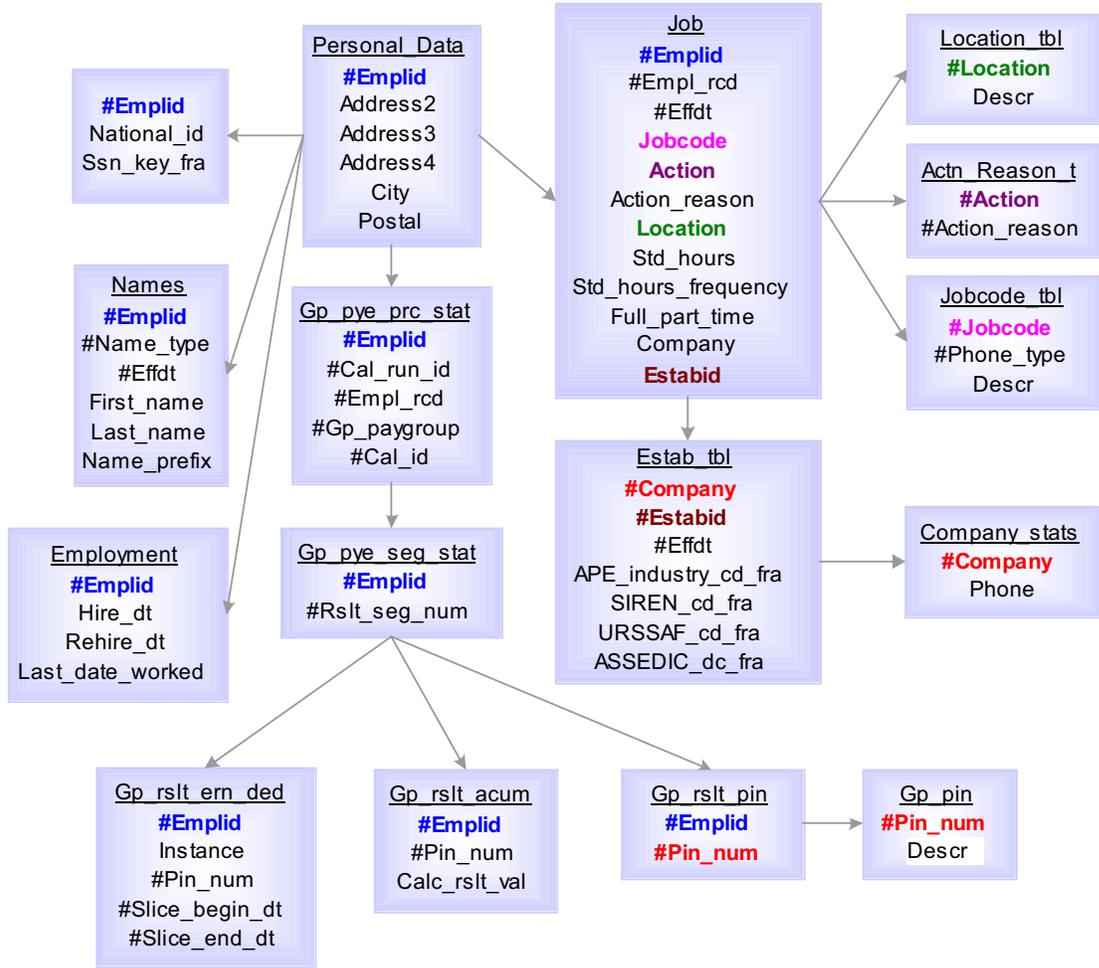
The following flowchart illustrates the ASSEDIC data retrieval process in PeopleSoft Global Payroll for France:



Data retrieval process

Understanding the Data Retrieved

The data retrieved in the ASSEDIC data retrieval process comes from the following tables and records in PeopleSoft Global Payroll and PeopleSoft Human Resources:



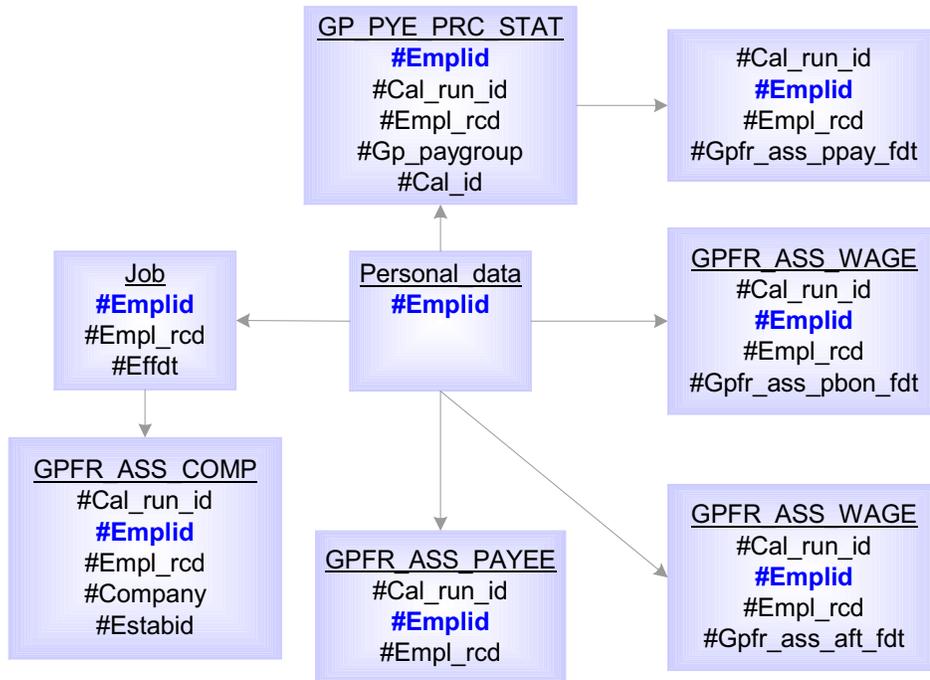
Data retrieved

See Also

PeopleSoft Global Payroll PeopleBook, “Understanding the Core Application Architecture,” Batch Processing Output Tables

Understanding the New Data Relationships

The following diagram illustrates the new data relationships during the ASSEDIC data retrieval process:



New data relationships

The following table describes these new records and their purposes:

Record	Purpose
GPFR_ASS_COMP	Displays and records data concerning company and establishment information.
GPFR_ASS_PAYEE	Displays and records data concerning the employee.
GPFR_ASS_RUNCTL	Displays and records data concerning the process of mass edition. Enables the capture of the Frame 9 ASSEDIC certificate information and the selection of departing employees.
GPFR_ASS_SELECT	Displays and records the main data retrieval process information.
GPFR_ASS_PRINT	Displays and records the employees requiring an ASSEDIC certificate. Note. Another record (GPFR_ASS_PRINT2) is built with the same definition. Its purpose is to make the connection between the payees to print and the queries defined for the Crystal report.
GPFR_ASS_WAGE_1	Displays and records data concerning the wages and period of pay during the last 12 months.
GPFR_ASS_WAGE_2	Displays and records data concerning bonus or compensation other than monthly salary.
GPFR_ASS_WAGE_3	Displays and records data concerning the amounts paid after the last complete month.

Record	Purpose
GPFR_ASS_WA	Stores the results of accumulators after each payroll run. Application Engine reads this table to insert and update the record-dedicated writable array results concerning wages. The writable array for this functionality is GP WA AA ELMT.
GPFR_ASS_SECU	Stores the security number required for UNEDIC control services.

Verifying Data and Processes

Because the ASSEDIC data retrieval process retrieves existing data, you must verify that you've entered all required data and run all required processes to ensure accurate results. Specifically, verify that you've done the following:

Entered required data on the Company Table and Establishment components in PeopleSoft Human Resources.

Terminated the employee using the Job Data component in PeopleSoft Human Resources with an action/reason code of *TER*, *TWP*, *RET*, or *LOF*.

Selected wages based on the final payroll process using the GEN VR TEST DEPART variable.

The employee's data is retrieved only if this variable equals 1 (the employee has left during the month). Run this after the monthly pay is calculated, but it doesn't have to be finalized yet. The GEN VR TEST DEPART variable is defined on the Element Codes Used in Reports component.

Processed the terminated employee's last pay.

Entered certification data on the ASSEDIC Data Retrieval page.

See Also

PeopleSoft Application Fundamentals for HRMS PeopleBook

"Understanding Country Setup for France"

Page Used to Run ASSEDIC Data Retrieval Process and to Print ASSEDIC Certificates

Page Name	Object Name	Navigation	Usage
ASSEDIC Data Retrieval	GPFR_ASS_DATA_R UN	Global Payroll France, Manage Payroll Process (FRA), Process, ASSEDIC Data Retrieval	Launches the process that inserts rows into the dedicated ASSEDIC records and then enables you to print ASSEDIC certificates for selected employees.

Running the ASSEDIC Data Retrieval Process

Access the ASSEDIC Data Retrieval page.

ASSEDIC Data Retrieval

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Population Selection

Calendar Group ID: Pay Entity:

Certification

Place for Signature: Date of Signature:

Name:

Status of Person Signing:

Person Responsible for Certif:

Phone Number:

Select Result View All First 1 of 1 Last

Main Details

Retrieval	Print Requested	EmplID	Name
1	<input type="checkbox"/>	<input type="checkbox"/>	GPFR-PN4

ASSEDIC Data Retrieval page

Common Page Information

Place for Signature	Enter the place (such as the city) where the certificate will be signed.
Date of Signature	Enter the date when the certificate will be signed.
Name	Enter the name of the person that will sign the ASSEDIC certificate.
Status of Signer	Select the status of the person signing: <i>Accountant, Compulsory Liquidator, Director, Manager, Managing Director, Other, Personnel Manager, or Receiver.</i>
Person Responsible for Certif (person responsible for certificate)	Enter the name of the person responsible for the certificate.
Phone Number	Enter the phone number of the person responsible for the certificate.
Select	Click this button to signal the system to search for the payees that meet your selection criteria and to display them in the Select Result region of the page. You can then run the ASSEDIC data retrieval process, which

retrieves data for the selected payees.

Note. Only those payees who meet the conditions specified in the Verifying Data and Processes section in this chapter will be selected.

Main Tab

Retrieval

Select if you want the system to retrieve data for the payee named to the right. The check box is selected automatically if data has not been retrieved before. If the data has already been retrieved, this check box is cleared.

Print Requested

This check box is selected automatically if the ASSEDIC certificate has already been printed for this payee.

Name

The name of the selected payee.

Details Tab

Select Result							View All	First	1-2 of 2	Last	
Main		Details									
Action Date		Company		Estab ID							
1	03/15/2000	Terminatn	KF2	B.I.F	KF001	Paris - Headquarter					
2	03/23/2000	Terminatn	KF2	B.I.F	KF001	Paris - Headquarter					

ASSEDIC Data Retrieval: Details page

Action Date

The date of termination, followed by the action's description.

Company

The employee's company name.

Estab ID (establishment ID)

The employee's establishment and its ID.

Reviewing and Modifying ASSEDIC Certificate Data

After you run the ASSEDIC data retrieval process, you can view this information in the ASSEDIC Certificate component. You can verify and update, if necessary, all information required to produce an ASSEDIC certificate.

Mapping the Retrieved Data to the ASSEDIC Certificate Component

The ASSEDIC data retrieval process retrieves data from PeopleSoft Global Payroll and PeopleSoft Human Resources and displays it in the ASSEDIC Certificate component. The data retrieved falls into nine main categories (called frames) displayed on individual pages in this component.

<i>Frame</i>	<i>Application</i>	<i>Type of Data</i>	<i>Data Retrieved</i>
1	Human Resources	Employer	Company stamp, address, phone number, number of employees, APE/NAF, SIRET, URSSAF number, ASSEDIC/GARP number, special social security reference, public sector information
2	Human Resources	Employee's identification	Sex, birth name, last name, first name, address, national ID, birth date
3	Global Payroll	Complementary pension	ARRCO, AGIRC, and others
4	Human Resources	Employee's job	Termination date, contract type, part-time
5	Human Resources	Breach of contract, DDTEFP, short-time work	None
6	Human Resources	Reason for departure	Reason for departure
7	Global Payroll	Salary information	Previous 12 month's salary before the last paid and worked day, non-monthly allowances, last pay period
8	Human Resources	FNGS information	None
9	Global Payroll	Certification information	Data coming from the ASSEDIC Data Retrieval page

Viewing the ASSEDIC Certificate Component

The majority of the data in the ASSEDIC Certificate component automatically populates from the data retrieval process. We've indicated where you need to directly enter information. You can also modify the data retrieved from the process in this component.

Pages Used When Reviewing and Modifying ASSEDIC Certificate Data

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
ASSEDIC Certificate - Frame 1	GPFR_ASS_CERTIF_1	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, Frame 1	Display and modify ASSEDIC certificate data concerning the employer.

Page Name	Object Name	Navigation	Usage
ASSEDIC Certificate - 2 and 3	GPFR_ASS_CERTIF_2	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 2 and 3	Display ASSEDIC certificate data concerning the employee and complementary funds.
ASSEDIC Certificate - 4	GPFR_ASS_CERTIF_3	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 4	Display ASSEDIC certificate data concerning the employee's job.
ASSEDIC Certificate - 4 (end)	GPFR_ASS_CERTIF_4	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 4 (end)	Display ASSEDIC certificate data concerning the employee's job.
ASSEDIC Certificate 5 and 6	GPFR_ASS_CERTIF_5	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 5 and 6	Display ASSEDIC certificate data concerning reason for the contract termination.
ASSEDIC Certificate - 7.1	GPFR_ASS_CERTIF_6	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 7.1	Display ASSEDIC certificate data concerning the employee's salary for the past 12 months. The data comes from the GP_PYE_PRC_STAT record, which the system creates during payroll processing and from the GPFR_ASS_WA record, dedicated to writable array accumulator results.
ASSEDIC Certificate - 7.2 and 7.3	GPFR_ASS_CERTIF_7	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, Frame 7.2 and 7.3	Display ASSEDIC certificate data concerning the employee's bonus and other salary payments.

Page Name	Object Name	Navigation	Usage
ASSEDIC Certificate - 7.3	GPFR_ASS_CERTIF_8	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 7.3	Display ASSEDIC certificate data concerning the employee's allowances. This page is a continuation of Frame 7.3 and covers allowances paid after the last complete month paid.
ASSEDIC Certificate - 8 and 9	GPFR_ASS_CERTIF_9	Global Payroll France, Manage Payroll Process (FRA), Use, ASSEDIC Certificate, 8 and 9	Display ASSEDIC certificate data concerning FNGS and certificate approval.

Displaying and Modifying ASSEDIC Certificate Data Concerning the Employer

Access the ASSEDIC Certificate - Frame 1 page.

Frame 1 2 and 3 4 4 (end) 5 and 6 7.1 7.2 and 7.3 7.3

DURBAN,Marie-Claire ID: GF100ME821 Empl Rcd#: 0

Company/Establishment

Company: Société Française 8 [Address](#)

Establishment: Etbl 8 Administration [Address](#)

Juridic Status: SA

Phone Number

SIRET: 88888888888881 APE Code: 511C Energy

Nbr of Employees at past 12/31: ASSEDIC #:

Indicator of subscription:

Overwrite Employer's Data Override

Print Data Print Requested Printing Process

ASSEDIC Certificate - Frame 1 page

Company/Establishment

- Company** The company name entered on the Company Table component.
- Establishment** The establishment entered on the Establishment component.
- Juridic Status** The company's legal entity entered on the Company Table component.

Phone Number	The phone number entered on the Company Table component.
Address	The address entered on the Company Table component.
SIRET	The SIRET code entered on the Establishment component.
APE Code	The APE code entered on the Establishment component.
Nbr of Employees Past 12/31 (number of employees past 12/31)	The number of employees in the establishment, as calculated by the previous December's URSSAF DUCS for this establishment.
ASSEDIC # (ASSEDIC number)	The ASSEDIC number entered on the Establishment component. The ASSEDIC number begins with a three-digit ASSEDIC code. GARP is defined with a number from 055 to 062. ASSEDIC is defined with another number. Each ASSEDIC is defined on the DUCS Contact Definition page.
Indicator of subscription	The appropriate indicator: <i>ASSEDIC</i> , <i>GARP</i> , and <i>Other</i> . You can change this value.

Overwrite Employer's Data

Override	Select if you want to override the company and establishment data.
-----------------	--

Print Data

Print Requested	Select if the certificate has already been printed. To reprint, clear the check box to activate the Printing Process button.
Printing Process	Click this button to open the ASSEDIC Printing Process page, which prompts you to add a new run control ID. Note. If you want to print several certificates in one run, go directly to the ASSEDIC Printing Process page by selecting Global Payroll France, Report, ASSEDIC Printing Process.

See Also

PeopleSoft Application Fundamentals for HRMS PeopleBook

“Counting Employees“

“Generating DUCS“

Displaying ASSEDIC Certificate Data Concerning Employees and Complementary Funds

Access the ASSEDIC Certificate - 2 and 3 page.

Frame 1	2 and 3	4	4 (end)	5 and 6	7.1	7.2 and 7.3	7.3
DURBAN,Marie-Claire			ID: GF100ME821		Empl Rcd#: 0		
Payee (frame 2)							
Mlle		DURBAN		Marie-Claire			
Birth Name:			National ID:		2690932159786		
Address 1:			Date of Birth:		09/09/1969		
Postal Code:		City:		Paris			
<input type="checkbox"/> Does the Employee has any Relationship with Manager ?							
<input type="checkbox"/> Manager or Managerial Status		Qualification Level:		51 Non Qualified Employee			
Comp. Pension Fund (Frame 3)							
ARRCO:		- 8 Avenue de la Gloire - 75008 - Paris					
AGIRC:		- 8 Avenue de la Gloire - 75008 - Paris					
Other:							

ASSEDIC Certificate - 2 and 3 page

The title, last name, and first name of the employee appear by default.

Birth Name	The maiden name entered on the Personal Data component.
National ID	The national ID entered on the Personal Data component.
Address 1	The address entered on the Personal Data component.
Date of Birth	The birth date entered on the Personal Data component.
Postal Code	The postal code entered on the Personal Data component.
City	The city entered on the Personal Data component.
Does the Employee have any Relationship with Manager?	Select if the employee is related to the manager.
Manager or Managerial Status	Select if the employee is a manager.
Qualification Level	The qualification level entered on the Job Data component.
Comp. Pension Fund (Frame 3)	
ARRCO	The ARRCO fund entered on the Pension/Contingency Funds component.
AGIRC	The AGIRC fund entered on the Pension/Contingency Funds component.
Other	Any other fund entered on the Pension/Contingency Funds component.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions“

Displaying ASSEDIC Certificate Data Concerning the Employee's Job

Access the ASSEDIC Certificate - 4 page.

Frame 1 2 and 3 4 4 (end) 5 and 6 7.1 7.2 and 7.3 7.3 ▶

DURBAN,Marie-Claire ID: GF100ME821 Empl Rcd#: 0

Job

Duration of the Salaried Employment Hire Date: 01/01/2000 Term Date: 02/14/2001

Job Code: GFJO03 Manager Training

Notification date: Last Date Worked: 02/14/2001

Notice Period

Notice Period Done

Notice Period not Done

Special Security Fund: Number:

Alsace-Moselle Local System

ASSEDIC Certificate - 4 page

Hire Date	The hire date entered on the Job Data component.
Term Date (termination date)	The termination date entered on the Job Data component.
Job Code	The job code entered on the Job Data component.
Notification Date	The notification date entered on the Job Data component.
Last Date Worked	The last date worked entered on the Job Data component.

Notice Period

Notice Period Done	Select if the employee has completed all or part of the required notice period. The related From and To fields appear in which you can enter the begin and end dates of the notice period.
Notice Period not Done	Select the Notice Period not Done check box if the employee has not completed the required notice period or if only part of the notice period has been completed. The Notice Period Paid and Notice Period not Paid check boxes appear.

Note. If only part of the notice period is done, select *both* the **Notice Period Done** and the **Notice Period not Done** check boxes.

- Notice Period Paid** Select the **Notice Period Paid** check box if all or part of the notice period has been paid. The related **From** and **To** fields appear in which you can enter the begin and end dates of the paid period.
- Notice Period not Paid** Select if all or part of the notice period has not been paid. The related **From** and **To** fields appear in which you can enter the begin and end dates of the notice period not paid.
- Note.** The **From** and **To** fields appear only if you've selected the related check box.
- Special Security Fund** Enter the special security fund, if any.
- Number** Enter the number of the special security fund if you entered one in the **Special Security Fund** field.
- Alsace-Moselle Local System** This check box is selected if the establishment postal code is in the Alsace-Moselle region (departments 57, 67, or 68).

Displaying ASSEDIC Certificate Data Concerning the Employee's Job

Access the ASSEDIC Certificate - 4 (end) page.

Frame 1 2 and 3 4 4 (end) 5 and 6 7.1 7.2 and 7.3 7.3 ▶

DURBAN,Marie-Claire ID: GF100ME821 Empl Rcd#: 0

Job

CDD / CDI:

Part Contract:

Particular Status:

Particular Job Categories

Child Caregiver Intermittent Worker Household Employee

Expatriate Home Worker Temporary Employee

Other Particular Job

Number of Worked Hours

	Weekly	Annual
In The Company After Agreement or Collective Labor Agreement	<input type="text" value="35.00"/>	<input type="text"/>
Employee's Hours	<input type="text" value="35.00"/>	<input type="text"/>

Reason in Case of Difference:

ASSEDIC Certificate - 4 (end) page

Job

CDD/CDI The type of employment contract—either **CDD** (limited contract) or **CDI** (unlimited contract)—entered on the Contract Data component.

Part Contract The particular contract entered on the Contract Data component: *Adaptation Contract, Apprenticeship Contract, Solidarity Contract, Other, Qualification*

Contract, and Orientation Contract.

If you select **Other**, enter a description of the particular contract in the text box that appears.

Particular Status

Enter the particular status entered on the Contract Data component: **Managing Director, Board Member, Member of executive board, Member of supervisory board, Chairman of an association, EIG Member, Partner, and Other.**

If you select **Other**, enter a description of the particular status in the text box that appears.

Particular Job Categories

Select the check box of the specific job category that applies.

Number of Worked Hours

Weekly

Displays the standard number of weekly or annual work hours that are one of the following:

Annual

Entered on the Business Unit Options Default page for the company.

Entered on the Job Data component for the employee.

Reason in Case of Difference

The reason that the weekly or annual hours differ, if any: **Other Reason** and **Partial Time.**

Displaying ASSEDIC Certificate Data Concerning Contact Termination Reasons

Access the ASSEDIC Certificate - 5 and 6 page.

The screenshot shows a web application interface with a navigation bar at the top containing tabs for 'Frame 1', '2 and 3', '4', '4 (end)', '5 and 6', '7.1', '7.2 and 7.3', and '7.3'. The main content area displays the following information:

- Employee Name: DURBAN,Marie-Claire
- ID: GF100ME821
- Empl Rcd#: 0
- Full Unemployment (Frame 5)**
 - Complete Unemployment ?
 - Did You Ask for Allocation from DDTEFP ?
- Reason for Breach (Frame 6)**
 - Reason of Breach of Contract: 39 Retirement
 - Reason
 - Social Plan ? Social Plan Dt of Presentation to Personnel Representatives
- Payee Aged 55 and More**
 - Did the Employee refuse to subscribe to FNE Convention ?

ASSEDIC Certificate - 5 and 6 page

Full Unemployment (Frame 5)

- Complete Unemployment?** Select if the unemployment period follows ASSEDIC 's definition of complete unemployment.
- Did You Ask for Allocation from DDTEFP?** Select if you asked for DDTEFP (Direction Du Travail, de l'Emploi, et de la Formation Professionnelle) allocation. The related **From, To, and Foreseen Date to Resume Work** fields appear in which you can enter the begin and end dates of the period of compensation as well as anticipated date to resume working.

Reason for Breach (Frame 6)

- Reason of Breach of Contract** Displays the termination action/reason code entered on the Job Data component. If the action/reason code is **20** (other dismissal reason), **59** (resignation), or **60** (other breach reason), the **Reason** field appears.
- Reason** Enter the specific reason for the breach of contract for action/reason codes **20, 59, or 60.**
- Social Plan?** Select if the employee is laid off within a social plan. The Social Plan Dt field appears.
- Social Plan Dt (social plan date)** Enter the date of the social plan.

Payee Aged 55 and More

- Did the Employee Refuse to Subscribe to FNE Convention?** Select this check box if the employee refused to subscribe to the FNE convention.

Displaying ASSEDIC Certificate Data Concerning Employee Salaries

Access the ASSEDIC Certificate - 7.1 page.

The screenshot shows a software interface with a navigation bar at the top containing tabs for frames 1 through 9. The main content area displays the following information:

DURBAN, Marie-Claire ID: GF100ME821 Empl Rcd#: 0

Salary of the 12 Previous Full Civil Months View All First 1-2 of 2 Last

	Begin Date of Period Pay	To	Date of Pay	Worked Hours	Nbr Days	Gross pay	Employee's ASSEDIC Amount	Text	Currency
1	02/01/2001	02/28/20	02/28/20	70.00		4096.15	101.18		EUR
2	01/01/2001	01/31/20	01/31/20	161.00		3000.00	86.61		EUR

ASSEDIC Certificate - 7.1 page

- Begin Date of Period Pay** The begin date of the pay period for this payee from the GP_PYE_PRC_STAT record (the Pay Process Stat record).

- To** The end date of the pay period for this payee from the GP_PYE_PRC_STAT record.
- Date of Pay** The actual pay date for this payee from the GP_PYE_PRC_STAT record.
- Worked Hours** The calculated work hours from the GPFR_ASS_WA.
- Nbr Days (number of days)** The number of days from the GPFR_ASS_WA record.
- Gross Pay** The gross pay from the GPFR_ASS_WA record.
- Employee's ASSEDIC Amount** The employee's ASSEDIC amount from the GPFR_ASS_WA record.
- Text** Enter additional comments.
- Currency** The currency from the GP_PYE_PRC_STAT record.

See Also

PeopleSoft Global Payroll PeopleBook, "Understanding the Core Application Architecture," Batch Processing Output Tables and "Defining Data Retrieval Elements," Working With Writable Arrays

Displaying ASSEDIC Certificate Data Concerning Salary Payments

Access the ASSEDIC Certificate - 7.2 and 7.3 page.

The screenshot shows a web-based interface for displaying ASSEDIC certificate data. At the top, there are navigation tabs for frames 1 through 9, with '7.2 and 7.3' selected. Below the tabs, the user's name 'DURBAN, Marie-Claire' and ID 'GF100ME821' are displayed. The main section is titled 'Bonus and Compensation of Different Periodicity (Frame 7)' and contains a table with columns for 'From', 'To', 'Dt of Pay', 'Entitle', 'Bonus Amount', and 'Currency'. Below this, there is a 'Salary Paid (Frame 7.3)' section with a table showing 'From', 'To', 'Pay Date', 'Worked Hours', 'Gross Pay', and 'ASSEDIC Amt'. The 'Salary Paid' table shows data for 02/01/2001 to 02/28/2001, with 70.00 worked hours, 4096.15 gross pay, and 101.18 ASSEDIC amount. The currency is set to EUR.

ASSEDIC Certificate - 7.2 and 7.3 page

Bonus and Compensation of Different Periodicity (Frame 7)

This group box displays the premiums or allowances corresponding to the previous 12 calendar months before the last day worked and of a different period. The data comes from several result tables that the system creates during payroll processing, such as the GP_RSLT_ERN_DED, GP_PYE_PRC_STAT, and GP_PIN records.

- From** The begin date of the bonus from the GP_RSLT_ERN_DED record.

To	The end date of the bonus from the GP_RSLT_ERN_DED record.
Dt of Pay (date of pay)	The payment date of the bonus from the GP_PYE_PRC_STAT record.
Entitle	The name of the bonus from the GP_PIN record.
Bonus' Amount	The bonus amount from the GP_RSLT_ERN_DED record.
Currency	The currency from the GP_PYE_PRC_STAT record.

Note. The GP_RSLT_ERN_DED record contains the results of earnings and deductions after batch processing.

Salary Paid (Frame 7.3)

This group box displays the amounts paid after the last complete month paid (after the amounts listed on the 7.1 page and corresponding to the employee's final pay). The data comes from several result tables that the system creates during payroll processing, such as the GP_RSLT_ERN_DED and GP_PYE_PRC_STAT records. It also draws data from the GPFR_ASS_WA record, dedicated to writable array accumulator results.

Note. The amounts on this page must be in the same currency as that of the ASSEDIC Certificate - 7.1 page.

From	The begin date of the bonus from the GP_RSLT_ERN_DED record.
To	The end date of the bonus from the GP_RSLT_ERN_DED record.
Pay Date	The payment date of the bonus from the GP_PYE_PRC_STAT record.
Worked Hours	The number of hours worked, including overtime, for each period from the GPFR_ASS_WA record.
Gross Pay	The employee's gross pay for the period specified from the GPFR_ASS_WA record.
ASSEDIC Amt (ASSEDIC amount)	The employee's ASSEDIC contribution amount from the GPFR_ASS_WA record.
Currency Code in which was delivered the Leaving Employee's Final Pay	The currency code in which the departing employee's final pay was delivered from the GP_PYE_PRC_STAT record.

See Also

PeopleSoft Global Payroll PeopleBook, "Understanding the Core Application Architecture," Batch Processing Output Tables and "Defining Data Retrieval Elements," Working With Writable Arrays

Displaying ASSEDIC Certificate Data Concerning Employer Allowances

Access the ASSEDIC Certificate - 7.3 page.

Frame 1 2 and 3 4 4 (end) 5 and 6 7.1 7.2 and 7.3 7.3

DURBAN,Marie-Claire ID: GF100ME821 Empl Rcd#: 0

Allowances

Notice Period: Professional Fund:

Paid Vacation: 2596.15 Number of Working Days:

Redundancy's Legal Allowance Special Allowance of Dismissal

Additional Redundancy's Allow. Allowance for Journalist

End Fixed-Term Contract Allow. Allowance of Customer

Allowance for End of Mission Allowance for Crew

Allowance of Retirement Other Legal Allowances

Negotiated Compensation Agreement ? Allowance for Negotiated Compensation Agreement

Allowance for Collective Labor Agreement

Sums

Sum of all Allowances Amount for Legal Allowances

ASSEDIC Certificate - 7.3 page

Global Payroll for France displays accumulators related to the fields on this page in the record GPFR_ASS_WA, dedicated to writable array results. The ASSEDIC Certificate component retrieves these values after a payroll process populates this record with the current accumulator values.

Allowances

If a specific allow check box is selected, the page displays the amount of the selected allowance based on the results in the GPFR_ASS_WA record. Select the check box to manually enter an amount.

Notice Period	The allowance of notice period from the GPFR_ASS_WA record.
Professional Fund	Enter the name of the professional fund for the paid vacation amount.
Paid Vacation	The amount of paid vacation from the GPFR_ASS_WA record.
Number of Working Days	The number of working days from the GPFR_ASS_WA record.
Negotiated Compensation Agreement?	Select if the employee has a negotiated compensation agreement.
Allowance for Negotiated Compensation Agreement	The amount for the negotiated compensation agreement allowance based on the results in the GPFR_ASS_WA record.

Allowance for Collective Labor Agreement The amount for the collective labor agreement allowance based on the results in the GPFR_ASS_WA record.

Sums

Sum of all Allowances The total amount of legal, collective labor agreement, or negotiated financial compensation allowances for dismissal based on the results in the GPFR_ASS_WA record.

Amount for Legal Allowances The amount for legal allowances based on the results in the GPFR_ASS_WA record.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Data Retrieval Elements,” Working With Writable Arrays

Displaying ASSEDIC Certificate Data Concerning FNGS and Certificate Approval

Access the ASSEDIC Certificate - 8 and 9 page.

The screenshot shows a web-based form for displaying ASSEDIC Certificate Data. At the top, there is a navigation bar with tabs labeled '2 and 3', '4', '4 (end)', '5 and 6', '7.1', '7.2 and 7.3', '7.3', and '8 and 9'. The main content area is divided into three sections:

- FNGS (Frame 8)**: Contains the text 'In the Event of Company Turnaround or Winding Up' and a dropdown menu for 'FNGS Payment'.
- Certification**: Contains fields for 'Place for Signature' (PARIS), 'Date of Signature' (09/26/2001), 'Name' (JEAN), and 'Status of Signer' (Manager).
- Reason for Breach**: Contains fields for 'Reason for Breach' (Retirement), 'Person Responsible for Certif' (JEAN), and 'Telephone' (01404040).

ASSEDIC Certificate - 8 and 9 page

FNGS (Frame 8)

FNGS Payment Select an option that describes the processing of the FNGS payment to be printed on the ASSEDIC certificate: *No, will not be received; No, is not received; Yes, already received; or Yes, will be received.*

If the FNGS won't be processed, the **Reason** field appears. If the FNGS will be processed, the **For Which Claim** field appears.

Reason Enter the reason for the lack of payment to FNGS.

For Which Claim Enter the claim description for the FNGS payment.

Certification

Place for Signature The place, as entered on the ASSEDIC Data Retrieval component.

Date of Signature The date, as entered on the ASSEDIC Data Retrieval component.

Name The name, as entered on the ASSEDIC Data Retrieval component.

Status of Signer The status of the person signing the certificate, as entered on the ASSEDIC Data Retrieval component.

Reason for Breach

Reason for Breach The termination action/reason code, as entered on the Job Data component.

Person Responsible for Certif (person responsible for certificate) The person responsible for the certificate, as entered on the ASSEDIC Data Retrieval component.

Telephone The telephone number of the personal responsible for the certificate, as entered on the ASSEDIC Data Retrieval component.

See Also

“Appendix 1: PeopleSoft Global Payroll for France Reports ”

Printing the ASSEDIC Certificate

Print ASSEDIC certificates using the ASSEDIC Certificate Printing component. After printing the certificates, you must sign them and distribute them to the departing employees.

See Also

“Appendix 1: PeopleSoft Global Payroll for France Reports ”

Generating the BDA Report File

Access the DUCS File Generation page to generate the BDA report file.

Output

Select **Report**. The system can prepare the BDA DUCS file, but it is not currently accepted by URSSAF. Use the report to complete the original BDA form.

See Also

“Generating DUCS,” Generating a DUCS File

Viewing Delivered ASSEDIC Deductions

The following table contains information about the deductions PeopleSoft Global Payroll for France delivers to calculate ASSEDIC contributions.

Deduction	Description
ASS RAC TA S	RAC on Ceiling A, payee
ASS RAC TA E	RAC on Ceiling A, employer
ASS RAC TB S	RAC on Ceiling B, payee
ASS RAC TB E	RAC on Ceiling B, employer
ASS ASF TA S	ASF on Ceiling A, payee
ASS ASF TA E	ASF on Ceiling A, employer
ASS ASF TB S	ASF on Ceiling B, payee
ASS ASF TB E	ASF on Ceiling B, employer
ASS FNGS	FNGS

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 8

Understanding ARRCO, AGIRC, and Contingency Fund Contributions

This chapter provides an overview of how to:

- Understand ARRCO/AGIRC/contingency rates, limits, and ceilings.
- View and maintain ARRCO, AGIRC, and contingency fund rates.
- View delivered ARRCO, AGIRC, and contingency fund deductions.

Overview of ARRCO, AGIRC, and Contingency Fund Contributions

Both the Association des Régimes de Retraites Complémentaires (ARRCO) and Association Générale des Institutions de Retraite des Cadres (AGIRC) manage pension funds. Each comprises employer and payee contributions. Most payees, except for apprentices and trainees, for example, are liable for contributions to ARRCO or AGIRC funds.

Contributions to ARRCO and AGIRC are based on the same funding bases as for URSSAF and ASSEDIC, with the following differences:

- If the employer contributions for retirement and contingency submitted to URSSAF exceed 85 percent of the social security ceiling A (or 19 percent for the contingency only contributions), employers are exempted from making contributions to ARRCO/AGIRC.
- In the case of a work break for illness, maternity, or accident, PeopleSoft calculates unpaid or partly paid contributions to AGIRC based on a fictitious three-month salary. The real salary is not used because it would be reduced for the time off.

Because contributions paid to the Association Pour l'Emploi des Cadres (APEC) are first paid to AGIRC and then paid to APEC, they are managed with the other AGIRC contributions. These include lump sum APEC contributions and the APEC contribution base on slice B.

Because Contribution Exceptionnelle de Solidarité (CET) is paid to AGIRC, it is also managed with the other AGIRC contributions.

Contingency funds supplement the standard social security (URSSAF) payments. There is a single mandatory payment, paid by all companies, for employees categorized in Article 36 or Article 4/4 bis. All other payments are voluntary. Each organization deals with contingency contributions in its own way and needs to set up its own rules to handle its calculations. For mandatory contributions to contingency funds, there is one exemption: If the employer

contributions for retirement and contingency submitted to URSSAF exceed 85 percent of the social security ceiling A (or 19 percent for the contingency only contributions), employers are exempted from making contributions to contingency funds.

See Also

Understanding Contribution Exception Limits

”Defining URSSAF Contributions”

”Understanding ASSEDIC Contributions”

Understanding ARRCO/AGIRC/Contingency Rates, Limits, and Ceilings

PeopleSoft Global Payroll for France uses rates, limits, and ceilings to determine ARRCO, AGIRC, and contingency contributions. PeopleSoft delivers this data, but you should verify it before proceeding with ARRCO, AGIRC, and contingency processing.

- Use the Rates, Elements, and Limits component to view the variables that pertain to the contributions to these funds.
- Use the Ceilings page to view the monetary value of these limits, which the system uses to calculate the funding bases for ARRCO, AGIRC, and contingency contributions.
- Use the ARRCO/AGIRC/Contingency Rates component to enter the numeric values for the various contribution rates. The ceilings appearing on this page (From 0 to 2241, for example) are dynamically displayed based on the values on the Ceilings page. For example, if you enter a new ceiling on the Ceilings page, the ceiling data also changes when you view the ARRCO/AGIRC/Contingency Rates component.

See Also

”Understanding Country Setup for France”

Understanding Contribution Exception Limits

The government sets the annual social security contribution ceiling. If the employer contributions to contingency funds and additional pension funds (ARRCO and AGIRC) are less than 85 percent of the annual social security ceiling, then these contributions are exempted from social security contributions. If the employer contribution to contingency funds is only less than 19 percent of the social security ceiling, these are also exempt from contributions. If both the 85 percent limit and the 19 percent limit are exceeded, the largest excess amount is added to the URSSAF and ASSEDIC accumulators and reintegrated into the social security base. This has no impact on the pension fund contribution.

For CSG and CRDS, only the mandatory contributions to the complementary pension funds are compared to the 85 percent limit of the annual ceiling.

Three calculations are required to determine the limits:

- Contributions to contingency funds and additional pension funds are checked against the limit of 85 percent of the annual social security ceiling. Any excess is paid into the social security base.
- Contributions to contingency funds only are compared to 19 percent of the total funding base. Excess is paid into the social security fund.

Note. If both the 19 and 85 percent limits are exceeded, only the largest excess is reintegrated into the social security and ASSEDIC base.

- Mandatory, complementary pension fund contributions are compared to the 85 percent of the annual ceiling limit. Excess is paid into the CSG and CRDS base. This calculation is applied even if the rate for retirement contribution is over the minimum rate.

These calculations are performed by the formula PRV FM REINT SOCIA, which is triggered by section PRV SE SOCIAL. The formula performs the calculation for departing employees or during the month of December.

See Also

Understanding Tax and Limits

Understanding Tax and Limits

There are two systems of taxation applied to contingency and additional pension funds. One applies to mandatory contributions and the other applies to voluntary contributions.

The exemption limit is calculated once a year, in the case of departure, or in December. It is then triggered at the same time as the 19 and 85 percent exemptions. The calculation of the tax limits is done by the formula PRV FM REINT FISCA, which is a member of section PRV SE FISCAL.

Voluntary Contributions to Contingency Funds and Additional Pension Funds

In the case of voluntary contributions, both the payee and employer contributions are liable to tax. The payee contributions are not deducted from the taxable net salary and the employer contributions are added to the taxable net salary. PeopleSoft does not manage voluntary contributions; you must update the accumulators.

Mandatory Contributions

If contributions are mandatory, they are not subject to tax if they are below the legal limits. There are two limits: one for contingency and pension funds, the other for contingency funds only. The first limit is for contributions to contingency funds and pension funds. If the contributions from payee and employer do not exceed 19 percent of the annual social security ceiling multiplied by 8, they are not liable to tax. The second limit is for contributions to

contingency funds only. If the payee and employer contributions do not exceed 3 percent of the annual social security ceiling multiplied by 8, they are not liable to contributions. If contributions go over either limit, the surplus is reintegrated back into the taxable base and is liable for tax. If contributions go over both limits, the largest surplus is added to the net salary. PeopleSoft provides the accumulators PRV AC 19% FIS SG and PRV AC 3% FIS SG to calculate these limits in formula PRV FM REINT FISCA. It is your responsibility to update these accumulators.

There are two retirement contribution rates: the contractual rate and the calling rate. The difference between these two rates corresponds to contributions that will not give entitlements for pension points. For the reinstatement of retirement contributions over the tax limits, we use the calling rate to compare the retirement contribution to the limits. The contributions are reinstated in the taxable salary depending on their contractual rate. This is because contributions that do not give entitlements to pension points are not reinstated in the taxable salary.

The employer contributions to contingency and retirement that are over the 3 or 19 percent limits are also included in the levy on salary funding base. The amount that is added to the levy on salary funding base is calculated as described below.

- If the limit is only exceeded by the contingency contributions (3 percent limit):

The amount over the limit is prorated and is calculated depending on the employer's and payee's contingency contributions.

The calculation is equal to:

The amount over the limit x employer's contingency contributions / employer's + payee's contingency contributions.

- If the limit is only exceeded by the contingency + retirement contributions (19 percent limit):

The amount over the limit is prorated depending on the employer's and payee's retirement contributions.

The calculation is equal to the amount over the limit x employer's retirement contribution / employer's + payee's retirement contributions.

- If both of the limits (3 and 19 percent) are exceeded:

The highest amount over the limits is prorated depending on the total contributions to contingency and retirement funds.

The calculation is equal to the highest amount over the limit x employer's contingency + retirement contributions / employer's and payee's contingency + retirement contributions.

See Also

“Understanding Levies,” Establishing Levy Rates on Salaries

Viewing and Maintaining ARRCO, AGIRC, and Contingency Fund Rates

Use the ARRCO/AGIRC/Contingency Rates Component to view and maintain associated rates.

Pages Used to View and Maintain ARRCO, AGIRC, and Contingency Rates

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
ARRCO Rates	GPFR_ARC_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, ARRCO/AGIRC/Contingency Rates	View the contribution rates for ARRCO. PeopleSoft initially delivers these rates, but you must maintain them when the government issues changes.
AGIRC Rates	GPFR_AGI_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, ARRCO/AGIRC/Contingency Rates	View the contribution rates for AGIRC, CET, and APEC. AGIRC contributions are for the non-management pension fund, CET contributions are paid into a special AGIRC fund, and APEC contributions are paid into a managers unemployment benefit fund. PeopleSoft initially delivers these rates, but you must maintain them when the government issues changes.
APEC	GPFR_APEC	Global Payroll France, Define Payroll Setup (FRA), Setup, ARRCO/AGIRC/Contingency Rates	View the APEC Flat Amount for Managers. PeopleSoft initially delivers these rates, but you must maintain them when the government issues changes.

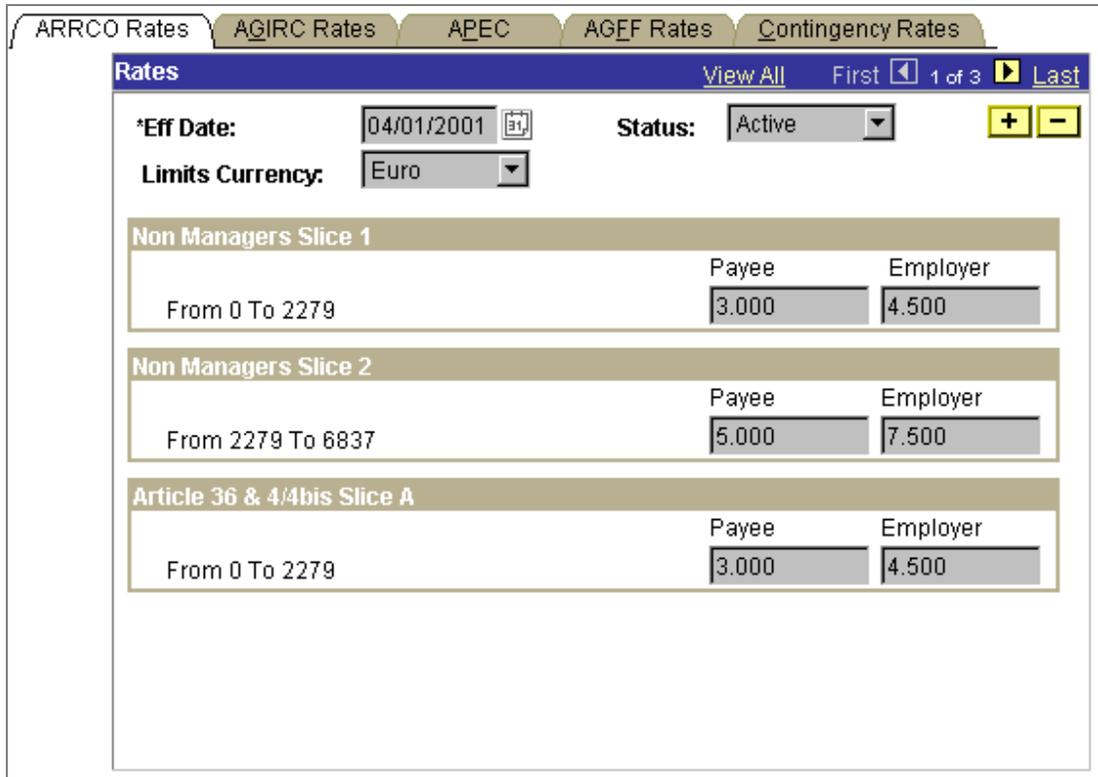
Page Name	Object Name	Navigation	Usage
Contingency Rates	GPFR_CONT_RATES	Global Payroll France, Define Payroll Setup, Setup, ARRCO/AGIRC/Contingency Rates	View the mandatory rates for contingency funds paid by the employer for management classes Article 36 and Article 4/4 bis. PeopleSoft initially delivers these rates, but you must maintain them when the government issues changes.

Common Elements in the ARRCO/AGIRC/Contingency Rate Component

Limits Currency The limit currency entered on the Limits page: *Euro* and *Franc*. This is the currency in which the ceilings appear.

Viewing Contribution Rates for ARRCO

Access the ARRCO Rates page.



The screenshot shows the ARRCO Rates page with the following details:

- Tabs: ARRCO Rates, AGIRC Rates, APEC, AGFF Rates, Contingency Rates
- Section: Rates
- View All | First | 1 of 3 | Last
- *Eff Date: 04/01/2001
- Status: Active
- Limits Currency: Euro
- Non Managers Slice 1: From 0 To 2279, Payee 3.000, Employer 4.500
- Non Managers Slice 2: From 2279 To 6837, Payee 5.000, Employer 7.500
- Article 36 & 4/4bis Slice A: From 0 To 2279, Payee 3.000, Employer 4.500

ARRCO Rates page

Non-Managers Slice 1	<p>The contribution rates for the pension fund for both employer and payee. The rates are expressed as a percentage of the payee's gross funding base.</p> <p>The Non-Managers Slice 1 rate is applied to funding bases below the A ceiling. The A ceiling is populated from the Ceiling page.</p>
Non-Managers Slice 2	<p>The second rate of unemployment insurance contribution is applied to non-management payees when the gross salary is between the A ceiling and the A ceiling multiplied by three, known as slice 2.</p>
Article 36 and 4/4bis Slice A	<p>The contribution rates for slice A paid to ARRCO by those payees categorized by Article 36 and 4/4 bis. This rate also applies to payees with salaries below the A Ceiling.</p> <p>Note. The field names From 0 to 2279 and From 2279 to 6837 dynamically appear based on what is entered on the Ceilings page. These ceilings are current as of 1 January 2000.</p>

See Also

"Understanding Country Setup for France," Limits Page and Viewing Ceilings

Viewing Contribution Rates for AGIRC, CET, and APEC

Access the AGIRC Rates page.

ARRCO Rates	AGIRC Rates	APEC	AGEF Rates	Contingency Rates
Rates View All First 1 of 3 Last				
*Eff Date: 04/01/2001		Status: Active		+ -
Limits Currency: Euro				
Slice B+GMP+Isolated Amounts				
From 2279 To 9116		Payee	Employer	
		7.500	12.500	
Slice C+Isolated Amounts				
From 9116 To 18233		Payee	Employer	
		7.500	12.500	
C.E.T. Slice ABC				
From 0 To 18233		Payee	Employer	
		0.130	0.220	

AGIRC Rates page

Slice B+GMP+Isolated Amounts

The AGIRC contribution rates for both employer and payee, for those payees with earnings between the A and B ceilings or on the specific GMP slice. The rates are expressed as a percentage of the payee's gross funding base.

These rates apply to payees classified by Article 36 and 4/4 bis.

Note. GMP contributions are for the Minimum Guarantee of Points. Payees earning below the GMP limit pay a minimum contribution as if they were earning the same as the limit. Although the GMP contribution is based on an annual amount, the PeopleSoft system performs the calculation monthly and adjusts the contributions accordingly. The GMP ceiling is defined on the Ceilings page. The calculation of the GMP base is done by the base formula of the GMP deduction.

Note. Isolated Amounts are payments in lieu of a payee leaving a company. They are isolated from the funding base and do not accumulate contribution points towards the payee's retirement fund. They are liable for contributions, regardless of upper and lower limits. They include compensation in lieu of paid vacation; retirement allowance for an amount exceeding 3049 euros; and

salary, premium, or bonus payments paid after departure.

Slice C+Isolated Amounts

AGIRC contribution rates for both payee and employer, for payees with a gross funding base between slice B and slice C.

These rates apply to payees classified by Article 36 and 4/4 bis.

C.E.T. Slice ABC

Payees and employers pay the CET contribution on a gross funding base up to the C ceiling.

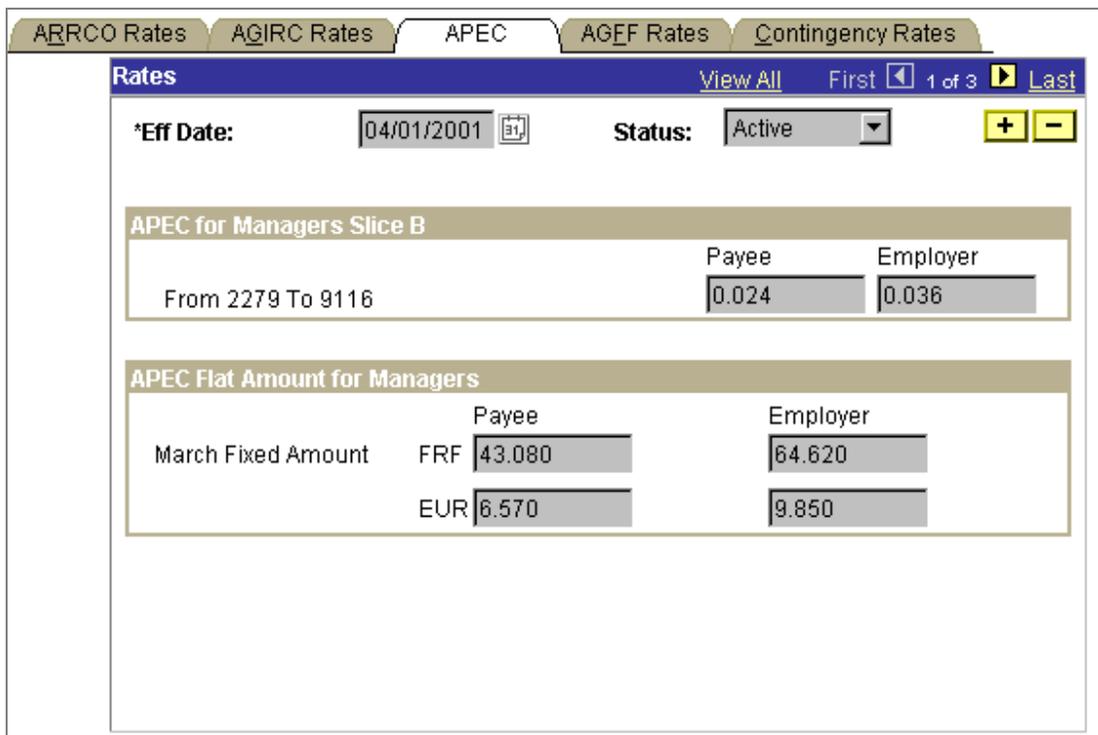
These rates apply to payees classified by Article 36 and 4/4 bis.

See Also

“Understanding Country Setup for France,” Limits Page

Viewing APEC Flat Amount for Managers

Access the APEC page.



APEC for Managers Slice B				
		Payee	Employer	
From 2279 To 9116		0.024	0.036	

APEC Flat Amount for Managers				
		Payee	Employer	
March Fixed Amount	FRF	43.080	64.620	
	EUR	6.570	9.850	

APEC page

APEC for Managers Slice B

Manager and employer contributions are paid monthly, if the manager has a funding base between the A and B ceilings.

These rates apply to payees classified by Article 4/4 bis.

Note. The filed names **From 2279 to 9116, From 9116 to 18233**, and so on dynamically appear based on what is entered on the Ceilings page. These ceilings are current as of 1 January 2000.

APEC Flat Amount for Managers

This is a fixed, annual contribution paid every March by employer and payee for those payees in employment during that month. The current **March Fixed Amount** rates are indicated for payee and employer, in both francs and euros.

Note. The information is processed in either francs or euros, depending on the processing currency selected at the Pay Entity level.

See Also

“Understanding Country Setup for France,” Viewing Ceilings

Viewing Mandatory Rates for Contingency Funds Paid by Employers

Access the Contingency Rates page.

The screenshot shows the 'Contingency Rates' page. At the top, there are tabs for 'ARRCO Rates', 'AGIRC Rates', 'APEC', 'AGEF Rates', and 'Contingency Rates'. Below the tabs is a header bar with 'Rates' on the left and navigation options 'View All', 'First', '1 of 3', and 'Last' on the right. The main area contains several input fields: '*Eff Date:' with a date picker set to '04/01/2001', 'Status:' with a dropdown menu set to 'Active', and 'Limits Currency:' with a dropdown menu set to 'Euro'. Below these fields is a table with a header 'Contribution Art 36 & 4/4bis'. The table has two columns: the first column contains the range 'From 0 To 2279', and the second column, labeled 'Employer', contains the value '1.500'.

Contingency Rates page

Contribution Art 36 & 4/4bis
(contribution Articles 36 and 4/4 bis)

The mandatory employer contribution to the contingency fund for payees in management class Article 36 and Article 4/4 bis. The contributions are limited to salaries below the A ceiling.

The employer contribution is included in the funding base of CSG, CRDS, and the 8 percent contingency levy. The contribution base is the same as for URSSAF, with the exception of the reintegration of amounts over the 85 percent and 19 percent exemption limits. The payment is made to a registered organization and linked to a contract number.

Note. The field name **From 0 to 2279** dynamically appears based on what is entered on the Ceilings page. This ceiling is current as of 1 January 2000.

Note. Use the DUCS functionality to generate reports for ARRCO/AGRIC.

See Also

Understanding Contribution Exception Limits

“Understanding Country Setup for France,” Viewing Ceilings

”Generating DUCS”

Viewing Delivered ARRCO, AGIRC, and Contingency Fund Elements

This section contains information about the deductions PeopleSoft Global Payroll for France delivers to handle ARRCO, AGIRC, and contingency fund contributions.

ARRCO/AGIRC Deductions

Table 1: ARRCO Contributions

ARRCO Contribution	Description
ARC T1 NC S	Payee ARRCO contribution for non-manager on slice 1
ARC T1 NC E	Employer ARRCO contribution for non-manager on slice 2
ARC T2 NC S	Payee ARRCO contribution for non-manager on slice 2
ARC T2 NC E	Employer ARRCO contribution for non-manager on slice 2

ARRCO Contribution	Description
ARC TA A36 S	Payee ARRCO contribution for Article 36 on slice A
ARC TA A36 E	Employer ARRCO contribution for Article 36 on slice A
ARC TA A4 S	Payee ARRCO contribution for Article 4 on slice A
ARC TA A4 E	Employer ARRCO contribution for Article 4 on slice A

Table 2: AGIRC Contributions

AGIRC Contribution	Description
AGI TB A36 S	Payee AGIRC contribution for Article 36 on slice B
AGI TB A36 E	Employer AGIRC contribution for Article 36 on slice B
AGI TC A36 S	Payee AGIRC contribution for Article 36 on slice C
AGI TC A36 E	Employer AGIRC contribution for Article 36 on slice C
SI TB A36 S	Payee AGIRC Isolated Amounts contribution for Article 36 on slice B
SI TB A36 E	Employer AGIRC Isolated Amounts contribution for Article 36 on slice B
SI TC A36 S	Payee AGIRC Isolated Amounts contribution for Article 36 on slice C
SI TC A36 E	Employer AGIRC Isolated Amounts contribution for Article 36 on slice C
AGI TB A4 S	Payee AGIRC contribution for Article 4 on slice B
AGI TB A4 E	Employer AGIRC contribution for Article 4 on slice B
AGI TC A4 S	Payee AGIRC contribution for Article 4 on slice C
AGI TC A4 E	Employer AGIRC contribution for Article 4 on slice C
SI TB A4 S	Payee AGIRC Isolated Amounts for Article 4 on slice B
SI TB A4 E	Employee AGIRC Isolated Amounts for Article 4 on slice B

AGIRC Contribution	Description
SI TC A4 S	Payee AGIRC Isolated Amounts for Article 4 on slice C
SI TC A4 E	Employee AGIRC Isolated Amount for Article 4 on slice C
AGI GMP S	Payee GMP contribution for Article 36 and 4
AGI GMP E	Employer GMP contribution for Article 36 and 4
AGI CET S	Payee C.E.T. contribution for Article 4 on slice ABC
AGI CET E	Employer C.E.T. contribution for Article 4 on slice ABC

Table 5: APEC Contributions

APEC Contribution	Description
APEC TB A4 S	Payee APEC contribution for Article 4 on slice B
APEC TB A4 E	Employer APEC contribution for Article 4 on slice B
APEC FF A4 S	Payee flat amount APEC contribution for Article 4
APEC FF A4 E	Employer flat amount APEC contribution for Article 4

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Earnings and Deduction Elements ”

Contingency Fund Deductions

PeopleSoft Global Payroll for France delivers the following contingency fund deductions.

Contingency Fund Deduction	Description
PRV OB A36 E	Contingency mandatory contribution for Article 36 employees
PRV OB A4 E	Contingency mandatory contribution for Article 4 managers

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 9

Understanding Levies

This chapter provides an overview of how to:

- Understand levies.
- Establish levy rates.
- Understand the Works Council levy.
- Look at tips for levies.
- View delivered levy deductions.

Overview of Levies

Levies are deductions that don't fall into obvious categories, such as URSSAF, ASSEDIC, or AGIRC. Levies are paid to several organizations with different funding bases, with different conditions, and on different dates. They cover things like training, transport, apprenticeships, CSG and CRDS contributions, and the Levy on Salaries. Some of these levies are often grouped under *Other Employers Deductions* on the pay slip.

The levies addressed in the PeopleSoft Global Payroll for France functionality are as follows:

Levy	Description
Levy on Contingency Funds	This levy is based on an employer's contributions to the non-mandatory contingency funds. So this is a contribution on contributions. This levy is paid to the URSSAF and is paid by employers with more than nine payees.
Professional Training	Employers must allocate a percentage of their total payroll to professional training. The levy rates vary depending on whether the employer has less than ten payees or ten or more payees. There is a specific contribution paid by organizations that have contractual employees. The funding base for this levy is gross salary. Levy rates vary depending on whether the employer has less than ten payees, ten or more payees, or has contractual payees.

Levy	Description
Transportation	This levy applies to employers with more than nine payees in the same transportation area (Syndicat de transport). The rate can vary, depending on the transportation area, and the funding base is gross salary. Payment is made on the same date as URSSAF contributions and is paid to the URSSAF. The levy is only paid for areas where a transportation levy is applicable. Note. This rate is recorded at the establishment level.
Participation of the Construction Effort	This levy applies to employers with ten or more payees, and the funding base is gross salary. It is paid to a registered collector organization or the employer manages it. The levy is paid at the end of the year and is based on salaries paid during the previous 12 months.
Apprenticeship	The funding base of this levy is gross salary. The rate of this levy is based on region (Alsace-Moselle or other regions) and is paid to the tax office. The postal code of the establishment is used to determine which rate must be applied.
CSG and CRDS	Most payees are subject to this levy. The rate is based on whether the levy is CSG taxable, CSG non-taxable, or CRDS and the funding base is 95 percent of the gross salary plus the employer's contributions to the contingency fund. Payments are made to the URSSAF at the same time as other URSSAF contributions.
Levy on Salaries	Only employers that do not, in whole or in part, pay Value Added Tax (VAT) pay this levy. The rate varies by established brackets, and it is paid to the tax office.
Participation in the Works Council	Generally, an employer with more than 50 payees has a Works Council, but this situation varies amongst employers. The payee's and employer's rates vary, as does the funding base. The levy is paid to the Works Council.

Note. PeopleSoft Global Payroll for France delivers a set of levy rates to you with the application. However, PeopleSoft is not responsible for the accuracy of these rates. If regulations change, or you need to modify the levy rates for any reason, use the pages described elsewhere in this section to modify those rates.

See Also

”Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

”Defining URSSAF Contributions”

Establishing Levy Rates

Establish levy rates and related data on the Levy Rates data.

Pages Used to Establish Levy Rates

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
General Rates 1	GPFR_TAX_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, Levy Rates, General Rates 1	Establish the levy rates for levies on contingency funds and professional training.
General Rates 2	GPFR_TAX_RATES2	Global Payroll France, Define Payroll Setup (FRA), Setup, Levy Rates, General Rates 2	Establish the levy rates for the apprenticeship, Participation of the Construction Effort, CSG, and CRDS levies.
Levy on Salaries Rates	GPFR_TAX_RATES3	Global Payroll France, Define Payroll Setup (FRA), Setup, Levy Rates, Levy on Salaries Rates	Establish the levy rate on salaries for organizations that do not pay VAT or pay VAT on only less than 10 percent of sales (such as banks and insurers).

Establishing Levy Rates for Levies on Contingency Funds and Professional Training

Access the General Rates 1 page.

General Rates 1 General Rates 2 Levy on Salaries Rates

Rates View All First ◀ 1 of 1 ▶ Last

*Eff Date: 01/01/2000 [dt] Status: Active [v] + -

Levy on Contingency Funds

Contributions	8.000
---------------	-------

Professional Training

More than 10 payees	
Capital Formation-Time	0.100
Individual Formation Time-off	0.100
Cooperative Education	0.400
Training of the Employees	0.900
Less than 10 payees	
Professional Training	0.150
Supplement Rate	0.100
Professional Training for Contractors	1.000

Generate Rates 1 page

The Contingency levy is paid only by organizations with more than ten payees.

There are two sets of contribution rates for the various training funds: one is for organizations with more than 10 payees and the other rates are for organizations with less than ten payees.

The levy for Professional Training for Contractors is for all organizations that employ contractors, regardless of the number of payees in the organization.

Note. PeopleSoft delivers these rates, but does not maintain them.

Levy on Contingency Funds The employer's contribution levy on Contingency funds appear here. The amount is based on the employer's contribution to non-mandatory contingency funds. The levy applies only to organizations with more than ten payees. Each organization must, if they have some non-mandatory contingency fund contributions, update the funding base on the Levy on Contingency fund. It is the employer's responsibility to include these contributions in the base for calculating the contingency levy. These contributions should be added to the accumulator used by this levy (the TAX AC BAS PREV SG accumulator).

Professional Training

More than 10 Payees	This levy is divided between four different contributions used for different purposes: Capital Formation–Time, Individual Formation Time-off, Cooperative Education, and Training of the Employees.
Less than 10 payees	The Employer pays a mandatory levy to Professional Training and Supplement Rate.
Professional Training for Contractors	This levy is paid by organizations employing contractors, regardless of the size of the organization. The employer pays the levy at the rate indicated.

Note. Remember to add the correct contingency funds deduction elements to the base accumulator used by the contingency funds levy.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Earnings and Deductions,” Understanding Automatically Generated Accumulators

Establishing Levy Rates for Apprenticeship, Participation of the Construction Effort, CSG, and CRDS Levels

Access the General Rates 2 page.

General Rates 1		General Rates 2		Levy on Salaries Rates	
Rates View All First 1 of 1 Last					
*Eff Date:	01/01/2000	Status:	Active		
Apprenticeship Levy					
Other Regions				0.500	
Alsace-Moselle				0.200	
Other					
Participation of the Construction Effort				0.450	
C.S.G. non Taxable				5.100	
C.S.G. Taxable				2.400	
C.R.D.S.				0.500	

Generate Rates 2 page

Apprenticeship Levy

The employer pays a contribution for financing apprenticeships. This rate is indicated opposite **Other Regions**. The Alsace-Moselle region has its own rate of contribution, which is indicated opposite **Alsace-Moselle**. The rate for the apprenticeship levy depends on the postal code of the establishment to which the payee is linked.

Other

The remaining levies appear here. The employer pays the Participation of the Construction Effort levy. The payee pays both the CSG levies and the CRDS levy.

The funding base for the CSG and CRDS levies consists of the gross salary, the employer's contribution to the contingency fund, and departure or modification allowances that exceed a predefined amount.

Only the employer pays participation of the Construction Effort levy. The rate is a percentage of the gross funding base.

CSG levies are paid by all payees to finance social security and retirement funds. Part of the CSG levy is taxable and part of it is exempt. The taxable rate appears opposite **C.S.G. Taxable**, as a percentage. The non-taxable rate appears opposite **C.S.G. non Taxable**, as a percentage.

The rate for the CRDS levy appears here. This levy is taxable.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Data Retrieval Elements,” Defining Brackets

Establishing Levy Rates on Salaries

Access the Levy on Salaries Rates page.

The screenshot displays the 'Levy on Salaries Rates' page. At the top, there are tabs for 'General Rates 1', 'General Rates 2', and 'Levy on Salaries Rates'. Below the tabs is a header bar with 'Rates' on the left and navigation options 'View All', 'First', '1 of 1', and 'Last' on the right. The main content area contains the following fields and table:

- *Eff Date: 01/01/2000
- Status: Active
- Limits Currency: Euro

Annual Bracket	Rate
Annual Bracket 1 No limit	4.250
Annual Bracket 2 From 6369.32 To 12726.44	4.250
Annual Bracket 3 From 12726.44	9.350

Levy on Salaries Rates page

The funding base for this levy is the gross salary and employer contributions to retirement and contingency funds, where applicable. There may also be a deduction for organizations that partially pay VAT. Those employer contributions to retirement and contingency funds greater than the tax limits of 19 percent and 3 percent are included in the levy on the salary funding base.

There are three rates of contribution to this levy. The rates are expressed as a percentage of the funding base. The monetary amount ranges and limits appear to the left of the rate.

Limits Currency	The monetary unit in which the rates are displayed: <i>Franc</i> and <i>Euro</i> .
Annual Bracket 1	The rate for the salary levy for earnings within annual bracket 1.
Annual Bracket 2	The rate for the salary levy for earnings within annual bracket 2.

Annual Bracket 3

The rate for the salary levy for earnings within annual bracket 3.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions,” Understanding Tax and Limits

“Understanding Country Setup for France,” Understanding Ceilings

Special VAT-Exempt Element Group

A special element group (TAX EG TAXSAL) has been created to indicate which organizations are exempt from VAT contributions and are therefore liable to pay the salary levy.

Understanding the Works Council Levy

Contributions to the Works Council budget vary from organization to organization and depend on rates, funding bases, employee participation, and so on. Contributions, paid by both the employer and employee, are based on a percentage of the gross salary, profit, or revenue.

Because this levy is different for different employers, PeopleSoft does not maintain an element to manage it. PeopleSoft does, however, offer two elements that contain sample contributions, indicating rates and funding bases.

You may activate these elements and adapt them for your own use. It is your responsibility to maintain these elements.

See Also

Reviewing Delivered Levy Deductions

Looking at Tips for Levies

This section provides additional information regarding levies.

Understanding Headcount

Some levy rates are based upon the headcount of your organization.

Headcount Limits and Rates

The system calculates the headcount of a organization after the payroll process. The headcount results are used during payroll processing for the following month. Therefore, your headcount might be inaccurate for your current month and you might have to override the value.

For example, during the month of May you might have eight payees and then hire four payees in June. The system uses the headcount calculated in May to determine whether your organization is eligible for specific contributions (for example, the Levy on Contingency contributions paid by organizations with more than ten payees). Then, in June, the system does not trigger the Levy on Contingency contributions even though this contribution should be triggered. The best solution in such a case is to override the variable that stores the headcount. This variable is GEN VR EFFECTIF SO; you can override it at the pay entity or pay group level.

Note. PeopleSoft strongly recommends that you define your pay entity to be equal to your organization.

If Your Organization Isn't Liable for a Levy

Each levy rate for organizations with less than nine payees is stored as a rate to be used by all organizations. If your organization is not liable for a certain levy, override the variable GEN VR EFFECTIF SO if you think that the levies depending on your headcount are not going to be triggered correctly.

Note. Modifying GEN VR EFFECTIF SO impacts all of the contributions (and perhaps some other elements) that use the headcount.

Note. PeopleSoft strongly recommends that you define your pay entity to be equal to your organization.

Transportation Levy

The transportation rate is stored at the establishment level. Because the payroll process does not manage the headcount, you must manage whether the levy is due. Record a rate if the levy is due or record a rate equal to zero if it is not due.

If a payee is an itinerant worker with a transportation rate that is different than the rate applied to the establishment to which the payee is linked, override the rate at the payee level.

Note. Update the rates at the establishment level.

DUCS Considerations

The following levies appear on the URSSAF Report and their DUCS codes and descriptions are as follows:

- Transportation.
- Eight percent on employers' contribution to contingency funds.
- CSG taxable, non-taxable, and CRDS.

See Also

"Counting Employees"

"Generating DUCS"

Reviewing Delivered Levy Deductions

This section details the primary deduction elements that PeopleSoft delivers to accommodate levies processing. The following table lists the delivered elements, their descriptions, and the generation control applied, if any. PeopleSoft does not maintain these elements.

<i>Deduction</i>	<i>Description</i>
TAX 8% PREV	8 percent contingency funds tax
TAX FOCAPTEM	Capital education tax
TAX CGFORIND	Individual education tax
TAX FORALTER	Sandwich course tax
TAX FORMSAL	Employee education tax
TAX FORMSUPL	Additional education tax
TAX FORMCDD	CDD education tax
TAX TRANSPOR	Tax on transportation
TAX CONSTRUC	Tax on construction
TAX APPRENTI	Tax for apprenticeship - all institutions
TAX CSG IMPO	Taxable CSG tax
TAX CSG NIMP	Non-taxable CSG tax
TAX CRDS	CRDS tax
TAX SALAIRE1	Salary tax on bracket 1
TAX SALAIRE2	Salary tax on bracket 2
TAX SALAIRE3	Salary tax on bracket 3
TAX BGT CE S	Works Council tax – payee
TAX BGT CD E	Works Council tax – employer

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements that are designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data,” “Defining Earnings and Deduction Elements,” “Defining General Element Information” and “Defining Calculation Elements,” Generation Control

CHAPTER 10

Understanding Specific Contracts

This chapter provides an overview of:

- Apprentices.
- Trainees.
- Qualification contracts.
- Orientation contracts.
- Adaptation contracts.
- Work initiative contracts (*Contrat Initiative Emploi*).
- Special part-time contracts.
- Fixed-term contracts.
- Specific categories of payees.
- SIT FM formulas.

Overview of Specific Contracts

Specific contracts give exemptions on contributions. Usually they are set up between an employer and a government department or between an employer and payee, subject to controls from the DDTE (regional government organization responsible for employment laws). PeopleSoft delivers rules for some common exemptions regarding some fixed-term contracts, specific exempted contracts, and specific categories of payees.

There are a few rules that have been developed that relate directly to specific contracts. Specific contracts have an impact on many areas of the payroll process. At the end of this section is an explanation of the effect on each contribution. Sometimes the information needed to determine a contribution is not available from PeopleSoft Human Resources. In these cases, the formula SIT FM assigns a default value. During the implementation of your system, you can create fields to manage the values not currently provided by PeopleSoft Human Resources. Then you can create any needed elements (arrays, for example) to update the formula SIT FM.

Special earnings have been developed for apprentices and trainees. Rules also exist to manage deductions for other specific contracts. Specific contracts also affect both the payee's and the employer's contributions to social funds and have an impact on counting employees.

Apprentices

Apprentices, by law, may not earn less than a set percentage of the SMIC (legal minimum salary). The percentage depends on the age of the apprentice and the year of the contract. You enter the apprentice's salary and a control checks whether the earning is below the legal minimum. If this is the case, a warning message appears.

The bracket APP BR REMUN stores the minimum percentages to apply to the SMIC according to the year of contract and the age of the payee. The appropriate percentage is retrieved and checked with the standard SMIC control.

The age of the payee is calculated using the payee date of birth in PERSONAL_DATA. The year of the contract is calculated using the contract begin date in the contract data.

<i>Year of contract</i>	<i>Minimum salary equal to a percentage of the SMIC apprentices under 18</i>	<i>Minimum salary equal to a percentage of the SMIC apprentices between 18 and 20</i>	<i>Minimum salary equal to a percentage of the SMIC or of the conventional salary apprentices over 21</i>
1 st year	25 %	41 %	53 %
2 nd year	37 %	49 %	61 %
3 rd year	53 %	65 %	78 %

Note. The system does not calculate the minimum salary; it does check that the salary you entered is greater than the minimum required by law. Because the system does not manage the conventional salary (that is, the minimum salary required by the collective agreement) for apprentices over the age of 21, the system applies the percentages in the previous table on the SMIC only.

Bracket for Specific Contract Compensation Scale

The bracket APP BR REMUN returns values for the specific contract compensation scale. It returns values for the apprenticeship contract and also for the qualification and orientation contract. The keys for this bracket are CONTRACT TYPE and APP VR ANNEE CONT, and the return column is APP BR REMUN. The variables APP VR REM-21 and APP VR REM+21 are populated based on the key.

It's important that you understand the definition of this bracket because PeopleSoft delivers, but does not maintain, this bracket. You must maintain this bracket to ensure that your setup functions properly.

The following table contains the sample values delivered with PeopleSoft Global Payroll for France.

- The bracket APP BR REMUN retrieves the percentage for payees under 18 years old.
- The variable APP VR REM-21 retrieves the percentage for payees between 18 and 21 years old.
- The variable APP VR REMP+21 retrieves the percentage for payees over 21 years old.

CONTRACT TYPE (Key)	APP VR ANNEE CONT (Key)	APP BR REMUN (Return)	APP VR REM-21 (Variable)	APP VR REM+21 (Variable)
APP	1	25	41	53
APP	2	37	49	61
APP	3	53	65	78
QUA	1	30	50	65
QUA	2	40	60	75
ORI		30	50	65

See Also

“Defining Data Retrieval Elements,” Defining Brackets

“Defining Calculation Elements,” Defining Variable Elements

Extending the Apprenticeship

The normal length of an apprenticeship is two years. However, in some circumstances this may be extended to three years. In this case, the variable GEN VR ANC REINT enables you to subtract or add a period of time from the contract begin date to compensate for the extension of the apprenticeship period.

There may be times when you need to modify the number of years for a contract calculated between the contract begin date and the first day of the period. You can override the variable GEN VR ANC REINT by the number of days to add or subtract for the calculation of the year of the contract.

URSSAF Contributions

Payees are assigned to a particular contribution class (régime) that determines their URSSAF contributions. Apprentices in organizations with more than ten payees have a specific contribution class of their own—régime code 128.

The funding base percentage for apprentices is a lump-sum amount determined by the government. This percentage varies according to the age of the payee and the year of the contract. The bracket APP BR BASE stores the lump-sum funding base (in French francs and

in euros). You should update this bracket to comply with the law and to meet your particular needs.

For organizations with less than ten payees, neither employer nor payee is liable to pay URSSAF contributions for apprentices. No régime code is entered and no deductions are made.

The lump-sum funding base calculated for apprentices is not used in the base for the ceiling regularization. The contributions are paid each month based on the lump-sum funding base. If an apprentice ends his apprenticeship contract and continues his work for the same organization under a new contract type, the salaries he received during his apprenticeship contract won't be used in the annual ceiling regularization.

Bracket for Specific Contract Contribution Bases

The bracket APP BR BASE returns values for specific contract wages contribution bases. The key for this bracket is APP VR % BASE, and the return column is APP BR BASE. The variable APP VR BASE EUR is populated based on the key.

It's important that you understand the definition of this bracket because PeopleSoft delivers, but does not maintain, this bracket. You must maintain this bracket to ensure that your setup functions properly.

The following table contains the sample values delivered with PeopleSoft Global Payroll for France.

- The bracket APP BR BASE retrieves the lump sum funding base in French francs.
- The variable APP VR BASE EUR retrieves the lump sum funding base in euros.
- The payroll process uses one or the other value following the processing currency defined.

APP VR % BASE (Key)	APP BR BASE (Return)	APP VR BASE EUR (Variable)
14	963	147
26	1789	273
29	1996	304
30	2065	315

The value returned by the bracket APP BR REMUN is used to determine if the minimum salary is correctly applied to the apprentice. This value is also used as the funding base for all the contributions paid. This value is calculated for a payee who is present for the entire month. The apprentice funding base is prorated depending on the number of days present during the period and depending on the paid hours of the payee.

If users don't want to apply this last proration or if they want to apply a different proration, they can modify the formula APP FM PRORAT BASE (defined as *Customer Maintained*) that is used to prorate the apprentice funding base following the number of paid hours.

See Also

“Defining URSSAF Contributions“

“Defining Data Retrieval Elements,” Defining Brackets

“Defining Calculation Elements,” Defining Variable Elements

ASSEDIC Contributions

As with URSSAF, for organizations with less than ten payees, neither employer nor payee is liable to pay ASSEDIC contributions for apprentices. No deductions are triggered.

For organizations with more than ten payees, ASSEDIC deductions are triggered, but they are subject to a generation control. Payee contributions are not triggered if the payee is an apprentice. No controls are managed for the employer’s contribution.

Note. The system checks the contract type to determine whether a payee is an apprentice. Therefore, during setup, it’s important to consider updating the contract type with the correct value.

Levies

This set of contributions is not triggered for apprentices in organizations with less than ten payees.

For organizations with more than ten payees, these deductions are triggered. There are no CSG and CRDS deductions for apprentices.

The funding base percentage for apprentices is a lump-sum amount determined by the government. This percentage varies according to the age of the payee and the year of the contract. The bracket APP BR BASE stores the lump-sum funding base (in French francs and in euros). You should update this bracket to comply with the law and meet your particular needs.

See Also

Bracket for Specific Contract Contribution Bases

ARRCO/AGIRC

Payees do not pay the ARRCO/AGIRC contributions if they are apprentices. And if a payee is an apprentice, the ARRCO/AGIRC employer’s contributions are due only if the organization has more than ten payees and these contributions are triggered.

Contingency Funds

Contingency fund contributions follow the same rules as for ARRCO/AGIRC. For organizations with more than ten payees, there is only a single contribution from the employer. For organizations with less than ten payees, no contribution is triggered.

Counting Employees

Apprentices are not included in the head count of employees. This may have an impact on contributions that depend on the number of employees in the organization (that is, more or less than ten).

See Also

“Counting Employees“

Trainees

Trainees are identified using the formula SIT FM STG URSSAF. If this formula retrieves the value GP TRUE (or 1), the payee is considered a trainee. If this formula retrieves the value GP FALSE (or 0), the payee is not considered a trainee. By default, the formula is resolved to GP FALSE (that is, the payee is not a trainee). Update the formula by overriding it (using a Supporting Element Override) or by modifying the formula SIT FM STG URSSAF to create the logic that determines whether the payee is a trainee.

Trainees are not covered by a work contract because they are not classed as salaried employees.

The training establishment may or may not be covered for work accident insurance (RT), and the training may or may not be mandatory. Both of these factors affect the trainees' earnings and contributions.

Use different earnings to identify whether the establishment is covered for work accident insurance. For example, if you enter the salary in the earning STG OBL NAT, it means that this salary applies to a trainee in mandatory training, but without work accident coverage.

In case of mandatory training, the following table presents the different contributions due.

<i>Description</i>	<i>Social Security Contributions: Payee's Part</i>	<i>Social Security Contributions: Employer's Part</i>	<i>CSG / CRDS</i>
Compensation ≤ 30% of the SMIC			
- AT risk covered	Non-liaible	Non-liaible	Non-liaible
- AT risk not covered	Non-liaible	Liable on 25% of the SMIC	Non-liaible

Description	Social Security Contributions: Payee's Part	Social Security Contributions: Employer's Part	CSG / CRDS
Compensation > 30% of the SMIC	Liable	Liable except AT deduction	Liable
- AT risk covered	Liable	Liable	Liable
- AT risk not covered			

Some contributions can be paid on 25 percent of the SMIC even if the payee doesn't receive any compensation.

In case of non-mandatory training, the following table presents the different contributions due.

Description	Social Security contributions: Payee's Part	Social Security contributions: Employer's Part	CSG / CRDS
Training not compensated	No contributions	Liable on 25% of the SMIC	No contributions
Training compensated	Non-liable	Liable on 25% of the SMIC	Non-liable
-compensation \leq 25% of the SMIC	Liable	+ benefits in kind	Liable
- compensation \geq 25% of the SMIC		Liable	

In this case, the AT contributions are paid when the compensation is liable to employers' contributions on 25 percent of the SMIC or on the complete compensation.

Note. URSSAF contributions are not calculated if the régime class is not indicated on the French Contract Data page, with an exception for trainees. For trainees, the régime class does not have to be entered because the régime depends on the compensation level, if the training is mandatory or not, and on the work accident coverage. The system triggers the correct régime class according to the situations described in the preceding two tables.

Earnings

Three earnings have been created to cater for the different classes of trainee. Ensure that you populate the correct one.

Earning	Description
STG OBL AT	For trainees undergoing mandatory training with AT coverage.
STG OBL NAT	For trainees undergoing mandatory training without AT coverage.
STG NOBL	For trainees undergoing non-mandatory training.
GEN VR STAG NB M	The number of months corresponds to an allowance, stored in GEN VR STAG NB M. The default value is 1.
GEN VR STG NSIR	The value is 1 for mandatory training with a duration equal to, or less than, three months.

Note. GEN VR STAG NB M and GEN VR STG NSIR are not used if there is no compensation.

All three earnings feed the accumulator GEN AC BRUT SG.

The rules compare the earnings to the minimum salary or relevant percentage of the minimum salary.

If a payee has no compensation, in certain cases, some contributions must be paid. Because there is no salary input, and therefore the earnings in the preceding table are not populated, we use five variables in order to indicate the specific situations in which there is no compensation.

Variable	Description
GEN VR STG O AT	Used to indicate a mandatory training with work accident coverage.
GEN VR STG ONAT	Used to indicate a mandatory training without work accident coverage.
GEN VR STG NOBL	Used to indicate a non-mandatory training.

You can override these variables using the Supporting Element Override page.

The variable GEN VR STAG NSIR is used to indicate whether the training lasts more or less than three months. This information is used to determine whether the compensation paid to the trainee is submitted to income tax (that is, if the accumulator GEN AC NET FISCAL is populated by the compensation or not). By default, the variable GEN VR STAG NSIR stores a value indicating that the training lasts less than three months. If you want to indicate that the training lasts more than three months, override the variable GEN VR STAG NSIR by assigning the value zero (0) or by using the variable GP FALSE.

The variable GEN VR STAG NB M can be used if you pay all of the compensations of several months for trainees in only one payroll. In such cases, the system needs to control this compensation within the limits given by the law multiplied by the number of months. For example, suppose that a trainee stays with an organization for two months for a mandatory training, knowing that school is covered for the work accident risk. The trainee earns 534 euros. This compensation is compared to 30 percent of the SMIC multiplied by two because it is derived from two months of work. By default, the variable has one month as its value

(meaning that the compensation is paid each month). You can override this variable by the number of months that the compensation refers if this compensation is not paid each month.

Social Security Contributions

All trainees are liable to pay URSSAF, transportation, and CSG/CRDS contributions. URSSAF contributions are based on régime codes, but for trainees it is not necessary to enter the code. The correct code is triggered by the rules.

Trainees are not liable for contributions to ASSEDIC, ARRCO/AGIRC, contingency funds, training tax, or levies.

At first, all the deductions are triggered. Then, a generation control for each contribution checks whether the payee is a trainee. Payment is not triggered for non-liable contributions. Transportation contributions are triggered by a check of whether URSSAF contributions are being paid, because both have the same conditions of eligibility.

Example 1: Mandatory Training, Four Months, With Insurance

Suppose that a payee is taking mandatory training and is covered for work accident insurance by the employer. Training lasts for four months and the payment is 152 euros per month.

- The compensation needs to be entered into the earning STG OBL AT.
- The work accident coverage is deducted from the same earning.
- The variable GEN VR STG NSIR should be updated, because the training period is longer than three months.
- The salary becomes liable to income tax when the training exceeds three months.

Example 2: Mandatory Training, Five Months, No Compensation or Insurance

Suppose that a payee is taking mandatory training and is not covered for work accident insurance by the employer. Training lasts for five months and there is no payment.

- In this case, the employer is liable for some contributions. These are calculated on 25 percent of the SMIC.
- Because there is no compensation, it is not necessary to update any earnings or deductions.
- The user should set the value of the variable GEN VR STG ONAT to 1 (TRUE).
- There are no CSG/GRDS contributions.
- The result of the process is that there are no payee contributions.

Qualification Contract

The qualification contract is for payees between the ages of 16 and 26. It allows the payee periods of study as part of a sandwich course (formation en alternance). It is a fixed-term contract for a period between six months and two years. It does not give entitlement to an end-of-contract allowance.

There is an Adult Qualification contract for payees over the age of 26. PeopleSoft does not manage this.

PeopleSoft checks that the contract does not exceed two years and displays an error message if it exceeds this limit.

See Also

“Understanding Allowances“

Remuneration

The system does not calculate any base salary earnings because such information is retrieved from PeopleSoft Human Resources data. Therefore, the earning for the qualification contract, which is based on a percentage of the SMIC, is not calculated.

This percentage varies according to age and the year of contract.

Age	Remuneration 1st year of contract	Remuneration 2nd year of contract
< 18	30% of the SMIC	45% of the SMIC
≥ 18 and < 21	50% of the SMIC	60% of the SMIC
≥ 21	65%*	75%*

* Percentage of the SMIC or of the minimum conventional salary corresponding to the job held.

Note. A warning message appears if the base salary is less than the minimum salary defined by law. The system does not determine whether the salary is over the conventional salary for apprenticeship contracts because the system does not manage the conventional salary.

Exemption on Contributions

If payees are on a qualification contract, there are employers' exemptions on illness, maternity, disability, death and the old age deductions, and on some URSSAF contributions.

The exemption is applied to the part of the salary that does not exceed the SMIC. The part greater than the SMIC is then liable for all contributions. The régime definition and setup manage this mechanism.

The qualification contract is managed by the régime 914, except in Alsace-Moselle, where it is 915.

The limit for the contribution exemption is equal to the hourly SMIC value multiplied by the number of paid hours, that is, standard hours – absences + additional hours (without supplementary hours).

See Also

“Defining URSSAF Contributions“

Other Considerations

Payees with qualification contracts are not included in the organization head count. They are not included in the social and fiscal staff limits (seuils d’effectif fiscal et social), with the exception of the work accident rate.

Example 1: Payee on Qualification Contract Exceeding SMIC Limit

Suppose that a payee is on a qualification contract. You do not need to enter or update anything in this case. This example illustrates how the results are obtained. The employer is exempt from contributions on earnings below the SMIC. When the earnings go over the limit, contributions are due on the excess amount.

Suppose that the salary is 3811 euros and the payee is paid for 150 hours per month.

The limit for employers contribution exemption (SMIC) is calculated as $150 \times 6,10 = 915$ euros.

Under this limit, contributions are based on contribution régimes 914 and 915 (Alsace-Moselle)

Note. Over the SMIC limit, the régimes change to 100 and 101 (Alsace-Moselle).

There is no ceiling on URSSAF contributions, so these are paid on the amount over the limit, which is 2899 euros.

Other contributions are limited to a ceiling of 2206 euros.

Note. A qualification contract is identified within a rule by the contract type and by entering the correct régime class. The bracket APP BR REMUN is used to return values for the qualification contract.

See Also

“Defining URSSAF Contributions“

Bracket for Specific Contract Compensation Scale

Orientation Contract

The orientation contract is available for payees between the ages of 16 and 26 years old. It is a fixed-term contract for no more than six months. The duration may be extended to a maximum of nine months for people under the age of 22 who do not have any qualifications. There is no control on the contract duration because this duration has no impact on the compensation. It is based on a percentage of the SMIC according to the payee's age.

Remuneration

The minimum remuneration depends on the age of the payee. In case of a change of age slice, the new percentage is applied the first day of the month following the birthday. The salaries are defined as percentages of the SMIC.

Age	Remuneration
< 18	30% of the SMIC
≥ 18 and < 21	50% of the SMIC
≥ 21	65% of the SMIC

As for the apprenticeship and qualification contract, a supplementary salary must be paid to maintain the compensation. PeopleSoft checks only that the compensation is above the statutory minimum based on the percentage of the SMIC. If the salary is less than the salary, as defined in the preceding table, a warning message appears.

Exemption on Contributions

There are entitlements for a reduction in the employers' social security contributions during the contract. The contributions exempted are the illness, maternity, disability, and death and old age deductions. The exemptions are not submitted to limits and are managed by the régime code.

The qualification contract is managed by the régime code 386, except in Alsace-Moselle, where it is 387.

Other Considerations

Payees with orientation contracts are not included in the organization head count. They are not included in the social and fiscal staff limits (seuils d'effectif fiscal et social) with the exception of the work accident rate.

The training periods are paid and are included in the working time of the payees. No end-of-contract allowances are due when the contracts terminate.

The rules for the benefits-in-kind are the same as for apprentices.

Note. An orientation contract is identified within a rule by the contract type and by entering the correct régime class. The bracket APP BR REMUN is used to return values for the orientation contract.

See Also

“Understanding Allowances“

Bracket for Specific Contract Compensation Scale

Adaptation Contract

The adaptation contract helps payees between the ages of 16 and 26 adapt themselves to their jobs by providing special training periods.

There are no exemptions on contributions for adaptation contracts.

Fixed and Unfixed Terms

The contract may or may not run for a fixed term. No end-of-contract allowance is paid at the end of a fixed-term adaptation contract. The duration of a fixed-term adaptation contract is between six months and one year. After two years, payees on an adaptation contract without a fixed term are classified as regular employees.

There are two values in the Contract Type table for adaptation contract. The first one is Adaptation Contract (ADA) for adaptation contracts with no limits. The second is Fixed-Term Adaptation Contract (ADD) for fixed-term contracts. For the contract ADA, you must modify the contract value at the end of the two years. The new contract type value can then be CDI for unlimited contract.

Remuneration

For contracts of both fixed and unfixed terms, remuneration is equal to 80 percent of the conventional minimum salary for the job and may not be less than the SMIC. The only control is a check that the salary is not less than the SMIC.

For payees under the age of 18, the salary minimum remuneration is based on a percentage of the SMIC.

There is no control to check whether the remuneration is equal to 80 percent of the SMIC.

Counting Employees

People on adaptation contracts are not included in the organization head count.

For fixed-term contracts, the end-of-contract allowance is not due.

See Also

“Understanding Allowances“

Work Initiative Contract (Contrat Initiative Emploi)

The Contrat Initiative Emploi (CIE) assists unemployed people with returning to work. The payees eligible for this contract must meet certain requirements. Depending on the situation of the payee, the employer is entitled to help and exemptions from contributions.

There are two PeopleSoft Human Resources values in the Contract Type table used to identify the CIE contract. INE is the value for CIE without a fixed term, and IND is the value for CIE with a fixed term.

CIE and Return-to-Work Contract (Contrat de Retour à l’Emploi)

Before the CIE contract was created, there was a similar contract that helped the unemployed return to work called the Contrat de Retour à l’Emploi (CRE). When the CIE was introduced, many payees continued to work under old CRE contracts. Payees who are still working with CRE contracts follow the same rules as payees under CIE. The only difference is the régime code managing the URSSAF contributions for these two contracts.

For the CRE, the régime code used is the code 944 (945 for Alsace-Moselle) and is applied to payees over 50 years of age and unemployed for more than one year when they signed their contracts. For the CIE, two régime codes may be used: 956 for the general case and 960 for contracts concluded with people over 50 years of age (957 and 961 for Alsace-Moselle).

Fixed and Unfixed Term Contracts

The CIE may be a fixed-term contract (CDD) or a contract without term (CDI). CDD contracts are for a minimum of 12 months and a maximum of 24 months.

At the end of the CDD, the payee is not eligible for the end-of-contract allowance.

See Also

“Understanding Allowances“

Exemptions

Employers hiring people under CIE are entitled to exemption from social security contributions for illness, maternity, disability, and death and old age deductions. The exemption is applied to the part of the salary that does not exceed the SMIC. The part greater than the SMIC is then subject to the normal contributions based on the associated régime. The régime definition and setup manage this mechanism.

The CIE is managed by the régime code 956 for the normal case and by the régime code 960 for payees over 50 years of age, subject to certain conditions. Another régime code is used for Alsace-Moselle. The codes are 957 and 961 for Alsace-Moselle.

The limit for the exemption contribution is equal to the hourly SMIC value multiplied by the number of paid hours.

The exemption is granted for the duration of the contract for the CDD with a maximum of 24 months. The exemption is granted for 24 months for the CDI. For payees over 50 years of age and some other specific categories, the exemptions are granted for the complete duration of their contracts.

At the end of the two years exemption limit, you must modify the régime codes at the payee level for payees under 50 years of age. Payees that were over 50 years of age when their contracts were signed are still entitled to exemptions after two years, so you do not need to change their régime codes.

See Also

“Defining URSSAF Contributions“

Counting Employees

Payees with CIE contracts are not included in the organization head count, except for the valuation of the work accident rate made by the Social Security. Payees with fixed-term contracts are not counted until the end of the contract. Payees without fixed-term contracts are not counted for two years after the hiring date.

The system does not count the payees having the contract types INE or IND. Payees without fixed-term contracts are not counted in the staff of the organization until their contract type value equals INE. The system does not check whether the contracts last more than two years.

Special Part-Time Contracts

Special part-time contracts may be agreed upon between an employer and some government departments (URSSAF and DDTE). They are not work contracts. The payee and the employer are bound by a part-time employment contract that allows the employer some exemptions in contributions.

Social security for illness, age, family allowances, and work accidents are reduced by 30 percent. The deductions are granted for payees whose theoretical working week is between 18

and 32 hours. These limits may be expressed in monthly or yearly values. The calculation of the limits in yearly values is subordinate to a work time reduction agreement.

The exemptions and a control on the weekly hour limits are managed by a specific régime code. It is your responsibility to enter the régime code and ensure that the hours worked are within the 18 to 32-hour limit.

Note. The régime classes that must be used to manage this case are 392 in the current case and 393 for Alsace-Moselle.

See Also

“Defining URSSAF Contributions“

Fixed-Term Contracts

The fixed-term contract (or CDD) is for a duration specified in advance. The standard work contract in France is the contract without term (CDI), and the CDD is regarded as an exception. The CDD is limited to specific cases determined by law.

The fixed-term contract is liable for the same contributions as a contract without a fixed term.

Training Contribution

The fixed-term contract makes the employer liable for an extra contribution for training. The contribution is called TAX FORMCDD. A generation control triggers this contribution, checking that the contract is CDD.

See Also

“Understanding Levies“

End-of-Contract Allowance

The payee receives an allowance at the end of a fixed-term contract equivalent to 6 percent of the gross earnings during the duration of the contract. The allowance is not paid if the contract ends prematurely.

See Also

“Understanding Allowances“

Paid Vacation

There are some special rules regarding paid vacation for payees on fixed-term contracts. Usually a payee has to work for 28 days before entitlement, but this qualification period is waived for fixed-term contracts.

See Also

“Understanding French Absence Rules“

Fixed-Term Contracts for Students

A special fixed-term contract exists for students. The only difference from a regular CDD contract is that there is no allowance paid at the end of the contract.

Use the same contract type for current CDDs as for fixed-term contracts for students. To prevent the payment of the end-of-contract allowance, you must create a contract type value for this kind of contract. Then update the bracket IND BR DT SPEC by indicating a different allowance entitlement for this kind of contract. In this case, the variable IND VR DP IFC populated by this bracket must be set equal to zero to avoid the triggering of the end-of-contract allowance.

See Also

“Understanding Allowances“

Seasonal and Custom Contracts

Some special CDD contracts are defined for seasonal activity, and some custom contracts are defined for special industries, such as show business. As with fixed-term contracts for students, there is no end-of-contract allowance paid.

The triggering of the end-of-contract allowance should be prevented. PeopleSoft Human Resources provides as sample data the value Seasonal Contract in the Contract Type table. But you must update the bracket IND BR DT SPEC to manage this case.

See Also

“Understanding Allowances“

Specific Categories of Payees

There are some specific categories that have special rules applied to their contributions.

Payees Under 18

There is a different minimum wage (SMIC) for payees under the age of 18 who have spent less than six months with their employers. They may earn 80 percent of the SMIC if they are under 17 years of age and 90 percent of the SMIC if they are between the ages of 17 and 18.

In these cases, you should enter the earning. The system then checks the age of the payee, and if it is below 18, the system checks that the earning is not below the statutory percentage of the SMIC.

Assignees

Sometimes a payee is assigned to another organization (secondee) and works outside of France. In these cases, the payee is classified as an assignee in PeopleSoft Human Resources.

Note. Update the Employee Class field. By updating this field with the value *Assignee*, the system updates the formula SIT FM DETACHE used by the rules.

Secondees pay the same contributions as other payees, except for the AGIRC contribution for managers and the CSG/CRDS contribution.

A situation has been created to allow a payee's salary to be treated as an expatriate and to allow a secondee to opt out of ARRCO/AGIRC contributions.

The formula SIT FM DETACHE AGI triggers the contributions for expat secondees. By default, this formula is equal to GP TRUE, which means that the payee pays ARRCO/AGIRC contributions. If the payee is considered an expatriate by the ARCCO/AGIRC, update this formula to GP FALSE (or 0), and the retirement contributions aren't triggered.

If the secondee is fiscally domiciled out of France, the secondee does not have to pay the CSG/CRDS contributions. You must override the formula SIT FM DOMICILE FR with GP FALSE to indicate that the payee is not domiciled in France and does not have to pay CSG/CRDS contributions.

Organization Managers or Officials

The formula SIT FM MANDATAIRE is used to identify organization managers. The formula SIT FM MANDAT RETR is used for ARRCO/AGIRC contributions. You must manage the formula SIT FM MANDAT RETR. If the condition in the formula SIT FM MANDAT RETR is TRUE, retirement contributions are triggered. SIT FM MANDAT RETR is used to trigger the retirement contributions when a payee is a organization officer. By default, this formula is equal to GP TRUE, which means that the retirement contributions are triggered. You can override this formula to avoid calculating the retirement contributions. Payees are classified as non-managers by default (condition FALSE, value zero). You can change this value to classify a payee as a organization official. Organization officials are not liable to ASSEDIC contributions. The formula SIT FM MANDATAIRE is used to trigger ASSEDIC.

If an organization manager is not affiliated with URSSAF, set up your own rules to manage the situation. If the manager is affiliated with URSSAF, enter the régime code.

There is no ceiling proration for managers that are classified as part-time employees or who work for multiple employers. The formula SIT FM MANDATAIRE is used to avoid the triggering of the ceiling proration. By default, the formula retrieves the value GP FALSE; you can override this formula with GP TRUE if a payee is an organization officer.

Organization managers are not classified as employees and do not have any contract data. This means that they cannot be assigned URSSAF régime codes by the rules, in the usual way. There is a contract type called *No work contract*, which is assigned to managers to allow régime codes to be assigned.

See Also

“Defining URSSAF Contributions“

Doctors

The situation formula SIT FM DOCTEUR has the default value FALSE. You can override it at the payee level to indicate that a payee is a doctor.

When you override the formula to be TRUE, you are indicating that the payee is a doctor and that no ceiling proration (for part-time or multiple employers) should be applied to the ceilings. The URSSAF régime class to enter for a doctor is 336, or 337 for a doctor in Alsace-Moselle.

SIT FM Formulas

PeopleSoft Human Resources tables provide some of the data needed by PeopleSoft Global Payroll for France. PeopleSoft Global Payroll tables provide other necessary data. Sometimes, however, the information needed to verify a particular situation does not exist in the tables or there are no fields to manage some cases. In such instances, PeopleSoft has created formulas with the prefix SIT. PeopleSoft does not maintain these formulas. You can update these formulas to meet the specific needs of your organization.

You can update these formulas in one of two ways:

- If you want to automate the resolution of the information, update the table where the information is missing or create the needed missing field. Then you can use system elements, if they exist, to retrieve the new values (for example, if the new value created is in the Contract Type table, the system element Contract Type retrieves it). Or, you can create an array to retrieve the value of the field you created. This solution can be useful if the situation occurs often so that you do not have to manually update the formulas.
- If you do not want to automate the resolution of the information, you must override, when needed, the formulas with the correct value. This solution is best for cases that do not occur often.

CHAPTER 11

Setting up Garnishments

This chapter provides an overview of how to:

- Review garnishment types and priorities.
- Review attachable and unattachable earnings.
- Review garnishment brackets.
- Set up garnishments.
- Stop, remove, and delete garnishments.
- Change a garnishment balance.
- Generate a garnishment report.

Reviewing Garnishment Types and Priorities

When a payee owes money to a third-party for alimony, tax debts, or other obligations, the employer may be required to deduct part of what is owed before the payee receives payment. The deduction, known as a garnishment, is taken every month, according to national guidelines. The size of the deduction depends on the payee's earnings and the number of dependents.

There are two types of garnishments: alimony and other debts. Alimony deductions take priority over other debts when a payee's earnings are not sufficient to cover multiple garnishments.

Other debts fall into the following three categories, which are listed in the order of priority:

1. Tax debts
2. Penal sentences
3. Ordinary debts

In cases where there is more than one garnishment for the same type of debt (for example, three deductions for alimony), the system prioritizes deductions in the order in which you enter them, rather than deducting a prorated amount for each debt.

You can define up to three deductions for each garnishment type (alimony, tax debt, penal sentence, and ordinary debt) in the same pay run.

Reviewing Attachable and Unattachable Earnings

An attachable amount of a payee's income is the part that may be garnished. A payee's earnings may be split into three amounts:

- Obligatory attachable amount.

The obligatory attachable amount includes severance allowance, retirement pay over the taxable limit of 3049 euros, and a profit-sharing allowance. These amounts are completely attachable and do not follow the usual garnishment calculation rules.

- Obligatory unattachable amount.

The obligatory unattachable amount consists of reimbursements of professional expenses (not including creditors), family allowances paid by the employer (not including creditors), and the RMI (legal minimum subsistence wage), which the government sets annually.

If there is not enough money to pay alimony from the attachable portion of the salary, it may be taken from the unattachable amount, provided the payee's salary doesn't fall below the RMI. Only alimony payments may be taken from this portion of the salary.

- Attachable amount.

Always place a garnishment against the attachable amount of the earnings. The system uses a bracket element to calculate the attachable portion of the payee's earnings.

Reviewing Garnishment Brackets

Garnishment calculations are based on a payee's net taxable earnings. The attachable portion is calculated as a fraction of net taxable earnings and is adjusted if the payee has dependents. The government sets annual ceilings each year, which appear on the Garnishment Bracket page.

PeopleSoft delivers but does not update the values in the garnishment bracket. Update the values on the Garnishment Bracket page if statutory changes occur.

Note. To see the name of the variables that store the values in the garnishment bracket, access the Rates and Elements page using the component name GPFR_GAR_RATES.

Page Used to Update Salary Ceilings for Garnishments

Page Name	Object Name	Navigation	Usage
Garnishment Bracket	GPFR_GAR_RATES	Global Payroll France, Define Payroll Setup (FRA), Setup, Garnishment Bracket	View and update the salary ceilings for garnishments.

Updating Garnishment Salary Ceilings

Access the Garnishment Bracket page.

Garnishment Bracket

Rates View All First 1 of 2 Last

*Eff Date: 01/01/2001 Status: Active + -

Salary Slice (Ceilings)			
	Amount	FRF	Amount
			EUR
1/20	19300.000		2942.270
1/10	38100.000		5808.310
1/5	57200.000		8720.080
1/4	76000.000		11586.120
1/3	94900.000		14467.410
2/3	114000.000		17379.190

Other			
	Amount	FRF	Amount
			EUR
Increase per dependant person	7200.000		1097.630
Monthly unattachable portion ("RMI")	2608.500		397.660

Garnishment Bracket page

Salary Slice (Ceilings)

The fraction of a payee's salary that is attachable varies according to the salary limits set by the government. The fraction that corresponds to each salary limit is listed under **Salary Slice (Ceilings)**. To the right, the corresponding salary limit appears in both French francs and euros.

For example, a payee with a salary between 2881 euros and 5717 euros can have up to 1/20 of his salary garnished.

Other**Increase per dependant person**

The statutory amount here indicates the increase in the salary slice, or range, for each dependent person. If a payee has one dependent, for example, the bottom salary slice would change from between 2881 euros and 5717 euros to between 2988 euros and 6784 euros.

Note. The system counts only those dependents for whom the Garnishment check box is selected on the Dependent Data - Personal Profile page in the *PeopleSoft Human Resources: Administer Workforce PeopleBook*.

Monthly unattachable portion (“RMI”)

This is the statutory minimum wage, adjusted for the number of dependants.

Setting Up Garnishments

Use the Garnishment Data page to create a new garnishment. Enter the garnishment amount, the start date and end date, the type of garnishment, and other instructions.

When you save the garnishment data, the system does two things:

- Assigns a deduction to the payee. (View the assignment on the Earnings/Deduction Assignment page.)
- Creates a section override for the payee section named SAI SE SAISIES (the garnishments section). The override instructions appear on the Section Overrides page.

For the garnishment instructions to be processed, you must add the section, SAI SE SAISIES, to the process list that you use to calculate the payee’s pay.

Note. To see the names of the deduction elements used for garnishment processing and the names of the variables that store the garnishment ID, start date, and initial amount, access the Rates and Elements Page using the component name, GPFR_GAR_DAT.

See Also

PeopleSoft Global Payroll PeopleBook, “Understanding Overrides,” Defining Element Overrides, “Defining Processing Elements,” Setting Up Sections and Payee Sections

Page Used to Set Up Garnishments

Page Name	Object Name	Navigation	Usage
Garnishment Data	GPFR_GAR_DAT	Global Payroll France, Maintain Payroll Data (FRA), Use, Garnishment	Set up a new garnishment or display the details of an existing garnishment.

Setting Up Garnishments

Access the Garnishment Data page.

Garnishment Data

EmplID: PJ007 LaFerve,Nadine Empl Rcd#: 0

Garnishment View All First ◀ 1 of 1 ▶ Last

Garnishment Identification Status Elements

Garnishment Id	Type	Start Date	Amount
GARN004	Penal	08/31/2001	3500

+ -

Garnishment Data page

Garnishment Identification Tab

- Garnishment ID** Enter the garnishment number on the garnishment notification. Enter up to 19 alphanumeric characters.
- Type** Select the type of garnishment: *Alimony*, *Other*, *Penal*, or *Tax*.
- Note.** Enter up to three garnishments of each type for the same payee.
- Start Date** (Required) Enter the date on which the payee's earnings become subject to garnishment. The date should fall within the current processing period. You cannot change this date once the system processes the first garnishment amount.
- If you enter a start date that falls within an earlier processing period, the system will not begin to calculate the garnishment until you process a retroactive pay run. In addition, the results may be unpredictable and may require manual adjustment.
- Amount** If the garnishment is for alimony, enter the amount of the monthly payment.
- In all other cases, enter the initial amount of the garnishment. That is, enter the total amount owed

according to the garnishment notice.

If you need to change the amount of the garnishment later, use positive input. See *Changing a Garnishment Balance* later in this section for more information.

Status Tab

Garnishment ID

Automatically populates from the Garnishment Identification tab or Status tab if you already entered the garnishment ID.

Remove

Select this check box only if you want to remove a garnishment. To delete the garnishment, you must remove it first, save the page, and then click the minus (-) button to the right.

End Date

Enter the final payment date.

Status

The system automatically displays the status. Valid values are the following:

Created: Appears when you add a new row by clicking the plus (+) button.

Processed: Indicates that the system has created a section override for the payee. The status is set to *Processed* when you save the garnishment data.

Updated: Indicates that you modified the garnishment data.

Removed: Indicates that the system has deleted the deduction for the payee and has updated the section override (or deleted it if there are no other garnishments).

Error: Indicates that the system could not assign the deduction to the payee or create a section override due to a technical problem.

Elements Tab

Garnishment ID

Automatically populates from the Garnishment Identification tab or Status tab if you already entered the garnishment ID.

Element Name

Once you save the garnishment data, the system displays the name of the deduction element that returns the garnishment amount during processing. The following are valid names:

PENSION AL 1, PENSION AL 2, PENSION AL 3
(alimony deductions)

COND PENAL 1, COND PENAL 2, COND PENAL 3
(penal sentence deductions)

IMPOT 1, IMPOT 2, IMPOT 3 (tax debt deductions)

CREANCE 1, CREANCE 2, CREANCE 3 (ordinary debt deductions)

Stopping, Removing, and Deleting Garnishments

You can stop or remove a garnishment, when necessary.

To stop a garnishment:

1. Access the Garnishment Data: Status page for the payee.
2. Change the date in the End Date field and save your change.

To close a garnishment:

1. Access the Garnishment Data: Status page for the payee.
2. Select the Remove check box and save your change.

The system removes the deduction assigned to the payee and updates or deletes the section override for the payee. You cannot make additional changes to the garnishment.

To delete a garnishment:

1. Close the garnishment according to the instructions for closing a garnishment.
2. Click the minus (-) button that appears to the right of the garnishment on any of the Garnishment Data pages, and save your change.

The system removes the garnishment from the database.

Changing a Garnishment Balance

If you need to adjust a payee's garnishment balance, do so using positive input. For example, if you receive a notice from the TGI stating that a garnishment has been cancelled or reduced, use the Positive Input page to enter the amount of the adjustment.

To enter the adjustment:

1. Access the Positive Input page.
2. Complete the Entry Type and Element Name fields as follows:
 - Select *Deduction* in the Entry Type field.

- In the Element Name field, select the name of the deduction element (for example, *PENSION AL 1* or *COND PENAL 1*, depending on which garnishment you want to reduce).
3. Click the Element Override link to access the Supporting Element Overrides page.
 4. Complete the Element Type, Element Name, and Numeric Value fields as follows:
 - Select *Variable* in the Entry Type field.
 - In the Element Name field, select the name of the variable you want to use for the adjustment: SAI VR AJUST PEN for penal sentences, SAI VR AJUST IMP for tax debts, or SAI VR AJUST CRE for ordinary debts.
 - In the Numeric Value field, enter the amount by which you want to reduce the garnishment balance.

Warning! Enter the adjustment amount in the same currency as the processing currency.

See Also

PeopleSoft Global Payroll PeopleBook, “Working With Positive Input,” Entering Positive Input

Generating a Garnishment Report

Use the Generic Report function to produce the garnishment report named FRPAY004.

See Also

“Appendix 1: PeopleSoft Global Payroll for France Reports”

CHAPTER 12

Working with Loans and Advances

This chapter provides an overview of these options and describes how to:

- Specify how to set up each option.
- Describe the reimbursement terms of each option.
- View delivered loan and advance deductions.

Understanding Loans and Advances

The employer may agree to pay the payee before the payee's pay date or agree to pay the payee more than the payee has earned. The employer has four options: issue a loan, salary advance, permanent salary advance, or advance on salary.

Defining Key Terms

Loan	A payment that is expected to be paid back over several months with interest. The system allows each payee to have up to three loans at a given time.
Salary advance (avance)	An advanced payment of salary that has not been earned yet. The amount advanced may not exceed the monthly salary and can be considered an interest-free loan. It is paid back over one or more months. The system allows a payee to have up to three salary advances at a given time.
Permanent salary advance	Similar to a salary advance, except that the payee repays the entire amount all at once. For example, many payees repay this amount when they leave the organization. A payee can have more than one permanent salary advance; however, the system accepts only one per pay period. If you want to add more than one permanent advance for the same pay period, add the new permanent salary advance amount to the balances of any existing permanent salary advances and enter this result as one permanent advance for the pay period.

**Advance on salary
(acompte)**

A partial payment for work already done, which is paid in advance of the regular payment date for the pay period. The amount advanced cannot be more than the amount earned. The law or collective agreement defines the rules that give the entitlement for a payee to have an advance on salary. It's up to the employer to manage those entitlements.

Setting Up Loans and Advances

Set up permanent salary advances and advances on salary on the Positive Input page. The purpose of the Positive Input page is to override elements for a single period. When you want to enter the amount of an advance on salary, use the Positive Input page to override the amount for the deduction RETENUE ACOM. If you want to modify the balance of the permanent salary advance, use the Positive Input page to override the amount for the variable PRE VR CAPITAL.

For each loan, PeopleCode automatically generates positive input for the following elements:

- Deduction name (RETENUE PR1, RETENUE PR2 or RETENUE PR3).
- Calendar ID.
- Instance.
- Deduction's base (which is set to the reimbursement amount).
- Loan identification PIN (PRE VR IDENTIFIANT).
- Start date of the loan (PRE VR DATE DEBUT).
- Loan initial capital (PRE VR CAPITAL).

For each salary advance, PeopleCode automatically generates positive input for the following elements:

- Deduction name (RETENUE AV1, RETENUE AV2, or RETENUE AV3).
- Calendar ID.
- Instance.
- Deduction's base (which is set to the reimbursement amount).
- Salary advance identification PIN (PRE VR IDENTIFIANT).
- Start date of the salary advance (PRE VR DATE DEBUT).
- Salary advance initial capital (PRE VR CAPITAL).

Setting Up Permanent Salary Advances

Set up a permanent salary advance using the Positive Input page. Create a positive input of the deduction RETENUE AVPE, and then use the Element Override link on the Positive Input page to override the variable PRE VR CAPITAL. By doing so, you are letting the system know the initial amount of the advance.

View the balance of the permanent salary advance by viewing the value of the accumulator PRE AC AVPE. To modify this balance, use the Positive Input page.

Setting Up Advances on Salary

Set up an advance on salary using the Positive Input page. Create a positive input for the deduction RETENUE ACOM.

See Also

- *PeopleSoft Global Payroll PeopleBook*, “Working With Positive Input,” Entering Positive Input

Pages Used to Set Up Loans and Advances

Page Name	Object Name	Navigation	Usage
Loans and Salary Advances	GPFR_LOANS	Global Payroll France, Maintain Payroll Data (FRA), Use, Loans and Advances	Enter loan or salary advance details, create and modify the reimbursement schedule, and view past and current loan/salary advance balances.

Setting Up Loans and Salary Advances

Access the Loans and Salary Advances page.

Loans and Salary Advances

EmplID: KF0001 Berger,Maurice Empl Rcd#: 0

Loan View All First 1 of 1 Last

*Loan Identification: GPFR-DL1/1 *Loan or Advance: Advance + -

*Period Begin Date: 09/28/2001 *Loan Initial Amount: 2300.00 EUR

Payback Amount: 600.00 or Payback Periods:

Pay Group: GD2PG1 Deduction:

Create Schedule Remove Status:

Schedule View All First 1-3 of 4 Last

Amounts Balances

*Pay Group	*Calendar ID	Skip	Amount	+ -
GD2PG1	GD2PG1SEP01	<input type="checkbox"/>	600.00	+ -
GD1PG1	GD1PG1OCT01	<input type="checkbox"/>	600.00	+ -
GD1PG1	GD1PG1NOV01	<input type="checkbox"/>	600.00	+ -

Loans and Salary Advances page

Common Page Information

Once you click the **Create Schedule** button, it is not possible to change any data in the **Loan** group box; instead, adjust data on the Amounts and Balances tabs, which are located in the **Schedule** group box.

Loan Identification Enter a loan or salary advance ID here. This is a character field, which is generated as supporting element override in the positive input. This field is mandatory and must be unique to each payee.

Loan or Advance Select **Loan** if you want to create a loan. **Loan** is the default value.
 Select **Advance** if you want to create a salary advance.

Period Begin Date Enter the date that the loan or salary advance commences. This date cannot be before the next calendar ID. The period begin date is generated as a supporting element override for positive input.

Loan Initial Amount Enter the amount of the loan or salary advance. Also specify the currency. The initial amount is generated as a supporting element override for positive input.

Payback Amount Enter the amount of each payback installment. After you create the schedule, this payback amount populates the Amount field in the Schedule group box. The Payback Periods field in the Loan group box must remain empty if you enter a payback amount in this field.

Payback Periods	Enter the number of payback periods here. If you enter the number of payback periods, the system divides the initial loan amount by the number of payback periods to determine the payback amount for each period. The payback amount is calculated and populated in the Amount field in the Schedule group box. The Payback Amount field in the Loan group box must remain empty if you enter the number of payback periods in this field.
Pay Group	Select the payee's pay group. This field is used to generate the schedule, but it is not required for entry.
Deduction	The system assigns the first free deduction element and displays it here. If you are setting up a loan, the three possible deduction elements are RETENUE PR1, RETENUE PR2, and RETENUE PR3. If you are setting up a salary advance, the three possible deduction elements are RETENUE AV1, RETENUE AV2, and RETENUE AV3. This is the name that appears on the payslip.
Create Schedule	<p>Click this button to create the reimbursement schedule automatically. The system splits the initial loan amount into segments, using either the payback amount or the number of periods. It starts from the begin date and retrieves the different calendars available for the pay group listed. If more than one calendar has the same begin date and is available to the same pay group, the system uses the calendar that was created first; the other calendar is not be used. After creating the schedule, all changes must be made in the Amounts and Balances tabs.</p> <p>This button is not mandatory for creating the reimbursement schedule. You can also create the schedule row by row. For example, if the payee changes his pay group, then you must manually change the schedule for each row affected.</p>
Remove	Select this check box to remove a loan or advance from the system.
Status	The system displays Removed when the loan has been created (saved) and then removed.
Pay Group	The pay group entered in the Loan group box appears here. Overwrite the pay group by selecting a new pay group.
Calendar ID	The calendar ID for each reimbursement appears here. Change the calendar ID any time that the value in the Status field equals Created , Updated , or Awaiting .

Amounts Tab

The Amounts tab displays the payback amounts and their associated calendar IDs.

Skip

Select if you want to suspend a reimbursement for the calendar period.

Note. If you skip a reimbursement, ensure that the total amounts of all non-skipped reimbursements add up to the initial loan amount. Hence, when you skip a reimbursement, you must increase the amounts of the remaining payments to ensure that the full amount of the loan is scheduled to be paid. Or, you can add an extra monthly payment for the same amount as the skipped one.

Amount

The amount of each reimbursement appears here. The system evenly distributes the initial loan amount over the number of payback periods to obtain the payback amount for each period. The sum of all the amounts listed in the Amount fields must equal the Loan Initial Amount value in the top half of the page. Thus, if you change the amount of one of the payments, check to make sure that all of your scheduled payments add up to the total amount of the loan. If the amounts do not equal the initial loan amount, the system does not validate the information. It also issues an error message and explains what to do to fix the error.

Balances Tab

The Balance tab displays reimbursement balance information.

Balance

The balance at the end of the calendar ID date.

Status

Created appears if the schedule row has been created, but the page has not been saved yet; thus, no positive input exists in the system for this row.

Awaiting appears if a positive input has been created and saved and is ready for the payroll.

Processed appears if a positive input has been created and the payroll is finalized. You cannot update the row.

In order to determine whether the positive input has been processed, when the loan page starts, the application reads the pay results and checks if the pay run for each corresponding pay group and calendar have been finalized. If a row has a status of **Awaiting** and the pay run is finalized, the status changes to **Processed**. This information is recorded in the database when you save the data.

Error appears if the schedule row is not synchronized with the positive input that was updated manually. Thus, the row is not updated. In this situation, you must create a new payroll.

Updated appears if the row has been modified since its creation. This may happen even if a positive input has already been generated.

Updated appears if one of the following is true:

- The calendar is changed. If previously created, the old positive input is deleted and a new one is created.
- The amount is changed. If previously created, the positive input is automatically updated.
- A payment is skipped. If previously created, the positive input is deleted.

Removed appears if the positive input was generated and then removed before the pay run was finalized. This status appears for the cases when the positive input has been deleted. For example, when the row is created, the page is saved and then the row is skipped, or when the loan is created, saved, and then removed.

Understanding How to Delete a Loan

There are two aspects to deleting a loan. You must first remove the loan. To remove a loan from the system and cancel the positive input, select the **Remove** check box and then save the page. By removing the loan, the definition of the loan still exists in the system, but the positive inputs are deleted. The second aspect is to delete the loan details. To delete the loan details, click the minus sign in the top right area of the page.

Understanding Reimbursement Terms

There are different rules and regulations that govern what the reimbursement terms are. PeopleSoft Global Payroll for France was designed to manage many of them. In addition to what the system already offers, you can also reconfigure the system to meet further needs, if necessary.

Reimbursements for Loans and Salary Advances

Loan and salary advance payback is usually set up to be due once a month; therefore, the payback is triggered once a month. If there are multiple segments within the month, the system triggers the payback during the first segment of that month. In addition, according to regulations, the deduction for reimbursement of a salary advance or loan is limited to a maximum of 10 percent of the net salary each month. If you request that the system deduct more than 10 percent of the payee's net salary, it issues an error stating that the payment amount exceeds the 10 percent regulation. This message is sent to the user and can appear on the Payee Message page.

If multiple salary advances and loans are owed, the system pays loans and salary advances in a set order. The priority for reimbursements for loans and salary advances is as follows:

1. Loan (RETENUE PR1)
2. Loan (RETENUE PR2)
3. Loan (RETENUE PR3)
4. Salary Advance (RETENUE AV1)
5. Salary Advance (RETENUE AV2)
6. Salary Advance (RETENUE AV3)

When the system takes the deduction payments for loans and salary advances, the system does not consider the order in which the loans and salary advances were created. It always pays each loan and salary advance reimbursement based on this list of priorities.

Special Circumstances for Reimbursement of Loans and Salary Advances

In the case of departure, the 10 percent limitation is applied to the notice allowance (*indemnité compensatrice de congés payés*) and vacation allowance (“*indemnité compensatrice de congés payés*”) but is not applied to the severance pay and to all the elements that are damages (*dommages et intérêts*).

If the payee leaves the organization and the balance of his or her advance or loan is more than 1/10th of his or her net salary, the system accommodates this scenario. The system allows any amount to be deducted from the payee’s salary. Thus, in this case, the system allows the full payment for the loan or salary advance; however, the system issues a warning stating that the payment amount is more than 1/10th of the payee’s net salary. At that point, it is up to the organization to change the amount of payback to follow regulation.

Sometimes a payee is transferred to an affiliated organization, that is, an organization whose payees are paid using the same payroll system, and the payee’s net salary from the former organization cannot cover the balance of the loan or salary advance. In this circumstance, the organization can process the last deduction from the former organization payslip and roll over the balance owed to the new organization.

See Also

PeopleSoft Global Payroll PeopleBook, “Payroll Processing,” Viewing Payee Messages

Reimbursement of Permanent Salary Advances

The permanent advance is set up to be recovered when the payee leaves the organization. However, if you want to recover the permanent advance sooner (regardless of whether it’s complete), use the Positive Input page and override the variable PRE VR REMB AVPE with the value that you want to recover. In this positive input, the user must override at Element Override level the amount paid back for the permanent advance in the variable PRE VR REMB AVPE. Then, if the amount entered at the Positive Input level in the variable PRE VR REMB AVPE is more than the balance of the permanent advance, the process puts the payment in error. The reason is that the payback cannot be more than the advance given. If

you want to know the amount of the balance for the permanent advance, look at the accumulator PRE AC AVPE calculated during the previous payroll.

Reimbursement of Advances on Salary

When a payee receives an advance on salary, the payee receives an amount in cash, not by check, before the payroll payment. The system then reduces the payee's next payslip by the amount already paid in advance.

Special Circumstance for Reimbursement of Advances on Salary

The process first calculates garnishments, which are based on the salary of the payee and, therefore, do not produce a negative salary. However, after the deduction of garnishments of the salary, the loans and advance reimbursement payments are calculated. If the salary, after garnishments, is not enough to pay all owed reimbursements, the payee has a negative salary. The system resolves this issue by paying as many higher priority reimbursements as possible and then leaves the remaining reimbursements to be paid during the next pay period.

See Also

“Understanding Country Setup for France,” Negative Net-to-Pay Management

Viewing Delivered Loan and Advance Deductions

This table contains information about the deductions PeopleSoft Global Payroll for France delivers for handling loan and advance reimbursements.

Name	Description
RETENUE ACOM	Advance on salary – Acompte
RETENUE AV1	Salary advance 1 – Advance
RETENUE AV2	Salary advance 2 – Advance
RETENUE AV3	Salary advance 3 – Advance
RETENUE PR1	Loan 1
RETENUE PR2	Loan 2
RETENUE PR3	Loan 3
RETENUE AVPE	Permanent advance
RETEN AVPE D	Permanent advance – departure

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

CHAPTER 13

Understanding Accruals

This chapter provides an overview of:

- 2483 training accruals calculations.
- Paid vacation accruals calculations.

Overview of Accruals

PeopleSoft Global Payroll for France manages two accruals: the 2483 Annual Training report and paid vacation.

The 2483 report, which PeopleSoft Human Resources generates and manages, reclaims a statutory training allowance and contains details of a payee's hourly rate of pay and the number of hours spent training.

Note. The calculation of the levy for professional training is not used in the 2483 report. PeopleSoft Human Resources retrieves the total salaries from the DADS report to calculate the contribution.

PeopleSoft Global Payroll for France provides the calculation of two elements: a monthly hourly rate and an annual hourly rate. These two rates are calculated in formulas, and PeopleSoft Human Resources subsequently retrieves the results of those formulas to create the report.

Two different paid vacation accruals are calculated: the paid vacation accruals of the current accounting year and the accruals of the balance paid vacation of past accounting years. These accruals are considered future earnings of the payees during their vacations. The accruals calculation also includes the future contributions paid on these vacations.

Note. PeopleSoft delivers, but doesn't maintain, the elements, formulas, accumulators, and sections used in the accruals process. You must ensure that the rules comply with regulations and with your company's needs.

See Also

PeopleSoft Global Payroll PeopleBook, "Defining Calculation Elements," Defining Formula Elements and "Working With Interfaces," Integrating Global Payroll With General Ledger

”Understanding Levies”

2483 Training Accruals Calculations

A monthly hourly rate and a yearly hourly rate are calculated for each payee and each month. The hourly rates are calculated from the payment gross plus the employer’s contributions divided by the paid hours (surcharges and reductions included).

The value of the accrual is produced by two formulas. PRO FM CAL 2483 MO produces the monthly value and PRO FM CAL 2483 AN produces an annual value.

These formulas are included in section PRO SE PROVISION. PRO SE PROVISION is triggered (including the formulas in the section) on the last active segment, which depends on the resolution of the condition formula GP CHK LST ACT SEG.

The accumulator PRO AC HRS 2483 MO stores the paid hours, including surcharges and reductions, per month. The accumulator PRO AC HRS 2483 AN stores the paid hours, including surcharges and reductions, per year.

The accumulators PRO AC SAL 2483 MO and PRO AC SAL 2483 AN store the gross salary plus the employer’s contributions (per month or per year, respectively). Then, the two formulas PRO FM CAL 2483 MO and PRO FM CAL 2483 AN retrieve the result of the division of the salary accumulator by the hour accumulator to arrive at the monthly rate and the hourly rate.

Paid Vacation Accruals Calculations

There are two accruals associated with a paid vacation: one for the current year and one for previous years. The formula PRO FM EC CP+CHARG retrieves the paid vacation accruals plus the theoretical contributions that apply to it for the current year (that is, for the paid vacation entitlements calculated from 1June).

The formula PRO FM EP CP+CHARG retrieves the paid vacation accruals plus the theoretical contributions that apply to it for the previous years.

The calculation for determining the accrual compares one-tenth of the annual salary to a calculation based on the Salary Uphold rule and accepts the most favorable amount.

The formula PRO FM TX CHARGES calculates the employer’s contribution rate based on the payee’s gross salary.

To apply a lump-sum contribution rate for all payees while not calculating a different rate for all payees, override the formula PRO FM TX CHARGES by indicating in the override the rate you want to apply.

The calculation involves two formulas. PRO FM EC CP+CHARG produces the paid vacation accruals for the current year and PRO FM EP CP+CHARG calculates paid vacation accruals for the previous three years.

See Also

”Understanding Allowances”

CHAPTER 14

Introducing AFB Rules

This chapter provides an overview of:

- AFB rules.
- Compensation.
- Transport allowances.
- End of contract severance allowances.
- Retirement allowances.

AFB Rules Overview

Many industries have developed special working and payment arrangements for their employees, usually offering benefits above the statutory minimum. This chapter explains the working arrangements adopted by banks that are members of the *Association Française des Banques* (AFB). It doesn't cover AFB absences and contingency contributions, but provides links to relevant sections.

See Also

"Understanding ARRCO, AGIRC, and Contingency Fund Contributions"

"Understanding French Absence Rules"

AFB Sections

AFB sections are triggered in the process list if the payee has an AFB collective agreement in the payee's human resources (HR) information. This is verified by using the condition formula AFB FM TEST CC, which is delivered as sample data and which you may modify to suit your needs.

Note. The formula AFB FM TEST CC determines whether the system element LABOR AGREEMENT is equal to the variable AFB VR VALUE. By default, the value of the variable AFB VR VALUE is equal to *AFB* (AFB VR VALUE is a variable with a character format). Then, if the value of the system element LABOR AGREEMENT is equal to *AFB*, the sections managing the AFB rules are triggered. PeopleSoft does not provide the AFB collective agreement value in the HR table. There are two solutions to handle this situation. You can create a labor agreement (Administer Workforce, Administer Workforce (GBL), Setup, Employee Categorization) with a value equal to *AFB* for the banking collective agreement. Or, you can create the banking collective agreement with the value that you want, but you must modify the value of the variable AFB VR VALUE in order to have this value equal to the labor agreement name.

Base Salary

Three earnings are developed as sample data. The calculation of the thirteenth month is based on accumulators that you populate.

Transportation Premium

The premium is triggered through a payee assignment.

Diploma Premium

The premium is triggered through a payee assignment.

Note. PeopleSoft Global Payroll for France manages the severance and retirement allowance defined by the AFB labor agreement.

Compensation

The collective agreement stipulates that the annual salary for a payee must be paid in 12 monthly payments, along with an additional amount for the thirteenth month, which is usually paid during the December payroll. However, companies can decide to pay the annual salary using 12 identical payments (rather than using the thirteenth amount). Earnings elements have been created for each case.

<i>Earnings Element</i>	<i>Description</i>
AFB SAL 13 M	Used to pay the 12 payments when a payee is paid using thirteen amounts.
AFB SAL 13EM	Used to pay the thirteenth payment.
AFB SAL 12M	Used if the payee is paid using 12 identical amounts.

PeopleSoft does not maintain these earnings. The calculation rules and proration rules have been specified by PeopleSoft, but you may change them to fit your own requirements.

Note. One instance where you might want to modify the proration rules is for the proration applied to the calculation of the thirteenth month. The formula ABS FM BASE 13EME calculates the amount of the thirteenth-month payment.

PeopleSoft does not check whether earnings are below the statutory minimum. Statutory Minima Earnings are defined by the collective agreement according to the defined category of the employee. PeopleSoft also does not check whether earnings paid comply with the salary scale stipulated by the collective agreement.

The Thirteenth Payment

There is an extra earnings element for the thirteenth salary amount: AFB SAL 13EM. This earning is triggered by a generation control when the payee leaves, or when the thirteenth payment becomes due. Payees choose in which month they want to receive the payment.

The earning is prorated, based on calendar days, calendar half days, and hours worked in the year. These prorations depend on accumulators, which are listed in the following table:

<i>Accumulator</i>	<i>Description</i>
AFB AC JR CAL AN	Stores the number of calendar days of the year. This accumulator is populated only by the calendar days included in the segment period paid.
AFB AC JR NPAY AN	Stores the number of calendar days unpaid. Populate this accumulator based on how your organization defines an unpaid day.
AFB AC JR DPAY AN	Stores the calendar days half paid. Populate this accumulator based on how your organization defines a half-paid day.
AFB AC HR THEO	Populated by the number of theoretical hours of the segments of the year.
AFB AC HR ABS AN	Stores the number of hours of absences.

The accumulators in the preceding table are used in the formula AFB FM BASE 13EME to calculate the thirteenth payment following some prorations, depending on the presence of the payee in your company during the year.

The payment date is stored in the variable AFB VR DAT PAY 13M. The payment of the thirteenth month is triggered when the date that you indicate in this variable is included in the segment period.

Diploma Premium

A payee may be granted an extra earning, called a Diploma Premium. The earning, PRM DIPL AFB, is entered as positive input and is liable for contributions and income tax.

Note. All elements are delivered as sample data and are not maintained by PeopleSoft. You may modify the rules for these earnings as required by your company's needs. The only exception is the earning Diploma Premium, which is maintained by PeopleSoft.

Transport Allowance

There are two transport allowance amounts. One is for large cities (Paris and large cities listed in the labor agreement), and the other is for smaller cities (cities with more than 100,000 inhabitants listed in the labor agreement). The allowance amounts have two associated earnings elements: PRM TR 1 NC and PRM TR 2 NC.

Using an Earnings/Deductions Assignment, enter the earning PRM TR 1 NC for Paris and large cities. Using an Earnings/Deductions Assignment, also enter the earning PRM TR 2 NC for cities with more than 100,000 inhabitants.

A payee is allowed to receive only one of these two allowances, so the two earnings are exclusive and should not be triggered for the same payee. The system does not control whether the two earnings are entered simultaneously. It is your responsibility to manage this process.

The earnings for smaller cities are not liable to tax or social security contributions because the limit is equal to the earnings. The other earnings are split into an amount liable to contributions and an amount not liable to contributions.

You assign the allowance to the payee. PeopleSoft does not check whether the allowance for a large city is being paid to a payee working in a small city. There is, however, a check to see if the earning is liable for social security contributions and tax, to a limit of 3,51 euros.

Other Transport Benefits

Payees may receive other transport benefits. For example, someone may work in Paris and receive an allowance for a *Carte Orange*.

Some payees may receive a car benefit in kind. A payee receiving an allowance for a *Carte Orange*, or a transport benefit in kind, is not liable to receive a Premium 1 or Premium 2 transport allowance.

A generation control verifies whether either of these allowances is being paid, and if either is being paid, a Premium 1 or Premium 2 allowance is not triggered, even if requested by the user.

End of Contract Allowances

When a payee's contract is terminated prematurely for a non-disciplinary or economic reason (that is, the payee is laid off), the payee is entitled to a severance allowance as defined by the collective agreement. The allowance is paid in one payment and depends on various conditions, such as term of service and the reason for the layoff. The allowance amount depends on the salary base, years of service, and the payee's category.

Payees dismissed for disciplinary reasons, including being sentenced in court, receive the statutory allowance defined by the government because this is more favorable than the allowance defined by the collective agreement.

The severance allowance for a non-disciplinary or economic reason is triggered in the IND LIC AFB earning.

See Also

"Understanding Allowances"

Severance Allowance Calculation

The bracket AFB BR IND LIC contains various elements that are used in the severance allowance calculation. The entitlement depends on the reason that triggered the action. There are a variety of reason codes available in the core application, but only two are used in the bracket calculation: termination for economic reasons or non-disciplinary reasons. Modify this bracket to meet your needs.

If you require additional reason codes, you must include those reason codes in the calculation, within the bracket.

There must be a link between the bracket and the generation control, which triggers the allowance. This is why the generation control AFB GC IND LIC CC should contain the same reasons as those indicated in the bracket.

The bracket allows for seven values to be retrieved. One value is retrieved by the bracket itself and six are retrieved in the variables listed in the following table.

Note. Three of the variables in the following table relate to changes being introduced in the year 2002.

The payee classification triggers the correct ceiling for severance allowances paid before 2002. The formula SIT FM CLASSIF AFB stores the value 0 if the payee is a technician and 1 if the payee is a manager. Because PeopleSoft does not know how and where companies store the payee's category, you must update the formula.

Element Name	Usage
AFB VR LIMIT TECH	Stores the entitlement limit used in the severance allowance calculation for banking technicians.
AFB VR LIMIT CADR	Stores the entitlement limit used in the severance allowance calculation for banking managers.
AFB VR LIMIT > 02	Stores the entitlement limit for all payee categories after 2002.
AFB VR TX LIC < 02	Stores the rate applied to calculate the severance allowance before 2002.
AFB VR TX LIC > 02	Stores the rate applied to calculate the severance allowance after 2002.
AFB BR IND LIC	Stores the multiplier applied to the annual salary (1 for a non-disciplinary reason and 13/12 for an economic reason).
GEN VR IND LIC CC	Stores an indicator with the value of 1 if the bracket is resolved (that is, if the severance allowance defined by the collective agreement is paid). This variable is checked to avoid the payment of the legal severance allowance if the labor agreement severance allowance has already been paid.

Bracket for AFB Labor Agreement Severance Allowance Parameters

The bracket AFB BR IND LIC returns values for AFB labor agreement severance allowance parameters. The key for this bracket is GEN VR MOTIF, and the return column is AFB BR IND LIC. The variables AFB VR LIMIT TECH, AFB VR LIMIT CADR, AFB VR LIMIT > 02, AFB VR TX LIC < 02, AFB VR TX LIC > 02, and GEN VR IND LIC CC are populated based on the key.

It is important that you understand the definition of this bracket because PeopleSoft delivers, but does not maintain, this bracket. You must maintain this bracket to ensure that your setup functions properly.

If your organization applies the AFB collective agreement, use the sample values for this bracket and the AFB BR IND DEP RET bracket for the setup of your AFB collective agreement in order to manage your severance and retirement allowances. If you have a collective agreement other than AFB, don't use these brackets.

If you are applying the AFB collective agreement, and the AFB collective agreement defines new values to calculate the allowance, you may need to change the parameters of the brackets, but you do not need to create any new brackets for this allowance. If are applying the AFB collective agreement, use the brackets delivered by PeopleSoft (AFB BR IND LIC and AFB BR IND DEP RET).

Note. If you use the AFB BR IND LIC bracket, make sure the variable GEN VR IND LIC CC is set to 1. This variable, along with variable GEN VR IND RET CC used by the bracket AFB BR IND DEP RET, enable the system to know that the allowances are being calculated through a labor agreement brackets setup and that it should not be calculated again by legal setup.

The following table contains the sample values delivered with PeopleSoft Global Payroll for France.

GEN VR MOTIF (Key)	AFB BR IND LIC (Return)	AFB VR LIMIT TECH Variable	AFB VR LIMIT CADR Variable	AFB VR LIMIT > 02 Variable	AFB VR TX LIC < 02 Variable	AFB VR TX LIC > 02 Variable	GEN VR IND LIC CC Variable
INS	1	21,51724 1	16,13793 1	15	0,448275	0,2	1
RED	1,083333	24	18	18	0,5	0,25	1

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Data Retrieval Elements,” Defining Brackets and “Defining Calculation Elements,” Defining Variable Elements

Seniority and 2002

The entitlement used to calculate severance allowance changes in 2002. The existing seniority values will be frozen at the end of 2001, so the formula containing payee classification will automatically switch to a new effective date and calculate the new entitlements when the changes are introduced..

The HR files do not tell us if a person is classified as a technician or a manager. The formula SIT FM CLASSIF AFB stores the value 0 if the payee is a technician and 1 if the payee is a manager.

Note. The system will use the formula SIT FM CLASSIF AFB until then end of the year 2001.

You maintain the formula, so the formula needs to be populated so that it can retrieve a value for the payee’s category. By default, the value in the formula is set to 0. This means that if the formula is not updated, it will retrieve values for technicians only.

Severance Allowance Calculations

The following tables detail the calculation parameters for the severance allowance.

Severance Allowance for No Disciplinary Dismissal

	Managers	Technicians
Seniority required	The payee must have one year of seniority to have severance allowance.	Same as managers.
Base for calculation	Base = 1/13 of the annual basic salary the payee had or would have had during the last 12 months.	Same as managers.

	Managers	Technicians
Semester calculation	<p>The entitlements must be calculated for two periods as follows:</p> <p>The semester must be complete; from 15/09/2002 to 15/03/2003 is a complete semester. From 16/09/2002 to 15/03/2003 is not a complete semester.</p> <p>In case of unpaid absences, the length of service must be reduced for the corresponding calendar days.</p> <p>In case of the semester overlapping 01/01/2002, this semester is a complete semester, and the corresponding allowance is calculated in two parts: the part corresponding to the period before 01/01/2002 and the part from 01/01/2002.</p>	Same as managers.
Complete semester acquired before 01/01/2002	$\frac{1}{2} \times (13/14,50)$ for each complete semester acquired before this date. This value is retrieved by the variable AFB VR TX LIC < 02.	Same as managers.
Complete semester acquired from 01/01/2002	$\frac{1}{5}$ for each complete semester acquired from this date. This value is retrieved by the variable AFB VR TX LIC > 02.	Same as managers.
Ceilings	The ceiling is the upper limit for the two-semester sum; the ceiling varies with the hire date. In case of part-time periods, the ceiling is calculated in proportion.	Same as managers.
Hired before 12/31/1999	$24 \times (13 / 14,50) = 21,51724$ This value is retrieved by the variable AFB VR LIMIT CADR.	$18 \times (13 / 14,50) = 16,13793$ This value is retrieved by the variable AFB VR LIMIT TECH.
Hired from 01/01/2000	15 This value is retrieved by the variable AFB VR LIMIT > 02.	Same as managers.
Severance allowance amount	<p>Base for calculation x semester number.</p> <p>The part-time periods must be considered for the calculation. The part-time periods must be considered before the 01/01/2002 and from 01/01/2002.</p>	Same as managers.

Severance Allowance in Case of (Economic) Redundancy

	Managers	Technicians
Seniority required	The payee must have one year of seniority to have severance allowance.	Same as managers.
Base for calculation	Base = 1/12 of the annual basic salary the payee had or would have had during the last 12 months. In case of an incomplete year, the annual salary must be rebuilt.	Same as managers.
Semester calculation	The entitlements must be calculated for two periods as follows: The semester must be complete; from 15/09/2002 to 15/03/2003 is a complete semester; from 16/09/2002 to 15/03/2003 is not a complete semester. In case of unpaid absences, the length of service must be reduced for the corresponding calendar days. In case of semester the overlapping 01/01/2002, this semester is a complete semester and the corresponding allowance is calculated in two parts: the part corresponding to the period before 01/01/2002 and the part from 01/01/2002.	Same as managers.
Complete semester acquired before 01/01/2002	$\frac{1}{2}$ x Base for each complete semester acquired before this date. This value is retrieved by the variable AFB VR TX LIC < O2.	Same as managers.
Complete semester acquired from 01/01/2002	$\frac{1}{4}$ x Base x Base for each complete semester acquired from this date. This value is retrieved by the variable AFB VR TX LIC > O2.	Same as managers.
Ceilings	The ceiling is the upper limit for the two-semester sum; the ceiling varies with the hire date. In case of part-time periods, the ceiling is calculated in proportion.	Same as managers.
Hired before 12/31/1999	24 This value is retrieved by the variable AFB VR LIMIT CADR.	18 This value is retrieved by the variable AFB VR LIMIT TECH.
Hired from 01/01/2000	18 This value is retrieved by the variable AFB VR LIMIT > O2.	Same as managers.

	Managers	Technicians
Severance allowance amount	<p>Base for calculation x semester number.</p> <p>The part-time periods must be considered for the calculation. The part-time periods must be considered before the 01/01/2002 and from 01/01/2002.</p>	Same as managers.

Retirement Allowances

The AFB labor agreement defines some entitlements for the calculation of the retirement allowance. In cases of voluntary retirement, the allowance defined by the collective agreement supercedes the one defined by law. In cases of compulsory retirement, the legal retirement allowance supercedes the allowance defined by the labor agreement, in which case only the legal allowance is calculated. The earning used for the retirement allowance for AFB is IND DRET AFB.

Some retirement entitlement is retrieved from the bracket AFB BR IND DEP RET. The bracket resolves itself to a value for the retirement rate. The search keys are GEN VR MOTIF (that is, the departure reason and GEN VR AN ANC, the number of years of seniority). If the values in these two variables match with the search keys (using the *Use next lower* interpolation method in the look-up rules page of the bracket) the values of the return column are populated by the values indicated in the bracket. The bracket AFB BR IND DEP RET retrieves the rate applied to the average salary of the last 12 months. The variable GEN VR IND RET CC retrieves the value 1 and is used to not trigger the legal retirement allowance (because if the bracket retrieves some values, it means that the retirement allowance for AFB will be paid and then the system should not trigger the legal allowance).

Update the bracket if you want to add some new reason to retrieve the values used for calculating the AFB retirement allowance.

A retirement allowance is triggered by the generation control AFB IND DRET CC. The generation control triggers the retirement allowance calculation for the action/reason indicated in it. The reasons listed in this generation control must be the same as the reasons used as search keys in the bracket AFB BR IND DEP RET.

You maintain the generation control, so you need to populate it with whatever action/reasons are required.

In cases of compulsory retirement, the law defines allowances. In such cases, the AFB allowance is not triggered.

See Also

“Understanding Allowances“

Bracket for AFB Labor Agreement Retirement Allowance Parameters

The bracket AFB BR IND DEP RET returns values for the AFB labor agreement retirement allowance parameters. The keys for this bracket are GEN VR MOTIF and GEN VR AN ANC CONT, and the return column is AFB BR IND DEP RET. The variable GEN VR IND RET CC is populated based on the key.

It is important that you understand the definition of this bracket because PeopleSoft delivers, but does not maintain, this bracket. You must maintain this bracket to ensure that your setup functions properly.

If your organisation applies the AFB collective agreement, use the sample values for this bracket and the AFB BR IND LIC bracket for the setup of your AFB collective agreement in order to manage your severance and retirement allowances. If you have a collective agreement other than AFB, don't use these brackets.

Note. If you are applying the AFB collective agreement, and the AFB collective agreement defines new values to calculate the allowance, you may need to change the parameters of the brackets, but you do not need to create any new brackets for this allowance. If are applying the AFB collective agreement, use the brackets delivered by PeopleSoft (AFB BR IND LIC and AFB BR IND DEP RET).

Note. If you use the AFB BR IND DEP RET bracket, make sure the variable GEN VR IND RET CC is set to 1. This variable, along with variable GEN VR IND LIC CC used by the bracket AFB BR IND LIC, enable the system to know that the allowances are being calculated through a labor agreement brackets setup and that it should not be calculated again by legal setup.

The following table contains the sample values delivered with PeopleSoft Global Payroll for France.

GEN VR MOTIF (Key)	GEN VR AN ANC (Key)	AFB BR IND DEP RET (Return)	GEN VR IND RET CC (Variable)
VRE	10	0,666666	1
VRE	15	1,25	1
VRE	20	2,5	1
VRE	30	2,5	1

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Data Retrieval Elements,” Defining Brackets and “Defining Calculation Elements,” Defining Variable Elements

Understanding French Absence Rules

PeopleSoft delivers predefined rules for processing absences due to vacation, illness, maternity, work accidents, and other reasons. We've designed these rules in accordance with French statutory requirements. You can easily modify many of these rules to reflect absence policies that are specific to your organization or to collective agreements that may be in force for your employees.

This chapter provides an overview of:

- Absence setup steps for France.
- Absence rules for paid vacation.
- Absence rules for illness, maternity, and work accidents.
- Absence rules for other absences.
- User-defined (TAKE CONFIG) fields.
- How to calculate worked days.
- How to assign absence elements to payees and process lists.
- How to enter absences.
- Absence calculations.
- Absence take elements.

Note. This chapter supplements the absence documentation provided in the *PeopleSoft Global Payroll PeopleBook*. Before you read about French absence functionality, we recommend that you read the Understanding Absences section to acquaint yourself with the absence features offered by PeopleSoft Global Payroll and to develop a basic understanding of the concepts behind absence processing in PeopleSoft Global Payroll.

Absence Setup Steps for France

Before you can enter and process absences, you must complete various setup tasks. We describe the general setup steps under Implementing Absence Setup and Management Tasks in the *PeopleSoft Global Payroll PeopleBook*. The specific steps applicable to PeopleSoft Global Payroll for France follow.

To prepare PeopleSoft Global Payroll for France for absence processing:

1. Define work schedules and assign a schedule to each payee.
2. Define holiday schedules.
3. Run the Build Work Days by Week process to count the working days in each week.
4. Modify the delivered absence take and absence entitlement elements or create new absence elements, as needed.

A complete list of the absence take and absence entitlement elements that we deliver with PeopleSoft Global Payroll for France appears at the end of this section. We deliver sample values for many of these elements. Most likely, you'll want to replace at least some of these values with data that is specific to your organisation. We explain how to do this in this section.

In most cases, modifying a delivered absence rule involves updating variable or bracket elements the system uses to resolve the absence entitlement or take rules. The Variables by Category page offers a quick way to update several variable elements at the same time. To update bracket elements, use the Bracket component described in the Defining Brackets section of the *PeopleSoft Global Payroll PeopleBook*.

If you plan to create your own absence rules, use any of the supporting elements described in this section.

5. Assign absence elements to payees and process lists.

As with all primary elements, assign absence entitlement and take elements to payees and include the elements in the process lists that you use when you run the absence processes. (This step is not necessary for per-absence entitlement elements.)

PeopleSoft delivers predefined sections and process lists for absence processing. Use these, modify them, or create your own.

See Also

PeopleSoft Global Payroll PeopleBook, "Using Schedules"

Calculating Worked Days

PeopleSoft Global Payroll PeopleBook, "Defining Absence Elements"

"Appendix 2: Configuring Your Global Payroll Application for France," Adding New Elements to the Absence and Payroll Process

Absence Rules for Paid Vacation

We deliver the following absence entitlement and absence take rules (elements) for paid vacation. Modify some of these absence rules by updating the variables and brackets described in this section.

Absence Reason	Take Element	Entitlement Element
Standard paid vacation	CPT CG PAYES	CPE CG PAYES
Split vacation days	CPT FRACTMT	CPE FRACTMT
Seniority paid vacation	CPT ANCIENTE	CPE ANCIENTE
Anticipated paid vacation	CPT CG ANTICIP	CPE CG PAYES
Other paid vacations	CPT AUTRES	CPE AUTRES

Modifying Entitlement Rules for Paid Vacations

The variables and brackets that you can update for paid vacation, along with the sample values we deliver, are listed in the following table. After the table, we provide a short discussion of each of these elements. The Category column identifies the category you should select if you use the Variables by Category page to update the variable.

Element Name	Use	Delivered Value	Category
CPA VR MOIS DEB REF	Reference period. Stores the number of the starting month of the reference period.	6	CPA
CPA VR MAX PD DAYS	Maximum entitlement. Stores the maximum number of paid vacation days that an employee can accumulate during the reference period. The value of this variable should be consistent with the value entered for CPA VR JRS/1 SEM described later in this table.	30 (working days)	CPA
CPA VR GEST FRACT	Split vacation days (conges payes pour fractionnement). Specifies whether the system should track split vacation days. (1 = yes; 0 = no)	1	CPA
CPA VR JRS/1 SEM	Day weight. Stores the number of days to be decreased when an employee takes one week of vacation. This enables you to specify if you want to use business days or working days as the basis for counting paid vacation days.	6 working days	CPA
CPA VR J JNE MERE	Extra paid vacation days. Specifies the number of extra days of paid vacation available to employees (for example, young mothers).	0	CPA
CPA VR C 1/10	Comparison of 1/10 rule to salary upholding. Tells the system when to perform the comparison. 1 = compare at each take; 2 = compare at the last take (when all entitlement has been taken).	1	CPA
CPA VR 4 SEM	Tells the system how to consider the periods of four worked weeks for the calculation of paid vacation entitlements: either in calendar days or in business days.	JO	CPA

Element Name	Use	Delivered Value	Category
CPA BR DRTS	Stores the number of days of paid vacation to which an employee is entitled for a number of periods of four worked weeks.	2.5 working days and 2.08 business days for each period of 4 weeks	Not applicable
ABS BR ASS TRV LOI, ABS BR ASS TRAV CC	Identifies which types of absences are considered as effective work days when calculating entitlement and the period of time that a payee must work before eligible to accrue entitlement.	See Defining Effective Work Days.	Not applicable
CPA BR JRS ANCIEN	Seniority. Stores the number of days of paid vacation to which an employee is entitled according to years of seniority.	See Defining Extra Paid Vacation Days for Seniority	Not applicable
ABS BR ANC_ABS LOI, ABS BR ANC_ABS CC	Identifies which types of absences are considered as effective work days when calculating seniority.	See Defining Effective Work Days for Seniority Accrual and Defining Effective Work Days	Not applicable

Changing the Reference Period (CPA VR MOIS DEB REF)

Entitlement for paid vacation is based on a *reference* year. The reference year, usually 1 June to 31 May, represents the 12 previous, consecutive months during which an employee accumulates entitlement to paid vacation. Employees can use the accrued entitlement only after completing the reference year.

When you receive PeopleSoft Global Payroll for France, the reference year is set to 6 to represent 1 June, the legal begin date that applies in most cases. If you want to change the reference year, update the value of the CPA VR MOIS DEB REF variable element.

Defining Maximum Entitlement for Paid Vacation (CPA VR MAX PD DAYS)

You can specify the maximum number of paid vacation days an employee can accumulate during the reference period. When entitlement exceeds the limit, the system rounds entitlement to the maximum value.

The maximum entitlement value is set to 30 when PeopleSoft Global Payroll for France is delivered. To change this number, update the value of the variable element CPA VR MAX PD DAYS.

Note. The values stored by CPA VR MAX PD DAYS and CPA VR JRS/1 SEM should represent the same type of days—business days or working days.

Tracking Split Vacation Days (CPA VR GEST FRACT)

Employees may be eligible for up to two extra days of paid vacation or split vacation days (conges payes pour fractionnement), when they split their principal paid vacation and take some vacation days after the end of the legal vacation period (1 May and 31 October). To be granted the split vacation days, a person must take more than 12 and less than 24 consecutive paid vacation days during the legal vacation period.

If you want the system to calculate extra days of vacation for employees who qualify for split vacation entitlement, set the value of the CPA VR GEST FRACT variable to 1. Otherwise, set the value to 0. (You must also assign the entitlement element CPE FRACTMT to eligible payees.)

The entitlements for Split Vacation Days (CPE FRACTMT) is either triggered in November, or if the payee is not included in the November payroll run, it is triggered in the payee's next payroll run.

Changing the Day Weight (CPA VR JRS/1 SEM)

When a payee takes one week of paid vacation, the system can decrease entitlement by six working days (jours ouvrables) or five business days (jours ouvrés), depending on the value of the variable element CPA VR JRS/1 SEM. The variable is set to 6 when we deliver PeopleSoft Global Payroll for France.

The system uses the value of CPA VR JRS/1 SEM as a weighting factor so that it can correctly reduce paid vacation entitlement for both full-time and part-time employees. It also uses CPA VR JRS/1 SEM to determine the denominator for the rate it applies when calculating positive input for the earnings and deductions associated with the absence. For example, if CPA VR JRS/1 SEM is set to 5 (for business days), the system calculates the payee's earnings for each paid vacation day by dividing the monthly base salary by the number of business days in the month. If you enter 6, the valuation is in working days.

The values stored by CPA VR JRS/1 SEM and CPA VR MAX PD DAYS should represent the same type of days—business days or working days.

Note. When a paid vacation day falls on a holiday that is normally a work day, the system first adds the weighted value to the paid days and also adds the weighted value of the vacation day to the entitlement balance.

Warning! You can choose between business days or working days only once. If you change your selection later, the consequences may be unpredictable. In addition, if you transfer entitlement accumulators from one company to another within your organisation and the companies use different calculation methods for paid vacation, the entitlement results will not be accurate.

- Example 1: Company counts paid vacation in working days (CPA VR JRS/1 SEM = 6).

Assume that a payee normally works two days per week. The weighting for each day is three (or 6/2). Each time that the payee takes one vacation day, the system deducts three days (the weighting factor of 3 x 1 absent day).

- Example 2: Company counts paid vacation in business days (CPA VR JRS/1 SEM = 5).

Assume that a payee normally works one day a week. The weighting factor for each worked day for the payee is 5/1 or 5. When the payee takes one day of paid vacation, the system deducts five days of entitlement (5 x 1 day).

If the entitlement balance is greater than 0 and the absence take weight exceeds the balance, the system replaces the take weight with the balance accumulator. In other words, if the take exceeds the entitlement balance, the system reduces the balance to 0. For example, if the entitlement balance is 0.85 days and the payee takes a vacation day with a weight of 1.66, the balance replaces the absence weight. The balance accumulator value after this absence is then equal to 0.

Defining Extra Paid Vacation Days (CPA VR J JNE MERE)

If you want to grant extra days of paid vacation to employees, use the variable element CPA VR J JNE MERE to specify the number of extra days. Use the element to define extra days of paid vacation for young mothers, or to grant extra paid vacation for any other reason.

CPA VR J JNE MERE returns the entitlement amount for CPE AUTRES, the entitlement element that you use to record other paid vacation take. The value of CPA VR J JNE MERE is set to 0 when you receive PeopleSoft Global Payroll for France.

Unused entitlement for extra days of paid vacation is not carried forward at year-end.

Note. If you enter a value for CPA VR J JNE MERE, every person to whom the entitlement element CPE AUTRES is assigned accrues entitlement regardless of the person's age or gender.

Comparing the 1/10 Rule and Salary Upholding Rule (CPA VR C 1/10)

The allowance for paid vacation is determined by comparing two calculations: the 1/10 rule and the salary upholding rule. For the 1/10 rule, the basis for calculating paid vacation is one-tenth of the payee's earnings in the previous year. For the salary upholding rule, the basis is the payee's current year earnings.

Use the variable element CPA VR C 1/10 to specify whether you want the system to compare the two calculation methods for each absence take or for the last take only—the take that reduces the entitlement balance to 0.

- Set CPA VR C 1/10 to 1 to compare the calculation methods for each take and to apply the most favorable outcome to the payee. This is the delivered value.
- Set CPA VR C 1/10 to 2 to do the comparison only when the last absence occurs.

Defining the Four-week Period Day Count (CPA VR 4 SEM)

By law, employees are entitled to 2.5 working days (jours ouvrables) or 2.08 business days of paid vacation for each period of four weeks of work. Working days include all weekdays except the legal day off, usually Sunday.

Determine how you want to consider the four weeks period count in days through the variable element CPA VR 4 SEM. Set this variable element to JC to calculate the period and the absence days in calendar days. Selecting JO, the system's default, forces the system to calculate the period in business days. Also, when you choose JO, each absence business day is multiplied by 28/20/FTE (full time equivalent). The number of worked days during the reference period is then divided by 28.

Defining Entitlement for Four-week Periods (CPA BR DRTS)

Store entitlement values for paid vacation in the bracket element CPA BR DRTS. The keys to this bracket are CPA FM CALC DRTS and LABOR AGREEMENT. For each combination of these two keys, the bracket returns the number of working days of entitlement (in the bracket, itself) and the number of business days of entitlement (in the variable CPA VR DRT OUVRES).

The value of CPA VR JRS/1 SEM determines whether the system retrieves entitlement in working days (CPA VR JRS/1 SEM = 6) or business days (CPA VR JRS/1 SEM = 5).

You can update the bracket with the values for each valid combination of keys in your organization. The entitlement values that you enter should represent four-week periods. For example: 1 period of 4 weeks = 2.5 working days or 2.08 business days; 2 periods of 4 weeks = 5 days working days and 4.16 business days, and so on, up to 30 working days or 25 business days (depending on the value of the variable CPA VR MAX PD DAYS).

Sample values we deliver with CPA BR DRTS:

<i>CPA FM CALC DRTS (key)</i>	<i>LABOR AGREEMENT (key)</i>	<i>CPA BR DRTS (return column for working days)</i>	<i>CPA VR DRT OUVRES (return column for business days)</i>
1		2.5	2.08
2		5	4.16
3		7.5	6.24

The system uses proration to calculate the exact number of paid vacation days to which the payee is entitled at the end of the reference year and when an employee leaves your organisation.

Defining Effective Work Days (ABS BR ASS TRV LOI, ABS BR ASS TRAV CC)

Two periods of time affect entitlement for paid vacation:

- The period of time that an employee must work (four weeks) before he can begin to accumulate entitlement. We also refer to this as the *opening* of entitlement.
- The reference period upon which entitlement calculations are based.

These two periods of time do not use the same definition of working days. For example, certain absences that are treated as effective work days when calculating entitlement are not considered effective work days when determining whether the four-week period has been met.

PeopleSoft delivers two bracket elements that you can update, if necessary, to specify which absences the system should interpret as effective workdays in each of these cases.

- ABS BR ASS TRV LOI specifies which absences the system should interpret as effective workdays according to the law.

The key for the bracket is TAKE CONFIG2. For each value of TAKE CONFIG2, the bracket returns two values: one for the bracket itself and one for the variable element ABS VR CP OUV LOI (0 = count as effective working day; 1 = do not count as an effective work day). The first value returned for the bracket tells the system how to interpret absences for entitlement calculations (0 = count as effective work day). The second value tells the system how to interpret absences for the opening of entitlement (the 28-day period). For the list of valid TAKE CONFIG2 values, see Understanding the User-Defined (TAKE CONFIG) Fields.

Sample values we deliver for ABS BR ASS TRV LOI:

TAKE CONFIG2 (key)	ABS BR ASS TRV LOI (return column for entitlement calculations)	ABS VR OUV CP LOI (return column for opening of entitlement)
MAL	1	1
AT	0	1
ATRCH	1	1

- ABS BR ASS TRAV CC specifies which absences the system should interpret as effective work days according to collective agreements.

The keys for this bracket are TAKE CONFIG2 and LABOR AGREEMENT. For each combination of these keys, the bracket returns two values: one for the bracket itself and one for the variable element ABS VR CP OUV CC. The first value returned for the bracket tells the system how to interpret absences for entitlement calculations. The second value tells the system how to interpret absences for the opening of entitlement (the 28-day period).

For example, suppose that you want to interpret sick days as effective working days when calculating the opening of entitlement for collective agreement XYZ. In this case, access the bracket element ABS BR ASS TRAV CC, and for the combination of the keys TAKE CONFIG2 = MAL and Labor Agreement = XYZ, set the value returned in the variable ABS VR CP OUV CC to 0.

Sample values we deliver for ABS BR ASS TRAV CC:

TAKE CONFIG2 (key)	LABOR AGREEMENT (key)	ABS BR ASS TRAV CC (return column for entitlement calculations)	ABS VR OUV CP CC (return column for opening of entitlement)
MAL	AFB	1	1
ATRCH	AFB	1	1
AT	AFB	0	1

Defining Extra Paid Vacation Days for Seniority (CPA BR JRS ANCIEN)

The entitlement element CPE ANCIENTE defines rules for granting extra days of paid vacation to payees based on seniority (conges payes anciennete). The bracket element CPA BR JRS ANCIEN returns the appropriate entitlement value for CPE ANCIENTE.

CPA BR JRS ANCIEN has the following keys:

- ABS AC RECUP ANC, an accumulator element that stores years of service.
- LABOR AGREEMENT, a system element that identifies the collective agreement.

For each combination of these keys, the bracket returns the number of business days of entitlement (in the bracket itself).

The following table shows the sample entitlement values PeopleSoft delivers with CPA BR JRS ANCIEN. You can change these values and specify seniority entitlement by collective agreement, if applicable.

Sample values for CPA BR JRS ANCIEN:

ABS AC RECUP ANC (Key: Years of Seniority)	LABOR AGREEMENT (Key: Labor Agreement)	CPA BR JRS ANCIEN (Return column: Entitlement)
2		2
3		3
6		6

Note. When calculating entitlement, the system refers to the payee's years of service as of the first day of the absence. If the payee crosses a seniority boundary during his absence, the system does not increase entitlement for that absence.

Defining Effective Work Days for Seniority Accrual (ABS BR ANC_ABS LOI, ABS BR ANC_ABS CC) Two bracket elements define how the system should consider a payee's absences when calculating years of seniority. One bracket (ABS BR ANC_ABS LOI)

specifies the legal requirements; the second (ABS BR ANC_ABS CC) specifies the requirements by collective agreement.

- ABS BR ANC_ABS LOI uses the system element TAKE CONFIG2 as the key. The bracket returns one of the following values:
 - 0 if the absence is not considered an effective work day.
 - 1 if the absence is considered an effective work day.
 - Or 0,5 if only half of the absent days are considered as effective work days (designed for a specific leave of absence).

Sample values we deliver for ABS BR ANC_ABS LOI:

TAKE CONFIG2 (key)	ABS BR ANC-ABS LOI (return column)
MAL	0
AT	1
ATRCH	0

ABS BR ANC_ABS CC uses the system elements TAKE CONFIG2 and LABOR AGREEMENT as keys. For each combination of these two values it returns one value for the bracket element itself (0 or 1) and one value for the variable ABS VR J PAYES CC (0 or 1).

Possible values returned by the bracket element:

- 1 if the absence is considered as effective work by the collective agreement.
- 0 if the absence is not considered as effective work by the collective agreement.

The value returned by ABS VR J PAYES CC is relevant only when the bracket returns a value of 1. Valid values returned by ABS VR J PAYES CC:

- 1 if the absence is considered as an effective work day only if it is paid.
- 0 if the absence is considered an effective work day regardless of whether it is paid.

Sample values we deliver for ABS BR ANC ABS CC:

TAKE CONFIG2 (key)	LABOR AGREEMENT (key)	ABS BR ANC-ABS CC (return column)	ABS VR J PAYES CC (return column)
MAL	AFB	1	1
AT	AFB	1	1
ATRCH	AFB	1	1

The Minimum Work Period

Legally, the minimum work period required before a payee can begin to earn entitlement for paid vacation is one month or four weeks of work. This is equivalent to 28 calendar days, the number that the system uses to determine when a payee meets the minimum work period. This number is stored in the element CPA VR OUV DTS; do not change it.

Fixed-Term Contracts

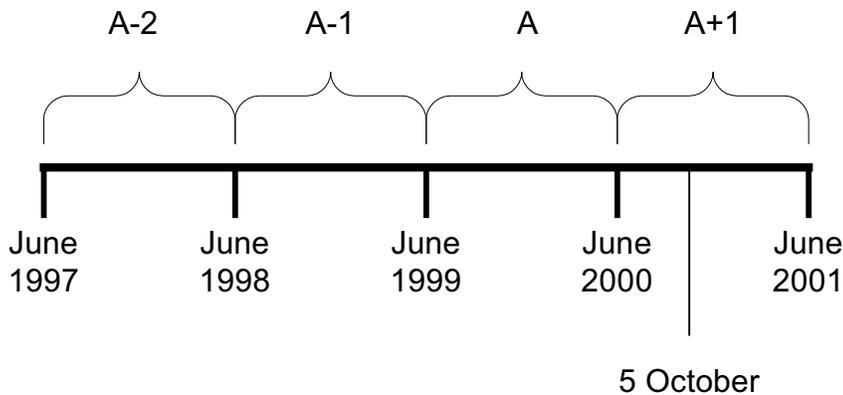
The delivered entitlement rules for paid vacation take into account the requirements specific to persons with fixed-term contracts (CDD). The system identifies these employees through the contract information maintained in PeopleSoft Human Resources.

Accumulation Periods for Paid Vacation (CPE CG PAYES)

PeopleSoft delivers accumulators that track paid vacation entitlement for the four periods (48 months) shown in the following table. At the end of each accumulation period, the system automatically carries over any remaining entitlement to the next period.

Period	Period Name	Comments
Current reference period.	A+1	Current period of accumulation.
Current period (for taking vacation).	A	Entitlement calculated in A+1 is transferred to A each 31 May or 1 June.
The period before the previous period.	A-1	The balance for the current period is transferred to A-1 each 31 May or 1 June.
The period before A-1.	A-2	The balance for A-1 is transferred to A-2 each 31 May or 1 June.

Example: Assume today is 5 October 2000. If the reference period is 1 June to 31 May, then the relevant accumulation periods appear in the following exhibit:



The four accumulation periods for paid vacation entitlement

We track four totals for each accumulation period: entitlement earned, entitlement balance, take, and adjustments. For each, the accumulation period is set to *Year To Date*. By default, the Begin Option date is 1 June, meaning that the accumulation period runs from 1 June to 31 May of the following year.

Change the beginning month of the reference period by updating the variable CPA VR MOIS DEB REF. The Begin Option field refers to CPA VR MOIS DEB REF for the month. So, if the variable is set to 1, the accumulation period begins in January; if it is set to 5, the period begins in May, and so on.

Note. If you change the reference year by updating the variable element CPA VR MOIS DEB REF, the system automatically updates the accumulator periods for CPE CG PAYES.

Paid Vacation In-Lieu Allowance: Upon leaving a company, a payee is entitled to compensation in-lieu of any unused paid vacation days. PeopleSoft Global Payroll for France automatically calculates the correct earnings for terminated payees, generating earnings for each day of unused paid vacation, seniority paid vacation, split vacation days, and other paid vacation days for which the employee is entitled to receive compensation.

Generation control triggers the calculation of allowances for paid vacation in-lieu. The system can generate up to four earnings for each period of paid vacation (if any days remain in the previous periods): A-2, A-1, A, and A+1. (The four accumulation periods are described in the previous topic.)

The system does not pay entitlement earned during the current reference period (A+1) when you select *Termination* in the Action/Reason field in Job Data, and then select misconduct (CON) or gross misconduct (GMI).

See Also

Changing the Day Weight (CPA VR JRS/1 SEM)

Understanding the User-Defined (TAKE CONFIG) Fields

Absence Rules for Illness, Maternity, and Work Accidents

PeopleSoft delivers absence entitlement and absence take rules for illness, maternity, and work accidents. You can modify some of these absence rules by updating the variables and brackets described in this section.

Entitlement for the elements discussed in this section is calculated per absence—that is, at the time of each absence event, not at a regular frequency.

The following tables present a partial list of the take elements and corresponding entitlement elements delivered for illness, maternity, and work accidents. We list only those take elements that you enter when recording absences on the Absence Event Entry page. When required, the system uses the mapping and negative entitlement features of PeopleSoft Global Payroll to trigger the resolution of other take rules during processing.

For example, if you enter the absence take element MLT MALADIE to record sick time, once entitlement for this element has been depleted, the system automatically uses the entitlement for MLT MALADIE 2, which contains the appropriate compensation rate for the second absence period. When entitlement for MLT MALADIE 2 is depleted, the system uses the entitlement associated with MLT MALADIE 3, and so on.

For a complete list of the take and entitlement elements delivered with PeopleSoft Global Payroll for France, the associated earnings or deduction elements, and corresponding payment rates and units, see the List of Absence Take Elements.

Illness Rules

Absence Reason	Take Element	Entitlement Element
Illness take 1	MLT MALADIE	MLE MALADIE
Therapeutic part time	MLT MT THERP	MLE MT THERP
Authorized unpaid therapeutic	MLT MT THER N P	None
Long period illness	MLT LG MALADIE	MLE LG MALAD
Unpaid course of treatment	MLT CURE NP	None
Paid course of treatment 1	MLT CURE PAYEE	MLE CURE

Maternity Rules

Absence Reason	Take Element	Entitlement Element
Paid maternity	MTT MATERN PAYEE	MTE MAT PAY
Unpaid maternity	MTT MATERN NON PAY	None
Paid adoption	MTT ADOPTION	MTE ADOPTION
Unpaid adoption	MTT ADOPTION NON PAY	None
Pathological leave 1	MTT PATHOLOGIQ	MLE MALADIE
Pathological leave before maternity 1	MTT PATHO AV	MLE MALADIE
Additional maternity absence	MTT CG SUP	MTE CG SUP

Work Accident Rules

Absence Reason	Take Element	Entitlement Element
Work accident - take 1	ATT TRAVAIL	ATE TRAVAIL
Accident on way to work 1	ATT TRAJET	ATE TRAJET
Work accident relapse 1	ATT RECHUTE TRAV	ATE TRAVAIL

Absence Reason	Take Element	Entitlement Element
Accident on way to work: relapse 1	ATT RECHUTE TRAJ	ATE TRAJET
Professional disease 1	MLT PROFESSL	MLE PROFESSL
Relapse of professional disease 1	MLT PRO RECHUTE	MLE PROFESSL

Modifying Absence Rules for Illness, Maternity, and Work Accidents

The following table lists the variable, bracket, and accumulator elements that you can update for illness, maternity, and work accidents, along with the sample values PeopleSoft delivers. After the table, we provide a short discussion of these elements. The Category column identifies the category you should select if you use the Variables by Category page to update the variable.

Element Name	Use	Delivered Values	Category
ABS BR ABS VALO	Specifies whether to generate positive input for earnings and deductions in hours, business days, or calendar days.	See Defining Units for Earnings and Deduction Calculations	Not applicable
ABS BR IJSS DTS/TX, ABS BR IJSS MN/MX	IJSS entitlement. Returns entitlement values for IJSS calculations and specifies the minimum and maximum entitlement rate or amount.	See IJSS Entitlement and Percent Calculation	Not applicable
ABS VR ENF LIM IJ	Illness – IJSS entitlement calculation. Specifies the number of children that triggers a change in entitlement and rates for IJSS calculation. Works with the Dependent Data page in PeopleSoft Human Resources.	3	MAL
MAL VR CARENCE IJ	Illness waiting period. Specifies the waiting period for social security daily allowance in the event of illness.	3	MAL
MAL VR CARENCE MT	Illness waiting period. Specifies the waiting period for salary upholding because of illness.	10	MAL
ATR VR CARENCE IJ	Work accident waiting period. Specifies the waiting period for social security daily allowance in the event of a work accident.	0	ATR
ATR VR CARENCE MT	Work accident waiting period. Specifies the waiting period for salary upholding in the event of a work accident.	1	ATR

Element Name	Use	Delivered Values	Category
ABS BR MT SAL LOI	Salary upholding. Specifies the legal salary upholding rates for illness and work accidents.	See Defining Entitlement for Salary Upholding.	Not applicable
ABS BR MT SAL AFB	Salary upholding for AFB. Specifies the AFB salary upholding rates for illness and work accidents.	See Defining Entitlement for Salary Upholding.	Not applicable
MAL VR CARENCE AFB	Illness. Specifies the maximum number of absences due to illness without a waiting period for salary upholding. For AFB only.	3	MAL
ABS VR ENF LIM AFB	Illness – entitlement calculation for AFB. Specifies the number of children that triggers a change in entitlement. Works with the Dependent Data page in PeopleSoft Human Resources. Only dependents for which the Status 9 check box is selected are counted as children.	1	MAL
ABS VR PENS INVALD	Long-term illness (IJSS amount). The annual amount for the disability pension.	17633 (value in French Franc)	ABS
ABS VR DTS MATERN	Maternity. Specifies the number of days of paid time off to which payees are entitled for maternity. Enter the value via a supporting element override.	See Entering Absences for Maternity and Adoption	MAT
MAT VR DTS ADOPT	Maternity. Specifies the number of days of paid time off to which payees are entitled for adoption.	42 (calendar days)	MAT
MAT VR DTS IJ	Maternity. Specifies the number of days of social security daily allowances for maternity.	42 (calendar days)	MAT
ATR AC SAL BASE	Work accident certificates. Specifies which earnings elements contribute to the accumulator for the base salary that the system uses to produce work accident certificates.	Accumulator members: SAL BASE AFB SAL 12M AFB SAL 13M	Not applicable

Element Name	Use	Delivered Values	Category
ATR AC AV NAT	Work accident certificate. Identifies the earnings elements that contribute to the payments-in-kind amount that the system uses when preparing work accident certificates. This amount appears in the Adv Kind & Tips field on the Frames A and B Page (Salary Accessories tab). You can change the elements that are members of the accumulator.	Accumulator members: AN NOURRITUR AN LOGEMENT AN VEHICULE AN AUTRES	Not applicable
ATR AC PRIMES ATR AC FP SOUMIS ATR AC RAPPELS ATR AC PRIME TRIM ATR AC PRIME AN	Work accident certificate. Identifies the earnings or deduction elements that contribute to the allowances amount (including premiums and gratuities) that the system uses when preparing work accident certificates. This amount appears in the Allowances field on the Frames A and B Page (Salary Accessories tab). You can select the members of the accumulator.	None. PeopleSoft does not deliver any earnings or deduction elements for allowances.	Not applicable

Defining Units for Earnings and Deduction Calculations (ABS BR ABS VALO)

When you run the Take process, the system creates positive input for the earnings or deduction elements associated with the absence take element that was used to record the payee's absence. Although the absence event is stored in units of days or hours, you can instruct the system to use hours, business days, or calendar days when generating the positive input. For each type of absence, use the ABS BR ABS VALO bracket to define the type of units that you want to use for earnings and deductions. (The unit type must be the same for earnings and deductions.)

The key to ABS BR ABS VALO is the system element TAKE CONFIG2, which identifies the absence type (for example MAL for illness, AT for work accident, and so on).

The return columns for the bracket:

- ABS VR VALO HEURES: hours.
- ABS VR VALO JO: business days.
- ABS VR VALO JC: calendar days.

To select the units that you want the system to use, set the value of corresponding variable to 1. Set the value of the other two variables to 0.

Sample values delivered with ABS BR ABS VALO:

TAKE CONFIG2 (key)	ABS VR VALO HEURES (return column)	ABS VR VALO JO (return column)	ABS VR VALO JC (return column)
MAL			1
AT			1
ATRCH			1

Note. When you enter a value of 0 in a return column, the field appears empty. For this reason, we do not show zeros in the previous table.

IJSS and Salary Upholding

When an employee is eligible to receive a daily IJSS allowance during an absence, the employer must *uphold* the employee's salary—that is, the employer must pay the current salary minus the amount of the allowance.

The take elements that PeopleSoft delivers for illness, work accidents, and maternity are all mapped to take elements that automatically trigger IJSS calculations, when appropriate. When you record the absence on the Absence Event Entry page, the system checks to see whether the payee meets the requirements for receiving an IJSS allowance. If the payee does meet the requirements, the system applies salary upholding.

The system calculates a payee's eligibility for IJSS entitlement only once, at the original begin date of the absence. If a payee is not eligible for IJSS, the system does not calculate IJSS, nor does it uphold the employee's salary.

Should you need to, you can manually update the opening of entitlement for employees by entering a supporting element override that sets the formula that triggers the opening of IJSS (ABS FM TEST OUV IJ) to 1.

The system calculates a payee's daily allowance for IJSS until entitlement for salary upholding is depleted.

Some employers can choose to receive an employee's daily social security allowance and then pay the allowance to the payee with the payee's salary. We use the term *subrogation* to refer to this method of paying IJSS. PeopleSoft Global Payroll for France does not manage subrogation of IJSS allowances.

The system uses two bracket elements for IJSS calculations:

- ABS BR IJSS DTS/TX.

This bracket stores the number of days of entitlement due to an employee based on the type of absence and the number of children the employee has. One of the two keys for this bracket is the variable ABS VR NOM PRISE, which is populated by a formula and stores the name of the absence that's being processed (MALADIE for illness, LG MALADIE for long term illness, TRAVAIL for work accident, CURE for course of treatment, PATHOAV for pathological leave before maternity, and PATHOAP for pathological leave after maternity). The other key is the formula ABS FM ENF BR IJ, which returns either 0 or 3 (entitlement changes when a payee has over three children).

For each combination of the two keys, the bracket returns the number of days of entitlement and the appropriate percent to apply. It can store up to three entitlement amounts and three percentages for each combination of keys.

The return columns for the bracket are as follows:

- ABS BR IJSS DTS/TX (the bracket itself): the number of days of entitlement for the first rate applicable to IJSS.
- ABS VR IJ TX1: the first rate.
- ABS VR IJ DTS2: the number of days of entitlements for the second rate.
- ABS VR IJ TX2: the second rate.
- ABS VR IJ DTS3: the number of days of entitlements for the third rate.
- ABS VR IJ TX3: the third rate.

Sample values delivered with ABS BR IJSS DTS/TX:

ABS VR NOM PRISE (key)	ABS FM ENF BR IJ (key)	ABS BR IJSS DTS/T X	ABS VR IJ TX1	ABS VR IJ DTS2	ABS VR IJ TX2	ABS VR IJ DTS3	ABS VR IJ TX3
MALADIE	0	30	50	150	50	999	51.49
MALADIE	3	30	50	150	66.66	999	68.66
LG MALADIE	0	900					
LG MALADIE	3	900					

- ABS BR IJSS MN/MX.

This bracket uses the same keys as ABS BR IJSS DTS/TX, but returns for each combination of these keys the maximum and minimum limits to apply to the daily allowance. Limits are stated as rates or amounts, as defined by law. The return columns for the bracket are as follows:

- ABS BR IJSS MN/MX (the bracket itself): the minimum rate for the first entitlement rate applicable to IJSS.
- ABS BR IJ MAXI1: the maximum for the first entitlement rate (it calculates the daily allowance as follows: ABS BR IJ MAXI1 x theoretical A ceiling x 12).
- ABS VR IJ MINI2: the minimum for the second entitlement rate.
- ABS VR IJ MAXI2: the maximum for the second entitlement rate (it calculates the daily allowance as follows: ABS BR IJ MAXI2 x theoretical A ceiling x 12).

- ABS VR IJ MINI3: the minimum for the third entitlement rate (a monetary variable).
- ABS VR IJ MAXI3: the maximum for the third entitlement rate (it calculates the daily allowance as follows: ABS BR IJ MAXI3 x theoretical A ceiling x 12).

Sample values delivered with ABS BR IJSS MN/MX:

ABS VR NOM PRISE (key)	ABS FM ENF BR IJ (key)	ABS BR IJSS MN/MX	ABS VR IJ MAXI1	ABS VR IJ MINI2	ABS VR IJ MAXI2	ABS VR IJ MINI3	ABS VR IJ MAXI3
MALADI E	0	0	0.001389	0	0.001389	48.31 F	0.001429
MALADI E	3	0	0.001852	0	0.001852	64.39 F	0.001905

IJSS allowances are based, in part, on the number of children that are dependent on the payee. A child is considered a dependent until age 16 (age 18 if the child is an apprentice, age 20 if the child is a student).

Use the Dependent Data - Personal Profile page to indicate which children qualifies as a dependent. If you update dependent information during the time that a payee is absent, the system automatically adjusts the calculation for the IJSS allowance.

To identify dependent children who meet the criteria for IJSS entitlement:

1. Access the Dependent Data - Personal Profile Page in PeopleSoft Human Resources.

The navigation to this page is Administer Workforce, Administer Workforce (GBL), Use, Dependent Data.

2. Select the French flag at the bottom of the page to display additional fields for France.
3. Select the Status 10 check box.

The variable element ABS VR ENF LIM IJ specifies the number of dependent children that triggers a change in the calculations for IJSS entitlement. The variable is set to 3 when delivered. You can update the number if the legal limit changes.

In most cases, separate waiting periods must be met before IJSS allowances are paid and salary upholding begins. PeopleSoft uses variable elements to define the waiting periods. The delivered values are shown in the table at the beginning of the section entitled Modifying Absence Rules for Illness, Maternity, and Work Accidents. You can update the values if the legal limits change.

PeopleSoft delivers two bracket elements that define the rates that apply, by seniority, to salary upholding for illness and work accidents: ABS BR MT SAL LOI, which identifies the legal requirements, and ABS BR MT SAL AFB, which specifies the AFB requirements. These elements are not maintained by PeopleSoft, so you can update either one, if necessary.

If you have additional collective agreements, you can create new brackets, using the delivered brackets as models. Name each bracket ABS BR MT SAL XXX (where XXX represents the code for your collective agreement). Use the same return columns as those used by the ABS BR MT SAL LOI and ABS BR MT SAL AFB:

- ABS BR MT SAL XXX (XXX represents your collective agreement): stores the number of days of entitlement for the first applicable percent for salary upholding.
- ABS VR MAINT %1: stores the first applicable percent for salary upholding.
- ABS VR MAINT JRS2: stores the number of days of entitlement for the second applicable percent for salary upholding.
- ABS VR MAINT %2: stores the second applicable percent for salary upholding.
- ABS VR MAINT JRS3: stores the number of days of entitlement for the third applicable percent for salary upholding.
- ABS VR MAINT %3: stores the third applicable percent for salary upholding.
- ABS VR MAINT JRS4: stores the number of days of entitlement for the fourth applicable percent for salary upholding.
- ABS VR MAINT %4: stores the fourth applicable percent for salary upholding.

Sample values delivered with ABS BR MT SAL LOI:

ABS VR NOM PRISE (Key)	GEN VR AN ANC (Key)	ABS BR MT SAL LOI	ABS VR MAINT %1	ABS VR MAINT JRS2	ABS VR MAINT %2	ABS VR MAINT JRS3	ABS VR MAINT %3	ABS VR MAINT JRS4	ABS VR MAINT %4
MALAD IE	0	0	90	0	66.66				
MALAD IE	3	30	90	30	66.66				
MALAD IE	8	40	90	40	66.66				

Sample values delivered with ABS BR MT SAL AFB:

ABS VR NOM PRISE (Key)	ABS VR ENF< 16 (Key)	GEN VR AN ANC (Key)	ABS BR MT LAL LOI	ABS VR MAIN T %1	ABS VR MAIN T JRS2	ABS VR MAIN T %2	ABS VR MAIN T JRS3	ABS VR MAIN T %3	ABS VR MAIN T JRS4	ABS VR MAIN T %4
MAL ADIE			0	100	0	50				
MAL ADIE		1	60	100	60	50				

ABS VR NOM PRISE (Key)	ABS VR ENF< 16 (Key)	GEN VR AN ANC (Key)	ABS BR MT LAL LOI	ABS VR MAIN T %1	ABS VR MAIN T JRS2	ABS VR MAIN T %2	ABS VR MAIN T JRS3	ABS VR MAIN T %3	ABS VR MAIN T JRS4	ABS VR MAIN T %4
MAL ADIE		5	90	100	90	50				
MAL ADIE	1	0	0	100	0	50				
MAL ADIE	1	1	60	100	150	50				
MAL ADIE	1	5	90	100	180	50				

We deliver (but do not maintain) the formula element ABS FM BRACK DTS, which enables you to tell the system which bracket should return the upholding rates for the collective agreement. To update the formula, add the following rows to the end of it:

```
IF LABOR AGREEMENT = XXX (where XXX equals the code for the collective agreement)
THEN ABS BR MT SAL XXX >> ABS FM BRACK DTS
ELSE ABS BR MT SAL LOI >> ABS FM BRACK DTS
END IF
```

After a payee receives an IJSS allowance for six consecutive months, Social Security requires some additional information from the employer to determine if the payee remains eligible for payments. Provide this information by producing a certificate for Social Security.

If CPAM reclassifies an illness leave as long term, use the Absence Event Entry page to change the end date of the first absence event to the date before the start of the long-term illness period. Enter the long-term illness with the correct begin date and end date (if already known), which triggers retroactive processing when you run the payroll process for the affected payroll periods.

AFB Rules

This topic applies only if your organisation is a member of the Association Française des Banques (AFB). It describes absence rules specific to the AFB collective agreement that PeopleSoft Global Payroll for France supports.

According to the AFB collective agreement, a payee becomes subject to a waiting period for absences due to illness only after reporting a certain number of absence events. The variable MAL VR CARENCE AFB identifies this number and is set to 3 when delivered. You can update this number if the legal limit changes.

Use the Dependent Data - Personal Profile page to indicate which children qualify as dependents according to AFB rules.

To identify dependent children who meet the criteria for AFB entitlements:

1. Access the Dependent Data - Personal Profile page in PeopleSoft Human Resources.
The navigation to this page is Administer Workforce, Administer Workforce (GBL), Use, Dependent Data.
2. Enter the correct birthdate.
3. Select the French flag at the bottom of the page to display additional fields for France.
4. Select the Status 9 check box.

The AFB collective agreement institutes an additional paid leave after the maternity leave. The additional leave is equal to 45 days upheld at 100 percent of the base salary or to 90 days upheld at 50 percent. Use the take element MTT CG SUP to record the absence on the Absence Event Entry page. Once entitlement for the 45 days has been used, the system automatically uses the entitlement balance for the take element MTT CG SUP2.

See Also

Understanding the User-Defined (TAKE CONFIG) Fields

When IJSS Allowance is Not Paid

AFB Rules

PeopleSoft Global Payroll PeopleBook, “Defining Calculation Elements,” Defining Formula Elements

“Producing Wage Certificates for Absences“

Rules for Other Absences

This topic describes the absence entitlement and take elements that PeopleSoft delivers for absences due to special family leaves, unpaid absences, public holidays, AFB absences, time-off entitlements for staff representatives, and other absences.

Family Leave and Other Personal Leave Rules

<i>Absence Reason</i>	<i>Take Element</i>	<i>Entitlement Element</i>
Birth leave	EVT NAIS/ADOP	EVE NAIS/ADO
Payee’s marriage	EVT MAR SAL	EVE MAR SAL
Marriage of payee’s child	EVT MAR ENF	EVE MAR ENF
Death of child	EVT DEC ENFANT	EVE DEC ENFA
Death of husband or wife	EVT DEC CONJOINT	EVE DEC CONJ
Death of parent	EVT DEC PARENT	EVE DEC PARE

Absence Reason	Take Element	Entitlement Element
Death of brother or sister	EVT DEC COLLATERAU	EVE DEC FRER
Death of step parent	EVT DEC BEAUX PARE	EVE DEC B.PA
Child illness	EVT ENF MAL	EVE ENF MALA
Child illness AFB	EVT ENF MAL AFB	EVE E.ML.AFB
Breast feeding	EVT ALLAITEMENT	EVE ALLAITEM
Moving	EVT DEMENAGEMENT	EVE DEMENAGE
Unpaid sabbatical training	ABT CIF NONPAYE	None

Unpaid Absence Rules

Absence Reason	Take Element	Entitlement Element
Unauthorized unpaid absence	ABT AB N AUT N PAY	None
Authorized unpaid leave (conge sans solde)	ABT AUT NON PAYEE	None
Suspension for protective reason (mise a pied conservatoire)	ABT MAP CONSER	None
Suspension for disciplinary reason (mise a pied disciplinaire)	ABT MAP DISCIPLI	None
Strike	ABT GREVE	None
Parental childcare - unpaid	ABT CONGE PARENTAL	None
Adoption	ABT ADOPTION	None

Work Council, Union, and Staff Representative Rules

Absence Reason	Take Element	Entitlement Element
Work council without entitlement	REP CE SS DT	None
Work council time off	REP CE	REE CE
Staff representative hours	REP DELEGUE PERSON	REE DELEGUE
CHSCT member hours	REP CHSCT	REE CHSCT
Trade union representative hours	REP DEL SYNDICAL	REE DEL SYND

Other Rules

Absence Reason	Take Element	Entitlement Element
Authorized paid absence	ABT AUT ABS PAYEES	ABE AUT ABS PAYEE
Paid sabbatical training	ABT CIF PAYE	None
Sabbatical leave	ABT SABBATIQ	None
Time off in lieu	ABT REP COMP	ABE REP COMP

Modifying Absence Rules for Other Absences

In some cases, you can modify the rules that PeopleSoft delivers for other time off. The following table lists the supporting elements that you can update, along with the delivered values, where applicable. The Category column identifies the category you should select if you use the Variables by Category page to update the variable.

Element Name	Use	Delivered Values	Category
GEN AC JOUR ANC	Enables you to adjust a payee's seniority for absences recorded in PeopleSoft Human Resources.	None	Not applicable
ABS BR C.FAMIL1	Specifies days of entitlement for death of a family member, by collective agreement.	See Family Leave and Personal Leave.	Not applicable
ABS BR C.FAMIL2	Specifies days of entitlement for births, weddings, and other family-related events by collective agreement.	See Family Leave and Personal Leave.	Not applicable
EVE VR DEC ASCENDA	Specifies the legal minimum days of entitlement for death of a parent.	1	ABS
EVE VR DEC B,PAREN	Specifies the legal minimum days of entitlement for death of a step-parent.	1	ABS
EVE VR DEC CONJOIN	Specifies the legal minimum days of entitlement for death of a spouse.	2	ABS
EVE VR DEC ENFANT	Specifies the legal minimum days of entitlement for death of a child.	2	ABS
EVE VR DEC FRERE	Specifies the legal minimum days of entitlement for death of a brother or sister.	1	ABS
EVE VR MAR SAL	Specifies the legal minimum days of entitlement for payee's wedding.	4	ABS
EVE VR MAR ENF	Specifies the legal minimum days of entitlement for wedding of payee's son or daughter.	1	ABS

Element Name	Use	Delivered Values	Category
EVE VR NAIS/ADOP	Specifies the legal minimum days of entitlement for birth or adoption.	3	ABS
EVE VR EVE MAL DN	Specifies the legal minimum standard days of entitlement for child's illness.	3	ABS
EVE VR EVE MAL DM	Specifies additional days of entitlement for child's illness.	5	ABS
EVE VR DEMENAGEM EN	Specifies days of entitlement for moving	0	ABS
REE VR CE	Specifies the number of paid hours allowed for work council obligations.	20	ABS
REE VR CHSCT	Specifies the number of paid hours allowed for CHSCT obligations.	10	ABS
REE VR DEL SYNDICA	Specifies the number of paid hours allowed for trade union representative obligations.	20	ABS
REE VR DELEGUE PER	Specifies the number of paid hours allowed for staff representative obligations.	15	ABS

Adjusting Seniority for Absences Entered in PeopleSoft Human Resources (GEN AC JOUR ANC)

Entitlement for certain types of absences covered in this section is based on a payee's seniority. When the system determines a payee's seniority, it does not take into account any absences that you enter only through PeopleSoft Human Resources, such as leave with pay. If you want the system to adjust seniority to reflect these absences, adjust the accumulator GEN AC JOUR ANC, which stores the number of days that a payee is present during a segment.

Family Leave and Personal Leave (ABS BR C.FAMIL1 and ABS BR C.FAMIL2)

We deliver two bracket elements that store entitlement values, by collective agreement, for family events, such as births, adoptions, weddings, and deaths: ABS BR C.FAMIL1 and ABS BR C.FAMIL2. The key to these brackets is LABOR AGREEMENT.

The sample entitlement values delivered with the brackets represent AFB requirements. AFB entitlement applies only to payees who have completed at least one year of service. Employees with less than one year of service accrue the minimum legal entitlement that is defined by the variables (that begin with EVE VR) listed in the previous table. Use the Variables by Category page to adjust the legal values if they change.

When it retrieves entitlement for a family-related absence event, the system checks to see if the AFB collective agreement applies. If it applies, the system triggers the appropriate bracket listed above, which overrides the existing values of the variables. If there is no AFB collective agreement, the system retrieves the existing value of the same variable (for example, EVE VR MAR SAL).

Add entitlement values for other collective agreements, as needed.

ABS BR C.FAMIL1 returns entitlement values for death of a family member:

- EVE VR DEC ASCENDA: death of a parent
- EVE VR DEC B.PAREN: death of a mother-in-law or father-in-law
- EVE VR DEC CONJOIN: death of spouse
- EVE VR DEC ENFANT: death of a son or daughter
- EVE VR DEC FRERE: death of a brother or sister.

Sample AFB entitlement values delivered for ABS BR C.FAMIL 1:

LABOR AGREEMENT (key)	EVE VR DEC ASCENDA (return column)	EVE VR DEC B.PAREN (return column)	EVE VR DEC CONJOIN (return column)	EVE VR DEC ENFANT (return column)	EVE VR DEC FRERE (return column)
AFB	3	3	5	5	2

ABS BR C.FAMIL2 returns entitlement values for births, marriage, moving, and child illness:

- EVE VR MAR SAL: payee's wedding
- EVE VR MAR ENF: wedding of payee's son or daughter
- EVE VR NAIS/ADOP: birth or adoption
- EVE VR ENF MAL DN: standard entitlement for child's illness (AFB specific)
- EVE VR ENF MAL DM: increased entitlement for child's illness (AFB specific)
- EVE VR DEMENAGEMENT: moving

Sample AFB entitlement values delivered with ABS BR C.FAMIL 2:

LABOR AGREEMENT (key)	EVE VR MAR SAL (return column)	EVE VR MAR ENF (return column)	EVE VR NAIS/ADOP (return column)	EVE VR ENF MAL DN (return column)	EVE VR ENF MAL DM (return column)	EVE VR DEMENAGEMENT (return column)
AFB	5	2	3	3		2

Note. The system does not check to see whether payees meet the three-month seniority requirement for paid time off due to the death of a brother, sister, or in-law.

- Child's Illness

Parents are entitled to one unpaid absence leave per calendar year to take care of sick children. Entitlement is as follows:

- 3 days for employees who have 1 dependant child under age 14.
- 6 days for employees who have 2 dependant children under age 14.
- 9 days for employees who have 3 or more dependant children under age 14.
- Hospitalization of Child (AFB)

Two additional paid days are granted during the calendar year if a dependant child under age 14 is hospitalized. Before recording the absence, use the Supporting Element Overrides page to enter the value for EVE VR ENF MAL HOS. Use the take element EVT ENF MAL AFB to enter this absence.

- Breast-feeding period (période d'allaitement)

Young mothers who breastfeed a child up to one year after the child's birth are eligible for one paid hour per worked day for breastfeeding. Use the take element EVT ALLAITEMENT to record paid time off taken for breastfeeding.

Unpaid Leave

PeopleSoft delivers several absence rules for unpaid leave:

- Childcare Leave (congé parental d'éducation)

Employees with more than one year of seniority at the birth or adoption of their children are eligible for unpaid parental childcare leave, which is granted until the child's third birthday. When you use the absence take ABT CONGE PARENTAL to record the absence, the system generates positive input for the parental deduction PAR DED JC, PAR DED JO, or PAR DED H (depending on the units you selected for valuation).

During childcare leave, the payee acquires half of his absence period as entitlement for the seniority calculation.

During childcare leave, half of the payee's absence period is considered as effective work time when determining entitlement for seniority.

- Adoption Leave

Parents who adopt children who are over age 3 may be eligible for unpaid parental adoption leave. Use the absence take element ABT ADOPTION to enter these absences. The system generates positive input for the authorized unpaid leave deduction CSS RET XX (where XX represents JC, JO, or H, depending on whether you are using calendar days, working days, or hours as units).

The system does not verify the child's age; however, it does require that you select the Manager Approved check box when entering the absence on the Absence Event Entry page.

- Authorized Unpaid Absences

Use the ABT AUT NON PAYEE take element to record the following types of unpaid absences:

- Jury duty (juré d'assises)
- Ability assessment (bilan de compétence)
- Councilor of the employees (conseiller des salariés)
- Absence for company creation (absence création d'entreprise)
- Absence for being with an end-life patient (congé d'accompagnement fin de vie)

Work Council, Union, and Staff Representative Obligations (REE VR CE, REE VR CHSCT, REE VR DEL SYNDICA, REE VR DELEGUE PER)

Staff representatives (delegates du personnel), members of the work council (comite d'entreprise), trade union representatives (délégués syndicaux), and members of the CHSCT are entitled to some paid hours for executing their mandates. PeopleSoft identifies these hours on the subsidiary payslip, but not on the payslip itself.

If the number of hours taken exceeds entitlement, a regularization earning element (RPP VAL RG H) calculates the complement. This earning does not appear on the payslip, but does appear on the supplementary payslip.

You can update the entitlement hours for work council (REE VR CE), CHSCT (REE VR CHSCT), trade union representative (REE VR DEL SYNDICA), or staff representative (REE VR DELEGUE PER), if necessary.

Travel time (délai de route) and specific meetings do not decrease entitlement. The Take Config1 field is populated in the event take with *DL* for journey duration and specific meetings.

Given that few employees have that kind of mandate, in the element group ABS EG AUTRES, all the entitlements and takes related to those absences (listed below) have been set to the *By Payee* element assignment.

Entitlements	Takes
	REP CE SS DT
REE CE	REP CE
REE DEL PERS	REP DELEGUE PERSO
REE CHSCT	REP CHSCT
REE DEL SYND	REP DEL SYNDICAL

For those employees who have one of those mandates, assign the correct element and entitlement (if any) corresponding to the desired mandate to allow their calculations by the system. This assignment is done on the Entitlement/Take Assignment page. Use the date of the mandate as the begin and end dates.

Note. In case of an absence leave, also enter your absence take in the Absence Event Entry page.

Other Absences

Descriptions of other absence rules delivered with PeopleSoft Global Payroll for France:

- Authorized Paid Leave

When you cannot or do not want to identify the reason for a paid absence, use the absence take element ABT AUT ABS PAYEE. The entitlement element ABE AUT ABS PAYEE retrieves 1 for each day of the absence so that each day is paid.

- Sabbatical Leave (congé sabbatique)

Payees with more than three years seniority in their company and more than six years of professional activity are eligible for unpaid sabbatical leave. Sabbatical leave cannot be less than 6 months or over 11 months. Use the absence take element ABT SABBATIQ to enter these absences. The system generates positive input for the Authorized Unpaid Leave deduction; however, it does not check to see whether the payee meets the requirements for years of seniority or professional activity, nor does it monitor the length of the sabbatical.

Payees do not earn entitlement for the seniority calculation during a sabbatical leave.

- Sabbatical Training (conge individuel de formation)

During a sabbatical taken for training, a payee receives some compensation from his employer, who is then reimbursed by the FONGECIF. The payee is entitled to paid vacation during the sabbatical training and his seniority is not reduced by the amount of time spent on sabbatical.

If the FONGECIF compensates only part of the payee's salary, part of the absence may be unpaid. In this case, you may want to create a second employee record number for the payee. For the first record number, set up a part-time schedule for the payee; for the second employee record number, set up a part-time schedule for sabbatical training.

Enter the take for sabbatical training using the employee record number dedicated to sabbatical training. Then, when the employee takes a paid vacation, enter the vacation take using the employee record number dedicated to the regular part-time schedule.

- Time Off in Lieu of Compensation

When an eligible payee works more than a standard number of hours per week, employers are obligated to pay overtime on the extra time worked. If the extra time exceeds a second limit, the employer may have to give the payee time off in lieu of payment (repos compensateur).

The entitlement element ABE REP COMP, which stores the bonus hours that an employee can recover in time off rather than pay, is populated automatically by the accumulator HRS AC RCOMP EX PP, which stores days and not hours. The accumulator is first fed, the entitlement is equal to the value in the accumulator. Then when additional days are added to the accumulator, only the difference between the previous value and the new value is triggered as the new entitlements.

Employees can take time off in lieu in increments of half days or full days.

Use the take element ABT REP COMP to record time off on the Absence Event Entry page. Select the Half Day check box when reporting half-day absences; otherwise, entitlement is reduced by one day.

In case of termination, the payment of the unused completed and uncompleted hours is automatically triggered. The earning element RCL VAL JO is used in this allowance.

Note. The system does not manage the loss of entitlement if a payee does not take time off in lieu of compensation during the two months following the acquisition of the entitlement. You can use adjustments to manage this point.

Notice Period Not Worked

During a notice period, employers can pay an employee for time that is not worked. During this period, the employee continues to accrue entitlement for paid vacation, seniority calculation, and other time off. Premiums and allowances that depend on the payee's presence, such as transportation premiums and meal tickets (ticket restaurant), are not given to the payee during the non-worked period. To record a notice not worked absence, use the absence take element ABT PREAV N F.

See Also

“Appendix 3: Launching Global Payroll for France,” Accumulators in PeopleSoft Global Payroll for France

“Paying Overtime“

Understanding the User-Defined (TAKE CONFIG) Fields

The Calculation page that you use to define take elements includes four user-defined fields, which populate the system elements TAKE CONFIG1 through TAKE CONFIG4. The TAKE CONFIG fields provide additional instructions to the system during the Absence process.

Although you should not modify the user-defined fields for the take elements delivered with PeopleSoft Global Payroll for France, you may want to follow the same usage conventions if you define your own take elements.

- TAKE CONFIG1 identifies the type of take followed by the sequence number of the take if other takes are used when the entitlement balance reaches 0 (the Take with Other Absence field on the take element's Negative page identifies these take elements). For example, the first take element for illness, MLT MALADIE, has the code MAL1.

The TAKE CONFIG1 field works in conjunction with the offset formula identified on the Day Formula page. The offset formula decreases the beginning entitlement balance by the number of units that have already been paid for the same type of absence. For example, suppose that a payee who is entitled to 30 paid days for illness is ill for 15 days. He uses 15 days of entitlement. Two months later, the payee is out sick again for 20 days. When the system processes the second absence, it retrieves the 30 days of entitlement, then

decreases it by the number of days that have already been paid for illness during the past 12 months. (It does not decrease entitlement for absences due to work accidents, family events, or any reason other than illness.) It determines the number of days to decrease entitlement by looking for absence takes where the TAKE CONFIG1 field is set to *MALI*.

- TAKE CONFIG2 identifies the absence type (*MAL* for illness, *AT* for work accident, *MAT* for maternity, and so on). These codes are used in several brackets related to seniority calculations (ABS BR ANC-ABS LOI and ABS BR ANC-ABS CC) and paid vacation calculations (ABS BR ASS TRV LOI and ABS BR ASS TRAV CC). They are also used within ABS BR ABS VAL, the bracket that designates the units you want the system to use when generating positive input for earnings and deductions.
- TAKE CONFIG3 identifies which absence take the system is processing: the first in a sequence, the last in a sequence, or a single take, if there is only one.

For example, we deliver a sequence of four absence take elements for illness. The first take, MLT MALADIE, has a TAKE CONFIG3 code of *1* and the last take, MLT MALADIE4, has a code of *DER*. As another example, take element EVT MAR SAL has a code of *IDER* to indicate that it is the only take element for this type of absence.

The formula ABS FM ALIM AC ABS uses the value in the TAKE CONFIG3 field to trigger other formulas. For example, if TAKE CONFIG3 equals *1* or *IDER*, the formula ABS FM ALIM AC NTR is triggered. This formula calculates the unworked units (hours, business days, and calendar days) and stores the units in accumulators.

If TAKE CONFIG3 equals *DER* or *IDER*, the formula ABS FM ALIM AC NPA is triggered. This formula calculates the unpaid units (hours, business days, and calendar days) and stores them in accumulators.

See Also,

“Appendix 2: Configuring Your Global Payroll Application for France,” Creating New Absence Takes

List of Absence Take Elements

Calculating Worked Days

The Build Worked Days by Week process (GPFR_WRK_AE) calculates the number of business days for each week that falls within the dates that you specify. The system considers that a day has been worked if the number of scheduled hours is greater than zero. The paid vacation absence process uses the number of business days per week to calculate the day weight used to process paid vacation take.

Before you can run this process, you must create schedules in PeopleSoft Global Payroll or PeopleSoft Time and Labor and run the Build Schedule Calendar process.

Typically, you run this process only after you run the Build Schedule Calendar process. For example, if you build schedule calendars at the beginning of the year for 1 January to 31 December, you should run the Build Worked Days by Week process for the same period. If

you update schedules during the year and rebuild the calendars, run the Build Worked Days by Week process again so that the system always has an accurate description of all work days.

Run the Build Worked Days by Week process for every schedule.

See Also

PeopleSoft Global Payroll PeopleBook, “Using Schedules“

PeopleSoft Time and Labor PeopleBook, “Defining Work Schedules“

Pages Used to Calculate Worked Days

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Build Worked Days	GPFR_WRK_RUNCT L	Global Payroll France, Manage Payroll Process (FRA), Process, Build Worked Days by Week	Launch the GPFR_WRK_AE process that determines the number of worked days in each week for the period of time that you specify.
Worked Days	GPFR_WORKED_DA YS	Global Payroll France, Manage Payroll Process (FRA), Inquire, Worked Days of the Week	View the number of worked days for the period that you selected to run the Build Worked Days by Week process.

Launching the GPFR_WRK_AE Process

Access the Build Worked Days page.

Build Worked Days

Run Control ID: test [Report Manager](#) [Process Monitor](#) Run

Schedule ID

*Schedule ID:

*From date:

*To date:

Build Worked Days page

Schedule ID

Enter the schedule that you want the system to read when calculating the number of worked days per week.

From date	Enter the date of the first Monday that you want the system to include in the count of worked days.
To date	Enter the date of the last Monday that you want the system to include in the count of worked days.

Viewing Number of Worked Days

Access the Worked Days page.

Worked Days	
Schedule ID: GPFR_REG	
Worked Days View All First 1 of 1 Last	
Effective Date	Worked Days of the Week
1 27/12/1999	5 + -

Worked Days page

Effective date	Identifies the beginning of the week for which work days were counted. The effective date must fall on a Monday.
	Note. You see one row of data if each week within the schedule has the same number of work days. If the schedule includes work weeks of varying lengths (such as a three-day work week followed by a five-day work week), a separate row of data appears whenever the length of the work week changes.

Worked Days of the Week	The number of work days for the week indicated.
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Warning! Changing the number of worked days in this field may cause unintended results.

Assigning Absence Elements to Payees and Process Lists

To resolve absence elements during processing, you must associate absence elements with payees and the process lists you use to run the absence process.

Associating Absence Elements With Payees

Associate absence elements with payees, with the exception of entitlement elements that are resolved per absence. Individually assign the take and entitlement elements delivered with PeopleSoft Global Payroll for France directly to payees using the Entitlement/Take Assignment page, or assign element groups that contain the absence elements to the eligibility groups that are associated with payees' pay groups.

PeopleSoft delivers, but does not maintain, three element groups for absences. Use these groups as they are delivered or modify them to meet your needs. To view a list of the elements within each element group, use the Element Groups component.

Element Groups for Absences

<i>Description of Element Group</i>	<i>Name</i>
Paid vacation	CPA EG CG PAYES
Illness, work accident, and maternity	ABS EG MAL/AT/MAT
Other absences	ABS EG AUTRES

Note. The element group GEN EG IJSS includes the deduction elements used for calculating IJSS allowances and should be assigned to payees that are eligible to receive IJSS allowances for absences.

General Guidelines for Assigning Absence Elements

- Senior executives (mandataires sociaux) that do not have working contracts are not entitled to paid vacation. Do not assign these individuals to an eligibility group that includes entitlement elements for paid vacations.
- Employees that work in discontinuous jobs may not be eligible for the standard rules for paid vacation if they receive entitlement for paid vacation through certain funds (caisses de congés payés). Do not assign these payees to an eligibility group that includes entitlement elements for paid vacation. PeopleSoft does not deliver rules to manage contributions to caisses de congés payés.

Associating Absence Elements With Process Lists

PeopleSoft delivers a process list named ABS PROCESS LIST that you can use to run the absence process. The delivered process list combines the entitlement and take processes.

Use ABS PROCESS LIST as is, modify the list to meet your needs, or create your own process lists for absence processing.

The following table lists the sections that make up ABS PROCESS LIST, in the order in which they are executed. To see the members of each section, access the Section-Definition page.

Purpose	Section Name
Initialization	AB SE INT
Paid vacation	CPA SE CG PAYES
Paid vacation - positive input	CPA SE CG PAYES PI
Illness, work accident, maternity	ABS SE MAL/AT/MAT
Illness, work accident, maternity - positive input	ABS SE MAL/AT/MT PI
Other absences	ABS SE AUTRES
Other absences - positive input	ABS SE AUT PI

Note. The section ABS SE RET VAL, which is included in the delivered payroll process list REGLEMENTAIRE PAIE, includes the earnings and deduction elements associated with the delivered absence take elements. The section IND SE FIN CONTR includes the earnings elements for paid vacation that are resolved when a payee is terminated.

Entering Absences

Enter all absences on the Absence Event Entry component, as described in the Absence Entry and Processing section of the *PeopleSoft Global Payroll PeopleBook*. Here we provide additional instructions that are specific to France.

Entering Absences Due to Illness

When you enter an absence due to illness, always select MLT MALADIE as the take element and enter the begin and end dates for the entire absence event. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using MLT MAL IJSS for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next illness take element in the sequence (MLT MALADIE 2, MLT MALADIE 3, then MLT MALADIE 4).

When IJSS Allowance is Not Paid

- If social security does not pay the IJSS allowance to the payee, do one of the following:
 - Use the take element for unpaid authorized absences, ABT AUT N PAYEE, to record the absence,.
 - Use the take element for illness, MLT MALADIE, and the system creates a deduction for the absence, but does not create earnings.

(The advantage of the second solution is that the payslip shows the true reason for the absence—that is, illness—whereas the other take only identifies the absence as authorized and unpaid.)

- If you uphold a payee's salary and are later informed of the non-payment of IJSS, you can change the reason for the absence.

This triggers retroactive processing the next time that you run the absence process.

See Also

IJSS and Salary Upholding

Entering Absences Due to Work Accident

When you enter an absence due to a work accident, always select ATT TRAVAIL as the take element and enter the begin and end dates for the entire absence event. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRAV IJ for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take element in the sequence (ATT TRAVAIL 2, ATT TRAVAIL 3, then ATT TRAVAIL 4).

For accidents on the way to work, always select ATT TRAJET as the take when entering the absence and enter the begin and end dates for the entire absence event. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRAV IJ for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take element in the sequence (ATT TRAJET 2, ATT TRAJET 3, then ATT TRAJET 4).

For absences due to occupational disease, select MLT PROFESSL as the take element and enter the begin and end dates for the entire absence. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRAV IJ for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take element in the sequence (MLT PROFESS 2, MLT PROFESS 3, then MLT PROFESS 4).

Entering Absences Due to a Relapse

Employees who suffer a relapse from a work accident, an accident on the way to work, or occupational illness may be eligible for additional entitlements for the daily allowance. The relapse may also affect the calculation of effective work days for seniority and paid vacation calculations. Use the absence take elements designed specifically for relapses to record these absences.

For a relapse related to a work accident, use the take element ATT RECHUTE TRAV. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRV IJ RECH1 for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take elements in the sequence (ATT RECHUT TR2, ATT RECHUT TR 3, then ATT RECHUT TR 4).

For a relapse related to an accident on the way to work, use the take element ATT RECHUTE TRAJ. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRV IJ RECH1 for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take element in the sequence (ATT RECHUT TJ2, ATT RECHUT TJ 3, then ATT RECHUT TJ 4).

For a relapse related to an occupational disease, use the take element MLT PRO RECHUTE. The system automatically does the following:

- Triggers the calculation of the daily social security allowance. (It does this by creating a second absence take using ATT TRV IJ RECH1 for each paid absence day.)
- When the entitlement balance is depleted, uses the entitlement balance for the next take element in the sequence (MLT PRO RECH2, MLT PRO RECH 3, then MLT PRO RECH 4).

Entering Absences for Pathological Leave

Although we deliver ten take elements for pathological leave, you need to use only two of these elements to record absences on the Absence Event Entry page:

- To record a pathological leave before maternity, use the take element MTT PATHO AV.

MTT PATHO AV is mapped to the take element MTT PATHO IJ AV, which automatically triggers the calculation of the daily social security allowance.

- To record a pathological leave after maternity, use the take element MTT PATHOLOGIQ.

MTT PATHOLOGIQ is mapped to the take element MTT PATHO IJAP1, which automatically triggers the calculation of the daily social security allowance.

Entering Absences for Maternity and Adoption (ABS VR DTS MATERN)

A woman who has been employed nine months or longer at the time she gives birth or adopts a child is eligible for paid maternity or adoption leave, as applicable.

Because entitlement for paid maternity or adoption leave is based on the number of children that the employee already has and whether the absence is before or after the birth, the system does not calculate entitlement automatically. Before entering the absence on the Absence Event Entry page, use the Supporting Element Overrides page to enter the correct number of calendar days to which the payee is entitled. Enter the override for the variable element ABS VR DTS MATERN (maternity) or MAT VR DTS ADOPT (adoption).

The take element you use to record a maternity or adoption leave depends on whether the payee is entitled to an IJSS allowance:

- For paid maternity or adoption leave, use MTT MATERN PAYEE or MTT ADOPTION.

Use these take elements when the payee's salary exceeds the social security ceiling. The system calculates IJSS allowances automatically.

- For unpaid maternity or adoption leave, use MTT MATERN NON PAY or MTT ADOPTION NON PAY.

See Also

AFB Rules

Entering Absences That Occur During Public Holidays

You do not need to enter public holidays as absence events. Instead, define holidays on the Holiday Schedule page, and the system automatically takes these days into account when calculating absence take and entitlement.

If you want to differentiate between paid and unpaid holidays, use the unpaid absence take element (ABT AUT NON PAYEE), or create your own absence take rules to determine whether holidays should be paid.

Note. If a payee is absent during a period that includes a public holiday, the first absence reason is taken into account. For example, suppose that Easter falls during the period when a payee is out sick. For the payee, the Easter holiday is not compensated as a public holiday but as an illness. This is true for most absences where the payee's contract is suspended (for example, maternity and strike).

Entering Extra Days Off Before or After a Public Holiday

If you give employees paid time off (les ponts) on the days before or after a public holiday, use the absence take element Authorized Paid Absence (ABT AUT ABS PAYEES) to record the extra days off. These extra days off are compensated by the earnings element for other paid absences (AAP VAL H).

Entering Absences for Anticipated Paid Vacation

Use the take element for anticipated paid vacation, CPT CG ANTICIP, to record an absence only if a payee has depleted the entitlement balance (CPE CG PAYES_SOLD) for the current period.

Absences That Require Manager Approval

Select the Manager Approved check box on the Absence Event Entry Detail page when you enter an absence for any of the following take elements. The system processes the absence only if the check box is selected.

- ABT ADOPTION
- ABT AUT ABS PAYEES
- ABT AUT NON PAYEE
- ABT CIF NONPAYE
- ABT CONGE PARENTAL
- ABT REP COMP
- ABT SABBATIQ
- CPT ANCIENTE
- CPT AUTRES
- CPT CG ANTICIP
- CPT CG PAYES
- CPT FRACTMT
- EVT DEMENAGEMENT
- EVT MAR ENF
- EVT MAR SAL
- EVT NAIS/ADOP

- MLT CURE PAYEE
- MTT CG SUP

Selecting the Half Day Box

For some absences, it is necessary to select the Half Day check box to enter the absence event. However, the delivered absence setup does not allow you to enter two absences for the same day. Multiple entries are prohibited by the overlapping control. To change this, you must permit duplicates and prioritize each combination of absence takes that you can have on an absence day.

Half-day functionality enables the system to count half calendar days or half business days, whichever unit you use. If calculations are done in hours, the system automatically retrieves the number of hours of the day divided by two.

Note. This functionality has not been applied to any absence for which there might be either a waiting period or social security daily allowances, such as illness absences, work accident absences, and maternity. You may use the Half Day check box for these instances, but it is not a factor in rules calculation.

Use the Half Day checkbox for the following take elements:

- ABT AB N AUT N PAY
- ABT ADOPTION
- ABT AUT ABS PAYEES
- ABT AUT NON PAYEE
- ABT CONGE PARENTAL
- ABT GREVE
- ABT MAP CONSER
- ABT MAP DISCIPLI
- ABT PREAV N F
- ABT REP COMP
- ABT SABBATIQ
- EVT ALLAITEMENT
- EVT DEC BEAUX PARE
- EVT DEC COLLATERAU

- EVT DEC CONJOINT
- EVT DEC ENFANT
- EVT DEC PARENT
- EVT DEMENAGEMENT
- EVT ENF MAL
- EVT MAR ENF
- EVT MAR SAL
- EVT NAIS/ADOP
- EVT ENF MAL AFB

Absence Calculations

Absence Units

When entering absences on the Absence Event Entry page, specify the *from* and *to* dates of each absence.

Later, when you run the Absence process, the system calculates the number of paid and unpaid units of time that the absence represents. During the payroll process, the system uses these units to determine the appropriate rate to apply when resolving the earnings and deduction amounts associated with the absence.

The units associated with the take elements delivered with PeopleSoft Global Payroll for France are initially set as follows:

Type of Absence	Delivered Setting for Units	Valid Options
Paid vacation	Working days	Working days, business days
Staff representative, work council, CHSCT, and union time	Hours	Hours
All other absences	Calendar days	Hours, business days, calendar days

For example, the system uses calendar days to determine the compensation rate that applies when an employee takes paid time off for family leave. The rate equals the employee's monthly base salary divided by the number of calendar days in the month.

You can change the units for all absences except staff representatives, work council, CHSCT, and union time. For paid vacation, you can select business days or working days by updating

the variable element CPA VR JRS/1 SEM, as explained in Changing the Day Weight (CPA VR JRS/1 SEM).

For other absences, you can select hours, business days, or calendar days. Make this selection by updating the bracket ABS BS ABS VALO as described in Defining Units for Earnings and Deduction Calculations (ABS BR ABS VALO).

When you run the payroll process, the system uses the selected units to calculate the rate it applies to resolve the deduction and earnings elements.

Base

You can change the base salary that the system uses to calculate the compensation rate by updating the formula element ABS FM SAL BA THEO.

Percent

The Day Formula page for each take element includes fields that define the percent that the system applies to the earnings and deduction amounts calculated for an absence.

For example, the first 30 days of an absence due to illness can be compensated at 90 percent, the next 30 days can be compensated at 66.66 percent, and so on. Percentages are predefined for the illness and work accident take elements delivered with PeopleSoft Global Payroll for France.

See Also

“Appendix 2: Configuring Your Global Payroll Application for France,” Creating New Earnings Elements

Defining Entitlement for Salary Upholding (ABS BR MT SAL LOI and ABS BR MT SAL AFB)

List of Absence Take Elements

The following table lists the take elements delivered with PeopleSoft Global Payroll for France, along with the associated earnings and deduction elements. Also presented in the table are the name of the elements that retrieve the units and the percent that the system uses to calculate positive input.

The last three columns identify the codes that appear in the User Defined 1, 2, and 3 fields on the take element’s Calculation page. (These values are stored by the TAKE CONFIG 1, TAKE CONFIG 2, and TAKE CONFIG 3 system elements.)

<i>Take Elements / Miscellaneous</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC1</i>	<i>TC2</i>	<i>TC3</i>
ABT AB N AUT N PAY	ANA DED H ANA DED JO ANA DED JC	ABS VR JC S SOLDE ABS VR JO S SOLDE ABS VR HR S SOLDE			DIV	1DE ER
ABT ADOPTION	CSS RET JC CSS RET JO CSS RET H	ABS VR JC S SOLDE ABS VR JO S SOLDE ABS VR HR S SOLDE			EVF	1DE R
ABT AUT ABS PAYEES	AAP RET H AAP VAL H AAP RET JO AAP VAL JO AAP RET JC AAP VAL JC	ABS VR HR DED ABS FM GEN HRS ABS VR JO DED ABS FM GEN JO ABS VR JC DED ABS FM GEN JC			DIV	1DE R
ABT AUT NON PAYEE	CSS RET JC CSS RET JO CSS RET H	ABS VR JC S SOLDE ABS VR JO S SOLDE ABS VR HR S SOLDE			DIV	1DE R
ABT CIF NONPAYE	CIF RET H	ABS VR CIF HRS			CIF	1DE R
ABT CIF PAYE	CIF RET H CIF VAL H	ABS VR CIF HRS ABS VR CIF HRS			CIF	1DE R
ABT CONGE PARENTAL	PAR DED JC PAR DED JO PAR DED H	ABS VR JC S SOLDE ABS VR JO S SOLDE ABS VR HR S SOLDE			PAR	1DE R

<i>Take Elements / Miscellaneous</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC1</i>	<i>TC2</i>	<i>TC3</i>
ABT GREVE	GREVE RET H GREVE RET JO GREVE RET JC	ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE			DIV	1DE R
ABT MAP CONSER	MAP CO DE H MAP CO DE JO MAP CO DE JC	ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE			DIV	1DE R
ABT MAP DISCIPLI	MAP DI DE H MAP DI DE JO MAP DI DE JC	ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE			DIV	1DE R
ABT PREAV N F	PRE NE VAL H PRE NE RET H PRE NE VA JO PRE NE RE JO PRE NE VA JC PRE NE RE JC	ABS VR HR S SOLDE ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE ABS VR JC S SOLDE			PRE AV	1DE R
ABT REP COMP	RCL VAL H RCL RET H RCL VAL JO RCL RET JO RCL VAL JC RCL RET JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			REP OS	1DE R
ABT SABBATIQ	CSS RET JC CSS RET JO CSS RET H	ABS VR JC S SOLDE ABS VR JO S SOLDE ABS VR HR S SOLDE			SAB B	1DE R

<i>Take Elements / Miscellaneous</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC1</i>	<i>TC2</i>	<i>TC3</i>
ATT TRAVAIL	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	AT	1
ATT TRAVAIL2	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	AT	
ATT TRAVAIL3	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	AT	

Take Elements / Miscellaneous	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC1	TC2	TC3
ATT TRAVAIL4	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	AT	DE R
ATT TRAJET	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	AT	1
ATT TRAJET2	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	AT	

<i>Take Elements / Miscellaneous</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC1</i>	<i>TC2</i>	<i>TC3</i>
ATT TRAJET3	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	AT	
ATT TRAJET4	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	AT	DE R
MLT PROFESSL	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	AT	1

Take Elements / Miscellaneous	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC1	TC2	TC3
MLT PROFESS2	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	AT	
MLT PROFESS3	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	AT	
MLT PROFESS4	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	AT	DE R

Take Element / Work Accident Relapse	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
ATT RECHUTE TRAV	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	ATR CH	1
ATT RECHUT TR2	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	ATR CH	
ATT RECHUT TR3	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	ATR CH	

Take Element / Work Accident Relapse	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
ATT RECHUT TR4	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	ATR CH	DER
ATT RECHUTE TRAJ	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	ATR CH	1
ATT RECHUTE TJ2	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	ATR CH	

Take Element / Work Accident Relapse	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
ATT RECHUTE TJ3	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	ATR CH	
ATT RECHUTE TJ4	ACT TJ VA H ACT TJ DE H ACT TJ VA JO ACT TJ DE JO ACT TJ VA JC ACT TJ DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	ATR CH	DER
MLT PRO RECHUTE	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	AT RV 1	ATR CH	1

Take Element / Work Accident Relapse	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MLT PRO RECH2	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	AT RV 2	ATR CH	
MLT PRO RECH3	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	AT RV 3	ATR CH	
MLT PRO RECH4	ACT TR VA H ACT TR DE H ACT TR VA JO ACT TR DE JO ACT TR VA JC ACT TR DE JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	AT RV 4	ATR CH	DER
ATT TRAV IJ	ATR DED IJ 1	DAY COUNT PD		AT IJ1		
ATT TRAV IJ2	ATR DED IJ 2	DAY COUNT PD		DE RN		
ATT TRV IJ RECH1	ATR DED IJR1	DAY COUNT PD		AT RC 1		
ATT TRV IJ RECH2	ATR DED IJR2	DAY COUNT PD		DE RN		

<i>Take Element / Paid Vacation</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
CPT ANCIENTE	CP VAL A J CP DED A	DAY COUNT PD DAY COUNT PD			CP	
CPT AUTRES	CP DED A CP VAL A J	DAY COUNT PD DAY COUNT PD			CP	
CPT CG ANTICIP	CP DED 1A CP VAL 1AJ	CPA VR J A+1 CPA VR J A+1			CP	
CPT CG PAYES	CP DED A2 CP VAL A2J CP REG SA A2 CP DED A1 CP VAL A1J CP REG SA A1 CP DED A CP VAL A CP REG SA A	CPA VR J A-2 CPA VR J A-2 CPA VR J A-2 CPA VR J A-1 CPA VR J A-1 CPA VR J A-1 CPA VR J A CPA VR J A CPA VR J A			CP	
CPT FRACTMT	CP VAL A J CP DED A	DAY COUNT PD DAY COUNT PD			CP	

<i>Take Element / Family Events</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
EVT ALLAITEMENT	ALL RET JC ALL VAL JC ALL RET JO ALL VAL JO ALL RET H ALL VAL H	ABS VR JC DED ABD FM GEN JC ABS VR JO DED ABS FM GEN JO ABS VR HR DED ABS FM GEN HRS		AL LA I	EVF	1DE R

Take Element / Family Events	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
EVT DEC BEAUX PARE	CPE VAL D H CPE RET D H CPE VAL D JO CPE RET D JO CPE VAL D JC CPE RET D JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R
EVT DEC COLLATERAU	CPE VAL D H CPE RET D H CPE VAL D JO CPE RET D JO CPE VAL D JC CPE RET D JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R
EVT DEC CONJOINT	CPE VAL D H CPE RET D H CPE VAL D JO CPE RET D JO CPE VAL D JC CPE RET D JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R

<i>Take Element / Family Events</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
EVT DEC ENFANT	CPE VAL D H CPE RET D H CPE VAL D JO CPE RET D JO CPE VAL D JC CPE RET D JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R
EVT DEC PARENT	CPE VAL D H CPE RET D H CPE VAL D JO CPE RET D JO CPE VAL D JC CPE RET D JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R
EVT DEMENAGEMENT	CPE VAL DM H CPE RET DM H CPE VAL DM J CPE RET DM J CPE VL DM JC CPE RT DM JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED		DE ME N	EVF	1DE R
EVT ENF MAL	CPE RET E H CPE RET E JO CPE RET E JC	ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE			EVF	1DE R

Take Element / Family Events	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
EVT ENF MAL AFB	CPE VAL E H CPE RET E H CPE VAL E JO CPE RET E JO CPE VAL E JC CPE RET E JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED		EM	EVF	1DE R
EVT MAR ENF	CPE VAL M H CPE RET M H CPE VAL M JO CPE RET M JO CPE VAL M JC CPE RET M JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R
EVT MAR SAL	CPE VAL M H CPE RET M H CPE VAL M JO CPE RET M JO CPE VAL M JC CPE RET M JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			EVF	1DE R

<i>Take Element / Family Events</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
EVT NAIS/ADOP	CPE VAL N H CPE RET N H CPE VAL N JO CPE RET N JO CPE VAL N JC CPE RET N JC	ABS FM GEN HRS ABS VR HR DED ABS FM GEN JO ABS VR JO DED ABS FM GEN JC ABS VR JC DED			AD OPT	1DE R

<i>Element / Illness</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
MLT MALADIE	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AL 1	MA L	1
MLT MALADIE 2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AL 2	MA L	

Element / Illness	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MLT MALADIE 3	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	M AL 3	MA L	
MLT MALADIE 4	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	M AL 4	MA L	DER
MLT LG MALADIE	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	LG M1	MA L	1
MLT LG MALAD2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	LG M2	MA L	DER

Element / Illness	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MLT MT THERP	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AL 1	THE RP	1
MLT MT THRP2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AL 2	THE RP	
MLT MT THRP3	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	M AL 3	THE RP	
MLT MT THRP4	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	M AL 4	THE RP	DER
MLT THER N P	CSS RET H	ABS VR HR S SOLDE			THE RP	1DE R

Element / Illness	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MLT CURE PAYEE	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AL 1	MA L	1
MLT CURE PAY2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AL 2	MA L	
MLT CURE PAY3	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	M AL 3	MA L	
MLT CURE PAY4	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	M AL 4	MA L	DER
MLT CURE NP	MAL DED H MAL DED JO MAL DED JC	ABS VR HR DED ABS VR JO DED ABS VR JC DED			MA L	1DE R

<i>Element / Illness</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
MLT MAL IJSS	MAL DED IJ 1	DAY COUNT PD		IJ1	MA L	
MLT MAL IJ2	MAL DED IJ 2	DAY COUNT PD		IJ2	MA L	
MLT MAL IJ3	MAL DED IJ3	DAY COUNT PD		DE RN	MA L	
MLT LG MAL IJ	MAL DED LGM	DAY COUNT PD		LG IJ	MA L	
MLT CURE IJSS	CUR DED IJSS	DAY COUNT PD	ABS VR MAINT %1	IJC R		

<i>Take Element / Maternity</i>	<i>Earnings / Deduction Elements</i>	<i>Element that Retrieves Units for Positive Input</i>	<i>Element that Retrieves Percent for Positive Input</i>	<i>TC 1</i>	<i>TC2</i>	<i>TC3</i>
MTT MATERN PAYEE	MAT VAL H MAT DED H MAT VAL JO MAT DED JO MAT VAL JC MAT DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED		M AT 1	MA T	1DE R
MTT MATERN NON PAY	MAT DED H MAT DED JO MAT DED JC	ABS VR HR S SOLDE ABS VR JO S SOLDE ABS VR JC S SOLDE		M AT 1	MA T	1DE R
MTT ADOPTION	MAT VAL H MAT DED H MAT VAL JO MAT DED JO MAT VAL JC MAT DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED			AD OPT	1DE R

Take Element / Maternity	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MTT CG SUP	MAT VAL H MAT DED H MAT VAL JO MAT DED JO MAT VAL JC MAT DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AT 1	MT SUP	1
MTT CG SUP2	MAT VAL H MAT DED H MAT VAL JO MAT DED JO MAT VAL JC MAT DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AT 2	MT SUP	DER
MTT MATERN IJSS	MAT DED IJSS	DAY COUNT		DE RN		
MTT PATHO AV	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AL 1	MA L	1
MTT PATHO AV 2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AL 2	MA L	

Take Element / Maternity	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MTT PATHO AV 3	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	M AL 3	MA L	
MTT PATHO AV 4	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	M AL 4	MA L	DER
MTT PATHOLOGIQ	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %1 ABS VR MAINT %1 ABS VR MAINT %1	M AL 1	MA L	1
MTT PATHOLOGIQ2	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %2 ABS VR MAINT %2 ABS VR MAINT %2	M AL 2	MA L	

Take Element / Maternity	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
MTT PATHOLOGIQ3	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %3 ABS VR MAINT %3 ABS VR MAINT %3	M AL 3	MA L	
MTT PATHOLOGIQ4	MAL VAL H MAL DED H MAL VAL JO MAL DED JO MAL VAL JC MAL DED JC	ABS FM HEURES ABS VR HR DED ABS FM JRS OUV ABS VR JO DED ABS FM JRS CAL ABS VR JC DED	ABS VR MAINT %4 ABS VR MAINT %4 ABS VR MAINT %4	M AL 4	MA L	DER
MTT PATHO IJ AV	MAT DED IJSS	DAY COUNT		DE RN		
MTT PATHO IJ AP1	MAL DED IJ 1	DAY COUNT PD				
MTT PATHO IJ AP2	MAL DED IJ 2	DAY COUNT PD				
MTT PATHO IJ AP3	MAL DED IJ 3	DAY COUNT PD		DE RN		

Take Element / Staff Representative	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
REP CE	RPP RET H RPP VAL H RPP VAL RG H	DAY COUNT DAY COUNT PD DAY COUNT UNP		DL	REP	1DE R
REP CE SS DT	RPP RET H RPP VAL H	DAY COUNT DAY COUNT			REP	1DE R

Take Element / Staff Representative	Earnings / Deduction Elements	Element that Retrieves Units for Positive Input	Element that Retrieves Percent for Positive Input	TC 1	TC2	TC3
REP CHSCT	RPP RET H RPP VAL H RPP VAL RG H	DAY COUNT DAY COUNT PD DAY COUNT UNP		DL	REP	1DE R
REP DEL SYNDICAL	RPP RET H RPP VAL H RPP VAL RG H	DAY COUNT DAY COUNT PD DAY COUNT UNP		DL	REP	1DE R
REP DELEGUE PERSON	RPP RET H RPP VAL H RPP VAL RG H	DAY COUNT DAY COUNT PD DAY COUNT UNP		DL	REP	1DE R

See Also

Understanding the User-Defined (TAKE CONFIG) Fields

CHAPTER 16

Producing Wage Certificates for Absences

Wage certificates are official *Cerfa* documents that provide proof that a payee is entitled to receive social security payments for sick leave, maternity leave, work accidents, or occupational illness. This chapter describes how to generate those wage certificates.

Overview of Setting Up Wage Certificates

To generate wage certificates:

1. Use the Elements for Reports page to update the elements to be printed on the certificates, if necessary.

PeopleSoft delivers the list of element codes that the system uses when printing certificates. Each element code is linked to an element—typically an accumulator. For example, if gross salary is required on a certificate, it is linked to the accumulator element for gross salary. Use the Elements for Reports page to see to which element a code is linked. You can also change the linked element, when necessary.

2. Use the Pay-slip Absence Codes page to create any absence codes that you need to print on the certificates.

PeopleSoft delivers absence codes that the system can use when printing certificates. Use the Pay-slip Absence Codes page to see to which elements these codes are linked. You can also change the codes.

3. Enter absences through the Absence Event Entry page, as usual.
4. Use the Certificates Data Retrieval page to launch a process that retrieves the data for the certificate.
5. Use the Illness/Maternity Certificate component or the AT/MP Certificate component, as appropriate, to display the data retrieved for the certificates and to add or update data, if necessary.
6. Use the Certificates Printing Process Details to print the certificates.

See Also

“Understanding Country Setup for France,” Preparing for Reporting

PeopleSoft Global Payroll PeopleBook, “Absence Entry and Processing”

Appendix 1: PeopleSoft Global Payroll for France Reports

Common Elements Used in This Chapter

From	<p>The begin date of the period on which contributions were based.</p> <p>The reference period starts three months before the month in which the absence begins. For example, if the absence begins in October 2000, the reference period is from July 2000 through September 2000, so 01/07/2000 appears in this field.</p>
To	<p>The end date of the period on which contributions were based.</p>
Print Requested	<p>Indicates if the certificate has already been printed.</p>
Printing Process	<p>If you are ready to print the certificates, select this check box. A Launch button appears.</p>
Launch	<p>Select this button to access the Certificates Printing Process Details, where you can launch the printing process. If you prefer to print certificates for more than one employee at a time, navigate to the page as follows: Global Payroll France, Report, Certificates Printing Process.</p> <p>The Launch button appears only when you select the Printing Process check box.</p>
Certification	
Place for Signature	<p>The name of the city or other location where the certificate will be signed.</p>
Date of Signature	<p>The date that the certificate will be signed.</p>
Name	<p>The name of the person who will sign the certificate on behalf of the employer.</p>
Status of Person Signing	<p>The signer’s position in the company: Accountant, Compulsory Liquidator, Director, Manager, Managing Director, Other, Personnel Manager, or Receiver.</p>

Setting Up Wage Certificates

Pages Used to Set Up Wage Certificates

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Pay-slip Absence Codes	GPFR_ABS_TAKEN	Global Payroll France, Manage Payroll Process (FRA), Setup, Absence Codes Used in Reports	When you produce payslips, attachments to payslips (annexes), and certificates for illnesses or work accidents, the system identifies the reason for a payee's absence by printing codes, rather than the names of the take elements, on the documents. Use the page to view or change these codes. We deliver sample codes with PeopleSoft Global Payroll for France.
Certificates Data Retrieval - Run Control	GPFR_ILL_RNCTL	Global Payroll France, Manage Payroll Process (FRA), Process, Certificates Data Retrieval	Initiate the GPFR_ILL_AE process, which retrieves data for the wage certificates that you want to generate for maternity and illness leave.
Certification	GPFR_AT_CERTIF_SE	Click the Certification by the Employer link on the Certificates Data Retrieval page.	Enter the default information for the signature that will be generated for all certificates. If you do not complete this page, you must enter this information for each certificate before printing it.

Defining Absence Codes Used in Reports

Access the Pay-slip Absence Codes page.

Pay-slip Absence Codes	
Element Name: CPT CG PAYES	Description: Paid Vacation take
Edition on Payslip / Annexe	
Edition on the Payslip: CP	Edition on the Annexe: CP
Edition in the Certificates	
Edition in the Column 6 of the Illness/Maternity Certificate	COP
Edition in the Column 14 of the Work Accident Certificate	
Production of a Certificate	
Absence Type:	
DADS	
DADS Absence Code:	<input type="checkbox"/> Unpaid Leave

Pay-slip Absence Codes page

- Edition on the Payslip** The code that prints on the payslip schedule to identify the reason for the absence. Codes can consist of up to two characters.
- Edition on the Annexe** The code that prints on the annex (payslip attachment) to identify the reason for the absence. Codes can consist of up to two characters.
- Edition in the Column 6 of the Illness/Maternity Certificate** The code that prints in column 6 of the illness certificate to identify the reason for the absence. Codes can consist of up to seven characters.
- Edition in the Column 14 of the Work Accident Certificate** The code that prints in column 14 of the work accident certificate to identify the reason for the absence. Codes can consist of up to seven characters.

Retrieving Data for Certificates

Access the Certificates Data Retrieval - Run Control page.

Run Control

Run Control ID: ILL3 [Report Manager](#) [Process Monitor](#)

Selection Criteria

Prepare Illness/Maternity Data Prepare Accident Data [Certification by the Employer](#)

Group Build

*Group ID: All employees in Company KF1

Group As Of Date: Refinement Date:

Beginning of the ref period: End of the Ref Period:

Select Result							
Retrieval	Print Requested	EmplID	Name	Absence Take	Original Begin Date	Begin Date	End Date
1	<input checked="" type="checkbox"/>						

Certificates Data Retrieval - Run Control page

Prepare Illness/Maternity Data

Select this check box if you want to generate data for wage certificates for illness, maternity, and long-term illness.

Prepare Accident Data

Select this check box if you want to generate data for wage certificates for work accidents and occupational disease.

Certification by the Employer

Click this link to access the Certification page, where you can enter the name of the person who will sign the certificate on behalf of the employer, the person’s position, the name of the location where the certificate will be signed, and the date.

Group ID

Select the group for which you want to generate certificates.

Note. Define groups in PeopleSoft Human Resources.

Group As Of Date

If you want to rebuild the group before generating the certificates, enter the date that you want the system to use to identify group members.

Refinement Date

If you want to rebuild the group before generating the certificates, enter the refinement date here.

Grp generation (group generation)

Click this button if you want to rebuild the group before generating data for the certificates.

Beginning of the ref period (beginning of the refinement period)

Enter the start date of the period for which the system will search for absences.

The system looks only for absences that begin and end during the period of time you specify. That is, it looks for absences that begin on or after the date you enter in this field and end on or before the date you enter in the next field.

End of the Ref Period (end of the refinement period)	Enter the end date of the period for which the system will search for absences. The system looks only for absences that begin and end during the period of time you specify.
Select	When you click this button, the system searches for the payees that meet your selection criteria and displays them in the Select Result section of the page.
Select Result	
Retrieval	Select if you want the system to retrieve data for the payee named to the right. The check box is selected automatically if data for this absence has not been retrieved before.
Print Requested	This check box is selected automatically if a certificate has already been printed for this absence.
Absence Take	The name of the absence take element that was used to record the payee's absence on the Absence Event Entry page.
Begin Date	The begin date of the absence as entered on the Absence Event Entry page.
End Date	The end date of the absence as entered on the Absence Event Entry page.

See Also

PeopleSoft Application Fundamentals PeopleBook, “Working With Groups”

Viewing and Updating Data for Illness and Maternity Certificates

The Certificate of Wages, registered under the number 11135-01, provides proof that a payee is entitled to receive social security payments for sick leave or maternity leave. Payees are entitled to these benefits if they worked the statutory minimum period during the reference period preceding the absence or if they paid the sickness contribution on the minimum number of SMIC hours.

The Illness/Maternity Certificates component consists of five pages that display the data that the system retrieved when you launched the Certificates Data Retrieval process. This is the same data that is printed on the certificates. Add or update information on these pages, as needed.

The information that you enter is reflected on the certificates but does not update the PeopleSoft Global Payroll or Human Resources database.

Pages Used to View or Update Data for Illness and Maternity Certificates

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Admin Information (administrative information)	GPFR_ILLNESS_1	Global Payroll France, Manage Payroll Process (FRA), Use, Illness/Maternity Certificate Update, Admin Information	View or update the basic administrative information that will appear on certificates for illness and maternity.
Right Study	GPFR_ILLNESS_2	Global Payroll France, Manage Payroll Process (FRA), Use, Illness/Maternity Certificate Update, Right Study	View or update information about the absences due to maternity or illness. This page does not apply to long-term illness.
Reference Salaries	GPFR_ILLNESS_3	Global Payroll France, Manage Payroll Process (FRA), Use, Illness/Maternity Certificate Update, Reference Salaries	View or update the reference salaries. The page displays the employee's gross pay for the last three months before the leave date. This page does not apply to long- term illness.
Subrogation	GPFR_ILLNESS_4	Global Payroll France, Manage Payroll Process (FRA), Use, Illness/Maternity Certificate Update, Subrogation	Enter the information that the social security agency needs to pay the social security allowance to your organization, rather than directly to the payee.
Long-Term Illness	GPFR_ILLNESS_5	Global Payroll France, Manage Payroll Process (FRA), Use, Illness/Maternity Certificate Update, Long-Term Illness	Enter the total insurance contributions and number of worked hours for a payee with a long-term illness. Use this page for long- term illnesses only.

Updating Administrative Information

Access the Admin Information page.

Right Study Reference Salaries Subrogation Long-Term Illness	
Employer	
Establishment ID:	GF8PR <input type="text"/> Etbl 8 Production Address
Phone Number	01 88 88 22 <input type="text"/>
SIRET:	88888888888882 <input type="text"/> <input type="checkbox"/> Temporary Work Agency
Employee	
National ID:	2680165254896 <input type="text"/> 87 <input type="text"/> *EmpID: GF100ME851 <input type="text"/>
First and Last Name	RODRIGUEZ, Françoise <input type="text"/> Address
Job or Professional Category	GFJ008 <input type="text"/> Data Analyst
Data has been overwritten	
<input type="checkbox"/> Data has been overwritten	

Illness/Maternity Certificates - Admin Information page

Employer

- Establishment ID** The establishment with which the employee was associated on the original date of the absence.
- Address** Click this link to access the Company Address page, which displays the address of the establishment that you selected.
- Phone Number** The phone number for the establishment.
- SIRET** The SIRET identification number for the establishment.
- Temporary Work Agency** Select if the employer is a temporary work agency.

Employee

- National ID** The payee’s national ID followed by the key.
- First and Last Name** The payee’s name.
- Address** Click this link to access the Employee Address page, which displays the payee’s address.
- Job or Professional Category** The employee’s job or professional category.

Data has been overwritten

- Data has been overwritten** Select if you want to enter any information about the employer that differs from the information already stored in the PeopleSoft Human Resources (HR) database. The information only prints on the current certificate; the HR database is not updated.

Updating Absences Information

Access the Right Study page.

Admin Information	Right Study	Reference Salaries	Subrogation	Long-Term Illness
ID: GF100ME851 RODRIGUEZ,Françoise				
Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 07/17/2001				
Data Allowing Right Study				
Last Date Worked:		<input type="text" value=""/>	Reason for Leaving: Maternity	
Situation at the Date of Leave: <input type="text" value=""/>				
Resume Work Dt:		<input type="text" value="07/17/2001"/>	<input type="checkbox"/> No Work Resumption at this Day	
Work Resumption Partial Time: <input type="text" value=""/>				
Cases: General		Amount of the Contribution: 524.31	Currency: EUR	
<input type="checkbox"/> More than 200 Worked Hours				
From Date for the Period: 12/01/2000 To: 03/31/2001				

Right Study page

Last Date Worked	Enter the date of the last paid day on which the employee worked.
Reason for Leaving	The reason for the employee's absence as entered on the Absence Event Entry page: <i>Illness</i> or <i>Maternity</i> .
Situation at the Date of Leave	If the employee was unemployed, on vacation, in military service, or absent for some reason other than illness or maternity on the last date worked preceding the leave, enter the reason for the absence. Enter up to 30 characters.
Resume Work Dt (resume work date)	Enter the date that the employee will return to work.
No Work Resumption at this Day	If the payee is has not yet returned from the absence, select this check box.
Work Resumption Partial Time	If the employee will resume work on a part-time basis, enter the reason for working part time: <i>Medical Reason</i> or <i>Personal Reason</i> .
Cases	Relates to the contribution amount and hours. The system automatically selects <i>General</i> . Select <i>Particular</i> for seasonal workers, employees who work at home, and so on. Then manually enter the contribution amount and hours.

Amount of the Contribution If *General* appears in the Case field, the amount of the contribution represents total contributions for sickness insurance, maternity insurance, disability insurance, and death insurance based on the wages earned during the six calendar months preceding the leave date.

If you select *Particular* in the Case field, enter the same information for the wages earned during the 12 preceding calendar months.

More Than 200 Worked Hours This field appears only when *General* is displayed in the Case field.

If the payee worked at least 200 hours during the last 3 calendar months or the last 90 consecutive days, the system automatically selects this check box and clears the Amount of the Contribution field.

More Than 800 Worked Hours This field appears only when you select *Particular* in the Case field. Select this check box if the payee worked more than 800 hours within the 12 calendar months or 365 consecutive days preceding the leave date.

From Date for the Period The begin date of the period of validity for the previous four fields. Typically, the period is 3, 6, or 12 months.

To The end date of the period of validity. Typically the period is 3, 6, or 12 months.

Updating Reference Salaries

Access the Reference Salaries page.

Admin Information Right Study Reference Salaries Subrogation Long-Term Illness

ID: GF100ME851 RODRIGUEZ,Françoise

Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 07/17/2001

Reference Salary View All First 1-3 of 3 Last

	From	To	Gross pay	Euro		
1	03/01/2001	03/31/2001	2611.12	<input checked="" type="checkbox"/>	+	-
2	02/01/2001	02/28/2001	2617.69	<input checked="" type="checkbox"/>	+	-
3	01/01/2001	01/31/2001	2617.69	<input checked="" type="checkbox"/>	+	-

Reference Salaries: Base Salary page

Gross Pay The gross amount of the employee’s earnings on which contributions to sickness, maternity, disability, and death insurance were based. CSG and other mandatory contributions are also deducted for maternity leave.

Euro This check box is selected automatically if the salary is paid in euros.

Reference Salaries: Regularization of Contributions Tab

Admin Information		Right Study		Reference Salaries		Subrogation		Long-Term Illness	
ID: GF100ME851 RODRIGUEZ,Françoise									
Original Begin Date:		04/04/2001		Begin Date:		04/04/2001		End Date: 07/17/2001	
Reference Salary View All First 1-3 of 3 Last									
Base Salary		Regularization of Contributions			Not Full Time Period				
	From	To	Period 1 Amount	Period 2 Amount					
1	03/01/2001	03/31/2001			+	-			
2	02/01/2001	02/28/2001			+	-			
3	01/01/2001	01/31/2001			+	-			

Reference Salaries: Regularization of Contributions page

Period 1 Amount

The system does not populate this field. Enter an amount here only if you made retroactive adjustments (outside of PeopleSoft Global Payroll) to a payee's contributions during the calendar year that precedes the reference period indicated in the From and To fields.

Do not enter the amount of retroactive adjustments that were made by PeopleSoft Global Payroll. When PeopleSoft Global Payroll calculates contribution amounts each month, it automatically adds or subtracts any retroactive adjustments, as applicable. Thus, the current period contributions already reflect any retro adjustments that may have been made.

Period 2 Amount

The system does not populate this field. If necessary, you can enter the retroactive amount applicable to period 2 here. (Period 2 is the calendar year that began two years before the reference period indicated in the From and To fields.)

Reference Salaries: Not Full Time Period Tab

Admin Information		Right Study		Reference Salaries		Subrogation		Long-Term Illness	
ID: GF100ME851 RODRIGUEZ,Françoise									
Original Begin Date: 04/04/2001		Begin Date: 04/04/2001		End Date: 07/17/2001					
Reference Salary View All First 1-3 of 3 Last									
Base Salary			Regularization of Contributions			Not Full Time Period			
From	To	Absence Code	Worked Hours	Full Time Hours	Calculated Wage	Euro			
1 03/01/2001	03/31/2001					<input type="checkbox"/>	+	-	
2 02/01/2001	02/28/2001					<input type="checkbox"/>	+	-	
3 01/01/2001	01/31/2001					<input type="checkbox"/>	+	-	

Reference Salaries: Not Full Time Period page

The Not Full Time Period tab appears data only if the payee worked part time during the reference period.

Absence Code	The absence code associated with the absence.
Worked Hours	The actual number of hours worked.
Full Time Hours	The number of hours that the payee would have worked if able to work all of the full-time schedule.
Calculated Wage	The full-time equivalent wage.
Euro	This check box is selected automatically if the salary is paid in euros.

See Also

Defining Absence Codes Used in Reports

Entering Social Security Information

Access the Subrogation page.

Admin Information	Right Study	Reference Salaries	Subrogation	Long-Term Illness
ID: GF100ME851 RODRIGUEZ,Françoise				
Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 07/17/2001				
Subrogation				
Beginning of the Subrogation: <input type="text"/> <input type="button" value="EJ"/> To: <input type="text"/> <input type="button" value="EJ"/>				
Account of the employer				
<input type="text"/> <input type="button" value="Q"/> <input type="text"/> <input type="button" value="Q"/> <input type="text"/>				
Title of the Account <input type="text"/> <input type="checkbox"/> Payment in Euro				
Certification				
Place for Signature: <input type="text"/> Paris Date of Signature: <input type="text"/> 09/24/2001 <input type="button" value="EJ"/>				
Name: <input type="text"/> Jean				
Status of Signer: <input type="text"/> Director <input type="button" value="v"/>				
Printing Process				
<input checked="" type="checkbox"/> Print Requested <input type="checkbox"/> Printing Process				

Subrogation page

Beginning of the Subrogation Enter the begin date for which you are submitting a claim for subrogation.

To Enter the end date for which you are submitting a claim for subrogation.

Account of the employer

Bank Code Enter the bank code that the social security agency should use to deposit the funds.

Agency code Enter the agency code that the social security agency should use to deposit the funds.

Account number Enter the account number that the social security agency should use to deposit the funds.

Account number's key Enter the company's key number for the account that the social security agency should use to deposit the funds.

Title of the Account Enter the title of the company's bank account into which the funds are to be deposited.

Payment in Euro Select if you want to receive the allowance in euros.

Entering Total Insurance Contributions and Work Hours

Access the Long-Term Illness page.

Admin Information	Right Study	Reference Salaries	Subrogation	Long-Term Illness
ID: GF100ME851 RODRIGUEZ,Françoise Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 07/17/2001				
Long-Term Illness <input type="checkbox"/> Long-Term Illness Last Date Worked: <input type="text"/>				
Contribution Amounts Amount of contributions paid for the sickness, maternity, disability and death insurances: - based on the earnings of the employee during the 12 calendar months preceding the date of absence: <input type="text" value="174.77"/> <input checked="" type="checkbox"/> Euro - based on the earnings during the first 6 months of this same period: <input type="text" value="174.77"/> <input checked="" type="checkbox"/> Euro				
Number of Worked Hours Nbr of working hours salaried or similar during - The 12 calendar months or 365 days preceding the date of absence <input type="text" value="154.00"/> - The 3 months preceding the absence <input type="text" value="154.00"/>				
Printing Process <input type="checkbox"/> Print Requested <input type="checkbox"/> Printing Process				

Long-Term Illness page

Long Term Illness

Long Term Illness Select if you want to prepare a certificate for a long-term illness (absences entered with the take element MLT LG MALADIE).

Last Date Worked Enter the last day that the employee worked.

Contribution Amounts

In this group box, enter the amount of health insurance contributions that have been deducted from the employee’s earnings in either the top or bottom field, as appropriate. If the amount that you enter represents euros, select the **Euro** check box.

Number of Worked Hours

In this group box, enter the total number of paid hours that the payee worked in either the top or bottom field, as appropriate.

Viewing and Updating Data for Work Accidents and Occupational Illness Certificates

Wage certificates for the payment of a daily allowance for industrial accidents or occupational illness are printed on *Cerfa* documents registered under the number 11137-01 and published by the Ministry for Employment and Solidarity (CNAMTS).

Note. For payees who join or leave the company mid-year, manually enter the data necessary to produce the certificate.

Pages Used for Work Accidents and Occupational Illness Certificates

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Admin Information (administrative information)	GPFR_ATMP_1	Global Payroll France, Manage Payroll Process (FRA), Use, AT/MP Certificate, Admin Information	Generate the data needed to produce certificates for work accidents and occupational illness.
Frames A and B	GPFR_ATMP_2	Global Payroll France, Manage Payroll Process (FRA), Use, AT/MP Certificate, Frames A and B	Display the payee's earnings during the reference period. This page pertains to industrial accidents and occupational illness.
Frames C and D	GPFR_ATMP_3	Global Payroll France, Manage Payroll Process (FRA), Use, AT/MP Certificate, Frames C and D	Display and update information about salary upholding, apprenticeships, and lost wages for industrial accidents and occupational illness.
Subrogation and Certification	GPFR_ATMP_4	Global Payroll France, Manage Payroll Process (FRA), Use, AT/MP Certificate, Subrogation and Certification	Enter the information that the social security agency needs to pay the social security allowance to your organization, rather than directly to the payee. This information applies to industrial accidents and occupational illness.

Generating Data for Certificates

Access the Admin Information page.

Admin Information	Frames A and B	Frames C and D	Subrogation and Certification
Company			
Company:	GF8	Société Française 8	Address
Phone Number			
Establishment			
Establishment ID:	GF8PR	Etbl 8 Production	Address
SIRET:	88888888888882	Risk Code:	882PR
Phone Number	01 88 88 22		
Employee			
National ID:	2680165254896	87	Sex: Female
			Birthdate: 01/05/1968
Nationality:	French		
First and Last Name	RODRIGUEZ,Françoise		Address
Hire Date:	01/01/2000	Job Code: GFJ008	Data Analyst
Employee Category:		Professional Experience Date:	
<input type="checkbox"/> Are There Other Victims ?			

AT/MP Certificate - Admin Information page

Company

Company The payee's company on the date of the accident.

Phone Number The phone number for the company.

Address Click this link to access the Company Address page, which displays the address of the establishment that you selected.

Establishment

This group box displays information about the establishment at which the employee works, as entered in PeopleSoft Human Resources.

Establishment ID The establishment with which the employee was associated on the original date of the absence.

Address Click this link to access the Establishment Address page, which displays the address of the establishment that you selected.

SIRET The SIRET identification number for the establishment.

Risk Code The risk code for the establishment.

Phone Number The establishment's phone number.

Employee

National ID	The payee's national ID followed by the key.
Sex	The payee's gender: <i>Female</i> , <i>Male</i> , or <i>Unknown</i> .
Birthdate	The payee's date of birth.
Nationality	The payee's nationality: <i>EEC Resident</i> , <i>French</i> , or <i>Other</i> .
First and Last Name	The payee's name.
Address	Click this link to access the Employee Address page, which displays the employee's address.
Hire Date	The date on which the employee was hired.
Job Code	The employee's job code.
Employee Category	<i>Executive</i> , <i>Manager</i> , or <i>Workman</i> .
Professional Experience Date	The employee's years of seniority in the job.
Are There Other Victims?	For work accidents, select this check box if another person was injured during the accident.

See Also

PeopleSoft Application Fundamentals for HRMS PeopleBook, "Setting Up Companies, Agencies, and Locations," Defining Establishments

Displaying a Payee's Earnings

Access the Frames A and B page.

Admin Information	Frames A and B	Frames C and D	Subrogation and Certification	
ID: GF100ME852 RODRIGUEZ,Françoise				
Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 04/19/2001				
Occupational Health Data				
Name & Address: <input type="text"/>				
Stop of Work				
Date of the Accident / Illness: <input type="text"/>		Last Date Worked: <input type="text"/>		
Return Date: <input type="text"/>		<input type="checkbox"/> No Work Resumption at this Day		
Reason for Absence: <input type="text" value="Industrial Accident"/>				
Frame A: Reference Period Basic Salary and Accessories. View All First ◀ 1 of 1 ▶ Last				
Base Salary		Salary Accessories		
From	To	Date of Pay	Gross pay Euro	
1 03/01/2001	03/31/2001	03/31/2001	3000.00 <input checked="" type="checkbox"/> <input type="text"/> <input type="text"/>	
Frame B: Back Wages & Different periods Wages View All First ◀ 1 of 1 ▶ Last				
From	To	Date of Pay	Gross pay Euro	Wage Share
1				<input type="checkbox"/> <input type="text"/> <input type="text"/>

Frames A and B: Base Salary page

Common Page Information

- Date of the Accident/Illness** The date of the accident or the first medical observation (for an occupational illness). This is the same date entered in the Original Begin Date field on the Absence Event Entry page.
- Last Date Worked** Enter the last date that the payee worked.
- Return Date** Enter the date on which the payee returned to work, if applicable.
- No Work Resumption at this Day** If the payee has not yet returned from the absence, select this check box.
- Reason for Absence** The reason for the absence as recorded on the Absence Event Entry page: *Industrial Accident* or *Occupational Illness*.

Frame A: Reference Period Basic Salary and Accessories

Frame A displays the payee's monthly gross earnings for each month.

Base Salary Tab

The base salary represents the paid and unpaid earnings during the reference period, including any wages that were upheld during this period.

- From** The begin date of the earliest segment in the selected period.
- To** The end date of the latest segment of the selected period.
- Date of Pay** The date on which the payee was paid.
- Gross Pay** The employee’s gross pay.
- Euro** This check box is selected automatically if the salary is paid in euros.

Salary Accessories Tab

Admin Information	Frames A and B	Frames C and D	Subrogation and Certification			
ID: GF100ME852 RODRIGUEZ,Françoise						
Original Begin Date: 04/04/2001		Begin Date: 04/04/2001	End Date: 04/19/2001			
Occupational Health Data						
Name & Address: <input type="text"/>						
Stop of Work						
Date of the Accident / Illness: <input type="text"/>		Last Date Worked: <input type="text"/>				
Return Date: <input type="text"/>		<input type="checkbox"/> No Work Resumption at this Day				
Reason for Absence: Industrial Accident						
Frame A: Reference Period Basic Salary and Accessories. View All First 1 of 1 Last						
Base Salary		Salary Accessories				
From	To	Adv. Kind & Tips	Allowances	Wage Share	Bus Expenses	Ded Sup %
1 03/01/2001	03/31/2001			605.070000		<input type="checkbox"/>
Frame B: Back Wages & Different periods Wages View All First 1 of 1 Last						
From	To	Date of Pay	Gross pay	Euro	Wage Share	
1				<input type="checkbox"/>		

Frames A and B: Salary Accessories page

- From** The begin date of the earliest segment in the selected period.
- To** The end date of the latest segment of the selected period.
- Adv Kind & Tips** (advantages in kind and tips) The advantages in kind (*avantages en nature*) and tips (*pourboires*) not included in the base gross salary.
- Allowances** Any allowances, premiums, or gratuities not included in the base gross salary.
- Wage Share** The wage share of the contributions that correspond to the gross amount declared in columns 4, 5, and 6 of the certificate.
- Bus Expenses** (business expenses) The previously paid business expenses that are subject to contributions (that is, that are not part of the payee’s standard gross pay).

Ded Sup % (supplemental deduction percent) If the payee’s job qualifies for an additional deduction (journalists, for example), the supplemental deduction percentage appears here.

Frame B: Back Wages & Different Periods Wages

Frame B displays any back wages or wages that were paid to the payee at different intervals than the basic pay. For example, it might show a quarterly allowance (earned during the period from 1 January to 31 March) that was paid in the March payroll.

- From** The begin date of the period to which the amount in the Gross Pay field applies.
- To** The end date of the period to which the amount in the Gross Pay field applies.
- Date of Pay** The date on which the payee was paid the processed gross.
- Gross Pay** The gross amount of the employee’s earnings.
- Euro** This check box is selected automatically if the salary is paid in euros.
- Wage Share** The wage share of the contributions that correspond to the gross amount declared in column 12 of the certificate.

See Also

“Understanding French Absence Rules,” Modifying Absence Rules for Illness, Maternity, and Work Accidents

Updating Salary, Upholding, Apprenticeship, and Lost Wages Information

Access the Frames C and D page.

The screenshot shows a software interface with the following elements:

- Tabs: Admin Information, Frames A and B, Frames C and D, Subrogation and Certification.
- ID: GF100ME852 RODRIGUEZ,Françoise
- Original Begin Date: 04/04/2001 Begin Date: 04/04/2001 End Date: 04/19/2001
- Space D: Particular Cases
 - Minimum Wage of Apprentices: [input field]
 - Contract Number and Date: [input field]
- Space C: Upholding the salary
 - Upholding the Salary Upholding: [dropdown menu]
- Frame C: If the Reference Period Was Not Fully Completed

Print	Absence Code	From	To	Lost of Wage	Euro	Wage Share
1	[input field]	[input field]	[input field]	[input field]	<input type="checkbox"/>	[input field]

Frames C and D page

Space D: Particular Cases

Minimum Wage of Apprentices	If the payee is an apprentice or trainee, enter the minimum wage for the category, level, or qualified employment in which the apprentice or the trainee would normally have been classified at the end of the training period or apprenticeship.
Contract Number and Date	If the payee is an apprentice, enter the number and date of the employment contract.

Space C: Upholding the Salary

Upholding the Salary	Select this check box if you upheld the payee's salary.
Upholding	If the Upholding the Salary check box is selected, indicate the type of salary upholding that was done: Integral Upholding or Partial Upholding .

Frame C: If the Reference Period Does Not Have Been Totally Made

Frame C displays information only if the reference period was not completed because of the absence.

Print	Select to print the row.
Absence code	<p>The reason for the absence. (The code corresponds to the code that appears in the Absence Code 14 field of the Pay-slip Absence Codes page.)</p> <p>The following are valid values:</p> <p>MAL: illness</p> <p>MLD: long-term illness</p> <p>AT: industrial accident</p> <p>MAT: maternity</p> <p>CHOM: total unemployment</p> <p>FERM: closing of establishment</p> <p>COP: vacation pay</p> <p>ABS AUT: authorized unpaid vacation</p> <p>SN: national service</p> <p>ABA: authorized absence</p> <p>Other absence codes you have defined.</p>
From	The begin date of the leave.
To	The end date of the leave.

- Lost of Wage** The wages lost during the absence period, if the salary was not upheld for this absence.
- Euro** This check box is selected automatically if the salary is paid in euros.
- Wage Share** Represents the portion of the employee’s contributions that were lost because of the leave.

Entering Social Security Information

Access the Subrogation and Certification page.

Admin Information	Frames A and B	Frames C and D	Subrogation and Certification
ID: GF100ME852 RODRIGUEZ,Françoise			
Original Begin Date: 04/04/2001		Begin Date: 04/04/2001	End Date: 04/19/2001
Subrogation			
Beginning of the Subrogation: <input type="text"/>		To: <input type="text"/>	Upholding: <input type="text"/>
Account of the employer			
<input type="text"/>		<input type="text"/>	
Title of the Account <input type="text"/>		<input type="checkbox"/> Payment in Euro	
Certification			
Place for Signature: Paris		Date of Signature: 09/24/2001	
Name: Jean			
Status of Signer: Director			
Printing Process			
<input checked="" type="checkbox"/> Print Requested		<input type="checkbox"/> Printing Process	

Subrogation and Certification page

Subrogation

Beginning of the Subrogation Enter the begin date for which you are submitting a claim for subrogation.

To Enter the end date for which you are submitting a claim for subrogation.

Upholding of the Salary *Integral Upholding* and *Partial Upholding*.

Account of the employer

Bank Code Enter the bank code that the social security agency should use to deposit the funds.

Agency code	Enter the agency code that the social security agency should use to deposit the funds.
Account number	Enter the account number that the social security agency should use to deposit the funds.
Account number's key	Enter the company's key number for the account that the social security agency should use to deposit the funds.
Title of the Account	Enter the title of the bank account into which the funds are to be transferred.
Payment in Euro	Select if you want to receive the allowance in euros.

Setting Up Payslips for France

This chapter provides an overview of the payslip processes and describes how to:

- Set up payslips.
- Enter payslip comments.
- Insert GPFR absence codes.
- View payslips.

Note. By law, some information is not allowed to appear on the payslip (*bulletin de paie*). If this information is relevant to a payee, it is printed on another form, called an annex (*annexe*). You are responsible for determining which information belongs on each form.

See Also

“Appendix 1: PeopleSoft Global Payroll for France Reports”

Setting up Payslips

The payslip displays elements such as earnings, deductions, absence hours, current and year-to-date totals, as well as a daily record. When setting up the payslip, you must define which of these elements to print on the payslip and define the format of the payslip. You must do the following:

- Assign at least one pay group to each payslip.

Use the Payslip/Pay Group Page.

- Define the sort-order keys that will be used to sort the payslip’s forms.

Use the Payslip Sort Keys Page.

- Select and define elements (earnings, deductions, and accumulators) to be printed on the payslip. You must also put the earning and deduction elements in the order in which they should appear in the body of the payslip or annex.

Use the Payslip Lines Page.

- Select the elements that must have totals printed on the payslip.

Use the Payslip Totals Page.

Pages Used to Set up Payslips

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Payslip/Pay Group	GPFR_P_SLIP_GRP	Global Payroll France, Manage Payroll Process (FRA), Setup, Payslip Entry, Payslip/Pay Group	Associate pay groups with an individual payslip. Payslips must be associated with at least one pay group before they are included in a pay run.
Payslip Sort Keys	GPFR_P_SLIP_SK	Global Payroll France, Manage Payroll Process (FRA), Setup, Payslip Entry, Payslip Sort Keys	Set up the methods and order for sorting the different payslip forms.
Payslip Lines	GPFR_PAY_SLIP_1	Global Payroll France, Manage Payroll Process (FRA), Setup, Payslip Entry, Payslip Lines	Determine what is printed on each line of the body of the payslip.
Payslip Totals	GPFR_PAY_SLIP_2	Global Payroll France, Manage Payroll Process (FRA), Setup, Payslip Entry, Payslip Totals	Determine which accumulators to display in the footer of the payslip form.

Associating Pay Groups With Payslips

Access the Payslip/Pay Group page.

Pay-slip/PayGroup Pay-slip Sort keys Pay-slip Lines Pay-slip Totals

Pay-slip ID: GPFR01 Standard Payslip 05/07/2001

Pay-slip / Paygroups		View All	First	21-27 of 27	Last
Pay Group	Description				
21	GFFPGMEN60 Pay Group GF6-2	+	-		
22	GFFPGMEN70 Pay Group GF7-1	+	-		
23	GFFPGMEN70 Pay Group GF7-2	+	-		
24	GFFPGMEN80 Pay Group GF8-1	+	-		
25	GFFPGMEN80 Pay Group GF8-2	+	-		
26	GFFPGMEN90 Pay Group GF9-1	+	-		
27	KFGMONTHL Monthly Pay Group	+	-		

Payslip/Pay Group page

Payslip ID

The payslip ID that you entered appears here. The description of the payslip ID appears to the right of the payslip ID. Insert a new payslip ID description by inserting text in the description field.

If you are using this page to create a new payslip ID, you will not see a description; you must enter one.

Payslip/Paygroups

Pay Group

Select the pay group. Each payslip can have multiple pay groups. However, you can associate each pay group with only one payslip.



If you want to reassign a pay group to a new payslip ID, first delete the pay group from the payslip with which it is initially associated by clicking the Delete button



After you delete a pay group from the payslip, you can add the pay group to a different payslip ID by clicking the Add button.

Setting Up Sorting Methods and Order

Access the Payslip Sort Keys page.

Pay-slip/PayGroup Pay-slip Sort keys Pay-slip Lines Pay-slip Totals

Pay-slip ID: GPFR01 Standard Payslip 05/07/2001

Sort Key 1:	<input type="text" value="COMPANY"/>	<input type="button" value="Q"/>	A/D:	<input type="button" value="ASC"/>
Sort Key 2:	<input type="text" value="ESTABID"/>	<input type="button" value="Q"/>	A/D:	<input type="button" value="ASC"/>
Sort Key 3:	<input type="text"/>	<input type="button" value="Q"/>	A/D:	<input type="button"/>
Sort key 4:	<input type="text"/>	<input type="button" value="Q"/>	A/D:	<input type="button"/>
Sort Key 5:	<input type="text"/>	<input type="button" value="Q"/>	A/D:	<input type="button"/>

Payslip Sort Keys page

Each payee receives a payslip form per pay segment. The payee may also receive an annex, if necessary. The payslip and annex may be associated with up to five sort keys that are then used to sort the payslips.

Payslip ID

The payslip ID that you entered on the entry page to this component.

Sort Key 1–5

Select the sort keys. You can select up to five sort keys. The information is sorted in the following order: Sort Key 1, Sort Key 2, Sort Key 3, Sort Key 4, and Sort Key 5. For example, if you select **COMPANY** for Sort Key 1 and **ESTABID** (establishment ID) for Sort Key 2, the payslips are sorted first by company and then by establishment.

A/D (ascending/descending)

Enables you to specify the sort order. To sort in ascending order, select **ASC**. To sort in descending order, select **DSC**. For example, if you select ascending order, values appear in alphabetical order (A to Z) or numerical order (smallest to biggest).

Determining Printed Information

Access the Payslip Lines page.

Pay-slip/PayGroup		Pay-slip Sort keys		Pay-slip Lines		Pay-slip Totals	
Pay-slip ID: GPFR01 Standard Payslip 05/07/2001							
Body of the Pay-Slip Find View All First 1-8 of 306 Last							
Elements		Description	Retro	Spaces			
*Pay-slip / Annex	*Print Order	EE Element Type	Element Name	ER Element Type	Element Name		
1	Pay-slip	100.00	Earnings	SALAIRE BASE			+ -
2	Pay-slip	200.00	Earnings	STG OBLAT			+ -
3	Pay-slip	210.00	Earnings	STG OBL NAT			+ -
4	Pay-slip	220.00	Earnings	STG NOBL			+ -
5	Pay-slip	1000.00	Earnings	AFB SAL 12M			+ -
6	Pay-slip	1010.00	Earnings	AFB SAL 13M			+ -
7	Pay-slip	1020.00	Earnings	AFB SAL 13EM			+ -
8	Pay-slip	5000.00	Earnings	HRS COMP			+ -

Payslip Lines: Elements page

Common Page Information

Payslip/Annex

Select the document on which you want the elements to print: **Payslip** (*Bulletin de paie*) or **Annex** (*Annexe*).

Print Order

Determines the order in which elements are printed on the payslip. All earnings and deduction elements delivered by PeopleSoft print in the following order:

- Salary
- Other Gross (overtime, premium, allowances, absences, and so on)
- URSSAF Contributions
- ASSEDIC Contributions
- AGIRC/ARCCO Contributions
- Other Contributions
- Other Net

You may reorder the elements. When reordering, use decimal points for the print order if there are no whole numbers available. For example, if Element A has print order 100.00 and Element B has print order 101.00, and you want element Element C to print between the other two elements, assign it print order 100.50.

Elements Tab

Use this tab to specify and order earnings and deductions that will be printed on the payslip.

Note. The rows on each tab correspond directly to the rows on all other tabs. For example, the element referenced in row 1 of the Retro tab is the same as the element in row 1 of the Description tab.

- EE Element Type** (employee element type) Select the element type for the payee’s column in the payslip’s body: *Earnings* or *Deductions*.
- Element Name** Select a payee’s earning or deduction element. If you specify *Earnings* in the EE Element Type field, you may select only earnings elements. If you specify *Deductions*, you may select only deduction elements.
- ER Element Type** (employer element type) Select the element type for the employer’s column in the payslip’s body: *Earnings* or *Deductions*. The employer’s earning and deduction elements also appear on the payslip. The name of each element appears in the second Element Name field.
- Element Name** Select an employer’s earning or deduction element. If you specify *Earnings* in the ER Element Type field, you may select only earnings elements. If you specify *Deductions*, you may select only deduction elements.

Description Tab

Body of the Pay-Slip					Find View All	First	1-8 of 306	Last	
Elements	Description	Retro	Spaces						
*Pay-slip / Annex	*Print Order	*Take Description from:	*Description						
1	Pay-slip	100.00	Employee Element	Base salary				+	-
2	Pay-slip	200.00	Employee Element	Mandatory training allowance				+	-
3	Pay-slip	210.00	Employee Element	Mandatory training allowance				+	-
4	Pay-slip	220.00	Employee Element	No mandatory training allowanc				+	-
5	Pay-slip	1000.00	Employee Element	Base salary paid with 12months				+	-
6	Pay-slip	1010.00	Employee Element	Base salary paid with 13months				+	-
7	Pay-slip	1020.00	Employee Element	13th month paid				+	-
8	Pay-slip	5000.00	Employee Element	Additional hours 100%				+	-

Payslip Lines: Description page

Use this page to view or change descriptions of earnings or deduction elements.

- Take Description from** Select *Employee Element* to extract the payee element’s description from the GP_PIN table.
 Select *Employer Element* to extract the employer element’s description from the GP_PIN table.
 Select *Description* to enter your own description.

Description

If you select **Description** in the Take Description from field, you may enter a new description for the element here. If you enter a new description here, it prints on the payslip. It does not, however, update the GP_PIN table.

Retro Tab

Body of the Pay-Slip					Find View All	First	1-8 of 306	Last
Elements		Description	Retro	Spaces				
*Pay-slip / Annex	*Print Order	Description	*Retro Type	Detailed Instances				
1	Pay-slip	100.00	Base salary	Current and Deltas	<input type="checkbox"/>	+	-	
2	Pay-slip	200.00	Mandatory training allowance	Current and Deltas	<input type="checkbox"/>	+	-	
3	Pay-slip	210.00	Mandatory training allowance	Current and Deltas	<input type="checkbox"/>	+	-	
4	Pay-slip	220.00	No mandatory training allowanc	Current and Deltas	<input type="checkbox"/>	+	-	
5	Pay-slip	1000.00	Base salary paid with 12months	Current and Deltas	<input type="checkbox"/>	+	-	
6	Pay-slip	1010.00	Base salary paid with 13months	Current and Deltas	<input type="checkbox"/>	+	-	
7	Pay-slip	1020.00	13th month paid	Current and Deltas	<input type="checkbox"/>	+	-	
8	Pay-slip	5000.00	Additional hours 100%	Current and Deltas	<input type="checkbox"/>	+	-	

Payslip Lines: Retro page

Use this page to select the method for printing retro earnings and deductions.

Retro Type

Select a method for printing the retro earnings or deduction element: **One Line**, **Current and Adjustment**, or **Current and Deltas**.

Detailed Instances

If you select **Detailed Instances**, each instance of the earning or deduction prints separately on the payslip.

The following example illustrates the differences among the three Retry Type options. Suppose that last year a payee had a fixed monthly salary of 20000. However, in January of this year, the payee received a raise of 1000 per month. Despite the raise, payroll mistakenly paid the payee 20000 for the months of January and February. In March, the system must pay 1000 in retro pay for both January and February, as well as pay March's salary of 21000.

If you select **One Line**, one line will include all current earnings and retro payments in a lump sum. Based on our example, 23000 appears on a single line.

If you select **Current and Adjustment**, the current salary appears on one line and the retro pay appears on the next line. Based on our example, the salary for March (21000) appears on one line and the retro adjustment and 2000 appears on the next line.

If you select **Current and Deltas**, the current salary appears on the first line, and each pay period's retro pay appears on an individual line. Based on our example, the salary for March (21000) appears on one line, and the adjusted monthly amounts (1000 for January and 1000 for February) appear on the following two lines.

Note. This page does not process retro earnings and deductions. Do not use this page to define the retro rules for payroll. Use this page only to define a printing method.

Spaces Tab

Body of the Pay-Slip					Find View All		First 1-8 of 306 Last	
Elements	Description	Retro	Spaces					
*Pay-slip / Annex	*Print Order	Description	No. of Space Lines Before	No. of Space Lines After				
1	Pay-slip	100.00	Base salary	0	0	+	-	
2	Pay-slip	200.00	Mandatory training allowance	0	0	+	-	
3	Pay-slip	210.00	Mandatory training allowance	0	0	+	-	
4	Pay-slip	220.00	No mandatory training allowanc	0	0	+	-	
5	Pay-slip	1000.00	Base salary paid with 12months	0	0	+	-	
6	Pay-slip	1010.00	Base salary paid with 13months	0	0	+	-	
7	Pay-slip	1020.00	13th month paid	0	0	+	-	
8	Pay-slip	5000.00	Additional hours 100%	1	0	+	-	

Payslip Lines: Spaces page

Use this page to insert blank lines to space the elements on the payslip form.

Description

The value automatically populates from the Description field in the Description tab.

No. of Space Lines Before
(number of space lines before)

Enables you to insert spaces before the Element lines on the payslip. Enter the number of empty lines you require *before* the element description. The default value is 0 lines. The maximum number of lines you can enter is 99.

No. of Space Lines After
(number of space lines after)

Enables you to insert spaces after the Element lines on the payslip. Enter the number of empty lines you require *after* the element description. The default value is 0 lines. The maximum number of lines you can enter is 99.

See Also

PeopleSoft Global Payroll PeopleBook, “Defining Retroactive Processing”

Sample Layout of the Payslip Form

Determining Accumulators for Payslip Footer

Access the Payslip Totals page.

Pay-slip/PayGroup Pay-slip Sort keys Pay-slip Lines Pay-slip Totals

Pay-slip ID: GPFR01 Standard Payslip 05/07/2001

Totals					Find View All	First	1-9 of 12	Last
*Pay-slip / Annex	*Col. No.	Descr. 1	Element Name	Element Name				
1 Pay-slip	1	Fiscal Net	GEN AC NET FISCAL	GEN AC NET FISC AN	+	-		
2 Pay-slip	2	Gross	GEN AC BRUT SG	GEN AC BRUT AN	+	-		
3 Pay-slip	3	EE Contrib	GEN AC COT SAL SG	GEN AC COT SAL AN	+	-		
4 Pay-slip	4	ER Contrib	GEN AC COT PAT SG	GEN AC COT PAT AN	+	-		
5 Pay-slip	5	SS Ceiling	URS AC PLAF A SG	URS AC PLAF A AN	+	-		
6 Pay-slip	11	Entitlemt	CPE CG PAYES_DR0I	CPA AC DR0I PRCDT	+	-		
7 Pay-slip	12	Taken	CPE CG PAYES_PRIS	CPA AC PRIS PRCDT	+	-		
8 Pay-slip	13	Balance	CPE CG PAYES_SOLD	CPA AC SOLD PRCDT	+	-		
9 Pay-slip	14	RC	HRS AC RCOMP EX SG		+	-		

Payslip Totals page

Pay-slip/Annex

Select whether the accumulator elements will appear on the payslip (bulletin de paie) or the annex (annexe).

Col. No. (column number)

Select the column number to which you want to assign each accumulator. These columns appear in the footer section of the payslip form. The payslip contains up to 14 different accumulators. The fourteen totals that appear on the payslip form correspond to the 14 elements that appear on this page. The columns are separated into three sections: column numbers 1–10, 11–13, and 14.

The first section contains ten columns in a row that are designed for accumulating earnings and deductions. Each of the ten accumulators has two values: the top row displays the current total and the bottom row displays the year-to-date total. PeopleSoft delivers the accumulators in the following order:

- Column 1: Fiscal Net
- Column 2: Gross
- Column 3: Payee Contribution
- Column 4: Employer Contribution
- Column 5: Social Security Ceiling
- Column 6: Base hours of the payee
- Columns 7–10: Not delivered by PeopleSoft

The second section contains three consecutive columns that display the holiday/vacation information. PeopleSoft delivers the accumulators in the following order:

- Column 11: Days Due
- Column 12: Days Taken
- Column 13: Balance

Each of these three accumulators has two values: the top row displays the current year's information and the bottom row displays the previous year's information.

The final section contains a single column, which displays the time-off in lieu of compensation earned (in days and half-days) during this month and that may be spent by the payee during the next two months.

Column 14: RC (Repos Compensateur), time-off in lieu of compensation earned.

Note. If any amount resolves to zero, the header for that amount still prints on the payslip form.

Descr. 1 (description 1)

The description of the element. This description appears at the top of the column on the payslip form.

Element Name

The element name for the first amount (see above). The system uses this element to retrieve an amount from the Accumulator Results Table.

Element Name

The element name for the second amount (see above). The system uses this element to retrieve an amount from the Accumulator Results Table.

See Also

Sample Layout of the Payslip Form

Payslip Comments

You can print comments in the footer of the payslip. You can enter up to four different lines for comments. When requested, the four lines will print on the payslip.

Pages Used to Enter Payslip Comments

Page Name	Object Name	Navigation	Usage
Payslip Observation	GPFR_P_SLIP_GRP	Global Payroll France, Manage Payroll Process, Setup, Payslip Observations	View or edit the observations associated with the given observation ID. You can also use this page to create a new observation ID. Note. Use the Supporting Element Override page to give the observations an element name.

Editing Payslip Observations

Access the Payslip Observation page.

Payslip Observation

Observation ID: FRA0000001

Observation 1: AS REQUESTED, YOUR 3 ADDITIONAL SUNDAYS HOURS

Observation 2: ON JANUARY ARE NOW CALCULATED.

Observation 3:

Observation 4:

Payslip Observation page

Observation 1–4 These four lines are for the observations, also known as comments, associated with this Observation ID. Every payslip form and pay Annex sheet has a space at the bottom for observations. These observations are associated with an Observation ID, which exists in the GP_PIN table.

There are two observation elements on the GP_PIN table: REP UR PS OBS for the payslip observations and REP VR PS OBSA for the annex observations. These are assigned to a payee when the payslip is run. Observations created and edited here may be associated with either element.

When the payroll is run, any observation element linked to the payee assigns the associated comments to the payslip or annex.

GPFR Absence Codes

Every payslip and pay annex sheet lists the current segment dates, day by day, with the hours scheduled for that day. If for some reason the payee is absent for a day, an absence code is inserted, indicating the reason for the absence.

See Also

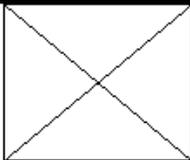
“Understanding French Absence Rules”

Sample Layout of the Payslip Form

PeopleSoft supplies a payslip model, which you may redesign to fit your needs. Although we give you the flexibility of redesigning the format, we recommend that you follow rules regarding what information should be printed on the payslip.

The payslip has three different sections:

- The payslip’s header usually contains payee personnel information, employer name and address, and pay period dates.
- The payslip’s body usually contains payee and employer earnings and deduction information.
- The payslip’s footer usually contains accumulator information and payslip observations.

	<p>BI France Immeuble Monet 125, rue Sébastien Mercier BP 12 92125 Paris - La Défense</p> <p>Siret 12002701600126 Ape 511C Organisme S.S. 75 / 12345678901234567890 / Paris General Collective Agreement</p>	<p>Emt. Calcd</p> <div style="border: 1px solid black; padding: 2px;"> <p>Bulletin de paie Paie du 01/03/2000 au 31/03/2000</p> </div>
<p>No. S.S. 1600295123456 31 Matricule GPPR-PN1 Entrée 27/01/1990 Sortie 29/05/2000 Emploi Admin Assistant to the CEO Section France Headquarters Catégorie BTAM Number xxx1 Grade xxx2 Step xxx3 xxx4 xxx5</p>	<p>Nicolas, Patrice</p> <p>Adress 2 Adress 3 Post Office 75751 City 1</p>	

Sample header of a payslip

Élément	Rappel	Quantité ou base	Valeur unitaire	Taux	A déduire	A Payer	Charges patronales		Calendrier
							Taux	Montant	
Base salary						6 666,00			01 M 7 H 0
Sunday Hours		25,00	38,46	140		1 346,02			02 J 7 H 0
Description Instance 2		12,00	38,46	140		646,09			02 V 7 H 0
Sunday Hours		13,00	131,30	140		2 389,66			04 S
Sunday Hours		15,00	38,46	233		1 344,10			06 D
Sunday Hours	01/2000	10,00				968,29			06 L 7 H 0
Sunday Hours	02/2000	5,00				201,92			07 M 7 H 0
									08 M 7 H 0
Maladie		13 562,08		0,75	101,72		12,80	1 735,95	09 J 7 H 0
Vieillesse Tranche A		13 562,08		6,55	888,32		8,20	1 112,09	10 V 7 H 0
Sickness without ceiling - empl.		13 562,08					1,60	216,99	11 S
PMAL on A ceiling - empl.		13 562,08					0,10	13,56	12 D
Work Accident - empl.		14 417,20					3,00	406,86	12 L 7 H 0
Work Accident - empl.	01/2000	570,08						87,69	14 M 7 H 0
Work Accident - empl.	02/2000	285,04						79,14	15 M 7 H 0
Tax on transportation		13 562,08					2,50	339,05	16 J 7 H 0
Family allowance - empl.		13 562,08					5,40	732,35	17 V 7 H 0
Widow - payee		13 562,08		0,10	13,56				18 S
									19 D
ASSEDIC Tranche A		13 562,08		2,21	299,72		3,97	538,41	20 L 7 H 0
ASF A		13 562,08		0,80	108,50		1,16	157,32	21 M 7 H 0
PMGS		13 562,08					0,20	27,12	22 M 7 H 0
									22 J 7 H 0
AMRCD Tranche 1		13 562,08		3,00	406,86		4,50	610,29	24 V 7 H 0
									25 S
Tax for educational institutio		13 562,08					0,50	67,81	26 D
Employee-education tax		13 562,08					0,15	20,34	27 L 7 H 0
Additional-education tax		13 562,08					0,10	13,56	28 M 7 H 0
Non taxable CSG tax		12 883,98		5,18	657,08				29 M 7 H 0
Salary tax on bracket 1		13 562,08					4,25	576,39	30 J 7 H 0
Works council tax - empl.		13 562,08							31 V 7 H 0
Taxable CSG tax		12 883,98		2,40	309,22				
Tax CRDS		12 883,98		0,50	64,42				

Sample body of a payslip

Mode de règlement : Le 31/03/2000 par Bank Transfer						NET A PAYER				
Compte 4973 07997 12345678901 82						10 712,68FRF				
Cumule	Fiscal Net	Gross	SR Contrib	SR Contrib	SR Ceiling	Hours				
Mensuel	13 046,32	13 562,08	2 849,40	6 734,92	14 700,00	173,32				
Annuel	14 708,92	23 562,08	5 502,40	12 301,84	44 100,00					
PHI LIGNE 1				Conçûs payés				Given	Taken	Balance
PHI LIGNE 2				Exercice en cours						
PHI LIGNE 3				Exercice précédent						
PHI LIGNE 4				Rapport compensateur exerçable						

Document à conserver sans limitation de durée

Sample footer of a payslip

Viewing Payslips

You can view the payroll results during the payroll process, before you finalize the results. You can view the full payslip or specific elements. The payslip data that appears here is based on the payslip setup. To view specific data, create a list of viewable elements.

Pages Used to Set Up and View Payslips

Page Name	Object Name	Navigation	Usage
Element List	GPFR_ONPAY_SETUP	Global Payroll France, Manage Payroll Process (FRA), Setup, Element List (Payroll Results)	Create the list of elements available on the payslip view on the Payroll Results page.
Summary	GPFR_ONPAY_SUM	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Summary	View payslip summary information.
Body	GPFR_ONPAY_BODY	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Body	View payslip body information.
Supporting Elements	GPFR_ONPAY_CALPIN	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Supporting Elements	View supporting elements.
Earnings Deductions	GPFR_ONPAY_ERNDED	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Earnings Deductions	View earnings and deductions.
Accumulators	GPFR_ONPAY_ACUM	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Accumulators	View accumulators.
Absences	GPFR_ONPAY_ABS	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Absences	View absence data (daily data and generated positive inputs).
Positive Inputs	GPFR_ONPAY_PI	Global Payroll France, Manage Payroll Process (FRA), Inquire, Payroll Results, Positive Inputs	View positive input.

CHAPTER 18

Setting up Banking for France

The banking feature in PeopleSoft Global Payroll is optional. If you decide to use the banking feature, start by defining pages in the core application and continue with processing in PeopleSoft Global Payroll for France. This chapter provides an overview of the banking process for France and describes how to define the associated pages.

See Also

PeopleSoft Global Payroll PeopleBook, “Understanding Banking”

Overview of the Banking Process for France

After running a payroll, funds are sent to the bank, along with instructions for payment. The bank needs to know who is getting paid, how much they are to be paid, and to which bank the wages are paid. This information is extracted from the core application and stored in the French payroll files, based on a list of payees corresponding to those in the last payroll run. A file is created with a line for each payee. The file contains a name, a bank account number, and the amount of money. This file is sent to the bank that then distributes the funds.

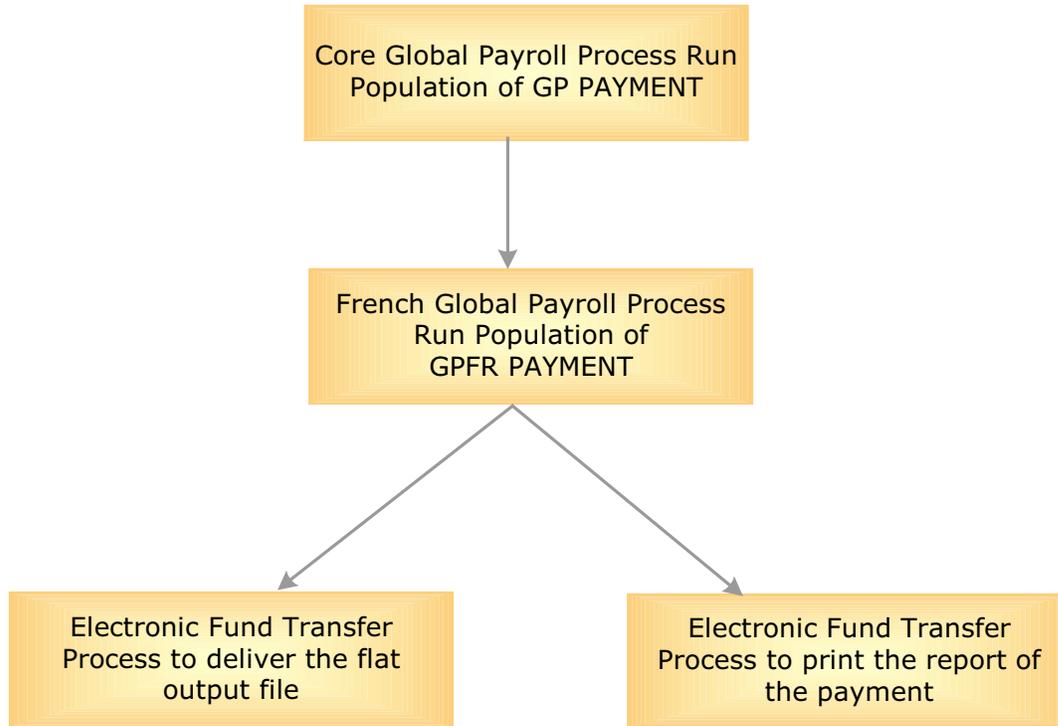
The bank transfer file is created in the currency of the pay entity, which is defined in the payee’s bank account information. The currency conversion is done during the transfer between the employer’s bank and the payee’s bank.

If a payee has two bank accounts, the system generates two rows, dividing the net wage by the percentage to be paid to each bank account. Define the percentages to be paid on the Net Distribution page in the core application.

You can produce a report containing the information in the file and additional details for payees who don’t have their wages paid directly into a bank account through a bank transfer but instead receive their wages in cash or by check.

Banking in the Pay Process Flow

The following diagram illustrates the banking process in PeopleSoft Global Payroll for France:



The banking process in PeopleSoft Global Payroll for France

PeopleSoft Global Payroll handles the banking process in the following way:

1. In the core PeopleSoft Global Payroll application, a payroll is run.
2. In the core PeopleSoft Global Payroll application, the banking process is run and the GP PAYMENT output table is populated.

The GP status is set to *P* (prepared).

The GP PAYMENT table contains one entry for every net pay distribution from every payment included in a given calendar run. The GP PAYMENT table is the basis on which a company pays its payees.

3. In PeopleSoft Global Payroll for France, the payment preparation is run and the GPFR PAYMENT output table is populated.

In this step, payees with a payment status of *P* (prepared) are selected from GP PAYMENT. The payment preparation is run. The payment status for the selected payees is set to *T* (transferred) in GP PAYMENT. The payment status for the selected payees is set to *P* (prepared) in GPFR PAYMENT.

Note. If you rerun the GP PAYMENT, cancel and rerun the GPFR PAYMENT preparation. You can delete the selected Calendar Run ID in GPFR PAYMENT and the GP PAYMENT status changes back from *T* (transferred) to *P* (prepared).

4. An SQR, called FREFT, is run. A flat output file (EFT) is generated, containing the details of each payment from the payroll run. The EFT file is sent to the bank so that the funds can be transferred to payees' bank accounts.

PeopleSoft does not provide for sending the EFT file to the bank.

The EFT file is generated for bank transfers only. The EFT file has a unique and generic format for France and is 160 characters long. This format is in compliance with the structure defined by the AFB.

5. An SQR, called GPFRTREP, is run, which generates a French report for all payment modes (transfer, check, and cash).

This report contains payment details, including all payments for all pay entities. You can keep this document for your accounting records.

See Also

PeopleSoft Global Payroll PeopleBook, "Understanding Banking," Running the Banking Process

Common Elements in This Chapter

Calendar Group ID Select the calendar group for which the payroll was run.

Pages Used in the Banking Process

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Payroll Preparation	GPFR_BANK_POPUL ATE	Global Payroll France, Manage Payroll Process (FRA), Process, Payment Preparation	Populate the GPFR PAYMENT record. Part of the banking process involves populating the French record of the payroll results. The Payroll Preparation page enables you to select a group of payees for whom you want to retrieve data. It should be the same group for which the payroll was run.

Page Name	Object Name	Navigation	Usage
Payment File Generation	GPFR_BANK_EFT	Global Payroll France, Manage Payroll Process (FRA), Process, Payment File Generation	Create an EFT that is sent to the bank. The EFT file contains the payment details for each payee. It is sent to the bank so that funds can be transferred to payees' accounts. The file format consists of a line for each payee, containing the payee's name, bank account number, and amount of payment. Each line can contain up to 160 characters.

Creating an EFT File for Bank

Access the Payment File Generation page.

Payment File Generation

Run Control ID: 4 [Report Manager](#) [Process Monitor](#)

Calendar Group ID:

Pay Entity:

File Name:

Payment File Generation page

Pay Entity Select a pay entity.

Note. Select both a calendar group ID and a pay entity.

File Name Enter a name and location for the EFT file. Enter the complete name and path. Remember that the path is available on your server, but not on your desktop.

Creating the Payments Report

Once the GP PAYMENT table and the GPFR PAYMENT table are populated, you can launch a Structured Query Report (SQR) that summarizes payment details. Create this report on the Payments Reports page.

See Also

“Appendix 1: PeopleSoft Global Payroll for France Reports”

CHAPTER 19

Generating DUCS

This chapter provides an overview of the Unified Declaration of social security contributions (DUCS) and describes how to set up and run these files.

Overview of PeopleSoft Global Payroll and DUCS

You may want to take advantage of PeopleSoft's ability to create DUCS files for submitting social security contribution information to government agencies. The PeopleSoft Global Payroll system can generate the following:

- URSSAF monthly and quarterly reports, including Versement en Lieu Unique (VLU).
- ASSEDIC monthly and quarterly reports, including Paiement Groupe (PG).
- ARRCO/AGIRC monthly, quarterly, and annual reports.
- Electronic payments for each declaration.

Note. URSSAF and ASSEDIC annual reports are excluded from DUCS requirements; generate these separately.

Rather than having each establishment declare and pay their contributions to the URSSAF offices in each of their locations, a company may arrange to file VLU. This way a company can submit one report to the URSSAF office near its headquarters, on behalf of its establishments. Similarly, a company can arrange to file PG with ASSEDIC.

See Also

“Defining URSSAF Contributions”

“Understanding ASSEDIC Contributions”

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

Understanding DUCS File Production

Once you run the payroll process, the system has most of the data that you need to produce a DUCS file. You must enter only the information that is unique to your process setup. You

must also specify which data the process must select, where it must place the results, and what alterations, if any, you must make.

User-Entered Setup Information

Create a DUCS file by running a batch program, in which the system searches and compiles relevant data, writes it to a specific table, and then creates a magnetic file and a control report. If needed, you can change the payment before posting the file.

There are three kinds of setup:

- **Basic Setup:** Consists of the DUCS Types page and the DUCS Parameters component. PeopleSoft delivers both of these.
 - Define each DUCS Type on the DUCS Types Page.
 - Define DUCS parameters in the DUCS Parameters component.
- **Contributions Setup:** The DUCS Contributions Page shows which elements are calculated during the payroll process and then applied to the writable array. The table created contains the elements needed for each payee and segment. PeopleSoft delivers this component, but you must update it in the PeopleSoft-delivered deductions setup if you make any additions.
- **Organization Setup:** Consists of the DUCS Contacts component and the DUCS Definition page. Peoplesoft does not deliver this data because it depends on the organization of each customer.
 - Define all DUCS contacts, recipients, transmitters, informants, editors, and establishments in the Contacts Component.
 - Assign these contacts their specific roles on the DUCS Definition Page. This is where the report information is connected with the transmission and banking information. Transmission of payment is done using the Source Bank information that you've established in the system

User-Entered Process Information

Once all of this information is in the system, use the DUCS Preparation - Run Control Page to focus the process on specific pay elements and organizations, during a specific period. This sets up the tables needed to run the file creation.

If needed, use the Update DUCS File Page to adjust the data in the DUCS file before it is generated. You can change the amount paid and the authentication. For AGIRC/ARRCO, you may also change the credit/debit.

Use the DUCS File Generation Page to actually create the DUCS information. Here you also select the destination for this data—either a file, report, or both.

See Also

PeopleSoft Global Payroll PeopleBook, “Payroll Processing,” and “Understanding Banking” and “Defining Data Retrieval Elements,” Working With Writable Arrays

Pages Used in DUCS File Production

Page Name	Object Name	Navigation	Usage
DUCS Types	GPFR_DUCS_PARA M0	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Types	View declaration codes for each DUCS type in the system and establish new ones. Reference these DUCS Types when preparing and generating DUCS files. The information on this page is PeopleSoft-delivered and maintained.
Identifier Code	GPFR_DUCS_PARA M1	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Parameters, Identifier Code	View the parameters of the identifier qualification code used in the Contact Table. The information on this page is PeopleSoft-delivered and maintained.
Declaration Type	GPFR_DUCS_PARA M2	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Parameters, Declaration Type	Set declaration type parameters for each DUCS Type. The information on this page is PeopleSoft-delivered and maintained.
Contributions	GPFR_DUCS_PARA M3	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Parameters, Contributions	Set parameters for the contribution family. The information on this page is PeopleSoft-delivered and maintained.
Amounts Types	GPFR_DUCS_PARA M4	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Parameters, Amounts Types	Set the parameters for the amount contribution type. The information on this page is PeopleSoft-delivered and maintained.
Pay Information	GPFR_DUCS_PARA M5	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Parameters, Pay Information	Set the parameters for pay mode, bank account, and reference type. The information on this page is PeopleSoft-delivered and maintained.

Page Name	Object Name	Navigation	Usage
DUCS Contributions	GPFR_DUCS_COT	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Contributions	View the contribution specifics for each recipient: URSSAF, ASSEDIC, and AGIRC/ARRCO. PeopleSoft delivers contribution information for these contribution families. If you add a new contribution to this list, you must maintain that information.
Contact Definition	GPFR_DUCS_CONT ACT	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Contacts, Contact Definition	Record the list of contacts for DUCS. Specify the role of these contacts on the DUCS Definition page.
Address and Phone	GPFR_DUCS_CONT ACT1	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Contacts, Address and Phone	Enter address and phone information for DUCS contacts.
DUCS Definition	GPFR_DUCS	Global Payroll France, Manage Payroll Process (FRA), Setup, DUCS Definition	Define how establishments are used in creating DUCS.
DUCS Preparation - Run Control	GPFR_DUCS_RUNC NTL	Global Payroll France, Manage Payroll Process (FRA), Process, DUCS Preparation	Create the work tables that the system needs to produce the DUCS files.
Update DUCS File	GPFR_DUCSF_UPDT	Global Payroll France, Manage Payroll Process (FRA), Use, DUCS File Update	Update the data in the DUCS files.
DUCS File Generation	GPFR_DUCS_FILE	Global Payroll France, Manage Payroll Process (FRA), Process, DUCS File Generation	Run the DUCS report process and generate a DUCS file. Run this process for each file that you want to generate.

Establishing Declaration Codes for DUCS Types

Access the DUCS Types page.

DUCS Types

Declaration Code: 901

***Description:** Urssaf

DUCS Types page

Declaration Code Valid values are **901** for URSSAF, **902** for ASSEDIC, and **903** for AGIRC/ARRCO.

Description Enter the description associated with the Declaration Code.

Viewing Identifier Qualification Parameters

Access the DUCS Parameters - Identifier Code page.

Identifier Code Declaration Type Contributions Amounts Types Pay Informations

Identifier Qualification View All First 1-3 of 3 Last

*Identifier Type: SIREN	*Identifier Code: 22	+ -
*Identifier Type: SIRET	*Identifier Code: 5	+ -
*Identifier Type: Other	*Identifier Code: ZZZ	+ -

DUCS Parameters - Identifier Code page

Identifier Qualification

Identifier Type Valid values are **SIREN**, which references a previously set up company; **SIRET**, which references a previously set up establishment; and **Other**, which references any other legal entity.

Identifier Code Valid values are **22** for SIREN, **5** for SIRET, and **ZZZ** for other.

Setting Declaration Type Parameters for DUCS Types

Access the DUCS Parameters - Declaration Type page.

Identifier Code Declaration Type Contributions Amounts Types Pay Informations

DUCS File Type View All First 1 of 11 Last

*File Type: 913 Description: BRC with no VLU + -

*DUCS Type: 901 Urssaf

Multi Establishments

DUCS Parameters - Declaration Type page

DUCS File Type

Multi Establishments
(multiple establishments)

This option is selected if multiple establishments are allowed, which occurs for VLU filed with URSSAF and PG filed with ASSEDIC.

<i>DUCS Type</i>	<i>File Type</i>	<i>Description</i>
URSSAF	913	BRC with no VLU
URSSAF	914	BRC with VLU
ASSEDIC	920	ADV for one establishment
ASSEDIC	921	ADV for several establishments
AGIRC/ARRCO/Other	930	Quarterly declaration
AGIRC/ARRCO/Other	931	Monthly declaration
AGIRC/ARRCO/Other	932	Annual declaration

Setting Contribution Family Parameters

Access the DUCS Parameters - Contributions page.

Identifier Code Declaration Type Contributions Amounts Types Pay Informations

Contribution Family View All First 1 of 6 Last

*Contribution Family: 905 Description: Urssaf + -

*DUCS Type: 901 Urssaf

DUCS Parameters - Contributions page

<i>DUCS Type</i>	<i>Contribution Family</i>	<i>Description</i>
URSSAF	905	URSSAF
ASSEDIC	906	ASSEDIC
AGIRC/ARRCO/Other	907	AGIRC
AGIRC/ARRCO/Other	908	ARRCO
AGIRC/ARRCO/Other	909	Contingency Funds

Setting Amount Contribution Type Parameters

Access the DUCS Parameters - Amounts Types page.

Identifier Code Declaration Type Contributions Amounts Types Pay Informations

Amount Contribution Type View All First 1 of 14 Last

Contribution Type: 920 Description: Urssaf Gross + -

DUCS Parameters - Amounts Types page

<i>Contribution Type</i>	<i>Description</i>
920	URSSAF Gross
921	URSSAF A-Ceiling
930	ASSEDIC Gross Plus
931	ASSEDIC Lump-Sum Plus
932	ASSEDIC Gross Minus
933	ASSEDIC Lump-Sum Minus
940	IRC Gross Plus
941	IRC Plus
942	IRC Lump-Sum Plus

Contribution Type	Description
948	IRC Fictitious Plus
950	IRC Gross Minus
951	IRC Minus
952	IRC Lump-Sum Minus
958	IRC Fictitious Minus

Setting Pay Mode, Bank Account, and Reference Type Parameters

Access the DUCS Parameters - Pay Information page.

The screenshot shows the 'Pay Informations' tab selected. It contains the following fields:

- *Pay Mode:** 20, Description: Check
- Bank Account Type:** (empty), Description: (empty)
- Reference Type:** PQ, Description: Social Reference

DUCS Parameters - Pay Information page

- Pay Mode** Valid payment descriptions are *Check*, *Transfer*, *Automatic Deduction*, and *Telepayment*.
- Bank Account Type** Valid bank account type descriptions are *Recipient bank account*, and *Declarant bank account*.
- Reference Type** Valid types are *PQ* (Social Reference), and *CR* (Free Cpop).

Viewing Contribution Specifics

Access the DUCS Contributions page.

The screenshot shows the 'DUCS Contributions' page with the following table:

Contribution Type	Base	Rate	Amount	Payee FTE	Amount Type 1	Amount Type 2	Description	Order Number
1	Character	001					001 Ceiling 1	1
2	Character	001					001 Ceiling A A36	2
3	Character	001					001 Ceiling A A4	3
4	Character	002					002 Ceiling 2	1

DUCS Contributions: Contribution Type page

Contribution Type Tab

Displays the contribution type and order number.

Base Tab

Base Displays the element and element type used for the Base. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Rate Tab

Employee Displays the element and element type used for the employee contribution rate. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Employer Displays the element and element type used for the employer contribution rate. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

AT Displays the element and element type used for the work accident. This element is used to declare all of the different AT rates. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Amount Tab

Employee Displays the element and element type used for the employee contribution amount. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Employer Displays the element and element type used for the employer contribution amount. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Payee FTE Tab

Payee FTE Displays the element and element type used for the Payee FTE contribution. The row number corresponds to the Contribution Type listed on the Contribution Type tab.

Payee FTE, lump sum cont
(payee FTE, lump sum contributions) Counts the number of contributions declared on the same line in the file. A value of **GP True** (value is 1) means that any element found in the pay results counts for 1. If no value is entered, the element isn't counted, even if it is found in the pay results. The lump sum count is specifically used for the ARRCO/AGIRC contributions, in

which the number of lump sum contributions must be calculated separately from the number of standard contributions.

Transportation

Select if the element is an URSSAF transportation contribution. When selected, the contribution generates a TRS record instead of a COT record.

Amount Type 1 Tab

Positive

As required, each contribution is assigned an Amount Type 1, as defined in the DUCS requirements. After the total sum is calculated, those elements listed here are given a positive value.

Negative

As required, each contribution is assigned an Amount Type 1, as defined in the DUCS requirements. After the total sum is calculated, those elements listed here are given a negative value.

Amount Type 2 Tab

Positive

As required, each contribution is assigned an Amount Type 2, as defined in the DUCS requirements. After the total sum is calculated, those elements listed here are given a positive value.

Negative

As required, each contribution is assigned an Amount Type 2, as defined in the DUCS requirements. After the total sum is calculated, those elements listed here are given a negative value.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

“Defining URSSAF Contributions”

Recording DUCS Contacts

Access the DUCS Contacts - Contact Definition page.

Contact Definition **Address and Phone**

Contact Definition: GFURSSAF07 ***Description:** Urssaf U007 Certif

OPS Identification View All First ◀ 1 of 1 ▶ Last

***DUCS Type:** 901 🔍 Urssaf + -

***Identifier Type:** Other ▼

Identification Number: 77700000100019

Reference 1:

DUCS Contacts - Contact Definition page

OPS Identification

- DUCS Type** Select the DUCS type. Valid values are determined by what you established on the DUCS Types page.
- Identifier Type** Select *Other*, *SIREN*, or *SIRET*.
- Identification Number** Enter the identification number, as defined in the DUCS requirements.
- Reference 1** Enter the reference 1, as defined in the DUCS requirements.

Entering Address and Phone Information for DUCS Contacts

Access the DUCS Contacts - Address and Phone page.

Contact Definition **Address and Phone**

Contact Definition: GFURSSAF07 Urssaf U007 Certif

Address Definition

Address Type: Other ▼

[Address](#)

Phone Definition

Service / Correspondent: Correspondant U007

Contact Type: Other ▼

[Phone](#)

DUCS Contacts - Address and Phone page

Address Definition

Address Type Select *Company Address, Establishment Address, or Other.*

Address Click this link to access the secondary page for the address.

Phone Definition

Service / Correspondent Enter the service or correspondent.

Contact Type Select *Company Address, Establishment Address, or Other.*

Phone Click this link to access the Phone Numbers page.

Defining Establishments Used in Creating DUCS

Access the DUCS Definition page.

DUCS Definition

DUCS Code: GFDUCS01 GF DUCS01 AGIRC ARRCO

DUCS Type: 903 Agirc Arrco Other

***DUCS Addressee:** GFAGIARR FR Contacts AGIRC ARRCO

Declaration Definition View All First 1 of 1 Last

1	*Recipient Name ("MR"):	GFAGIARR	FR Contacts AGIRC ARRCO	+ -
	*Transmitter Name ("FR"):	GF4CO	FR Contact FR4 Company	
	*Informant Name ("DT"):	GF4CO	FR Contact FR4 Company	
	Editor Name ("AE"):			
	*Slip Type:	931	Monthly declaration	
	Payment Type:	Z10	Telepayment	
	Source Bank ID:	GF14001	Credit Lyonnais	

Establishments List View All First 1 of 1 Last

1	*Establishment:	GF4ARET	FR Contact FR4AR Establis	<input checked="" type="checkbox"/> Main Establ. + -
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DUCS Definition page

DUCS Addressee Select the addressee from the DUCS Contact Definition component. This information is for your use only; it's not a DUCS requirement.

Declaration Definition

Recipient Name ("MR") Select the recipient of the DUCS file. The Contact Definition field on the Contact Definition page determines available values.

Transmitter Name (“FR”)	Select the transmitter name. The Contact Definition field on the Contact Definition page determines available values.
Informant Name (“DT”)	Select the informant name. The Contact Definition field on the Contact Definition page determines available values.
Editor Name (“AE”)	Select the editor name. The Contact Definition field on the Contact Definition page determines available values.
Slip Type	Select a file type from the DUCS Parameters - Declaration Type page. Available values correspond to the DUCS Type that you are working with.
Payment Type	Select a payment type. Valid values are determined by the Pay Mode field on the DUCS Parameters - Pay Information page: <i>Check, Transfer, Automatic Deduction</i> , and <i>Telepayment</i> .
Source Bank ID	Select a source bank from where the payment will be withdrawn. You must have established a source bank.

Establishments List

Establishment	Select the establishments. If you are setting up VLU or PG, enter at least two establishments; otherwise, enter one establishment. The Contact Definition field on the Contact Definition page determines available values.
Main Establ. (main establishment)	If you are setting up VLU or PG, select this check box to indicate the main establishment, as defined by the DUCS requirements.

See Also

DUCS Parameters - Declaration Type Page

DUCS Parameters - Pay Information Page

PeopleSoft Global Payroll PeopleBook, “Understanding Banking”

Creating Work Tables Needed for DUCS Files

Access the DUCS Preparation - Run Control page.

Run Control

Run Control ID: 1 [Report Manager](#) [Process Monitor](#) [Run](#)

DUCS Code		View All	First	1 of 1	Last
*DUCS Code:	GFDUCS01	FR DUCS01 AGIRC ARRCO			
*DUCS Type:	903	Agirc Arrco Other			
Declared Period		Other Informations			
*Period Format:	Monthly Declaration	Test indicator:	Try		
*Begin Date:	07/01/2001	Payment Date:	07/31/2001		
End Date:	07/31/2001				
Pay Groups		View All	First	1 of 1	Last
*Pay Group:	GES6	System Test - Pay Group SS 6			

DUCS Preparation - Run Control page

DUCS Code

Test Indicator

Select *Essai* if the generated file is a technical test. The information is sent to the addressee to verify that the file is correct. It is not used as a real declaration.

Payment Date

Enter the appropriate payment date. This is used to generate payment order.

Period Format

Select the period format: *Monthly qualifier* (for ASSEDIC, ARRCO/AGIRC), *Period qualifier* (for URSSAF), *Quarterly qualifier* (for ARRCO/AGIRC), and *Yearly qualifier* (for ARRCO/AGIRC).

Pay Groups

Pay Group

Select the pay group for which you would like to generate a DUCS file.

Updating DUCS Files Data

Access the DUCS File Update - Update DUCS File page.

Generating a DUCS File

Access the DUCS File Generation page.

DUCS File Generation

Run Control ID: 1 [Report Manager](#) [Process Monitor](#) Run

Language: English ▼

DUCS

*DUCS Code: DUCS01 🔍

*DUCS Type: 902 🔍

Output

*Output: File ▼

File Name: \\HRNT977\user\assedicpgris.doc

DUCS File Generation page

DUCS

DUCS Code Select the DUCS code that you want to process.

DUCS Type Select the DUCS type that you want to process.

Output

Output Select an output type: *File*, *Report*, or *Both*.

File Name If you want to create a DUCS file, enter a valid path and file name. If you want to create a new report without writing over old ones, or if you are running a new process, use a new file name. Use a new file name for each DUCS process that you are running; otherwise, you'll delete previous information that you might need.

CHAPTER 20

Counting Employees

Several payroll reports are based on headcount. For example, separate monthly headcounts (as well as other counts) of the men and women in your organization are required for ASSEDIC reporting. The headcount frequency and conditions that must be met to be included in a headcount vary by report.

This chapter provides an overview of how the system performs headcounts and how you can adjust the counts when necessary.

Overview of Employee Counts

PeopleSoft Global Payroll for France automatically performs the employee counts that you need to meet ASSEDIC, URSSAF, DADS, AGIRC, and ARRCO reporting requirements. When you run the payroll process, the system performs the legally required counts of employees, non-employees, contributors, non-contributors, males, females, and so on. The system stores the results in the writable array REP WA DU COTI. You then run the DUCS File Preparation process, which summarizes the counts by company and establishment.

During the next payroll cycle and during the production of the ASSEDIC certificate and the DADS-U report, the system uses some of the automatic counts generated by the previous DUCS process. For example, it writes the count into a record that stores the monthly headcount. When you run the DADS-U process at year-end, the system can then calculate the headcount for the entire year.

Adjusting Headcounts

At times, you may need to adjust headcounts. For example, you may need to increase the headcount for the number of employees that you do not process through PeopleSoft Global Payroll for France—possibly some senior executives.

You may also need to add employees who were absent during the entire processing period. In the case of a long-term absence, you can change the value of the Action/Reason field on the Job Data – Work Location page to *Paid Leave of Absence* or *Leave of Absence*. When you select *Leave of Absence*, the system automatically changes the employee's status to *Inactive*. If you exclude inactive payees from your payroll calculations, the system does not count these payees. Therefore, you need to increase the automatic headcount by the number of inactive payees who are still employed by your organization.

Which Counts Are Performed

The system automatically performs the following counts:

- Headcount for each establishment as of 31 December.

These counts are done for the ASSEDIC certificate and for DADS-U.

- Headcounts for each establishment and company in accordance with DUCS requirements for ASSEDIC and URSSAF reporting.
- Monthly headcount per company, used in the next monthly payroll cycle.

See Also

“Generating DUCS“

Viewing Headcount by Company

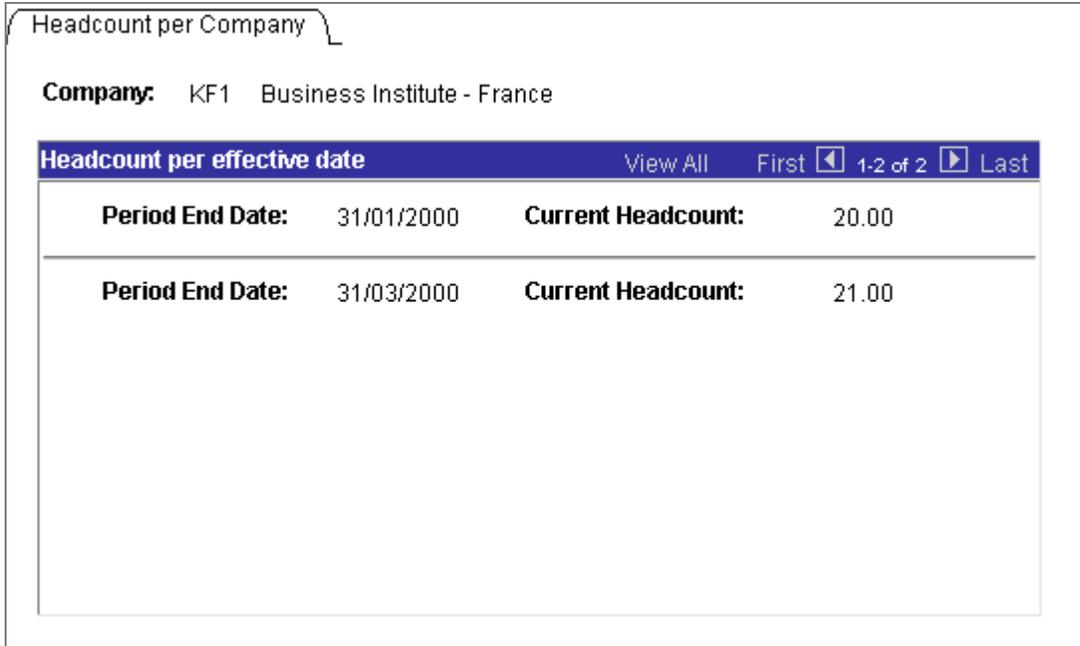
You can view the current payee headcount for each company in your organization after you run the DUCS process. The Headcount per Company page lists the count for each pay period. The system saves all counts for use in retro calculations.

Page Used to View Headcount by Company

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Headcount per Company	GPFR_DUCS_COUN	Global Payroll France, Manage Payroll Process (FRA), Inquire, Headcount per Company	View the headcount values for each company that exists in the company reference table.

Viewing Headcount Values by Company

Access the Headcount per Company page.



Headcount per Company page

Period End Date The end date of the pay period for which the counts were generated.

Current Headcount The total headcount for the company.

Adjusting DUCS Counts

The Adjustment per Establishment page lets you adjust the number of men and women counted for an establishment

After adjusting the figures, run the DUCS File Preparation process again so that next month's payroll process retrieves the correct headcounts.

Page Used to Adjust DUCS Counts

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Adjustment per Establishment	GPFR_DUCS_ADJ	Global Payroll France, Manage Payroll Process (FRA), Use, DUCS Adjustments	Adjust the DUCS headcount to include employees who were excluded from the counting process. Because ASSEDIC requires separate counts for men and women, enter a separate count for each.

Adjusting DUCS Headcount

Access the Adjustment per Establishment page.

Adjustment per Establishment

Establishment ID: KF001 Paris - Headquarter

Current Headcount: **Period End Date:**

Adjusted Values per Effective Date		View All	First	1 of 1	Last
*Effective Date:	08/15/2001	Active	Adj. men:	-3.50	+ -
DateTime:	08/15/01 2:04:03.000000PM		Adj. women:	-10.40	

Adjustments per Establishment page

Current Headcount	The headcount for the selected establishment, as generated by the DUCS process.
Period End Date	The end date of the last period for which the DUCS process was run.
DateTime	The date and time of the last adjustment so that you can determine if the adjustment was made before or after the DUCS File Generation process was last run for the same period.
Adj. Men (adjustment men)	Enter the adjustment to the total number of male employees. To make a negative adjustment, enter a minus sign (-) before the number.
Adj. women (adjustment women)	Enter the adjustment to the total number of female employees. To make a negative adjustment, enter a minus sign (-) before the number.

CHAPTER 21

Generating DADS

This chapter describes how to:

- Set up DADS extraction.
- Extract DADS data.
- Add and update extracted data.
- Set up file generation.
- Generate DADS files.
- Understand delivered DADS elements.

Setting Up DADS Extraction

Establish the following information in the system before processing DADS:

- The organization to be declared.
- The DADS output structure.
- The codes that are usable during the DADS process and the links between the payroll elements and the output structure.

This section describes how to:

- Define data types.
- View structures and records.
- Set up elements.
- Define reporting establishments.
- Define sending references.

Pages Used to Set Up DADS

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Data Type	GPFR_DA_DATTYP	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Data Type	View data types and translate values. This list contains information for each data type defined by unified DADS requirements.
Structure	GPFR_DA_STRUCT	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Structure, Structure	View DADS structures and records. A structure is a set of records.
Elements	GPFR_DA_STRUCT2	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Structure, Elements	View and modify DADS element details.
Reporting Estab	GPFR_DA_ESTREP	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Reporting Establishment	Define the reporting establishments and contacts.
Sending Reference	GPFR_DA_SNDREF	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Sending Reference	Define the layout of the output file. One file is a set of declared companies, which comprise groups of employees called establishments.

Defining Data Types

Access the Data Type page.

Data Type

Data Type: CONFAM ***Description:** Contingency Family

Codes			
*Code	*Status	*Description	
1 01	Active	Single	+ -
2 02	Active	Married	+ -
3 03	Active	Divorced	+ -
4 04	Active	Separated	+ -
5 05	Active	Widower, Widow	+ -

Translate Values			
Read Code	Code		
1 C	06	+ -	
2 D	03	+ -	
3 E	04	+ -	

Data Type page

Translate Values

Each time a code is read from any PeopleSoft Human Resources or PeopleSoft Global Payroll table, the system attempts a translation. If the table and code are referenced, the code replaces the read code in the new table.

Viewing Structures and Records

Access the Structure page.

Structure Elements

Structure: S41.G01.00 ***Description:** Social and Fiscal Data

***Status:** Active ***User Option:** Edit [Components](#)

Records			
*Record:	*Description:		
002	Begin Motif	+ -	
*Status: Active	*User Option: Edit		
*Type: Fixed	*Length: 3		
Data Source: Computed	Considered Value:		<input checked="" type="checkbox"/> Mandatory
Label Source			
Label Source: Data Type	Data Type: STREAS		

Structure page

User Option

Choose from the following:

Edit: The structure is visible and updateable.

Display Only: The structure is visible but not updateable.

	<i>Invisible:</i> The structure is not displayed.
Components	Click this link to access the Allowed Components for Update page. Several update pages are provided for updating data: GPFR_DA_UPDATE_1 through GPFR_DA_UPDATE_6. This setup establishes which component displays the structure.
Type	Select <i>Fixed, Monetary, Numeric, or Text.</i> The system can only calculate currency conversions for monetary amounts. The system cannot convert numeric entries to monetary amounts or convert currencies in the DADS process.
Data Source	Indicate how the system retrieves data: <i>Computed:</i> The retrieval process is hard-coded in the Application Engine. <i>Result:</i> Data comes from the PeopleSoft Global Payroll result tables. <i>User Key 1-4:</i> Data comes from the PeopleSoft Global Payroll Accumulator Result Table.
Considered Value	Select whether the system should use the value in the first segment, the last segment, or the sum of all segments.
Mandatory	Used in the update pages and in the file generation process. The system displays a message when a mandatory field is not populated during the update process. The file generation process writes data for either populated fields or unpopulated mandatory fields.
Label Source	The system uses this field to manage the prompts associated with a code on the update pages. Options are: <i>Data Type:</i> Possible code values are given by a data type. Enter data type name. <i>Record:</i> Possible code values are given by a record. Enter the name of the record, the key field, and the description field. <i>Xlat Value:</i> Possible code values are given by the Translate Table. Enter the name of the field.

Setting Up Elements

Access the Elements page.

Structure Elements

Structure: S41.G01.00 Social and Fiscal Data

Elements				First	1-20 of 20	Last
Entry Type	Element Name	Description	Record			
Variable	GEN VR TX PEM	Rate of ceiling reduction	008	Q	+	-
Accumulat	GEN AC NET FISCAL	Segment Taxable Net	036	Q	+	-
Accumulat	GEN AC HRS TRAV	Segment worked hours	021	Q	+	-
Accumulat	GEN AC BRUT SG	Segment Gross Salary	029	Q	+	-
Variable	URS VR TX AT E	URSSAF AT Rate	028	Q	+	-
Formula	TAX FM BASE CSG	Funding base CSG tax	032	Q	+	-
Formula	TAX FM BASE CSG	Funding base CSG tax	033	Q	+	-
Formula	URS FM BASE A	URSSAF A Base calculation	030	Q	+	-
Accumulat	IND AC AN NOUR SG	Meal benefit in kind amount SG	038	Q	+	-
Accumulat	IND AC AN LOGE SG	Lodging benefit in kind SG	039	Q	+	-
Accumulat	IND AC AN VEHI SG	Car benefit in kind SG	040	Q	+	-
Accumulat	IND AC AN AUTR SG	Other benefit in kind SG	041	Q	+	-
Formula	TAX FM BASE SG	Taxes funding base	035	Q	+	-
Variable	DAS VR TOT HRS SAL	Period total payee's hours	022	Q	+	-
Accumulat	DAS AC FRAIS PROFS	Professional Expenses	044	Q	+	-
Accumulat	DAS AC MNT TAX SAL	Tax on salary contributions	058	Q	+	-
Accumulat	DAS AC AV NAT RET	Benefits in kind deducted	042	Q	+	-
Variable	DAS VR BAS TAXSAL1	Tax on salary base 1	055	Q	+	-
Variable	DAS VR BAS TAXSAL2	Tax on salary base 2	056	Q	+	-
Variable	DAS VR BAS TAXSAL3	Tax on salary base 3	057	Q	+	-

Elements page

Record List the elements that will be extracted, as well as the record they are associated with during the extraction process.

Defining Reporting Establishments

Access the Reporting Estab page.

Reporting Estab

Reporting Definition: 123 ***Description:** [Redacted]

***Reporting Establishment:** GF1CI Etbl Commerce Informatique

***Communication Mode:** Electronic Mail

Communication Detail: [Redacted]

Contacts View All First 1 of 1 Last

***Name:** Pier Dupont

***Status:** Active

***Intervention Domain:** Administrative

***Media Type:** Electronic Mail

***Contact Detail:** [Redacted]

Reporting Estab page

Reporting Establishment Enter the establishment code.

Communication Detail	Enter specific contact data, such as a phone number.
Name	Enter up to three active contacts per reporting establishment.
Active/Inactive	Active status indicates that a contact must be used.
Intervention Domain	Select <i>Administrative</i> , <i>Computing</i> , or <i>Other</i> .
Contact Detail	Enter specific contact data, such as a phone number.

Defining Sending References

Access the Sending Reference page.

Sending Reference

Sending reference: 123 ***Description:**

***Transmitter Establishment:** Etbl Admin. Informatique

***Reporting Definition:**

Declaration View All First ◀ 1 of 1 ▶ Last

***Company:** Société DUCS 2 + -

***Main Establishment:** Etablissement DUCS 2

***Declaring Establishment:** Etablissement DUCS 2

***Reporting Definition:**

Client Number:

Establishments First ◀ 1 of 1 ▶ Last

	*Establishment Description		
1	<input type="text" value="GFB01"/> <input type="button" value="Q"/>	Etablissement DUCS 2	+ -

Sending Reference page

Transmitter Establishment	Enter an establishment defined on the PeopleSoft Human Resources Establishment Table.
Reporting Definition	Select an entry defined on the Reporting Establishment page.
Main Establishment	For each declared company, the main establishment must appear on the establishments list.
Declaring Establishment	You can use the same value as the Main Establishment field.
Client Number	Optional.
Establishment Description	Enter at least one establishment. The establishment lists the employees to be processed.

Extracting DADS Data

Once you complete the DADS setup pages, you can extract DADS information from the payroll tables.

Page Used in the Extraction Process

Page Name	Object Name	Navigation	Usage
DADS Extraction	GPFR_DA_RUNCNT L	Global Payroll France, Manage Payroll Process (FRA), Process, DADS Extraction	Launch the DADS Extraction process.

Extracting DADS Data

Access the DADS Extraction page.

DADS Extraction page

Note. You can save and run the process only after completing the **Sending Reference** and **Pay Group** fields.

- Sending Reference** Select a file layout defined on the Sending Reference page.
- Chosen Service** You must select *DADS-U*.
- Test Indicator** Indicate whether this is a test or real extraction.
- Declared Year** Defaults to the previous calendar year.

Used Dates	Indicate the dates used for payroll segment selection.
Declaration Type	Only <i>Full Declaration</i> is available.
Declaration Part	Only <i>No Fraction</i> is available.
Purge	Defines what to do with added data. You must purge data for the first DADS launch in a new year. If not, the system displays an error message if the DADS tables contain data related to previous years.
Pay Groups	Select a pay group. The system processes the pay groups listed here.

Adding and Updating Extracted Data

You can update or add data to the structures you created in the extraction process.

You use different pages to add or update specific types of extracted data, such as company data and establishment data. Each page works the same way: you choose a data structure, then a record within that structure. This section describes how to:

- Select a structure.
- Select a record and update data.

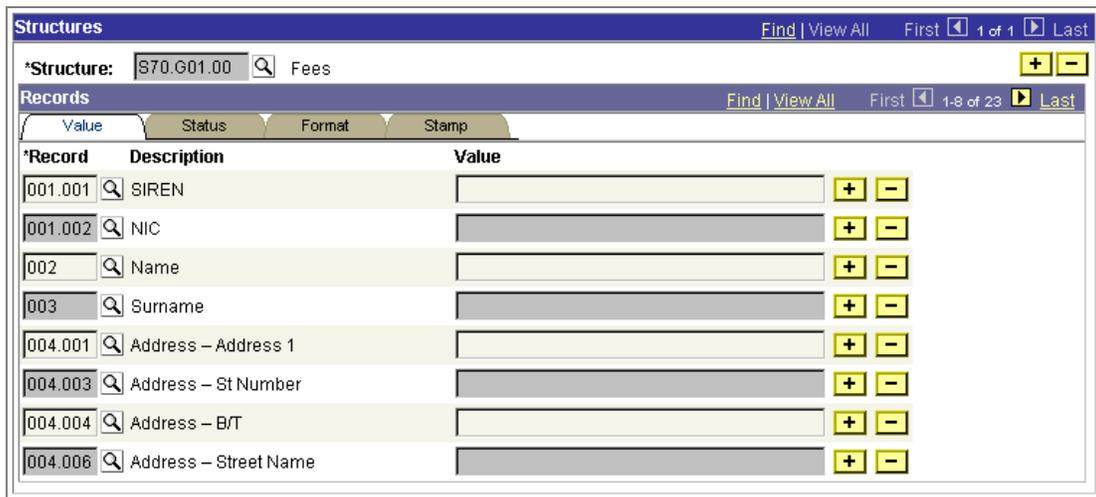
Pages Used to Add and Update Extracted Data

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Sending References	GPFR_DA_UPDATE_1	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Sending References	Add or update extracted sending reference data.
Companies	GPFR_DA_UPDATE_2	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Companies	Add or update extracted company data.
Situations by Employee	GPFR_DA_EMPL	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Situations by Employee	Manage periods by employee.
Employees	GPFR_DA_UPDATE_3	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Employees	Update undated, extracted employee data.

Page Name	Object Name	Navigation	Usage
Situations	GPFR_DA_UPDATE_4	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Situations	Add or update DADS employee identifiers and period lists.
Fees	GPFR_DA_UPDT_CR T	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Fees, Fees	Add fees.
Details	GPFR_DA_UPD_DET	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Fees, Details	Enter details.
Establishments	GPFR_DA_UPDATE_6	Global Payroll France, Manage Payroll Process (FRA), Use, DADS Establishments	Add or update extracted establishment data.

Selecting a Structure

Access any of the pages used to update and add to previously extracted DADS data.



Update page

Select a structure to populate the Records area of the page. The system retrieves record data according to the User Option field on the Structure page you used to set up DADS (editable, display-only, or invisible).

See Also

Viewing Structures and Records

Selecting a Record and Updating Data

Each update page includes four tabs at the record level: value, status, format, and stamp.

Value Tab

Add new values here. Values must be in the correct format.

*Record	Description	Value
001.001	SIREN	<input type="text"/>
001.002	NIC	<input type="text"/>
002	Name	<input type="text"/>
003	Surname	<input type="text"/>
004.001	Address – Address 1	<input type="text"/>
004.003	Address – St Number	<input type="text"/>
004.004	Address – B/T	<input type="text"/>
004.006	Address – Street Name	<input type="text"/>

Value tab

Status Tab

You cannot delete extracted DADS data. Use this tab to view the current status of DADS data and render some data inactive.

*Record	Description	Data Status	*Action	Status
001.001	SIREN	Added	Override	Active
001.002	NIC	Added	Override	Active
002	Name	Added	Override	Active
003	Surname	Added	Override	Active
004.001	Address – Address 1	Added	Override	Active
004.003	Address – St Number	Added	Override	Active
004.004	Address – B/T	Added	Override	Active
004.006	Address – Street Name	Added	Override	Active

Status tab

Data Status

Indicates if the data from the extraction process (Extracted), has been updated (Extracted and Updated), or has been added (Added). When an extraction is repeated, the status levels are handled differently:

- *Extracted*: Is re-extracted.
- *Extracted and Updated Data*: Original data is re-

extracted; updates are lost.

- *Added:* Is kept.

Action

Override indicates that a manual change replaces extracted data. *Addition* indicates that extracted and additional data are totaled.

Status

The system ignores Inactive records during file generation.

Format Tab

This tab indicates the record definition and is display only.

Records							Find View All	First	1-8 of 23	Last
Value	Status	Format	Stamp							
Record	Description	Mandatory	Type	Length	Decimal					
001.001	SIREN	<input checked="" type="checkbox"/>	Fixed	9						
001.002	NIC	<input checked="" type="checkbox"/>	Fixed	5						
002	Name	<input checked="" type="checkbox"/>	Text	40						
003	Surname	<input type="checkbox"/>	Text	20						
004.001	Address – Address 1	<input type="checkbox"/>	Text	32						
004.003	Address – St Number	<input type="checkbox"/>	Text	4						
004.004	Address – B/T	<input type="checkbox"/>	Text	1						
004.006	Address – Street Name	<input type="checkbox"/>	Text	26						

Format tab

Stamp Tab

Each modified entry is stamped with date, time, and user ID. The tab displays the previous time stamp.

Records				Find View All	First	1-8 of 23	Last
Value	Status	Format	Stamp				
*Record	Description	User Name	Last Updated				
001.001	SIREN	PS	07/17/2001 10:58:49.000000AM	+	-		
001.002	NIC	PS	07/17/2001 10:58:49.000000AM	+	-		
002	Name	PS	07/17/2001 10:58:49.000000AM	+	-		
003	Surname	PS	07/17/2001 10:58:49.000000AM	+	-		
004.001	Address – Address 1	PS	07/17/2001 10:58:49.000000AM	+	-		
004.003	Address – St Number	PS	07/17/2001 10:58:49.000000AM	+	-		
004.004	Address – B/T	PS	07/17/2001 10:58:49.000000AM	+	-		
004.006	Address – Street Name	PS	07/17/2001 10:58:49.000000AM	+	-		

Stamp tab

Setting Up File Generation

Set up the file generation design based on the recipient requirements.

Page Used to Set Up File Generation

Page Name	Object Name	Navigation	Usage
Recipient	GPFR_DA_RECIP	Global Payroll France, Manage Payroll Process (FRA), Setup, DADS Recipient	Select records for file generation.

Selecting Records for File Generation

Access the Recipient page.

Recipient

Recipient: 123 *Description:

Status: Active

Structures			
Structure:	S10.G01.00	Transmitter	<input checked="" type="checkbox"/> Include
Records			
Record	Include	Mandatory	Description
001.001	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Transmitter SIREN
001.002	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Transmitter NIC
002	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Transmitter Name
003.001	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transmitter – Address 1
003.003	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transmitter – St Number
003.004	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transmitter – B/T
003.006	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transmitter – Street Name
003.007	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Transmitter – City Code

Recipient page

Refresh Structure Definition

Select this button to read the structures and records available for file generation.

Generating Files

The system reads data from the DADS tables and writes them to the DADS report and flat files using a batch process. A simple structured query report (SQR) program builds the files and the report.

Page Used to Generate DADS Files

Page Name	Object Name	Navigation	Usage
File Generation	GPFR_DA_FRUNCN TL	Global Payroll France, Manage Payroll Process (FRA), Process, DADS File Generation	Create the DADS report and files.

Creating DADS Report and Files

Access the File Generation page.

File Generation page

Sending Reference	Recalls the file layout established on the Sending Reference page.
Recipient	Recalls the records selected on the Recipient page.
Output	The system will create a file, printed report, or both.

Understanding Delivered DADS Elements

Note. PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for France.

See Also

PeopleSoft Global Payroll PeopleBook, “Delivered Elements and System Data” and “Defining Earnings and Deduction Elements”

Appendix 1: PeopleSoft Global Payroll for France Reports

This appendix provides an overview of PeopleSoft Global Payroll for France reports and enables you to:

- View summary tables of all reports.
- View report details and source records.

Note. For samples of these reports, see the PDF files published on CD-ROM with your documentation. You can print all of the reports in French and English.

See Also

PeopleSoft Process Scheduler PeopleBook

PeopleSoft Global Payroll for France Reports: General Description

These tables list the PeopleSoft Global Payroll for France reports, sorted by functional category and report ID. The reports listed are all Structured Query Reports (SQRs). If you need more information about a report, refer to the report details at the end of this chapter.

See Also

PeopleSoft Global Payroll for France Reports: A to Z

PeopleSoft Global Payroll for France Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FRPAY001 (GPFRCGEN) Summary Salary Statement	A generic report based on a previously established setup.	Global Payroll France, Manage Payroll Process (FRA), Report, Generic Report	GPFR_GENRPT_RUN CTL

Report ID and Report Name	Description	Navigation	Run Control Page
FRPAY003 (GPFRGEN) Loans and Advances Report	A generic report based on a previously established setup.	Global Payroll France, Manage Payroll Process (FRA), Report, Generic Report	GPFR_GENRPT_RUN CTL
FRPAY004 (GPFRGEN) Garnishments Report	A generic report based on a previously established setup.	Global Payroll France, Manage Payroll Process (FRA), Report, Generic Report	GPFR_GENRPT_RUN CTL
FRPAY005 (GPFRGEN) Tax on Salaries Report	A generic report based on a previously established setup.	Global Payroll France, Manage Payroll Process (FRA), Report, Generic Report	GPFR_GENRPT_RUN CTL
FRPAY006 (GPFRGEN) Tax Reduction on Low Salary Report	A generic report based on a previously established setup.	Global Payroll France, Manage Payroll Process (FRA), Report, Generic Report	GPFR_GENRPT_RUN CTL
GPFRASS ASSEDIC Certificate	Prints an ASSEDIC certificate that is delivered to payees at the moment of breach, termination, or expiration of their contracts of employment.	Global Payroll France, Manage Payroll Process (FRA), Report, ASSEDIC Printing Process	GPFR_ASS_CER_RU N
GPFRATMP Work Accident/Occupational Disease Certificate	Prints a certificate for occupational accident/illness.	Global Payroll France, Manage Payroll Process (FRA), Report, Leave Certificates	GPFR_ILL_AT_RNCT L
GPFRDUCS DUCS Control Report	Runs the DUCS report process.	Global Payroll France, Manage Payroll Process (FRA), Process, DUCS Preparation	GPFR_DUCS_RUNCN TL
GPFRDUCS DUCS File	Generates a DUCS file.	Global Payroll France, Manage Payroll Process (FRA), Process, DUCS File Generation	GPFR_DUCS_FILE

Report ID and Report Name	Description	Navigation	Run Control Page
GPFREFT Payment File Generation	Creates a flat output file (EFT) that contains the payment details for each payee. It is sent to the bank so that funds can be transferred to payees' accounts.	Global Payroll France, Manage Payroll Process (FRA), Process, Payment File Generation	GPFR_BANK_EFT
GPFRILL Illness/Maternity Certificate	Prints a certificate for illness and maternity.	Global Payroll France, Manage Payroll Process (FRA), Report, Leave Certificates	GPFR_ILL_AT_RNCT L
GPFRILT Long-Term Illness Certificate	Prints a certificate for long-term illness.	Global Payroll France, Manage Payroll Process (FRA), Report, Leave Certificates	GPFR_ILL_AT_RNCT L
GPFRPSL Payslip and Annex	Prints payslips and annexes for the payees associated with a pay group.	Global Payroll France, Manage Payroll Process (FRA), Report, Payslip	GPFR_RUNCTL_PYS L
GPFRREP Payment Control Report	Summarizes payees' loan and advance information. Prints in electronic and paper form.	Global Payroll France, Manage Payroll Process (FRA), Report, Payment Report	GPFR_BANK_REPOR T

See Also

"Generating DUCS"

PeopleSoft Global Payroll for France Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

Common Elements in These Reports

Select All

Click this button to select all payees that are in the organization and the establishment that you entered. By clicking the button, the system lists all payees who have certificate data retrieved.

Print

By default, this check box is selected if the certificate has

not been printed for the payee. Select this check box to print the ASSEDIC Certificate for the payee listed.

Name The payee's name.

FRPAY001 (GPFRGEN) – Summary Salary Statement

From date Enter a calendar code corresponding to the beginning date that you want to extract.

To date Enter a calendar code corresponding to the ending date that you want to extract.

Sort Option Select the sort option for the report: *Id, Record number* or *Name, Record number*.

Detail of the payees Select the check box to display the details of each payee in the report. If you do not select the check box, only the total amounts for each payee appear in the lines of the report.

Group ID

Group ID Select the group ID for which you want to report information.

As Of Date Select the as of date if you want to re-create the group before launching the generic report.

Refinement Date Select the refinement date if you want to re-create the group before launching the generic report.

Rebuild Select this check box if you want to re-create the group before launching the generic report.

Rows or Columns

This group box appears if you select a Personal Summary type of generic report. It's generated for each calendar included between the begin and end dates that you enter.

From date Select the beginning date for which you want to report information in the given column or row. Up to 13 columns can appear on the report. For example, you could use a column for each month and use the 13th column for the year-to-date totals. This 13th column is not automatically generated; you must define it.

To date Select the end of the reporting period for the given column or row.

GPFRATMP - Work Accident/Occupational Disease Certificate

Source

Source Certificate Select *Illness/Maternity, Long-Term Absence*, or *Occupational Accident/Illness*.

Refine Search

Begin Date The date that the absence begins.

End Date The date that the absence ends.

Company The payee's company.

Estab ID (establishment ID) The payee's establishment.

Source Records

GPFR_ILL_ADMIN, GPFR_ILL_WAGES, GPFR_ILL_LONG

GPFRDUCS - DUCS Control Report

See Also

“Generating DUCS“

GPFRDUCS - DUCS File Report

See Also

“Generating DUCS“

GPFRILL - Illness/Maternity Certificate Report

The same generic report page used to produce the Work Accident/Occupational Disease Certificate report is used to generate this report.

GPFRILT - Long-Term Illness Certificate Report

The same generic report page used to produce the Work Accident/Occupational Disease Certificate report is used to generate this report.

GPFRPSL - Payslip and Annex

The data in the header of the report, such as payee and organization name and address, is extracted from the PeopleSoft Human Resources data tables. All of the body and footer data comes from result tables from the payroll run process.

Source Records

GPFR_PAY_SLIP_1, GPFR_PAY_SLIP_2, GPFR_PAY_SLIP_H, GPFR_P_SLIP_SK,
GPFR_P_SLIP_GRP, GP_RSLT_ERN_DED, GP_RSLT_ACUM, GP_RSLT_PIN.

GPFRTRP - Payment Control Report

The report prints in electronic and paper form. The report displays loan, salary advance, permanent salary advance, and advance on salary information for each payee with an existing account. The report displays the organization, loan ID, month, balance, and type of loan.

Calendar Group ID Select the Calendar group for which the payroll was run.

Note. Select the same Calendar Group ID and the same Pay Entity for which you ran the payroll and created the EFT file.

Source Record

GPFR_PAYMENT

Appendix 2: Configuring Your Global Payroll Application for France

This chapter provides an overview of how to:

- Add new elements to the Absence and Payroll process.
- Configure existing absence and payroll elements.

Important! This chapter assumes a thorough understanding of the core application chapter on Defining Absence Elements, as well as the material on absences contained in the section Understanding French Absence Rules. Both the design and setup of French absences, as well as specific absence elements, are discussed in the latter chapter. The current section does not attempt to reproduce or summarize this information when making reference to specific elements used in absence processing. You must also be familiar with the core application chapter Defining Earnings and Deductions, as well as the material on French earnings discussed in your country extension PeopleBook.

Adding New Elements to the Absence and Payroll Process

This section contains information that will enable you to effectively integrate new absence take, absence entitlement, earning, and deduction elements into the delivered PeopleSoft Global Payroll application for France. This information will help ensure that any new element you create fits into the existing logic and organization of PeopleSoft Global Payroll for France and is included in the correct calculations.

Creating New Absence Entitlements

Question	Answer
<p>If you are creating a new entitlement, are there specific conditions to trigger the entitlement?</p>	<p>Yes: Create the appropriate conditional resolution formula taking into account the specific conditions for triggering the entitlement.</p> <p>No: If the entitlement your are creating has a frequency of per absence, use the element ABS FM COND MLE2 as your conditional resolution formula. To make sure that the formula works, enter a specific code (among those already existing, or any others) in the TAKE CONFIG1 field of the corresponding absence take(s) that will be linked to this entitlement.</p>
<p>If you are creating new illness, work accident, or maternity entitlements, are the entitlements different from the legal ones?</p>	<p>Yes: As recommended in the section Defining Entitlement for Salary Upholding, create a new bracket (taking ABS BR MT SAL LOI and/or ABS BR MT SAL AFB as examples) with your company's labor agreement elements, and then update the formula ABS FM BRACK DTS so that it takes your bracket into account by adding the following rows of instructions:</p> <p>If the system element LABOR AGREEMENT = xxx (where xxx is the code for the labor agreement),</p> <p>THEN bracket ABS BR MT SAL xxx >> formula ABS FM BRACK DTS</p> <p>ELSE bracket ABS BR MT SAL LOI >> formula ABS FM BRACK DTS</p> <p>END IF</p>
<p>Are you defining a new illness, work accident, or maternity type of absence?</p>	<p>Yes: Have you created, as recommended in the section Absence Rules for Illness, Maternity, and Work Accident, a bracket (ABS BR MT SAL XXX) to manage your labor agreement, using the variable ABS VR NOM PRISE as the first key? Make sure that in the formula you use to trigger the entitlements, you first assign the name of your absence to the variable ABS VR NOM PRISE. For example, if you are creating a new entitlement for illness, you might assign <i>MALADIE</i> to ABS VR NOM PRISE.</p>

See Also

TAKE CONFIG1, 2, and 3

“Understanding French Absence Rules,” Understanding the User-Defined (TAKE CONFIG) Fields, Defining Entitlement for Salary Upholding (ABS BR MT SAL LOI and ABS BR MT SAL AFB), and Absence Rules for Illness, Maternity, Work Accident

Creating New Absence Takes

<i>Question</i>	<i>Answer</i>
If you are creating a new illness or work accident type absence take, do you plan to use existing offset formulas?	Yes: Make sure you have entered the correct code in the TAKE CONFIG1 field.

The following table lists all the delivered offset formulas:

<i>Offset Formula</i>	<i>Description</i>
ABS FM OFFSET MAL1	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the first take of an illness leave.
ABS FM OFFSET MAL2	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the second take of an illness leave.
ABS FM OFFSET MAL3	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the third take of an illness leave.
ABS FM OFFSET MAL4	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the fourth take of an illness leave.
EVT FM DEMENAG OF	Used to retrieve all the paid days consumed since the beginning of the year (up to the day before the start of the absence) corresponding to the moving leave.
EVT FM ENF MAL OF	Used to retrieve all paid days consumed since the beginning of the year (up to the day before the start of the absence) corresponding to child illness leave.
EVT FM ALLAITE OF	Used to retrieve all paid days (over the previous three months before the beginning of the absence) corresponding to breast feeding leave.

Offset Formula	Description
ABS FM OFFST ATRV1	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the first take of a work accident leave.
ABS FM OFFST ATRV2	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the second take of a work accident leave.
ABS FM OFFST ATRV3	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the third take of a work accident leave.
ABS FM OFFST ATRV4	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the fourth take of a work accident leave.
ABS FM OS LGM1 AFB	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the first take of a long illness leave (specific to AFB labor agreement).
ABS FM OFFSET LGM1	Used to retrieve all paid days over the last 12 months (starting the day before the beginning of the absence) corresponding to the first take of a long illness leave.

Question	Answer
Is the new absence take an unpaid absence?	Yes: Use the formula ABS FM SANS SOLDE as your day formula, and then use the variables ABS VR HR DED (as the unit for the deduction in hours), ABS VR JO DED (as the unit for the deduction in business days), and ABS VR JC DED (as the unit for the deduction in calendar days).
Is the new absence take paid only in hours?	Yes: Use the formula ABS FM VALO HR SLT as your day formula, and then use the system elements DAY COUNT PD as the units of your earning and DAY COUNT as the units of your deduction.

Question	Answer
Is the new take an absence that can be paid either in hours, business days, or calendar days?	<p>Yes: Use the formula ABS FM JRS ABS as your Day Formula, and then use the following elements to represent the <i>unit</i> in the calculation rule of your absence take/entitlement:</p> <p>ABS FM GEN HRS = unit for your earning in hours</p> <p>ABS VR HR DED = unit for your deduction in hours</p> <p>ABS FM GEN JO = unit for your earning in business days</p> <p>ABS VR JO DED = unit for your deduction in business days</p> <p>ABS FM GEN JC = unit for your earning in calendar days</p> <p>ABS VR JC DED = unit for your deduction in calendar days</p>
Are you creating a new day formula?	<p>Yes: If you want to use the existing setup for seniority calculation, paid vacation opening, and entitlement calculation, as well as for the calculation of unworked and unpaid hours, add to your new formula the formula ABS FM ALIM AC ABS. In order for this formula to work correctly, set up the fields TAKE CONFIG1, TAKE CONFIG2, and TAKE CONFIG3.</p> <p>In addition, trigger the bracket ABS BR ABS VALO in your formula so that the correct values of the variables (ABS VR VALO xxx) are returned and the earnings/deductions are calculated correctly.</p> <p>For a list of all the delivered day formulas that can be entered in the Day Formula field of the Day Formula page used in the Absence Take setup, see the table that follows under the Delivered Day Formulas topic.</p>
For generated positive input, are you using ABS FM GEN HRS, ABS FM GEN JO, and/or ABS FM GEN JC as the units for your earnings, and ABS VR HR DED, ABS VR JO DED and ABS VR JC DED as the units for your deduction?	<p>Yes: Be careful to insert the row calculating the earning before the row calculating the deduction because the formulas used as the units for the earnings feed the variables used as the units for the deduction.</p>

Question	Answer
Do you want to create a new earning and/or deduction to <i>receive</i> the generated positive input?	<p>Yes: See the sections on Creating New Earnings Elements and Creating New Deduction Elements.</p> <p>For a list of existing earnings and deductions fed through positive input generated by the absence process, see List of Absence Take Elements.</p> <p>If you know that your new take is to be valued in only one unit, create only one earning and one deduction (instead of three as in the delivered setup). In this case, make sure that the bracket ABS BR ABS VALO retrieves the correct value for the variable corresponding to the earning/deduction that you set up. For example, if you create a new deduction in hours, make sure that for TAKE CONFIG2 of the take that feeds this deduction, the return value of ABS VR VALO HEURES in the bracket ABS BR ABS VALO is <i>1</i>.</p>
Do you want the new take to appear on the schedule portion of the payslip?	Yes: Go to the Pay-slip Absence Codes Page, and set up (for your new take) the two-character code that should appear in the schedule portion of the payslip.

Delivered Day Formulas

The following table lists all the delivered day formulas that can be entered in the Day Formula field of the Day Formula Page used in the Absence Take setup.

Existing Day Formulas	Use/Description
ABS FM JRS MAL	Day formula used for any illness type of absence.
ABS FM ALIM AC ABS	Used as a sub-formula of any day formula for all absences except paid vacation.
ABS FM ALIM AC NTR	Used as a sub-formula of ABS FM ALIM AC ABS.
ABS FM ALIM AC NPA	Used as a sub-formula of ABS FM ALIM AC ABS.
GEN FM ABS CAL	Used as a sub-formula of ABS FM ALIM AC ABS.
GEN FM ABS ASS CAL	Used as a sub-formula of ABS FM ALIM AC ABS.

Existing Day Formulas	Use/Description
GEN FM ABS CC CAL	Used as a sub-formula of ABS FM ALIM AC ABS.
ABS FM JRS IJ LGM	Day formula used for long term illness IJSS.
ABS FM JRS CURE N P	Day formula used for unpaid course of treatment absence.
ABS FM SANS SOLDE	Day formula used for any unpaid absence.
ABS FM JRS ATRV	Day formula used for any work accident type of absence.
MAT FM JRS	Day formula used for any maternity type of absence.
ABS FM JRS ABS	Day formula used for any other type of absence.
ABS FM VALO HR SLT	Day formula used for any absence using only hours as their units.

The following table lists all the formulas that behave like day formulas (they count as day formulas in the system). These formulas are used for each day of absence as the *units* for generated positive input.

Additional Formulas	Use/Description
ABS FM JRS OUV	Retrieves business days as absence units.
ABS FM JRS CAL	Retrieves calendar days as absence units.
ABS FM HEURES	Retrieves hours as absence units.
ABS FM GEN JC	Retrieves calendar days as absence units.
ABS FM GEN JO	Retrieves business days as absence units.
ABS FM GEN HRS	Retrieves hours as absence units.

TAKE CONFIG1, 2, and 3

When you create new absence takes, specify the values of the TAKE CONFIG fields on the Absence Take – Calculation page. Because these fields are documented in Defining Absence Elements and the section on Understanding French Absence Rules, we will not discuss their use here. However, it's important that you understand how PeopleSoft Global Payroll for France defines these fields for existing elements so that you can use the delivered values as a model when you define your own absence takes.

The following table displays the possible values of the TAKE CONFIG1-3 fields:

TAKE CONFIG1	Description
Null	Related to absences for which there is no offset formula needed.
MAL1	Illness for first take of the sequence.
MAL2	Illness for second take of the sequence.
MAL3	Illness for third take of the sequence.
MAL4	Illness for fourth take of the sequence.
ATRV1	Work accident for the first take of the sequence.
ATRV2	Work accident for the second take of the sequence.
ATRV3	Work accident for the third take of the sequence.
ATRV4	Work accident for the fourth take of the sequence.
ATRC1	IJ in case of work accident relapse (first take of the sequence).
DERN	Used for IJSS takes to denote the last take of the sequence (the system needs to “recognize” this last take, as it is not used in the same way as the others).
ALLAI	Breast feeding (Allaitement).
EM	Child Illness (Enfant Malade).
DEMEN	Moving.
IJCR	IJ for course of treatment.
LGIJ	IJ for long term illness.
LGM1	Long-term illness for the first take of the sequence.
LGM2	Long-term illness for the second take of the sequence.
IJ1	First take of IJ for illness.
IJ2	Second take of IJ for illness.
MAT1	Maternity for the second take of the sequence.
MAT2	Maternity for the second take of the sequence.
DL	Staff representatives take.
ATIJ1	First IJ take for work accident.

TAKE CONFIG2	Description
Null	For IJSS takes (TAKE CONFIG2 is not needed for IJSS takes calculation).

TAKE CONFIG2	Description
MAL	Illness.
ATR	Work accident.
ATRCH	Work accident relapse.
ADOPT	Adoption.
THERP	Therapeutic part time.
MAT	Maternity.
CP	Paid vacation.
DIV	Miscellaneous.
EVF	Family event.
CIF	Sabbatical training leave.
MTSUP	Additional maternity leave (for AFB).
REP	Staff representatives.
SABB	Sabbatical leave.
PREAV	Notice period not worked.
PAR	Parental leave.
REPOS	Time off in lieu of compensation.

TAKE CONFIG3	Description
Null	For paid vacation takes and for any takes in a sequence other than first or last.
1	First take of a sequence.
DER	Last take of a sequence.
1DER	Both first and last take when there is only one take for an absence leave.

See Also

TAKE CONFIG1, 2, and 3

“Understanding French Absence Rules,” Understanding the User-Defined (TAKE CONFIG) Fields

PeopleSoft Global Payroll PeopleBook, “Defining Absence Elements,” Selecting the Day Formula, Linked Earnings and Deductions, and Other Take Elements

“Understanding French Absence Rules,” Defining Units for Earnings and Deduction Calculations (ABS BR ABS VALO)

“Producing Wage Certificates for Absences,” Defining Absence Codes Used in Reports

“Understanding French Absence Rules,” List of Absence Take Elements

Creating New Earnings Elements

<i>Question</i>	<i>Answer</i>
Is the new earning you want to create part of base salary?	<p>Yes: Make sure that it is a member of the following accumulators: GEN AC BRUT SG, ATR AC SAL BASE (used for salary certificate in case of work accident).</p> <p>Also update the formula element ABS FM SAL BA THEO and HRS FM SALBAS TX H (to calculate the overtime rate) by adding your new earning.</p>
Is the new earning part of the base salary used for paid vacation calculation?	Yes: Make sure that it is a member of the accumulator CPA AC PAYES_BASE.
Is the new earning a benefit in kind?	<p>Yes: Make sure that it is a member of one of the following accumulators, depending on its function/purpose:</p> <p>IND AC AN LOGE SG (lodging allowance)</p> <p>IND AC AN NOUR SG (meal allowance)</p> <p>IND AC AN VEHI SG (car allowance)</p> <p>IND AC AN AUTR SG (other allowances)</p> <p>The element should also be added to the following accumulators used for salary certificates in case of a workplace accident:</p> <p>GEN AC BRUT SG and ATR AC AV NAT</p> <p>Note. A benefit in kind earnings may require a corresponding deduction. Do not forget to create the deduction.</p>
Is the new earning part of gross salary?	Yes: Make sure that it is a member of the accumulator GEN AC BRUT SG.
Is the new earning included in the base salary for the job insecurity premium (for fixed term contracts)?	Yes: Make sure that it is a member of the accumulator IND AC EFTCA AN.
Is the new earning not subject to contributions but subject to income tax?	Yes: Make sure that it is a member of the accumulators GEN AC NET FISCAL and GEN AC NET A PAYER.
Is the new earning subject neither to contributions nor income tax?	Yes: Make sure that it is a member of the accumulator GEN AC NET A PAYER.

Question	Answer
Is the new earning a premium?	<p>Yes: Make sure that it is a member of one of the following accumulators, depending on the frequency:</p> <p>ATR AC PRIMES for monthly premiums.</p> <p>ATR AC PRIM TRIM for quarterly premiums.</p> <p>ATR AC PRIM AN for annual premiums.</p> <p>Also make sure that the premium contributes to the accumulator GEN AC BRUT SG.</p> <p>If the premium is to be used in the paid vacation valuation, add it to the accumulator CPA AC PAYES_BASE.</p> <p>If the premium is used to calculate the hourly rate, add it to the formula HRS FM SAL BAS TX H.</p>
Does the new earning have to be taken into account for the SMIC control?	Yes: Make sure that it is a member of the accumulator GEN AC SAL SMIC.
Is the new earning to be used for the payment of an absence (for salary upholding)?	Yes: Make sure that it is a member of the accumulator ABS AC PAYE SG.

Note. Do not forget to include your new earning in the correct element group, eligibility group, and section. Information on the element groups, eligibility groups, and sections for each type of earning can be found in the individual chapters on French functionality.

See Also

”Understanding French Absence Rules”

“**Appendix 3: Configuring Your Global Payroll Application for France,**” Creating New Deduction Elements

”Understanding Allowances”

“Understanding Country Setup for France,” SMIC Control

Creating New Deduction Elements

Question	Answer
<p>Is the new deduction you want to create an employer contribution?</p>	<p>Yes: Make sure the deduction is a member of one of the following accumulators depending on the organization it is paid to:</p> <p>ASS AC COT E SG (for an ASSEDIC contribution)</p> <p>TAX AC COT E SG (for a contribution not belonging to any other part)</p> <p>URS AC COT E SG (for an URSSAF contribution)</p> <p>ARC AC COT E SG (for an ARRCO contribution)</p> <p>AGI AC COT E SG (for an AGIRC contribution)</p> <p>PRV AC COT E SG (for a contingency contribution)</p> <p>Also make sure that the contribution is included in the subsection GEN SE GARANTI NET used to calculate the Net Guarantee if the employer contribution has an impact on the net to pay (for example, for the contribution exemption limits for retirement and contingency contributions).</p>
<p>Is the new deduction a payee contribution?</p>	<p>Yes: Make sure the deduction is a member of one of the following accumulators depending on the organization to which it is paid:</p> <p>ASS AC COT S SG (for ASSEDIC contributions)</p> <p>TAX AC COT S SG (for any other contributions)</p> <p>URS AC COT S SG (for URSSAF contributions)</p> <p>ARC AC COT S SG (for ARCCO contributions)</p> <p>AGI AC COT S SG (for AGIRC contributions)</p> <p>Also make sure that the contribution is included in the sub section GEN SE GARANTI NET that is calculating the Net Guarantee.</p>

Question	Answer
Does the contribution base for your new deduction have a ceiling?	<p>Yes: Be careful to use the ceiling corresponding to the kind of contribution you are creating:</p> <p>For URSSAF contributions, use URS FM CALC PLAF for ceiling A as the base of your contribution.</p> <p>For ASSEDIC contributions, use ASS FM BASE A for ceiling A as the base of your contribution.</p> <p>Use ASS FM BASE B for ceiling B as the base of your contribution.</p> <p>Use ASS FM BASE AB for ceiling AB as the base of your contribution.</p> <p>For ARRCO contributions, use ARC FM CALC PLAF A for ceiling A as the base of your contribution.</p> <p>Use ARC FM CALC PLAF 2 for ceiling 2 as the base of your contribution.</p> <p>For AGIRC contributions, use AGI FM CALC PLAF B for ceiling B as the base of your contribution.</p> <p>Use AGI FM CALC PLAF C for ceiling C as the base of your contribution.</p> <p>Use AGI FM CALC PL ABC for ceiling ABS as the base of your contribution.</p> <p>Use AGI FM CALC PL GMP for ceiling GMP as the base of your contribution.</p> <p>For contingency contributions, use PRV FM CALC PLAF A for ceiling A as the base of your contribution.</p> <p>Use PRV FM CALC PLAF B for ceiling B as the base of your contribution.</p> <p>Use PRV FM CALC PLAF C for ceiling C as the base of your contribution.</p>
Is the new deduction an URSSAF, ASSEDIC, AGIRC/ARRCO, or assimilated contribution?	Yes: Make sure you set up the DUCS contributions correctly.
Is the new deduction the counterpart of a benefit in kind earning?	Yes: Make sure you have created the corresponding earnings and fed the correct accumulators.

Note. Do not forget to include your new deduction in the correct element group, eligibility group, and section. Information on the element groups, eligibility groups, and sections for each type of deduction can be found in the individual chapters on French functionality.

See Also

“Appendix 2: Understanding Net Guarantee“

”Generating DUCS”

“**Appendix 3: Configuring Your Global Payroll Application for France,**” Creating New Deduction Elements

Configuring Existing Absence and Payroll Elements

This section provides information that to help you configure delivered absence take, absence entitlement, earning, and deduction elements to meet the specific needs of your organization.

Configuring Existing Absence Elements

Question	Answer
Do you want to manage a new collective agreement?	<p>If the answer is yes, are the entitlements for paid vacations different from the legal ones?</p> <p>Yes: Modify the bracket CPA BR DRTS by adding the entitlements in business days (in the bracket element CPA BR DRTS) and in working days (in the return column variable CPA VR DRTS OUVRES) according to the value of your labor agreement (contained in the search key LABOR AGREEMENT).</p> <p>If the answer is yes, do you have entitlements for seniority paid vacations?</p> <p>Yes: Modify the bracket CPA BR JRS ANCIEN by adding the values corresponding to your labor agreement.</p> <p>If the answer is yes, are the entitlements for illness/work accident/maternity salary upholding different from the law?</p> <p>Yes: Create a new bracket based on either (or both) of the existing ones (ABS BR MT SAL LOI and ABS BR MT SAL AFB) named (preferably) ABS BR MT SAL XXX, XXX representing your labor agreement code. Then modify the formula ABS FM BRACK DTS by adding the following rows:</p> <p>IF system element LABOR AGREEMENT = XXX (where XXX equals the code for the labor agreement)</p>

	<p>THEN bracket ABS BR MT SAL XXX >> formula ABS FM BRACK DTS</p> <p>ELSE bracket ABS BR MT SAL LOI >> formula ABS FM BRACK DTS</p> <p>END IF</p> <p>If the answer is yes, is the impact of an absence on seniority calculation as defined by your labor agreement identical to the one defined by law?</p> <p>No: Modify the bracket ABS BR ANC-ABS CC (which uses the system elements TAKE CONFIG2 and LABOR AGREEMENT as the keys) by setting the value returned by the bracket itself to 1 (meaning the absence is considered to be effective work by your labor agreement) or 0 (meaning the absence is considered to be an absence by your labor agreement), and by setting the value of the variable ABS VR OUV J PAYES CC to 1 (meaning the absence has to be paid to be considered effective work) or 0 (meaning it does not need to be paid to be considered effective work).</p> <p>If the answer is yes, is the impact of an absence on seniority calculation as defined by your labor agreement identical to the one defined by law?</p> <p>No: Modify the bracket ABS BR ANC-ABS CC (which uses the system elements TAKE CONFIG2 and LABOR AGREEMENT as the keys) by setting the value returned by the bracket itself to 1 (meaning the absence is considered to be effective work by your labor agreement) or 0 (meaning the absence is considered to be an absence by your labor agreement), and by setting the value of the variable ABS VR OUV J PAYES CC to 1 (meaning the absence has to be paid to be considered effective work) or 0 (meaning it does not need to be paid to be considered effective work).</p> <p>If the answer is yes, is the impact of an absence on the paid vacation entitlement opening/calculation as defined by your labor agreement identical to the one defined by law?</p> <p>No: Modify the bracket ABS BR ASS TRAV CC (which uses the system elements TAKE CONFIG2 and LABOR AGREEMENT as the keys) by setting the value returned by the bracket to 1 (meaning the absence is considered to be an absence for paid vacation entitlements calculation) or 0 (meaning the absence is</p>
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	considered to be effective work for paid vacation entitlements calculation), and by setting the value of the variable ABS VR OUV CP CC to <i>1</i> (meaning the absence is considered an absence for the opening of paid vacation entitlements) or <i>0</i> (meaning the absence is considered to be effective work for the opening of paid vacation entitlements).
Are the entitlements for family events different from those specified by law?	<p>Yes: Modify the two brackets ABS BR C.FAMIL1 and ABS BR C.FAMIL2. Both use the system element LABOR AGREEMENT as the key.</p> <p>The first bracket returns values for the following variables: EVE VR DEC ASCENDA (storing the entitlements for parent death leave), EVE VR DEC B.PAREN (storing the entitlements for the parents-in-law death leave), EVE VR DEC CONJOIN (storing the entitlements for the spouse death leave), EVE VR DEC ENFANT (storing the entitlements for child death leave), and EVE VR DEC FRERE (storing the entitlements for brother/sister death leave).</p> <p>The second bracket returns values for the following variables: EVE VR MAR ENF (child wedding leave), EVE VR NAIS/ADOP (adoption/birth leave), EVE VR ENF MAL (child illness leave), and EVE VR DEMENAGEMEN (moving leave).</p>
Do you want to manage split vacation days?	<p>Yes: Leave the variable CPA VR GEST FRAC with a default value of 1.</p> <p>No: Set the variable to 0.</p> <p>Set the value of this variable to <i>1</i> or <i>0</i>. Use <i>1</i> if you want to manage split vacation days and <i>0</i> if you do not. To change the value of the variable, use the Variables by Category page.</p>
Is your reference period for paid vacation a period other than 1 June to 31 May?	<p>Yes: Change CPA VR MOIS DEB REF so that it has the value of the starting month of your reference period.</p> <p>To change the value of this variable, use the Variables by Category page.</p>
Do you want to manage your paid vacation in working days?	No: Change CPA VR JRS/1 SEM from 6 to 5 (which impacts the retrieval of paid vacation entitlements, the calculation of the paid vacation take [the day weight], as well as the valuation of this absence). Also change the variable CPA VR MAX PD DAYS from 30 (working days) to <i>X</i> (business days) so that the setup is consistent.

	<p>Otherwise, you'll mix two different kinds of units.</p> <p>To change the value of this variable, use the Variables by Category page.</p>
Is the maximum number of paid vacation days different from 30 working days?	<p>Yes: Modify the value of the variable CPA VR MAX PD DAYS.</p> <p>To change the value of this variable, use the Variables by Category page.</p>
Do you compare the 1/10th rule and the salary upholding rule at each take of paid vacation?	<p>No: Change the value of CPA VR C 1/10 to 2.</p> <p>To change the value of this variable, use the Variables by Category page.</p>
Is the waiting period for salary upholding, in the case of illness absence, different from the one defined by law?	<p>Yes: Modify the value of the variable MAL VR CARENCE MT.</p> <p>To change the value of this variable, use the Variables by Category page.</p>
Is the waiting period for salary upholding, in the case of work accident absence, different from the one defined by law?	<p>Yes: Modify the value of the variable ATR VR CARENCE MT.</p>
Do you want to valorize your absences (except paid vacation and staff representatives) in units other than calendar days?	<p>Yes: If you want to valorize some kinds of absences in hours or business days, modify the values returned by the bracket ABS BR ABS VALO. If you want an absence to be valued in hours, enter 1 in the variable ABS VR VALO HEURES (and enter 0 in the others) for the specified key; if you want an absence to be valued in business days, enter 1 in the variable ABS VR VALO JO (and enter 0 in the other variables).</p>

See Also

“Understanding French Absence Rules”

TAKE CONFIG1, 2, and 3

Configuring Existing Payroll Elements

The following set of questions and answers will help guide you as you configure the delivered elements used in the setup of allowance to meet the specific needs of your organization. The elements you can modify include Brackets (to modify or to create), Variables, and Formulas.

Question	Answer
Have you set up end of contract allowance entitlements based on actions and reasons?	Yes: Update the bracket IND BR FIN CONT.
Have you set up end of contract allowance entitlements based on the contract type?	Yes: Update the bracket IND BR DT SPEC.

Question	Answer
Are you paying a severance allowance that differs from the legal severance allowance?	Yes: Update the bracket IND BR IND LIC if this brackets returns the criteria you are expecting, or create your own rules to calculate this allowance.
Are you paying some retirement allowances that differ from the legal retirement allowances?	Yes: Update the bracket IND BR DEP RET if this brackets returns the criteria you are expecting or create your own rules to calculate these allowances.
Are you paying the Carte Orange transportation allowance?	Yes: Update the bracket IND BR C ORANGE when the price list of the “carte orange” changes.
Are you providing meal tickets to your employees?	Yes: Update the bracket IND BR TIT REST for the companies providing these entitlements.
Are you employing apprentices in your organization?	Yes: Update the bracket APP BR BASE when the lump-sum funding base for apprentices changes.
Are you employing apprentices, payees in qualification contracts, or payees in orientation contracts?	Yes: Update the bracket APP BR REMUN when the law defining the minimum salaries for these payees changes.

See Also

“Understanding Allowances“

“Understanding Specific Contracts“

Appendix 3: Launching PeopleSoft Global Payroll for France

Your PeopleSoft Global Payroll system uses various elements—including accumulators, offset formulas, and historical rules—to store, process, and test historical data. These elements form the basis of numerous rules delivered with PeopleSoft Global Payroll for France—including rules used to process absences, garnishments, and loans. Because the historical data stored or used by these elements is not available in a new system, we propose several solutions in this chapter that enable you to start out with the required data so that your payroll and absence calculations generate the correct results.

Note. There are certain kinds of data you will need to update and adjust at the beginning of each year, whether you are launching your system at the beginning of the year, or are entering a new year with your existing PeopleSoft Global Payroll system. For example, you normally need to adjust contribution rates and funding base ceilings for ASSEDIC and ARRCO at the start of each year. This chapter does not discuss these routine maintenance procedures; instead, it focuses on one-time procedures you need to perform when launching your PeopleSoft Global Payroll system.

This chapter provides an overview of:

- Absences, offset formulas, and historical data.
- Absences and historical rules.
- AGIRC funding base, AFB base, ceilings, and historical rules.
- Garnishments and historical data.
- Loans and historical data.
- Accumulators in PeopleSoft Global Payroll for France.

Absences, Offset Formulas, and Historical Data

Offset formulas are used in absence processing when a take element is linked to a per absence entitlement. In cases like this, you can select an offset formula that defines the conditions under which the beginning entitlement balance should be reduced. The system executes the formula only if the entitlement element is resolved (that is, if the conditional entitlement resolution formula is true). The beginning balance offset formula is executed only after the

entitlement is resolved. For example, you could use an offset formula to reduce entitlements when a payee has already received entitlement for related absences that occurred in the past few months.

Issue

When determining whether (and how much) to reduce the beginning entitlement balance, offset formulas look at past (historical) data. This data may not be available when you launch your system.

Solutions

PeopleSoft recommends the following solution:

- For offset formulas, PeopleSoft recommends generating daily data by populating the records used by the payroll/absence process. In other words, load the daily data of the 12 months before you “go live.” Use the “empty” process list provided (ABS PL PRE GO LIVE and PAI PL PRE GO LIVE) to run the 12 months, and then insert in the result table the necessary elements. The main record concerned would be GP_RSLT_ABS.

Note. This solution may not be feasible if your previous system did not keep daily records but only aggregate data.

If you are unable to implement this solution, try to manage offset formula functionality in one of the following ways. Note that PeopleSoft does not support or provide the setup for the following solutions:

- Create a monthly accumulator kept for one month that stores the number of calendar days to deduct from the beginning entitlement balance (paid days only). This accumulator would use COMPANY and TAKE CONFIG1 as keys. It would be fed only when needed—that is, just before entering the absence event during the first 12 months of use.

For example, let’s suppose a payee has a leave of absence for illness in April 2000 for 15 days starting on 10 April. You would use the Adjust Accumulator Balance page of March to adjust the accumulator mentioned above and enter the number of absence days for illness that have been paid from 9 April 1999 to 31 December 1999. The offset formula would then take care of the absence paid days from 1 January 2000 to 9 April 2000.

Note. This solution requires that you manually record pre “go live” absences during the first 12 months of use.

- Create the following two accumulators: (1) a monthly accumulator kept 12 months using COMPANY and TAKE CONFIG1 as keys, and (2) an accumulator storing the number of payrolls already run.

In accumulator one, you would enter for each key combination and for the 12 instances, the number of absence days (calendar days). The current setup of the offset formulas would remain unchanged, but the formula retrieving the entitlements would be modified. It would first test the number of payroll processes run (stored in accumulator two) and then decrease the starting entitlement balance by the number of absence days for periods before the “go live” date.

Example:

4 absence paid days in March 1999 for illness.
 20 absence paid days in November 1999 for illness.
 12 days of absence in February 2000 for illness.
 15 days of absence in April 2000 for illness.

J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
				4						20			12		15								

Example:

Let’s say that for the absence in February 2000, after the waiting period is over, the formula that triggers entitlements retrieves 30 days of entitlement from the bracket ABS BR MT SAL LOI (or a bracket you create on the same model called ABS BR MT SAL XXX). We would then sum up the 11 (12 – 1 month already processed in 2000) last instances of accumulator one, which gives us a total of 24 days (4 days in March and 20 in November). These 24 days would then decrease the starting entitlement balance, leaving us with 6 days. The offset formula, which is run afterwards, would retrieve 0 days. In the end, 2 days would be paid.

For the absence in April 2000, after the waiting period is over, the formula that triggers entitlements would retrieve 30 days from the bracket ABS BR MT SAL LOI (or a bracket you create on the same model called ABS BR MT SAL XXX). We would then sum up the 9 (12 – 3) last instances of accumulator one. This gives us a total of 20 days. Those 20 days would then decrease the starting entitlements, leaving us with 10 days. The offset formula would then retrieve the 2 paid days of February, and we would start with 8 days of entitlements. In the end, 5 days would be paid.

Note. This solution may not be completely accurate, as the days to decrease from the starting entitlements are from date to date and not necessarily for a whole month.

- Override the formulas that are used to retrieve entitlements using supporting element overrides.

The override could be from date to date (with starting and end dates) in advance for the first 12 months of use. As in the example above, you would enter—via override of the formula ABS FM DTS MT SAL—6 days for February 2000 and 10 days for April 2000. The offset formulas would work “normally,” retrieving 0 for the February take and retrieving 2 for the April take.

See Also

PeopleSoft Global Payroll PeopleBook, “Setting Up Accumulators,” Adjusting Accumulators

Absences and Historical Rules

Historical calculation elements are used to set up rules that retrieve data from prior periods and that play an important role in absence processing.

The absence setup for France uses the following three historical rules:

- **ABS HR COND OUV IJ:** Used in the formula ABS FM TEST OUV IJ to determine whether a payee is eligible for social security daily allowances, and thus for salary upholding. It retrieves data on payee illness base contributions going back six months before the original absence begin date and on worked hours over the last three months.

Note. The following elements from past payrolls are mapped to some elements used in your current payroll: accumulator GEN AC HRS TRAV is mapped to ABS VR HRS TRAV, accumulator ABS AC BASE URS SG is mapped to ABS VR COTIS MALAD, and system element SEGMENT END DATE is mapped to ABS VR SEG END DT.

- **ABS HR COND IJ 6MO:** Used in the formula ABS FM IJ 180J to determine whether a payee is eligible for social security daily allowances after six months (180 days) of absence. It retrieves data for hours worked going back 12 months before the original begin date of the absence, as well as hours worked over the first three months of the 12 month period. It also retrieves data on gross salary for the past 12 months, as well as for the first six months of this 12 month period.

Note. The following elements from past payrolls are mapped to some elements in your current payroll: accumulator GEN AC HRS TRAV is mapped to is mapped to ABS VR HRS TRAV, accumulator GEN AC BRUT MO is mapped to ABS VR BRUT, and system element SEGMENT END DATE is mapped to ABS VR SEG END DT.

- **ATR HR IJ 1E ARRET:** Used in the formula ABS FM IJ AT RECH1 to retrieve the most favorable rate to use for social security daily allowance in case of relapse. It retrieves data up to the original begin date of the absence on the value of social security daily allowances paid at the initial stop date.

Note. The following elements from past payrolls are mapped to some elements in your current payroll: formula ABS FM IJ ATRV is mapped to ATR VR IJ1 1E ARRT, and formula ABS FM IJ ATRV2 is mapped to ATR VR IJ2 1E ARRT.

Issue

By their very nature, historical rules require past data that is not available when you launch your system.

Solutions

PeopleSoft recommends the following solution:

The solution PeopleSoft recommends is to run 12 months of payroll before the “go live” date. These 12 months of “dummy” payrolls will then “feed” all the elements that are used by the absence process historical rules:

GEN AC HRS TRAV

ABS AC BASE URS SG

SEGMENT END DATE

GEN AC BRUT MO

ABS FM IJ ATRV

ABS FM IJ ATRV2

We provide two empty process lists for this purpose: ABS PL PRE GO LIVE and PAI PL PRE GO LIVE, which include the empty sections ABS SE PRE GO LIVE and PAI SE PRE GO LIVE.

If you apply this solution, be careful to provide all the necessary “connected” information, such as keys used by the accumulators and any elements that have an impact on data retrieval. For example, let’s say you have a segment accumulator with no particular key. Also imagine that an employee changes from one company to another two months before the “go live” date. In this situation, if you wanted to retrieve past data for only the last company mentioned, you would need to define the correct accumulator key.

Note. For this solution to work correctly, set a segmentation trigger for each element that could be considered a key in your segment accumulators.

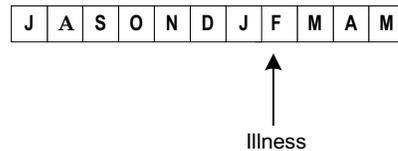
If you are unable to implement the solution recommended by PeopleSoft, you might be able to manage historical rules in one of the following ways. PeopleSoft does not support or provide the setup for the following solutions:

- Neutralize the first and second historical rules used for absences by overriding the formulas by which they are used. If you know that the payee meets the requirements to be eligible to social security daily allowances, you can override the formulas to *1*. The third historical rule used for absences (ATR HR IJ 1E ARRET) feeds two variables with the value of the social security daily allowance calculated at the initial stop. So you could easily override those two variables (ATR VR IJ1 1E ARRT and ATR VR IJ2 1E ARRT) for the period required.
- Create monthly accumulators storing the values that should be retrieved by the historical rules under “normal” conditions (meaning other than “go live”) and which would be kept several months (replacing the first two historical rules):
 - Worked hours, kept 12 months
 - Payee illness base contribution, kept six months

- Gross salary, kept 12 months

The formula testing the conditions to open entitlements for salary upholding and IJSS payment would then include controls over the values stored in these accumulators. The historical rule would remain unchanged. And depending on the month of absence, the values of the x past instances of our accumulators would be added to the values of the variable fed by the historical rule. Only when this is done would the control on requirements to open entitlements occur.

Example: Illness absence in February 2000 (“go live” being January 2000).



Worked hours would be 154 for each month between October and December 1999
 Illness contribution base would be 10000 FRF for each month from July to December 1999

The formula testing the conditions to open the entitlements runs the historical rule (no matter in what month the absence occurs). The historical rule would feed any elements it can, starting the month before the absence take (January 2000, in our example) and going backward from there. But it could not retrieve anything before January. The variables ABS VR COT MAL6 MO and ABS VR HR 3DMO would be populated by the January data through the historical rule. Then, depending on the number of months already processed, the formula would add to the values of those variables the values of the accumulator’s necessary instances (November and December added to ABS VR HR 3DMO, and August to December added to ABS VR COT MAL 6MO).

For the third historical rule, create a custom period accumulator (the “key” would be Company and the “period start” would be the hire date or “go live” date) with a variable as a member. At the same time, create two variables storing the value of social security daily allowance paid for an initial stop (only in case of work accident, accident on the way to work and occupational disease). Then, if the payee relapses, the formulas that use the values of these two variables would first test the value of the accumulator. A value of 0 would mean that it had never been tested before, that the historical rule should not be used, and that the test should be done with the two variables containing the hard coded values. Once this has been done, the variable feeding the accumulator would be set to 1. As a result, when there are future absences with relapses, the system would test the accumulator, see that its value is 1, and trigger the historical rule instead of using the variables.

AGIRC Funding Base, AFB Base, Ceilings, and Historical Rules

Historical calculation elements are used to set up rules that retrieve data from prior periods and that play an important role in payroll processing.

The payroll setup for France uses the following three historical rules:

- **AGI HD BASE C PREC:** Retrieves the slice C AGIRC funding base plus isolated amounts (sommes isolées) for the previous year. The historical rule first looks at the month of December of the previous calendar year to retrieve the desired value; if it does not find anything, it goes as far back as January of the previous calendar year to find a value.

Note. The following elements from past payrolls are mapped to some elements in your current payroll: accumulator AGI AC BASE C AN is mapped to GEN VR TEMP01 MON and accumulator GEN AC BRUT SG is mapped to GEN VR TEMP02 MON.

- **AFB HR SAL BASE:** Retrieves the AFB base salary going as far back as the last 12 months.

Note. The following elements from past payrolls are mapped to some elements in your current payroll: accumulator AFB AC SAL 12M SG is mapped to GEN VR TEMP01 MON and accumulator AFB AC SAL 13M SG is mapped to GEN VR TEMP02 MON.

- **GEN HR PLAFONDS:** Retrieves past ceiling values for URSSAF, ASSEDIC, ARRCO, AGIRC, and contingency funds. The historical rule retrieves data beginning with the last day of the previous year. From there, it can go as far back as the first day of the year before the previous year.

Note. The following elements from past payrolls are mapped to some elements in your current payroll: URS AC PLAF A AN is mapped to GEN VR TEMP01 MON, ASS AC PLAF A AN is mapped to GEN VR TEMP02 MON, ASS AC PLAF B AN is mapped to GEN VR TEMP03 MON, ASS AC PLAF AB AN is mapped to GEN VR TEMP04 MON, PRV AC PLAF A AN is mapped to GEN VR TEMP05 MON, ARC AC PLAF 1 AN is mapped to GEN VR TEMP06 MON, ARC AC PLAF 2 AN is mapped to GEN VR TEMP07 MON, ARC AC PLAF A AN is mapped to GEN VR TEMP08 MON, AGI AC PLAF B AN is mapped to GEN VR TEMP09 MON, AGI AC PLAF C AN is mapped to GEN VR TEMP10 MON, AGI AC PLAF ABC An is mapped to GEN VR TEMP11 MON, and AGI AC PLAF GMP AN is mapped to GEN VR TEMP12 MON.

Issue

By their very nature, historical rules require past data that is not available when you launch your system.

Solution

The solution PeopleSoft recommends is the same as for Absences and Historical Rules: Run 12 months of payroll before the “go live” date. These 12 months of “dummy” payrolls will then “feed” all the elements that are used by the payroll process historical rules:

AGI AC BASE C AN

GEN AC BRUT SG
 AFB AC SAL 12M SG
 AFB AC SAL 13M SG
 URS AC PLAF A AN
 ASS AC PLAF A AN
 ASS AC PLAF B AN
 ASS AC PLAF AB AN
 PRV AC PLAF A AN
 ARC AC PLAF 1 AN
 ARC AC PLAF 2 AN
 ARC AC PLAF A AN
 AGI AC PLAF B AN
 AGI AC PLAF C AN
 AGI AC PLAF ABC AN
 AGI AC PLAF GMP AN

If you apply this solution, be careful to provide all the necessary “connected” information, such as keys used by the accumulators and any elements that have an impact on data retrieval. For example, let’s say you have a segment accumulator with no particular key. Also imagine that an employee changes from one company to another two months before the “go live” date. In this situation, if you wanted to retrieve past data for only the last company mentioned, you would need to define the correct accumulator key.

Note. For this solution to work correctly, set a segmentation trigger for each element that could be considered a key in your segment accumulators.

See Also

“Understanding ARRCO, AGIRC, and Contingency Fund Contributions”

“Introducing AFB Rules”

“Understanding Country Setup for France”

Garnishments and Historical Data

Garnishments occur when a payee owes money to a third party for alimony, tax debts, or other obligations and the employer is required to deduct part of what is owed before the payee

receives payment. The size of the deduction depends on the payee's earnings and the number of dependents.

Issue

You will probably have some payee with garnishments that started before the "go live" on PeopleSoft Global Payroll, and you will need to start your system calculations with the correct data for those payees.

Solutions

Using the Garnishment Setup page for PeopleSoft Global Payroll France, apply one of the following two solutions:

- Enter the correct elements and values valid at the "go live" date, taking into account the amounts that have already been paid (that is, the initial amount reduced by the amount already paid).
- If you want to track the exact amount that was initially owed, enter the initial amount of the garnishment. However, make sure that the starting date is equal to the "go live" date; otherwise, garnishment processing won't run). Then make adjustments using the following three variables:
 - SAI VR AJUST CRE (stores the ordinary debt balance).
 - SAI VR AJUST IMP (stores the adjustment of taxes debt balance).
 - SAI VR AJUST PEN (stores the penal sent balance).

See Also

"Setting Up Garnishments," Setting Up Garnishments

Loans and Historical Data

In PeopleSoft Global Payroll for France, a loan is generated when the employer agrees to pay the payee before the employee's pay date or agrees to pay the payee more than the employee has earned. The employer has four options: issue a loan, a salary advance, a permanent advance, or an advance on salary.

Issue

You will probably have some payees with loans or advances that started before the "go live" on PeopleSoft Global Payroll, and you will need to start your system calculations with the correct data for those payees.

Solution

Recreate the loans using the correct PeopleSoft Global Payroll country extension pages as you would for a new loan entry for any payee. Enter the values corresponding to the system start date.

For example, let's say that a payee has a loan of 1500 euros and has already paid back 300 euros. In this case, first enter the remaining 1200 euros in the Loan Initial Amount field. Then enter either the amount of the paybacks or the number of paybacks remaining. (The system will calculate the corresponding amount.)

See Also

“Working with Loans and Advances”

Accumulators in PeopleSoft Global Payroll for France

Note. Some of the accumulators listed in this section are discussed in the individual chapters on French functionality. You may find it useful to review these chapters for information on how specific accumulators are used within a functional area. Although the current section includes information useful to anyone researching French accumulators, its primary focus is on how to adjust accumulators in a “go live” environment.

Before you can adjust accumulators to “go live,” you must generate instances of the accumulators by running and finalizing a payroll. In other words, you must first run and finalize a “dummy” payroll to generate the accumulator instances (you have probably already run the necessary payrolls if you implemented the solutions recommended by PeopleSoft regarding historical rules or offset formulas). Once the accumulators are generated, refer to the tables of accumulators to adjust at the end of this section, and make your adjustments to those accumulators identified as having “values” or “members” to adjust.

Note. When launching your PeopleSoft Global Payroll system in January, you don't need to adjust any accumulator balances except for those discussed in this document (the accumulators needing adjustment are listed in the accumulator tables at the end of this section). If you start your system in any other month, you must adjust year-to-date accumulators (such as the ceiling A accumulator) and “custom period” accumulators depending on the begin date option.

Important Reminders When Adjusting Accumulators

- When adjusting accumulators, be on the last process of the Calendar run ID. For example, suppose you are running both an absence and a payroll process in your calendar run ID. If the absence run comes before the payroll run, make your adjustments to the payroll calendar ID (even if the adjustments concern absence accumulators). On the other hand, if your absence process happens to run after your payroll process, then your adjustments must take place in your absence calendar ID.
- Store all the necessary values used as keys and define the correct instances. For example, let's say it's January 2001 and you want to adjust the accumulator CPE CG PAYES_SOLD. You must enter a row for each required period with the correct keys.

Period A would extend from 1 June 1999 to 31 May 31 2000 with Key 1 as the company code.

Period A-1 would extend from 1 June 1998 to 31 May 1999 with Key 1 as the company code.

Accumulators to Adjust When Launching your System

The following tables list of all the accumulators that you must adjust prior to going live. These tables do not identify year-to-date period accumulators starting on 1 January (such as the A ceiling accumulator) as accumulators needing adjustment. However, you must adjust this type of accumulator if you “go live” in any month other than January.

Absence Accumulators				
Values to Adjust	Members to Adjust	Period	PIN Name	Description
X		Custom Period	ABE REP COMP_AJUS	Time off in lieu of compensation— Adjustment (in days).
X		Custom Period	ABE REP COMP_DROI	Time off in lieu of compensation— Entitlements (in days).
X		Custom Period	ABE REP COMP_PRIS	Time off in lieu of compensation— Paid Hours (days already taken).
X		Custom Period	ABE REP COMP_SOLD	Time off in lieu of compensation— Balance (in days).
		Custom Period	ABS AC COND OUV DT	Opening entitlement condition.
X		Custom Period	ABS AC JR CAL	Stores seniority in calendar days.
		Month to Date	ABS AC BRUT MO	Month gross salary.
X		Month to Date	ABS AC HEURES M1	Hours of the previous month.
X		Month to Date	ABS AC J OUVRES M1	Previous month business days.
		Month to Date	ABS AC RECUP ANC	Retrieves value of GEN VR AN ANC.
X		Month to Date	ABS AC SAL REF 3M	Reference salary for social security daily allowance calculation.
		Month to Date	ABS AC SAL RF M IJ	Relevant salary for social security daily allowance.
	X	Quarter to Date	ABS AC PRIME TRIM	Quarterly premiums.
	X	Quarter to Date	ABS AC SAL TRIM AN	Quarterly gross salary.

Absence Accumulators				
		Segment	ABS AC BASE URS SG	Illness contribution base.
		Segment	ABS AC BRT ABAT SG	Segment reduced gross
		Segment	ABS AC BRUT- COTIS	Used for illness/maternity certificate.
		Segment	ABS AC DED ABS AUT	Sums deduction for authorized unpaid absence.
		Segment	ABS AC DEDUC SG	Deduction amount for the segment.
		Segment	ABS AC HR TPS COMP	Full time hours.
		Segment	ABS AC IJ TX1	Stores IJSS rate 1.
		Segment	ABS AC PAYE SG	Absence compensation amount.
		Segment	ABS AC SAL RETABLI	Reconstituted salary.
X		Year to Date	ABS AC 30E PRES/MO	Number of 30th of pres per month.
X		Year to Date	ABS AC NB PRD CAR	Number of waiting period count.
X		Year to Date	ABS AC PRIMES M	Premiums of the current month.
X		Year to Date	ABS AC PRIMES M1	Premiums of the previous month.
X		Year to Date	ABS AC REGUL PLFD	Stores the ceiling regularization (the annual value calculated in ABS AC REGUL/MOIS is converted to a monthly value that is then used in the social security daily allowances calculation for illness during the following year).
X		Year to Date	ABS AC REGUL/MOIS	Accumulates the amount of the month regularization (the difference between the gross salary and the theoretical A ceiling is added to this accumulator every month).
		Custom Period	ATE TRAJET_AJUS	Accident on way to work entitlement 1 - Adjustments (in calendar days).

Absence Accumulators				
		Custom Period	ATE TRAJET_DROI	Accident on way to work entitlement 1 - Entitlements (in calendar days).
		Custom Period	ATE TRAJET_PRIS	Accident on way to work entitlement 1 - Paid Days (in calendar days).
		Custom Period	ATE TRAJET_SOLD	Accident on way to work entitlement 1 - Balance (in calendar days).
		Custom Period	ATE TRAJET2_AJUS	Accident on way to work entitlement 2 -Adjustments (in calendar days).
		Custom Period	ATE TRAJET2_DRO I	Accident on way to work entitlement 2 - Entitlements (in calendar days).
		Custom Period	ATE TRAJET2_PRIS	Accident on way to work entitlement 2 – Paid Days (in calendar days).
		Custom Period	ATE TRAJET2_SOL D	Accident on way to work entitlement 2 - Balance (in calendar days).
		Custom Period	ATE TRAJET3_AJUS	Accident on way to work entitlement 3 - Adjustments (in calendar days).
		Custom Period	ATE TRAJET3_DRO I	Accident on way to work entitlement 3 - Entitlements (in calendar days).
		Custom Period	ATE TRAJET3_PRIS	Accident on way to work entitlement 3 - Paid Days (in calendar days).
		Custom Period	ATE TRAJET3_SOL D	Accident on way to work entitlement 3 - Balance (in calendar days).
		Custom Period	ATE TRAJET4_AJUS	Accident on way to work entitlement 4 – Adjustments (in calendar days).
		Custom Period	ATE TRAJET4_DRO I	Accident on way to work entitlement 4 - Entitlements (in calendar days).
		Custom Period	ATE TRAJET4_PRIS	Accident on way to work entitlement 4 - Paid Days (in calendar days).

Absence Accumulators				
		Custom Period	ATE TRAJET4_SOLD	Accident on way to work entitlement 4 - Balance (in calendar days).
		Custom Period	ATE TRAV IJ_SOLD	Entitlement for work accident IJ 1.
		Custom Period	ATE TRAV IJ2_SOLD	Entitlement for work accident IJ 2.
		Custom Period	ATE TRAVAIL_AJUS	Entitlement for work accident absences – Adjustments (in calendar days).
		Custom Period	ATE TRAVAIL_DROI	Entitlement for work accident absences – Entitlements (in calendar days).
		Custom Period	ATE TRAVAIL_PRIS	Entitlement for work accident absences – Paid Days (in calendar days).
		Custom Period	ATE TRAVAIL_SOLD	Entitlement for work accident absences – Balance (in calendar days).
		Custom Period	ATE TRAVAIL2_AJUS	Work accident entitlement 2– Adjustments (in calendar days).
		Custom Period	ATE TRAVAIL2_DROI	Work accident entitlement 2– Entitlements (in calendar days).
		Custom Period	ATE TRAVAIL2_PRIS	Work accident entitlement 2– Paid Days (in calendar days).
		Custom Period	ATE TRAVAIL2_SOLD	Work accident entitlement 2– Balance (in calendar days).
		Custom Period	ATE TRAVAIL3_AJUS	Work accident entitlement 3– Adjustments (in calendar days).
		Custom Period	ATE TRAVAIL3_DROI	Work accident entitlement 3– Entitlements (in calendar days).
		Custom Period	ATE TRAVAIL3_PRIS	Work accident entitlement 3– Paid Days (in calendar days).
		Custom Period	ATE TRAVAIL3_SOLD	Work accident entitlement 3– Balance (in calendar days).

Absence Accumulators				
		Custom Period	ATE TRAVAIL4_AJUS	Work accident entitlement 4– Adjustments (in calendar days).
		Custom Period	ATE TRAVAIL4_DROI	Work accident entitlement 4– Entitlements (in calendar days).
		Custom Period	ATE TRAVAIL4_PRI S	Work accident entitlement 4– Paid Days (in calendar days).
		Custom Period	ATE TRAVAIL4_SOLD	Work accident entitlement 4– Balance (in calendar days).
		Custom Period	ATR AC NET MOY JR2	Average Net daily salary for IJ 2.
		Custom Period	ATR AC SAL MENS2	Monthly salary for work accident IJ.
	X	Month to Date	ATR AC AV NAT	Payments in kinds accumulator.
	X	Month to Date	ATR AC FP SOUMIS	Professional expenses with contributions.
		Month to Date	ATR AC NET MO	Monthly net to pay.
		Month to Date	ATR AC NET MOY JR	Net average daily earning.
		Month to Date	ATR AC PRIM AN/MO	Annual premium recalculation in month.
		Month to Date	ATR AC PRIM TRI/MO	Quarter premium in month.
	X	Month to Date	ATR AC RAPPELS	Salary back pays.
	X	Month to Date	ATR AC SAL BASE	For salary certificate: base salary.
		Month to Date	ATR AC SAL MENS	Relevant salary for SS daily allowance.
		Month to Date	ATR AC SAL PERDU	Lost salaries.
		Month to Date	ATR AC TX COT THEO	Average contribution rate.
	X	Quarter to Date	ATR AC PRIM TRIM	Quarterly premiums.

Absence Accumulators				
	X	Year to Date	ATR AC PRIME AN	Annual premiums.
	X	Year to Date	ATR AC PRIMES	Allowances, premiums, and bonus.
		Custom Period	CPA ANC EN CRS	Current number of seniority years.
		Segment	CPA AC DROI PRCDT	Sums all previous paid vacation entitlement instances (A, A-1, and A-2).
		Segment	CPA AC OUV SG	Number of absence days for opening paid vacation entitlements.
		Segment	CPA AC PRIS PRCDT	Sums all paid vacation take instances (A, A-1, and A-2).
		Segment	CPA AC REF SG	Number of absence days for paid vacation reference period.
		Segment	CPA AC SOLD PRCDT	Sums all previous paid vacation balance instances (A, A-1, and A-2).
X		Year to Date	CPA AC ELIG FRAC	Eligibility for split vacation days—stores the number of consecutive days taken during the legal period (for split vacation) and gives entitlement to split vacation days.
X		Year to Date	CPA AC J ABS OUV	Number of absence calendar days for entitlement opening.
X		Year to Date	CPA AC J ABS REF	Number of absence calendar days during reference period.
X		Year to Date	CPA AC MT PAYES	Paid vacations: paid amounts.
X		Year to Date	CPA AC PAYES_BASE	Paid vacation base.
X		Custom Period	CPE ANCIENTE_AJ US	Seniority paid vacation days—Adjustments.
X		Custom Period	CPE ANCIENTE_DR OI	Seniority paid vacation days—Entitlements.
X		Custom Period	CPE ANCIENTE_PR IS	Seniority paid vacation days— Paid Days.

Absence Accumulators				
X		Custom Period	CPE ANCIENTE_SOLD	Seniority paid vacation days– Balance.
X		Custom Period	CPE AUTRES_AJUS	Other Paid Vacations– Adjustments.
X		Custom Period	CPE AUTRES_DROI	Other Paid Vacations– Entitlements.
X		Custom Period	CPE AUTRES_PRIS	Other Paid Vacations– Paid Days.
X		Custom Period	CPE AUTRES_SOLD	Other Paid Vacations– Balance.
X		Year to Date	CPE CG PAYES_AJUS	Paid Vacation entitlements– Adjustments.
X		Year to Date	CPE CG PAYES_DROI	Paid Vacation entitlements– Entitlements.
X		Year to Date	CPE CG PAYES_PRIS	Paid Vacation entitlements– Paid Days.
X		Year to Date	CPE CG PAYES_SOLD	Paid Vacation entitlements– Balance.
X		Year to Date	CPE FRACTMT_AJUS	Split Vacation days entitlement– Adjustments.
X		Year to Date	CPE FRACTMT_DROI	Split Vacation days entitlement– Entitlements.
X		Year to Date	CPE FRACTMT_PRIS	Split Vacation days entitlement– Paid Days.
X		Year to Date	CPE FRACTMT_SOLD	Split Vacation days entitlement – Balance.
		Custom Period	EVE ALLAITEM_SOLD	Breast feeding entitlement– Balance.
		Custom Period	EVE DEC B.PA_SOLD	Parents in law death leave entitlement– Balance.
		Custom Period	EVE DEC CONJ_SOLD	Wife or husband death– Balance.
		Custom Period	EVE DEC ENFA_SOLD	Child death entitlement – Balance.

Absence Accumulators				
		Custom Period	EVE DEC FRER_SOLD	Brother/sister death leave entitlement– Balance.
		Custom Period	EVE DEC PARE_SOLD	Parents death leave entitlement– Balance.
		Custom Period	EVE DEMENAGE_S OLD	Moving – Balance.
		Custom Period	EVE E.ML.AFB_SOLD	Child illness leave AFB– Balance.
		Custom Period	EVE ENF MALA_SOLD	Child illness entitlement– Balance.
		Custom Period	EVE MAR ENF_SOLD	Payee's child marriage leave– Balance.
		Custom Period	EVE MAR SAL_SOLD	Entitlement for the payee marriage– Balance.
		Custom Period	EVE NAIS/ADO_AJ US	Birth leave– Adjustments.
		Custom Period	EVE NAIS/ADO_DR OI	Birth leave– Entitlements.
		Custom Period	EVE NAIS/ADO_PRI S	Birth leave– Paid Days.
		Custom Period	EVE NAIS/ADO_SO LD	Birth leave– Balance.
		Custom Period	MAL AC SAL BASE IJ	Base salary for Illness IJ etc.
X		Month to Date	MAT AC SAL REF 3M	Three months reference salary (for maternity IJSS).
		Month to Date	MAT AC SAL RF M IJ	Monthly reference salary for maternity IJ.
		Custom Period	MLE CURE IJ_SOLD	IJ course of treatment entitlement– Balance.
		Custom Period	MLE CURE_SOLD	Course of treatment entitlement 1– Balance.
		Custom Period	MLE CURE2_SOLD	Course of treatment entitlement 2– Balance.

Absence Accumulators				
		Custom Period	MLE CURE3_SOLD	Course of treatment entitlement 3– Balance.
		Custom Period	MLE CURE4_SOLD	Course of treatment entitlement 4– Balance.
		Custom Period	MLE LG MAL2_SOLD	Long term illness entitlement 2– Balance.
		Custom Period	MLE LG MALAD_SOLD	Long term illness entitlement– Balance.
		Custom Period	MLE LG ML IJ_SOLD	Long period illness entitlement– Balance.
		Custom Period	MLE MAL IJ2_AJUS	Daily allowances entitlement 2– Adjustment.
		Custom Period	MLE MAL IJ2_DROI	Daily allowances entitlement 2– Entitlement.
		Custom Period	MLE MAL IJ2_PRIS	Daily allowances entitlement 2– Paid days.
		Custom Period	MLE MAL IJ2_SOLD	Daily allowances entitlement 2– Balance.
		Custom Period	MLE MAL IJ3_AJUS	Daily allowances entitlement 3– Adjustment.
		Custom Period	MLE MAL IJ3_DROI	Daily allowances entitlement 3– Entitlement.
		Custom Period	MLE MAL IJ3_PRIS	Daily allowances entitlement 3– Paid days.
		Custom Period	MLE MAL IJ3_SOLD	Daily allowances entitlement 3– Balance.
		Custom Period	MLE MAL IJSS_AJUS	Daily allowances entitlement 1– Adjustment.
		Custom Period	MLE MAL IJSS_DROI	Daily allowances entitlement 1– Entitlement.
		Custom Period	MLE MAL IJSS_PRIS	Daily allowances entitlement 1– Paid days.
		Custom Period	MLE MAL IJSS_SOLD	Daily allowances entitlement 1– Balance.
		Custom Period	MLE MALADIE_AJUS	Illness entitlement 1– Adjustment.
		Custom Period	MLE MALADIE_DROI	Illness entitlement 1– Entitlement.

Absence Accumulators				
		Custom Period	MLE MALADIE_PRI S	Illness entitlement 1– Paid days.
		Custom Period	MLE MALADIE_SOL D	Illness entitlement 1– Balance.
		Custom Period	MLE MALADIE2_AJ US	Illness entitlement 2– Adjustment.
		Custom Period	MLE MALADIE2_DR OI	Illness entitlement 2– Entitlement.
		Custom Period	MLE MALADIE2_PR IS	Illness entitlement 2– Paid days.
		Custom Period	MLE MALADIE2_SO LD	Illness entitlement 2– Balance.
		Custom Period	MLE MALADIE3_AJ US	Illness entitlement 3– Adjustment.
		Custom Period	MLE MALADIE3_DR OI	Illness entitlement 3– Entitlement.
		Custom Period	MLE MALADIE3_PR IS	Illness entitlement 3– Paid days.
		Custom Period	MLE MALADIE3_SO LD	Illness entitlement 3– Balance.
		Custom Period	MLE MALADIE4_AJ US	Illness entitlement 4– Adjustment.
		Custom Period	MLE MALADIE4_DR OI	Illness entitlement 4– Entitlement.
		Custom Period	MLE MALADIE4_PR IS	Illness entitlement 4– Paid days.
		Custom Period	MLE MALADIE4_SO LD	Illness entitlement 4– Balance.

Absence Accumulators				
		Custom Period	MLE MT THERP_SOLD	Therapeutic part time entitlement – Balance.
		Custom Period	MLE MT THRP2_AJUS	Therapeutic part time entitlement 2 – Adjustment.
		Custom Period	MLE MT THRP2_SOLD	Therapeutic part time entitlement 2– Balance.
		Custom Period	MLE MT THRP3_SOLD	Therapeutic part time entitlement 3– Balance.
		Custom Period	MLE MT THRP4_SOLD	Therapeutic part time entitlement 4– Balance.
		Custom Period	MLE PROFESS2_AJ US	Professional disease entitlement 2– Adjustment.
		Custom Period	MLE PROFESS2_DR OI	Professional disease entitlement 2– Entitlement.
		Custom Period	MLE PROFESS2_PRI S	Professional disease entitlement 2– Paid days.
		Custom Period	MLE PROFESS2_SO LD	Professional disease entitlement 2– Balance.
		Custom Period	MLE PROFESS3_AJ US	Professional disease entitlement 3– Adjustment.
		Custom Period	MLE PROFESS3_DR OI	Professional disease entitlement 3– Entitlement.
		Custom Period	MLE PROFESS3_PRI S	Professional disease entitlement 3– Paid days.
		Custom Period	MLE PROFESS3_SO LD	Professional disease entitlement 3– Balance.
		Custom Period	MLE PROFESS4_AJ US	Professional disease entitlement 4– Adjustment.
		Custom Period	MLE PROFESS4_DR OI	Professional disease entitlement 4– Entitlement.

Absence Accumulators				
		Custom Period	MLE PROFESS4_PRI S	Professional disease entitlement 4– Paid days.
		Custom Period	MLE PROFESS4_SO LD	Professional disease entitlement 4– Balance.
		Custom Period	MLE PROFESSL_AJ US	Professional disease entitlement 1– Adjustment.
		Custom Period	MLE PROFESSL_DR OI	Professional disease entitlement 1– Entitlement.
		Custom Period	MLE PROFESSL_PRI S	Professional disease entitlement 1– Paid days.
		Custom Period	MLE PROFESSL_SO LD	Professional disease entitlement 1– Balance.
		Custom Period	MTE CG SUP_SOLD	Additional maternity entitlement – Balance.
		Custom Period	MTE CG SUP2_SOLD	Additional maternity absence entitlement – Balance.
		Custom Period	MTE MAT PAY_SOLD	Entitlement for paid maternity– Balance.
		Custom Period	MTE PAT IJAP_SOLD	IJ entitlement for patho leave af– Balance.
		Custom Period	MTE PAT IJAV_SOLD	IJ entitlement for patho leave bf– Balance.
		Month to Date	REE CE_AJUS	Work council entitlement– Adjustment.
		Month to Date	REE CE_DROI	Work council entitlement– Entitlements.
		Month to Date	REE CE_PRIS	Work council entitlement– Paid Hours.
		Month to Date	REE CE_SOLD	Work council entitlement– Balance.
		Month to Date	REE CHSCT_AJUS	CHSCT hours– Adjustment.
		Month to Date	REE CHSCT_DROI	CHSCT hours– Entitlements.

Absence Accumulators				
		Month to Date	REE CHSCT_PRIS	CHSCT hours– Paid Hours.
		Month to Date	REE CHSCT_SOLD	CHSCT hours– Balance.
		Month to Date	REE DEL PERS _AJUS	Staff representative entitlement – Adjustment.
		Month to Date	REE DEL PERS _DROI	Staff representative entitlement – Entitlements.
		Month to Date	REE DEL PERS _PRIS	Staff representative entitlement – Paid Hours.
		Month to Date	REE DEL PERS _SOLD	Staff representative entitlement – Balance.
		Month to Date	REE DEL SYND_AJUS	Trade union hours entitlement – Adjustment.
		Month to Date	REE DEL SYND_DROI	Trade union hours entitlement – Entitlements.
		Month to Date	REE DEL SYND_PRIS	Trade union hours entitlement – Paid Hours.
		Month to Date	REE DEL SYND_SOLD	Trade union hours entitlement – Balance.

Note. For the paid vacation accumulator, you don't need to adjust the A+1 instance. It is "self" adjusting.

Payroll Accumulators				
Values to Adjust	Members to Adjust	Period	PIN Name	Description
X		Custom Period	AFB AC JR < 02	Days not in semester before 2002.
X		Custom Period	AFB AC JR ANC < 02	Seniority days before 2002.
X		Custom Period	AFB AC JR PRO < 02	Prorated days before 2002.
X		Custom Period	AFB AC SEM ANC<02	Completed semester before 2002.
	X	Segment	AFB AC SAL 12M SG	Base salary paid 12 times.
	X	Segment	AFB AC SAL 13M SG	Base salary paid 13 times.

Payroll Accumulators				
		Year to Date	AFB AC HR ABS AN	Hours of absences not paid.
		Year to Date	AFB AC HR THEO	Theoretical hours of the payee.
		Year to Date	AFB AC JR CAL AN	Calendar days of presence.
		Year to Date	AFB AC JR DPAY AN	Calendar days half paid.
		Year to Date	AFB AC JR NPAY AN	Non paid calendar days.
		Month to Date	AGI AC ABS - 3M MO	Absences of the month for A49.
		Month to Date	AGI AC ABS BIS MO	Absences of the month for A49.
		Month to Date	AGI AC APEC FF MO	Flat Amount Apec paid.
		Segment	AGI AC ABS - 3M SG	Absence under 3 months.
		Segment	AGI AC ABS A49 SG	Illness and Maternity for A49.
		Segment	AGI AC BRUT SG	Gross for AGIRC.
		Segment	AGI AC COT E SG	Segment Employer AGIRC Contribution.
		Segment	AGI AC COT S SG	Segment payee AGIRC contribution.
		Segment	AGI AC MNT ABAT SG	Base reduction for specific jobs.
		Segment	AGI AC SI MNT SG	Isolated Amounts of the segment.
X		Year to Date	AGI AC ABS - 3M AN	Absence under three months.
		Year to Date	AGI AC BA B BIS AN	Annual base B for GMP calculation.
		Year to Date	AGI AC BASE A49 AN	Yearly base for Avenant A49.
		Year to Date	AGI AC BASE ABC AN	Annual ABC slice.
		Year to Date	AGI AC BASE B AN	Annual slice B.

Payroll Accumulators				
		Year to Date	AGI AC BASE C AN	Annual slice C.
		Year to Date	AGI AC BASE GMP AN	Annual GMP slice.
		Year to Date	AGI AC BRUT ABA AN	AGIRC gross after reduction.
		Year to Date	AGI AC MNT ABAT AN	Yearly base reduction for business expenses.
		Year to Date	AGI AC PLAF ABC AN	Annual ABC ceiling.
		Year to Date	AGI AC PLAF B AN	Annual B ceiling.
		Year to Date	AGI AC PLAF C AN	Annual C ceiling.
		Year to Date	AGI AC PLAF GMP AN	Annual GMP ceiling.
		Segment	APP AC SAL ESP SG	Apprentice: monetary salary.
		Segment	ARC AC BRUT SG	Gross funding base for ARRCO.
		Segment	ARC AC COT E SG	Segment Employer ARRCO contribution.
		Segment	ARC AC COT S SG	Segment Payee ARRCO contribution.
		Segment	ARC AC MNT ABAT SG	Segment gross reduction amount.
		Year to Date	ARC AC BASE 1 AN	Annual Slice 1 for employees.
		Year to Date	ARC AC BASE 2 AN	Annual Slice 2 for employees.
		Year to Date	ARC AC BASE A AN	Annual Slice A.
		Year to Date	ARC AC BRUT ABA AN	Annual Gross after reduction.
		Year to Date	ARC AC MNT ABAT AN	Annual gross reduction amount.
		Year to Date	ARC AC PLAF 1 AN	Annual 1 ceiling.
		Year to Date	ARC AC PLAF 2 AN	Annual 2 ceiling.

Payroll Accumulators				
		Year to Date	ARC AC PLAF A AN	Annual A ceiling.
		Segment	ASS AC BRUT SG	Gross for ASSEDIC.
		Segment	ASS AC COT E SG	Employer's ASSEDIC deductions.
		Segment	ASS AC COT S SG	Payee's ASSEDIC deductions.
		Segment	ASS AC MNT ABAT SG	Cumulative Reduction on Gross.
		Year to Date	ASS AC BASE A AN	Cumulative funding base A.
		Year to Date	ASS AC BASE AB AN	Cumulative funding base AB.
		Year to Date	ASS AC BASE B AN	Cumulative funding base B.
		Year to Date	ASS AC BRT ABAT AN	Cumulative Gross after reduction.
		Year to Date	ASS AC MNT ABAT AN	Cumulative Reduction on Gross.
		Year to Date	ASS AC PLAF A AN	Cumulative Ceiling A.
		Year to Date	ASS AC PLAF AB AN	Cumulative ceiling AB.
		Year to Date	ASS AC PLAF B AN	Cumulative ceiling B.
		Segment	CPS AC MNT VALO SG	Paid vacation allowances paid.
X		Custom Period	GEN AC AN ANC LIC	Notice period seniority years.
X		Custom Period	GEN AC JOUR ANC	Number of days of seniority.
X		Custom Period	GEN AC JOUR ANC LI	Days of seniority at Severance Notification.
X		Custom Period	GEN AC JR ANC PRO	Number of days prorated for seniority.
X		Custom Period	GEN AC JRS ANC LI	Notice period days seniority.
X		Custom Period	GEN AC MOIS ANC LI	Notice period months seniority.

Payroll Accumulators				
X		Custom Period	GEN AC NET NEG	Negative Net accumulator.
X		Custom Period	GEN AC NOTIF LIC	Notice period begun Y/N.
		Month to Date	GEN AC %ETP TRV MO	Monthly worked FTE.
		Month to Date	GEN AC BRUT MO	Monthly Gross Salary.
		Month to Date	GEN AC COT PAT MO	Monthly employer's contribution.
		Month to Date	GEN AC HRS SMIC MO	Paid hours for SMIC control MO.
		Month to Date	GEN AC IJSS MO	IJSS of the month.
		Month to Date	GEN AC JOURS MO	Number of days of the month.
		Month to Date	GEN AC SAL SMIC MO	Earnings for SMIC control MO.
		Month to Date	GEN AC SMIC ABA MO	Earnings reduced for SMIC control.
		Month to Date	GEN AC STG NOBL MO	No mandatory training.
		Month to Date	GEN AC STG O AT MO	Mandatory training with AT cov.
		Month to Date	GEN AC STG ONAT MO	Mandatory training without AT.
		Segment	GEN AC ABS ASS CC	Absence assimilated by the LA.
		Segment	GEN AC ABS ASS LIC	Absence assimilated for Severance Seniority.
		Segment	GEN AC ABS ASS LOI	Absence assimilated to presence.
		Segment	GEN AC ABS ASS PRO	Prorated absence assimilated by law.
		Segment	GEN AC ABS CC LIC	Absence Assimilated by LA for severance seniority.
		Segment	GEN AC ABS CC PRO	Prorated Absence assimilated by LA.
		Segment	GEN AC ABSENCE	Absence for seniority calculation.

Payroll Accumulators				
		Segment	GEN AC ABSENCE LIC	Absence for severance seniority.
		Segment	GEN AC ABSENCE PRO	Prorated Absence for seniority.
		Segment	GEN AC BRUT SG	Segment Gross Salary.
		Segment	GEN AC COT PAT SG	Segment Employer's contributions.
		Segment	GEN AC COT SAL SG	Segment Payee's contributions.
		Segment	GEN AC DIV NI - SG	Not liable to income tax.
		Segment	GEN AC DIV NI + SG	Not liable to income tax.
		Segment	GEN AC EXCLU NI SG	No liable Retirement allowance.
		Segment	GEN AC HNPA VAL SG	Unpaid hours (deduction included).
		Segment	GEN AC HR CP+SP SG	Additional overtime hours + surcharge.
		Segment	GEN AC HRS COMP SG	Additional hours of segment.
		Segment	GEN AC HRS NPAY SG	Non paid hours of the segment.
		Segment	GEN AC HRS NTRA SG	Non worked hours of segment.
		Segment	GEN AC HRS PLUS SG	Additional and overtime hours.
		Segment	GEN AC HRS SMIC SG	Paid Hours for SMIC control.
		Segment	GEN AC HRS TRAV	Segment worked hours.
		Segment	GEN AC IJSS AT SG	Segment Work Accident IJSS.
		Segment	GEN AC IJSS MAL SG	Segment Illness IJSS.
		Segment	GEN AC IJSS MAT SG	Maternity Segment IJSS.
		Segment	GEN AC IJSS SG	Sum of the segment IJSS.

Payroll Accumulators				
		Segment	GEN AC JCAL NPA SG	Calendar days non paid.
		Segment	GEN AC JCAL NTR SG	Calendar days non worked.
		Segment	GEN AC JOUV NPA SG	Business days non paid.
		Segment	GEN AC JOUV NTR SG	Business days non worked.
		Segment	GEN AC JR CAL	Calendar days used for seniority.
		Segment	GEN AC JR CAL LIC	Calendar Days severance seniority.
		Segment	GEN AC JR CAL PRO	Calendar days prorated for seniority.
		Segment	GEN AC MAINTIEN SG	Salary upholding sum.
		Segment	GEN AC NET A PAYER	Segment Net to pay amount.
		Segment	GEN AC NET FISCAL	Segment Taxable Net.
		Segment	GEN AC SAL SMIC SG	Earnings for SMIC control.
		Year to Date	GEN AC BRUT AN	Yearly Gross Salary.
		Year to Date	GEN AC COT PAT AN	Annual Employer's contribution.
		Year to Date	GEN AC COT SAL AN	Annual payee's contributions.
		Year to Date	GEN AC DR ABS AN	Leave of Absence accumulation.
		Year to Date	GEN AC DR SEG AN	Year Accumulation segment duration.
		Year to Date	GEN AC NET FISC AN	Annual Taxable net Accumulator.
		Month to Date	HRS AC CAL PRIM MO	Premiums for hourly rate calculation.
		Month to Date	HRS AC HRS BOS MO	Bonus hours saved – month.
		Segment	HRS AC ADD PAYE SG	Additional hours (value) segment.

Payroll Accumulators				
		Segment	HRS AC CAL PRIM SG	Premiums for hourly rate calculation.
		Segment	HRS AC GMR MT	Wage's guarantee amount.
		Segment	HRS AC HRS ADD SG	Additional hours (number).
		Segment	HRS AC HRS BOS SG	Bonus hours saved – segment.
		Segment	HRS AC HRS MIN GMR	Hours reducing GMR.
		Segment	HRS AC RCOMP ACQ S	Time off in lieu comp hour (#).
		Segment	HRS AC RCOMP EX SG	Time off in lieu comp completed.
		Segment	HRS AC RCOMP NE SG	Time off in lieu comp uncompleted.
		Segment	HRS AC SUP PAYE SG	Overtime hrs (value) segmentation.
		Year to Date	HRS AC ADD PAYE AN	Additional hours (value) year.
		Year to Date	HRS AC HRS ADD AN	Additional hours (number).
		Year to Date	HRS AC HRS BOS AN	Bonus hours saved – year.
		Year to Date	HRS AC HRS SUP AN	Overtimes hours (number).
X		Year to Date	HRS AC RCOMP ACQ A	Time off in lieu comp hour (#).
X		Year to Date	HRS AC RCOMP EX AN	Time off in lieu "completed" year.
X		Year to Date	HRS AC RCOMP NE AN	Time off in lieu "uncompleted" year.
		Year to Date	HRS AC SUP PAYE AN	Overtime hrs (value) year.
X		Custom Period	IND AC EFTCA AN	Gross salary used for end of fixed term contracts precariousness premium.
		Month to Date	IND AC AN AUTR MO	Other Benefits in kind Monthly.

Payroll Accumulators				
		Month to Date	IND AC AN LOGE MO	Lodging benefit in kind.
		Month to Date	IND AC AN NOUR MO	Meal benefit in kind.
		Month to Date	IND AC AN VEHI MO	Car benefit in kind.
		Segment	IND AC AN AUTR SG	Other benefit in kind SG.
		Segment	IND AC AN LOGE SG	Lodging benefit in kind SG.
		Segment	IND AC AN NOUR SG	Meal benefit in kind amount SG.
		Segment	IND AC AN VEHI SG	Car benefit in kind SG.
		Segment	IND AC PANIER J SG	Day meal allowance number.
		Segment	IND AC PANIER N SG	Night meal allowance number.
		Segment	IND AC TR SG	Meal ticket number.
		Year to Date	IND AC AN AUTR AN	Others benefit in kind annual.
		Year to Date	IND AC AN L N MG M	Lodging benefit in kind: Number MG for M.
		Year to Date	IND AC AN L NB MG	Lodging benefit in kind: number MG.
		Year to Date	IND AC AN LOGE AN	Lodging benefit in kind annual.
		Year to Date	IND AC AN LOGE2 AN	Lodging benefit in kind for regu.
		Year to Date	IND AC AN LOGT NM	Lodging benefit in kind (nb mo).
		Year to Date	IND AC AN NB REPAS	Meal benefit in kind: nb meal.
		Year to Date	IND AC AN NOUR AN	Annual meal benefit in kind am.
		Year to Date	IND AC AN NOUR2 AN	Meal benefit in kind for regul.
		Year to Date	IND AC AN VEHI AN	Car benefit in kind annual amount.

Payroll Accumulators				
		Year to Date	IND AC SAL ANN AN	Annual gross salary.
		Year to Date	IND AC SAL PPI AN	Annual irregular periodicity
X		Year to Date	NOTIF PREAVI_SOLD	Retrieve the notice begin date.
		Calendar Period	PRE AC AVANCE P	Amount taken Salary Advance.
		Calendar Period	PRE AC AVPE P	Amount taken Permanent Advance.
		Calendar Period	PRE AC LIMITE CA	Limit of 1/10th net salary.
		Calendar Period	PRE AC PRET P	Amount taken Loan.
		Custom Period	PRE AC AVANCE	Salary Advance balance.
		Custom Period	PRE AC AVANCE C	Initial capital of Salary. Advance.
		Custom Period	PRE AC AVPE	Permanent Advance balance.
		Custom Period	PRE AC AVPE C	Initial capital Permanent Advance.
		Custom Period	PRE AC PRET	Loan balance.
		Custom Period	PRE AC PRET C	Initial capital loan.
		Segment	PRE AC LIMITE SG	Limit of 1/10th net salary.
		Segment	PRE AC RETENUES	Amounts reimbursed.
		Month to Date	PRO AC HRS 2483 MO	Monthly paid hours.
		Month to Date	PRO AC SAL 2483 MO	Monthly Gross + Employer Contribution.
X		Year to Date	PRO AC HRS 2483 AN	Yearly paid hours.
X		Year to Date	PRO AC SAL 2483 AN	Yearly gross + Employer contribution.
		Month to Date	PRV AC 19% FIS MO	Taxable amounts (19% limit).

Payroll Accumulators				
		Month to Date	PRV AC 19% SOC MO	Base for 19% social limit calculation.
		Month to Date	PRV AC 3% FIS MO	Taxable amounts (3% limit).
		Month to Date	PRV AC 85% CSG MO	Base for 85% limit for CSG.
		Month to Date	PRV AC 85% SOC MO	Base for 85% social limit calculation.
		Month to Date	PRV AC REIN CSG MO	Monthly reinstatement for CSG.
		Month to Date	PRV AC REIN FIS MO	Monthly taxable reinstatement.
		Month to Date	PRV AC REIN SOC MO	Monthly social reinstatement.
		Segment	PRV AC 19% FIS SG	Taxable amounts (19% limit).
		Segment	PRV AC 19% SOC SG	Base for 19% social limit calculation.
		Segment	PRV AC 3% FIS SG	Taxable amounts (3% limit).
		Segment	PRV AC 85% CSG SG	Base for 85% limit for CSG.
		Segment	PRV AC 85% SOC SG	Base for 85% social limit calculation.
		Segment	PRV AC BRUT SG	Contingency segment gross.
		Segment	PRV AC COT E SG	Contingency employer contribution.
		Segment	PRV AC MNT ABAT SG	Segment gross reduction.
		Year to Date	PRV AC 19% FIS AN	Taxable amounts (19% limit).
		Year to Date	PRV AC 19% SOC AN	Base for 19% social limit calculation.
		Year to Date	PRV AC 3% FIS AN	Taxable amount (3%limit).
		Year to Date	PRV AC 85% CSG AN	Base for 85% limit for CSG.
		Year to Date	PRV AC 85% SOC AN	Base for 85% social limit calculation.

Payroll Accumulators				
		Year to Date	PRV AC BASE A AN	Annual contingency slice A.
		Year to Date	PRV AC BRUT AB AN	Annual reduced gross.
		Year to Date	PRV AC MNT ABAT AN	Yearly gross reduction.
		Year to Date	PRV AC PLAF A AN	Contingency annual A ceiling.
		Segment	REP AC AA COTS SG	Payee's contributions to ASSED.
		Segment	REP AC AA HTRAV SG	Worked hours per segment.
		Segment	REP AC AA ICCP SG	In lieu paid vacation.
		Segment	REP AC AA IFC SG	End of contract allowance.
		Segment	REP AC AA INDLI SG	Severance allowances.
		Segment	REP AC AA INDRE SG	Retirement allowance.
		Segment	REP AC PS HBASE SG	Segment base hour (PaySlip).
		Segment	REP AC PS RCOMP SG	In lieu compensation hours.
		Segment	REP AC ZERO SG	Accumulator blank.
		Custom Period	SAI AC COND PENA C	Initial Capital Penal Sentence.
		Custom Period	SAI AC COND PENAL	Penal Sentence balance.
		Custom Period	SAI AC CREANCES	Ordinary debts balance.
		Custom Period	SAI AC CREANCES C	Initial Capital Ordinary Debts.
		Custom Period	SAI AC IMPOT	Tax debts balance.
		Custom Period	SAI AC IMPOT C	Initial Capital Tax Debts.
		Custom Period	SAI AC PENS ALIM	Alimony balance to be taken.

Payroll Accumulators				
		Month to Date	SAI AC BASE CAL MO	Base for attachable calculation Month.
		Month to Date	SAI AC COND PENA P	Amount taken Penal Sentence..
		Month to Date	SAI AC CREANCES P	Amount taken Ordinary Debts.
		Month to Date	SAI AC IMPOT P	Amount taken Tax Debts.
		Month to Date	SAI AC INSAIS MO	Unattachable amount month.
		Month to Date	SAI AC MNT INSAIS	Unattachable amount – decreased.
		Month to Date	SAI AC MNT SAISIS	Attachable amount – decreased.
		Month to Date	SAI AC PENS ALIM C	Initial Capital Alimony.
		Month to Date	SAI AC PENS ALIM P	Amount taken Alimony.
		Month to Date	SAI AC SAISIS MO	Attachable amount month.
		Segment	SAI AC BASE CAL SG	Base for attachable Calculation segment.
		Segment	SAI AC RETENUES SG	Garnishment amounts.
		Segment	TAX AC ASS CSG SG	Base for CSG funding base calculation.
		Segment	TAX AC BAS PREV SG	Funding base Conteng. Tax.
		Segment	TAX AC BASE SG	Funding base for taxes.
		Segment	TAX AC COT E SG	Cumulative employee taxes deduction.
		Segment	TAX AC COT S SG	Cumulative payee taxes deduction.
X		Year to Date	TAX AC BASCDDFO AN	Cumulative funding. base CDD tax.
		Year to Date	TAX AC BASE AN	Cumulative funding base for Taxes.
		Year to Date	TAX AC TAXSAL 1 AN	Cumulative bracket 1 Low Salary tax.

Payroll Accumulators				
		Year to Date	TAX AC TAXSAL 2 AN	Cumulative bracket 2 Low Salary tax.
		Year to Date	TAX AC TAXSAL 3 AN	Cumulative bracket 3 Low Salary tax.
		Month to Date	URS AC AUB A RD MO	Aubry II: others reductions.
		Month to Date	URS AC AUB AB I MO	Aubry II: compensated absence.
		Month to Date	URS AC AUB HRS MO	Aubry II: hours used for Aubr.
		Month to Date	URS AC AUB RPS MO	Aubry II: previous sg reduction.
		Month to Date	URS AC BRT ABAT MO	Gross after reduction – month.
		Month to Date	URS AC COT E MO	Cumulative employer's deduction – month.
		Month to Date	URS AC COT S MO	Cumulative payee's deduction – month.
		Month to Date	URS AC MNT RED MO	Monthly Reduction amount.
		Month to Date	URS AC PLAF RED MO	Contribution reduction ceiling.
		Month to Date	URS AC SAL HAB MO	URSSAF fictitious gross month.
		Segment	URS AC BRUT SG	Gross benefit. reduction – segment.
		Segment	URS AC COT E SG	Cumulative employer's deduction - segment.
		Segment	URS AC COT S SG	Cumulative payee's deduction. – segment.
		Segment	URS AC MNT ABAT SG	URSSAF reduced gross amount.
		Segment	URS AC MNT RED SG	Segment reduction amount.
		Segment	URS AC PLAF A SG	URSSAF ceiling A of the segment.
		Segment	URS AC PLAF RED SG	Contribution reduction ceiling.
		Segment	URS AC SAL HAB SG	URSSAF fictitious gross Segment.

Payroll Accumulators				
		Year to Date	URS AC BASE A AN	Cumulative funding base A.
		Year to Date	URS AC BRT ABAT AN	Gross after reduction – year.
		Year to Date	URS AC BRUT AN	Gross before reduction – year.
		Year to Date	URS AC COT E AN	Cumulative employer's deductions – year.
		Year to Date	URS AC COT S AN	Cumulative payee's deductions – year.
		Year to Date	URS AC MNT ABAT AN	Urssaf reduced gross amount.
		Year to Date	URS AC PLAF A AN	URSSAF ceiling A Year.
X		Year to Date	URS AC SAL HAB AN	URSSAF fictitious gross Year.

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