
PeopleSoft Enterprise Global Payroll for Switzerland 9.1 PeopleBook

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PeopleSoft Enterprise Global Payroll for Switzerland Preface

This preface discusses:

- PeopleSoft Products.
- PeopleSoft Enterprise HRMS Application Fundamentals.
- Global Payroll documentation.

PeopleSoft Products

This PeopleBook refers to the following PeopleSoft product: PeopleSoft Enterprise Global Payroll for Switzerland.

PeopleSoft Enterprise HRMS Application Fundamentals

Additional, essential information describing the setup and design of your system appears in a companion volume of documentation called *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*. Each PeopleSoft product line has its own version of this documentation.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "PeopleSoft Enterprise HRMS Application Fundamentals Preface"

Global Payroll Documentation

This section discusses:

- Global Payroll application design.
- Global Payroll documentation structure.
- Documentation roadmap.

Global Payroll Application Design

Because the structure of the Global Payroll documentation is similar to the design of the application, the best way to understand the documentation is to understand the design of the application itself.

Global Payroll is composed of two complementary parts:

- A core payroll application that includes:
 - A payroll rules engine.
 - A payroll processing framework.
 - Processes and setup steps that apply to all countries.
- Country extensions that include:
 - Statutory and customary objects (payroll rules, payroll processes, reports, additional country-specific pages, and self-service applications).
 - Country-specific rules and elements.

Global Payroll Documentation Structure

Like the application, the documentation for Global Payroll consists of two parts: a core book and separate country extension books.

Core Documentation

Like the core portion of the application, which applies to all countries and enables you to develop rules and process a payroll regardless of location, the core book is country neutral. Thus, while it describes the core set of tools that you can use to develop a payroll, it doesn't discuss the local country rules that have been set up for you. For information about how PeopleSoft has extended core capabilities to meet local requirements, refer to the country extension documentation.

Country Extension Documentation

Just as country extensions in the application address local needs, the country extensions in the documentation cover local functionality. This includes:

- Any core feature with local extensions.
- Country-specific rule setup.
- PeopleSoft-delivered rules and tables.
- Country-specific pages.
- Country-specific reports.
- PeopleSoft Enterprise Human Resources Management Systems (PeopleSoft HRMS) setup, such as bank definitions, that varies by country.

- Implementation information that varies by country.

Documentation Roadmap

The core and the country extension documentation complement each other; it is therefore important to read both sets of documentation.

What to Read When

You can approach the documentation in the following way:

- If a process setup is shared between the core application and the country extension, read the core documentation first and then the country extension documentation.

For example, banking is a feature that you first define in the core application and then often continue defining in the country extension. To understand the setup, you should first read the banking chapter in the core documentation and then the banking chapter in the country extension documentation.

- If a process is set up only in the core application, read the core documentation.
- If a process is set up only in the country extension, read the country extension documentation.

Documentation Audiences

We've identified the following audiences for the documentation:

- Technical

Technical readers who are interested in the technical design of the product should begin by reading the *Introducing the Core Application Architecture* section of the core documentation, as well as the batch processing information that is mentioned in many of the other sections.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Introducing the Core Application Architecture."

- Functional

Functional readers who are interested in defining rules should begin by reading the country-specific functionality described in the country extension documentation. Functional readers can continue to learn about how to use the tools in the core application by reading the sections on defining payroll elements, such as earnings and deductions, in the core documentation.

- Managerial

Managerial readers should begin by reading the introduction sections of both the core documentation and the country extension documentation to get a high-level overview of the Global Payroll product.

Note. To fully understand Global Payroll, technical or functional persons who are involved in the product implementation should read the core documentation and the applicable country extension documentation in their entirety.

PeopleBooks and the PeopleSoft Online Library

A companion PeopleBook called *PeopleBooks and the PeopleSoft Online Library* contains general information, including:

- Understanding the PeopleSoft online library and related documentation.
- How to send PeopleSoft documentation comments and suggestions to Oracle.
- How to access hosted PeopleBooks, downloadable HTML PeopleBooks, and downloadable PDF PeopleBooks as well as documentation updates.
- Understanding PeopleBook structure.
- Typographical conventions and visual cues used in PeopleBooks.
- ISO country codes and currency codes.
- PeopleBooks that are common across multiple applications.
- Common elements used in PeopleBooks.
- Navigating the PeopleBooks interface and searching the PeopleSoft online library.
- Displaying and printing screen shots and graphics in PeopleBooks.
- How to manage the locally installed PeopleSoft online library, including web site folders.
- Understanding documentation integration and how to integrate customized documentation into the library.
- Application abbreviations found in application fields.

You can find *PeopleBooks and the PeopleSoft Online Library* in the online PeopleBooks Library for your PeopleTools release.

Chapter 1

Getting Started with Global Payroll for Switzerland

This chapter discusses:

- Global Payroll for Switzerland overview.
- Global Payroll for Switzerland business processes.
- Global Payroll for Switzerland integrations.
- Global Payroll for Switzerland implementation.

Global Payroll for Switzerland Overview

Global Payroll for Switzerland delivers elements, rules, pages, processes, and reports that work with the Global Payroll core application to form a complete payroll package for Switzerland.

Global Payroll for Switzerland delivers earnings for hourly and salaried employees, as well as overtime, bonuses, and premium pay. Global Payroll for Switzerland also delivers many common deductions, such as those for garnishments, savings plans, and pension funds. With Global Payroll for Switzerland, you can calculate benefit deductions for employees. The system enables you to calculate and process source taxes and tariffs. You can calculate family allowances, and social insurance benefits. You can set up and calculate *Familienausgleichskasse* (FAK) benefits, *Erwerbsersatzordnung für Dienstleistende in Armee und Zivilschutz* (EO) payments. You can set up, calculate, and process BVG payments, track absences and maternity leave, and produce tax statements. You can set up and run the banking process and generate payslips. Employees can enter overtime hours using self-service functionality.

See Also

[Chapter 2, "Understanding Global Payroll for Switzerland," page 5](#)

Global Payroll for Switzerland Business Processes

Global Payroll for Switzerland supports these business processes:

- Family allowance management.
- *Familienausgleichskasse* (FAK) contribution calculation.

- Absence management.
- Tariff management.
- Maternity leave.
- Payslip processing.
- Overtime self-service.
- Social insurance management.
- Source tax calculations.
- *Erwerbsersatzordnung für Diestleistende in Armee und Zivilschutz* (EO) payments.
- *Pensionskasse* and BVG management.
- Banking.
- Tax statement (*Lohnausweis*) generation.

This PeopleBook discusses these processes in the business process chapters.

Global Payroll for Switzerland Integrations

Global Payroll for Switzerland integrates with these applications through the core Global Payroll application:

- PeopleSoft Enterprise Human Resources.
- PeopleSoft Enterprise Time and Labor.

Integration considerations are discussed in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Working with Payee Data"

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Integrating with PeopleSoft Enterprise Time and Labor"

Global Payroll for Switzerland Implementation

PeopleSoft Enterprise Setup Manager enables you to generate a list of setup tasks for your organization based on the features that you are implementing. The setup tasks include the components that you must set up, listed in the order in which you must enter data into the component tables, and links to the corresponding PeopleBook documentation.

Other Sources of Information

In the planning phase of your implementation, take advantage of all PeopleSoft sources of information, including the installation guides, table-loading sequences, data models, and business process maps.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "PeopleSoft Enterprise HRMS Application Fundamentals Preface"

Enterprise PeopleTools PeopleBook: PeopleSoft Setup Manager

Enterprise PeopleTools PeopleBook: PeopleSoft Component Interfaces

Chapter 2

Understanding Global Payroll for Switzerland

This chapter discusses:

- Global Payroll for Switzerland.
- Common abbreviations.
- Global Payroll for Switzerland business processes.
- Archiving data in Global Payroll for Switzerland.
- Delivered elements.
- Element naming conventions.
- Payment frequencies
- Sarbanes-Oxley Act of 2002 requirements.
- Viewing delivered elements for Switzerland.

Global Payroll for Switzerland

Global Payroll for Switzerland is a *country extension* of the core Global Payroll application. It provides you payroll rules and elements needed to run a Swiss payroll.

Common Abbreviations

Within this PeopleBook abbreviations normally appear in the German language. However it is common in Switzerland to use a combination of German and French abbreviations. As such, here is an overview of both:

German Abbreviation	French Abbreviation	Description
AHV	AVS	Old age and bereaved insurance, invalidity insurance, salary compensation regulation.
ALV	AC	Unemployment insurance.

German Abbreviation	French Abbreviation	Description
BFS	OFS	Federal office of social insurance.
BESTA	STATEM	Quarterly report for statistic office.
BU	PA	Occupational injury insurance.
BVG	LPP	Pension fund law.
DTA	DTA	Data medium exchange with banks.
ELM	PUCS	Standardized wage reporting procedure.
EO	IM	Salary reimbursement regularity; salary allocation at civil and military service.
EZAG	SOG	Collective order service, out payment via post account.
FAK	CAF	Family allocation fund.
GAV	CCT	Union contract.
IV	AI	Disability insurance.
KTG	AMC	Sickness daily allowance.
NBU	NPA	Non-Occupational injury insurance.
LSE	ESS	Salary structure analysis.
OR	CO	Obligation right.
PK	LPP	Pension fund.
QSt	IS	Source tax.
SAD	SOG	Collective order service, out payment via post account.
SECO	SECO	Federal office for economics.
UV	LAA	Accident insurance.
UVGZ	LAAC	Additional accident insurance.

Internal Abbreviations (English only)

Here are a few additional abbreviations, which have an English only translation:

- EE = Employee

- ER = Employer
- MC = Multi Contract

Global Payroll for Switzerland Business Processes

Global Payroll for Switzerland supports the following business processes:

- Family allowance management.

Global Payroll for Switzerland enables you to define and manage data for an employee's dependents and family as well as process available family allowances for each payee.

- *Familienausgleichskasse* (FAK) contribution calculation.

Global Payroll for Switzerland enables you to manage FAK contribution percentages, calculate deductions, and manage the relationship with the FAK.

- Absence management.

Global Payroll for Switzerland enables you to create the absence rules used by the core Global Payroll system. You can define work schedules and assign a schedule to each payee, define holidays, entitlements, and take elements. You can create entitlement plans and assign them to payees.

- Tariff management.

A tariff is a contract between employees' unions and employers' associations that defines labor agreements on issues such as standard working hours, income, and vacation. Global Payroll for Switzerland delivers tariffs in the system as Translate Table values.

- Maternity leave.

In Global Payroll for Switzerland, you enter maternity leave data on a single page. The page generates absence take elements that work with the core application's absence process to correctly process maternity leave during a payroll run.

The system determines the amount of paid maternity leave to which an employee is entitled based on years of service and the canton of residence. After the birth of the child, it recalculates the entitlement based on the Swiss legal requirement of eight weeks' leave after the child's actual birth.

- Payslip processing.

Global Payroll for Switzerland enables you to generate payslips. You can also print a message on the payslip of an individual payee or on payslips belonging to designated pay groups, locations, or departments.

- Overtime self-service.

Global Payroll for Switzerland includes a self-service application for managing employee overtime requests, which enables you to carry out common tasks through a user-friendly browser page. Overtime self-service options differ for employees, managers, and Human Resources administrators.

- Social insurance management.

Contributory membership in national social insurance funds (such as AHV, IV, and EO) is mandatory for employers. You deduct social insurance contributions for those domestic and foreign employees with mandatory insurance coverage and transfer them to compensation funds in accordance with statutory requirements.

- Source tax calculations.

Switzerland is a confederation of 26 cantons with approximately 3,000 municipalities. Accordingly, it has an extremely complex taxation system, with taxes imposed at federal, cantonal, and communal levels. Tax rates can vary from one canton to another.

- *Erwerbsersatzordnung für Diestleistende in Armee und Zivilschutz* (EO) payments.

EO payments refer to the payment of salary during military and civilian service. The EO is an ordinance on military pay supplements and governs the earnings of military and civil defense personnel. According to the EO's provisions, people on active military duty (including members of the Women's Armed Forces and the Red Cross) or in civilian service are entitled to receive earning compensation for every paid or accredited day of service.

- *Pensionskasse* and BVG management.

Pensionskasse is the pension fund for Swiss employees. Global Payroll for Switzerland handles *Pensionskasse* with calculation and feedback from the provider. The system also enables you to make BVG calculations either internally or externally by interfacing with AGB70.

- Banking.

Global Payroll for Switzerland enables you to set up Swiss banking, set up defaults for source banks, set up banking defaults for payees, and run local country bank processing.

- Tax Statement (*Lohnauweis*) generation.

Global Payroll for Switzerland provides complete tax statement functionality, including expatriate handling and certificate on demand. You can exclude individuals from tax statements, close tax statements, create tax statement overrides, and view individual tax statements online.

Archiving Data for Global Payroll for Switzerland

PeopleSoft Enterprise Global Payroll for Switzerland generates a large amount of result data which you may need to maintain for auditing or regulatory purposes, and which should periodically be archived. To facilitate this requirement, PeopleSoft PeopleTools delivers an archiving tool called the Data Archive Manager. To aid in archiving your data, PeopleSoft Global Payroll for Switzerland delivers a predefined archive object (GPCH_RSLT_ARCHIVE) and an archive template (GPCHRSLT) created using the Data Archive Manager. The archive template uses queries to select and store data by calendar group ID from the calculation, banking, general ledger, and other post processing tables.

Note. Please use extreme caution when making changes to delivered archive objects, queries, or templates. Any modifications can result in the loss of important data.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Archiving Data"

Delivered Elements

Global Payroll defines each business process for Switzerland in terms of delivered elements and rules. Some of these elements and rules are specifically designed to meet legal requirements, whereas others support common or customary payroll practices.

This section discusses:

- Delivered element creation.
- Element ownership and maintenance.

Delivered Element Creation

All of the elements and rules delivered as part of your country extension were created using the core application — the same application that you will use to create additional elements or rules, and to configure some of the elements delivered as part of your Global Payroll system. Because of the tools that you need to redefine or create new payroll elements are fully documented in the core application PeopleBook, this section does not repeat this information here. Instead, this section reviews the relationship between the core application (which contains the tools that you need to define your own elements and rules) and the country extensions (which contain country-specific rules and elements that are predefined in the system).

The core application has the following characteristics:

- It consists of a payroll rules engine—a flexible tool that enables users to define the rules and elements of their payroll system and execute payroll and absence calculations.

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 and elements. Global Payroll enables the user to enter and maintain payroll rules through a set of pages and offers a comprehensive set of features that enable users 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

The delivered elements and rules of your Global Payroll country extension can be classified based on whether they are owned and maintained by the customer or by the PeopleSoft system. Some elements and rules are maintained exclusively by PeopleSoft and cannot be modified or reconfigured, whereas others can be configured to meet requirements that are unique to your organization.

Element Ownership in Global Payroll

Global Payroll has the following five categories of element ownership:

PS Delivered/Maintained	Elements delivered and maintained on an ongoing basis by PeopleSoft.
PS Delivered/Not Maintained	Elements delivered by PeopleSoft that the customer must maintain. 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 that are 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 that are defined as Customer Maintained.
PS Delivered / Customer Modified	Elements that were originally PS Delivered/Maintained elements, but which the customer has decided to control (this change is irreversible).
PS Delivered / Maintained/Secure	Delivered elements that the customer can never modify or control.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining General Element Information," Defining Element Names

Element Naming Conventions

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 supporting element, or a component of a primary element, one of the following naming conventions applies:

- Primary and supporting elements.
- Component names (suffixes).

This section also discusses:

- Functional area codes for Switzerland.

- Element type codes (PIN_TYPE).
- Suffixes for Switzerland.
- Industry and regions feature.

Primary and Supporting Elements

Global Payroll for Switzerland uses the naming convention CH FF NAME for all elements. This table explains the components of the naming convention:

CH	Country.
FF	Functional area code.
NAME	The description of the element.

For example, in the CH_TX_CANTON, CH represents the county (Switzerland), TX represents the functional area (taxation), and CANTON stands for canton.

Component Names (Suffixes)

When you create an earning or deduction element in Global Payroll, you must define the components that make up the element, such as base, rate, unit, and percentage. The system automatically generates the components and accumulators for the element based on the calculation rule or accumulator periods. The system also names the components and accumulators by appending a suffix to the element's name.

For example, you define the earning element named EARN1 with the calculation rule $EARN1 = rate \times unit$. The system automatically creates two additional elements for the components in the calculation rule: a rate element called EARN1_RATE and a unit element called EARN1_UNIT.

In Global Payroll for Switzerland, all suffixes fall into one of the following types:

- Separator.
- Earnings/deductions component suffixes.
- Earnings/deductions accumulator suffixes.
- Deduction arrears component suffixes.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining General Element Information"

Functional Area Codes for Switzerland

The following table contains the functional area codes used in the names of Swiss elements:

Functional Area Code	Description
00	All over.
AB	Absences.
AH	AHV.
AL	ALV.
AS	Asylum.
BK	Banking.
CA	Child allowance.
EO	Civil service— <i>Erwerbsersatzordnung für Diestleistende in Armee und Zivilschutz (EO)</i> .
EP	Error processing.
ER	Gross earning.
FK	<i>Familienausgleichskasse (FAK)</i> .
GR	Garnishments.
MI	Maternity.
NE	Net to gross (<i>Aufrechnung</i>).
PK	Pension fund.
RP	Reporting.
SI	Social insurance.
SO	Solidarity <i>Schaffhausen</i> .

<i>Functional Area Code</i>	<i>Description</i>
TX	Taxes.
UV	Accident insurance.

Element Type Codes (PIN_TYPE)

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

<i>Element Type Code</i>	<i>Description</i>
AE	Absence Entitlement.
AT	Absence Take.
AC	Accumulator.
AR	Array.
AA	Auto Assigned.
BR	Bracket.
CT	Count.
DT	Date.
DD	Deduction.
DR	Duration.
ER	Earning.
EG	Element Group.
EM	Error Message.

<i>Element Type Code</i>	<i>Description</i>
FC	Fictitious Calculation.
FM	Formula.
GC	Generation Control.
HC	Historical Rule.
PP	Previous Period Rule.
PR	Process.
PO	Proration Rule.
RC	Rate Code.
RR	Rounding Rule.
SE	Section.
SY	System Element.
VR	Variable.

Suffixes for Switzerland

Global Payroll for Switzerland uses the default core Global Payroll suffixes.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining General Element Information," Defining Suffixes

Industry and Regions Feature

Global Payroll for Switzerland does not use the industry and regions feature.

Payment Frequencies

This section discusses:

- Frequencies and payout periods.
- Annual, monthly, and hourly payment rules.

Frequencies and Payout Periods

The Global Payroll for Switzerland application provides calculation processes for employees that are paid annually, monthly, weekly, daily and hourly. The system, however, only supports payout periods on a monthly and weekly frequency.

The system supports hourly, daily, monthly, and annual payment rules for the monthly pay frequency and weekly payment rules for the weekly pay frequency. By default the status is taken from pay frequency on the Job record.

The statuses include:

- D = Daily
- H = Hourly
- W = Weekly.

You can override these statuses in the customer exit CH_00_CHOURLY (called in formula CH_00_SYS_RES).

Annual, Monthly, and Hourly Payment Rules

Most common payment methods use the hourly and monthly payment rule with a monthly pay frequency. Although the proration rules for child allowances expired in 2009, there is no difference regarding the legal calculations between a monthly and an hourly paid employee.

However, for gross calculations, the automated creation of compensation for vacation and holiday is controlled by the pay frequency status and happens only for employees paid on an hourly basis. Annual payments either get assigned on the job and compensation levels and then automatically the appropriate monthly rate gets calculated and handled in the payroll the same way as a monthly payment. In addition, you can designate the employee as a person who receives yearly payments, where the payout happens only in a few dedicated months. In this case the limits for the social insurance are immediately taken as yearly limits and not accumulated month by month.

See swissdec, Richtlinien der Lohndatenverarbeitung, chapter 2.12, Modul Unperiodische Zahlungen

Daily Payment Rules

There is a special treatment for employees paid on a daily basis in these domains:

- Unemployment, accident insurance (limits).
- Source tax (percent per day).

- Additional insurances (upper and lower limits).

These calculations apply for employees being paid on a daily basis based on reported working days:

- Limits for ALV-AC and UVG-LAA

Limit = Reported Working Days * Daily Rate (this number comes from the Company table).

- Source tax lookup

Lookup = Taxable Amount * Reported Working Days / Average Working Days (this number comes from the Company table).

- Additional insurances lower and upper limits

Limit = Reported Working Days * Yearly Rate / 365 (you can customize, if the company reports work days) Roundup to full CHF (for example, 126,000 / 365 = 346).

To enable the daily calculation, you need to maintain these values in the company setup:

Daily Limit and Average Work Days

An example of how working days and limit per day depend from each other:

Assume working days get reported as calendar days. We expect to see as company values:

- ALV-AC: 345

For 2 weeks of work c.p. 15 days * 345 = 5475 CHF.

- Source Tax: 30

In the same scenario with assumed earnings of 1700 CHF there is a tax lookup of 3400 CHF in additional insurances: 15 days * 345 for 126,000 CHF and 15 days * 685 for an upper limit of 250,000 CHF.

If assumed working days get reported as real working days and the average is 21, then we expect to see these company values:

- ALV-AC: 500

For 2 weeks of work 10 days * 500 = 5000 CHF.

- Source Tax : 21

In the same scenario with assumed earnings of 1700 CHF there is a tax lookup of 3570 CHF in additional insurances (probably customized to 252 working days). 15 days * 500 for 126,000 CHF and 15 days * 992 for an upper limit of 250,000 CHF.

See [Chapter 11, "Managing Social Insurance for Switzerland," Setting Up Social Insurance Rates, page 154.](#)

Weekly Payment and Payout Rules

Other than employees that are paid on an hourly, daily, and monthly basis, employees paid on a weekly basis receive their paycheck each week. Nevertheless, at the end the full legal calculation and the legal reporting is based on a monthly view on the result. Therefore, the weeks need to get assigned to a dedicated month. Some months will have 4 weeks and some 5 weeks.

This mapping is managed by setting up the CH_WK_MAP_W bracket (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Brackets, Data).

Bracket Name								Lookup Rules								Search Keys/Return Columns								Data							
Element Name:				CH_WK_MAP_W				Map weeks				Owner:				PS Non-Mnt															
Definition																															
Effective Date:				01/01/1998				Status:				Active																			
Bracket Search Keys and Return Column Values																															
Search Key SEGMENT END DATE	Return Column CH_WK_MAP_W	Return Column CH_WK_MAPD1	Return Column CH_WK_MAPD2	Return Column CH_WK_WIM	Return Column CH_WK_WIY	Return Column CH_WK_WPM																									
01/04/2004	01/31/2004	01/31/2004	01/31/2004	1.000000	1.000000	5.000000																									
01/11/2004	01/31/2004	01/31/2004	01/31/2004	2.000000	2.000000	5.000000																									
01/18/2004	01/31/2004	01/31/2004	01/31/2004	3.000000	3.000000	5.000000																									
01/25/2004	01/31/2004	01/31/2004	01/31/2004	4.000000	4.000000	5.000000																									
02/01/2004	01/31/2004	01/31/2004	01/31/2004	5.000000	5.000000	5.000000																									
02/08/2004	02/29/2004	02/29/2004	02/29/2004	1.000000	6.000000	4.000000																									
02/15/2004	02/29/2004	02/29/2004	02/29/2004	2.000000	7.000000	4.000000																									
02/22/2004	02/29/2004	02/29/2004	02/29/2004	3.000000	8.000000	4.000000																									
02/29/2004	02/29/2004	02/29/2004	02/29/2004	4.000000	9.000000	4.000000																									
03/07/2004	03/31/2004	03/31/2004	03/31/2004	1.000000	10.000000	5.000000																									

Bracket Element: Data page

**Search Key SEGMENT
END DATE** Displays the 1st day of the week.

**Return Column
CH_WK_MAPD2** Displays the last day of the mapped month.

**Return Column
CH_WK_WIM** Displays the number of the week in the month.

**Return Column
CH_WK_WIY** Displays the number of the week in the year.

**Return Column
CH_WK_WPM** Displays the number of weeks assigned to the month.

Calculations

For employees that get paid on a weekly basis, these calculations apply:

- Child allowance.

Employee receives the portion of child allowance according to the hours worked in the week with the weekly payment. In the last week of the month the remainder is paid out.

- Source tax (% per day).

Each week the lookup gets calculated by dividing the reported weeks by the total weeks of the month. Then the tax for that week is calculated as: Newly Calculated Taxes – Already Paid Taxes = Taxes Owed.

- Unemployment, accident insurance (limits).

Limits get adjusted to days. Weekly limit = 10,500 CHF divided by 7 = 1,500 CHF.

- Garnishments.

Garnishments get deducted first until the monthly amount is covered. As such, the employee might not have any payments the first week or first few weeks in the month.

Sarbanes-Oxley Act of 2002 Requirements

This section discusses:

- SOX Overview
- Security
- Audits
- Managing Processes
- Archiving

SOX Overview

To fulfill the requirements of the Sarbanes-Oxley Act of 2002 (SOX), Global Payroll for Switzerland provides features that support security and audit requirements, makes recommendations to manage your payroll information, and supports processes that archive history according to the needs of the Principles of Orderly Electronic Bookkeeping (POEB).

SOX is a United States federal law enacted on July 30, 2002. The legislation establishes new or enhanced standards for all U.S. public company boards, management, and public accounting firms. It does not apply to privately held companies.

The Act contains 11 titles, or sections, ranging from additional corporate board responsibilities to criminal penalties, and requires the Securities and Exchange Commission (SEC) to implement rulings on requirements to comply with the new law.

Security

Customer should define at least two roles that allow you to separate the entry and calculation of payments from the process of approving and authorizing final payments. A detailed sample of how these roles might share the activities is provided in the Manage Process section.

As such we recommend that you implement these roles:

- Payroll Administrator:

This role allows administrators to manage all HRMS and payroll relevant entries (hire, termination, assign payments). To process the payroll itself you might define a third role or grant those rights to the Payroll Administrator as well.

- Finance Administrator:

This role allows to manage the transfer of payments to GL and to the bank. Thus, payments only make it to the beneficiary after a second person had reviewed those payments.

Note. A sample of how these roles might share activities is provided in Appendix: Global Payroll for Switzerland Sarbanes-Oxley Act. Additionally, you might set up any number of different roles that share security to meet your specific needs. The methodology that we describe in this documentation explains the minimum requirements to meet SOX requirements.

Audit Reports

The PeopleSoft Enterprise HRMS application provides these reports to track and document additional changes:

- Employee Turnover Analysis (PER010).
- Below Minimum Analysis (CMP004).
- Above Maximum Analysis (CMP005).

Note. You can set up auditing on any field and then decide what changes can be reviewed by a second person at any time. The Database Audit (PER029) report lists the changes kept by auditing.

The Global Payroll for Switzerland application provides these reports for auditing support:

- Calculation Reconciliation (GPCHAL02).
- Banklist (GPCHBK01).
- Summary Statement for Bank File (GPCHBK02).

Additionally, you can perform queries on GL data.

See [Chapter 16, "Managing Banking," page 219](#).

See [Chapter 20, "Generating Payslips and General Payroll Reports," page 275](#).

Managing Processes

Appendix: Global Payroll for Switzerland Sarbanes-Oxley Act provides a sample methodology to manage a payroll that fulfills the requirements of Sarbanes-Oxley Act. In this appendix the *H* role stands for the Payroll Administrator and the *F* role stands for Finance Administrator.

See [Appendix C, "Global Payroll for Switzerland Sarbanes-Oxley Act," page 317](#).

Archiving

All data that determines payroll calculations is frozen in write array tables, which are created during a payroll run. The system keeps these data as well as all results in history. For example, if there is a retroactive change to any date, the original calculated results as well as the input that was valid for those original results is retained and is available for review at any time. Additionally, all year end XML data, which contains all the legal reporting that is sent to swissdec, is archived and stored each time it is generated, including all re-sends and corrections.

Global Payroll for Switzerland is Swissdec Certified

Global Payroll for Switzerland was certified in April of 2008 under certificate # 1025.08. Therefore, we highly recommend that you use the Swissdec payroll guidelines as published on the Swissdec website as additional documentation to become familiar with the payroll.

Also, all earnings and reporting described on the Swissdec website is valid for this payroll, especially for small and mid size customer that might run their payrolls *out of the box* with the elements described in the guidelines and provided by PeopleSoft Global Payroll for Switzerland.

See <http://www.swissdec.ch/richtlinien.htm>.

See [Appendix D, "Additional Certified Earnings and Deductions," page 323.](#)

Viewing Delivered Elements for Switzerland

PeopleSoft delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements"

Chapter 3

Defining Country Data

This chapter discusses how to:

- Define a default retroactive processing method.
- Define triggers and segmentation events.
- Identify proration rules.
- Identify rounding rules.
- Set up pay entities and pay groups.
- Assign and view print classes.
- Define Swiss online processing options,
- Define Swiss installation options.
- Set up postal codes.

Defining a Default Retroactive Processing Method

The Default Retro Method and the On Conflict Retro Method for Switzerland are both corrective. These options are set on the Country Setup page. The core retro functionality suits all Swiss requirements.

The override retroactive to forwarding processing method is only used for net payments. The Net Payment accumulator (CH_00_54) is forwarded to the Earning element (CH_00_54f). The Final Payment element (CH_00_72), or CH_00_74 if negative, is the sum of CH_00_54 and CH_00_54f.

Global Payroll for Switzerland does not support retroactive transaction processing for the previous year. Therefore, it is recommended that during implementation that you set the retro limit to the first of January.

Additionally, several reports provide a special presentation of the results of retroactive processing. As there are no retroactive transactions that can be used for previous years, yearly reports do not process retroactive information. These reports always show the most recent results.

As a result, the presentation of retroactive information is limited to monthly and quarterly reporting. This section provides an overview on how the system handles retroactive results in these reports:

Reports with end user options:

- Pay Balance CHE (GPCHTX06)

If Print Detail Report check box is selected, the system displays the retroactive details. The delta amounts are displaced under the month where they occurred and accumulated. They are printed in bold under the current month of the payroll. The delta amounts count only in the totals of the current month to mirror the general ledger view on the numbers. If Print Detail Report check box is deselected, no details about the periods of delta will display, only the (inside the report) forwarded amounts are to the current amounts.

- Pay Element Summary CHE (GPCHAL08)

If the Print Detail Report check box is selected, the system displays the retroactive details separately for each month in which they originated. If the Print Detail Report is deselected, the system accumulates the retroactive transactions for all retro months in one amount.

- Personal Statement (GPCHSI03)

The Original Month, Most Recent Month, and As of Month radio buttons are used to list data as of the selected period in which data was generated. The system saves the personal attributes for each payroll run, in case those items that were changed in the past want to be viewed again. By choosing one of these options, you can track the history of the data change.

Reports with retroactive results in delta and reversal mode:

- Payslip (GPCHAL10)

For elements that only have changes to amounts or base pay, the system displays a new row that includes a leading asterisk (*). For elements that only have changes to percent or rate, the system reverses the old rows and displays new rows with complete data. Retro rows that have the same percent and rate are accumulated into one row.

- Pay Balance CHE (GPCHTX06)

For elements that only have changes to amounts or base pay, the system displays only the changed row. For elements that have changes to percent or rate, the system reverses the old rows and displays new rows with complete data for these reports:

- FAK Contributions (GPCHAL04)*
- Source Tax - Monthly and Quarterly (GPCHTX02)*
- Military Service - Monthly (GPCHE01)*

Note. * If a change is for amounts only, the system creates a new row; otherwise the old row is reversed and the system additionally creates a new row.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Retroactive Processing," Defining Retroactivity Defaults

Defining Triggers and Segmentation Events

In Global Payroll, the mechanism used to detect online data changes that should result in a system action is called a trigger. Examples of common data changes that might use triggers are the hiring of a new payee, a change in pay rate, and a change in job location. There are three types of triggers: iterative, retroactive, and segmentation.

Before you can use a trigger to process a payee, perform segmentation, or perform retroactive processing, you must set up a trigger definition. The definition indicates that when a particular change to the database occurs, the system should generate the desired trigger. You define trigger event IDs on the Trigger Definition page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Triggers, Trigger Definitions) in the Global Payroll core application.

The following table lists records with triggers for Global Payroll for Switzerland.

<i>Record</i>	<i>Type</i>	<i>Trigger Event ID</i>	<i>Retro Event Definition ID</i>
ADDRESSES	Iterative		
COMPENSATION	Iterative		
COMPENSATION	Retro	COMPENSATI	CHE RETRO
CONTRACT_DATA	Iterative		
EMPLOYMENT	Iterative		
GPCH_AB_MATERN	Iterative		
GPCH_AB_MATERN	Retro	CH AB MATE	CHE RETRO
GPCH_AL_EMPLMT	Iterative		
GPCH_AL_EMPLMT	Retro	CH AL EMPL	CHE RETRO
GPCH_CA_DATA1	Iterative		
GPCH_CA_DATA1	Retro	CH CA DAT1	CHE RETRO
GPCH_CA_DATA2	Iterative		
GPCH_CA_DATA2	Retro	CH CA DAT2	CHE RETRO
GPCH_EO_NOR_VW	Iterative		
GPCH_EO_NOR_VW	Retro	CH EO CALC	CHE RETRO
GPCH_EO_RTO_VW	Iterative		

Record	Type	Trigger Event ID	Retro Event Definition ID
GPCH_EO_RTO_VW	Retro	CH EO RTO	CHE RETRO
GPCH_GR_DAT1_VW	Iterative		
GPCH_GR_DAT1_VW	Retro	CH GR DATA	CHE RETRO
GPCH_GR_DAT2_VW	Iterative		
GPCH_GR_DAT2_VW	Retro	CH GR DAT2	CHE RETRO
GPCH_SI_DATA	Iterative		
GPCH_SI_DATA	Retro	CH SI DATA	CHE RETRO
GPCH_TX_DATA	Iterative		
GPCH_TX_DATA	Retro	CH TX DATA	CHE RETRO
GPCH_TX_LAWDATA	Iterative		
GPCH_TX_LAWDATA	Retro	CH TX DATA	CHE RETRO
GP_ABS_EVENT	Iterative		
GP_ABS_EVENT	Retro	GPABSEVENT	CHE RETRO
GP_ABS_OVRD	Iterative		
GP_ABS_OVRD	Retro	GPABSOVRD	CHE RETRO
GP_PI_MNL_DATA	Iterative		
GP_PI_MNL_DATA	Retro	GPPIMNLDAT	CHE RETRO
GP_PI_MNL_SOVR	Iterative		
GP_PI_MNL_SOVR	Retro	GPPIMNLSOV	CHE RETRO
GP_PYE_OVRD	Iterative		
GP_PYE_OVRD	Retro	GPPYEOVRD	CHE RETRO
GP_PYE_OVR_SOVR	Iterative		
GP_PYE_OVR_SOVR	Retro	GPPYEOVRSO	CHE RETRO
GP_PYE_SECT_DTL	Iterative		
GP_PYE_SECT_DTL	Retro	GPPYESECTD	CHE RETRO

Record	Type	Trigger Event ID	Retro Event Definition ID
GP_RTO_TRGR	Iterative		
GP_SEG_TRGR	Iterative		
JOB	Iterative		
JOB	Retro	JOB	CHE RETRO
JOB	Segmentation		
JOB	Segmentation		
JOB_JR	Iterative		
PERSON	Iterative		
PERS_DATA_EFFDT	Iterative		
SCH_ASSIGN	Iterative		
SCH_ASSIGN	Retro	SCHASSIGN	CHE RETRO
SCH_MNG_SCH_TBL	Iterative		
TL_PAYABLE_TIME	Iterative		
WKF_CNT_TYPE	Iterative		

Note. Global Payroll for Switzerland is designed to have a retroactive limit as of January 01 of the current year.

The following table lists segmentation events for Global Payroll for Switzerland:

Name	Description	Segment Type
COMPRATE	Comp Rate Segmentation	Element
JOB	Job Segmentation	Period

Adjusting Trigger Effective Dates

When you define retro triggers on the Trigger Definitions-Field Values page, you can enter a positive or negative number in the Offset Days field to increase or decrease the retro trigger effective date in relation to the date of a field value change. For example, if you enter -1 in the Offset Days field for one of the values listed in the Field Values group box, and you retroactively enter that value into the database with an effective date of January 1, 2000, the system automatically adjusts the trigger effective date to December 31, 1999 (one day earlier). The system then processes pay periods going back to December 1999 rather than January 2000.

Global Payroll for Switzerland uses the offset days feature to define the triggers for retroactive terminations entered in the JOB record using the Action field (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Triggers, Trigger Definitions, Trigger Definitions. Click the List Field Values link on the Trigger Definitions page).

Trigger Definitions

Field Values

Country: FRA France
Record (Table) Name: JOB
Field Name: ACTION

Field Values		Customize Find View All	First	1-4 of 23	Last
*Sequence	*Character Value				
10	HIR	+	-		
20	REH	+	-		
30	PSF	+	-		
40	TER	+	-		

No Match on Field Value Option

Do Not Trigger

Trigger

Trigger Definitions-Field Values page showing JOB actions that trigger retroactive termination processing for Switzerland

Note that the offset for termination triggers is -1.

The reason for this offset is that the PeopleSoft system considers the effective date of a termination entered in the Action field in JOB to be the first day that a payee is no longer working (in other words, the day before the termination is the last day the payee is considered active); however, the effective date of the trigger generated in response to this termination is identical to the termination date. This can create problems when the termination date in the JOB record is equal to the pay period begin date (meaning, the last day worked is the last day of the prior pay period). For example, assume that you enter a termination in JOB on February 1 after processing and closing the January calendar. In this situation, the system generates a trigger with an effective date of February 1, which is within the current period—a period in which the payee is "inactive" and is not picked up for processing. Because there is no trigger in the prior, closed period (January), this period will not be recalculated and any rules set up to generate termination payments will not be processed. To avoid this problem, Global Payroll for Switzerland sets the offset days for the *TER,RET,LOA,LOF,TWP, and TWB* action values in the JOB record equal to -1.

Important! If you define additional action values to trigger retroactive termination payments, you should set the offset days to -1.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Setting Up Triggers"

Identifying Proration Rules

In addition to the 16 proration rules supplied for all countries, Global Payroll for Switzerland includes one additional rule: pseudo proration. CH_AB_PSUEDO uses CH_AB_COUNT_ALL as the numerator, and the variable CH_AB_ONE as the denominator.

Identifying Rounding Rules

In addition to the 61 rounding rules supplied for all countries, Global Payroll for Switzerland includes 6 additional rules.

<i>Name</i>	<i>Description</i>	<i>Type</i>	<i>Size</i>	<i>Rule</i>
CH AL 5RAP	5 Rappen.	Increment	0.05	Round Up If >= 0.025 Else Round Down.
CH AB RND UP 0.5	Round up to 0.5 decimal.	Increment	0.5	Round Up.
CH 00 FULL CHF	Round to full franks.	Rounding	0.0	Round Up If >= .5 Else Round Down.
CH 00 10RAP	Round to 10 Rappen.	Rounding	0.1	Round Up If >= .05 Else Round Down.
CH 00 RUP CHF	Round up to full CHF.	Rounding	0.0	Round Up.
CH 00 5DEC	Round to 5 decimals.	Rounding	0.000005	Round Up If >= .000005 Else Round Down.

Setting Up Pay Entities and Pay Groups

Before setting up Swiss options, you need to define the pay entity and pay group on the Pay Entities and Pay Groups pages. The simplest setup is to keep company and pay entity as a one-to-one relationship, where the keys are identical. However, the pay entity can also be designated as a legal entity.

A company with the features of the legal entity must exist. If you have several companies combined into one legal entity, then you can associate additional companies with the Bracket element (CH_00_BLENTTY) of the legal entity (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Brackets).

These companies obtain their payroll features from the leading legal entity. The system only displays these associated companies on selected reports for the purposes of sorting, selecting or for stating the related company.

Since companies and legal entities do not need to have a one-to-one relationship, you may set up the companies and legal entities within your organization using a matrix that could look something like this:

Company	Legal Entity
1	1
2	1
3	1
4	A
5	A
6	6
7	B

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining the Organizational Structure," Defining Pay Entities

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining the Organizational Structure," Defining Pay Groups

Assigning and Viewing Print Classes

For multiple reports the layout and contents is determined by a print class. You can select a specific print class on the run control page before running a report. Print Classes are defined using the GP Core List Set feature. You can use the delivered list sets or build your own print classes.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Managing Applications and List Sets."

This table displays that delivered list sets that work best with the reports displayed in the right hand column:

List Set	Report
CH_GPCHDM12	Payslip (GPCHAL10)
CH_GPCHDM21	Pay Balance (GPCHTX06) Pay Element Summary (GPCHAL08) Element Contribution (GPCHAL07)

List Set	Report
CH_GPCHSI03	Personal Statement (GCHPSI03)

To make changes to the delivered print class, access the Element Group Attributes page (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Define List Set. Then click the Element Group Details icon).

This table describes how to use the fields on the Element Group Attributes page for the CH_GPCHDM12 and CH_GPCHDM21 list set:

Print Class	Notation of Print Class
Element Name	Displays the element for which print properties get setup here.
Default Sort	Displays the default as assigned in the element group. This has no impact for the Swiss payroll reports.
Override	Not supported (see the Override Value column instead).
Print Group	Assign the group in which the type of salary should be printed on the report.
Print Sequence	Assign the sequence in which the type of salary should be printed on the report.
Print Calc	Select this check box if you want the result amount printed.
Print Base	Select this check box if you want the base amount printed.
Print Rate	Select this check box if you want the rate value printed.
Print Units	Select this check box if you want the unit value printed.
Print Percent	Select this check box if you want the percent value printed.
Print Sum Amount	Select this check box if you want the amount printed in bold and moved one column to the right.
Override Value	If you want to reverse the algebraic sign of the salary type, enter -1 .

Note. Not all columns are used for every report. For the payslip report the system defines all components in one line. Thus, under element names only earnings and deductions and the selected columns correspond to the required component. For legal reports a dedicated line is required. This means that you will only see one column checked. This selection needs to match the defining component.

For example, if the Auto Assignment component base (CH_AH_D11_Base) is selected, then Print Base needs to be selected as well. For the Personal Statement report the system supports only Print Group 1 and Print Group 2. In Print Group 1, assignments appear under the Base Salary chapter. In Print Group 2, assignments appear under the Insurance Deductions chapter.

To use components for legal reports you need to first allow assignment of components in the list set by selecting *GP_ENT_EGELN_VW* in the Entry Prompt ID field on the Entry Type Prompts page (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, System Settings, Entry Type Prompts).

This table describes how to use the fields on the Element Group Attributes page for the CH_GPCHSI03 list set:

Print Class	Notation of Print Class
Element Name	Displays the element for which print properties get setup here.
Override	Not supported.
Print Group	Assign the group in which the type of salary should be printed on the report. For the Personal Statement report the system supports only Print Group 1 and Print Group 2. In Print Group 1, assignments appear under the Base Salary chapter. In Print Group 2, assignments appear under the Insurance Deductions chapter.
Print Sequence	Assign the sequence in which the type of salary should be printed on the report.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Defining General Element Information," Selecting Entry Types and Displaying Record.Field Combinations.

Defining Swiss Online Processing Options

To define Swiss online processing options, use the Online Processing Setup CHE (GPCH_EG_ONL_SETUP) component. This section discusses how to define Swiss Online Processing Options.

Page Used to Define Swiss Online Processing Options

Page Name	Definition Name	Navigation	Usage
Online Processing Setup CHE	GPCH_EG_NM_VAL_PRS	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Online Processing Setup CHE, Online Processing Setup	Define parameter to create, validate and send XML files through dashboard

Defining Swiss Online Processing Options

Access the Online Processing Setup CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Online Processing Setup CHE, Online Processing Setup CHE).

Online Processing Setup CHE

Process Name

Details			
Process Name	Property Name	Property Long Value	
1 ELM	DecSal_Tag_Atr	xmlns="http://www.swissdec."	+ -
2 ELM	FakFileCounter	70000000	+ -
3 ELM	LogFile	CONSOLE	+ -
4 ELM	LogLevel	1	+ -
5 ELM	SalDec_Tag_Atr	schemaVersion="0.0"	+ -
6 ELM	XML_Version	<?xml version="1.0"	+ -
7 ELMTransmit	CertificateAlias	test	+ -
8 ELMTransmit	CertificateAliasPassword		+ -
9 ELMTransmit	CertificateLocation	transmitter.p12	+ -
10 ELMTransmit	CertificatePassword		+ -

Online Processing Setup CHE page

Note. Before you use the dashboard in Global Payroll for Switzerland, you need to specify the parameters that are explained here.

The Java architecture requires the ELM Transmit process be setup in advance. These properties are delivered with the PeopleSoft application. You can modify the property setup as needed.

Here is a brief description of the properties for the ELMTransmit process:

Property	Description
Certificate Alias	The alias name for the certificate that is used needs to be specified. The default certificate delivered has the alias of <i>test</i> .
Certificate Location	This property allows the user to specify the location of the certificate used for signing the Xml file. The default value is <i>transmitter.p12</i> , which is the default PKCS12 certificate delivered to the customer.

Property	Description
Certificate Password	The password for the certificate that is used needs to be specified. The default certificate is delivered as ' ' (blank).
Certificate Type	This property specifies the type of the certificate used by the Java process. The default certificate is of the type PKCS12.
Class Path Directory	This property specifies the path where the additional classes required by the Java process will be unzipped. These additional classes are delivered in the PeopleSoft Application as gpchEGLibs.jar. The default path for the Classpath directory is <PS_SERVDIR>/files/classpath_dir
JVM	This property specifies the path of the JVM that needs to be used by the Java process. The JVM path normally points to the People tools JDK. The default value for this is <PS_HOME>/jre/bin/java.exe. For Unix platform the path needs to be modified as <PS_HOME>/jre/bin/java.
Log File	This property specifies the path for the log files for Java messages to be generated. The default value is <PS_SERVDIR>/files/classpath_dir/elm.log
Log Level	The property specifies the level of logging to be used. The Log levels are: 1- Warnings and Errors, 2- Informational, and 3-Debug. The default Log Level is set to 2.
Proxy Host URL	This property specifies the Internet proxy to be used. The default value is www-proxy.us.oracle.com. You will have to change this property to your Internet proxy.
Proxy Port	This property specifies the Internet Proxy Port to be used . The Default value is 80. The customer will have to change this property to his Internet Proxy Port.
Service URL	The Swissdec Webservice endpoint to which the XML is delivered (change to https for SSL) The default value is set to: http://tst.itserve.ch/itserve/lohnstandard/piv/receiver/channel001/services/SalaryDeclaration
XSD File	This property specifies the path to the elm.properties file which is delivered as a part of the gpchEGLibs.jar . The elm.properties property file in the classpath that links schema files to namespaces. The default value for this property is <PS_SERVDIR>/files/classpath_dir/elm.properties.

PeopleSoft provides the data with defaults that point to the swissdec test receivers. You need to adjust these values, according to their IT environment and then send the data to the swissdec production receiver.

Parameter	Production	Test
Certificate Alias	Request from PeopleSoft	Test
Certificate Alias Password	Request from PeopleSoft	None

Parameter	Production	Test
Certificate Location	ORACLE PEOPLESFT ENTERPRISE Global Payroll Country Extension Switzerland.jks	transmitter.p12
Certificate Password	Default	None
Certificate Type	JKS	pkcs12
Service URL	https://distributor.swissdec.ch/service s/elm-pucs- puns/SalaryDeclaration/20051002/	http://tst.itserve.ch/itserve/lohnstandar d/eiv/receiver/channel001/ controller
Proxy Host URL	Your proxy (for example, www.proxy.us.oracle.com)	Your proxy (for example, www.proxy.us.oracle.com)
Proxy Port	Your proxy port (for example, 80)	Your proxy port (for example, 80)

You can find more information about the meaning of these fields in the swissdec guidelines and the swissdec tech doc that describes the full ELM Xml.

See http://www.swissdec.ch/software-hersteller/definitionen_standards.htm.

Defining Swiss Installation Options

To define Swiss installation options, use the Installation Options CHE (GPCH_AL_INSTALL) component.

This section discusses how to define Swiss installation options.

Before you print reports in Global Payroll for Switzerland, you need to specify default choices for names, addresses, phone, and email. For example, you might want to print a payee's primary name and home address on a payslip.

Page Used to Define Swiss Install Options

Page Name	Definition Name	Navigation	Usage
Installation Options CHE	GPCH_AL_INSTALL	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Installation Options CHE, Installation Options CHE	Define default name, address, phone, and email types for reporting.

Defining Swiss Installation Options

Access the Installation Options CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Installation Options CHE, Installation Options CHE).

The screenshot shows the 'Installation Options CHE' page with a section titled 'Default Types for Reporting'. The 'Report Security' checkbox is checked. Below it, there are five rows of configuration options:

Field	Value	Description
Report Security	<input checked="" type="checkbox"/>	
Type of Name:	PRI	Primary
Type of Birth Name:	PRI	Primary
Address Type:	HOME	Home
Phone Type:	Home	
Email Type:	Home	

Installation Options CHE page

Report Security Select this option to enforce report security on the Personal Statement (GPCHSI03), Payslip (GPCHAL10) and Pay Balance (GCHTX06) reports. Report security limits the users than can view report results.

Setting Up Postal Codes

This section provides an overview of Swiss postal code maintenance and discusses how to update postal codes.

Understanding Postal Code Maintenance

Global Payroll for Switzerland is delivered with Swiss postal codes. The system uses the postal codes to validate and prompt for municipality codes. You can view the contents of the Postal Code table and load updates from the Swiss Post website.

Updating the Postal Code Table

To update the Postal Code Table:

1. Download the latest update from the Swiss Post website. Note the file path.

2. Use the Load files page to enter the file path and load the updates to the Postal Code table.

When you load updated postal codes to the Postal Code table (GPCH_POSTAL_CD), the system writes to the table only the codes that are different from the existing ones. New records are marked with a timestamp. Using this timestamp, you can identify all records that were written into the system by a specific user action. You can therefore view and, if necessary, delete all records associated with a particular time stamp.

Pages Used to Update Postal Codes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Postal Code	GPCH_POSTAL_CD	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Postal/Municipality Codes CHE, Postal Code	View the contents of the Swiss Postal Code record.
Load Files	GPCH_POST_CTRL	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Postal/Municipality Codes CHE, Load Files	Specify the file name for the postal codes file to be loaded from the Swiss Post. Start the loading utility.
Loading Actions	GPCH_POST_LOAD	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Postal/Municipality Codes CHE, Loading Actions	View the time stamp and file names for each loading action. If necessary, delete all updated data corresponding to a timestamp.
Postal Codes per Load	GPCH_POST_LD_SEC	Click the Display Postal Codes button on the Loading Actions page.	View the postal code records that were loaded by a specific action.

Updating the Postal Code Table

Access the Load Files page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Postal/Municipality Codes CHE, Load Files).

Load Files page

Postal Codes File Enter the complete path to the file in which you downloaded the postal code updates from the Swiss Post website.

Load Data Click to load the postal code data into the Postal Code table.

Maintaining Swiss Payroll Salary Bases

Calculations for salary bases are contained in the standard version of the application. You can, however, add or change salary bases in some cases. Intern bases, which are maintained only by the producer, are not discussed here.

For the recommended accumulators buildup, use the normal types of salary via CH_00_0. For all standard accumulators we provide a custom entry, which is already a member of the standard accumulator.

The naming convention for the custom entry is CH_XX_CYY, where XX stands for positions 4 to 5 and YY stands for the positions 8. For example, CH_00_C0 is the custom entry for CH_00_0.

This enables you can add customer earnings to custom accumulators to avoid any overlap with any additional delivery of standard accumulators. For example, if you had a customer earning called Cust_Salary, which contributes to all legal bases, then you would add this earning to accumulator CH_00_C0, which is the custom entry for standard accumulator CH_00_0.

Refer to the illustration below for a graphical representation of how accumulators are used in the Global Payroll for Switzerland application:

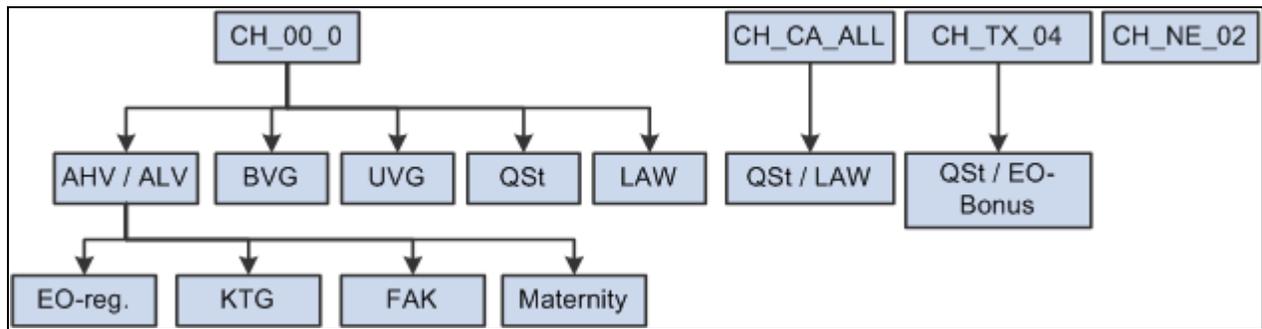


Illustration showing how accumulators are used in the Global Payroll for Switzerland application

Appendix: Global Payroll for Switzerland Accumulators provides an overview by functional category of the accumulators that you need to maintain.

The Appendix lists the accumulators for these functional categories:

- Subtotals
- Social Insurances
- Source Tax
- Tax Statement 2006 (and later)
- Statistics
- Source Tax Reporting
- Other Reporting Controls

The salary bases delivered in the standard version of the application are sufficient in most cases. You, however, can further define salary bases and their respective accumulators to meet your own needs.

Chapter 4

Setting Up Family Allowances

This chapter provides an overview of family allowances and discusses how to define and enter family allowances.

Understanding Family Allowances

Global Payroll for Switzerland enables you to define and manage data for an employee's dependents and family as well as process available family allowances for each payee.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Defining and Entering Family Allowances

This section discusses how to:

- Enter dependent data in Human Resources.
- Set up family allowance data.
- Set up child allowance data.
- Enter family allowance payment data.

The steps above are included in the family allowance process in Global Payroll for Switzerland.

Note. Since January 1, 2009 the setup parameters on the Family Allowance Data page are no longer supported. The values on the Child Allowance Data page are still used, although the Adoption Allowance Amount and Birth Allowance % Method fields are no longer supported.

Pages Used to Define and Enter Family Allowances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Family Allowance Data	GPCH_CA_STAT_SET01	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Family Allowance Rates CHE, Family Allowance Data	Set up family allowance data. The system delivers company CA1 as an example of a government-approved setup.
Child Allowance Data	GPCH_CA_STAT_SET02	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Family Allowance Rates CHE, Child Allowance Data	Set up child allowance data
Define Family Allow Data CHE (Define Family Allowance Data CHE)	GPCH_CA_DATA	Global Payroll & Absence Mgmt, Payee Data, Define Family Allow Data CHE, Define Family Allow Data CHE	Enter the family allowance payment data for individual employees.

Entering Dependent Data in Human Resources

Enter dependent's name, address, and personal information on the Dependents Data component in PeopleSoft Enterprise Human Resources.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce, "Entering Additional Data in Human Resources Records," Tracking Dependent and Beneficiary Data

Setting Up Family Allowance Data

Access the Family Allowance Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Family Allowance Rates CHE, Family Allowance Data).

Family Allowance Data		Child Allowance Data	
Family Allowance ID:	CA2		
Canton:	LU Lucerne		
Statutory Family Allowance Data Find View All First 1 of 1 Last			
*Effective Date:	<input type="text" value="01/01/2009"/>	*Status:	Active
Household Amount -	<input type="text" value="0.00"/>		
Canton Jura:			
*Full Time Rule:	Age Based		
*Part Time Rule:	Hours/Divisor		
Minimum Hours Limit:	<input type="text" value="0.000"/>	Maximum	<input type="text" value="0.00"/>
		Limit/Factor:	
Hourly Rate or Divisor:	<input type="text" value="0.000"/>		
*Single Parent Part Time	Divisor/Factor Hours		
Rule:			
Minimum Hours Limit:	<input type="text" value="0.000"/>	Maximum	<input type="text" value="0.000"/>
		Limit/Factor:	
Hourly Rate or Divisor:	<input type="text" value="0.000"/>		

Family Allowance Data page

Note. The Family Allowance Data and Child Allowance Data pages reflect rules that are designed to protect child and education allowances. These rules vary from canton to canton. Consequently, they are not irrevocably installed in Global Payroll and can be defined dynamically.

Household Amount - Canton Jura Displays the household allowance amount for Jura. The canton of Jura is unique in that a household allowance is payable if there is at least one child eligible. This field displays a value of zero for all other cantons.

Full Time, Part-Time, and Single Parent Part-Time Rule

In granting family allowances, the cantons distinguish between full-time employment, part-time employment, and part-time employment for single-parent families. Different sets of rules are applied accordingly. You can view the appropriate rule for the applicable fields *Full Time Rule*, *Part Time Rule*, and *Single Parent Part Time Rule*.

Fields beneath the Part Time Rule apply to employees who are not specified as single parents. Fields beneath the Single Parent Part Time Rule apply to employees who are specified as single parents. You can identify a person as a single parent on the Family Allowance page.

Minimum Hours Limit The lower limit or minimum number of hours allowed to qualify for receiving the family allowance.

Maximum Limit/Factor For information only. The hourly rate or divisor determines the upper limit.

Hourly Rate or Divisor For part-time employees, the allowance is calculated as follows: Allowance * STD HOURS * 4.3333 / Divisor.

For hourly paid employees, the calculation is: Allowance * ACTUAL HOURS / Divisor.

Setting Up Child Allowance Data

Access the Child Allowance Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Family Allowance Rates CHE, Child Allowance Data).

The screenshot displays the 'Child Allowance Data' page. At the top, there are tabs for 'Family Allowance Data' and 'Child Allowance Data'. Below the tabs, the 'Family Allowance ID' is 'CA2' and the 'Canton' is 'LU Lucerne'. The 'Statutory Family Allowance Data' section shows 'Effective Date' as 01/01/2009 and 'Status' as Active. Fields for 'Birth Allowance Amount' (1000.00), 'Adoption Allowance Amount', and 'Birth Allowance % Method' are present. 'CA Age Maximum 1' is 12, 'CA Age Maximum 2' is 16, 'Disabled Age Maximum' is 20, and 'Education Age Maximum' is 25. A 'Rates' table is shown below with the following data:

SeqNum	Child Allowance 1	Child Allowance 2	Education Allowance	Currency
1	200.00	210.00	250.00	CHF

Child Allowance Data page

Statutory Family Allowance Data

Birth Allowance Amount The amount granted at the birth of a child.

Adoption Allowance Amount Not supported.

Birth Allowance % Method (birth allowance percent method) Not supported.

CA Age Maximum 1 (child allowance age maximum 1) Enter the age until which the amount in Child Allowance 1 is paid. For example, in Zurich 170 CHF is paid until the age of 12. PeopleSoft maintains this amount.

CA Age Maximum 2 (child allowance age maximum 2) Enter the age until which the amount in Child Allowance 2 is paid. For example, in Zurich 195 CHF is paid until the age of 16. PeopleSoft maintains this amount.

Disabled Age Maximum	Indicates the maximum age for which allowances are paid for disabled children.
Education Age Maximum	Indicates the maximum age for which education allowances are payable.

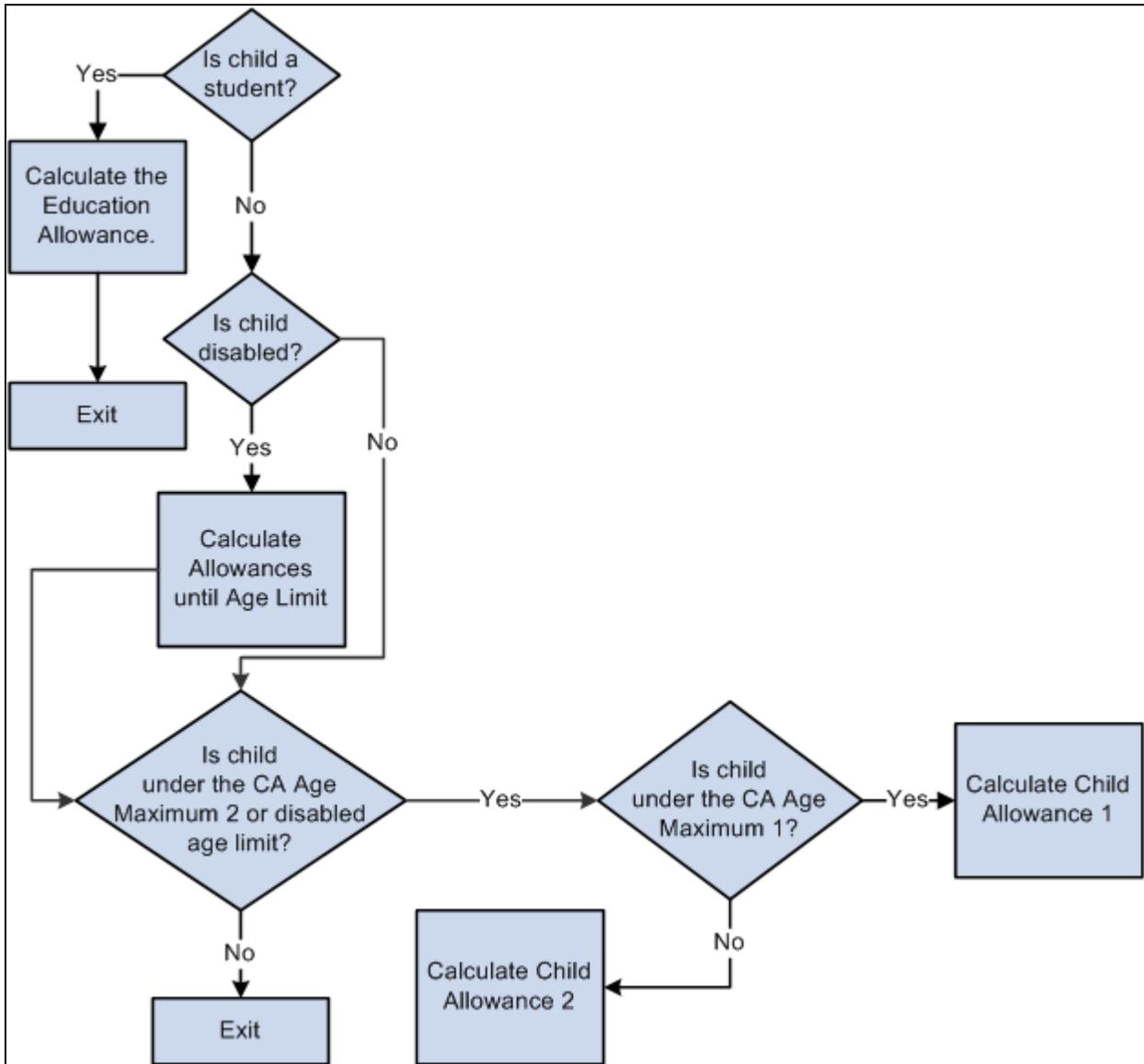
Rates

SeqNum (sequence number)	Shows the sequence of user input of dependent data in the HR pages; for example, spouse = 1, child 1 = 2.
Child Allowance 1	The numeric amount to be granted for children with an age \leq CA Age Maximum 1.
Child Allowance 2	The numeric amount to be granted for children with an age \leq CA Age Maximum 2.
Education Allowance	The numeric amount to be granted as the education allowance.
Currency	The currency code for the education allowance.

Note. The system only supports the CHF currency.

Logical Order of the Child Allowance Process

When processing the child allowance, the system applies the following processing logic involving age, education, and disability considerations:



Logical Order of the Child Allowance Process

Entering Family Allowance Payment Data

Access the Define Family Allow Data CHE page (Global Payroll & Absence Mgmt, Payee Data, Define Family Allow Data CHE, Define Family Allow Data CHE).

Define Family Allow Data CHE

Renato Casanova Person ID: KWG003

Canton of Employment ZH Zurich

Family Allowance Details Find | View All | First 1 of 1 Last

*Effective Date: 02/15/2009 Override Single Parent Company: KW1

Canton: SplitFam 99.99%:

Children Customize | Find | View All | First 1 of 1 Last

Standard Data Additional Data

*Dep/Benef	Name	Disabled	Student	Birthdate	Legal End Date	Reduced End Date		
1 <input type="text"/> <input type="button" value="🔍"/>		<input type="checkbox"/>	<input type="checkbox"/>			<input type="text"/> <input type="button" value="🔍"/>	<input type="button" value="+"/>	<input type="button" value="-"/>

Define Family Allow Data CHE page - Standard Data (1 of 2)

Define Family Allow Data CHE

Renato Casanova Person ID: KWG003

Canton of Employment ZH Zurich

Family Allowance Details Find | View All | First 1 of 1 Last

*Effective Date: 02/15/2009 Override Single Parent Company: KW1

Canton: SplitFam 99.99%:

Children Customize | Find | View All | First 1 of 1 Last

Standard Data Additional Data

*Dep/Benef	Name	Non Resident	Birth Allowance Factor	SplitCAI99.99%	Eligible	Sex		
1 <input type="text"/> <input type="button" value="🔍"/>		<input type="checkbox"/>	1.0	<input type="text"/>	<input checked="" type="checkbox"/>		<input type="button" value="+"/>	<input type="button" value="-"/>

Define Family Allow Data CHE page - Additional Data (2 of 2)

Family Allowance Details

Canton of Employment Displays the canton for the employee.

Override Select to override the employee's canton. If the work location is located in a different canton than the canton that pays the allowance.

Single Parent Not supported since January 01, 2009.

Reduced HH All (reduced household allowance) Not supported since January 01, 2009.

Children

The employee's dependents or beneficiaries who are already registered appear in this group box.

Dep/Benef Name (dependent/beneficiary name) The current number (internal) and name of the dependent or beneficiary.

Disabled Select if the dependent or beneficiary is disabled.

Student Select if the dependent or beneficiary is a student.

Legal End Date The date for when benefits are scheduled to end.

Reduced End Date The date for when benefits are scheduled to end in individual cases. This entry is required for students.

Non Resident Select if the child lives outside of Switzerland in a country for which the allowances of the setup table keyed by CA2 apply. If this check box is selected, the system applies the amount contained in the table keyed by CA2 specified on the Child Allowance Data page.

Birth Allowance Type Select the accurate birth allowance type. Possible types are *Adoption*, *Birth*, and *Voluntary*.

Birth Allowance Factor The default value is 1. In the case of multiple births (such as twins) enter a factor for each child, according to the rules of the canton.

Eligible Select if the dependent or beneficiary has a child allowance. Used only for additional children or rows on this page; otherwise, leave this field deselected.

Chapter 5

Setting Up FAKs

This chapter provides an overview of *Familienausgleichskasse* (FAK) and discusses how to enter FAK data.

Understanding FAKs

An FAK is a family allowance agency that pays monthly contributions towards family allowances, such as child allowances and maternity benefits.

Employers must be affiliated with an FAK unless they have special dispensation. The FAK is generally the same agency that is used to deduct AHV/ALV contributions. Employers are entitled to special dispensation when belonging to an FAK provided that they have a recognized contract of employment.

FAK benefits depend on the canton in which an employer is located. If an employer is affiliated with an FAK, they must transfer a certain percentage of an employee's total contribution to AHV to the FAK.

FAK Processing Structure

The system processes FAK data in three parts: initialization, calculation, and refund administration.

Initialization

During the initialization step, the system determines which canton rules to apply for a payee. Section CH_FK_INIT performs these actions:

- Reads Canton from the Location table (GP_LOCATION_TBL).
- Reads the tax location from the Swiss Location table (PS_LOCATION_CHE).
- Reads Canton from the Child Allowance Data table (PS_GPCH_CA_DATA1).
- Decides which Canton value to apply to FAK calculation using the FAK/CA Canton EE override formula (CH_FK_FO002).
- Prepares the FAK Canton information using the initiate read of FK_FAK_STX for FAK formula (CH_FK_AR004_IN_FK).

Calculation

During the calculation step, the system computes the following earning, accumulators, and deductions:

Element	Element Type	Description	Calculation Rule
CH_FK_02	Accumulator	FAK Base	AHV Wage (CH_AH_D11_BASE) + Customer Entry (CH_FK_C02) + FAK Base Correction (CH_FK_M02).
CH_FK_M02	Deduction	FAK Base Correction	Base (Payee Level) * Percent (100).
CH_FK_D10	Deduction	FAK Contribution EE	Base (Accumulator CH_FK_02) * Percent (0.3).
CH_FK_D11	Deduction	FAK Contribution	Base (Accumulator CH_FK_02) * Percent (CH_FK_PCT).
CH_FK_D00	Accumulator	FAK Debt	Family Allowance Total (CH_CA_ALL) + Custom Entry (CH_FK_CD00) — FAK Contribution (CH_FK_D11).
CH_RP_FKD00	Earning	FAK Saldo (copy of CH_FK_D00)	Amount (Accumulator CH_FK_D00).
CH_FK_D12	Deduction	FAK Compensation	Base (Accumulator CH_FK_02) * Percent (0.01).
CH_FK_D13	Deduction	FAK Additional VS	Base (Accumulator CH_FK_02) * Percent (0.015).

Refund Administration

During this step, the system determines calculation amounts. Section CH_TX_S4000 performs these actions:

1. Applies additional employer FAK contributions for payees in Neuenburg and Zug by using deduction CH_FK_D21.
2. Prepares the source tax canton information using formula CH_FK_AR004_IN_TX.
3. Places the FAK default data and source tax refund percentages into array CH_FK_AR001.
4. Calculates the tax refund for administrators (accumulator CH_TX_D11).

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Entering FAK Data

This section discusses how to enter FAK data.

Page Used to Enter FAK Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
FAK/SourceTax(Company) CHE	GPCH_TX_FAK_STAX	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/SourceTax(Company) CHE, FAK/SourceTax(Company) CHE	Enter the company-specific FAK and source tax data that is allocated to your company by the cantons.

Entering FAK Data

Access the FAK/SourceTax(Company) CHE page [Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/SourceTax(Company) CHE, FAK/SourceTax(Company) CHE].

Note. The fields on this page enable you to combine the XML for various cantons into one provider - FAK (FAK Provider) - LAW (LAW Provider).

FAK/SourceTax(Company) CHE

Company: KW1 Business Institute Switzerland

Status

Effective Date: 01/01/1998 Status: Active

*Canton	Description	Tax Nbr	Use Premium separate	Source Tax Language	FAK Number	Percent	LAW Provider	FAK Provider
1	Argovia	6.5871.1	<input type="checkbox"/>					
2	Appenzell Inner-Rhodes		<input type="checkbox"/>		129.270	1.8000		
3	Appenzell Outer-Rhodes	801704	<input type="checkbox"/>			1.3900		
4	Berne		<input type="checkbox"/>					
5	Basle-Country	1639	<input type="checkbox"/>					

FAK/SourceTax(Company) CHE page (1 of 2)

FAK Fee NE/ZG	FAK Language	FAK Month	FAK Quarter	FAK Year	Tax Month	Tax Quarter	Rate Result Value		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	0.100000		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			

FAK/SourceTax(Company) CHE page (2 of 2)

Use this page to record FAK and source tax data, which including source tax and FAK numbers, which are allocated to your company by the cantons. These fields enable you to combine the XML for various cantons into one provider – FAK (FAK Provider) - LAW (LAW Provider).

Source Tax Data

Tax Nbr (tax number) Enter the number assigned to your company by your canton's tax office.

Source Tax Language Select a language for the canton source tax report. This option allows you to print the tax report for each canton in a different language. If there is no value in this field all the reports will print in the default language. The available options are: *German, French, and Italian.*

FAK Number	Enter the number that has been assigned to your company by the FAK. For XML Global Payroll for Switzerland uses the FAK Number from the CHE Company.
	Note. The system uses the language for the canton. This is important if you run reports for several cantons at once, where the language selection on the run control is not sufficient.
Percent	Enter the current contribution rate that employers must make to the FAK for each canton, expressed as a percentage.
	Note. If there is no value in this field, the system doesn't support payments to the FAK in that canton.
LAW Provider	Select the company which generates the taxes.
FAK Provider.	Select the agency that is paying the monthly contributions towards family allowances, such as child allowances and maternity benefits.
FAK Fee NE/ZG	Enter the FAK fee that is levied by the Neuenburg or Zug cantons if your company is located in either of these cantons with special laws.
Tax Month and Tax Quarter	Select to enable monthly and/or quarterly source tax report generation for a canton.

Note. PeopleSoft doesn't maintain the data on this page, because it contains information about the tax ID and FAK number, which the government assigns to your company.

Running the FAK Contributions Report

This section discusses how to run the FAK contributions report.

Page Used to Run the FAK Contributions Report

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
FAK Contributions Report CHE	GPCH_RC_AL04	Global Payroll & Absence Mgmt, Authority Correspondence, FAK Contributions Report CHE, FAK Contributions Report CHE	This report generates using the base elements—housing, maternity, child, and training allowances (for both full-time and part-time employees)—that are predefined in the database.

Running the FAK Contributions Report

Access the FAK Contributions Report CHE page (Global Payroll & Absence Mgmt, Authority Correspondence, FAK Contributions Report CHE, FAK Contributions Report CHE).

FAK Contributions Report CHE

Run Control ID: CH_Accounting_Voucher Report Manager Process Monitor Run

Language: English

Report Parameters

Current Pay End Date: 03/31/2008

Pay Entity: KW1 GP CE Swit

Set ID: CHE01

Department:

Country: CHE

Canton: GE Geneva

Revision List Delivery List

Email Information

EmpID

1		
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FAK Contributions Report CHE page

Run the FAK Contributions Report each month to list employee and employer FAK contributions.

This report is generated using the base elements—housing, maternity, child, and training allowances (for both full-time and part-time employees)—that are predefined in the database.

Canton Select a canton (optional).

Revision List This version of the list displays all details needed for FAK review.

Delivery List This version of the list eliminates some details that don't need to be reported to the *Ausgleichskasse*, such as employees without children. The AHV-Lohn for employees appears as zero.

Note. The yearly report as shown is substituted by the XMLP through the dashboard. For most of the cantons, the monthly report is substituted for AKB (Ausgleichskase Banken), the biggest provider. For other providers and cantons, however, it remains supported for a period of time.

See Also

Chapter 19, "Processing Swissdec by Dashboard," page 259

Appendix B, "Dashboard Reports Versus Classic Reports," page 315

Chapter 6

Setting Up Swiss Absence Rules

This chapter provides an overview of Swiss absence rules, absence setup steps for Switzerland, delivered absence rules, modification of take elements, entitlement calculation for paid vacation, and discusses how to:

- Set up absence entitlement plans.
- Set up scale codes.

Understanding Swiss Absence Rules

In Global Payroll for Switzerland, an entitlement plan is a record of all absence entitlements that are required, such as the number of days of vacation and the number of paid sick days.

The number of vacation days to which employees are entitled may be linked to weekly working hours, age, length of service, a specific function, canton of employment, or other factors.

The entitlement plan that you create here can be assigned directly to an employee. If you do not assign a specific plan, the system uses the default entitlement plan from the Tariff Factors component, since every employee is normally assigned to a tariff, tariff area, and employee category. You can make individual assignments and overrides at the employee level using supporting element overrides (SOVRs), by assigning the relevant entitlement plan to the element CH_AB_EE_ENTL_PLAN.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Entering and Processing Absences"

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Absence Setup Steps for Switzerland

Before you can enter and process absences, you must complete various setup steps. The general setup steps are described with the Absence Set-Up and Management Tasks in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*. Following are the specific steps applicable to Global Payroll for Switzerland.

To prepare Global Payroll for Switzerland for absence processing:

1. Define work schedules and assign a schedule to each payee.

Instructions for creating a assigning work schedules are in the Using Schedules section of the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

2. Define holiday schedules.

Instructions for creating a assigning work schedules are in the Using Schedules section of the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

3. Define or modify entitlement and take elements.

Use the predefined absence entitlement and absence take elements delivered with Global Payroll for Switzerland, modify some attributes of these elements, or create your own absence elements. This chapter lists the delivered absence elements and describe the attributes you can change.

4. Create entitlement plans.

Entitlement plans provide a convenient way to define the amount of paid time off to which payees are entitled for vacation, sickness, accidents, or other reasons that you define. You can base entitlement on weekly work days, age, length of service, or other factors. When you run the absence process, the system retrieves the entitlement plan associated with the payee to determine the entitlement that is appropriate for the absence that is being processed.

5. Assign entitlement plans to payees.

After you define your entitlement plans, associate them with pay entity, pay group, or payees using supporting element overrides.

6. Assign absence elements to payees and process lists.

As with all primary elements, you must assign absence entitlement and take elements to payees and include them in the process lists that you use when you run the absence processes. (This step is not necessary for per-absence entitlement elements.)

The system delivers predefined sections and process lists for absence processing. Use these, modify them, or create your own.

Delivered Absence Rules

The following table lists the absence take elements that included with Global Payroll for Switzerland and identifies the units in which the absence take is calculated (hours or days).

The Earning Units Paid and Earning Units Unpaid columns identify the formulas that populate the units paid and units unpaid values used by the earning calculation. The columns show only the suffix of the formula name. The full name of each formula is CH_AB_COUNT followed by the unique suffix.

If a count formula appears in the Earning Units Unpaid column, but not in the Earning Units Paid column, the absence is always unpaid. If a formula appears in both columns, the absence is unpaid only when the entitlement balance is zero or less.

The Priority column shows the relative priority of the absence when a payee has more than one absence event for the same date. Lower number outrank higher numbers.

Absence Reason	Take Element	Units	Earning Units Paid	Earning Units Unpaid	Priority
Full Day Vacation.	CH_AB_U010	D1	D1B	D1U	300
Unpaid Vacation.	CH_AB_U090			D3	300
Sickness.	CH_AB_U100	D3	D3B	D3U	100
Accident.	CH_AB_U200	D3	D3B	D3U	100
Sickness with Military Service.	CH_AB_U300		D3		100
Accident with Military Service.	CH_AB_U400		D3		100
Maternity.	CH_AB_U500		D3		100
Maternity Insurance.	CH_AB_U510				100
Vacation Swiss Holiday Participation.	CH_AB_U600		D1		500
Vacation Army Discharge.	CH_AB_U601		D1		500
Vacation — Marriage.	CH_AB_U602		D1		400
Vacation — Marriage other.	CH_AB_U603		D1		400
Vacation — Spouse Childbirth.	CH_AB_U604		D1		400
Vacation — Household Death.	CH_AB_U605		D1		400

Absence Reason	Take Element	Units	Earning Units Paid	Earning Units Unpaid	Priority
Vacation — Parent/Child Death.	CH_AB_U606		D1		400
Vacation — Relative Death.	CH_AB_U607		D1		400
Vacation — Removal.	CH_AB_U608		D1		400
Vacation — Room Change.	CH_AB_U609		D1		400
Vacation — Inspection.	CH_AB_U610		D1		400
Treatment.	CH_AB_U611		D1		400
Vacation — Minors.	CH_AB_U612		D1		400
Sabbatical.	CH_AB_U700		D1		500
Military Service WK.	CH_AB_U800		D3		200
Military Service RS.	CH_AB_U810		D3		200
Military Career.	CH_AB_U820		D3		200
Military Management Training.	CH_AB_U830		D3		200
Civilian Protection Service.	CH_AB_U840		D3		200
J&S Management Training.	CH_AB_U850		D3		400
Civilian Service WK.	CH_AB_U860		D3		200
Civilian Service RS.	CH_AB_U870		D3		200

Absence Reason	Take Element	Units	Earning Units Paid	Earning Units Unpaid	Priority
Shooting Training Minors.	CH_AB_U880		D3		800
Internal Training.	CH_AB_U900		D1		500
External Training.	CH_AB_U910		D1		500

Delivered Entitlement Elements

Global Payroll for Switzerland delivers three entitlements:

- CH_AB_VACA: vacation.
- CH_AB_SICK: sick entitlement.
- CH_AB_VACA_A: additional vacation entitlement.

Entitlements for vacations and additional vacations are frequency-based; entitlement for sickness is defined per absence.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Absence Elements," Defining Absence Take Priorities

Modification of Take Elements

You can elements delivered with Global Payroll for Switzerland and most of the count formulas and earning elements that these take elements use with the exception of the PeopleSoft-maintained elements described below.

Changing Count Formulas

The take elements delivered with Global Payroll for Switzerland use predefined formulas to calculate the day count and to calculate the number of units the system uses to generate positive input for earnings. You can select a different formula for the day count or for the calculation of positive input.

The suffix for each absence count formula is unique and can provide information about the count formula; for example, it can tell you how the formula interprets absences that are less than one day as explained in the following table:

Suffix Description	Meaning
B or U included in suffix B = paid U = unpaid	These count formulas can be used only when an entitlement element is associated with the take element (for example, work accidents). If the entitlement balance covers only part of a day's absence, the system generates the correct number of units for paid earnings and unpaid earnings for the same day.
BAL	Use these formulas as day count formulas. The formula CH_AB_COUNT_HOLRED is used by these count formulas to reduce units for public holidays.

The table below lists the count formulas included in the system. An X in the Day Count column indicates that the formula is an appropriate selection for the Day Count field on a take element's Day Formula page. An X in the Earning Units column indicates that the formula is appropriate for the Element Name — Unit field in the Units tab of the Day Formula page. Use the Formula View page to view a formula.

Description	Day Count	Earning Unit	Formula Name
<i>Count workdays:</i> Count scheduled days including holidays.	X	X	CH_AB_COUNT_D1
<i>Count workdays paid:</i> Counts scheduled days including holidays. Can be used if earning code is for a paid absence. Considers system element PIN DAY COUNT PD.		X	CH_AB_COUNT_D1B
<i>Balance count schedule days:</i> Counts scheduled days including holidays, then uses the formula CH_AB_COUNT_HOLRED to reduce units for public holidays.	X		CH_AB_COUNT_D1BAL
<i>Count workdays unpaid:</i> Counts scheduled days including holidays. Can be used if earning code is for an unpaid absence. Considers system element PIN DAY COUNT UNP.		X	CH_AB_COUNT_D1U
<i>Count work days without public holiday:</i> Counts scheduled days excluding holidays. (Counts holiday if Holiday Type = space.)	X	X	CH_AB_COUNT_D2

Description	Day Count	Earning Unit	Formula Name
<i>Count work days without public holiday paid:</i> Counts scheduled days excluding holidays. (Counts holiday if Holiday Type = space.) Can be used if earning code is for a paid absence. Considers system element PIN DAY COUNT UNP.		X	CH_AB_COUNT_D2B
<i>Count work days without public holiday unpaid:</i> Scheduled days without holidays. (Counts holiday if Holiday Type = space.) Can be used if earning code is for an unpaid absence. Considers system element PIN DAY COUNT UNP.		X	CH_AB_COUNT_D2U
<i>Calendar days.</i>	X	X	CH_AB_COUNT_D3
<i>Calendar days + reduction of holiday:</i> Calendar days reduced by the units for public holiday with formula CH_AB_COUNT_HOLRED.	X		CH_AB_COUNT_D3BAL
<i>Scheduled hours:</i> Scheduled hours with holiday (ignores holiday type).	X	X	CH_AB_COUNT_H1
<i>Scheduled hours + reduction of holiday:</i> Scheduled hours with holiday (ignores holiday type) reduced by the units for public holiday with formula CH_AB_COUNT_HOLRED.	X		CH_AB_COUNT_H1BAL
<i>Scheduled hours paid:</i> Scheduled hours with holiday (ignores holiday type). Can be used if earning code is for a paid absence.		X	CH_AB_COUNT_H1B

Description	Day Count	Earning Unit	Formula Name
<i>Scheduled hours unpaid:</i> Scheduled hours with holiday (ignores holiday type). Can be used if earning code is for a unpaid absence.		X	CH_AB_COUNT_H1U
<i>Scheduled hours without public holiday:</i> Scheduled hours without holiday (counts if holiday type = space).	X	X	CH_AB_COUNT_H2
<i>Scheduled hours without public holiday paid:</i> Scheduled hours without holiday (counts if holiday type = space). Can be used if earning code is for a paid absence.		X	CH_AB_COUNT_H2B
<i>Scheduled hours without public holiday unpaid:</i> Scheduled hours without holiday (counts if holiday type = space). Can be used if earning code is for an unpaid absence.		X	CH_AB_COUNT_H2U

Two conditions can cause a formula to count an absence as a half day: Select the Half Day check box when you enter the absence on the Absence Entry page or enter a number of hours that is less than the payee's scheduled hours.

Example of Count Formula CH_AB_COUNT_H1B (Scheduled Hours Paid)

The scheduled hours paid formula works as follows:

```

IF SCHED HRS > 0
  THEN
    IF PARTIAL HOURS > 0
      THEN
        PARTIAL HOURS * (DAY COUNT PD / DAY COUNT) to formula
      ELSE
        SCHED HRS * (DAY COUTN PD / DAY COUNT) to formula
      ENDIF
    ENDIF
  ENDIF

```

Entitlement Calculation for Paid Vacation

You can use formula CH_AB_VAC_ENTCALC1 to calculate entitlement paid vacation. The formula calculates entitlement monthly and prorates entitlement when a payee works less than a full month. It automatically increases entitlement for new hires and grants entitlement annually for existing employees.

The formula does the following:

1. Calculates entitlement for the current month, taking calendar segmentation into account. It prorates entitlement based on calendar days and stores the result in the month-to-date accumulator `CH_AB_VAC_ENTMONTH`.
2. Calculates entitlement for the remaining months of the calendar year and stores the result in the variable element `CH_AB_TEMP2`.
3. For the last slice or segment in the calendar, the formula does the following:
 - Calculates the new annual entitlement by taking the entitlement for the current month (`CH_AB_VAC_ENTMONTH`) and adding to it the entitlement for the previous month (stored in the year-to-date accumulator `CH_AB_VAC_MONSUM`) and entitlement for the remaining months of the year, until year-end or the payee's termination date (`CH_AB_TEMP2`).
 - Determines whether the calculated annual entitlement represents a new entitlement (January or a new hire) or an adjustment to the previous month's calculation.

Setting Up Absence Entitlement Plans

To set up absence entitlement plans, use the Absence Entitlement Plans CHE (`GPCH_AB_ENTITLEMNT`) component.

This section discusses how to:

- Set up entitlement details.
- Perform background processing.

An entitlement plan specifies the number of paid absence units to which payees are entitled for variety of absence reasons, such as vacation time, sickness, and accidents. For each entitlement reason, you can enter the number of entitlement units that should be granted based on the number of workdays per week, the payee's age, years of service, and/or job function. Absence entitlement plans provide a convenient method of grouping a set of entitlement rules into a single plan.

Assigning Entitlement Plans to Tariffs

The absence entitlement plan is automatically set to the Tariff Table. The default plan will set vacation entitlement to 22 (as calculated by the formula `CH_AB_VAC_ENTFORM`).

Individual assignments and overrides at the employee level are possible with supporting element overrides by assigning the relevant entitlement plan to the element `CH_AB_EE_ENTL_PLAN`.

See [Chapter 7, "Setting Up Tariffs," page 71](#).

Assigning Entitlement Plans to Payees

Assign an entitlement plan on the pay entity, pay group, or payee level using the Supporting Overrides page.

You can assign an entitlement plan directly to a payee by using the variable `CH_AB_EE_ENTL_PLAN` on the Supporting Element Overrides page. Otherwise, the system will use the default entitlement plan from the tariff factor table.

Note. When you assign an entitlement plan to a payee, you must still associate the individual entitlement elements that are within the plan to payees. The entitlement plan simply specifies the number of entitlement units to which the payee is entitled. It does not specify that the payee is eligible to receive the entitlement.

To override a payee's default entitlement plan:

1. Access the Payee Supporting Element Overrides page for the payee.
2. On the Elements/Dates tab, enter the following values. In the Element Type field, select *Variable*. In the Element Name field, select CH_AB_EE_ENTL_PLAN.
3. On the Values tab, enter the name of the entitlement plan that you want to assign to the payee.

Adjusting a Payee's Number of Workdays per Week

The system refers to the payee's number of workdays per week to retrieve the correct row from the entitlement plan table.

The number of workdays per week comes from the Tariff Factor Table. You can use the variable element CH_AB_EE_DAYS_WEEK to override this number for individual payees. Use the Supporting Element Overrides page to enter the override amount for the variable.

Pages Used to Set Up Absence Entitlement Plans

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Entitlement Plan	GPCH_AB_ENTITLEMNT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Absence Elements, Absence Entitlement Plans CHE, Entitlement Plan	Assign a description to the absence entitlement plan.
Entitlement Details	GPCH_AB_ENTITLEDE	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Absence Elements, Absence Entitlement Plans CHE, Entitlement Details	Specify the number of vacation days to be awarded to employees based on age, length of service, or other entitlement.

Setting Up Entitlement Plans

Access the Entitlement Details page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Absence Elements, Absence Entitlement Plans CHE, Entitlement Plan).

The screenshot shows the 'Entitlement Details' tab for plan 'CH_AB_VAC1'. The 'Absence Entitlement Plan' section includes a search bar with 'Find | View All | First | 1 of 1 | Last'. Below this, the '*Effective Date:' is '01/01/1998' and '*Status:' is 'Active'. The '*Description:' field contains 'Vacation based on Age' and the 'Short Description:' field contains 'Vac Age'.

Entitlement Plan page

Description and Short Description Enter both a long description and a short description for the absence entitlement plan that you are setting up. The system uses the entries on this page to display the name of plan on other pages.

Setting Up Entitlement Details

Access the Entitlement Details page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Absence Elements, Absence Entitlement Plans CHE, Entitlement Details).

The screenshot shows the 'Entitlement Details' tab for plan 'CH_AB_VAC1'. The 'Absence Entitlement Plan Status' section shows 'Effective Date: 01/01/1998' and 'Status: Active'. Below this, the 'Element' section shows '*Entitlement: CH_AB_VACA' and '*Formula: CH_AB_VAC_ENTCALC'. The 'Absence Entitlement Plan Details' table is as follows:

Days/Week	Between Age	and Age	Between Service Years	and Service Years	Job Function Code	Entitlement	Additional Entitlement		
1		20		99		25.000		+	-
2	21	60		99		20.000		+	-
3	61	99		99		25.000		+	-

Entitlement Details page

Element

Entitlement	Select the entitlement to assign to your entitlement plan.
Formula	Select the formula to assign to your entitlement plan.

Absence Entitlement Plan Details

Days/Week	If entitlements in your plan vary according to the number of weekly workdays, enter the number of workdays for which an employee is eligible.
Between Age and and Age	If entitlements in your plan vary according to age, enter the range in which an employee is eligible.
Between Service Years and and Service Years	If entitlements in your plan vary according to length of service, enter the minimum and maximum number of years of service required for this entitlement.
Job Function Code	Enter a department code to specify the vacation entitlement for a specific department.
Entitlement	Enter the number of days to which the employee is entitled.
Additional Entitlement	Enter details of any other entitlement for which the employee is eligible.

Performing Background Processing

At the beginning of the Absence process, the system retrieves the following information:

- Tariff, tariff area, and employment category for the payee.
- Entitlement plan and workdays associated with the Tariff table.
- Entitlement plan and workdays for payees, if different from the Tariff table.
- Disability data.
- Entitlement from entitlement plan.

Absence Process List and Sections

Use the absence process list (CH AB ABSENCE) delivered with Global Payroll for Switzerland, modify this process list, or build your own.

The sections within CH AB ABSENCE are as follows:

- **CH_AB_INIT:** Initializes sections. Executes multiple counts in preparation for absence calculations. For example, the system counts scheduled days, scheduled hours, and public holidays (days and hours).
- **CH_AB_ENTITLEMENT:** Calculates entitlement.

- CH_AB_TAKE: Calculates take.
- CH_AB_TERM_SECT: Calculates vacation payoff for terminated payees.
- CH_AB_GEN_PI: Generates positive input for earnings and deductions.

Setting Up Scale Codes

This section discusses how to:

- View Canton scale codes.
- Set up salary continuances.

The Scale Codes component contains the Canton Scale Codes CHE and Salary Continuance pages. The Canton Scale Codes CHE page lists all the cantons that belong to a selected scale. The Salary Continuance page shows the pay continuance, in weeks, that is assigned to a scale depending on the employee's length of service.

When it is necessary to calculate a salary continuance due to accident, sickness, military/civilian service, or maternity, consider the following:

- If salary continuance isn't provided for in a general work agreement or cross-company regulation, under certain circumstances the employee may be entitled to salary continuance for at least three weeks, possibly longer, depending on length of service.
- When determining the duration of the salary continuance, individual cantons apply the Basel, the Bern, or the Zurich scale. The scales have been developed on the basis of case histories and legal decisions. Employee and employer are free to agree on the scale to be applied. If no individual agreement is reached, the scales assigned to the respective cantons as reflected in the Canton Scale Code CHE page are applied.

Pages Used to Set Up Scale Codes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Canton Scale Codes CHE	GPCH_SI_SCALE_CT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Scale Codes CHE, Canton Scale Codes CHE	View the cantons that belong to a selected scale.
Salary Continuance	GPCH_SI_SCL_SICK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Scale Codes CHE, Salary Continuance	View the pay continuance in weeks to be assigned to a scale (depending on an employee's length of service).

Viewing Canton Scale Codes

Access the Canton Scale Codes CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Scale Codes CHE, Canton Scale Codes CHE).

Note. PeopleSoft delivers and maintains the data on the Scale Codes component.

Canton Scale Codes CHE
Salary Continuance

Scale Code: 1

*Description:

Short Description:

Canton		Customize Find View All	First 1-2 of 2 Last
*Canton	Description		
1 <input type="text" value="BL"/>	Basle-Country	+	-
2 <input type="text" value="BS"/>	Basle-Town	+	-

Canton Scale Codes CHE page

Use this page to view the members of a scale code. The system includes the three scale codes: Basel, Bern, and Zurich.

Setting Up Salary Continuances

Access the Salary Continuance page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Scale Codes CHE, Salary Continuance).

Note. PeopleSoft delivers and maintains the data on the Scale Codes component.

Canton Scale Codes CHE | Salary Continuance

Scale Code: 1 Scale Basel

Status: Find | View All | First 1 of 1 Last

*Effective Date: 01/01/1998 Status: Active

Salary Continuance Details [Customize](#) | [Find](#) | [View All](#) | | [First](#) 1-5 of 19 [Last](#)

Service Years	Salary Continuance in Weeks		
1 <input type="text"/>	<input type="text" value="3"/>		
2 <input type="text" value="1"/>	<input type="text" value="3"/>		
3 <input type="text" value="2"/>	<input type="text" value="9"/>		
4 <input type="text" value="3"/>	<input type="text" value="9"/>		
5 <input type="text" value="4"/>	<input type="text" value="13"/>		

Salary Continuance page

Service Years Displays the number of years an employee has been employed with a company.

Salary Continuance in Weeks Displays the number of weeks during which an employee's salary can be paid if salary continuance isn't provided for in a general work agreement or cross-company regulation.

Chapter 7

Setting Up Tariffs

This chapter provides an overview of swiss tariffs and discusses how to define tariffs.

Understanding Swiss Tariffs

A tariff is a contract between employees' unions and employers' associations that defines labor agreements on issues such as standard working hours, income, and vacation. Global Payroll for Switzerland delivers tariffs in the system as Translate Table values.

You can apply additional labor agreement terms, such as salary plans or employee reviews, based on the tariff area, which is usually defined by region or location.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Defining Tariffs

To define tariffs, use the E0 Allowance Values CHE (GPCH_EO_SETUP) and Overtime CHE (GPCH_ER_TUEBANS) components.

This section lists common elements and discusses how to:

- Establish tariff areas.
- Define basic tariff information.
- Define bonus payment information.
- Define calculation details.

- Define working time details.
- Define overtime pay rates.

Common Elements Used to Define Tariffs

- Employee Category** Select the employee category for which you want to enter information. Valid values are *Apprentice*, *Award*, *CompPens*, *Doctorant*, *Half Orpha*, *Hired Help*, *No Status*, *Retiree*, *Retrainee*, *Salary*, *Student*, *Trainee*, *Wages*, and *Wid/Orph*.
- You select the employee category only once in the Base Information page. After that, the value that you select automatically appears on the other pages in the Tariff Factors component.
- Element Entry Type** Select the element entry type for the thirteenth month income. Valid values are *Abs Entitl* (absence entitlement), *Abs Take* (absence take), *Accumulatr* (accumulator), *Array*, *Auto Assgn* (auto assigned), *Bracket*, *Deduction*, *Earnings*, *Formula*, *System Element*, and *Variable*.

Pages Used to Define Tariffs

Page Name	Definition Name	Navigation	Usage
Tariff Area	TARIFF_AREA_GER	Set Up HRMS, Product Related, Workforce Administration, Labor Administration, Tariff Area, Tariff Area	Establish a tariff area.
Base Information	GPCH_ER_TRF_FCTR2	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Base Information	Enter information for capital accumulation benefits (<i>Vermögenswirksame Leistungen</i>), vacation pay percentage, sick pay, and bank fees.
Bonus Payment	GPCH_ER_TRF_FCTR3	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Bonus Payment	Enter data for the thirteenth month income.
Calculation Details	GPCH_ER_TRF_FCTR4	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Calculation Details	Define the percentages and amounts for certain types of premiums.

Page Name	Definition Name	Navigation	Usage
Working Time CHE	GPCH_ER_TRF_FCTR1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Working Time CHE, Working Time CHE	Define working time details, such as hours per day and hours per week, for a company.
Overtime CHE	GPCH_ER_TUEBANS	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Overtime CHE, Overtime CHE	Define overtime pay rates for your company.

Establishing Tariff Areas

Access the Tariff Area page (Set Up HRMS, Product Related, Workforce Administration, Labor Administration, Tariff Area, Tariff Area).

Tariff Area

Tariff: Metal Tariff Area: M01

Tariff Information Find | View All | First 1 of 1 Last

*Effective Date:

*Status:

Description:

Short Description:

Tariff Area page

Creating a tariff area on this page inserts a new row on the Tariff Area table (TARIFF_AREA_GER). You will need to add more information on the Tariff Factors CHE Component.

Defining Basic Tariff Information

Access the Base Information page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Base Information).

Base Information | **Bonus Payment** | Calculation Details

Tariff: 01 Metal Processing
 Tariff Area: M01 Metall Schleswig-Holstein

Category Find | View All | First 1 of 1 Last

*Effective Date: 03/04/2009 Status: Active

*Employee Category: Wages

Capital Accumulation Maximum:

Waiting Period in Months:

Vacation Bonus %:

Additional Sick %:

Entitlement Plan:

Bank Fee

Bank Account Fee:

Processing Period: None

Schedule:

Base Information page

Defining Bonus Payment Information

Access the Bonus Payment page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Bonus Payment).

Base Information | **Bonus Payment** | Calculation Details

Tariff: 01 Metal Processing
 Tariff Area: M01 Metall Schleswig-Holstein

Category Find | View All | First 1 of 1 Last

Effective Date: 03/04/2009 Status: Active

Employee Category: Wages

Element Find | View All | First 1 of 1 Last

Element Entry Type: Abs Take *Element Name:

13th Month Income		Customize Find <input type="text"/> <input type="text"/> First 1 of 1 Last
Months of Service	*Percent	
0	0.0000	+ -

Bonus Payment page

Defining Calculation Details

Access the Calculation Details page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Tariff Factors CHE, Calculation Details).

Base Information		Bonus Payment		Calculation Details		
Tariff:	01	Metal Processing				
Tariff Area:	M01	Metall Schleswig-Holstein				
Category Find View All First 1 of 1 Last						
Effective Date:	03/04/2009	Status:	Active + -			
Employee Category:	Wages					
Calculation Details Customize Find View All First 1 of 1 Last						
Element Entry Type	*Element Name	Element Entry Type	*Element Name	Percent	Amount	Currency
1						CHF

Calculation Details page

Defining Working Time Details

Access the Working Time CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Working Time CHE, Working Time CHE).

Working Time CHE

Tariff: 01 Metal Processing
 Tariff Area: M01 Metall Schleswig-Holstein

Work Time Definition Find | View All First 1 of 1 Last

*Effective Date: 11/09/2009 *Status: Active

Hours	Days	Weeks
Hours per Day: <input type="text"/>	Days per Week: 5 <input type="text"/>	Weeks per Month: <input type="text"/>
Hours per Week: <input type="text"/>	*Days per Month: <input type="text"/>	
Hours per Month: 0.00 <input type="text"/>	Days per Year: <input type="text"/>	
Hours per Year: <input type="text"/>		

Variable Monthly Pay:
 Regular Monthly Pay:

Working Time CHE page

Defining Overtime Pay Rates

Access the Overtime CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Add Rates, Ceilings, Values, Overtime CHE, Overtime CHE).

Overtime CHE

Company: AA Admin Conference of the US

Overtime Find | View All First 1 of 1 Last

*Effective Date: 05/05/2009

Overtime Rates Customize Find View All First 1 of 1 Last				
	Monthly Salary	*Annual Salary	*Overtime Pay Rate	Currency
1	4166.67	50000.000000	37.50	CHF <input type="text"/>

Overtime CHE page

Chapter 8

Setting Up Maternity Leave

This chapter provides an overview of Swiss maternity leave and discusses how to set up Swiss maternity insurance.

Understanding Swiss Maternity Leave

In Global Payroll for Switzerland, you enter maternity leave data on a single page. The page generates absence take elements that work with the core application's absence process to correctly process maternity leave during a payroll run.

The system determines the amount of paid maternity leave to which an employee is entitled based on years of service and the canton of residence. After the birth of the child, it recalculates the entitlement based on the Swiss legal requirement of eight weeks' leave after the child's actual birth. To accomplish this, the PeopleSoft system uses the maternity code list set (CH_MATERNITY) to process maternity absence.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Managing Applications and List Sets."

Maternity Leave Setup

To set up maternity leave:

1. View or set up absence take elements on the Absence Take page in the Global Payroll core application.
2. View or set up maternity absence entry elements on the self-service Absence Entry Elements page.
3. (Geneva Canton) Set up maternity insurance percentages on the Maternity Insurance Code CHE page.

Maternity Leave Processing

To process maternity leave:

1. Enter the expected date of birth and last work day on the Maternity Leave page to generate the appropriate absence take elements in the core application.
2. Enter the child's actual date of birth on the Maternity Leave page to generate additional absence take elements if this birth date affects maternity leave entitlement in the core application.

Global Payroll for Switzerland processes maternity leave during regular payroll runs.

Maternity Insurance

All employees and employers must participate in the maternity insurance program and pay contributions.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Understanding Absence Management"

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Absence Elements"

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Setting Up Maternity Insurance

This section discusses how to set up maternity insurance.

Page Used to Set Up Maternity Insurance

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Maternity Insurance Code CHE	GPCH_SI_MI_SCL	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Maternity Insurance Code CHE, Maternity Insurance Code CHE	Define the number of salary continuation weeks and deduction percentages for the canton.

Setting Up Maternity Insurance

Access the Maternity Insurance Code CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Maternity Insurance Code CHE, Maternity Insurance Code CHE).

Maternity Insurance Code CHE

Canton: AG Argovia

Insurance Details Find | View All First 1 of 1 Last

*Effective Date: 07/01/2009

Description: Maternity Insurance

Short Description: Matins

Salary Continuance Details Customize | Find | View All First 1 of 1 Last

Service Years	Salary Continuance in Weeks	Total Percent	Empl Percent	Maternity Minimum	Maternity Maximum	Maternity Refund
0	14				172.00	80.0000

Maternity Insurance Code CHE

Service Years These are the employee's years of service.

Salary Continuance in Weeks For Geneva this value is 16 weeks. For all other cantons the value is 14 weeks.

EE Percent (employee percent) This is the employee paid portion of the premium.

Maternity Minimum This field is valid for the Geneva canton only.
Enter the minimum guaranteed maternity payment for this canton.

Note. Currently, for Geneva, the minimum guaranteed maternity payment is 54 CHF per day.

Maternity Maximum Enter the maximum guaranteed maternity payment for this canton.

Note. Currently, for Geneva, the maximum guaranteed maternity payment is 237.40 CHF per day whereas for other cantons the maximum per day is 172.00 CHF.

Maternity Refund

Specify the percentage of the gross used to calculate maternity payments within the minimum and maximum limits for all of the cantons.

For example, assume that the following is true:

- The maternity refund percentage is 80%.
- The minimum and maximum maternity refund for Geneva are 54 CHF and 237.40 CHF respectively.
- The maximum maternity refund for other cantons is 172 CHF.

If we assume that a woman's regular earnings are 50 CHF per day, the maternity refund would be 54 CHF in Geneva, as $80\% \times 50 \text{ CHF} (= 40)$ is below the 54 CHF minimum for Geneva. In other cantons, however, the refund would be 40 CHF. And if we assume that the woman's regular earnings are 300 CHF per day, the maternity refund in Geneva would be 237.40 CHF, as $80\% \times 300 \text{ CHF} (= 240)$ is greater than the 237.40 CHF maximum for Geneva. In other cantons, however, the maternity refund would be 172 CHF, as $80\% \times 300 \text{ CHF} (= 240)$ exceeds the 172 CHF maximum for other cantons.

Chapter 9

Setting Up Reports

This chapter discusses how to:

- Set up payslips.
- Set up BESTA reports.
- Set up Salary Structure Analysis (LSE) report.
- Set up Tax Statements.
- Set up Source Tax reports.
- Set up FAK_CAF reports.
- Set up pay balances.
- Set up the dashboard.

Note. The setup information in this chapter is required for reporting and doesn't have any impact on payroll calculations. Reports that don't need any special setup besides the run control parameters are not listed here.

Setting Up Payslips

This section provides an overview on payslip customizations and discusses how to:

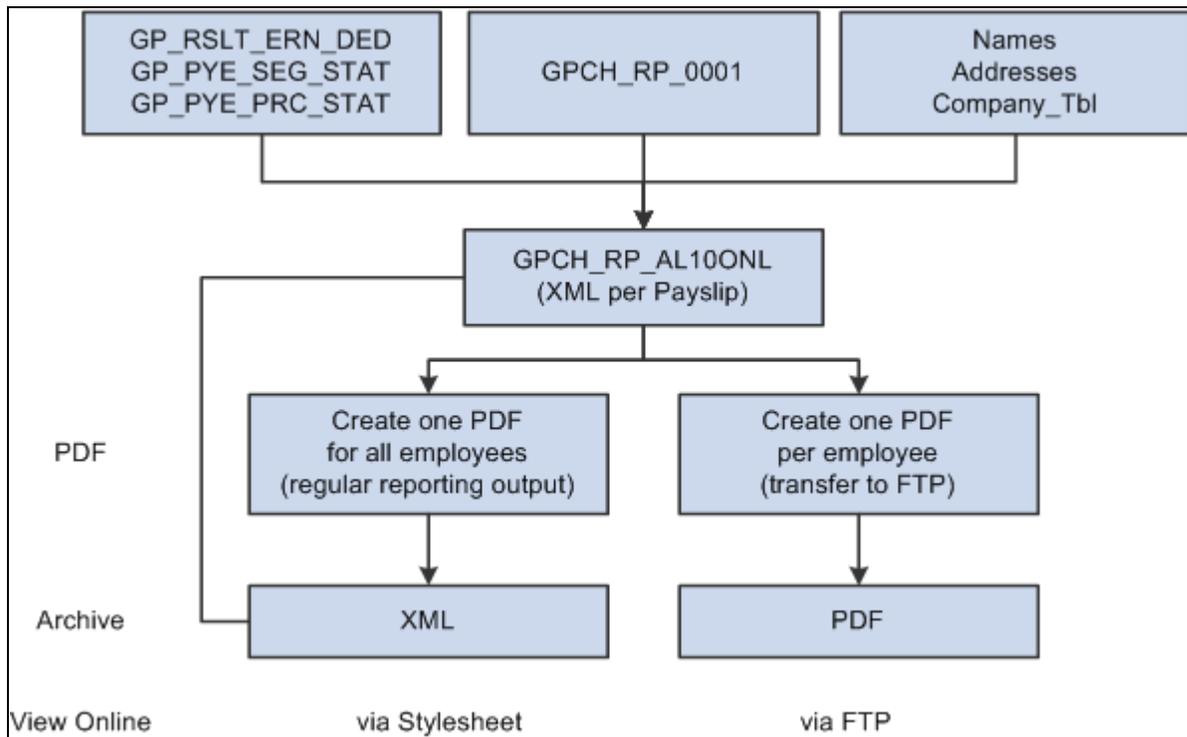
- Assign style sheets to payslips.
- Create a payslip message.

Understanding Payslip Customizations

Global Payroll for Switzerland enables you to generate and adapt payslips to meet your needs. You can also print a message on the payslip of an individual payee or on payslips belonging to designated pay groups, locations, or departments.

To support your archiving and specific layout and printing needs the design of the standard payslip separates the storing of data and from data presentation. In a first step you can create an XML file and store it in the GPCH_RP_AL10ONL record. Then you can view or print this file in your browser using the standard XSL style sheet (GPCH_STYLE_KW1).

Here is a graphical representation of process for customizing payslips:



Graphic showing process for customizing payslips

You can decide to customize the existing style sheet, create another style sheet, or choose a completely different presentation procedure. The standard, however, is to create PDF files out of XML. If you want to customize this setup, you can change the SQR or use any other tool or procedure. To define the path to your logo for the Online Payslip, use the URL Maintenance page (select People Tools, Utilities, Administration, URLs).

In addition, you can use payslips to:

- Freeze XML after final print.
- Print or view various selections (pay entity, pay group, location, department, employee ID)
- Create messages on various organization levels.
- Sort reports by various criteria (company, pay group, location, department, employee ID, name, and canton).
- Create interfaces only.
- Recreate reports only for new calculations (for example, time stamp compares).
- Print payslips for selected subsets.

Please refer to your PeopleTools documentation for procedures on how to customize style sheets and printing procedures.

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Application Designer, Creating Style Sheet Definitions

Pages Used to Set Up Payslips

Page Name	Definition Name	Navigation	Usage
Payslip	GPCH_SI_COMPANY6	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Payslip	Enter the payslip style that you want to use to pay workers.
Messages CHE Add Payslip Messages CHE	GPCH_AL_01_MSG	<ul style="list-style-type: none"> Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Payslips, Messages CHE, Messages CHE Global Payroll & Absence Mgmt, Payslips, Add Payslip Messages CHE, Add Payslip Messages CHE 	Include messages on payslips for payees being paid for a specific pay end date.

Assigning Style Sheets to Payslips

Access the Payslip page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Payslip).

The screenshot displays the 'Payslip' page in a software application. At the top, there is a navigation bar with several tabs: 'Rates', 'Provider', 'LAW Data', 'PK Data', 'LAW 2006', 'LAW Messages', 'Payslip' (which is currently selected and highlighted), and 'Sender Details'. Below the navigation bar, the 'Company' field is populated with 'KW1 Business Institute Switzerland'. A 'Payslip Details' window is open, showing the following information: 'Effective Date: 01/01/2004' and 'Payslip Style: GPCH_STYLE_KW1'. The 'Payslip Details' window also includes a search bar with 'Find | View All' and a pagination indicator showing '1 of 1' with 'First' and 'Last' buttons.

Payslip page

PeopleSoft enables you to print payslips for monthly salaries and bonuses. Because the format of payslips varies greatly from one organization to another, we provide one format as an example. We also provide a template that enables you to customize the format to accommodate the payslip style your organization uses. You can also print a message on the payslip to an individual payee or groups of payees.

See [Chapter 9, "Setting Up Reports," Setting Up Payslips, page 81.](#)

Creating a Payslip Message

Access the Add Payslip Messages CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Payslips, Messages CHE, Messages CHE).

Messages CHE page

You may designate that a message should appear on the payslips for all payees belonging to a pay entity, or for only those payees belonging to the pay entity that are also members of a specific pay group, location, or department. You may also designate that a message appears for only a specific payee.

Note. *Current Pay End Date* and *Description* are required fields. Additionally, you can select one of the following four fields: *Pay Group*, *Location*, *Department*, or *EmplID*.

- | | |
|--|---|
| Current Pay End Date | Select the pay end date for which you want the message to appear on the payslip. |
| Pay Entity | Select the pay entity for the organization issuing the payslip. |
| Pay Group, Location, Department, and EmplID (employee ID) | If you want to include only those payees belonging to a certain pay group, location, department, or employee ID, then enter the ID. |
| Description | Enter the message to appear on the payslip. |

Example 1

Suppose that you want to issue the message "Have a nice holiday," on the payslips of all payees belonging to a particular pay group. First, you select the appropriate current pay end date. Next, you select the pay entity issuing the payslip. Then you enter the ID for the appropriate pay group. Finally, you enter the message in the Description field.

When the payslips are generated, all payslips generated for payees belonging to the designated pay group display "Have a nice holiday."

Example 2

Suppose that you want to issue the message "We don't have your current address on file," on the payslip of a specific payee. First, you select the appropriate current pay end date. Next, you select the pay entity issuing the payslip. Then you enter the employee ID for the payee. Finally, you enter the message in the Description field.

When the payslips are generated, the payslip for the designated payee displays "We don't have your current address on file."

Setting Up BESTA Reports

Global Payroll for Switzerland supports the quarterly printing of BESTA reports for the statistics office. To run the BESTA report you need to:

1. Create the BFS_OFS provider (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE).
2. Fill in the Swiss company location table with the BUR (Betriebs- und Unternehmensregisternummer; the location ID assigned by the statistics office) and building numbers (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company Location CHE, Company Location CHE).
3. Define active employees and apprentices using the Bracket Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Data).

Note. The BESTA report considers employees designated as apprentice on the Bracket Data page where the values for *APPRENTICE* match the grade of the employee and the values for *INCLUDE* match the employee status.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147](#)

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Data Retrieval Elements," Defining Bracket Elements

Setting Up the Salary Structure Analysis (LSE) Report

This section provides an overview on XML file preparation and discusses how to:

- Define insurance providers.
- Define contract type.

- Define UID and BUR numbers.
- Map customer earnings to standard accumulators.
- Define attribute mappings.

Understanding XML File Preparation

Global Payroll for Switzerland supports the creation of the salary structure report as an XML file through the dashboard. These reports are required biannually.

To prepare the XML file, you need to setup the cross references that match the various personal attributes with the official values. On the company level the contract type, BUR number and UID need to be provided.

Accumulators for the various required amounts need to be setup As with all other dashboard processing you may also needs to setup the BFS_OFS provider type, which can be the same as the one you set up for BESTA.

See Also

[Appendix E, "Global Payroll for Switzerland Accumulators," Statistics - LSE, page 332](#)

[Chapter 19, "Processing Swissdec by Dashboard," page 259](#)

Pages Used to Set Up the Salary Structure Analysis (LSE) Report

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers	Define insurance providers.
Rates	GPCH_SI_COMPANY1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contribution, Rates	Define contract type.
LAW 2006	GPCH_SI_COMPANY4	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contribution, LAW 2006	Define UID and BUR numbers.

Page Name	Definition Name	Navigation	Usage
Accumulator Name	GP_ACCUMULATOR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name	Map customer earnings to standard accumulators.
Nationality	GPCH_RP_LSENM	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, Nationality	Define attribute mappings on the Nationality page.
B Educat. of Empl. (education of employee)	GPCH_RP_LSCF	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, B Educat. of Empl.	Define attribute mappings on the B Educat. of Empl. page.
C Profile of Pos. (profile of position)	GPCH_RP_LSPS	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, C Profile of Pos.	Define attribute mappings on the C Profile of Pos. page.
D Function / Skill	GPCH_RP_LSSK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, D Function / Skill	Define attribute mappings on the D Function / Skill page.
E Activity / JobCD (activity / job code)	GPCH_RP_LSJC	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, E Activity / JobCD	Define attribute mappings on the E Activity / JobCD page.
G Contract Type	GPCH_RP_LSCT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, G Contract Type	Define attribute mappings on the G Contract Type page.
H Contract Class	GPCH_RP_LSEMP	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, H Contract Class	Define attribute mappings on the H Contract Class page.
Apprentice	GPCH_RP_LSAP	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, Apprentice	Define attribute mappings on the Apprentice page.

Page Name	Definition Name	Navigation	Usage
Agricultural	GPCH_RP_LSAG	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE, Agricultural	Define attribute mappings on the Agricultural page.

Defining Insurance Providers

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers).

For more information on defining insurance providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147](#)

Defining the Contract Type

Access the Rates page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Rates).

For more information on defining contract the type refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Setting Up Social Insurance Rates, page 154](#)

Defining UID and BUR Numbers

Access the LAW 2006 page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, LAW 2006).

For more information on defining UID and BUR numbers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Entering 2006 Tax \(LAW\) Information, page 158](#)

Mapping Customer Earnings to Standard Accumulators

Access the Accumulator Name page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name).

The Accumulators page maps customer earnings to standard accumulators. This table lists the accumulators for the Salary Structure Analysis (LSE) report for the Global Payroll for Switzerland application:

Accumulator	Description	Custom Entry	Comment - Swissdec GER / FRA
CH_LS_AK	Employer Cost	CH_LS_CAK	Swissdec: AK / CMO
CH_LS_BS	Gross Salary	CH_LS_CBS	Swissdec: BS / BS
CH_LS_DL	Insurance Payments	CH_LS_CDL	Swissdec: DL / PRT
CH_LS_LEK	Lectons	CH_LS_CLEK	Swissdec: LEK / LEC
CH_LS_SA	SI Contribution	CH_LS_CSA	Swissdec: SA / CS
CH_LS_SO	Additional yearly premium	CH_LS_CSO	Swissdec: SO / VU
CH_LS_STD	Paid Hours	CH_LS_CSTD	Swissdec: STD / HRE
CH_LS_STK	Short time hours	CH_LS_CSTK	Swissdec: n/a
CH_LS_US	Overtime premium	CH_LS_CUS	Swissdec: US / HS
CH_LS_ZL	Additional payments	CH_LS_CZL	Swissdec: ZL / PS
CH_LS_ZM	13th month premium	CH_LS_CZM	Swissdec: ZML / SMS
CH_LS_ZU	Shift premium	CH_LS_CZU	Swissdec: ZU / IND

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Setting Up Accumulators," Defining Accumulators

Defining Attribute Mappings

Access the Set Up Cross Reference CHE component (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Setup Cross Reference CHE).

These attributes need to be mapped:

- Position
- Job Code

- Employee Class
- Personal Data
- Highest Education Level
- Visa Permit Data
- Visa Permit Type
- Contract Type

This table displays the page, the object name of the page, the fields on the page that may need to be mapped, the record where the validation takes place, and any related hard coded information associated with the application.

Page	Object Name	Fields	Validation	Hard Coded
Nationality	GPCH_RP_LSENM	Visa/Permit Type Requirement level of the job	Visa_Permit_Tbl	1 - 5
B Educat. of Empl.	GPCH_RP_LSECF	Highest Education Level Education of Employee	Translates	1 - 9
C Profile of Pos.	GPCH_RP_LSEPS	Salary Administration Plan Requirement level of the job	Sal_Grade_Tbl	1 - 4
D Function / Skill	GPCH_RP_LSESK	Salary Administration Plan Vocational position	Sal_Plan_Tbl Grade	1 - 5
E Activity / JobCD	GPCH_RP_LSEJC	Job Code Activity	Jobcode_Tbl	10-13, 20-38, 40
G Contract Type	GPCH_RP_LSECT XML takes from company setup	Contract Type Wages agreement	Pers_Cntrct_Typ	1 – 4
H Contract Class	GPCH_RP_LSEMP	Employee Class	Setid, EmplClass	1 – 4
Apprentice	GPCH_RP_LSEAP	Salary Administration Plan Grade	Sal_Grade_Tbl	Yes/No

<i>Page</i>	<i>Object Name</i>	<i>Fields</i>	<i>Validation</i>	<i>Hard Coded</i>
Agricultural	GPCH_RP_LSEAG	Salary Administration Plan Grade	Sal_Grade_Tbl	Yes/No

Setting Up Tax Statements

This section discusses how to:

- Define insurance providers.
- Review report messages.
- Override defaults for sender details in tax statements.
- Define a default for the G Canteen field.
- Map customer earnings to standard accumulators.
- Upload form definitions.

Pages Used to Set Up Tax Statements

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers	Define insurance providers.
Report Messages	GPCH_AL_MSG_CAT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Report Messages CHE, Report Messages CHE	Review messages and add individual ones (optional).
Sender Details	GPCH_SI_COMPANY7	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Sender Details	Override sender information (optional).

Page Name	Definition Name	Navigation	Usage
Company Location Table CHE	GPCH_AL_COMPLOC	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company Location Table CHE, Company Location Table CHE	Define default or override for the G Canteen field for specified company locations.
Accumulator Name	GP_ACCUMULATOR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name	Map customer earnings to standard accumulators.
Form Definition CHE	GPCH_FM_DEF	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Form Definition CHE, Form Definition CHE	Upload PDF forms.

Defining Insurance Providers

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers).

For more information on defining insurance providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147](#)

Reviewing Report Messages

Access the Report Messages page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Report Messages CHE, Report Messages CHE).

Report Messages CHE

Report Name: GPCHTX07
 Description: Tax Statement 2006
 Short Description: LAW 2006

Message Find | View All | First 1 of 23 Last

Last Update Timestamp: 05/18/2005 10:05PM Concatenate Amount + -
 Always Generate
 Payee Level Override Indicator

Message Number:

Message Text:

Entry Type: *Element Name:

Explanation:

Report Messages page

- Concatenate Amount** Select this check box to append amount of the accumulator.
- Always Generate** Select this check box to generate messages for every employee according to the message assignment in the Company SI Contributions CHE (GPCH_SI_COMPANY) component.
- Payee Level Override Indicator** Select this check box to override text for this message on the employee level.

Message Number and Message Text	<p>For each message, the system displays a unique message identifier (number) and message text for standard messages as defined by tax administration.</p> <p>Do not change the message number and message text for these messages:</p> <ul style="list-style-type: none"> • 1 = Expense regulations by canton. • 2 = Conditions of Rz 52 covered. • 5 = Share granted by other company. • 6 = Child Allowance per AHV-AVS. • 7 = Relocation costs. • 8 = Company Car regulations by canton. • 9 = Company Car regulations individual. • 10 = Market value by canton. • 11 = Stock Options. • 12 = Vesting Period>10. • 13= Not Price When Offered. • 14= Not Traded or Restricted. • 9000 = Eff expenses expat. • 9001 = StaffShareWithoutTaxableIncome.
Entry Type	This field should always be set to <i>Accumulator</i> .
Element Name	Displays the accumulator name.
Explanation	Provides additional information about this message.
<hr/>	
Note. Standard message include the path in the official XML.	
<hr/>	

Overriding Defaults for Sender Details in Tax Statements

You can override sender information (optional) on the Sender Details page (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Sender Details).

If you enter a description in the Description field on the Sender Details page for the Tax Statement 2006 (GPCHTX07) report, the system overrides the default information from the HRMS Company table and the Swiss Domain Set for the sender data in the lower right hand corner of the tax statement.

This tables displays the line number, default field from the Company table or the Swiss Domain Set, and the field that are overridden on the tax statement.

<i>Line</i>	<i>Default</i>	<i>Sender Override Fields</i>
1	Company_Tbl.Descr	Description
2	Company_Tbl.Address1	Address Line 1
3	Company_Tbl.Address2	Address Line 2
4	GPCH_EG_STD.Signature	Signature
5	GPCH_EG_STD.Phone	Telephone

The default city and date come from the HRMS Company table and Swiss Domain Set for the Field I in the lower left hand corner of the tax statement as shown in this table:

<i>Field I</i>	<i>Default</i>	<i>Override</i>	<i>Override in Run Control</i>
Ort	Company_Tbl.City	City	n/a
Datum	CurrDate as of save of dashboard	City	Append to City (internal print only)

Note. The Sender Detail override applies when the Description field is populated. In this case all fields get overridden, including those that did not get filled in. For printing the system populates the proposed date using the date entered in the Issue Date field on the run control page.

See Also

Chapter 11, "Managing Social Insurance for Switzerland," Entering Sender Details, page 161

Defining a Default for the G Canteen Field

Access the Company Location Table CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company Location Table CHE, Company Location Table CHE).

Company Location Table CHE

Company: GWS

Set ID: CHE01

Location Code: GW01

Form Details Find | View All First 1 of 1 Last

Effective Date:

Municipality Code:

BUR Number:

Building Number:

Canteen G:

Company Location Table CHE page

Canteen G

In the tax statement form there is a G check box. This indicates if the person receives canteen benefits, with a portion paid by the employer, or if the person receives a tax free meal allowance.

Select one of these values to indicate how you want the system to process canteen benefits for the company location that is displayed:

- *Default*
- *Always Check*
- *Never Check*
- *Follow Accumulator*

Mapping Customer Earnings to Standard Accumulators

Access the Accumulator Name page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name).

The Accumulators page maps customer earnings to standard accumulators. This table lists the accumulators for the LAW 2006 Tax Statement report for the Global Payroll for Switzerland application:

Accumulator	Description	Custom Entry	Comment
CH_LW_10	LAW 2006, line 1	CH_LW_C10	Do not change unless employees do not contribute through the Taxable (AHV,ALV,UV,Tax) segment accumulator (CH_00_0) or if income needs to be reversed as they contribute through CH_00_0.
CH_LW_101	LAW 2006, line 10.1	CH_LW_C101	
CH_LW_102	LAW 2006, line 10.2	CH_LW_C102	
CH_LW_120	LAW 2006, line 12	CH_LW_C120	Only use for deductions that are not included in CH_TX_10. The default is CH_TX_10.
CH_LW_1311	LAW 2006, line 13.1.1	CH_LW_C1311	
CH_LW_1311A	LAW 2006, line 13.1.1 Check box	CH_LW_C1311A	
CH_LW_1312	LAW 2006, line 13.1.2	CH_LW_C1312	
CH_LW_1321	LAW 2006, line 13.2.1	CH_LW_C1321	
CH_LW_1322	LAW 2006, line 13.2.2	CH_LW_C1322	
CH_LW_1323	LAW 2006, line 13.2.3	CH_LW_C1323	
CH_LW_133	LAW 2006, line 13.3	CH_LW_C133	
CH_LW_140	LAW 2006, line 14		
CH_LW_15xxx	LAW 2006, line 15	CH_LW_C15xxx	Triggers a corresponding message.
CH_LW_21	LAW 2006, line 2.1	CH_LW_C21	
CH_LW_22	LAW 2006, line 2.2	CH_LW_C22	
CH_LW_23	LAW 2006, line 2.3	CH_LW_C23	
CH_LW_30	LAW 2006, line 3	CH_LW_C30	
CH_LW_40	LAW 2006, line 4	CH_LW_C40	
CH_LW_50	LAW 2006, line 5	CH_LW_C50	

Accumulator	Description	Custom Entry	Comment
CH_LW_60	LAW 2006, line 6	CH_LW_C60	
CH_LW_70	LAW 2006, line 7	CH_LW_C70	
CH_LW_90	LAW 2006, line 9	CH_LW_C90	
CH_LW_F	LAW 2006, check box F	CH_LW_CF	
CH_LW_G	LAW 2006, check box G	CH_LW_CG	

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Setting Up Accumulators," Defining Accumulators

Uploading Form Definitions

Access the Form Definition CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Reports, Form Definition CHE, Form Definition CHE).

The screenshot displays the 'Form Definition CHE' interface. At the top, the 'Form ID' is 'LAW-C1'. Below this, the 'Form Data' section includes fields for '*Effective Date' (01/01/2004), 'End Date', '*Description' (Law Statement - Customer Form), and 'Comment'. The 'Field Mapping' section below shows a table with columns for '*Language Code', 'Default Language', 'Attached File', 'View', 'Delete', and 'Details'. One entry is visible for 'German' with a checked 'Default Language' box and an attached file named 'beteiligungen.pdf'.

Form Definition CHE page

For each of the five forms delivered with the application, click the Delete button, then click Add to upload the corresponding form from your environment. By default you'll find these forms inside your SQR directory.

This table lists the forms the are delivered with the Global Payroll for Switzerland application for the LAW 2006 Tax Statement:

Form ID	Description	Comment	PDF
LAW-C1	Law Statement - Customer Form	Customer Form (optional)	beteiligungen.pdf
LAW-P1	LAW Statement - Part 1	LAW Statement – Standard Page	_11lohna_3-dfi_25-08-06.pdf
LAW-P1B	LAW Statement - Part 1	LAW Statement – Form for Pensioners.	_11lohna_3-dfi_25-08-06b.pdf
LAW-P1EDIT	Edit Tax Statement	Edit Tax Statement – Edit Page	_11lohna_3-dfi_250806_edit.pdf
LAW-P2	LAW Statement - Part 2	LAW Statement (2nd page if messages don't fit in first page)	_11lohna_3-dfi_25-08-06_x.pdf

Setting Up Source Tax Reports

This section discusses how to:

- Defining insurance providers.
- Review source tax percentages.
- Enter source tax data.
- Review accumulators for source tax reports.

Global Payroll for Switzerland supports the legal source tax reporting requirements for all cantons. You need to manage the following setup to adjust the reporting to the local requirements.

Pages Used to Set Up Source Tax Reports

Page Name	Definition Name	Navigation	Usage
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE	Define provider for the GE and VD cantons only (see also dashboard).
FAK/Source Tax (System) CHE	GPCH_TX_FAK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (System) CHE, FAK/Source Tax (System) CHE	Review values entered in the Withholding Tax on Commission field.

Page Name	Definition Name	Navigation	Usage
FAK/Source Tax (Company) CHE	GPCH_TX_FAK_STAX	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/Source Tax (Company) CHE	Define Tax Nbr, Use Premium separate, and Source Tax Language fields for monthly and quarterly reporting.
Accumulator Name	GP_ACCUMULATOR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name	Review accumulators and add customer earnings and deductions to the accumulators.

Defining Insurance Providers

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers).

For more information on defining insurance providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147](#)

Reviewing Source Tax Percentages

Access the FAK/Source Tax (System) CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (System) CHE, FAK/Source Tax (System) CHE).

Use this page to review values entered in the Withholding Tax on Commission field. For additional information on reviewing source tax percentages, refer to the Managing Source Tax chapter in this PeopleBook

See Also

[Chapter 12, "Managing Source Tax," Viewing Source Tax Commission Percentages, page 194](#)

Entering Source Tax Data

Access the FAK/Source Tax (Company) CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/Source Tax (Company) CHE).

FAK/SourceTax(Company) CHE											
Company: KW1 Business Institute Switzerland											
Status											
Effective Date: 01/01/1998			Status: Active								
Source Tax Data											
	*Canton	Description	Tax Nbr	Use Premium separate	Source Tax Language	FAK Number	Percent	LAW Provider	FAK Provider	FAK Fee NE/ZG	FAK Language
1	AG	Argovia	6.5871.1	<input type="checkbox"/>	<input type="text"/>			<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	AI	Appenzell Inner-Rhodes	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	129.270	1.8000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	AR	Appenzell Outer-Rhodes	801704	<input type="checkbox"/>	<input type="text"/>		1.3900	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	BE	Berne	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>			<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	BL	Basle-Country	1639	<input type="checkbox"/>	<input type="text"/>			<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

FAK/Source Tax (Company) CHE page

Tax Nbr (tax number) Enter Tax assigned to your company by tax administration

Use Premium separate Reports earnings/deductions assigned to accumulator CH_TX_06 in separate column.

Source Tax Language Select the language that you want to use for the canton. If the language on the run control page is blank, you need to select languages for specific cantons on this page, especially if you run one report that contains several cantons with different languages. Supported languages include English, French, German and Italian.

Tax Month and Tax Quarter When running the report for several cantons in monthly or quarterly mode, the system includes only those cantons that qualify for monthly or quarterly mode. You can, however, select both modes, then the system will include the canton in both reports.

See Also

[Chapter 5, "Setting Up FAKs," Entering FAK Data, page 49](#)

Reviewing Accumulators for Source Tax Reports

Access the Accumulator Name page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name).

Yearly Source Tax Report (GPCHTX01) – Cross Boarder Mode

Accumulator	Description	Custom Entry	Comment
CH_TX_GG1B	Tax Gross Cross Boarder FRA	CH_TX_CGG1B	Only used when employees do not contribute through CH_00_0 or if the reported gross needs to be reversed as they contribute through CH_00_0.

Defines the reported gross. This accumulator is calculated in payroll and stored in the GPCH_RP_0001 table. This is where the system gets the value from for the report.

Yearly Source Tax Report (GPCHTX01) – Geneva

Accumulator	Description	Custom Entry	Comment
CH_TX_GE31_YTD	GE days worked	CH_TX_CGE31	
CH_TX_GE34_YTD	GE indemnities depart	CH_TX_CGE38	
CH_TX_GE37	AQ GE prestations en capital	CH_TX_CGE37	
CH_TX_GE38	AQ GE indemnities pour frais	CH_TX_CGE38	
CH_TX_GE39	Unpaid days attestation quit.	CH_TX_CGE39	

These accumulators are calculated only within the report and saved into the XML file. Values are not stored in the GP_RSLT_ACUM table or in a write array.

Yearly Source Tax Report (GPCHTX01) – Ticinio

Accumulator	Description	Custom Entry	Comment
CH_TX_TI22	Source Tax TI unpaid days	CH_TX_TI22	

This accumulator is calculated within the payroll and stored in the GPCH_RP_0001 table. This is where the system gets the value from for the report.

Monthly/Quarterly Source Tax Report (GPCHTX02) – AI, AR, VD, ZH

Accumulator	Description	Custom Entry	Comment
CH_TX_06	QS Additional Premium (s. 2i)	CH_TX_C06	Used with cantons other than AI, AR, GL, SG, VD, and ZH.
CH_TX_06AI	Source Tax Premium AI	CH_TX_C06AI	

Accumulator	Description	Custom Entry	Comment
CH_TX_06AR	Source Tax Premium AR	CH_TX_C06AR	Also used for GL and SG.
CH_TX_06VD	Source Tax Premium VD	CH_TX_C06VD	
CH_TX_06ZH	Source Tax Premium ZH	CH_TX_C06ZH	

These accumulators are used to show bonus payments separately if the Use Premium flag for the canton is selected. The system calculates accumulators within the payroll. The value shown in the report is stored in the GPCH_RP_0001 table. This is where the system gets the value from for the report.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Setting Up Accumulators," Defining Accumulators

Setting Up FAK_CAF Reports

This section discusses how to:

- Define providers.
- Define FAK default percentages.
- View FAK contribution percentages.
- View accumulators.

Note. Global Payroll for Switzerland supports the legal FAK_CAF reporting requirements for all cantons. You may need to manage the following setup pages to adjust the reporting to your local requirements.

Pages Used to Set Up FAK_CAF Reports

Page Name	Definition Name	Navigation	Usage
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE	Define provider for the GE and VD cantons only (see also dashboard).

Page Name	Definition Name	Navigation	Usage
Rates	GPCH_SI_COMPANY1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Rates	Use the FAK Default Pct check box to indicate whether contribution rates shall be taken from the system level or the company level. If FAK Default Pct check box is selected, then the contribution percentage comes from the system.
FAK/Source Tax (System) CHE	GPCH_TX_FAK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (System) CHE, FAK/Source Tax (System) CHE	This page is maintained by Oracle. If there are no special conditions for your company, you might use the rates that are displayed. If the FAK Default Pct check box is selected on the Rates page, then the contribution percentage comes from this page.
FAK/Source Tax (Company) CHE	GPCH_TX_FAK_STAX	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/Source Tax (Company) CHE	Use this page to enter the FAK_CAF account assigned to your company by the FAK_CAF administration. If the FAK Default Pct check box is not selected on the Rates page, then the contribution percentages come from this page. If the language on the run control page is blank, you need to select languages for specific cantons on this page, especially if you run one report that contains several cantons with different languages. Supported languages include English, French, German and Italian.
Accumulators	GP_PIN	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators	This page is used for informational purposes only. The standard setup should cover all your requirements.

Defining Providers

Access the Providers CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE).

For information on defining insurance providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147

Defining FAK Default Percentages

Access the FAK/Source Tax (System) CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (System) CHE, FAK/Source Tax (System) CHE).

For information on defining FAK default percentages, refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

Chapter 11, "Managing Social Insurance for Switzerland," Setting Up Social Insurance Rates, page 154

Viewing FAK Contribution Percentages

Access the FAK/Source Tax (System) CHE. page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (System) CHE, FAK/Source Tax (System) CHE).

FAK/SourceTax(System) CHE

Status Find | View All First 1 of 1 Last

Country: CHE

*Effective Date: 01/01/2008 Status: Active

FAK/Source Tax Contributions								Customize Find View All First 1-5 of 26 Last	
	*Country	*Effective Date	Canton	Description	Withholding Tax on Commission	FAK Contribution	FAK AdminFee(NE/ZG)		
1	CHE	01/01/2008	AG	Argovia	2.0000	1.400000		+	-
2	CHE	01/01/2008	AI	Appenzell Inner-Rhodes	4.0000	1.700000		+	-
3	CHE	01/01/2008	AR	Appenzell Outer-Rhodes	4.0000	1.700000		+	-
4	CHE	01/01/2008	BE	Berne	4.0000	1.600000		+	-
5	CHE	01/01/2008	BL	Basle-Country	4.0000	1.500000		+	-

FAK/Source Tax (System) CHE page

This table is maintained by Oracle. If there are no special conditions for your organization, you can use these rates. If the FAK Default Pct check box is selected on the Rates page, the system uses the contribution percentages entered here.

Defining FAK Contribution Percentages

Access the FAK/Source Tax (Company) CHE. page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax(Company) CHE, FAK/Source Tax (Company) CHE).

FAK/SourceTax(Company) CHE

Company: KW1 Business Institute Switzerland

Status

Effective Date: 01/01/1998 Status: Active

Source Tax Data											
	*Canton	Description	Tax Nbr	Use Premium separate	Source Tax Language	FAK Number	Percent	LAW Provider	FAK Provider	FAK Fee NE/ZG	FAK Language
1	AG	Argovia	6.5871.1	<input type="checkbox"/>							
2	AI	Appenzell Inner-Rhodes		<input type="checkbox"/>		129.270	1.8000				
3	AR	Appenzell Outer-Rhodes	801704	<input type="checkbox"/>			1.3900				
4	BE	Berne		<input type="checkbox"/>							
5	BL	Basle-Country	1639	<input type="checkbox"/>							

FAK/Source Tax (Company) CHE page (1 of 2)

Find View All First 1 of 1 Last						
Customize Find View All First 1-5 of 26 Last						
FAK Month	FAK Quarter	FAK Year	Tax Month	Tax Quarter	Rate Result Value	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	+ -
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	+ -
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0.100000	+ -
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	+ -
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	+ -

FAK/Source Tax (Company) CHE page (2 of 2)

FAK Nbr Enter the FAK_CAF account as assigned to your company by the FAK_CAF administration.

Percent If the FAK Default Pct is deselected on the Rates page, the system uses the contribution percentages entered here.

FAK Language If you run one report for several canton with different languages, select the language for the canton. The system supports these languages: English, French, German and Italian.

FAK Month, FAK Quarter, and FAK Year Not currently supported.

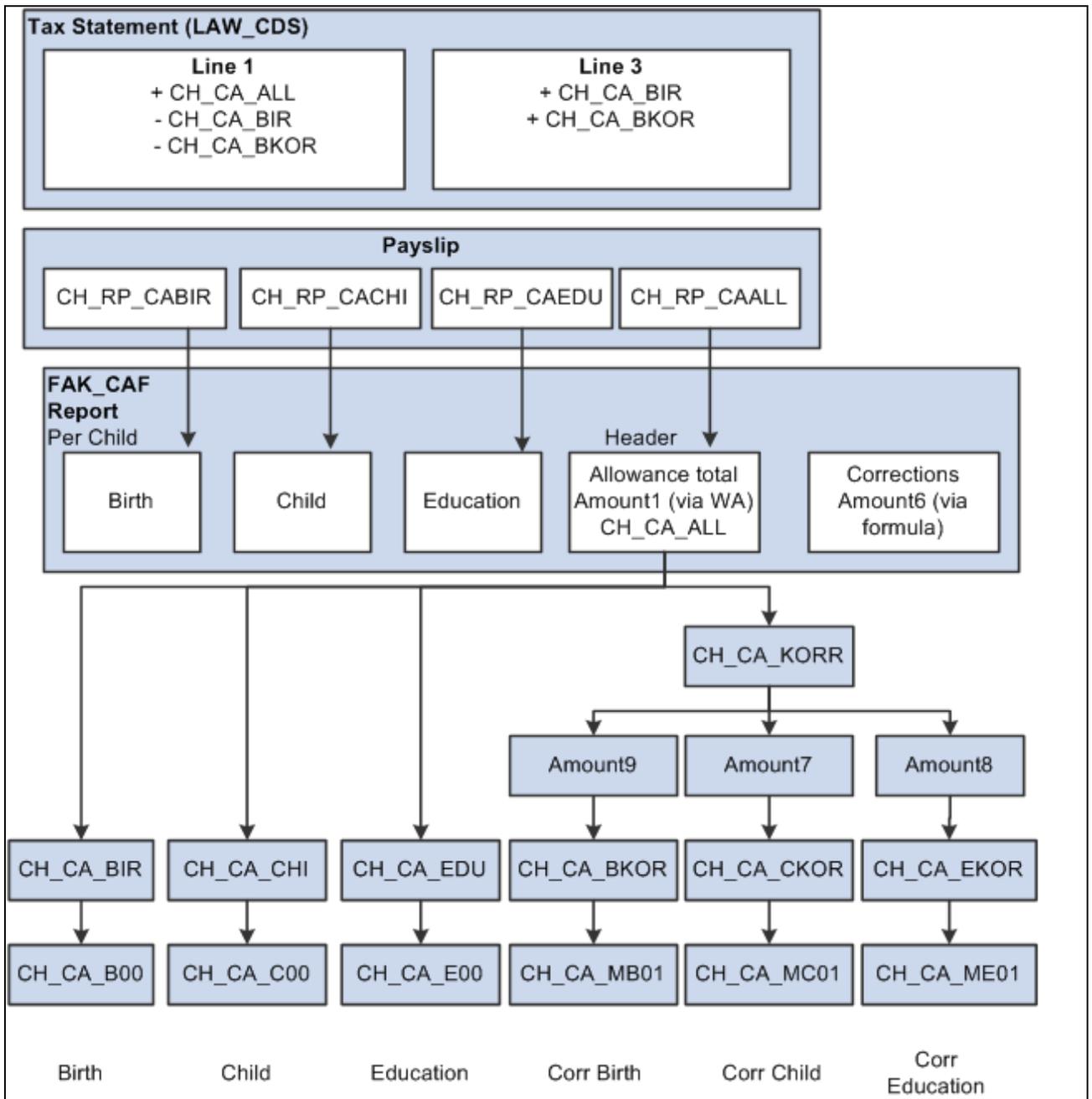
Viewing Accumulators

Access the Accumulators pages (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators).

Here are the accumulators the system uses for the Tax Statement (LAW_CDS):

Line 1	Line 3
+ CH_CA_ALL	+ CH_CA_BIR
- CH_CA_BIR	+ CH_CA_BKOR
- CH_CA_BKOR	

Here is a graphical representation of how information flows from the payslip to the FAK_CAF report:



Graphical representation of how information flows from the payslip to the FAK_CAF report

Note. Since child allowance reporting is controlled by existing accumulators, we do not expect that you will have to make changes to child allowance accumulators.

Setting Up Pay Balances

This section provides an overview on pay balance adjustments and discusses how to:

- Assign and view print classes.

- Review accumulators and assign customer earnings and deductions.

Understanding Pay Balance Adjustments

To adjust pay balances to your needs you can choose a specific print class and define earnings and deductions that should display even if the result is zero. You can also define what earnings and deductions should appear with 4 decimals instead of the normal 2 decimal setup.

Pages Used to Set Up Pay Balances

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Define List Set	GP_ELN_SET	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements , Define List Set, Define List Set	Define print classes.
Accumulator Name	GP_ACCUMULATOR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name	Map customer earnings to standard accumulators.

Assigning and Viewing Print Classes

Access the Define List Set page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements , Define List Set, Define List Set).

This table displays that delivered list set that work best with the reports displayed in the right hand column:

<i>List Set</i>	<i>Report</i>
CH_GPCHDM21	Pay Balance (GPCTX06) Pay Element Summary (GPCHAL08) Element Contribution (GPCHAL07)

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining General Element Information," Selecting Entry Types and Displaying Record.Field Combinations

Reviewing Accumulators and Assigning Customer Earnings and Deductions

Access the Accumulator Name page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Accumulator Name).

Note. The CH_RP_ZERO accumulator is only supported for elements that get stored if the value is equal to zero.

This table lists the accumulators that affect pay balances on reports for the Global Payroll for Switzerland application:

<i>Accumulator</i>	<i>Description</i>	<i>Custom Entry</i>	<i>Comment</i>
CH_RP_2DEC	Shows if value has 3 decimals.	CH_RP_DEC2	Stores earnings and deductions that have 4 decimals.
CH_RP_ZERO	Shows if value is equal to zero (0).	CH_RP_ZERO	Stores earnings and deductions that have a value of zero (0).

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Setting Up Accumulators," Defining Accumulators

Setting Up the Dashboard

This section provides an overview on dashboard setup and discusses how to:

- Define online properties.
- Set up ELM domains.
- Define insurance providers.
- Map providers.
- Map providers for FAK_CAF Ausgleichskasse Banken.
- Maintain UID and BUR numbers.

Understanding Dashboard Setup

Global Payroll for Switzerland supports the XML generation as certified by Swissdec. In addition, you can create XML files for:

- Year end source tax for the Geneva canton.

- Monthly, quarterly and yearly source tax reporting for the Vaud canton.
- Monthly FAK_CAF reporting as defined by Ausgleichskasse Banken AKB and Ausgleichskasse Versicherungen.

All required processes can run in one job. You can manage all these activities through the dashboard:

- Run processes.
- Review files via XML publisher.
- Send or save files to the swissdec distributor.
- Archive files.

To prepare the dashboard processing, you need to prepare the system by following the instructions in this section.

Pages Used Set Up the Dashboard

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Online Processing Setup CHE	GPCH_EG_NM_VAL_PRS	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Online Processing Setup CHE, Define Online Processing Setup, Online Processing Setup CHE	Define parameters to create, validate and send XML files through the dashboard.
ELM Domain Setup CHE	GPCH_EG_DOMAIN	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, ELM Domain Setup CHE, ELM Domain Setup CHE	Define ELM domains.
Providers CHE	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers CHE	Define insurance providers.
Provider	GPCH_SI_COMPANY2	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Provider	Map providers.

Page Name	Definition Name	Navigation	Usage
FAK/Source Tax (Company) CHE	GPCH_TX_FAK_STAX	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/Source Tax (Company) CHE	Map providers for Ausgleichskasse Banken #AKB.
LAW 2006	GPCH_SI_COMPANY4	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, LAW 2006	Maintain UID and BUR numbers.

Defining Online Properties

Access the Online Processing Setup page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Processing, Online Processing Setup CHE, Online Processing Setup CHE).

For more information on defining online properties refer to the chapter on Defining Country Data in this PeopleBook.

See Also

[Chapter 3, "Defining Country Data," Defining Swiss Online Processing Options, page 30](#)

Setting Up ELM Domains

Access the ELM Domain Setup CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, ELM Domain Setup CHE, ELM Domain Setup CHE).

ELM Domain Setup CHE

Domain ID: 1

Company: GWS Muster AG

Domain Set Details Find | View All First 1 of 1 Last

*Effective Date: 01/01/2006 Legal Rep

Description: GWS SwissDec

Monitor ID: peoplesoft

Outbound File Directory: \\10.165.246.81\h890\ORAW\appserver\H8

Contact Person: Fritz Meyer-Brauns

Email ID: Fritz.Meyer-Brauns@oracle.com

Phone: +4908914302785

Comment: Test GWS

Input Options

- Create File If Applicable
- Validate File if Applicable
- Sign File If Applicable
- Encrypt File If Applicable
- Compress File If Applicable

Domains Customize | First 1-2 of 8 Last

Provider Type	Description		
2	UVG-LAA	+	-
3	KTG-AMC	+	-

ELM Domain Setup CHE page

The system builds the domain package that you can run using the dashboard in one process. Depending on your requirements, you can combine all Swissdec domains or create several packages. For Source Tax and FAK_CAF monthly (which are not Swissdec domains) you need dedicated domains. Source Tax and FAK_CAF monthly processes cannot get combined with swissdec year end processing.

Use the ELM Domain Setup CHE page to enter a set of values that you use on the Dashboard page to run the various legally required reports for the Swiss eGovernment.

You can save these values and reuse them whenever you have to run government required reports.

Effective Date Enter or select the date the ELM domain becomes effective.

Description Enter an appropriate description for the domain

Monitor ID Enter the monitor ID that you want to use to communicate with your swissdec distributor. The default is *peoplesoft*.

Outbound File Directory Enter the directory path for the outbound files that the system creates.

Contact Person, Email ID, Phone and Comment Enter the names of the person responsible for the reports and how they can be contacted.

Create File If Applicable Select this check box if you want the system to create a file.

Validate File If Applicable	Select this check box if you want the system to validate the file.
Sign File If Applicable	Select this check box if you want the system to sign the file.
Encrypt File If Applicable	Not currently supported.
Compress File If Applicable	Select this check box if you want the system to compress the file.
Provider Type and Description	Select a provider type (for example UVG-LAA, KTG-AMC, UVGZ-LAAC and so on) for which you want to run reports. The description appears in the next field.

You can find more information about the meaning of these fields in the swissdec guidelines and the swissdec tech doc that describes the full ELM XML process.

See Also

http://www.swissdec.ch/software-hersteller/definitionen_standards.htm

Defining Insurance Providers

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE, Providers).

For more information on defining insurance providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Defining Insurance Providers, page 147](#)

Mapping Providers

Access the Provider page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, Provider).

For more information on mapping providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

[Chapter 11, "Managing Social Insurance for Switzerland," Entering Provider Information, page 156](#)

Mapping Providers for FAK_CAF Ausgleichskasse Banken

Access the FAK/Source Tax (Company) CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/Source Tax (Company) CHE).

FAK/SourceTax(Company) CHE											
Company: KW1 Business Institute Switzerland											
Status											
Effective Date: 01/01/1998			Status: Active								
Source Tax Data											
	*Canton	Description	Tax Nbr	Use Premium separate	Source Tax Language	FAK Number	Percent	LAW Provider	FAK Provider	FAK Fee NE/ZG	FAK Language
1	AG	Argovia	6.5871.1	<input type="checkbox"/>							
2	AI	Appenzell Inner-Rhodes		<input type="checkbox"/>		129.270	1.8000				
3	AR	Appenzell Outer-Rhodes	801704	<input type="checkbox"/>			1.3900				
4	BE	Berne		<input type="checkbox"/>							
5	BL	Basle-Country	1639	<input type="checkbox"/>							

FAK/Source Tax (Company) CHE page

FAK Provider Enter provider #AKB for those cantons where you want to create the FAK_CAF monthly XML file.

Note. If your other cantons, other than BE and VD, accept XML for the Tax Statement (LAW_NCS) use the same approach for LAW Provider.

Maintaining UID and BUR Numbers

Access the LAW 2006 page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE, LAW 2006).

For more information on mapping providers refer to the chapter on Managing Social Insurance for Switzerland in this PeopleBook.

See Also

Chapter 11, "Managing Social Insurance for Switzerland," Entering 2006 Tax (LAW) Information, page 158

Chapter 10

Managing Overtime Requests

This chapter provides an overview of the overtime request process, lists prerequisites and common elements, and discusses how to:

- Create overtime request (employee).
- View overtime requests (employee).
- Create overtime requests (manager).
- View overtime requests (manager).
- Approve employee overtime (manager and Human Resources administrator).
- Manage employee overtime (Human Resources administrator).
- Generate overtime requests.

Understanding the Overtime Request Process

Global Payroll for Switzerland includes transactions that manage overtime requests. Overtime self-service options differ for employees, managers, and Human Resources administrators.

<i>Role</i>	<i>Overtime Self-Service Options</i>
Employee	Submit an overtime request. Resubmit an overtime request when the overtime request is sent back with the reason: rework required. Edit an existing overtime request. Cancel a submitted or approved overtime request. View overtime requests and approval status.

Role	Overtime Self-Service Options
<p>Manager</p>	<p>Approve or deny overtime requests originated by direct or indirect reports.</p> <p>Send back an overtime request with the reason: rework required.</p> <p>View a list of overtime requests from direct or indirect reports.</p> <p>Edit existing overtime requests for direct or indirect reports.</p> <p>Request overtime for direct or indirect reports.</p> <p>Cancel a submitted or approved overtime request previously submitted for a direct or indirect report.</p>
<p>Human Resources Administrator</p>	<p>Approve or deny overtime requests assigned to the Human Resources administrator.</p> <p>Send back an overtime request with the reason: rework required.</p> <p>View a list of overtime requests for reports.</p> <p>Edit existing overtime requests for reports, including requests that have already been approved.</p> <p>Enter an overtime request for a report.</p> <p>Cancel a previously entered overtime request for a report.</p>

Overtime requests generated by the overtime self-service application are ultimately translated into positive input and inserted into the Global Payroll positive input tables. This happens in a two-step process.

1. The overtime self-service application manages the overtime requests.
2. A background process (the Generate Overtime run control page) generates the positive input, which inserts the overtime positive input data into the appropriate tables.

Note. Managers and Human Resources administrators can only access the overtime request data belonging to their direct and indirect reports. The relationship between a manager or Human Resources administrator and reports can be defined in multiple ways. To set up access to direct and indirect reports, select Set Up HRMS, Common Definitions, Self Service, Direct Reports Setup. Human Resources administrators can only access overtime requests awaiting their approval.

Prerequisites

Before you can manage overtime requests using the self-service application, you must set up certain list-display criteria, overtime entry elements, and default information.

To set up for self-service overtime requests:

1. Enter the criteria that define the display of overtime requests on the Overtime Duration CHE page.

2. Enter the overtime element and default information on the Overtime Elements CHE page.

Common Elements Used in This Chapter

Request Date	Click a link to access the Request Overtime - Overtime Request Details (view) page, in display-only mode, where you can view details of the selected overtime request.
Edit	<p>Click to access the Request Overtime - Overtime Request Details (add) page, where you can modify and submit the selected overtime request.</p> <p>For employees and managers, the Edit button is only visible if you are the originator of the overtime request and the status of the request is <i>Saved</i> or <i>Rework required</i>.</p> <p>For Human Resources administrators, the Edit button is only visible if you are the originator of the overtime request or the status of the request is <i>Approved</i>, <i>Approved with Change</i>, <i>Processed</i>, or <i>Processed with Change</i>. This enables you to modify any overtime request that you have created or already approved and any request that has already been processed.</p>
Cancel	<p>Click to cancel an overtime request and access the Cancel Confirmation page.</p> <p>For employees and managers, the Cancel button is only visible if you are the originator of the request and the status is not <i>Processed</i> or <i>Processed with Change</i>. Employees can cancel all overtime requests that they created and that are not yet processed. The system removes canceled overtime requests from the database. Managers accessing this page to view overtime requests for an employee can click the Return to Select Employee link at the bottom of the page to return to the Select Employee page.</p>
Show more overtime requests	Click this link to access the View Overtime Request Status - Overtime Requests page, which contains an extended list of overtime results.
Add	<p>Click to open the Request Overtime - Overtime Request Details page (add) page, where you can request a new overtime.</p> <p>Human Resource administrators can click the Add button to add an overtime request without requiring further approval.</p>

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Creating Overtime Requests (Employee)

This section discusses how to create overtime requests.

- View the approval status on your latest overtime requests.
- Submit an overtime request following your company rules.
- Create an overtime request without submitting it.
- Submit an overtime request again, following your company's rules, when this overtime request is sent back with the reason: rework required.
- Edit an overtime request that was saved for later.
- Cancel a submitted or approved request.

Employees can only access their own overtime request data.

To view, add, edit, or cancel an overtime request, employees must perform the following steps:

1. Access the Request Overtime page.

If you have multiple jobs, the Select Job Title page appears. Select the job for which you want to request overtime. The Request Overtime - Latest Overtime Requests page appears. (If you only have one job, the Request Overtime - Latest Overtime Requests page appears.) Use this page to view existing requests, add a new overtime request, edit an existing request (if you are the originator of the request and the status is *Saved* or *Rework required*), or cancel a request (if you are the originator of the request and the status is not *Processed* or *Processed with Change*).

2. Click the Show more overtime requests link if you don't see an existing overtime request on the Request Overtime - Latest Overtime Requests page.

The extended list View Overtime Request Status - Overtime Requests page appears. You can view, add, edit, or cancel a request on this page just as you would on the Request Overtime - Latest Overtime Requests page.

3. Click the Add or Edit button to add or edit an existing request.

The Request Overtime - Overtime Request Details (add) page appears. Enter the details of your overtime request on this page. If you cancel an overtime request, the Cancel Confirmation page appears.

4. Click the corresponding date link in the Request Date column on either the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page to access the Request Overtime - Overtime Request Detail (view) page where you can view overtime request information and details about the approval status.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing the Latest Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Additional Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Canceling an Overtime Request, page 135](#)

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

Viewing Overtime Requests (Employee)

This section discusses how to view the overtime request status.

This transaction enables employees to view their latest overtime requests and approval status. Employees can only access their overtime request data.

To view the latest overtime requests, an employee performs these steps:

1. Access the Overtime Request Status page.

If you have multiple jobs, the Select Job Title page appears. Select the job for which you want to request overtime. The Request Overtime - Latest Overtime Requests page appears. If you only have one job, the Request Overtime - Latest Overtime Requests page is the first page to appear.

2. View your latest existing requests on the Request Overtime - Latest Overtime Requests page.
3. Click the Show more overtime requests link to display the extended list View Overtime Request Status - Overtime Requests page when an existing overtime request does not appear on the Request Overtime - Latest Overtime Requests page.
4. Click the corresponding date link in the Request Date column on either the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page to access the Request Overtime - Overtime Request Detail page. You can view the overtime request information and details about the approval status in display-only mode.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing the Latest Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Additional Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

Creating Overtime Requests (Manager)

This section discusses how to create overtime requests.

This transaction enables you to:

- View the latest overtime requests of one of your direct or indirect reports along with their approval status.
- Submit an overtime request for one of your direct or indirect reports according to your company's rules.
- Create an overtime request for one of your direct or indirect reports without submitting it.
- Submit an overtime request for one of your direct or indirect reports again, according to your company's rules, when the overtime request was created but sent back to you with the reason: rework required.
- Edit an overtime request for one of your direct or indirect reports that you created.
- Cancel a submitted or approved request for one of your direct or indirect reports that you created.

To view, add, edit, or cancel an employee's overtime request, managers perform these steps:

1. Access the Request Employee Overtime (Select Employee) page.
2. Select the employee on the Select Employee page.

The Request Overtime - Latest Overtime Requests page appears for the selected employee.

3. Click the Show more overtime requests link when an existing overtime request does not appear on the Request Overtime - Latest Overtime Requests page.

The extended list View Overtime Request Status - Overtime Requests page for the selected employee appears. You can view, add, edit, or cancel a request on the on this page just as you would on the Request Overtime - Latest Overtime Requests page.

4. Click the Add or Edit button to add a new request or edit an existing request.

The Request Overtime - Overtime Request Details (add) page appears. Enter the details of the employee overtime request on this page. If you cancel an overtime request, the Cancel Confirmation page appears.

5. Click the corresponding date link in the Request Date column on either the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page to view the details of an existing overtime request.

The Request Overtime - Overtime Request Detail page appears where you can view the overtime request information and details about approval status.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing the Latest Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Additional Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Canceling an Overtime Request, page 135](#)

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

[Chapter 10, "Managing Overtime Requests," Creating Overtime Requests \(Employee\), page 120](#)

[Chapter 10, "Managing Overtime Requests," Adding and Modifying Overtime Requests, page 131](#)

Viewing Overtime Requests (Manager)

This section discusses how to view overtime requests.

This transaction enables you to view the latest overtime requests of your direct or indirect reports along with their approval status.

This transaction is display-only. You cannot add, modify, or cancel any overtime requests of your direct and indirect reports.

To view the status of an employee's overtime request, managers follow these steps:

1. Access the Overtime Request Status (Select Employee) page.
2. Select the employee on the Select Employee page.

The Request Overtime - Latest Overtime Requests page appears for the selected employee.

3. Click the Show more overtime requests link when an existing overtime request does not appear on the Request Overtime - Latest Overtime Requests page.

The extended list View Overtime Request Status - Overtime Requests page for the selected employee appears.

4. Click the corresponding date link in the Request Date column on either the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page to view the details of an existing overtime request.

The Approve Employee Details - Overtime Request Detail page appears where you can view the overtime request information and details about approval status in display-only mode.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing the Latest Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Additional Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

Approving Employee Overtime (Manager and Human Resources Administrator)

This section discusses how to approve employee overtime.

This transaction enables you to:

- Approve or deny an overtime request.
- Send back an overtime request with the reason: rework required.

To approve or deny employee overtime, managers and Human Resources administrators follow these steps:

1. Access the Approve Employee Overtime - Select a Transaction page.
2. Select the overtime request to search for approval.

The Approve Employee Overtime - Overtime Request Details (approve) page appears for that request.

Note. You can also view a history of overtime requests for the employee prior to approving the request.

3. Approve, deny, or send back the overtime request for rework.

The Request Overtime - Submit Confirmation page appears.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

[Chapter 10, "Managing Overtime Requests," Approving an Employee Overtime Request, page 138](#)

Managing Employee Overtime (Human Resources Administrator)

This section discusses how to manage employee overtime.

This transaction enables you to:

- View a list of overtime requests for your reports.
- Enter an overtime request for your reports.
- Cancel an overtime request that you have previously entered for one of your reports.
- Modify overtime requests that are already approved.

To manage employee overtime requests, Human Resources administrators follow these steps:

1. Access the Employee Overtime (Select Employee) page.
2. Select the employee on the Select Employee page.

The Request Overtime - Latest Overtime Requests page appears for the selected employee.

3. Click the Show more overtime requests link when an existing overtime request does not appear on the Request Overtime - Latest Overtime Requests page, and you want to display the extended list View Overtime Request Status - Overtime Requests page for the selected employee.

You can view, add, edit, or cancel a request on the View Overtime Request Status - Overtime Requests page just as you would on the Request Overtime - Latest Overtime Requests page.

If you add a new overtime request, the Request Overtime - Overtime Request Details (add) page appears.

If you edit an existing overtime request, the Request Overtime - Overtime Request Details (add) page appears. Select Change Existing Data to make changes.

If you cancel an overtime request, the Cancel Confirmation page appears.

4. Click the corresponding date link in the Request Date column on either the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page to view the details of an existing overtime request.

The Overtime Request Detail page appears where you can view the overtime request information and details about approval status.

See Also

[Chapter 10, "Managing Overtime Requests," Viewing the Latest Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Viewing Additional Overtime Requests, page 130](#)

[Chapter 10, "Managing Overtime Requests," Canceling an Overtime Request, page 135](#)

[Chapter 10, "Managing Overtime Requests," Viewing Overtime Request Details, page 134](#)

Generating Overtime Requests

To generate overtime requests, use the Overtime Duration CHE (GPCH_OT_SETUP) and Overtime Elements CHE (GPCH_OT_ENTRY) components.

The overtime self-service application runs separately from the core Global Payroll process. In order to generate the overtime data that will then be used during regular payroll processing, run the Generate Overtime process that creates positive input data in the core Global Payroll tables.

This section discusses how to:

- Set up overtime duration data.
- Set up overtime entry elements.
- View the latest overtime requests.
- View additional overtime requests.
- Add and modify overtime requests.
- Submit overtime requests.

- View overtime request details.
- Cancel an overtime request.
- Request overtime for direct reports.
- Select employee overtime for approval.
- Approve an employee overtime request.
- Generate overtime requests.

Note. Global Payroll for Switzerland uses many of the pages required to manage the overtime process multiple times at various stages. In addition, different roles (employee, manager, and Human Resources administrator) access these pages. Each page is documented once and variations of the page are indicated.

See Also

Chapter 10, "Managing Overtime Requests," *Generating Overtime Requests*, page 125

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Working with Positive Input"

Pages Used to Generate Overtime Requests

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Overtime Duration CHE	GPCH_DURATIONS	Set Up HRMS, Product Related, ePay, Overtime Duration CHE, Overtime Duration CHE	Set up overtime duration data. Set up display criteria for the list of latest overtime requests and the extended list of overtime requests used throughout the overtime self-service application.
Overtime Elements CHE	GPCH_OT_ENTRY	Set Up HRMS, Product Related, ePay, Overtime Elements CHE, Overtime Elements CHE	Set up overtime entry elements.
Request Overtime - Latest Overtime Requests, View Overtime Request Status - Latest Overtime Requests	GPCH_OT_EVENTS	<ul style="list-style-type: none"> • Self Service, Payroll and Compensation, Request Overtime CHE, Request Overtime - Latest Overtime Requests • Self Service, Payroll and Compensation, View Overtime CHE, View Overtime Request Status - Latest Overtime Requests 	View additional overtime requests.

Page Name	Definition Name	Navigation	Usage
View Overtime Request Status - Overtime Requests	GPCH_OT_EVENTS2	Click the Show more overtime requests link on the Request Overtime - Latest Overtime Request page.	View an extended list of overtime requests.
Request Overtime - Overtime Request Details (add)	GPCH_OT_RQST	Click the Add or Edit buttons on the View Overtime Request Status - Overtime Requests page.	Add and modify overtime requests.
Request Overtime - Submit Confirmation	GPCH_OT_SUB_CONF	Click the Submit button after entering an overtime on the Request Overtime - Overtime Request Details (add) page or any button on the Request Overtime - Overtime Request Details (approve) page.	View details of a submitted overtime request. Note. Depending on the action that transfers you to this page, its name can be either Save Confirmation or Submit Confirmation.
Request Overtime - Overtime Request Detail (view)	GPCH_OT_RQST_DTL	Click the Request Date link on the Request Overtime - Latest Overtime Requests page.	View overtime request details.
Request Overtime - Cancel Confirmation	GPCH_OT_CANCEL	Click the Cancel button on the Request Overtime - Latest Overtime Requests page.	Cancel an overtime request.
Request Employee Overtime - Select Employee, View Overtime Request Status - Select Employee	OPRROWS	<ul style="list-style-type: none"> • Manager Self Service, Compensation and Stock, Request Employee Overtime CHE, Request Employee Overtime - Select Employee • Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Enter Overtime CHE, Request Employee Overtime - Select Employee • Manager Self Service, Compensation and Stock, View Overtime Status CHE, View Overtime Request Status - Select Employee 	Request or view overtime for direct reports.

Page Name	Definition Name	Navigation	Usage
Approve Employee Overtime - Select a Transaction	GPCH_OT_MNGR_L	Manager Self Service, Compensation and Stock, Approve Employee Overtime CHE, Approve Employee Overtime - Select a Transaction	Select employee overtime for approval.
Request Overtime - Overtime Request Details (approve)	GPCH_OT_APPR	Click an employee name on the Approve Employee Overtime - Select a Transaction page.	Approve an employee overtime request.
Overtime Request History	GPCH_OT_RQST_SEC	Click the Show History link on the Request Overtime - Overtime Request Details (approve) page.	View an extended list of overtime requests.
Generate Overtimes	GPCH_OT_RUNCTL	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Process Overtime CHE, Generate Overtimes	Generate overtime requests.

Setting Up Overtime Duration Data

Access the Overtime Duration CHE page (Set Up HRMS, Product Related, ePay, Overtime Duration CHE, Overtime Duration CHE).

Overtime Duration CHE

***Maximum entries in lists:**

First List Entries (Rows):

Second List Entries (Rows):

Type of Overtime by Default: Overtime

Overtime Duration CHE page

Maximum entries in lists Select *By Days* or *By Number of Rows*.

First List Entries (Rows) Enter the number of days or rows to appear in the list of latest overtime requests depending on what you entered in the Maximum entries in lists field.

Second List Entries (Rows) Enter the number of days or rows to appear in the extended list of overtime requests depending on what you entered in the Maximum entries in lists field.

Note. If you enter 0 for either list, the list contains all overtime requests for a specific job.

Type of Overtime by Default Select the type of overtime that will be the default when a user requests overtime.

Setting Up Overtime Entry Elements

Access the Overtime Elements CHE page (Set Up HRMS, Product Related, ePay, Overtime Elements CHE, Overtime Elements CHE).

The screenshot displays the 'Overtime Entry Information' form for an overtime element. The form is titled 'Text' and shows the following fields and options:

- Type of Overtime:** OT2
- *Effective Date:** 01/01/1998
- *Status:** Active
- *Description:** Overtime 150 %
- Short Description:** Overtime 150 %
- Element Name:** CH_ER_13624
- Hours/Amount:** Radio buttons for Hours, Amount, and Both (Both is selected).
- Overtime Default Hours:** (Empty field)
- Amount:** (Empty field)
- Currency Code:** CHF

Overtime Elements CHE page

When employees request overtime, they can only select overtime types that are defined on this page.

Type of Overtime Displays overtime type code.

Element Name Enter the name of the corresponding overtime element.

- Hours/Amount** Select *Hours* to enable users to enter hours when requesting an overtime of this type.
- Select *Amount* to enable users to enter an amount and currency when requesting an overtime of this type.
- Select *Both* to enable users to enter both hours and an amount of currency when requesting an overtime of this type.
- Overtime Default Hours** Enter the default number of hours for users requesting an overtime of this type.

Viewing the Latest Overtime Requests

Access the Request Overtime - Latest Overtime Requests page (Self Service, Payroll and Compensation, Request Overtime CHE, Request Overtime - Latest Overtime Requests).

Request Overtime

Latest Overtime Requests

Betty Locherty
Director-Finance

Below is a list of the most recent overtime requests.
Select an event to see the details.

Latest Overtime Requests					Customize	Find	First	1 of 1	Last
Request Date	Type of Overtime	Begin Date	End Date	Status					
05/05/2009	Overtime 125 %	03/01/2009	03/01/2009	Rework required	<input type="button" value="Edit"/>	<input type="button" value="Cancel"/>			

[Show more overtime requests](#)

Select the Add button to request a new overtime

Request Overtime - Latest Overtime Requests page

This page displays a grid with an employee's latest overtime requests for a specific job. The number of overtime requests that appear in the grid depends on the setup on the Overtime Duration CHE page.

Note. If you access this page using the Overtime CHE link, then you can't add, edit, or cancel overtime requests. The Overtime CHE link appears on the Enter Overtime CHE page. The navigation path is Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Enter Overtime CHE.

Viewing Additional Overtime Requests

Access the View Overtime Request Status - Overtime Requests page (Click the Show more overtime requests link on the Request Overtime - Latest Overtime Request page).

View Overtime Request Status

Overtime Requests

Betty Locherty
Director-Finance

Below is a list of the most recent overtime requests.
Select an event to see the details.

*View by Status:

Overtime Requests				
Request Date	Type of Overtime	Begin Date	End Date	Status
05/05/2009	Overtime 125 %	03/01/2009	03/01/2009	Rework required

[Show latest overtime requests](#)

View Overtime Request Status - Overtime Requests page

This page displays a grid with an extended list of an employee's overtime requests for a specific job. The number of overtime requests that appear in the grid depends on the setup on the Overtime Duration CHE page.

View by Status Select the status of the overtime requests you want to view.

Note. If you access this page using the Overtime CHE link, then you can't add, edit, or cancel overtime requests. The Overtime CHE link appears on the Enter Overtime CHE page. The navigation path is Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Enter Overtime CHE.

Adding and Modifying Overtime Requests

Access the Request Overtime - Overtime Request Details (add) page (Click the Add or Edit buttons on the View Overtime Request Status - Overtime Requests page).

Request Overtime

Overtime Request Details

Betty Locherty
Director-Finance

Fill in the following information and select Submit to initiate the overtime request.

Overtime Information

*Type of Overtime:

*Overtime Begin Date: (example: 12/31/2000)

*Overtime End Date: (example: 12/31/2000)

Number of Overtime Hours:

Amount: Currency:

Comment

Name: Betty Locherty

Comment:

[Return to list of requests](#)

Request Overtime - Overtime Request Details (add) page

The system transfers you to this page if you click:

- The Add button on the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page.
- The Edit button for an existing overtime request on the Request Overtime - Latest Overtime Requests page or the View Overtime Request Status - Overtime Requests page.

Use this page to add, modify, save, and submit an overtime request.

Overtime Information

Type of Overtime Select the type of overtime. The default type is defined on the Overtime Duration CHE page.

Amount Enter an amount and select the currency type.

Note. Whether you can enter hours, an amount, or both on this page depends on the setup definition on the Overtime Elements CHE page.

Comment

Submit Click to submit the overtime request. When the request is submitted, the system triggers the workflow for approval processing and transfers you to the Request Overtime - Submit Confirmation page.

Save for Later Click to save the overtime request without submitting it and transfer to the Save Confirmation page.

Return to list of requests Click to cancel the transaction without saving it and return to the previous page.

For Employees

An overtime request by an employee requires approval from both a manager and a Human Resources administrator. A worklist or email is sent to the appropriate people.

For Human Resources Administrators

If you add an overtime request, it is automatically approved.

If you are editing an existing overtime request, select Change Existing Data to modify the overtime request; enter a reason in the Comment field.

If you modify an existing overtime request, the status becomes *Approved with Change*.

Submitting Overtime Requests

Access the Request Overtime - Submit Confirmation page (Click the Submit button after entering an overtime on the Request Overtime - Overtime Request Details (add) page or any button on the Request Overtime - Overtime Request Details (approve) page).

Submit Confirmation

 The Submit was successful.

Approval Details				
Role Name	Name	Workflow Action	Transaction Date	Comment
Originator	Betty Locherty	Submitted	05/05/2009	Work weekends to meet end of menth deadline.
Manager	Jean Parsons			
Personnel Administrator	Jean Parsons			
Personnel Administrator	Carol Jefferson			
Personnel Administrator	Thomas Brady			
Personnel Administrator	Otto Stalder			
Personnel Administrator	Anita Ulmer			
Personnel Administrator	Sabine D'Hardcastle			
Personnel Administrator	Sabine D'Hardcastle			
Personnel Administrator	Fabio Fabiano			
Personnel Administrator	Robert D'Gamma			
Personnel Administrator	Walter Volkmann			
Personnel Administrator	Jonny Junior			

OK

Request Overtime - Submit Confirmation page

This page lists the roles that must approve the overtime request and the corresponding workflow action.

Viewing Overtime Request Details

Access the Request Overtime - Overtime Request Detail (view) page (Click the Request Date link on the Request Overtime - Latest Overtime Requests page).

Request Overtime

Overtime Request Detail

Betty Locherty
Director-Finance

Overtime Information

Type of Overtime: Overtime 125 %

Overtime Begin Date: 03/01/2009

Overtime End Date: 03/01/2009

Number of Overtime Hours: 300.00

Amount: 7500.000 Swiss Franc

Status: Rework required

Approval Details			
Customize Find First ◀ 1-13 of 13 ▶ Last			
Name	Workflow Action	Transaction Date	Comment
Betty Locherty	Submitted	05/05/2009	Data retrieval project.
Jean Parsons	Rework required	05/05/2009	Reduce hours by 15 percent

Request Overtime - Overtime Request Detail (view) page

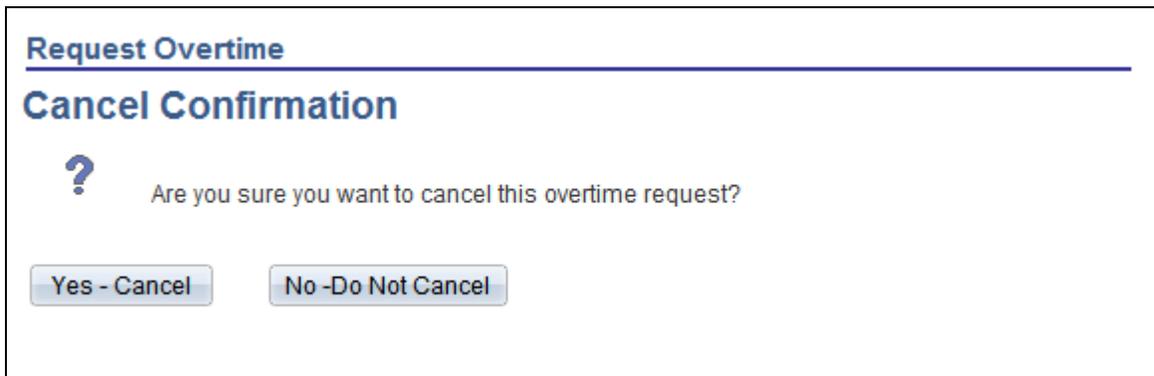
This page displays overtime request information and approval details.

Return to list of requests [Click to return to the previous page \(Request Overtime - Latest Overtime Requests page or View Overtime Request Status - Overtime Requests page\).](#)

Note. The system displays this link at the bottom of the page (not shown here).

Canceling an Overtime Request

Access the Request Overtime - Cancel Confirmation page (click the Cancel button on the Request Overtime - Latest Overtime Requests page).



Request Overtime - Cancel Confirmation page

Yes - Cancel Click to complete the cancellation of the request, delete it from the database, and transfer to the Request Overtime - Latest Overtime Requests page.

No - Do Not Cancel Click to stop the cancellation and transfer to the Request Overtime - Latest Overtime Requests page.

Requesting Overtime for Direct Reports

Access the Request Employee Overtime - Select Employee page (Manager Self Service, Compensation and Stock, Request Employee Overtime CHE, Request Employee Overtime - Select Employee).

Request Employee Overtime

Select Employee

[Betty Locherty](#)

Select an employee to initiate an overtime request by selecting the employee name, selecting Search for an employee, or selecting the chart icon to find an indirect report

Transaction Effective Date:

Direct Reports For Betty Locherty			
Name	Empl ID	Job Title	Department
Adland Chu	KU0065	SrPyrI Clk	FIN
Diane Palmer	K0MTX005	Admin Asst	FIN
Susan Hoinck	KU0119	SrFinAnlst	FIN

[Return To Manager Self Service](#)

[Return to Compensation and Stock](#)

Request Employee Overtime - Select Employee page

Managers or Human Resources administrators can select an employee in three ways:

- Click the employee's name link in the Name column.
- Click the Chart button to find an indirect report (not shown).
- Click the Search for an employee button to search for an employee.

Once you select an employee, you are transferred to the Request Overtime - Latest Overtime Requests page for that employee.

Selecting Employee Overtime for Approval

Access the Approve Employee Overtime - Select a Transaction page (Manager Self Service, Compensation and Stock, Approve Employee Overtime CHE, Approve Employee Overtime - Select a Transaction).



Approve Employee Overtime - Select a Transaction page

This page contains a list of overtime requests awaiting a manager's or Human Resources administrator's approval.

A manager or Human Resources administrator can click the employee name to process the approval and transfer to the Approve Employee Overtime - Overtime Request Details page.

Approving an Employee Overtime Request

Access the Approve Employee Overtime - Overtime Request Details (approve) page (Manager Self Service, Compensation and Stock, Approve Employee Overtime CHE, Approve Employee Overtime - Select a Transaction).

Approve Employee Overtime

Overtime Request Details

Betty Locherty
Director-Finance [Show History](#)

Overtime Information

Type of Overtime: Overtime 125 %
Overtime Begin Date: 03/01/2009
Overtime End Date: 03/01/2009
Number of Overtime Hours: 300.00
Amount: 7500.000 Swiss Franc
Status: Submitted

Approval Details

Role Name	Name	Workflow Action	Transaction Date	Comment
Originator	Betty Locherty	Submitted	05/05/2009	Data retrieval project.

Approve Employee Overtime - Overtime Request Details (approve) page (1 of 2)

Comment

Name: Jean Parsons
Comment:

[Return to list of requests](#)

Approve Employee Overtime - Overtime Request Details (approve) page (2 of 2)

An overtime request by a manager requires approval only from a Human Resources administrator. A worklist or email is sent to the appropriate Human Resources administrator and the employee is notified by email that an overtime request was submitted.

Approve	Click this button to approve the overtime request. The system triggers the workflow to notify the next approver, if any. If this is the final approver, then the workflow notifies the human resources department to process the overtime request.
Rework Required	Click this button to send the request back to the originator for rework.
Deny	Click this button to deny the overtime request. The system triggers the workflow to notify the originator.
Return to list of requests	Click this link to access the Approve Employee Overtime - Select a Transaction page.
Show History	Click this link to display an extended list of overtime requests on the Overtime Request History page.

When you click Approve, Rework Required, or Deny, the system transfers you to the Request Overtime - Submit Confirmation page.

Generating Overtime Requests

Access the Generate Overtimes page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Process Overtime CHE, Generate Overtimes).

Use this page to generate positive input for the overtime data. The overtime data, in the form of positive input, can then be taken into consideration when running payroll.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Working with Positive Input"

Chapter 11

Managing Social Insurance for Switzerland

This chapter provides an overview of Swiss social insurance, lists common elements, and discusses how to:

- View social insurance data.
- Define insurance providers.
- Define company social insurance contributions.
- Manage additional insurance.
- Report on social insurance.
- Generate and manage XML by dashboard.

Understanding Swiss Social Insurance

Before setting up and processing social insurance contributions, you should understand the terms and procedures Global Payroll for Switzerland uses for social insurance.

Common Social Insurance Terms

Here's a list of common abbreviations used on the social insurance components in Global Payroll for Switzerland.

Abbreviation	German	English
AHV	<i>Alters- und Hinterlassenenversicherung.</i>	Retirement and survivors' pension insurance.
ALV	<i>Arbeitslosenversicherung.</i>	Unemployment insurance.
BU	<i>Berufsunfall-Versicherung.</i>	Work-related accident/injury insurance.
EE	<i>Arbeitnehmer.</i>	Employee.

Abbreviation	German	English
EO	<i>Erwerbsersatzordnung für Dienstleistende in Armee und Zivilschutz.</i>	Military and civil service pay supplements.
ER	<i>Arbeitgeber.</i>	Employer.
FAK	<i>Familienausgleichskasse.</i>	Employer contribution to fund family benefits.
IV	<i>Invalidenversicherung.</i>	Disability insurance.
NBU	<i>Nichtberufsunfall-Versicherung.</i>	Non work-related accident/injury insurance.
PK	<i>Pensionskasse.</i>	Pension fund.
SUVA	<i>Schweizerische Unfallversicherungsanstalt.</i>	Swiss Accident Insurance Institute (the largest insurance provider in Switzerland).
UV	<i>Unfallversicherung.</i>	Accident insurance.

Social Insurance Overview

Contributory membership in national social insurance funds (such as AHV, IV, and EO) is mandatory for employers. You deduct social insurance contributions for those domestic and foreign employees with mandatory insurance coverage and transfer them to compensation funds in accordance with statutory requirements.

You specify the applicable prorated percentage rates for both the employer and the employee. When a new employee is hired, record his or her Social Insurance number.

At the end of prescribed pay periods, calculate the contribution amount, if the insurance provider hasn't already calculated it. Then transfer the amount to the respective provider.

The same procedure applies to unemployment insurance (ALV). For both types of insurance, deduct the employees' insurance percentage rate from their pay.

At the end of the year, total the paid earnings and then submit a complete list of employees with mandatory insurance coverage to the insurance providers. This list must include every employee's AHV number, total gross earnings, and the length of employment with the company.

If your company has a statutory requirement to make payments to a family allowance agency (FAK), transfer, depending on the canton, family allowances to employees along with their pay. Transfer the agreed percentage of the earnings subject to AHV to the FAK.

Deduct pension contributions in accordance with federal statutes governing pension funds (BVG) and, in some cases, transfer these contributions to a supplementary pension fund.

In accordance with federal statutes governing accident insurance (UVG), you must insure your employees against accidents with the SUVA or another accident insurance provider. Calculate the mandatory insurance contributions and transfer them to the insurance provider. If your company pays all or part of an employee's non-employer liability insurance premiums (NBU premiums), calculate no employee deductions, or only prorated deductions, depending on the program.

When you perform the respective calculations for these procedures, you create the prescribed reports and route them to the employee or to the responsible authorities.

You can enter tax and social insurance data after the following information is set up:

- System tables and social insurance tables.
- FAK data and percentages.
- Source Tax tables and data.
- Child Allowance table.
- Municipality table.
- Insurance providers.
- Scale codes for continued payments.

Default Hierarchy for Social Insurance

This section explains the override options for social insurance. Global Payroll for Switzerland enables you to view the percentage and/or status of AHV/ALV, UV, PK, and FAK at three levels:

- First level—the social insurance system. The PeopleSoft system delivers a social insurance setup, which you can't edit because it's statutory.
- Second level—the company. You must set this level when you implement Global Payroll for Switzerland. It's an editable field that you can override.
- Third level—the employee. This is also editable.

You can override some values, such as eligibility status, at company or employee level. The following table displays whether information is available at each level.

Note. An X indicates that information is available at that level, and a dash (--) means that information is not available.

<i>Level</i>	<i>AHV / ALV Status</i>	<i>Percentage of AHV / ALV</i>	<i>Status / Percentage of UV</i>	<i>Limits</i>	<i>PK</i>	<i>FAK</i>
SI Setup	X	X	--	X	--	--
Company	X	--	X through provider	--	X	X

<i>Level</i>	<i>AHV / ALV Status</i>	<i>Percentage of AHV / ALV</i>	<i>Status / Percentage of UV</i>	<i>Limits</i>	<i>PK</i>	<i>FAK</i>
EE - Add Employment	--	--	--	--	X	--
EE - SI	X	--	Status, no percentage	--	--	--

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Common Elements Used with Social Insurance

ALV Status

Select or view who pays the ALV contributions:

- *ER/EE* (default): Employer and employee each pay 50% of the contributions.
- *NONE*: No contributions are paid.
- *EMPLOYER*: Employer pays all contributions.

AHV Status

Select or view who pays the AHV contributions:

- *ER/EE* (default): Employer and employee each pay 50% of the contributions.
- *NONE*: No contributions are paid.
- *EMPLOYER*: Employer pays all contributions.

Risk Group

Select the classification for your company. Insurance providers and employers decide which employees belong to which group. Possible entries are A to Z.

UV Status (accident insurance status)

Select who pays accident insurance contributions. Valid values are 0 *None*, 1 *NBU/EE*, 2 *NBU/EMPLOYER*, and 3 *BU only*.

EE Contr AHV (employee contribution AHV)	Displays the employee AHV contribution expressed as a percentage.
Total Contribution AHV	Displays the AHV contribution rate as a percentage for the employee and the employer together. Shows the (fixed) total contribution percentages for employer and employees.
Employee Contribution ALV	Displays the employee contribution to the ALV percentage.
Total Contribution ALV	Displays the total contribution to ALV percentage paid by the employee and the employer together.
Employee Contribution ALVZ	Displays the employee contribution to the ALVZ percentage.
Total Contribution ALVZ	Displays the total contribution to ALVZ percentage paid by the employee and employer.

Viewing Social Insurance Data

This section discusses how to:

- View social insurance system data.
- View social insurance details.

Pages Used to View Social Insurance Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Social Insurance System	GPCH_SI_SYSTEM1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Social Insurance CHE, Social Insurance System	View contribution limit data for Swiss social insurance. This page displays the standard values that apply throughout Switzerland, although there are extra fields for the canton of Schaffhausen.
Social Insurance Details	GPCH_SI_SYSTEM2	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Social Insurance CHE, Social Insurance Details	View contribution limits for ALV and accident insurance.

Viewing Social Insurance System Data

Access the Social Insurance System page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Social Insurance CHE, Social Insurance System).

Note. The PeopleSoft system delivers and maintains the data on the display-only Social Insurance component.

Social Insurance System		Social Insurance Details	
Social Insurance Data			
Effective Date:	01/01/2008	Status:	Active
Retirement Age Female:	64	Retirement Age Male:	65
Enrollment Age:	18		
Total Contribution AHV:	10.1000 %	Empl Cntb AHV:	5.0500 %
AHV Status:	1 ER/EE	Exemption Amount:	1400.00 CHF
Empl Soli SH:	0.1000 %	Total Contrib Soli Ct SH:	0.3000 %

Social Insurance System page

Retirement Age Female Displays the age at which women may retire and therefore draw a pension.

Retirement Age Male Displays the age at which men may retire and therefore draw a pension.

Enrollment Age Displays the age from which retirement and survivors' pension insurance (AHV) contributions are paid.

Exemption Amount Displays the monthly amount below which no AHV contributions are required for pensioners.

EE Soli SH (employee solidarity, canton Schaffhausen) Displays the employee contribution as a percentage for solidarity tax, which is deducted only in the canton of Schaffhausen.

Total Contrib Soli Ct SH (total contributions solidarity, canton Schaffhausen) Displays the combined employee and employer contributions as a percentage for solidarity tax, which is deducted only in the canton of Schaffhausen.

Viewing Social Insurance Details

Access the Social Insurance Details page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Social Insurance CHE, Social Insurance Details).

Social Insurance System		Social Insurance Details	
Social Insurance Data			
		Find View All First 1 of 1 Last	
Effective Date:	01/01/2008	Status:	Active
		Country:	CHE
Statutory Limit ALV1:	10500.0000 CHF	Statutory Limit ALV2:	22250.0000 CHF
Total Contribution ALV1:	2.0000 %	Total Contribution ALV2:	%
Employee Contribution ALV1:	1.0000 %	Employee Contribution ALV2:	%
ALV Status:	1 ER/EE		
Asylum Contribution:	10.0000 %		
		Minimum Work Hours per Week:	8
		Statutory Limit UV:	10500.0000 CHF

Social Insurance Details page

Statutory Limit ALV1	Displays the statutory limit of insurance for ALV.
Statutory Limit ALV2	Displays the statutory limit of insurance for ALVZ.
ALV Status	To set the default value for a company here, you should override it at the company level.
Asylum Contribution	Displays the deduction for the asylum fund. Asylum contributions are basically source taxes for asylum seekers, expressed as a percentage of gross earnings. This deduction must be made every month and deposited in an account as ordered by the Federal Ministry for Refugees.
Minimum Work Hours per Week	Displays the lowest number of working hours per week for liability insurance.
Statutory Limit UV (statutory limit accident insurance)	Displays the maximum monthly gross salary that can be insured.

Defining Insurance Providers

To define insurance providers, use the Providers CHE (GPCH_SI_PROVDR) component.

Define the names of insurance providers and their associated provider codes on the Insurance Providers component, which consists of two pages: Insurance Providers and Contributions Rates. This section discusses how to:

- Set up insurance providers.
- Set up contribution rates.

Pages Used to Define Insurance Providers

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Providers	Enter names and codes of insurance providers.
Contribution Rates	GPCH_SI_UV_PCT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Contribution Rates	Enter accident insurance data.

Setting Up Insurance Providers

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Providers).

Providers		Contribution Rates	
Provider Type:	Others		
Provider Code:	0001		
Definition Find View All First 1 of 1 Last			
*Effective Date:	01/01/2009	*Status:	Active
*Provider Name:	Allgemeine Versicherung	Provider ID:	8888
*Description:	Allgemeine Versicherung	Branch:	
Contact Name:	Urs Freuler (Hobby: Radrennfahrer)		
Country:	CHE Switzerland	<input type="checkbox"/> Sign file	<input checked="" type="checkbox"/> Encrypt file
Address:	Edit Address	<input type="checkbox"/> Compress File	<input type="checkbox"/> Add Addressee
		Broker:	
		Transmission Mode:	EIV
		<input type="checkbox"/> Use distributor Certificate Alias: <input type="text"/> Password: <input type="text"/> Alias Password: <input type="text"/> Certificate Path: <input type="text"/> Certificate Type: <input type="text"/> URL: <input type="text"/>	

Providers page (1 of 2)

Phone Information		Customize Find View All First 1 of 1 Last	
*Phone Type	Telephone	Country Code	
1	<input type="text"/>		<input type="text"/>
Email Information		Customize Find View All First 1 of 1 Last	
*Email Type	*Email Address		
1	<input type="text"/>		
URL Information		Customize Find View All First 1 of 1 Last	
*Type	URL Address		
1	<input type="text"/>		
Insurance Status		Customize Find View All First 1 of 1 Last	
*PK Insurance Status	*Description		
1	<input type="text"/>		
Insurance Plans		Customize Find View All First 1 of 1 Last	
*PK Insurance Plan	*Description		
1	<input type="text"/>		

Providers page (2 of 2)

Note. This setup is required. It is your responsibility to complete data entry according to the swissdec certification requirements for sending files.

Provider ID	Enter a provider ID for this insurance provider.
	Note. Due to swissdec naming conventions the provider code needs to start with the # sign.
Contact Name	Enter the name of your contact at the insurance provider.
Branch	Enter the name or number of the insurance provider's branch office.
Sign file	If you select the Sign file check box, the XML for this provider is electronically signed by certificate. This is only valid for swissdec providers, where the swissdec certificate can be applied.
Encrypt File	For source tax (GE, VD) and FAK monthly (AKB) you must NOT select this check box. Selecting this check box triggers the encryption of the XML. The development of encryption is in progress. Global Payroll for Switzerland expects to deliver this feature in time for the 2009 year end process.
Compress File	Swissdec does not have the ability to receive compressed files, as of the date of this release. Our expectation is that they will be able to receive compressed files at a future date.
Add Addressee and Broker	Select the Add Addressee check box and then select a broker if a third party is going to supply insurance for the provider.
Transmission Mode	Select either <i>EIV</i> or <i>PIV</i> as the transmission mode.
Use Distributor	If you send the XML through swissdec and not directly to the provider, you need to select this check box; otherwise the distributor will reject the file. If you select this check box, you cannot enter any information in the fields below it.
Certificate Alias, Password, Alias Password, Certificate Path, Certificate Type and URL	Certificate is the electronic certificate that is provided by swissdec and is used to sign the files. Enter the proper information in these fields if you are not sending the file directly to the provider.
Phone Information, Email Information, URL Information, Insurance Status, and Insurance Plans	Use these groups boxes to add information about the insurance provider. Email and URL address information are for information purposes only, not for transmission.

Setting Up Contribution Rates

Access the Contribution Rates page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Contribution Rates).

The screenshot displays the 'Contribution Rates' page for provider 'Allgemeine Versicherung' (Provider Code: 0001). The page includes a 'Status' section with 'Effective Date: 01/01/2009' and 'Status: Active'. Below this is a table of contributions for three risk groups (A, B, Z). The table columns are: *Risk Group, Employer Contribution BU %, Total Contribution NBU %, and Employee Contribution NBU. Each row has input fields for the percentages and '+'/'-' buttons for adjustments.

*Risk Group	Employer Contribution BU %	Total Contribution NBU %	Employee Contribution NBU
1 A	0.8000	2.0000	
2 B	0.5000	1.4000	
3 Z	0.4000	1.1000	

Contribution Rates page

Employer Contribution BU % (employer contribution percentage for BU) Enter the employer's contribution for employer liability insurance (BU).

Total Contribution NBU % (total contribution percentage for NBU) Enter the total contributions for accident insurance not covered by employer liability (NBU) as a percentage.

Employee Contribution NBU If the contribution is shared between employer and employee, enter the percent the employer would get paid by the employee. For example, if both pay half, you would enter 1.00, 0.7 and 0.55 in the three columns consecutively.

Defining Company Social Insurance Contributions

This section provides an overview on Company SI Contributions and Legal Daily Payment Calculations and discusses how to:

- Set up social insurance rates.
- Enter provider information.
- Enter tax (LAW) data.

- Enter pension fund (PK) data.
- Enter 2006 tax (LAW) information.
- Enter tax (LAW) message information.
- Enter payslip information.
- Entering sender details.
- View and modify social insurance data.

Understanding Company SI Contributions

Use the Company SI Contributions CHE (GPCH_SI_COMPANY) component to define company social insurance contributions and data specific to your company. This component enables you to manage AHV and ALV data as well as accident insurance and daily accident benefits insurance.

Note. You must maintain both Company SI 1 and Company SI 2 tables.

Implementing Legal Daily Payment Calculations

PeopleSoft supports daily payments for unemployment insurance, accident insurance, child allowance, and source tax. To accommodate these payments, PeopleSoft added the Daily Limit and Avg Work Days fields to the Rates page within the Swiss Company SI Contribution component.

In addition to entering the appropriate information in the Daily Limit and Avg Work Days fields, you must change an employee's compensation frequency to *(D)* Daily on the Compensation page (select Workforce Administration, Job Information, Job Data, Compensation).

Pages Used to Define Company Social Insurance Contributions

Page Name	Definition Name	Navigation	Usage
Rates	GPCH_SI_COMPANY1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Rates	Set up social insurance data for old age and survivors' insurance (AHV) and unemployment insurance (ALV)
Provider	GPCH_SI_COMPANY2	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Provider	Set up provider information for social insurance programs, including retirement and survivors' pension insurance, unemployment insurance, fund family benefits, and accident insurance.

Page Name	Definition Name	Navigation	Usage
LAW Data	GPCH_SI_COMPANY3	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW Data	Set up tax data for social insurance programs that are being provided by the organization.
PK Data	GPCH_SI_COMPANY8	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, PK Data	Set up pension fund data that the company is providing to workers.
LAW 2006	GPCH_SI_COMPANY4	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW 2006	Set up tax data for social insurance programs that are being provided by the organization since the year 2006. Note. Before 2006 the system provided a different tax statement.
LAW Messages	GPCH_SI_COMPANY5	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW Messages	Set up message information that will appear on the tax reports for workers from individual cantons or all cantons.
Payslip	GPCH_SI_COMPANY6	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Payslip	Enter the payslip style that you want to use to pay workers.
Sender Details	GPCH_SI_COMPANY7	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Sender Details	Enter details regarding the organization sending report information to different legal entities in different countries. You can use this page to enter different information according to the language that is being used by the organization to which you are sending the information.

Page Name	Definition Name	Navigation	Usage
Maintain Social Ins Data CHE (Maintain Social Insurance Data CHE)	GPCH_SI_DATA	Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Maintain Social Ins Data CHE, Maintain Social Ins Data CHE	Display and change social insurance data for individual employees. You can view and change retirement and survivors' pension insurance data (AHV) and unemployment insurance data (ALV).

Setting Up Social Insurance Rates

Access the Rates page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Rates).

Rates page

Contract Type Select the type of contract associated with the company social insurance contributions.

Weekly Hours Enter the number of hours employees generally work per week.

Daily Limit Enter the ALV and UVG limit, which matches the number of average working days.

For example, if the average working days for social insurance is 30, the daily limit should be 350; otherwise the amount needs to be agreed to by the provider.

Weekly Lessons	Enter the number of lessons. For some employees working time is counted in lessons (for example: teachers). In this case, enter the number of weekly lessons that employees usually work. Weekly lessons are entered as an integer (for example, .00).
Avg Work Days	Enter the average number of days an individual works in a week.
AHV Status	Select one of the these values to indicate the status of the retirement and survivors' pension insurance being offered by the organization: <ul style="list-style-type: none"> • <i>0 NONE</i>: No contribution. • <i>1 ER/EE</i>: Employer/employee distribution. • <i>2 ER</i>: Employer pays all.
AHV Admin Cost Contribution (AHV administration cost contribution)	Enter the administrative clearing costs of the AHV agency, expressed as a percentage.
Employee Contribution AHV	Displays the percentage the employee contributes to retirement and survivors' pension insurance.
Total Contribution AHV	Displays the combined percentage the employee and employer contributes to retirement and survivors' pension insurance.
ALV Status	Select one of the these values to indicate the status of the unemployment insurance being offered by the organization: <ul style="list-style-type: none"> • <i>0 NONE</i>: No contribution. • <i>1 ER/EE</i>: Employer/employee distribution. • <i>2 ER</i>: Employer pays all.
Employee Contribution ALV1	Displays the percentage the employee contributes to (ALV) unemployment insurance.
Total Contribution ALV1	Displays the combined percentage the employee and employers contributes to (ALV) unemployment insurance.
Employee Contribution ALV2	Displays the percentage the employee contributes to (ALVZ) unemployment insurance.
Total Contribution ALV2	Displays the combined percentage the employee and employers contributes to (ALVZ) unemployment insurance.
Default Value	Click to import the values defined at installation from the Social Insurance system tables.

Solidarity Status Select the Solidarity tax distribution for the company. Values are: and

- 0 *NONE*: No contribution.
- 1 *ER/EE*: Employer/employee distribution.
- 2 *ER*: Employer pays all.

FAK Default PCT (Familienausgleichskasse default percentage) Select this check box if you want the system to use the default percentage for employer contribution to fund family benefits.

AHV Exempt YTD (Alters- und Hinterlassenenversicherung exempt year-to-date) Select this check box if you want the system to exempt retirement and survivors' pension insurance for the year-to-date period.

Note. You can override the ALV and AHV status on the Maintain Social Ins Data CHE page.

Entering Provider Information

Access the Provider page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Provider).

Company: KW1 Business Institute Switzerland

Company Social Insurance Details

Effective Date: 01/01/2004

*Subject to FAK: Yes

Provider Type	*Provider	Description	*Insurance ID	Sub ID / Contract	Primary Provider	All Cantons	Canton
1	SUVA		256849721		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Provider page

Subject to FAK (subject to Familienausgleichskasse) Select either *Yes* or *No* to indicate if the provider is required to make contributions to fund family benefits.

Provider Type Select the type of insurance being offered by provider you are entering (for example AHV-AVS, BFS-OFS, FAK-CAF, and so on).

- Provider and Description** Select the name of the provider offering the insurance. The name of the provider appears in the Description field.
- Insurance ID** Enter the insurance ID of the provider.
- Sub ID / Contract** Enter the sub ID or contract number of the provider.
- Primary Provider** Select this check box if the provider is primary for the company.
- All Cantons** Select this check box if all cantons are covered by the provider.
- Canton** Select the specific canton that the provider is covering if they are not covering all cantons.

Entering Tax (LAW) Data

Access the LAW Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW Data).

Note. This page was used for the old tax statement which expired in 2006. Data entered on this page is no longer supported. Use the LAW 2006 page to enter data.

Entering Pension Fund (PK) Data

Access the PK Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, PK Data).

The screenshot displays the 'PK Data' page for company 'KW1 Business Institute Switzerland'. The page includes a navigation bar with tabs for Rates, Provider, LAW Data, PK Data, LAW 2006, LAW Messages, Payslip, and Sender Details. The main content area shows 'Company Social Insurance Details' with an effective date of 01/01/2004 and a PK status of 'Eligible'. Below this is the 'Company PK Data' section, which contains a table with the following structure:

*Provider Code	Description	Lower Age	Upper Age for Man	Upper Age for Woman
1		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PK Data page

Provider Information

PK Status	Select either <i>Calculate</i> , <i>Eligible</i> , or <i>Non Elig</i> to indicate the provider's eligibility to provide pension fund data
Provider Code and Description	Select the code of the provider processing pension fund data. The name of the provider appears in the Description field.
Lower Age, Upper Age for Man, and Upper Age for Woman	Enter the correct ages in these fields. This information is required for both internal and external BVG (pension fund) calculations.

Download File Options

PK Insurance ID from EMPLID	Select this option to populate the PK Insurance ID field on the Pension Fund Data page with the employee's Person ID.
Retro	<p>Select this option to apply changes retroactively. If you select this option, the system reviews data from previous segments. If you do not select this option, the system applies changes, like a salary change, to the current month.</p> <p>If you select this option, the system downloads previous salary changes using the effective date of the salary change. If you do not select this option, the system reports the salary change as of the month of the PK download.</p>
Full Delta	Select this option to extract rows to the download file for all employees. If you do not select this option, the system includes only the delta rows in the downloaded file.

Entering 2006 Tax (LAW) Information

Access the LAW 2006 page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW 2006).

Rates	Provider	LAW Data	PK Data	LAW 2006	LAW Messages	Payslip	Sender Details																																																																		
Company: KW1 Business Institute Switzerland																																																																									
<table border="1"> <thead> <tr> <th colspan="2">Details</th> <th>View All</th> <th>First</th> <th>1 of 1</th> <th>Last</th> </tr> </thead> <tbody> <tr> <td>Effective Date:</td> <td>01/01/2004</td> <td colspan="4"></td> </tr> <tr> <td>UID:</td> <td><input type="text"/></td> <td colspan="4"></td> </tr> <tr> <td>BUR:</td> <td><input type="text"/></td> <td colspan="4"></td> </tr> <tr> <td>Free Transportation F:</td> <td>Follow Accumulator</td> <td colspan="4"></td> </tr> <tr> <td>Canteen G:</td> <td>Follow Accumulator</td> <td colspan="4"></td> </tr> <tr> <td>Expenses 13.1.1:</td> <td>Follow Accumulator</td> <td colspan="4"></td> </tr> <tr> <td>Eff expenses expat 13.1.2:</td> <td>Follow Accumulator</td> <td colspan="4"></td> </tr> <tr> <td>Address Type:</td> <td>HOME</td> <td colspan="4"></td> </tr> <tr> <td>Canton:</td> <td><input type="text"/></td> <td colspan="4"></td> </tr> <tr> <td>Village:</td> <td><input type="text"/></td> <td colspan="4"></td> </tr> </tbody> </table>								Details		View All	First	1 of 1	Last	Effective Date:	01/01/2004					UID:	<input type="text"/>					BUR:	<input type="text"/>					Free Transportation F:	Follow Accumulator					Canteen G:	Follow Accumulator					Expenses 13.1.1:	Follow Accumulator					Eff expenses expat 13.1.2:	Follow Accumulator					Address Type:	HOME					Canton:	<input type="text"/>					Village:	<input type="text"/>				
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Address Type:	HOME																																																																								
Canton:	<input type="text"/>																																																																								
Village:	<input type="text"/>																																																																								

LAW 2006 page

UID The company ID assigned by the statistics office (UnternehmensIdentifikation)

BUR (Betriebs- und Unternehmensregisternummer) The location ID assigned by the statistics office.

Free Transportation F In the tax statement form there is an F check box. This indicates if the person benefits for free transportation. On this page the system displays the default.

Canteen G In the tax statement form there is a G check box. This indicates if the person receives canteen benefits, with a portion paid by the employer, or if the person receives a tax free meal allowance. On this page the system displays the default.

Expenses 13.1.1 The system displays the default, whether that field on tax statement applies or not.

Eff. expenses expat 13.1.2 The system displays the default, whether that field on tax statement applies or not.

Entering Tax (LAW) Message Information

Access the LAW Messages page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, LAW Messages).

LAW Messages page

Note. Use this page to define messages that are valid for specific cantons for the company. During message generation the system applies additional logic to decide whether this is a valid message for the dedicated employee. The system, however, only considers messages and cantons as declared here.

See [Chapter 9, "Setting Up Reports," Setting Up Tax Statements, page 91.](#)

- Message Number and Message Text** Select the message that you want to appear on the tax reports for an individual canton or all cantons. The text of the message appears in the Message Text field.

- Canton** Select a canton. The system prints the message you selected on the tax reports for the particular canton indicated in the field.

- All Cants** Select this check box if you want the system to print the message you selected on the tax reports for the all cantons.

- From Dt (from date)** Select the date from which you want the message to appear.

- Amount 1 and Company** Some messages are reported with a fixed amount (for example, reallocation cost of CHF 2000.00). If the message in question is declared as *generate always*, then the amount from this page is reported. More see as well in chapter 19 Generating and reviewing

 See [Chapter 20, "Generating Payslips and General Payroll Reports," Creating, Viewing, and Updating Online Tax Statements, page 287.](#)

Entering Payslip Information

Access the Payslip page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Payslip).

Rates	Provider	LAW Data	PK Data	LAW 2006	LAW Messages	Payslip	Sender Details
Company:		KW1 Business Institute Switzerland					
Payslip Details							Find View All First 1 of 1 Last
Effective Date:	01/01/2004					+ -	
Payslip Style:	<input type="text" value="GPCH_STYLE_KW1"/>						

Payslip page

PeopleSoft enables you to print payslips for monthly salaries and bonuses. Because the format of payslips varies greatly from one organization to another, we provide one format as an example. We also provide a template that enables you to customize the format to accommodate the payslip style your organization uses. You can also print a message on the payslip to an individual payee or groups of payees.

See [Chapter 3, "Defining Country Data," Assigning and Viewing Print Classes, page 28.](#)

Entering Sender Details

Access the Sender Details page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, Sender Details).

The screenshot shows a web-based form titled "Sender Details". At the top, there are several tabs: "Rates", "Provider", "LAW Data", "PK Data", "LAW 2006", "LAW Messages", "Payslip", and "Sender Details" (which is active). Below the tabs, the "Company:" field is populated with "KW1 Business Institute Switzerland". A "Date" section shows "*Effective Date:" as "01/01/2004". Below this is a "Details per language" section. It includes a "*Language Code:" dropdown menu, a "*Report Name:" text input field with a search icon, a "Sub Report:" dropdown menu currently showing "Not Applicable", and several text input fields for "Description:", "Address Line 1:", "Address Line 2:", "Address Line 3:", "Address Line 4:", "City:", "Postal Code:", "Post Box:", "Telephone:", "Email ID:", and "Signature:". Navigation buttons like "View All", "First", "1 of 1", and "Last" are visible at the top of the "Details per language" section.

Sender Details page

- Language Code** Select the language in which you want the information sent.

- Report Name** Select the report you are sending.

- Sub Report** Select the name of the sub report you are sending. This field is optional.

- Description** Enter a description for the report.

- Address Line 1, Address Line 2, Address Line 3, and Address Line 4** Use these fields to enter address information for the company that is sending the information.

- City, Postal Code, Post Box, Telephone, Email ID, and Signature** Use these fields to enter identifying information for the company that is sending the information.

Viewing and Modifying Social Insurance Data

Access the Maintain Social Ins Data CHE page (Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Maintain Social Ins Data CHE, Maintain Social Ins Data CHE).

Maintain Social Ins Data CHE

Maria Santos EmpID: KWG034

Find | View All First 1 of 1 Last

*Effective Date: 09/01/1998	*End Date: 31/12/2099
*AHV Status: 2 ER	Tot Contrib AHV: 10.1000 %
*ALV Status: 2 ER	Total Cont ALV1: 3.0000 %
<input type="checkbox"/> Apply Yearly Limits	Total Cont ALV2: 1.0000 %
*UV Status: 1 NBU/EE	Tot Contrib NBU: 1.6300 %
*Provider: SUVA	ER Contrib BU: 0.8000 %
Risk Group: A	<input type="button" value="Default Value"/>

SchwUnfallversicherungsanstalt

Maintain Social Ins Data CHE page

End Date	Enter an end date if you want to display data for a restricted period of time.
Total Contr NBU (total contributions NBU)	Displays the total contributions for accident insurance not covered by employer liability (NBU) as a percentage.
ER Contr BU (employer contributions BU)	Displays the employer's contribution for employer liability insurance (BU).
Provider	Select the code for the accident insurance provider. All insurance providers are represented here.
Default Value	Click to use company-wide values. The default values are defined at the company and social insurance setup level.

Managing Additional Insurance

To manage additional insurance, use the Addtl Insurance Provider CHE (GPCH_SI_ADDITIONAL_GBL) component.

This section discusses how to:

- Set up additional insurance providers.

- Enter additional insurance data.
- Enter accident insurance override data.

Note. Some companies may provide employees with additional insurance packages, depending on their position in the company or their salary grade. For example, some employees may be eligible for additional health insurance in addition to the mandatory insurance packages that are available. Global Payroll for Switzerland enables you to create voluntary combinations of insurance packages. These are presented to employees, who choose one from the selections. You can use Global Payroll's functionality as a basis for additional calculations and other features that you add when you install Global Payroll for Switzerland. You create the insurance packages on the Addtl Insurance Provider CHE page, and assign them to an employee on the Additional Insurance Data page.

Pages Used to Manage Additional Insurance

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Addtl Insurance Provider CHE (Additional Insurance Provider CHE)	GPCH_SI_TYPE	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Addtl Insurance Provider CHE, Addtl Insurance Provider CHE	Set up additional insurance packages for an employee.
Additional Insurance Data	GPCH_SI_VARIANT	Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Add Other Insurances Data CHE, Additional Insurance Data	Enter additional insurance data for an employee.
Accident Insurance Override	GPCH_UV_DATA	Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Add Other Insurances Data CHE, Accident Insurance Override	Assign accident insurance providers for employees with multiple contracts.

Setting Up Additional Insurance Providers

Access the Addtl Insurance Provider CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Addtl Insurance Provider CHE, Addtl Insurance Provider CHE).

Addtl Insurance Provider CHE

Muster AG Provider Type: 4 UVGZ-LAAC

Details View All First 1 of 1 Last

*Effective Date: 01/01/2004 *Status: Active Provider Code: #BACK Backwork-Versicherungen

Insurance Type and Premium Rates View All First 1 of 2 Last

*Insurance Type ID: U00 Currency Code: CHF

*Insurance Alternative ID: Group 1

Total Premium Rate Male: 0.2010 Total Premium/Person Male: 0.00 Employee: 5041

Total Premium Rate Female: 0.2010 Total Premium/Person Female: 0.00 Employer: CH_ER_43201

Salary Lower Limit: 0.00 Salary Higher Level: 1068000.00 BU:

Premium Details Customize View All First 1 of 18 Last

*Grade	Description	Premium Empl Male %	Premium Empl Female %	Empl Premium/Person % Male	Empl Premium/Person % Female	*Proposition	Minimum Premium	Calculate
11	SFCA-11	100.0000	100.0000			Mandatory		<input type="checkbox"/>

Addtl Insurance Provider CHE page

Insurance Type and Premium Rates

Insurance Type ID Select the type of insurance employees may require, such as health or accident insurance.

Insurance Alternative ID Select an alternative ID. Additional insurance entitlement may depend on varying conditions. For example, some types of mandatory insurance might apply only until the end of the 90th day. From the 91st day, additional insurance might be required.

Total Premium Rate Male, Total Premium/Person Male, Total Premium Rate Female, and Total Premium/Person Female Enter these values as specified by the insurance provider.

Salary Lower Limit and Salary Higher Level Enter the limits to entitlement for this type of insurance.

Employee and Employer Enter the earning or deduction code for each.

BU (*Berufsunfall*) Optional field for *Berufsunfall* (work-related accident), not currently supported.

Premium Details

Premium EE Male %, Premium EE Female %, EE Premium/Person % Male, and EE Premium/Person % Female Enter these values as specified by the insurance provider.

Proposition Select how the insurance should be generated. Valid values are *Automatically* and *Mandatory*.

Minimum Premium Enter the value specified by the insurance provider.

Calculate Select to have Global Payroll for Switzerland process the insurance. If the insurance information is for information only, deselect the check box.

Entering Additional Insurance Data

Access the Additional Insurance Data page (Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Add Other Insurances Data CHE, Additional Insurance Data).

Ernst Schüpbach EMP ID: GWS030 Empl Record: 0

Insurance Details View All First 1 of 1 Last

Sex: Male First Hire Date: 02/20/2006

Salary Grade: 245 Annual Rate: CHF

*Effective Date: 02/20/2006 Health Provider: HELSANA

*Insurance Type ID	Translate Long Name	*Insurance Alternative ID	Translate Long Name	*Provider Type	Role Name	*Status	Amount	Currency
1 K00	Health Insurance 00	00		3	KTG-AMC	Active		CHF
2 U00	Add. Accident Insurance 00	00		4	UVGZ-LAAC	Active		CHF

Additional Insurance Data page

Annual Rate Displays the annual rate that applies to an employee.

Provider Type Select the provider type. Valid values are *FZ_UVG*, *KTGV*, *KV*, and *UV*.

Entering Accident Insurance Override Data

Access the Accident Insurance Override page (Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Add Other Insurances Data CHE, Accident Insurance Override).

Additional Insurance Data		Accident Insurance Override	
Ernst Schüpbach		EmplID: GWS030	Empl Record: 0
Social Insurance Data Find View All First 1 of 1 Last			
*Effective Date:	01/01/2009	*End Date:	12/31/2009
*Provider:	#SUVA		
*Accident Insurance Status:	0 None		
*Risk Group	A	Empl Cntb NBU:	1.4600 %
		Tot Contrib NBU:	1.4600 %
		ER Contrib BU:	0.6090 %

Accident Insurance Override page

Note. In cases where employees have multiple contracts, you may want to assign various accident insurance providers per contract (for example SUVA and HELSANA). In a normal situation you would assign the legal attributes of the insurer (source tax code, children, social insurance, and garnishments) on the legal level. In this situation, however, you would assign accident insurance on the job level (employee record).

If you assign various accident insurance providers for an employee with multiple contracts at the company level, payee level, and payee override level (accident insurance), the providers at the payee override level are considered the highest override level for SI data calculation. The system considers the payee level the next highest level for overriding SI data. The company level is considered the lowest. This system of overriding insurance data supports organizations that have employees with multiple employment contracts and insurance providers.

- | | |
|----------------------------------|--|
| Provider | Select the provider that is overriding the employee's accident insurance |
| Accident Insurance Status | Select one of the these values to indicate the status of the accident insurance: <ul style="list-style-type: none"> • <i>0 None:</i> No override. • <i>1 NBU/EE:</i> Employee's insurance overrides non work-related accident/injury insurance. • <i>2 NBU/ER:</i> Employer's insurance overrides non work-related accident/injury insurance. • <i>3 BU Only:</i> Employer's insurance overrides work-related accident/injury insurance. |
| Risk Group | Select the classification for your company. Insurance providers and employers decide which employees belong to which group. Possible entries are A, B, and Z. |

- EE Contr NBU** (employee contribution non work-related accident/injury insurance) Displays the employee's contribution as a percentage of the contribution towards non work-related accident/injury insurance
- Total Contr NBU** (total contribution non work-related accident/injury insurance) Displays the total contribution as a percentage of the contribution towards non work-related accident/injury insurance
- ER Contr BU** (employer contribution work-related accident/injury insurance) Displays the employer's contribution as a percentage of the contribution towards work-related accident/injury insurance

Reporting on Social Insurance

This section discusses how to:

- Run the Element Contribution (GPCHAL07) report.
- Run the Company SI Contribution (GPCHSI06) report.
- Run the Payroll Register (GPCHTX04) report.
- Define required information for the Payroll Register (GPCHTX04) report
- Run the Pay Balance Employee/Company (GPCHTX06) report
- Run the Personal Statement (GPCHSI03) report.

The Element Contribution report defines all contributions and deductions, and the SI Company Setup report lists all employee contributions for AHV, ALV, ALVZ, and UV and other company setting.

Pages Used to Report on Social Insurance

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Element Contribution List CHE	GPCH_RC_AL07	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Element Contribution List CHE, Element Contribution List CHE	Create a report that documents the calculation process by defining all contributions and deductions. A plus sign (+) in the report indicates that the amount is added. A minus sign (-) indicates that the amount is deducted. When there is no symbol, the value is not included in the calculation.

Page Name	Definition Name	Navigation	Usage
Company SI Contrib Rpt CHE (Company SI Contributions Report CHE)	GPCH_RC_SI06	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contrib Rpt CHE, Company SI Contrib Rpt CHE	Lists the company ID and all it's payroll relevant attributes.
Payr. Reg. Options (payroll register options)	GPCH_RC_TX04_1	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register CHE, Payr. Reg. Options	Monitors the associated accumulators and displays the payroll register.
Payr.R. Elem. View (payroll register element view)	GPCH_RC_TX04_2	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register CHE, Payr.R. Elem. View	View payroll register elements.
Pay Balance CHE	GPCH_RC_TX03	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Balance CHE, Pay Balance CHE	Lists the employee ID, date of birth, hire and termination dates, and AHV number for each employee.
Personal Statement CHE	GPCH_RC_SI03	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Personal Statement CHE, Personal Statement	Lists the employee ID and all it's payroll relevant attributes

Running the Element Contribution (GPCHAL07) Report

Access the Element Contribution List CHE page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Element Contribution List CHE, Element Contribution List CHE).

Element Contribution List CHE

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

Language:

Report Parameters

Pay Entity:

From Date: To Date:

Print Detail Report

Print Class:

Only Elements in Print Class Non Elements in Print Class

Pay Entity		Print Class	
1	<input type="text"/>	1	<input type="text"/>

Language	
1	<input type="text"/>

Assignment per column					
	*Element Name	Description	Override	Descr Short	Sequence
1	<input type="text" value="CH_AH_02"/> <input type="button" value="m"/>	AHV-Base	<input checked="" type="checkbox"/>	AHVIALV	<input type="text" value="2"/> <input type="button" value="+"/> <input type="button" value="-"/>
2	<input type="text" value="CH_TX_02"/> <input type="button" value="m"/>	Source Tax-Base	<input checked="" type="checkbox"/>	S-TAX	<input type="text" value="6"/> <input type="button" value="+"/> <input type="button" value="-"/>

Assignment per line				
	*Category	Description	Override	Description Short
1	<input type="text"/> <input type="button" value="m"/>		<input type="checkbox"/>	

Element Contribution List CHE page (Detail Mode)

You can run the report in 2 modes:

- Overview

Based on the print class and accumulators that you select on the run control page, the Overview mode displays a list of elements vertically and the list of accumulators horizontally.

- Detail

If running in Detail mode, the system displays one page for each earning and deduction that was selected. The report provides information about the fixed set of accumulators (CH_AH_02, ~UV_02, ~BV_02, ~TX_02, ~NE_02, ~00_80, ~00_50, ~00_52, ~00_54, ~NE_02) 1), accumulators that were specified on the run control page, and accumulators identified by the entries in the Category field (LAW or LA6 / BS for release 8.9 and up)

From Date and To Date Lists all contribution changes between the dates specified.

Print Detail Report Select this check if you want to enter specific pay entity, print class and language information. If you select this check box, the system displays the Pay Entity, Details and Language group boxes to the right.

Print Class	Select a print class. The PeopleSoft system delivers two standard print classes, but you can create your own. The print class determines the set of selected contributing elements.
Only Elements in Print Class	Select to report only elements specified in the selected print class.
Non Elements in Print Class	Select to report on all existing elements.

Assignment per column

Element Name	Select accumulators whose contributing components should be reported. The element name determines the set of elements contributed to and is mandatory.
Override	Select to optionally override the description of the selected element. You can display up to ten columns in your report and can configure the level of detail that you want to display.
Sequence	Enter a mandatory sequence number for the selected element's column. If you want to have the AHV/ALV contributions as the second column in your report, for example, enter sequence number2.

Assignment per line

Category	Select the categories that you want the system to display on the report.
Override	Select to optionally override the description of the selected category.
Sequence	Enter a mandatory sequence number for the selected category. If you want to have the LAW category as the second line in your report, for example, enter sequence number2.

Running the Company SI Contribution (GPCHSI06) Report

Access the Company SI Contrib Rpt CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contrib Rpt CHE, Company SI Contrib Rpt CHE)

Company SI Contrib Rpt CHE

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

Language: ▼

Report Parameters

From Date:

To Date:

Company: Business Institute Switzerland

Company SI Contrib Rpt CHE page

From Date and To Date Enter the dates for which you want to run the report.

Note. If there is any change between the From Date and To Date, the report creates a version for each period of data.

Company Select the company for which you want to view payroll relevant attributes.

Running the Payroll Register (GPCHTX04) Report

Access the Payr. Reg. Options (payroll register options) page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register CHE, Payr. Reg. Options).

Payr. Reg. Options (payroll registration options) page

The run control for the payroll register is a two-page component, consisting of the Report Options page and the Pay Element View page. In addition to gross pay, the columns of the report might provide information about base amounts (calculation bases) for UV pay, UV base, AHV gross, AHV base, amount not subject to AHV, ALV pay and ALVZ pay, as well as the resulting payment. You define the required information on the Payroll Register Element View page.

Pay Year	Enter the reporting year.
Pay Entity	Select the pay entity that you want the system to use to run the report.
Pay Group	Select the pay group that you want the system to use to run the report.
Set ID	Select a set ID only if you want to select a department or location.
Department	Select the department that you want the system to use to run the report.
Location Code	Select the location that you want the system to use to run the report.

Defining Required Information for the Payroll Register (GPCHTX04) Report

Access the Payr. R. Elem. View (payroll register elements view) page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register CHE, Payr. R. Elem. View).

*Element Name	Description	Override Indicator	Element Heading	Sequence
1 CH_AH_02_YTD	AHV-Base YTD	<input checked="" type="checkbox"/>	AHV-BASE	3
2 CH_AH_04_YTD	AHV-Exempted YTD	<input checked="" type="checkbox"/>	AHV-EXEMPT	7
3 CH_UV_02_YTD	UV-Base YTD	<input checked="" type="checkbox"/>	UV-BASE	2
4 CH_AH_D11_YTDB	AHV-Wage YTD	<input checked="" type="checkbox"/>	AHV-WAGE	4
5 CH_AL_D11_YTDB	ALV-Wage YTD	<input checked="" type="checkbox"/>	ALV-WAGE	5
6 CH_AH_50_YTD	AHV not contributing YTD	<input checked="" type="checkbox"/>	NON AHV	8
7 CH_00_50_YTD	Gross YTD	<input checked="" type="checkbox"/>	GROSS	1

Payr. R. Elem. View (payroll register elements view) page

- Element Name** Select the year-to-date accumulator to report.
- Override Indicator** Select to override the description of the selected element. You can display up to ten columns in your report.
- Element Heading** Enter a new heading name (a new description of the element) if you select the Override Indicator for an element.
- Sequence** Enter a sequence number for the selected element's column. If you want to have the AHV/ALV contributions as the second column in your report, for example, enter sequence number 2.

Running the Pay Balance Employee/Company (GPCTX06) Report

Access the Pay Balance CHE page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Balance CHE, Pay Balance CHE).

Pay Balance CHE

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

Language: English

Report Parameters

Print Yearly Report Print Pay Entity Report Print Detail Report

Pay Year: 2008

Print Class: GPCHDM2 Print Options: [v]

Pay Entity: KW1 GP CE Switzerland

Pay Group: []

Set ID: CHE01 Department: []

Location Code: []

Sort Criteria

[v] [v] [v]

Email Information Customize | Find | View
All | [] | [] First 1 of 1 Last

Empl ID		
1	[]	[+ -]

Company Details Customize | Find | View
All | [] | [] First 1 of 1 Last

Company		
1	[]	[+ -]

Pay Balance CHE page (Print Yearly Report Selected)

This report:

- Summarizes employee contributions, which are grouped and sorted according to the specified calendar month.
- Summarizes employee data for the employer on the final page.
- Can be printed in two versions, one that shows all retro pay in detail and one that shows only accumulated amounts, including retro.

Print Yearly Report If you select this check box, the system displays the Pay Year field. Use this to create the report for the selected year. If you deselect this check box, the system displays the From Date and To Date fields. Use these fields to run reports for a quarter or fiscal year if the dates are different from the calendar year. The from date and to date can span a maximum of 12 months, but it can also report across years (for example, from 06/01/2008 to 05/31/2009).

Print Pay Entity Report Select to print only those pages that display the annual and monthly totals for a pay entity, and not all of the retro pay data for all employees that the report lists.

Print Detail Report Select to print a detailed presentation of the retro results.

Print Class

Select the print class you require. The PeopleSoft system delivers two standard print classes, although you can create your own.

Print classes for this report must not assign more than one component per selected element. Otherwise the report will have duplicates and fail. To show amounts and units of an earning, do the following on the Print Classes page: Enter the earning and select the Print Sum Amounts check box for that earning and then enter the Auto Assign element (xx_unit) and select the Print Units check box.

Running the Personal Statement (GPCHSI03) Report

Access the Personal Statement CHE page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Personal Statement CHE, Personal Statement CHE).

Personal Statement CHE

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

Language: English

Report Parameters

Original Month Most Recent Month As Of Month

Current Pay End Date: 12/31/2008

Print Class: GPCHDM2

Pay Entity: KW1 GP CE Swit

Sort Criteria

Deptid Name

Email Information

Empl ID
1

Company Details

Company
1

Personal Statement CHE page

Language

The Personal Statement supports the these languages: English, French, German and Italian. If no language is selected, the statement is printed in the language of the employee. For languages that are not supported, the system uses the base language.

Report Parameters

Original Month, Most Recent Month, and As Of Month

Select one of these radio buttons to indicate the month you want the system to use to run the report. If you select As of Month, the system displays a second date field that you can use to indicate the required calculation month.

The system displays data as of the selected generation period. The personal attributes get saved for each payroll run in case there were changes in the past. By selecting one of these options, you can track the history of data changes.

For example: The date is October 2008 and you want to see data from June. There was a retro calculation in July and September for the person you selected. Their work location in June was BE originally. In July it was changed to ZH in retro with a June date. In October it was changed again in retro mode to TG. If you select June as the original month, you will see BE. If you select the most recent month, you will see TG. If you select July, August, or September as the As of Month you will see ZH.

Current Pay End Date

Period for the which data get retrieved

Print Class

Selects the earnings and deductions that display under insurance payments and base salary.

Chapter 12

Managing Source Tax

This chapter provides an overview of source tax and discusses how to:

- Generate Source Tax reports.
- View and maintain source tax data.

Understanding Source Tax

Switzerland is a confederation of 26 cantons with approximately 3,000 municipalities. Accordingly, it has an extremely complex taxation system, with taxes imposed at federal, cantonal, and communal levels. Tax rates can vary from one canton to another.

Source tax applies to specific categories of foreign employees. It is calculated according to the canton in which a worker is employed, and employers take source tax deductions directly from the earnings of these foreign nationals residing in Switzerland. Employers must withhold the tax due and pay this source tax to the cantonal tax administration. Source tax, levied at the source, pays off federal, cantonal, and communal tax liabilities.

Calculating Source Tax

Data inputs for the source tax calculation are generally the same for all Swiss cantons. The employee's work location is read from the job records, and other source tax information is read from the employee Tax Data page along with stored tax rates for each canton, which together provide the raw data to be used in the calculation.

Not all cantons use the same mode for the regular calculation method to arrive at the source tax. For example, the regular calculation mode in cantons GE, FR, TI, and VD differs from the mode that applies in the 22 other cantons. In addition, the different selections on the employee Tax Data page determine what method applies to different employees (all methods are applicable to all cantons).

Note. The different calculation modes for the regular method are described in greater detail later in this chapter.

Note. There is special tax treatment for French Cross-Border workers in the following eight cantons: BE, BL, BS, JU, NE, SO, VD, and VS. Working in one of these 8 cantons, having a home address country equal to *France*, and having no assignment for source tax qualifies employees for this type of taxation. Cross-border employees are reported with their taxable gross on the Cross-Border Report for France. The employer then provides the list of employees to the tax administration which reports the gross to the location of residence. Thus the employees have their Swiss earnings taxed in France.

Calculation Methods

This section discusses:

- Primary tax calculation methods.
- Exceptions to the regular method.

Primary Calculation Methods (determined by selection on employee's Tax Data page)

There are four primary methods used to calculate an employee's monthly source tax deduction, which are managed on the Tax Data page. These methods are summarized as follows:

Method Name	Description
Regular	A rate is selected from the tax table of the employee's tariff based on the applicable calculation mode. The system uses this rate to calculate the tax based on the employee's actual earnings.
Fixed Percentage	A rate is entered in the employee's Tax Data page. The system uses this rate to calculate the tax based on the employee's actual earnings.
Fixed Deduction	An amount is entered in the employee's Tax Data page. This amount is withheld monthly as the source tax deduction.
Fixed Base	An amount is entered in the employee's Tax Data page. Depending on the tax tariff, this amount determines the source tax rate. The system uses this rate to calculate the tax based on the employee's actual earnings.

Calculation Modes for Regular and Fixed Base Methods (determined by assigned canton)

Within the regular source tax calculation method there are exceptions for cantons GE, FR, TI, and VD. Instead of calculating the tax on a monthly earning base, these cantons calculate source tax as explained in the following table:

Canton	Mode
GE	An annual adjustment is made in the December payroll for employees who meet the following conditions: full-time (FTE = 100%) for the entire year, employed in GE the entire year, with the same tariff for the full year. For other employees the tax is calculated using the monthly mode as is done in the 22 other cantons.
FR	Each month the rate is calculated on the estimated yearly income, which is equal to: (actual regular earnings / actual months * 12) + actual bonus payments. Depending on the tax tariff, this amount determines the source tax rate. With this rate the tax is calculated using the employee's actual earnings (see CH_TX_07_YTD) within the tariff(s). Then the amount of tax paid is subtracted and the remaining amount is the source tax for the month.

Canton	Mode
TI	<p>Each month the rate is calculated on the monthly salary. In case of the following events, a tax adjustment is made: December payroll or termination, or departure from the TI canton.</p> <p>For the TI canton, the rate is calculated on the estimated yearly income, which is equal to: (actual regular earnings / actual months * 12) + actual bonus payments. Depending on the tax tariff, this amount determines the source tax rate. With this rate the tax is calculated using the employee's prorata actual annual earnings within the tariff(s) (by days within the tariff—see CH_TX_08_YTD). Then the amount of tax paid is subtracted and the remaining amount is the source tax adjustment.</p>
VD	<p>Each month the rate is calculated on the estimated yearly income, which is equal to: (actual regular earnings / actual months * 12) + actual bonus payments. Depending on the tax tariff, this amount determines the source tax rate. With this rate the tax is calculated using the employee's actual earnings (see CH_TX_07_YTD) within the tariff(s). Then the amount of tax paid is subtracted and the remaining amount is the source tax for the month.</p> <p>Besides the regular tariffs, in Canton Vaud there is a special source tax tariff for artists. You may have employees that should be taxed by this special tariff. After you implement the changes regarding the source tax tariff for artists, assign earnings specific to artists (standard earning 1012). Then check to see if the tax is calculating correctly and being reported on the Earnings and Deductions page (select Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Results by Calendar, Earnings and Deductions).</p> <ul style="list-style-type: none"> • Earnings = 1012 (Premium Artists and Sportsmen). • Deduction = CH_TX_D10 (Artists and Sportsmen). <p>Tax deductions:</p> <ul style="list-style-type: none"> • 10% for daily profits until 200 CHF. • 15% for daily profits until 1000 CHF. • 20% for daily profits until 3000 CHF. • 25% for daily profits higher than 3001 CHF. <p>Users can view and print the official forms by clicking the View button from the Source Tax Month run control page (the system calls XMLP when you click the View button).</p>

Overview on Generating a Source Tax Interface File for the Vaud and Geneva Cantons

In addition to supporting the generation of PDF files to report source tax calculations, Global Payroll for Switzerland also supports the generation of an interface file for the Vaud canton and the canton of Geneva. This functionality has been added to the Dashboard (Prepare Files) page. It also results in the generation of an XML file that can be validated, saved and viewed using the Dashboard architecture (see SwissDec Webservice Call – Page Process files). In addition, the canton provides secured internet access for enrolled customers where they can upload the generated file.

See [Chapter 19, "Processing Swissdec by Dashboard," page 259](#).

Use these steps to generate the source tax interface files:

Step	Action	Navigation path
1	Create a new provider for source tax KSTVQ-SCCS (one for GE and one for VD).	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Providers CHE
2	Add the new provider you created in step 1 to a company.	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Company SI Contributions CHE
3	Create a new domain for the source tax.	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, ELM Domain Setup CHE
4	Assign the source tax to employees.	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Source Tax Data CHE
5	Run the payroll for the company.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Calculate Absence and Payroll

File for the Vaud Canton (Passerelle Employeurs ACI)

This feature allows you to run the Source Tax report in either a yearly, monthly or quarterly mode.

Complete this step to generate the source tax interface files for the Vaud canton:

Step	Action	Navigation path
6	At the bottom of the Dashboard page (Prepare Files) make sure the values <i>Monthly</i> , <i>Quarterly</i> and <i>Yearly</i> appear in the drop-down menu list for the Report Period field. In the Report Sub Selection select Provider KSTVQ-SCCS and your VD provider (as of step 1) .	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Prepare Files

File for the Geneva Canton (Isel)

This feature allows you to run the Source Tax report in yearly mode.

Complete this step to generate the source tax interface files for the Geneva canton:

Step	Action	Navigation path
6	In the Report Sub Selection select Provider KSTVQ-SCCS and your GE provider (as of step 1)	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Prepare Files

After completing step 6, use these steps to continue:

Step	Action	Navigation path
7	Click Run. Then check the Process Monitor to make sure the process runs to success.	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Prepare Files
8	Validate the created file.	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Process Files
9	Review validation results.	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Review Files
10	Save file to a directory of your choice.	Global Payroll & Absence Mgmt, Year End Processing, Year End Process CHE, Process Files
11	Upload file to the source tax administration . The URL is provided by the cantonal tax administration.	

Calculation Elements

The following tables contain the delivered elements used for source tax calculations:

Customer Maintained Accumulators	Description
CH_TX_02	Source Tax Base. Captures all taxable earnings, as well as ones that need to go into CH_TX_03 or CH_TX_04.
CH_TX_03	Includes earnings considered to be <i>regular</i> for annual estimation, but not prorated in case of mid month hire or termination.
CH_TX_04	Includes earnings considered to be bonus payments for annual estimation.
CH_TX_05TI	Lump Expenses TI. Up to an annual limit of 12, 000, only half of the payment is taxed.
CH_TX_12	<p>Earnings in this accumulator contribute to the lookup amount that determines the rate.</p> <p>The following 2 scenarios can be addressed using this accumulator:</p> <ul style="list-style-type: none"> • Earning adds to CH_TX_02 and subtracts from CH_TX_12 (earning is taxed, but is not taken into account to determine the tax rate). • Earning adds only to CH_TX_12 (earning is not taxed, but is taken into account to determine the tax rate). <p>Functional requirement for other possible combinations are not known.</p>

System Maintained Accumulators	Description
CH_TX_07_YTD	Taxable Gross in Tariff YTD. Used in calculation mode for VD and FR to split the actual yearly salary in case of tariff changes.
CH_TX_08_YTD	Taxable Days in Tariff YTD. Used in calculation mode for TI to split the actual yearly salary in case of tariff changes.
CH_TX_10	Source tax per month. Sum of all different source tax deductions (see Source Tax Deductions).

Source Tax Deductions	Description
CH_TX_D10	Premium artists and sportsmen. Source tax artists and sportsmen.
CH_TX_D12	Regular or fixed base method: Source tax contribution (except VD and FR).
CH_TX_D31	Regular or fixed base method: Source tax contribution VD and FR.
CH_TX_D51	Regular method: Yearly adjustment GE and TI.
CH_TX_M00	Manual entry of deduction via positive input (manual corrections) all cantons.
CH_TX_M01	Fixed percent method: Source tax contribution all cantons.
CH_TX_M02	Fixed amount method: Source tax contribution all cantons.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Generating Source Tax Reports

This section discusses how to:

- Run the Source Tax Year report.

- Run the Source Tax Month report.

Pages Used to Run Source Tax Data Reports

Page Name	Definition Name	Navigation	Usage
Source Tax Year Report CHE	GPCH_RC_TX01	Global Payroll & Absence Mgmt, Taxes, Source Tax Year Report CHE, Source Tax Year Report CHE	Run the Source Tax Year report (GPCHTX01), which displays net salary as well as employee source tax contributions. For the cantons of Geneva and Waadt, the report prints on an official form and is normally required once a year.
Source Tax Month Report CHE	GPCH_RC_TX02	Global Payroll & Absence Mgmt, Taxes, Source Tax Month Report CHE, Source Tax Month Report CHE	Run the Source Tax Month report.

Running the Source Tax Year Report

Access the Source Tax Year Report CHE page (Global Payroll & Absence Mgmt, Taxes, Source Tax Year Report CHE, Source Tax Year Report CHE).

Source Tax Year Report CHE

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

Language: Customize | Find | View

Report Parameters

Cross Border France Print Village Total

Pay Year:

Pay Entity: GP CE Swit

Country:

Canton:

Issued Date: Formalix Output Path:

Email Information All | | | First

1 of 1 Last

EmplID	+ -
1 <input type="text" value=""/> <input type="button" value="Search"/>	+ -

Source Tax Year Report CHE page

- Cross Border France** Select to include French border workers in the report.

- Print Village Total** Select this check box if you want to print totals for the tax administration refund and the consolidated tax debt for each village; otherwise that total will only show per canton. This is required for cantons where you send the tax report directly to the village rather than to the canton office.

- Canton** Select a canton to run the report for that canton only. If there is a required report for that canton, it will also be created. For example, if you choose the canton of Geneva, the system creates the Attestation Quittance report in French. And if you choose the canton of Tessin, the system creates the Attestato-Ricevuta report in Italian.

If you do not select a canton, the report is printed for all cantons along with the required reports.

- Issued Date** Date that shows as issue date on the statements per person (FR, TI) and the XML (GE, VD).

- Formalix Output Path** Not supported as of 2009.

Running the Source Tax Month Report

Access the Source Tax Month Report CHE page (Global Payroll & Absence Mgmt, Taxes, Source Tax Month Report CHE, Source Tax Month Report CHE).

Source Tax Month Report CHE

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

Language: ▼

Report Parameters

Quarterly Report Print Village Total Print Earlier Xml

Quarter: ▼ Pay Year:

Pay Entity: 🔍 GP CE Swit

Country: 🔍 Domain ID: 🔍

Canton: 🔍

Employee Selection Customize | Find | View

All | | First 1 of 1 Last

EmpID		
1	<input type="text"/>	<input type="button" value="+"/> <input type="button" value="-"/>

Source Tax Month Report CHE page: Quarterly Report check box selected

Source Tax Month Report CHE

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

Language: English

Report Parameters

Quarterly Report Print Village Total Print Earlier Xml

Current Pay End Date: 01/06/2009

Pay Entity: KW1 GP CE Swit

Country: CHE Domain ID:

Canton:

Employee Selection

EmpID		
1	<input type="text"/>	<input type="button" value="+"/> <input type="button" value="-"/>

Source Tax Month Report CHE page: Quarterly Report check box deselected

Quarterly Report, Quarter and Current Pay End Period

If you select the Quarterly Report check box, the system displays the Quarter field. You can then select the quarter for which you want to include data on the report.

If you want to run monthly source tax reporting, do not select the Quarterly Report check box. The system displays the Current Pay End Period field. The system then requires that you enter a current pay end date.

Note. If you don't select a canton, the system creates a monthly report for all cantons, which have the FAK Month check box selected on the Canton (FAK/Source Tax) page. To access this page, select Setup HRMS, Product Related, Global Payroll & Absence Management, Taxes, FAK/Source Tax (Company) CHE.

If you select a canton, the system generates a monthly report regardless of the settings on the Canton (FAK/Source Tax) page.

Print Village Total

Select this check box if you want to print totals for the tax administration refund and the consolidated tax debt for each village; otherwise that total will only show per canton. This is required for cantons where you send the tax report directly to the village rather than to the canton office

Print Earlier Xml

Select this check box to launch an XMLP report for a special source tax type. Currently, this feature is only used with Source Tax for artists.

Canton

Select a canton to run the report for that canton only. The system creates Canton-specific appendixes for yearly tax reporting only.

Domain ID

Select a domain ID when you are launching an XMLP report for a special source tax type. This ID is needed to merge the domain setup into XMLP. Currently, this feature is only used with Source Tax for artists.

View Click this button to view and print the official report for the quarter after you run the process. This will show the most recent XML, means in case of manual override the values of the override. Currently, this feature is only used with Source Tax for artists.

Viewing and Maintaining Source Tax Data

To view and maintain source tax data, use the FAK/SourceTax(Company) CHE (GPCH_TX_FAK_STAX) component.

This section discusses how to:

- View source tax details.
- Load source tax rates.
- Enter source tax data.
- View source tax commission percentages.

There are four steps to viewing and maintaining source tax data in Global Payroll for Switzerland, but only the third step is required.

1. View PeopleSoft-delivered municipality code information for each canton.
2. View PeopleSoft-delivered source tax data for each canton, to determine source tax rates that apply to foreign nationals in the individual Swiss canton.
3. Enter source tax data for foreign residents in Switzerland.
4. View PeopleSoft-delivered source tax percentage data, including withholding commission percentages.

Pages Used to View and Maintain Source Tax Data

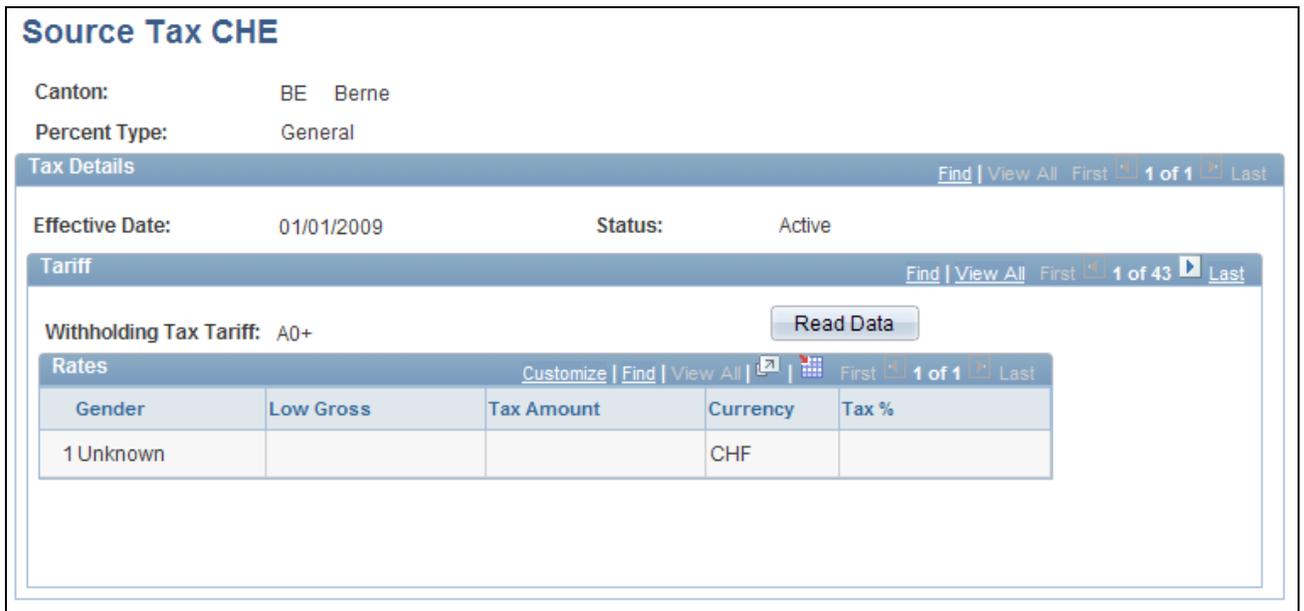
<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Municipality Codes CHE	GPCH_TX_VILLAGE	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Municipality Codes CHE, Municipality Codes CHE	View and update municipality codes and their descriptions for a selected canton. PeopleSoft maintains and delivers the Municipality Code table, but you can modify the data yourself if necessary.
Load Source Tax Rates CHE	GPCH_LOAD_TAXES	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Load Source Tax Rates CHE, Load Source Tax Rates CHE	Insert data into the Source Tax Rates table.

Page Name	Definition Name	Navigation	Usage
Source Tax CHE	GPCH_TX_SETUP	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Source Tax CHE, Source Tax CHE	View source tax details such as source tax tariffs and basis, amounts and percentages. PeopleSoft delivers and maintains the Source Tax table, but you can modify the data yourself if necessary.
Tax Data	GPCH_TX_DATA	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Source Tax Data CHE, Tax Data	Enter source tax data for a foreign employee.
FAK/SourceTax(System) CHE	GPCH_TX_FAK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/SourceTax(System) CHE, FAK/SourceTax(System) CHE	View source tax details such as source tax tariffs and basis, amounts, and percentages.
FAK/SourceTax(Company) CHE	GPCH_TX_FAK_STAX	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/Source Tax (Company) CHE, FAK/SourceTax(Company) CHE	View and edit source tax settings such as source tax language and source tax report frequency. See Chapter 5, "Setting Up FAKs," Entering FAK Data, page 49.

Viewing Source Tax Details

Access the Source Tax CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Source Tax CHE, Source Tax CHE).

Warning! The PeopleSoft system delivers and maintains the data on the Municipality Code and Source Tax pages. Although you can modify this data if necessary, you should carefully consider the impact of these changes.



Source Tax CHE page

Tariff

Withholding Tax Tariff Displays the Withholding Tax Tariff code.

Read Data Click to display details about the rates for source tax.

Rates

Gender If the system displays *Unknown*, the canton that you selected makes no distinction based on gender with regard to source tax tables. If a tariff is based on gender, select *Male* or *Female* accordingly.

Low Gross Displays the lower limit for the tax increment.

Tax Amount Displays the amount of source tax that is deducted.

Tax % (tax percentage) Displays the percentage of source tax deducted.

Loading Source Tax Rates

Access the Load Source Tax Rates CHE page (Setup HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, Load Source Tax Rates CHE).

Load Source Tax Rates CHE

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

Parameters

Year: Insert into Source Tax Rates Table.

Filename

Prefix: + Canton File extension:

Directory:

Canton Selection [Customize](#) | [Find](#) | [View All](#) | | [First](#) | 1-10 of 26 | [Last](#)

#	Select	Canton	Description	Filename	Nbr Rows
1	<input type="checkbox"/>	AG	Argovia	<input type="text"/>	
2	<input type="checkbox"/>	AI	Appenzell Inner-Rhodes	<input type="text"/>	
3	<input type="checkbox"/>	AR	Appenzell Outer-Rhodes	<input type="text"/>	
4	<input type="checkbox"/>	BE	Berne	<input type="text"/>	
5	<input type="checkbox"/>	BL	Basle-Country	<input type="text"/>	
6	<input type="checkbox"/>	BS	Basle-Town	<input type="text"/>	
7	<input type="checkbox"/>	FR	Fribourg	<input type="text"/>	
8	<input type="checkbox"/>	GE	Geneva	<input type="text"/>	
9	<input type="checkbox"/>	GL	Glarus	<input type="text"/>	
10	<input type="checkbox"/>	GR	Grisons	<input type="text"/>	

Load Source Tax Rates CHE page

Source tax rates are maintained by Oracle. However, you can load these rates directly into your application. As the cantons sometimes publish the new rates later than you might want them, you can use this feature to retrieve the rates in time for your current payroll.

To manage the upload you need to download the files from the internet and unzip them into a directory where the application has access to the files (usually a directory on the same machine as the application server).

See <http://www.estv.admin.ch/d/dbst/dienstleistungen/quellen.htm>.

Note. For Geneva the file needs to be renamed from *IS_20xx_ascii.txt* to *TARxxGE.TXT*. The files for other cantons exist already with the expected name.

Year Enter the year for which you need to upload the rates

Refresh Nbr Rows for this year	Click to display the number of rows that already exist in the database under the Nbr Rows column in the grid.
Insert into Source Tax Rates Table	Select if you want to update the final data; otherwise the process will only populate temp tables to allow a test run.
Prefix	This is always <i>TARxx</i> , where <i>xx</i> is the current year.
File extension	Always enter <i>TXT</i> as the file extension.
Directory	The directory from where you load the data.
Replace filename?	Click to populate filename entries in the Filename column in the grid.
Select	Select the cantons that you need to upload.
Canton	Displays a list of all 26 cantons with 2 character abbreviations.
Description	Displays the names of the 26 cantons.
Filename	The entries in this column are automatically created based on your previous entries.
Nbr of Rows	Displays the number of existing rows, if you clicked the Refresh Nbr Rows for this year button.

Entering Source Tax Data

Access the Tax Data page (Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Source Tax Data CHE, Tax Data).

Tax Data		General Comments	
Maximillian Berger		EMP	ID: GW6008
Source Tax Data Find View All First 1 of 1 Last			
*Effective Date:	03/01/2009	Delete	
Canton of Residence:	Lucerne		
<input type="checkbox"/> Override	Canton:	LU	Lucerne
*Municipality Code:	1061	Luzern	
Withholding Tax Tariff:	A0+	DefaultA0+; A0d;	
<input type="checkbox"/> Exempt from Source Tax	<input type="checkbox"/> Spouse works in Switzerland	Gender Override: M	
Override Percent (%):	0.0000		
Override Tax Amount:	0.0000	Estimated Yearly Income: <input type="text"/>	

Tax Data page

Canton of Residence or Canton of Work Location If the address of the employee is in Switzerland, the system displays the Canton of Residence field label. If the address of the employee is not in Switzerland, the system changes the field label to Canton of Work Location and displays the canton in which the employee actually works.

Override Select to override the canton. The Canton field becomes available, in which you can select a canton.

Municipality Code Select the code of the municipality in which the employee lives. Prompt values are the municipality codes that correspond to the canton.

Withholding Tax Tariff and Default Select a tariff from the list of valid tariffs for the canton. This tariff is used to calculate the source tax under the regular or standard method.

The system defaults source tax tariff codes based on civil status, number of children, and work permission. This information is usually available in HRMS. PeopleSoft, however, provides a default tariff code and an override option in its Global Payroll for Switzerland application.

For example if the default list shows the tariff code A0+ and A0d in the Default field, and both codes are also available in the prompt list, the system displays A0+ in the edit box.

Note. If the tax tariff code is not present in the prompt list when you click the Lookup button, the system displays an error message and the page cannot be saved. If you enter a tariff code that is not in the default list but is present in the prompt list, the system also displays a warning message. You can, however, save the page because the tariff code is present in the prompt list.

Exempt from Source Tax Select if the employee is exempt from source tax.

- Spouse works in Switzerland** Select if the employee's spouse works in Switzerland.
- Gender Override** Select either *M* for Male or *F* for Female. The system defaults this field to *M*.
- Override Percent** Use this field to override the selected tariff and calculate the source tax using a *fixed percentage*.
- Override Tax Amount** Use this field to override the selected tariff and apply the source tax using a *fixed deduction*.
- Estimated Yearly Income** Enter an amount to override the annual income used in the regular source tax calculation. This amount is used to calculate the source tax under the *fixed base* method.

Viewing Source Tax Commission Percentages

Access the FAK/SourceTax(System) CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Taxes, FAK/SourceTax(System) CHE, FAK/SourceTax(System) CHE).

The screenshot shows the 'FAK/SourceTax(System) CHE' page. At the top, it displays 'Status' and 'Country: CHE'. Below this, there are input fields for '*Effective Date: 01/01/2008' and 'Status: Active'. The main part of the page is a table titled 'FAK/Source Tax Contributions' with columns for *Country, *Effective Date, Canton, Description, Withholding Tax on Commission, FAK Contribution, and FAK AdminFee(NE/ZG). The table lists five entries for different cantons: Argovia, Appenzell Inner-Rhodes, Appenzell Outer-Rhodes, Berne, and Basle-Country.

*Country	*Effective Date	Canton	Description	Withholding Tax on Commission	FAK Contribution	FAK AdminFee(NE/ZG)
1 CHE	01/01/2008	AG	Argovia	2.0000	1.400000	
2 CHE	01/01/2008	AI	Appenzell Inner-Rhodes	4.0000	1.700000	
3 CHE	01/01/2008	AR	Appenzell Outer-Rhodes	4.0000	1.700000	
4 CHE	01/01/2008	BE	Berne	4.0000	1.600000	
5 CHE	01/01/2008	BL	Basle-Country	4.0000	1.500000	

FAK/SourceTax(System) CHE page

- Withholding Tax on Commission** Enter a percentage, between 2% and 4%, that the employer deducts from paid taxes for administrative work involved in supporting source tax.
See [Chapter 5, "Setting Up FAKs," Entering FAK Data, page 49.](#)

Note. Use the Tax Month and Tax Quarter fields on the FAK/SourceTax(Company) CHE page to enable monthly or quarterly source tax report generation for a canton. If you run the GPCHTX02 tax report in the monthly or quarterly mode without first selecting a canton, the report selects the cantons that are assigned here. This helps you avoid getting reports for a canton in both the monthly and quarterly modes, if you need only a monthly or quarterly report for the canton.

Chapter 13

Defining EO Payments for Switzerland

This chapter provides an overview of EO (*Erwerb ersatzordnung für Dienstleistende in Armee und Zivilschutz*) payments and discusses how to define EO payments and corrections.

Understanding EO Payments

EO payments refer to the payment of salary during military and civilian service. The EO is an ordinance on military pay supplements and governs the earnings of military and civil defense personnel. According to the EO's provisions, people on active military duty (including members of the Women's Armed Forces and the Red Cross) or in civilian service are entitled to receive earning compensation for every paid or accredited day of service.

If this compensation is equal to 80 percent of an employee's salary, the employer does not need to make any additional payments. However, if this EO compensation replaces less than 80 percent of the effective earning, the employer is obliged to make up the difference to 80 percent of the salary for a limited period. This time period is defined according to the Basel, Bern, and Zurich scales.

When the limited period has expired, the employer is exonerated of further salary payments, and the employee may then only claim EO compensation. General work contracts or individual agreements may help to secure more favorable compensation for the employee.

See Also

[Chapter 6, "Setting Up Swiss Absence Rules," Setting Up Scale Codes, page 67](#)

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Defining EO Payments and Corrections

This section provides an overview of EO payments and corrections and discusses how to:

- Record EO statements.
- Record EO corrections.

Understanding EO Payments and Corrections

EO payments are calculated in the current month. The system uses the annual salary and the number of children as of the first day of the military service period for the whole duration of the service, even if the service spans multiple months.

There is a separate page for entering standard EO data and correction (retroactive) EO data. The correction page has fields for manually overriding annual salary and the number of children. The same 3 dates are used in both the standard and the correction EO page.

Pages Used to Define EO Payments and Corrections

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Define EO Payment CHE	GPCH_EO_CALC	Global Payroll & Absence Mgmt, Payee Data, Define EO Payment CHE, Define EO Payment CHE	Record an employee's military and civilian service data. You use this data to put forward your claims from the EO compensation office.
Define EO Payment Ovrld CHE (Define EO Payment Override CHE)	GPCH_EO_RETRO	Global Payroll & Absence Mgmt, Payee Data, Define EO Payment Ovrld CHE, Define EO Payment Ovrld CHE	Enter data required for EO correction calculations for closed periods.

Page Name	Definition Name	Navigation	Usage
EO Pay Card	GPCH_RC_EO01	Global Payroll & Absence Mgmt, Authority Correspondence, EO Pay Card Report CHE, EO Pay Card	Lists each employee's insurance number, full name, and employee ID in ascending order. The report also displays the employee's military service type, the duration of this service, yearly salary, how many children the employee has, and the total amount of EO compensation that the employee has received. The page creates a printed report and an interface file that can be sent electronically to the AHV provider.

Recording EO Statements

Access the Define EO Payment CHE page (Global Payroll & Absence Mgmt, Payee Data, Define EO Payment CHE, Define EO Payment CHE).

Define EO Payment CHE

New Win

Maximillian Berger EMP
ID: GW6008

Pay Active Company: GW6 State: LU Description: Specialist-Sales FTE: 100 %

National ID: 156.75.414.121
NNSS:

EO Card
Find | View All First 1 of 1 Last

Action Date: 07/29/2009

*Effective Date: BT

*Service Type: BT Account-/Ref-Nbr

*Card Type: BT Control-/EO-Pers-Nbr

*From Date: BT *End Date: BT To Date: BT

*Days Difference:

Override Country Canton Marital Status Default Value

Define EO Payment CHE page

National ID The system automatically populates this field, which comes from the PERSNID table.

Action Date	Displays the date when you entered the data into the system.
Service Type	Select the type of service in which the employee was involved. Valid values are <i>Military – Regular</i> , <i>Military Recruit</i> , <i>Military Promotion</i> , <i>Civil Service</i> , <i>Trainer</i> , <i>Alternative Service</i> , and <i>AlternService (Recruit)</i> .
Card Type	Select the card type that proves that an employee has done their military service. Valid values are <i>EO Card</i> , <i>EO Replacement Card</i> , <i>Corrected Payback</i> , and <i>Corrected Claim</i> .
From Date	Select the date when military service began within the month.
End Date	Select the date when the employee's military service ended within the month.
To Date	Enter the end date of military service if the service runs for more than 1 month and the final service date falls outside of the month indicated in the From Date and End Date fields. This date is particularly important when legal rates of military payment change during the service. In this case, rates are taken as of the "final end date" specified in the To Date field.
Days Difference	Enter the number of days that the employee was involved in military service. This field displays the difference in days between the Effective Date and the End Date, and is required to calculate the earning requirement.
Override	Select to override the values from the employee record for the Country,Canton, and Marital Status fields.
Default Value	Click this button to reset the Country,Canton, and Marital Status to the default values if an override has been entered.

Recording EO Corrections

Access the Define EO Payment Ovrdr CHE page (Global Payroll & Absence Mgmt, Payee Data, Define EO Payment Ovrdr CHE, Define EO Payment Ovrdr CHE).

Define EO Payment Ovrdrd CHE

Maximilian Berger EMP ID: GW6008

Pay Status: Active **Company:** GW6 **State:** LU **Description:** Specialist-Sales **FTE:** 100 %

National ID: 156.75.414.121 **NNSS:**

EO Card Find | View All First 1 of 1 Last

Action Date:

***Effective Date:**

***Service Type:** **Account-/Ref-Nbr**

***Card Type:** **Control-/EO-Pers-Nbr**

***From Date:** ***End Date:** **To Date:**

***Days Difference:**

Annual Amt: **DepBen Cnt:**

Daily Rate: **Allowance:**

Override **Country** **Canton** **Marital Status** Default Value

Define EO Payment Ovrdrd CHE page

The fields on this page are the same as the fields on the EO Statement page, with the following additions:

Annual Amt(annual amount) You can manually override the amount of annual salary.

Daily Rate Enter the new daily rate. This value is written to the writable array for the EO interface.

DepBen Cnt (dependents' benefits count) Enter the number of children that the employee has.

See Also

[Chapter 13, "Defining EO Payments for Switzerland," Recording EO Statements, page 197](#)

Chapter 14

Managing BVG Deductions

This chapter provides an overview of BVG calculations and discusses how to:

- Manage BVG data.
- Exchange pension data with PEKA.

Understanding BVG Calculations

Global Payroll for Switzerland provides you with two ways of calculating BVG deductions, externally and internally. Both methods require you to maintain PK data within the payroll system.

External Calculations

The Global Payroll for Switzerland BVG calculation feature enables you to interface solely with the PEKA pension software from AG Büro 70. The process described below is designed for interacting with PEKA. To calculate BVG deductions externally, you must complete these steps:

1. Indicate that the BVG deductions will be calculated externally by selecting *Eligible* in the PK Status field on both the PK Data page and the Pension Fund Data CHE page.
2. Run a payroll.

Note. The system will only calculate BVG deductions for employees included in this pay run.

3. Run the Pension Interface Download process from the Pension Interface Download CHE page.

This process will extract the relevant personal, job, and dependent data from the global payroll system using the PK data writable array (GPCH_RP_PK11). An Application Engine then packages this information into an ASCII file and populates the download staging table (GPCH_RP_PK12).

4. View the outgoing data on the Outbound Pension Data CHE page.
5. Send the ASCII file to PEKA, the solution from AG Büro 70.
6. Retrieve the calculated contributions from PEKA.
7. Run the Pension Interface Upload process from the Pension Interface Upload CHE page.

This process will extract the data from the ASCII file to a BVG process table.

8. View the incoming data on the Inbound Pension Data CHE page.

9. Run the payroll. The payroll process now includes the BVG deductions.

Internal Calculations

To calculate BVG deductions internally, you must complete these steps:

1. Indicate that the BVG deductions will be calculated internally by selecting *Calculate* or *Eligible* in the PK Status field on both the PK Data page and the Pension Fund Data CHE page.
2. Set up your specific rules, valid rates and provider in brackets CH_PI_BR001 and CH_PI_BR002.
3. Run a payroll.

Included in the delivered payroll process is section CH_PI_S1000, which will calculate the BVG deductions.

The payroll process populates a writable array containing all the BVG data to be downloaded. This writable array contains a row for payees with information to be sent to the provider.

Note. The system will only calculate BVG deductions for employees included in this payroll run.

Viewing Delivered Elements

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Managing PK Data

To manage PK data, use the BVG Limits CHE (GPCH_PK_LIMIT) component.

This section provides an overview of PK data and discusses how to:

- Set up PK insurance plans.
- Enter PK age limits.
- Maintain employee pension fund data.
- Define BVG limits.

PK Data Management

Whether interfacing with PEKA or calculating BVG deductions internally, you must maintain the PK within your payroll system. You'll need to check the information set up in the system to determine which employees are eligible for BVG deductions, and if those deductions will be calculated outside of the global payroll system.

To do this you will:

1. Use the Provider CHE page to set up PK insurance plans, and PK insurance status.
2. Use the PK Data page to make the company eligible for external BVG calculations or internal calculations, select the company's PK providers, and establish age limits and download file options.
3. Use the Pension Fund Data CHE page to make an employee eligible for external BVG calculations or internal calculations, and to select the employee's PK provider, insurance plan, and insurance status.

Note. To be eligible for external BVG calculations, the PK status for the company and the employee must be set to *eligible*.

If you will be calculating BVG deductions internally, you must also:

- Set up deduction limits on the BVG Limits CHE page.
- Maintain the PK provider contribution amounts in bracket CH_PI_BR001 using the Bracket Data page.

If you will be calculating BVG deductions externally, you must also map the pension provider and Global Payroll elements using the Convert PK code to PS code bracket (CH_PK_BR005).

Pages Used to Manage PK Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Providers	GPCH_SI_PROVDR	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Providers	Set up insurance plans and insurance status for a provider.
PK Data	GPCH_SI_COMPANY4	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, PK Data	Select the PK calculation method for the company. Set up age requirements.
Pension Fund Data CHE	GPCH_PK_DATA	Global Payroll & Absence Mgmt, Payee Data, Pension Information, Pension Fund Data CHE, Pension Fund Data CHE	Select the PK calculation method for an employee. Maintain employee pension fund data.

Page Name	Definition Name	Navigation	Usage
BVG Limits CHE	GPCH_PK_LIMIT	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Pensions, BVG Limits CHE, BVG Limits CHE	Define BVG limits.
Bracket Data	GP_BRACKET_DATA	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Bracket Data	Maintain the PK provider contribution amounts in bracket CH_PI_BR001. Maintain the relationship between pension provider and Global Payroll elements in bracket CH_PK_BR005.

Setting Up PK Insurance Plans

Access the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Providers).

Providers
Contribution Rates

Provider Type: BVG-LPP

Provider Code: #BVG01

Definition
Find | View All | First 1 of 1 Last

<p>*Effective Date: 01/01/2006</p> <p>*Provider Name: Pensionskasse Oldsoft</p> <p>*Description: Sammelstiftung</p> <p>Contact Name: Peter Frey</p> <p>Country: CHE Switzerland</p> <p>Address: Postfach 1209 Genève Geneva</p>	<p>*Status: Active</p> <p>Provider ID: 2600.88 1</p> <p>Branch:</p> <p><input checked="" type="checkbox"/> Sign file <input type="checkbox"/> Encrypt file <input type="checkbox"/> Compress File</p> <p><input checked="" type="checkbox"/> Add Addressee Broker: SONDER</p> <p>Transmission Mode: PIV</p> <div style="border: 1px solid gray; padding: 5px; margin-top: 5px;"> <p><input checked="" type="checkbox"/> Use distributor</p> <p>Certificate Alias: <input type="text"/></p> <p>Password: <input type="text"/></p> <p>Alias Password: <input type="text"/></p> <p>Certificate Path: <input type="text"/></p> <p>Certificate Type: <input type="text"/></p> <p>URL: <input type="text"/></p> </div>
---	--

[Edit Address](#)

Providers page (1 of 2)

Phone Information			Customize	Find	View All	First	1 of 1	Last
*Phone Type	Telephone	Country Code						
1	Business	031 380 7211	041					

Email Information			Customize	Find	View All	First	1 of 1	Last
*Email Type	*Email Address							
1	Business	info@agb70.ch						

URL Information			Customize	Find	View All	First	1 of 1	Last
*Type	URL Address							
1	Business	http://www.agbuero70.ch/pages/kontakt/pages/kontakt.htm						

Insurance Status			Customize	Find	View All	First	1 of 3	Last
*PK Insurance Status	*Description							
1	0	00						

Insurance Plans			Customize	Find	View All	First	1 of 2	Last
*PK Insurance Plan	*Description							
1	00	Plan 0						

Providers page (2 of 2)

Sign File

If the SuperUser parameter is set to *Yes* in the online properties, the system enables this check box. Deselect this check box to create an unsigned file, although the standard setup requires a signature (electronic signature by certificate).

Encrypt File

Not currently supported.

Compress File

Not currently supported.

Add Addressee and Broker

Select the Add Addressee check box and then select a broker if a third party is going to supply insurance for the provider.

Transmission Mode

Select either *EIV* or *PIV* as the transmission mode.

Use Distributor

Select this check box if you are using the distributor. If you select this check box, you cannot enter any information in the fields below it. If you are not using a distributor, fill in all the fields that appear in the group box.

PK Insurance Status and Description

Enter a 1 digit number or character to represent the status of the PK insurance plan. Then enter a description in the Description field.

PK Insurance Plan and Description

Enter a 1 or 2 digit number or character to represent the status of the PK insurance plan. Then enter a description in the Description field.

Entering PK Age Limits

Access the PK Data page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contributions CHE, PK Data).

Company: GWS Muster AG

Company Social Insurance Details Find | View All | First 1 of 1 Last

Effective Date: 01/01/2006

*PK Status: Eligible

Company PK Data Customize | Find | View All | First 1 of 1 Last

Provider Information Download File Options

*Provider Code	Description	Lower Age	Upper Age for Man	Upper Age for Woman
1 #BVG01	Sammelstiftung	18	65	64

PK Data page - Provider Information tab

The Lower Age, Upper Age for Man, and Upper Age for Woman fields are required for both internal and external BVG calculations.

Company: GWS Muster AG

Company Social Insurance Details Find | View All | First 1 of 1 Last

Effective Date: 01/01/2006

*PK Status: Eligible

Company PK Data Customize | Find | View All | First 1 of 1 Last

Download File Options

PK Insurance ID from Empl ID	Retro	Full Delta
1 <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PK Data page - Download File Options tab

PK Insurance ID from EMPLID Select this option to populate the PK Insurance ID field on the Pension Fund Data CHE page with the employee's Person ID.

Retro

Select this option to apply changes retroactively. If you select this option, the system will review data from previous segments. If you do not select this option, changes, like a salary change, are only applied to the current month.

If you select this option, the system will download previous salary changes using the effective date of the salary change. If you do not select this option, the system would report the salary change as of the month of the PK download.

Full Delta

Select this option to extract rows to the download file for all employees.

If this option is not selected, the system includes only the delta rows in the downloaded file.

Maintaining Employee Pension Fund Data

Access the Pension Fund Data CHE page (Global Payroll & Absence Mgmt, Payee Data, Pension Information, Pension Fund Data CHE, Pension Fund Data CHE).

Pension Fund Data CHE

Maria Deutsch Person ID: GW6003

Definition Find | View All First 1 of 1 Last

*Effective Date: Empl Record:

Provider Type: BVG-LPP

*Provider Code: GW01 Pension Fund

PK Status:

PK Insurance ID:

PK Alternate ID:

PK Insurance Plan: GW01 Insurance Plan 1

PK Insurance Status: GW01 Insurance Status 1

PK Exit Date:

PK Salary:

Pension Fund Data CHE page

PK Insurance ID

Enter an insurance ID or accept the default if you selected PK Insurance ID from EMPLID on the PK Data page.

PK Alternate ID

Enter a numeric ID to use when interfacing with PEKA. The system will populate this field with the Person ID if that field is numeric and less than ten digits.

PK Salary

Enter to override the yearly salary amount used to calculate the BVG contribution.

Defining BVG Limits

Access the BVG Limits CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Pensions, BVG Limits CHE, BVG Limits CHE).

BVG Limits CHE

Company:	GW1	GP Swiss Test 1	
Provider Type:	BVG-LPP		
Provider Code:	0001	Pension Fund 1	

Definition Find | View All | First 1 of 1 Last

*Effective Date:	01/01/2004		
Currency Code:	CHF		
Maximum Allowable Salary:	75960.000000	Maximum Allowable Hrly:	35.150000
Coordination Deduction:	25320.000000	Coordinate Amount Hrly:	11.700000
Maximum Pensionable Salary:	50640.000000	Maximum Pensionable Hrly:	23.450000
Minimum Pensionable Salary:	3165.000000	Minimum Pensionable Hrly:	1.450000
Suppl Ret Credits Salary Limit:	20400.000000		
PK Offset Periods:	<input type="checkbox"/>	PK Hourly Offset Weeks:	<input type="checkbox"/>

BVG Limits CHE page

PK Offset Periods The number of months of employment required for salaried employees to enroll in PK.

PK Hourly Offset Weeks The number of weeks of employment required for hourly employees to enroll in PK.

Exchanging Pension Data with PEKA

This section discusses how to:

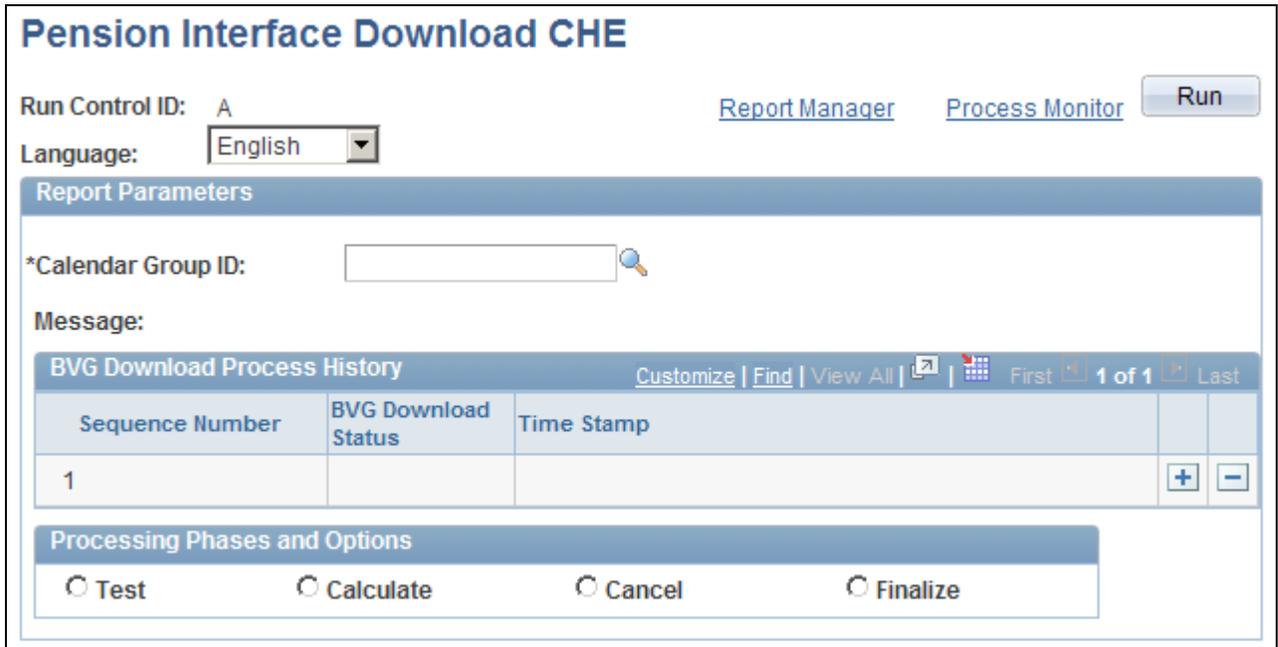
- Download BVG Data.
- Upload BVG Data.

Pages Used to Exchange Pension Data with PEKA

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Pension Interface Download CHE	GPCH_RC_PK01	Global Payroll & Absence Mgmt, Pension, Pension Interface Download CHE, Pension Interface Download CHE	Run the Pension Interface Download process.
Personal Information	GPCH_PK_OUTDATA1	Global Payroll & Absence Mgmt, Pension, Outbound Pension Data CHE, Personal Information	View the personal information created by the Pension Interface Download process.
Job Information	GPCH_PK_OUTDATA2	Global Payroll & Absence Mgmt, Pension, Outbound Pension Data CHE, Job Information	View the job information created by the Pension Interface Download process.
PK Information	GPCH_PK_OUTDATA3	Global Payroll & Absence Mgmt, Pension, Outbound Pension Data CHE, PK Information	View the PK information created by the Pension Interface Download process.
Pension Interface Upload CHE	GPCH_RC_PK02	Global Payroll & Absence Mgmt, Pension, Pension Interface Upload CHE, Pension Interface Upload CHE	Run the Pension Interface Upload process.
Inbound Pension Data CHE	GPCH_PK_INDATA	Global Payroll & Absence Mgmt, Pension, Inbound Pension Data CHE, Inbound Pension Data CHE	View data created by the Pension Interface Upload process.

Downloading BVG Data

Access the Pension Interface Download CHE page (Global Payroll & Absence Mgmt, Pension, Pension Interface Download CHE, Pension Interface Download CHE).



Pension Interface Download CHE page

Calendar Group ID Enter the calendar group ID. If the download process has previously been run for this calendar group, the history appears in the BVG Download Process History group box.

Message Displays the status for the selected Calendar Group ID.

Processing Phases and Options

Test Select to extract data from the writable array and prepare a test file for the external calculation. This action will not update the process history. Use this option to test the preparation of the file.

Calculate Select to extract data from the writable array, prepare a test file for the external calculation, and update the process history. Use this option to send the data to the external provider and record the data sent.

Cancel Select to cancel the last Calculate.

Finalize Select to finalize the extraction for a processed Calendar Run ID.
If the Calendar Group was finalized, the fields in the group box will not be available.

Uploading BVG Data

Access the Pension Interface Upload CHE page (Global Payroll & Absence Mgmt, Pension, Pension Interface Upload CHE, Pension Interface Upload CHE).

Pension Interface Upload CHE

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

Language: ▼

*Pay Entity: 🔍 G1PEC used for GP US

*Current Pay End Date: 🔍

Provider Type: BVG-LPP

*Provider Code: 🔍 Pension Fund 1

Phase Run Type

Upload Cancel

File Name:

Directory:

Pension Interface Upload CHE page

Select a pay entity, pay end date, provider code, and run type. Enter a file name and the directory where you want the system to upload the file, and then click Run.

Chapter 15

Managing Maternity Leave

This chapter provides an overview of maternity leave and discusses how to:

- Track maternity leave.
- View delivered maternity leave elements.

Understanding Maternity Leave

In Global Payroll for Switzerland you enter maternity leave data on a single page. The page generates absence take elements that work with the core application's absence process to correctly process maternity leave during a payroll run.

The system determines the amount of paid maternity leave to which an employee is entitled based on years of service and the canton of residence. After the birth of child, it recalculates entitlement based on the Swiss legal requirement of eight weeks' leave after the child's actual birth. To accomplish this, the PeopleSoft system uses the maternity code list set (CH_MATERNITY) to process maternity absence.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Managing Applications and List Sets"

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Understanding Absence Management"

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Absence Elements"

Tracking Maternity Leave

This section discusses how to enter maternity leave data and provides a maternity leave example.

Global Payroll for Switzerland enables you to enter all maternity data on one page and then stores this data on the GP_ABS_EVENT table that the core application uses to process payroll.

Page Used to Track Maternity Leave

Page Name	Definition Name	Navigation	Usage
Maternity Leave CHE	GPCH_AB_EE_MATERN	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Maternity Leave CHE, Maternity Leave CHE	Track employee maternity absence data.

Entering Maternity Leave Data

Access the Maternity Leave CHE page (Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Maternity Leave CHE, Maternity Leave CHE).

Maternity Leave CHE

GW0074GE Genfer EMP ID: GW0074GE Empl Record: 0

Expected/Actual Date of Birth Find | View All | First 1 of 1 | Last

*Expected Date of Birth: *Last Work Day: + -

Date of Birth: Canton of Employment: GE

Maternity Paid

From: To: Absence Take Element: CH_AB_U500

Maternity Insurance

From: To: Absence Take Element:

Maternity Unpaid

From: To: Absence Take Element:

Letter Details Find | View All | First 1 of 1 | Last

 + -

Maternity Leave CHE page

Last Work Day Enter the last day the employee worked before maternity leave.

Day of Birth Enter the child's actual date of birth.

Maternity Paid

The system automatically calculates this data based on your entry in the Last Work Day field.

From Displays the date following the last worked day.

To Displays the last day eligible for paid maternity leave. This is based on canton rules and years of service derived from the Scale Codes and Job Data – Employment Information (Company Seniority Date field) pages.

Absence Take Displays the core application absence take element you linked to the absence type CH_MT_LFZ (paid maternity) on the self-service Absence Entries page.

Maternity Insurance

The system automatically calculates this data based on your entry in the Date of Birth field. This group box only appears for employees working in Geneva.

From Child's birthdate.

To End of the maximum period established in the setup table. For example, 16 weeks after the child's birthdate.

Absence Take Displays the core application take element you linked to the absence type CH_MT_VERS.

Maternity Unpaid

The system automatically calculates this data based on your entry in the Date of Birth field. If eight weeks after the date of birth is before the Maternity Paid To date, no unpaid maternity is necessary.

From Displays the date following the Maternity Paid To date.

To Displays the date eight weeks from the child's date of birth.

Absence Take Displays the core application absence take element you linked to the absence type CH_MT_UNB (unpaid maternity) on the self-service Absence Entries page.

Letter Details

Provides optional fields for generating maternity leave letters.

Maternity Leave Example

Beate Ulrich has four years of service with her company and resides in Zurich; she is therefore entitled to ten weeks paid maternity leave. Her expected date of birth is 10 October 2001 and her last worked day is 26 September 2001. The system generates the following:

Maternity Paid From 27 September 2001.

Maternity Paid To 5 December 2001.

Maternity Unpaid From None.

Maternity Unpaid To None.

The child's actual birth date is 15 October 2001. This entry generates a second absence take and the following unpaid dates:

Maternity Unpaid From 6 December 2001.

Maternity Unpaid To 9 December 2001.

Viewing Delivered Maternity Leave Elements

This section contains information on the rules that Global Payroll for Switzerland provides to process maternity leave, including:

- Maternity deductions.
- Maternity earnings.
- Maternity process lists.

Maternity Deductions

The following is a list of maternity deductions delivered with Global Payroll for Switzerland.

<i>Deduction</i>	<i>Description</i>
Absence Code CH_AB_U500 Deduction CH_AB_1000	Maternity Paid.
Absence Code CH_AB_U090 Deduction CH_AB_2000	Unpaid Vacation.
CH_MI_D10	Employee contribution to maternity insurance.
CH_MI_D11	Total contribution to maternity insurance.

Maternity Earnings

The following is a list of maternity earnings delivered with Global Payroll for Switzerland.

Earning	Description
CH_MI_02	Maternity base. Technically, this is not an earning, but the calculation base for generating the maternity earning.
CH_MI_B02	Manual correction for maternity base CH_MI_02.
CH_ER_48000	Calculated based on CH_AB_U500, payment according to official scale.
CH_ER_48010	Calculated based on CH_AB_U510, payment according to additional maternity insurance.
CH_ER_48020 and CH_ER_48030	Generated for the period of CH_AB_U510 that is not overlapping with the standard scale pay. These earnings are generated so that your organization can decide to pay or not pay salary in this period.

Maternity Process Lists

The following is a list of maternity process lists delivered with Global Payroll for Switzerland.

Process List	Description
CH_AB_ABSENCE Section CH_AB_TAKE CH_AB_U090 CH_AB_U500	Absence Process List. Absence Take.
CH_AL_CH01 Section CH_ER_S2000 CH_AB_1000 CH_AB_2000	Calc Process List. Earnings from Absence Time.

The maternity calculation is done in section CH_MI_S1000. This section is used by two process lists, one for absences and one for payroll. The absence process list uses the maternity section to calculate the take. The payroll process lists uses the maternity section to calculate the payment.

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Switzerland. Instructions for running the query are provided in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Viewing Delivered Elements," Understanding How to View Delivered Elements

Chapter 16

Managing Banking

This chapter discusses how to:

- Set up Swiss banking.
- Download bank definitions.
- Set up defaults for source banks.
- Override source bank account information for payees.
- Transfer payments by the Swiss post method (EPO).
- Run local country bank processing.

Setting Up Swiss Banking

The banking feature in Global Payroll for Switzerland uses pages in Human Resources, the Global Payroll core application, and Global Payroll for Switzerland.

To define banking for Switzerland:

1. Define your banks and branches on the Bank Table page and the Bank Branch Table page, which you can access from the Global Payroll core application.

Note. The pages for defining banks are common to all PeopleSoft Enterprise HRMS applications and are documented in the *PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook*.

2. Define the organization level for your source bank on the Source Bank Link page in the Pay Entity component of the Global Payroll core application.
3. Define further information about source banks in Global Payroll for Switzerland.

Depending on the organization level you selected on the Source Bank Link page in the Global Payroll core application, define Swiss-specific information on the corresponding Pay Entity Source Bank page in Global Payroll for Switzerland.

4. Define bank account information for payees on the Bank Account Information page in the Global Payroll core application.
5. Run the Banking process on the Banking Run Control page in the Global Payroll core application.
6. Create payment files and reports in Global Payroll for Switzerland.

See Also

PeopleSoft Enterprise HRMS 9.1 Application Fundamentals PeopleBook, "Setting Up Banks and Bank Branches"

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Banking Instructions"

Downloading Bank Definitions

This section provides an overview of bank definitions and discusses how to:

- Load bank definitions.
- Update bank definitions.
- Compare bank definitions.

Understanding Bank Definitions

Updated bank and branch information is available on the Swiss Interbank Clearing (SIC) website. To add this information to your system, you must do the following:

1. Use one of the three methods available on the Load Bank Definitions CHE page:

- Load from the FTP server.

Application process GPCHBK03 downloads the file to the application server, reads it, loads the data into the SIC temporary table (GPCH_BK_SIC_TMP) and then removes the file. The process then moves the bank definitions from the temporary table to an online table (GPCH_BK_SIC_UPD).

- Manual download to page.

You manually download the file from the SIC website and attach it to the Load Bank Definitions CHE page. When launched, application process GPCHBK03 loads the data into the SIC temporary table (GPCH_BK_SIC_TMP). The process then moves the bank definitions from the temporary table to an online table (GPCH_BK_SIC_UPD).

- Manual download to network.

You manually download the file from the SIC website and attach it to your network. Specify the network path on the Load Bank Definitions CHE page. When launched, application process GPCHBK03 loads the data into the SIC temporary table (GPCH_BK_SIC_TMP). The process then moves the bank definitions from the temporary table to an online table (GPCH_BK_SIC_UPD).

2. View bank definitions on the Review Differences page.
3. Update the Human Resource and Global Payroll bank tables with the new data by selecting Update Tables Online on the Select Bank Definition Updates page.
4. Review the bank definitions on the Review Bank Definition page.

Pages Used to Download Bank Definitions

Page Name	Definition Name	Navigation	Usage
Load Bank Definitions CHE	GPCH_RC_BK03	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Load Bank Definitions CHE, Load Bank Definitions CHE	Load the bank definition file from the SIC website. Select whether the file will be loaded from an FTP server, attachment, or network path.
Bank Definition Update CHE	GPCH_BK_DEF_UPD	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Bank Definition Update CHE, Bank Definition Update CHE	Update the system's banking tables with the information downloaded from the SIC website.
Review Differences	GPCH_BK_DEFUPD_SEC	Click Details on the Select Bank Definition Updates page.	Compare the bank definitions downloaded from SIC with those currently in the system.

Loading Bank Definitions

Access the Load Bank Definitions CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Load Bank Definitions CHE, Load Bank Definitions CHE).

Load Bank Definitions CHE

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

Load from ftp Server

Load from ftp Server

Load from Attachment

Attached File:

Attachment Date Time:

Load from Network Path

Input File:

Load Bank Definitions CHE page

Load from FTP Server

Select the Load from ftp Server field to load the bcbankenstamm text file from the SIC website.

Load from Attachment

If you have downloaded the text file directly from the SIC website, click the Add Attachment button and enter the attachment name and location.

Click the Delete Attachment button to remove the attachment.

Load from Network Path

Enter the Input File name, including the path name, if the file is located on the network.

Updating Bank Definitions

Access the Select Bank Definition Updates page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Bank Definition Update CHE, Bank Definition Update CHE).

Bank Definition Update CHE

Select/Deselect All

Bank Definitions not matching						
Country Code	Bank ID	Bank Branch ID	Effective Date	Details	Update	
1				Details	<input type="checkbox"/>	

Update Tables Online

Bank Definition Update CHE page

Details Click to compare bank definitions on the Review Differences page.

Update Tables Online Click to add the new data to the Human Resources and Global Payroll banking tables.

Comparing Bank Definitions

Access the Review Differences page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Bank Definition Update CHE, Select Bank Definition Updates. Click Details on the Select Bank Definition Updates page).

Review Differences

Country Code:

Bank ID:

Effective Date:

SIC File Banking Data	HR Banking Data
Status: Active	Status:
Short Desc:	Short Desc:
Bank Name:	Bank Name:
Country:	Country:
Address:	Address:
Telephone:	Telephone:
BIC:	BIC:

Review Differences page

Use this page to compare the newly downloaded data with the existing data in the system.

Setting Up Defaults for Source Banks

This section discusses how to set up source bank defaults at the pay entity level.

Page Used to Set Up Defaults for Source Banks

Page Name	Definition Name	Navigation	Usage
Pay Entities - Source Bank Link	GP_PE_SBANK_LNK	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Entities, Source Bank Link	Enter information about source bank and payment type at the pay entity level.

Setting Up Source Bank Defaults at the Pay Entity Level

Access the Pay Entities - Source Bank Link page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Entities, Source Bank Link).

Pay Entities - Source Bank Link page

Note. The pay entity automatically populates from the core application. On this page, enter information about the source bank ID and the payment type.

Load All Organizational Units Select this option to load all valid entries for the link options. These valid entries must be active as of the effective date.

Source Bank ID Select the source bank ID that you require. Source banks are the money sources from which payroll disbursements are drawn.

Overriding Source Bank Account Information for Payees

You can set up defaults for both banks in Switzerland or banks in other countries. This section discusses how to override source bank account information for individual payees

Page Used to Override Source Bank Account Information for Payees

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Override Source Bank CHE	PYE_BANKACCT	Global Payroll & Absence Mgmt, Payee Data, Net Pay / Recipient Elections, Override Source Bank CHE, Override Source Bank CHE	View the bank account information for a payee that you set up on the Maintain Bank Accounts page in the core application.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Banking Instructions," Entering Payees' Bank Account Information

Overriding Source Bank Account Information for Individual Payees

Access the Override Source Bank CHE page (Global Payroll & Absence Mgmt, Payee Data, Net Pay / Recipient Elections, Override Source Bank CHE, Override Source Bank CHE).

Override Source Bank CHE

Marina Nunez
Person ID: GW4008

Bank Accounts
Find | View All | First 3 of 3 Last

Account ID:

Type:

Status:

Bank Details

Country Code: Switzerland

*Bank ID: Schweizerische Nationalbank

Bank Branch ID:

*Account Number:

Account Name:

*Currency Code: Swiss Franc

IBAN: CH44 0010 0200 0 00 00 0 0 [Edit IBAN](#)

Alternative Bank ID: 87-620350-1

AC Account Name:

[Specify Net Pay Elections](#)

Override Source Bank CHE page

Type Select the type of account that you want to add.

Status Select either *Active* or *Inactive*.

Bank Details

Country Code Select the country where the bank is based.

Bank ID Select the bank where the account was established.

Bank Branch ID Select or enter the ID of the bank's branch where the account was established.

Account Number Enter the account number that you are adding.

Account Name Enter the name on the account.

Currency Code Enter the primary currency in which the bank account exchanges or accepts monies.

IBAN and Edit IBAN	Displays the IBAN (international bank account number) number for the account. Click the Edit IBAN link to access the International Bank Account Nbr page where you can generate and edit the IBAN for the bank account.
AC Account Name (alternate character account name)	Appears if you enabled alternate character (AC) functionality on the Primary Permission List Preferences page.

Transferring Payments by the Swiss Post Method (EPO)

Within the Swiss payroll application, employee payment information can be transferred using DTA (data exchange by file) in various formats to national and international bank accounts. Additionally, PeopleSoft has the capability to transfer salary information through Swiss Post using the EPO (electronique payment order) format.

The selection of the transfer mode is done on the employee level. Customers can select whether domestic net payments and court order payment will go through DTA or through Post Finance. The contents of the resulting transfer are almost the same, only the format is different. The most significant difference in the format is:

- DTA/LSV (data exchange for out payments) reports each transfer in segments. Depending on the transaction type, there are 3 to 6 segments. Each of these transactions has a length of 128 characters. There is no starting record like there is for EPOs.
- EPO data for one payment is always transferred into one record. This transaction has a length of 700 characters.

Use these steps to test the Swiss Post method for transferring employee information.

Step	Action	Navigation Path
1	Create a source bank account.	Set Up HRMS, Common Definitions, Banking, Source Bank Accounts
2	Create a post-finance bank account.	Set Up HRMS, Common Definitions, Banking, Banks
3	Assign the yellow (account at post finance) bank to the pay entity.	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Entities, Source Bank Link
4	Add yellow bank account details for employees	Global Payroll & Absence Mgmt, Payee Data, Net Pay / Recipient Elections, Override Source Bank CHE
5	Assign garnishment recipients and switch them to yellow accounts.	Global Payroll & Absence Mgmt, Payee Data, Assign Earnings and Deductions, Element Assignment By Payee
6	Change the recipient's account to a yellow account.	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Deduction Recipients
7	Transfer payment content	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Transfer Content CHE

To define the custom exit formula for Swiss bank CH_BK_CFO001, as shown below, select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Formulas.

See *PeopleSoft Enterprise Absence Management 9.1 PeopleBook*, "Defining Calculation Elements."

Formula Name		Field-by-Field Definition		Text Definition	
*Name:	CH_BK_CFO001	Element Type:	Formula	*Field Format:	Decimal
*Description:	Custom exit CH_BK_CFO001	Element Nbr:	43060	<input checked="" type="checkbox"/> Always Recalculate	
*Definition As Of Date:	Calendar Period End Date				
Element Use			Override Levels		
*Owner:	PS Delivered / Not Maintained	<input type="checkbox"/> Pay Entity	<input checked="" type="checkbox"/> Via Elements		
*Class:	Customary	<input type="checkbox"/> Pay Group	<input type="checkbox"/> Element Definition		
*Used By:	Specific Country	<input type="checkbox"/> Payee	<input checked="" type="checkbox"/> Positive Input		
Country:	CHE Switzerland	<input type="checkbox"/> Calendar			
Industry/Region:		Results			
Category:		<input type="checkbox"/> Store	<input checked="" type="checkbox"/> Store if Zero		
Resolution Parameters			Version Information		
This element type does not require additional resolution parameters.			Last Updated:	07/24/07 10:22:15.000000PM	
			Last Updated By:	PPLSOFT	
			User Version:		
			Version:	P_9.00.00.689726	
Custom Fields Comments					

Formula Name page

PeopleSoft delivers the custom exit empty, as we regularly do, for custom exits. On the customer side, VdL should populate the formula 0 >> CH_BK_CFO001 on the Text Definition page.

To incorporate the payment transfer functionality, PeopleSoft made changes in these areas:

- Setup bank file content.
 - Run control page for file generation.
 - Payroll calculation.
 - File generation.
 - Reporting.
1. Use the Payment Transfer Content CHE page to setup bank file content (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Content Transfer CHE).

The Current Pay End Date field behaves like an effective date. As long as the contents does not change, it will be valid for all future current pay end dates as well; so there is no need to create a new entry each month. In the Bank Payment Type field, select *EPO*.

2. To create the Swiss bank file (GPCHBK02) select Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE.

You can select payment type EPO, DTA or LSV and start file generation from this page for all three types

Note. Users need to make sure that the payment type on this page matches the payment type in the contents definition of the selected transfer sequence. EPO (EZAG/OPAE) – Electronique Payment Order (GER/FRA) is the abbreviation for payment transfer components in PeopleSoft Global Payroll for Switzerland. This step is run once the CHE banking process runs successfully.

Running Local Country Bank Processing

This section discusses how to:

- Run the Payment Prep process for Switzerland.
- Define DTA bank file content.
- Define files created by the Bank Transfer report.

To generate banking data for Switzerland, start by running the Payment Prep Process on the Run Payment Prep Process CHE page. This process creates an output file with data needed to produce payment files and payment reports including the Bank List SQR.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Defining Banking Instructions," Running the Banking Process

Pages Used to Run Local Country Bank Processing

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Run Payment Prep Process CHE (Run Payment Preparation Process CHE)	GPCH_BANK_POPULATE	Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process CHE, Run Payment Prep Process CHE	Run the Payment Prep Process for Switzerland.
Payment Types CHE	GPCH_BK_BNKTRN	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Types CHE, Payment Types CHE	View the accumulators that are assigned to payment types.

Page Name	Definition Name	Navigation	Usage
Payment Transfer Content CHE	GPCH_BK_XFERDTA	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Transfer Content CHE, Payment Transfer Content CHE	Define the files that are created by the Bank Transfer report and delivered to the DTA and delivered to the DTA, LSV or EPO.
Create Bank List CHE	GPCH_RC_BK01	Global Payroll & Absence Mgmt, Payment Processing, Create Bank List CHE, Create Bank List CHE	Create a report that provides information on all payments that have been made to employees through a financial institution such as a bank or the post office. This report is mainly used internally for accounting purposes. Note. You must run the Payment Prep Process in Global Payroll for Switzerland before printing this report.
Create Bank File CHE	GPCH_RC_BK02	Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE, Create Bank File CHE	Creates one or several files containing all data records in their required format.

Running the Payment Prep Process for Switzerland

Access the Run Payment Prep Process CHE page (Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process CHE, Run Payment Prep Process CHE).

Run Payment Prep Process CHE

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

Multiple Info Report Data		Processing Phases and Options	
*Calendar Group:	<input type="text" value="KW M200609"/>	<input type="checkbox"/> Calculate Payees	
Description:	2006 09 - Monthly	<input type="checkbox"/> Update Statistics	
Stream Number:	<input type="text"/> <input type="checkbox"/> Process Streams	<input type="checkbox"/> Finalize Entire Run	

User Field 1-Label

Calendar List		
Customize Find View All First 1 of 1 Last		
Pay Group	Calendar ID	Payment Date
KW21	KWM200609PW21REG	09/30/2006

Streams			
Customize Find View All First 1 of 1 Last			
Stream Number	Empl ID From	Empl ID To	Calculated
			<input type="checkbox"/>

Run Payment Prep Process CHE page

Calendar Group Select the calendar group on which to run the process. The system processes any items (segments) that are approved or finalized by the payroll process.

Stream Number If the Process Streams check box is selected and you select Calculate in the Processing Phases and Options group box, you must select the stream number to process. Each stream number represents a predefined range of payees.

Process Streams The Process Streams check box is selected automatically if you selected the stream processing option when defining the calendar group.

Processing Phases and Options

Calculate Select to have the system create the payment file by matching the finalized results from the payroll process with information you defined in banking setup. You can run the Calculate step repeatedly until you finalize the banking process.

Update Statistics Select to have the banking system generate statistics to help the data administrator fine-tune system performance.

Finalize After everything is calculated, select Finalize. (If you used stream processing for the Calculate phase, the system finalizes all streams for the calendar group simultaneously.)

Note. If you're not using streams, you can select Calculate and Finalize at the same time.

Calendar List

After you run the Calculate phase, this group box displays information for each calendar in the calendar run.

Streams

This group box displays all streams associated with the calendar group.

Defining DTA Bank File Content

Access the Payment Transfer Content CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Transfer Content CHE, Payment Transfer Content CHE).

Payment Transfer Content CHE page

Current Pay End Date This field behaves like an effective data, which means these settings are valid until another date for the same sequence is entered.

Transfer Basis Select either *Clearing* or *Home*.

Note. This is the unique identifier which is used to match the transfer package as defined here in the run control that generates the defined contents. Depending on your needs you can transfer several sequences (packages) per month (for example, sequence 1 for DTA and sequence 2 for EPO).

Bank Payment Type Select the transfer mode you have chosen to transfer this package: *DTA*, *LSV* or *EPO*.

Wages and Salaries, Direct Life Insurance, Garnishments and External Transfers Select to transfer each payment type.

Defining Files Created by the Bank Transfer Report

Access the Create Bank File CHE page (Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE, Create Bank File CHE).

Create Bank File CHE

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

Language:

Report Parameters

Bank Payment Type:

Current Pay End Date:

Transfer Sequence:

Deposit Schedule: Banking - Deposit Schedule 1

Pay Entity: GP CE Switzerland

Pay Group: GP CE Switzerland

Diskette Type:

DP ID Sender: DP ID Payer:

Domestic Transfers

Allow Domestic Transfers Use IBAN Use Beneficiary's IBAN

International Transfers

Allow International Transfers Use IBAN Use Beneficiary's IBAN

Create Bank File CHE page

Transfer Sequence

Specify the sequence in which the data is transferred to the bank. This sequence defines the number of files that are created.

Note. This is the unique identifier which is used to match the transfer package as defined here in the run control that generates the defined contents. Depending on your needs you can transfer several sequences (packages) per month (for example, sequence 1 for DTA and sequence 2 for EPO).

Deposit Schedule

Select the deposit schedule that you require. One is predefined for banking, but you can define additional schedules.

The schedule defined by PeopleSoft is for test purposes—normally, users select the 25th of each month or the last Friday in each month. This is because salaries should be paid into an account before bank charges are due (usually on the 1st of each month).

Diskette Type

Not supported as of 2009. Files are now transferred via internet.

See Also

[Appendix G, "Global Payroll for Switzerland Reports," page 341](#)

Chapter 17

Managing Off-Cycle Payments for Switzerland

This chapter provides an overview of off-cycle processing and discusses how to:

- Record manual payments in Switzerland.
- Enter corrections for Switzerland.
- Making unscheduled payments for Switzerland.
- Advance payrolls for Switzerland.

Note. Please refer to *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook* for information on off-cycle setup and processing.

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Managing Off Cycle Processing"

Understanding Off-Cycle Processing

This section discusses:

- The off-cycle process.
- Types of off-cycle transactions.

The Off-Cycle Process

Off-cycle processing refers to processing payments and making corrections to payroll results outside of the normal payroll schedule. Off-cycle transactions are usually made to correct prior payments, enter manual payments, or to make early termination payments that can't wait until the next scheduled payroll.

Types of Off-Cycle Transactions

The four types of off-cycle transactions are:

1. Manual payments.

Manual payments enable you to enter payments that you have calculated and paid outside the payroll system. Examples include paying a new hire with a manual check, because their pay details were not entered in time for the normal pay run.

2. Corrections.

Corrections enable you to correct results of any finalized payroll. Examples include reversing a sick leave payment when workers compensation should have been paid.

3. Unscheduled payments.

Unscheduled payments enable you to enter one-time payments that fall outside the normal payroll process. Examples include one time bonuses or expense reimbursement.

4. Advances.

Advances enable you to pay payees before their normally scheduled pay run. Examples include salary due on termination.

5. 13th month payments

It is standard for 13th month wages to be paid out in situations where there is a termination or in the December payroll.

Recording Manual Payments in Switzerland

This section provides an overview of recording manual payments and provides examples of how to use the manual payment functionality with the Swiss delivered rules.

Manual Payments

When entering manual payments for Swiss payees, it is recommended that all calculations be mutually calculated outside the system and then entered. The following areas need to be considered when entering manual payments:

- Selecting *Period (Calendar) Paid* and *Payment Date* on the Period Calendar tab of the Manual Payments page.

The selection of the period paid and the payment date need to be considered carefully. When selecting the period paid, it is recommended that you select the previous finalized calendar or the current open calendar. The selection of the payment date directly affects how elements are accumulated. For example, if you have an accumulator that accrues based on period end date, the payment date may not update the accumulator balances at the right time.

- Selecting processing controls on the Manual Payments page.

The *Period Begin Date* and *Period End Date* should default after selecting the *Period (Calendar) Paid*. It is recommended that these dates not be changes as the delivered Swiss rules have been designed to calculate using whole periods, and may not automatically segment if a partial period is entered.

The run type defaults from the *Period (Calendar) Paid* and it is recommended that the defaults be used. To ensure that the payee's manual payment is processed by the system, the *Allow Duplicates* check box must be selected on the run type; otherwise, the payee may not be processed again if the system detects that they have already been processed in the period.

Stop Regular Resolution enables you to stop the resolution of all elements on the process list except that elements entered into the manual payment. If you decide to allow regular resolution, an analysis would need to be performed to understand the impact on your supporting elements.

If using the Limited Element Set, you need to ensure that all elements calculate independently of pre- or post-processing formulas, as these do not resolve during off-cycle processing.

Note. Manual payments are used to record monetary values only, absence accumulators will not be updated using this method.

Entering Corrections for Switzerland

This section provides an overview of corrections and provides examples of how to make corrections using Swiss delivered rules.

Corrections

The Corrections page of the Off-Cycle Requests component (GP_OFFCYCLE_SETUP) is used when you need to change finalized results, usually due to a user error. This method uses period-to-date logic built into the Swiss delivered statutory rules.

The following areas need to be considered when entering corrections:

- All earnings and deductions need to have period-to-date logic applied.
- This method is used to correct pay accumulators only. Absence accumulators will not be corrected.

Making Unscheduled Payments for Switzerland

The Unscheduled Payments page of the Off-Cycle Requests component (GP_OFFCYCLE_SETUP) is used to make one-time payments that are processed outside of the on-cycle payroll. Examples include bonuses and expense reimbursements. This method uses period-to-date logic build into Swiss delivered statutory rules when calculating.

The following areas need to be considered when entering uncheduled payments:

- All earnings and deductions need to have period-to-date logic applied.

- When selecting the period paid, it is recommended that you select the previous finalized calendar or the current open calendar.
- This method is used to record monetary values only. Absence accumulators will not be updated.

Advancing Payrolls for Switzerland

The Advance Payrolls page of the Off-Cycle Requests component (GP_OFFCYCLE_SETUP) is used when you would like to pay an employee before their normal on-cycle pay run. For example, an employee is terminating employment with your organization and the termination payments need to be paid immediately and not in the next on-cycle pay run. The following is recommended when making advance payments:

- Always select the next open calendar, as skipping calendars may update accumulators incorrectly.
- Absence accumulators will calculate automatically for the calendar group selected.

Chapter 18

Managing Multiple Contracts

This chapter provides an overview of multiple contracts and discusses how to:

- Set up and enter multiple contracts for an employee.
- Set up and run the General Ledger process for multi-contract employees.

Understanding Multiple Contracts

This section discusses:

- Multiple contract support.
- Creation and identification of employee records.
- Assignment of Accident Insurance Providers for Employees with Multiple Contracts
- Steps for setting up and entering multiple contracts for an employee.
- Use cases.

Multiple Contract Support

PeopleSoft Enterprise Global Payroll for Switzerland supports both payroll calculation and legal reporting requirements for employees with multiple contracts by using standard employee record functionality in PeopleSoft Human Resources. In PeopleSoft Human Resources, each job held by an employee is represented by a separate record in the Job Data table and is identified by a distinct employee record number. Global Payroll for Switzerland makes use of this functionality to define and track data for multi-contract employees by creating one record in the Job Data table with a unique employee record number for the *legal* definition of the employee, and multiple additional records with their own record numbers to drive separate payroll calculations for each concurrent job or contract. No matter how many different contracts an employee has, there can be only one *legal* record per employee in the same multi-contract company (as the employee must be presented to the official government bodies as a unified individual); however, an employee can have as many additional records as he or she has jobs. In other words, in a multi-contract company, each record in the Job Data table is identified as:

- Job data for a single contract (if only one contract exists within the company for the employee).

or

- Job data to define the employee as a legal entity (also known as *receiving* contract data).

and

- Job data for each concurrent contract (also known as *sending* contract data).

To summarize, in a multi-contract company, the possible scenarios are:

- One single contract record in Job Data.

or

- One legal or *receiving* contract record + n *sending* contract records.

Note. In a non multi-contract company, each job represents a single contract. The same is true in a multi-contract company for employees with only one job or contract.

Creation and Identification of Employee Records

When you hire an employee into a job in a multi-contract company, you do not need to add a job data row for the receiving contract; you only need to enter job data for the sending contracts, and the system automatically creates the corresponding legal record. In addition, the system automatically identifies which record (job data row) for an employee is the legal or receiving record, and which records are sending records used to drive internal payroll calculations.

The system identifies the different records as follows: when you enable multi-contract functionality for a company on the MC Company Setup CHE page, the system assigns the first available legal record number to that company starting with the number 999. For any employee with multiple contracts in the company, this number becomes the default number of the legal or receiving record in the Job Data table. You can view this record and any other job records for the employee on the Review Multiple Contracts CHE page. This page identifies the function or role of each record (*sending*, *receiving*, or *single* contract) and displays the record number for receiving contracts assigned to company employees.

This can be illustrated as follows:

1. When you select Enable Multi Contract on the MC Company Setup CHE page, the system generates a legal record number for all employees with multiple contracts in the company. This number (998 in the example below) is displayed in the Legal Rcd# field:

MC Company Setup CHE page

2. After assigning multiple contracts to an employee, you can view the legal record generated by the system as well as the job record (single or sending) for each concurrent job on the Review Multiple Contracts CHE page:

Effective Date	Sequence	Action	Payroll Status	Standard Hours	Work Period	FTE	Record Role
01/01/2005	0	Data Chg	Active	40.00	Weekly	1.000000	Single

Review Multiple Contracts CHE page

The Empl Rcd# field in the Legal Contract group box displays the legal record number generated for all employees of the company for which you have enabled multiple contracts.

In addition, the numbers of single and sending records appear in the Empl Rcd# field in the Contract group box, and detailed information about each record appears on the Action and Status, Job Information, and Compensation tabs at the bottom of the page.

Assignment of Accident Insurance Providers for Employees with Multiple Contracts

In cases where employees have multiple contracts, you may want to assign various accident insurance providers per contract (for example SUVA and HELSANA). In a normal situation you would assign the legal attributes of the insurer (source tax code, children, social insurance, and garnishments) on the legal level. In this situation, however, you would assign accident insurance on the job level (employee record).

If you assign various accident insurance providers for an employee with multiple contracts at the company level, payee level, and payee override level (accident insurance), the providers at the payee override level are considered the highest override level for SI data calculation. The system considers the payee level the next highest level for overriding SI data. The company level is considered the lowest.

The system uses the information in the Global Payroll Results Calendar component (GP_RSLT_CAL_RUN) to select the SI rates from the accident insurance page. This system of overriding insurance data supports organizations that have employees with multiple employment contracts and insurance providers.

Steps for Setting Up and Entering Multiple Contracts for an Employee

To set up multiple contracts for an employee, complete these steps:

1. Select the Enable Multi Contract check box on the MC Company Setup CHE page for the company into which you are hiring the employee.
2. Hire the employee in the company for which you have enabled multiple contracts (step 1) and add a job assignment using the Add a Person (PERSONAL_DATA) and Job Data (JOB_DATA) components.

We discuss these components in the *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*.

See *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "Adding a Person in PeopleSoft Human Resources" and *PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce*, "Increasing the Workforce."

3. Add a concurrent assignment for the employee. To do this, click the Create New Contract button on the Review Multiple Contracts CHE page. This takes you to the New Employment Instance (JOB_DATA_EMP) component, where you can enter information for the new assignment.

When you enter an additional job record for a multi-contract employee and save your work, the system automatically creates the corresponding legal record.

Note. In addition to using the Review Multiple Contracts CHE page to add concurrent assignments, you can use it to view existing records for a multi-contract employee and to update, maintain, or terminate job records (see step 4).

- To update and maintain job records or to terminate a contract, access the Review Multiple Contracts CHE page and click the Edit button. This takes you to the Job Data (JOB_DATA) component, where you can view, enter, and modify an employee's job information.

Note. When you terminate the legal job record for a multi-contract employee, the system automatically terminates all of the associated sending records so that you do not need to terminate each one manually.

See [Chapter 18, "Managing Multiple Contracts," Use Cases, page 243](#).

- After adding job records, terminating records, or modifying existing job data, access the Review MC Exceptions CHE page, which displays any contract changes that the system was unable to process or resolve. If there are unresolved changes, you will need to enter them into the system manually.

For example, if you add an additional job for a multiple contract employee and this job is the second sending contract, the system creates—via a component interface—a new job with the legal (receiving) record number for the company. If the component interface fails to create the legal record, this information will appear on the Review MC Exceptions CHE component, and you can access the Add Additional Assignment (JOB_DATA_CONCUR) component and manually create a job record with the legal record number for the employee's company.

Use Cases

This section presents several use cases to illustrate how the system updates job data records for multiple contract employees in different situations, including termination.

Example 1: Hiring When an Employee Has Multi-Contract Management in One Company and Non Multi-Contract Management in Another

In this scenario, the employee has multiple contracts enabled in company KW1 and multiple contracts disabled in company KW2.

Assume that the legal record number for the employee's company—as displayed on the MC Company Setup CHE page—is 998.

Assume that you complete the following actions:

- Hire the employee in company KW1 (employee record number = 0).
- Add an additional job in company KW2 (employee record number = 1).

After completing these steps, there are two rows of data in Job Data:

<i>Employee Record</i>	<i>Company</i>	<i>Role</i>
0	KW1	Single Contract
1	KW2	Single Contract

Now, assume that you add an additional job for the employee in company KW1 (employee record number = 2). After completing this step, there are four job data records in the system:

Employee Record	Company	Role
0	KW1	Sending
1	KW2	Single Contract
2	<i>KW1</i>	<i>Sending</i>
998	<i>KW1</i>	<i>Legal</i>

Now, suppose that you add another job for the employee in company KW2 (employee record number = 3). Because this company is not enabled for multiple contracts, the system inserts the new job as an additional single contract:

Employee Record	Company	Role
0	KW1	Sending
1	KW2	Single Contract
2	KW1	Sending
3	<i>KW2</i>	<i>Single Contract</i>
998	<i>KW1</i>	<i>Legal</i>

Finally, suppose that you add one more job in company KW1 (employee record number = 4). Because a legal (receiving) record already exists for the employee in company KW1, the system inserts only the new job (there can be only one legal definition of the employee per company):

Employee Record	Company	Role
0	KW1	Sending
1	KW2	Single Contract
2	KW1	Sending
3	KW2	Single Contract
4	<i>KW1</i>	<i>Sending</i>
998	<i>KW1</i>	<i>Legal</i>

Example 2: Terminating One Multi-Contract Job

In this scenario, assume that you begin with the six employee records that are in the system at the end of the previous example. In addition, assume that you terminate the employee record with record number = 0.

After terminating record 0, there are 5 active records in the system:

Employee Record	Company	Role	Status
0	KW1	<i>Sending</i>	<i>Terminated</i>
1	KW2	Single Contract	
2	KW1	<i>Sending</i>	
3	KW2	Single Contract	
4	KW1	<i>Sending</i>	
998	KW1	Legal	

Example 3: Terminating All Multiple Contracts at One Time

In this scenario, assume that you begin with the following records in the Job Data table for companies KW1 and KW2:

Employee Record	Company	Role
0	KW1	<i>Sending</i>
1	KW2	Single Contract
2	KW1	<i>Sending</i>
3	KW2	Single Contract
4	KW1	<i>Sending</i>
998	KW1	Legal

If you want to terminate—in one step—all of the multiple contracts in company KW1, all you need to do is terminate the legal (receiving) record (record number = 998). The system then automatically terminates all of the sending records associated with that legal record:

Employee Record	Company	Role	Status
0	KW1	<i>Sending</i>	<i>Terminated</i>
1	KW2	Single Contract	
2	KW1	<i>Sending</i>	<i>Terminated</i>
3	KW2	Single Contract	
4	KW1	<i>Sending</i>	<i>Terminated</i>
998	KW1	<i>Legal</i>	<i>Terminated</i>

Note. After making changes to job data records such as the ones described in this section, access the Review MC Exceptions component to determine if the system has correctly updated the records.

Prerequisites

PeopleSoft Global Payroll for Switzerland uses routings and handlers in the WORKFORCE_SYNC and GPCH_MC_SYNC service operations to automatically create legal (receiving) job records for multi-contract employees and to terminate these records when concurrent contracts are removed. The same routings and handlers synchronize the data between sending contracts and legal contracts in case of hires, company changes, or termination of multiple contracts.

To enable these operations, set up PeopleSoft Integration Broker and activate messaging using the following objects:

- Node: PSFT_HR.
- Messages: WORKFORCE_SYNC and GPCH_MC_SYNC.
- Queues: PERSON_DATA and GPCH_MC.
- Services: WORKFORCE_SYNC and GPCH_MC_SYNC.
- Service Operations: WORKFORCE_SYNC and GPCH_MC_SYNC.
- Service Operation Handlers: GPCH_Sync_Legal_Job for service operation WORKFORCE_SYNC and Sync_GP_NET_DIST for service operation GPCH_MC_SYNC.
- Service Operation Routings: all with Directions = Local and Sender.
- Node and Receiver Node = PSFT_HR for the above service operations.

Note. PeopleSoft provides detailed information on how to configure Integration Broker and set up routings and handlers in the *Enterprise PeopleTools PeopleBook: Integration Broker*.

Setting Up and Entering Multiple Contracts for an Employee

To set up and enter multiple contracts for an employee, use the MC Company Setup CHE (GPCH_MC_COMPANY), Review Multiple Contracts CHE (GPCH_MC_JOB_DATA), and Review MC Exceptions CHE (GPCH_MC_EXCEPTIONS) components.

This section discusses how to:

- Enable multiple contracts for a company.
- Enter and maintain job data for a multi-contract employee.
- Review contract data exceptions.

Pages Used to Set Up and Enter Multiple Contracts for an Employee

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
MC Company Setup CHE (Multiple Contracts Company Setup CHE)	GPCH_MC_COMPANY	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, MC Company Setup CHE, MC Company Setup CHE	<ul style="list-style-type: none"> • Enable multiple contracts for a company. • Generate the record number used to identify the legal (receiving) record for employees with multiple contracts.
Review Multiple Contracts CHE	GPCH_MC_JOB_DATA	Global Payroll & Absence Mgmt, Payee Data, Review Multiple Contracts CHE, Review Multiple Contracts CHE	<ul style="list-style-type: none"> • Add a concurrent assignment for an employee in a multi-contract company. • View all job data rows for a multi-contract employee. • Maintain job data rows for multi-contract employees. • View the role of each job data record for a multi-contract employee (either <i>Single</i>, <i>Sending</i>, or <i>Receiving</i>). <p>Note. This component functions as an interface to the New Employment Instance (JOB_DATA_EMP) and Job Data (JOB_DATA) components, enabling you to access, edit, and enter new rows of job data from a single location.</p> <p>See <i>PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Administer Workforce</i>, "Increasing the Workforce."</p>
Review MC Exceptions CHE	GPCH_MC_EXCEPT	Global Payroll & Absence Mgmt, Payee Data, Review MC Exceptions CHE, Review MC Exceptions CHE	<p>Review contract changes that the system is unable to resolve or process.</p> <p>You may need to enter these changes manually.</p>

Enabling Multiple Contracts for a Company

Access the MC Company Setup CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, MC Company Setup CHE, MC Company Setup CHE).

MC Company Setup CHE page

Enable Multi Contract Select to enable multiple contract functionality for a company.

Legal Rcd# (legal record number) Displays the record number used to identify the legal (receiving) record for employees with multiple contracts in the company shown at the top of the page.

Entering and Maintaining Job Data for a Multi-Contract Employee

Access the Review Multiple Contracts CHE page (Global Payroll & Absence Mgmt, Payee Data, Review Multiple Contracts CHE, Review Multiple Contracts CHE).

Review Multiple Contracts CHE

Claudio Jung Person ID: GW4005 [Refresh](#)

Company [Find](#) | [View All](#) | First **1 of 1** Last

Company: GW4 GP Swiss Test 4

Legal Contract

Empl Record: 999 [Exceptions](#) [Edit](#)

Job Data Customize Find View All First 1 of 1 Last			
Effective Date	Effective Sequence	Action	Payroll Status
01/01/2004		0 Hire	Active

Contract

Empl Record: 0 [Exceptions](#) [Edit](#)

Job Data Customize Find View All First 1 of 1 Last							
Action and Status		Job Information		Compensation			
Effective Date	Sequence	Action	Payroll Status	Standard Hours	Work Period	FTE	Record Role
01/01/2004		0 Hire	Active	10.00	Weekly	0.250000	Single

[Create New Contract](#)

Review Multiple Contracts CHE page

This page provides access the New Employment Instance (JOB_DATA_EMP) and Job Data (JOB_DATA) components, enabling you to modify existing job information, create new job records, or terminate job records from a single location. The data displayed on the page is drawn from the Job Data table and can be refreshed after you make changes to an employee's work location, payroll information, salary and compensation data, or other job information, so that you can maintain accurate records and manage your employees based on current job data.

Company Displays the company of the employee.

Legal Contract

Empl Record Displays the legal or *receiving* record number for a group of concurrent jobs when there are multiple contracts for an employee.

The legal record number is generated automatically for multi-contract employees when you select Enable Multi Contract on the MC Company Setup CHE page.

See [Chapter 18, "Managing Multiple Contracts," Enabling Multiple Contracts for a Company, page 248.](#)

Contract

Empl Record

Displays the *single* or *sending* record number for each job assigned to a multi-contract employee.

Note. The role of an employee's job record in a multi-contract company is defined as *single* if he/she has only one job and no concurrent assignments. *Sending* and *legal* roles apply only when the employee has multiple assignments.

Job Data - Action and Status Tab

Select the Action and Status tab.

This tab displays information about the sending and single contract records belonging to a multi-contract employee.

Effective Date and Sequence

Displays the effective date and sequence of the job data record with the action and status displayed on the Action and Status tab.

Action

Displays the action value associated with the job data record. For example, the job data record created when an employee is hired displays the value *Hire*.

Payroll Status

Displays a status of *Active* or *Inactive*.

Standard Hours, Work Period, and FTE (full time equivalency)

These fields display the standard hours, work period, and full time equivalency from the Job Data table for each record.

Record Role

Displays the role of each record you are viewing: either *Single* or *Sending*.

Job Data - Job Information Tab

Select the Job Information tab.

This tab displays information about the sending and single contract records assigned to a multi-contract employee.

Job Data				
Customize Find View All First 1 of 4 Last				
Action and Status		Job Information		
Business Unit	Job Title	Department	Location	Full/Part Time
Switzerland Business Unit	Manager-Customer Services	Sales and Services	Bern Operations	Full-Time

Review Multiple Contracts CHE page – Job Information tab

Business Unit

Displays the business unit associated with the employee's job record in the Job Data table.

- Job Title** Displays the job title associated with the employee's job record in the Job Data table.
- Department** Displays the department associated with the employee's job record in the Job Data table.
- Location** Displays the location associated with the employee's job record in the Job Data table.
- Full/Part Time** Displays the full or part time status associated with the employee's job record in the Job Data table.

Job Data - Compensation tab

Select the Compensation tab.

This tab displays information about the sending and single contract records belonging to a multi-contract employee.

Job Data				
Action and Status		Job Information		Compensation
Pay Group	Short Description	Frequency	Compensation Rate	Description
KW11	GP CHE	Monthly	5000.000000	Swiss Franc

Review Multiple Contracts CHE page – Compensation tab

- Pay Group** Displays the pay group associated with the employee's job record in the Job Data table.

Important! The multiple contract functionality discussed in this chapter assumes that the *Pay Groups* and *Calendars* are the same across all job records (contracts) for the same employee, whether they are sending records or legal records.

- Short Description** Displays the short description of the pay group associated with the employee's job record in the Job Data table.
- Frequency** Displays the frequency of the components of pay associated with the employee's job record in the Job Data table.
- Compensation Rate** Displays the compensation rate associated with the employee's job record in the Job Data table.
- Description** Displays the currency associated with the compensation rate.

Edit

Click the Edit button to access the Job Data (JOB_DATA) component where you can modify the information in an employee's job record or terminate jobs.

Exceptions

Click the Exceptions button to access the Review MC Exceptions CHE (GPCH_MC_EXCEPTIONS) component, where you can review contract changes that the system is unable to resolve or process.

Create New Contract

Click the Create New Contract button to access the New Employment Instance (JOB_DATA_EMP) component, where you can add a concurrent assignment for the payee.

Note. When you create a new employment instance that results in multiple contracts for an employee, the system automatically creates a job record with the legal record number for the employee's company.

Refresh

Click the Refresh button to populate the Review Multiple Contracts CHE page with current job data from the Job Data table.

Reviewing Contract Data Exceptions

Access the Review MC Exceptions CHE page (Global Payroll & Absence Mgmt, Payee Data, Review MC Exceptions CHE, Review MC Exceptions CHE).

The system generates error and warning messages in response to contract data changes that it cannot process or resolve. Use this page to view these error and warning messages. You may need to correct these errors manually.

Setting Up and Running the General Ledger (GL) Process for Multi-Contract Employees

To set up and run the General Ledger process for Switzerland, use the GL Migrating MC Elements CHE (GPCH_GL_MIGR), Accumulators (GP_ACCUMULATOR), and Send Costs to GL CHE (GPCH_GL_PREPARE) components.

This section provides an overview of the General Ledger process for Switzerland and discusses how to:

- Select segment accumulators to transfer across records.
- Identify the target record and company to which to transfer accumulator results.
- Send costs to General Ledger.

Understanding the General Ledger Process for Switzerland

The standard General Ledger process for Global Payroll uses segment accumulator results to calculate and distribute costs. However, in the case of multiple contracts, each sending record generates accumulator results for one contract only, and consequently provides incomplete cost data, whereas the single *receiving* record sums up all of the data for the employee (each sending contract calculates the gross for one contract, whereas the legal contract calculates all legal earnings and deductions on accumulated salaries). For legal and reporting reasons, it is precisely this record that is of interest to General Ledger. However, because General Ledger is not set up to process segment accumulator results for the legal record, Global Payroll for Switzerland delivers a General Ledger process (GPCH_GL_RC) that you can run to *transfer* the segment accumulators from the last record calculated—the legal or receiving record, which has the highest number and is therefore processed after the others—to a target record and company specified in the User Key fields of the same segment accumulators. The General Ledger process can then pick up the accumulator results from the record and company identified in the User Key fields and use them for cost distribution.

Before running this process, you must access the GL Migrating MC Elements CHE page and list the segment accumulators to migrate from the legal record to the target record and company specified in the segment accumulators' User Key fields.

The steps for setting up and running the General Ledger process can be summarized as follows:

1. Select the segment accumulators to transfer to the target record where they can be picked up and processed by General Ledger.

To do this, use the GL Migrating MC Elements CHE page.

2. Specify the variables storing the record number and company to which you want to transfer segment accumulator results in the accumulators' User Key fields.

Do this on the Level page of the Accumulators (GP_ACCUMULATOR) component in the core application.

3. Send the accumulator results to PeopleSoft Enterprise General Ledger.

Do this on the General Ledger Run Control page.

Important! For a segment accumulator to be migrated across record number results, it must have both the target record number and company indicated in its USER_KEY fields and it must be listed in an effective dated migration list for the processed pay entity.

Pages Used to Set Up and Run the General Ledger (GL) Process for Multi-Contract Employees

Page Name	Definition Name	Navigation	Usage
GL Migrating MC Elements CHE (General Ledger Migrating Multiple Contracts Elements CHE)	GPCH_GL_MIGR_LST	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Integration, GL Migrating MC Elements CHE, GL Migrating MC Elements CHE	Select segment accumulators to transfer to a target record where they can be picked up by the GL process.

Page Name	Definition Name	Navigation	Usage
Level	GP_ACCUMULATOR_1	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Level	<p>Specify the variables storing the record number and company to which you want to transfer segment accumulator results.</p> <p>We discuss this page in the <i>PeopleSoft Enterprise Global Payroll 9.1 PeopleBook</i>.</p> <p>See <i>PeopleSoft Enterprise Global Payroll 9.1 PeopleBook</i>, "Setting Up Accumulators," Defining Accumulators.</p>
Send Costs to GL CHE	GP_GL_PREPARE	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to GL CHE, Send Costs to GL CHE	<p>Send costs to PeopleSoft Enterprise General Ledger.</p> <p>When you run the General Ledger process from this page, the system transfers accumulator results to the target record and company stored in the variables specified on the segment accumulator Level page and then sends the results to PeopleSoft Enterprise General Ledger.</p> <p>Note. If you are using the multiple contracts functionality for Switzerland, follow all General Ledger setup steps described in the Global Payroll core application <i>PeopleBook</i>, with one exception: do not use the standard Send Costs to GL page to transfer cost data to General Ledger. Use the General Ledger Run Control page for Switzerland to do this instead. If you are not using this functionality, follow all General Ledger processing steps described in the core application <i>PeopleBook</i>.</p> <p>See <i>PeopleSoft Enterprise Global Payroll 9.1 PeopleBook</i>, "Integrating with PeopleSoft Enterprise General Ledger."</p>

Selecting Segment Accumulators to Transfer Across Records

Access the GL Migrating MC Elements CHE page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Integration, GL Migrating MC Elements CHE, GL Migrating MC Elements CHE).

GL Migrating MC Elements CHE

Pay Entity: KW1 GP CE Switzerland

Find | View All First 1 of 1 Last

***Effective Date:**

Customize | Find | View All | First 1-4 of 7 Last

Entry Type	Element Name		
<input type="text" value="Seg. Accm"/> ▼	<input type="text" value="CH_00_04"/>	<input type="button" value="+"/>	<input type="button" value="-"/>
<input type="text" value="Seg. Accm"/> ▼	<input type="text" value="CH_AL_02"/>	<input type="button" value="+"/>	<input type="button" value="-"/>
<input type="text" value="Seg. Accm"/> ▼	<input type="text" value="CH_CA_ALL"/>	<input type="button" value="+"/>	<input type="button" value="-"/>
<input type="text" value="Seg. Accm"/> ▼	<input type="text" value="CH_EO_02"/>	<input type="button" value="+"/>	<input type="button" value="-"/>

GL Migrating MC Elements CHE page

Entry Type Select *Seg. Accm* (segment accumulator).

Element Name List the segment accumulators to transfer from the legal (*receiving*) record to the target record for GL processing.

Identifying the Target Record and Company to Which to Transfer Accumulator Results

Access the Level page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Level).

Accumulator Name		Definition		Level		Members	
Element Name:	CH_MC_AH02	MC for CH_AH_02		Owner:	PS Mnt		
Accumulator Level							
<input checked="" type="radio"/> Payee (EMPLID) <input type="radio"/> Job (EMPLID/EMPL_RCD)							
User Key Type 1:	Variable	*Key Element 1:	CH_MC_RCVR_CMPNY				
User Key Type 2:	Variable	*Key Element 2:	CH_MC_RCVR_RCD				
User Key Type 3:		Key Element 3:					
User Key Type 4:		Key Element 4:					
User Key Type 5:		Key Element 5:					
User Key Type 6:		Key Element 6:					

Level page

In the User Key Type fields, select *Variable*, and then enter the variable element CH_MC_RCVR_CMPNY (MC Receiver Company) in combination with the variable CH_MC_RCVR_RCD (MC Receiver) in the Key Element fields. These variables are set up to hold the company and the number of the target record to which you are transferring the segment accumulator results.

Note. We discuss this page in detail in the *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Setting Up Accumulators," Defining Accumulators.

Sending Costs to General Ledger

Access the General Ledger Run Control page (Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to GL CHE, Send Costs to GL CHE).

Send Costs to GL CHE

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

Payroll Run

*Calendar Group: December 2008 Monthly

Stream Number: Process Streams

*Posting Date:

Processing Phases and

Calculate

Update Statistics

Finalize

Calendar List [Customize](#) | [Find](#) | [View All](#) | [Print](#) | First 1 of 1 Last

Pay Group	Calendar ID	Payment Date
K6CHNMONTH	K6CM08M12DECPAY	12/15/2008

Streams [Customize](#) | [Find](#) | [View All](#) | [Print](#) | First 1 of 1 Last

Stream Number	Empl ID From	Empl ID To	Calculate Completed
			<input type="checkbox"/>

Send Costs to GL CHE page

The fields on the General Ledger Run Control page for Switzerland are identical to those on the Send Costs to GL page in the Global Payroll core application.

See *PeopleSoft Enterprise Global Payroll 9.1 PeopleBook*, "Integrating with PeopleSoft Enterprise General Ledger," Running the General Ledger Process and Sending Data.

Chapter 19

Processing Swissdec by Dashboard

This section chapter an overview of ELM and eGovernment for Global Payroll Switzerland and discusses how to generate and manage dashboard XML.

Note. You can locate additional details on XML definitions and transmission options on the swissdec home page.

Understanding ELM and eGovernment for Global Payroll for Switzerland

This section discusses:

- eGovernment Overview
- eGovernment Reporting
- Additional XML Reporting
- Managing Governmental Data

eGovernment Overview

Swiss eGovernment, or ELM (*einheitliches Lohnmeldeverfahren*), is the secure electronic transmission of salary declaration for social insurance, taxation and statistical reporting.

Increasing demand for electronically submitted data is currently spreading across Europe. Approximately 300,000 companies operating in Switzerland report information relating to social insurance registration, taxation, and statistical data to government agencies and insurance providers. An estimated 90 percent of all salary-related information is already in electronic form. In Switzerland SUVA, swissdec, and other Swiss social insurance and software providers have been working together to define an XML-based electronic submission standard under the umbrella project initiative called *Lohnstandard-CH*.

eGovernment Reporting

Delivered eGovernment functionality enables you to run year end legal reporting using a single dashboard, simplifying the process. Governmental data is taken from the existing set of legal reports and stored in separate XML records.

eGovernment creates the ELM records using the following reports:

- GPCHSI07 - UV Yearly.
- GPCHSI08 - AHV Year and NON AHV/ALV.
- GPCH-AE_TX07 - Tax Statement
- GPCHST02 - Salary Structure.
- GPCHAL05 - FAK Yearly.
- GPCH_AE_INS - BVG Pension, KTG Health, and UVGZ Additional Accident insurance

Additional XML Reporting

Besides the year end processes that create the XML according to the ELM swissdec format, we included these XML reports that can also be processed using the dashboard:

- GPCHTX01 - Source Tax Year for GE and VD
- GPCHTX02 – Source Tax Month and Quarter for VD
- GPCHAL04 – FAK_CAF monthly for Ausgleichskasse Banken and Ausgleichskasse Versicherungen

Managing Governmental Data

By selectively processing eGovernment reports you can breakup data reporting and submission in discrete parts as necessary. For example, consider an organization with four entities of varying sizes: one large and three smaller entities. You may choose to process data from the large entity separately from the other three, which may then be processed together as a group. The data for all four entities may then be sent to the government in two transmissions.

For each report, the additional XML for Source Tax (GPCHTX01 and GPCHTX02) and FAK_CAF (GPCHAL04) needs to run in a single domain. The dashboard includes a group of pages called Prepare Files, Process Files, and Review Files. This is where you can select a previously defined domain set to run the defined reports all at the same time for domains defined in the selected domain set and only for providers within the domains, which are mapped on the company level.

Generating and Managing Dashboard XML

This section provides an overview on dashboard processing and discusses how to:

- Prepare files for processing.
- View processed files.
- Enter transmit options.
- Select ping/interop options.
- Set parameters for viewing XML.

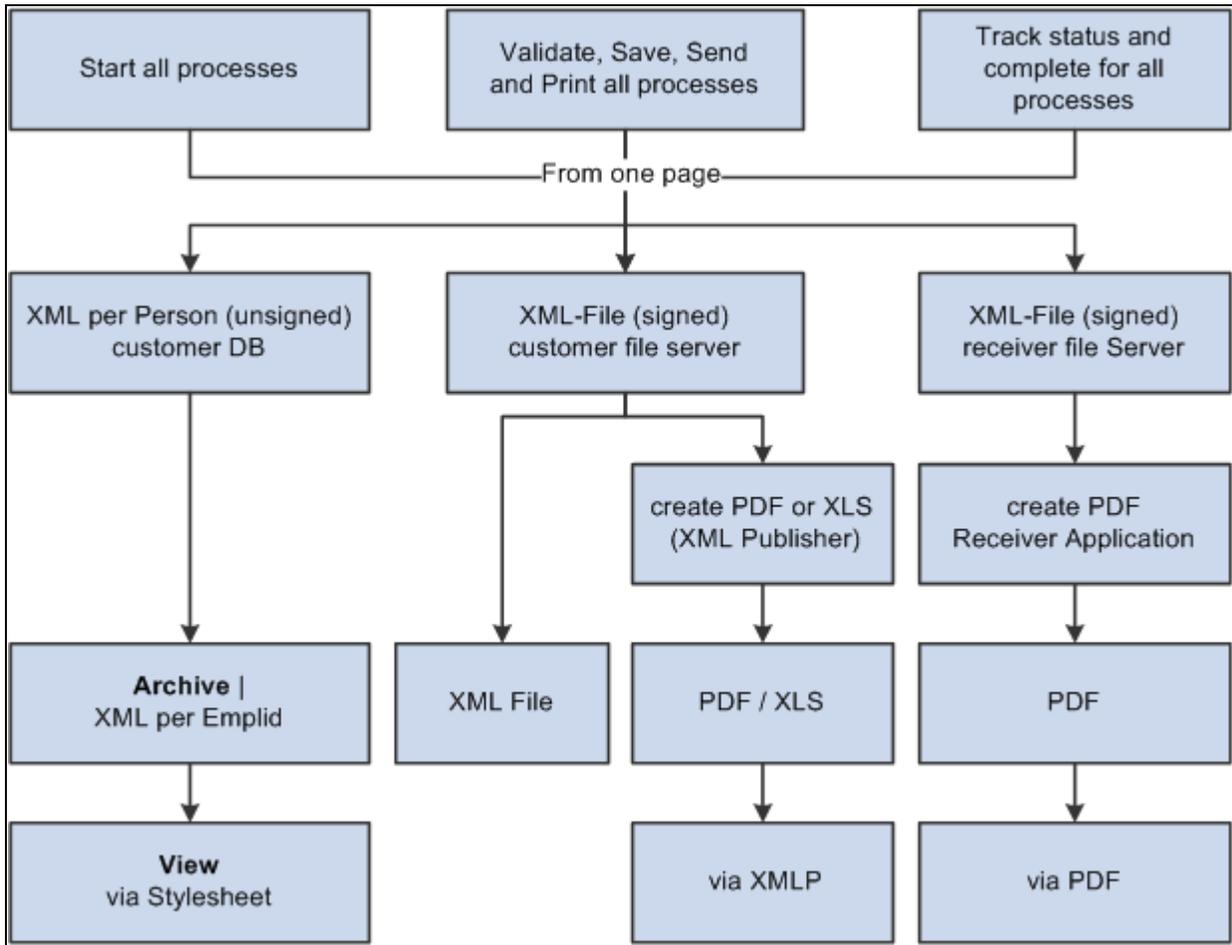
- View internal and external log files.
- View XML for internal log files.
- View XML for external log files.
- Prepare XML file for FAK_CAF monthly processing.
- Prepare source tax XML for the Geneva and Vaud cantons.

Understanding Dashboard Processing

From a central dashboard, eGovernment allows you to control the year end reporting process. Using the dashboard you can:

- Run reports in different modes, such as in test mode for data checking.
- Generate test versions of the ELM transfer record for auditing of the XML data. These versions can be submitted to the government for approval. Once the government confirms the data is correct, you can finalize the report and submit it.
- Manage run control parameters using the domain ID that you create on the ELM Domain Setup CHE page.

Here is a graphical representation of how the system processes information from the dashboard:



Graphical representation of how the system processes information from the dashboard

Pages Used to Generate and Manage Dashboard XML

Page Name	Definition Name	Navigation	Usage
Prepare Files	GPCH_EG_RSTATUS	Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Prepare Files	Run a set of reports based on a previously defined domain. The system generate XML only for providers within the domain, which are mapped on the company level.
Process Files	GPCH_EG_FSTATUS	Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Process Files	View the files that were processed in the run. From this page you can also validate, save, or ping the receiver's WebServer and send the file.

Page Name	Definition Name	Navigation	Usage
Transmit Options	GPCH_EG_SEND_OPTN	Click the SEND or the Save button on the Process Files page.	Select the options that you want to use to transmit or save the file.
Ping/Interop details	GPCH_EG_PING_INTER	Click the Ping button on the Process Files page.	Send an XML message to the distributor.
XMLP Parameters	GPCH_EG_XMLP	On the Process Files page, click the View button.	Select the parameters that you want to use to run the report. You can also select the criteria by which you want the system to sort the information.
Review Files	GPCH_EG_PSTATUS	Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Review Files	View the internal and external log files and response from the receiver's Web Service.
Internal Log Files	GPCH_EG_INTERN_LOG	On the Review Files page, click the View Log / Trace link next to the Internal Status column	Access the transmission configuration file, the generated ELM file, and internal log details.
External Log Files	GPCH_EG_EXTERN_LOG	On the Review Files page, click the View Log / Trace link next to the External Status column	Access the transmitted ELM file, response file, and external log file.

Preparing Files for Processing

Access the Prepare Files page (Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Prepare Files).

Prepare Files | **Process Files** | Review Files

Run Control ID: CHE_2008 [Report Manager](#) [Process Monitor](#)

Language: English

Run Options

Pay Year: 2008 Company: GWS

Issued Date: 12/31/2008 Domain ID: 1

Request For

Create File: Y Contact Person: Fritz Meyer-Brauns

Validate file: Y Email ID: Fritz.Meyer-Brauns@oracle.com

Sign file: Y Telephone: +4908914302785

Encrypt file: N Monitor ID: peoplesoft

Outbound File Directory: \\10.165.246.81\h890\ORAI\appserv\H890DXAD\files

Comment: Test GWS

Report Sub Selection

Provider		Employee	
Sub Selection	Sub Selection	Sub Selection	Sub Selection
1		1	

Group List ID:

Prepare Files page (1 of 2)

Selected Processes					
Type	Run Options	Cancel	Report Status	Report Period	
1 Identify	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
2 UVG-LAA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
3 KTG-AMC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
4 UVGZ-LAAC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
5 FAK-CAF	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open	Yearly <input type="button" value="v"/>	
6 BVG-LPP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
7 AHV-AVS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
8 KSTV-SCC	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
9 BFS-OFS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
10 Generate File	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		

Prepare Files page (2 of 2)

Pay Year Enter the year for which you want to run the reports.

Company Select the company for which you want to run the reports.

Issued Date The system populates this field with the last day of the pay year that you entered. It is used for informational purposes only.

Domain ID Select the domain ID that you set up on the ELM Domain Setup CHE page. The system populates the values that you entered on the ELM Domain Setup CHE page in the fields below.

Request For and Delete These fields describe who the request is for and the contact information for the person or organization that made the request. This information is entered on the ELM Domain Setup CHE page and is populated when you select the domain ID. To delete this information, click the Delete button and then select another domain ID.

Report Sub Selection

Using the fields in this group box selects only a subset of information, which means the entities need to be included in the processed domain.

Provider Type Select the type of provider for whom you want to create the XML.

Provider Code Select the provider for whom you want to create the XML.

EmpIID (employee ID) Select the ID of the employee for whom you want to create the XML.

Group List ID	Select a group for which you want to create XML. You create group lists on the Group List page (select Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Payee Groups, Group Lists, Group List). See <i>PeopleSoft Enterprise Absence Management 9.1 PeopleBook</i> , "Processing Absences," Creating Group Lists.
Run Options	Deselect this check box if you want exclude the report that appears next to it in the Type column.
Cancel	Select this check box if you want to cancel the report that appears in the Type column.
Report Status	The system displays the status of the report after the job has been run to completion.
Report Period	This is available for: <ul style="list-style-type: none"> • FAK_CAF <ul style="list-style-type: none"> • Monthly (Ausgleichskasse Banken). • Yearly (swissdec). • Source Tax <ul style="list-style-type: none"> • Yearly (GE and VD cantons). • Month or quarter (VD canton only).

Note. Once a user saves the page, the system creates a table suite for the dashboard. Setup information, like company address, domain attributes, and so on, have already been saved in XML format. When starting the job the process invokes all included legal processes, but only executes processes that are included in that domain set. The last step is an Application Engine process (GPCH_AE_ELM), which creates the final XML file. The system stores XML snippets for each person on the employee ID and domain level (GPCH_EG_PERSON). The system also stores provider totals as well as *ready to go* XML snippets on the provider and year level. All further viewing and reporting inside the dashboard uses the XML file as a source.

Viewing Processed Files

Access the Process Files page (Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Process Files).

Prepare Files | **Process Files** | Review Files

Run Control ID: CHE_2008
Language: English

Run Options

Pay Year: 2008 Company: GWS
Issued Date: 12/31/2008 Domain ID: 1

Request For

Create File: Y Contact Person: Fritz Meyer-Brauns Delete
Validate file: Y Email ID: Fritz.Meyer-Brauns@oracle.com
Sign file: Y Telephone: +4908914302785
Encrypt file: N Monitor ID: peoplesoft
Outbound File Directory: \\10.165.246.81\h890\ORAI\appserv\H890DXAD\files
Comment: Test GWS

Request ID	Type	Provider Code	Process Type	Provider Total	Internal	External	Validate file	Save	Ping	SEND	Regenerate	History
1							Validate file	Save	Ping	SEN	Regenerat	History

Process Files page

From this page you can validate, save, or ping the receiver's WebServer and send the file.

Internal Displays status of the Internal file.

External Displays status of the external file.

Validate File Click to see if the file you generated is valid. The system displays a message that tells you if the XML file validates (JAVA validation on XSD).

Ping Click the Ping button if you want to ping the WebServer or do an operability check. The system displays the Ping/Interop details page where you can choose either Ping or Interoperability.

Save and SEND If you selected the PIV (Prozess Integriertes Verfahren) transmission method on the Providers page (Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Providers CHE, Providers), the system displays the SEND button.

If you selected the EIV (Export Import Verfahren) transmission method, the system, displays the SAVE button.

Click to display either the Transmit Options page. The system gives you the options to send or save the data in test mode, as a compressed file, as a signature file, or an encrypted file.

Regenerate

The files sent to the distributor need to have unique request IDs. If the files were sent already, click this button to regenerate the file. This creates new generations of the files, appending the ID numbers with sequence numbers (_n) to identify the generation. You can now send the files again. Internally, the files will have new request IDs and the request IDs that preceded them. Using this information, the receiver can identify the files as replacements for the files that were sent previously.

View

Click to view the file you generated. This system displays the information in a separate browser window using XML Publisher. The view is available for all output besides the Tax Statement (LAW_NCS). The tax statement can be viewed and printed in the tax statement online, or the PDF file creation process through the regular run control page.

Entering Transmit Options

Access the Transmit Options page (Click the SEND or the Save button on the Process Files page).

The screenshot shows a dialog box titled "Transmit Options". It contains the following fields and options:

- Company: [text input]
- Pay Year: [text input]
- Domain ID: [text input]
- Request ID: [text input]
- Input Options** (Section Header)
 - Test Mode
 - Compress File
 - Sign file
 - Encrypt file
- OK [button]
- Cancel [button]

Transmit Options page

Test Mode

By default the system makes this check box unavailable for use. If the *SuperUser* parameter is set to *Yes* in the online properties, the system enables this check box. Selecting this check box creates the XML with a Test Tag that informs the receiver that this file is only sent for testing purposes.

Sign file

By default the system makes this check box unavailable for use. If the *SuperUser* parameter is set to *Yes* in the online properties, the system enables this check box. Deselect this check box to create an unsigned file, although the standard setup requires a signature (electronic signature by certificate)

Compress File

Currently, this feature is not supported.

Encrypt file Select this check box encrypt the file. Selecting this option will cause the encrypt mode to be different from the standard setting for the provider.

Selecting Ping/Interop Options

Access the Ping/Interop details page (click the Ping button on the Process Files page).

The screenshot shows a dialog box titled "Ping/Interop details". It contains four labels: "Company:", "Pay Year:", "Domain ID:", and "Request ID:". Below these labels is a section titled "Ping/Interop" with two radio buttons: "Ping" (selected) and "Interoperability". At the bottom are "OK" and "Cancel" buttons.

Ping/Interop details page

Ping Select this option to send a standard XML message to the distributor. If the connection is set up properly, you will receive the same message.

Interoperability Select this option to send various test strings to the distributor so they can evaluate the response.

Setting Parameters for Viewing XML

Access the XMLP Parameters page (on the Process Files page, click the View button).

Language Code Select the language that you want to use for the reports. Supported languages are English, French, German, and Italian.

Output Format Select either *PDF* or *XLS*.

Sub Selection Select the sub selection mode that you want the system to use; either *By Emplid* or *By Group List*.

Emplid and Group List Depending on the option you selected in the Sub Section field, the system displays one or both group boxes.

AHV Report and ALV Report These options are only available for the AHV_AVS report. Here you can choose, whether you want to the AHV_AVS yearly report or the AHV_AVS exempted report.

Sort Criteria Select the preferred method in which you want the system to sort the data. Sort options include: *AHV-Nbr*, *Birthdate*, *Emplid*, *Last Name*, and *First Name*.

Viewing Internal and External Log Files

Access the Review Files page (Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Review Files).

Review Files page

Use this page to view the internal and external log files and response from the receiver's Webservice.

Complete Click this button review the file that you successfully sent to the provider. The response includes a temporary valid user ID and password. The system automatically generates a URL. It directly links you to the end receiver application. Depending on the receiver, you need to confirm that the file should be processed.

Complete Flag Select this check box after you complete the final upload process. As the end user application doesn't usually send feedback upon final completion, you can use this field to manually track when you completed processing for this file.

Viewing XML for Internal Log Files

Access the Internal Log Files page (On the Review Files page, click the View Log / Trace link next to the Internal Status column).

Internal Log Files page

- | | |
|---------------------------------|---|
| Transmission Config File | Click to display the configuration XML used for transmission. |
| ELM File Generated | Click to display the XML that was sent or saved. |
| Internal Log Details | Click to display the XML validation log. |

Viewing XML for External Log Files

Access the External Log Files page (On the Review Files page, click the View Log / Trace link next to the External Status column).

External LOG Files

Company: Pay Year: Domain ID:

Response ID:

External Log File

[Transmitted ELM File](#) [Response File](#) [External Log File](#)

OK Cancel

External Log Files page

Transmitted ELM File Click to display the transmitted ELM file.

Response File Click to display the response from the receiver.

External Log File Click to display the external XML log.

Preparing XML File for FAK_CAF Monthly Processing

Access the Prepare Files page (Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Process Files).

Prepare Files
Process Files
Review Files

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

Language:

Run Options

Pay Year: Company:

Issued Date: Domain ID:

Request For

Report Sub Selection

Provider Sub Selection	Provider Type	Provider Code	Employee Sub Selection
1	<input type="text" value="FAK-CAF"/>	<input type="text" value="#AKB"/>	<input type="text" value="1"/>

Group List ID:

Selected Processes

Type	Run Options	Cancel	Report Status	Report Period	Current Pay End Date
1 Identify	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		
2 FAK-CAF	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open	<input type="text" value="Monthly"/>	<input type="text" value="31.01.2009"/>
3 Generate File	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Open		

Prepare Files page

XML for Ausgleichskasse Banken needs to be created in a single domain. It cannot run in a package with other processes. Ausgleichskasse Banken does not provide a certificate, therefore you need to deselect the Sign check box on the provider level. You need to create the file in EIV mode, as there is no integrated sending. Therefore, you must save the file to a directory of your choice and upload the file from there to the WebSide provided by Ausgleichskasse Banken.

Note. Once you save the page, the system makes the period display only. If you run the process for a specific month, you can either rerun the process for the month or run the process for the next month. For both scenarios you need to select the New Month Run check box. The system provides a new field that you can use to enter a new date. If you select a new month, the system keeps the old data and switches to the next month. If you select the same date again, the system asks you to delete the current period before you continue. Once you run the process for a particular month, you can view history for the months from the Process Files page.

Preparing Source Tax XML for the Geneva and Vaud Cantons

Access the Prepare Files page (Global Payroll & Absence Mgmt, Year-End Processing, Year End Process CHE, Process Files).

Prepare Files page

Creating Yearly XML

Provider Type and Provider Code Select the type of provider and the provider for whom you want to create the XML. These fields are mandatory.

Report Period Select *Yearly*.

Note. The source tax XML needs to be created in a single domain. It cannot run in a package with other processes. The GE and VD tax administrations do not provide a certificate, therefore you need to deselect the Sign check box on the provider level. You also need to create the file in EIV mode, as there is no integrated sending. Therefore, you must save the file to a directory of your choice and upload the file from there to the WebSide provide by Geneva or the Vaud tax administration.

This process is the same for GE and VD.

Creating Monthly or Quarterly XML

If the value in the Report Period field is *Quarterly* or *Monthly*, you must select either a quarter (*Q1*, *Q2*, *Q3*, or *Q4*) or, for *Monthly*, enter a date in the Current Pay End Date field. This is only valid for Vaud.

Chapter 20

Generating Payslips and General Payroll Reports

This chapter discusses how to:

- Generate payslips and general reports.
- Create General Ledger reports.
- Create, view, and update online tax statements

Generating Payslips and General Reports

This section provides an overview of payslips and discusses how to:

- Generate payslips.
- View payslips online.
- Create the BESTA Employment Statistics report.
- Create the Calc Reconciliation report.
- Create the Element Summary report.

Understanding Payslips

Global Payroll for Switzerland enables you to generate and adapt payslips to meet your needs. You can also send a message (printed on the payslip) to an individual payee or to payees belonging to designated pay groups, locations, or departments.

The system generates an additional row per earning marked with an asterisk for the total of the retro results. Employee and pay summary data for the given month are printed in the header. This includes date of birth, starting date with the organization, location, department, religion, bank account details, currency in which the earnings are to be paid, and holiday entitlement for the remainder of the year. The run control for the payslip is a two-page component consisting of the Payslip Options page and the Payslip Element View page.

Global Payroll for Switzerland enables you to generate and adapt payslips to meet your needs. To support archiving and specific layout and printing needs, the design of the standard payslip supports the separation of data storage and data presentation.

In the first step the system creates an XML file and stores it in the GPCH_RP_AL10ONL record. A user can then view the XML file in their browser using the standard Stylesheet (XSL) GPCH_STYLE_KW1. Users can also create a PDF file from the XML and then print it.

See Also

Appendix G, "Global Payroll for Switzerland Reports," page 341

Pages Used to Generate Payslips and General Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Payslip Options	GPCH_RC_AL01_1	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips CHE, Payslip Options	Run the Payslip report for Global Payroll Switzerland.
Payslip Elem. View (payslip elements view)	GPCH_RC_AL01_2	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips CHE, Payslip Elem. View	Specify additional currencies used to print special earnings.
View Online Payslip CHE	GPCH_RP_INQ_PYSLIP	Global Payroll & Absence Mgmt, Payslips, View Online Payslip CHE, View Online Payslip CHE	View the Swiss version of the online payslip.
BESTA Employment Statistic CHE	GPCH_RC_ST01	Global Payroll & Absence Mgmt, Authority Correspondence, BESTA Employment Statistic CHE, BESTA Employment Statistic CHE	Run the BESTA Employment Statistics report (GPCHST01.SQR). The Federal Office for Statistics requires all enterprises that employ people in Switzerland to indicate quarterly the employment numbers and a business outlook. This report satisfies that requirement. The SQR generates both a printed report and a file for electronic transfer.
Calc Reconciliation Report CHE	GPCH_RC_AL02	Global Payroll & Absence Mgmt, Absence & Payroll Processing, Reports, Calc Reconciliation Report CHE	Reconciliate values from Payroll, Bank Transfer and GL Interface
Pay El. Sum. Month (pay element summary month)	GPCH_RC_AL08	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Element Summary CHE, Pay El. Sum. Month	Records the payroll process by defining all earnings and deductions for a specific month and the current year to date.

Generating Payslips

Access the Payslip Options page (Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips CHE, Payslip Options).

Payslip Options page

Note. Define the elements that you want to display in multiple currencies on your payslip. You may want to see the values of some elements (gross and net, for example) in a different currency. This is especially useful for organizations in countries participating in the EMU—you can display key amounts in both the local currency and the Euro.

Language

Payslip supports these languages: English, French, German, and Italian. If no language is selected, the payslip is printed in the language of the employee. For languages that are not supported, the system automatically uses the base language.

Multiple Payslips

Select to print payslips for more than one month in a single request.

When you select this option, all fields on the page except Print Class, Pay Entity, From Date, Current Pay End Date and EmplID are hidden. Enter the from date and the current pay end date and select the employees for whom you want to print the payslips.

Note. When you select this option you cannot create new payslips. You can only print payslips that have been previously generated.

Print Class	Select a print class. The system includes two standard print classes, although you can create your own.
Currency Code	Select the currency in which to print the payslip. The system performs a currency conversion in case the processing currency isn't the specified currency.
Sort Criteria	Select sort criteria. Values include <i>Canton, Company, Deptid</i> (department ID), <i>Empid</i> (employee ID), <i>Location, Name</i> , and <i>PayGroup</i> .
Print Only, Interface Only, and Print & Interface	The Print Only option always uses the interface record as its source. Select the Print Only option if the report has already been run with either the Interface Only or the Interface & Print option selected. The Print Option creates PDF output. The Interface Only option creates only an interface record that stores the data as XML
Regenerate Interface	Select to regenerate the interface. When you run the payslip with the Interface Option selected, the process compares timestamps of the payroll (GP_PYE_SEG_STAT) and the Interface record. If the timestamps are identical, the system does not generate a new version. If you need a new version due to a change on the setup for earning description or message generation, you can force the regeneration, even if no payroll happened in between (as long as the period isn't finalized).
Final	Select to finalize the pay period. Once the period is finalized, you cannot change it any longer. The payslip is frozen.
Print Vacation Details	Select to print vacation details in the upper right corner of the payslip.
Print Time Stamp	Select to print the timestamp of the generation in the footer of the payslip.

To create the Swiss version of the online payslip follow these steps:

1. Click Run.

The system displays the Process Scheduler Request page.

2. Select the Payslip Delta check box.
3. Click OK.

Note. Selecting the Online Payslip CHE check box on the Process Scheduler Request page creates the same PDF. The system, however, uses a GP Core process to create the online payslip and then makes it available for self service.

Viewing Payslips Online

Access the View Online Payslip CHE page (Global Payroll & Absence Mgmt, Payslips, View Online Payslip CHE, View Online Payslip CHE).

View Online Payslip CHE				
Mr Bosshard, Peter Bahnhofplatz 2 6002 Luzern		Telephone Telefax		
KWG101-0				
Pay Slip : January 2008				
-				
	Factor/Base	Unit/%	Amount	Sum
Monthly Salary			23'333.33	
Gross				23'333.33
AHV-Contribution EE	23'333.33	5.0500	1'178.35-	
ALV-Contribution EE	19'200.00	1.0000	192.00-	
Legal Deductions				1'370.35-
Legal Net				21'962.98
KTG-Abzug Kategorie 2			158.20-	
Transfer amount			21'804.78	
Transfer amount				21'804.78

View Online Payslip CHE

See Also

PeopleSoft Enterprise Global Payroll 9.1 PeopleBook, "Getting Started with Global Payroll"

Creating the BESTA Employment Statistics Report

Access the BESTA Employment Statistic CHE page (Global Payroll & Absence Mgmt, Authority Correspondence, BESTA Employment Statistic CHE, BESTA Employment Statistic CHE).

BESTA Employment Statistic CHE

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

Language:

Report Parameters

To Date:

Company: Business Institute Switzerland

Set ID: Set Id for CHE01BU

Location Code: Standort Bern

Provider Type:

Receiver ID: Bundesamt für Statistik

Employment Supply/Demand

Skilled: Demand **Balanced** Supply

Trained: Demand **Balanced** Supply

Unskilled: Demand **Balanced** Supply

Employment Forecast

Positive Satisfying Negative **Unknown**

Vacant positions:

Branch of Company:

Clerk:

Phone:

Issued Date:

Latest Return Date:

BESTA Employment Statistic CHE page

Employment Supply/Demand

For each category of labor (Skilled, Trained, Unskilled) select the best description of the forecast of availability of employees in the next quarter.

- *Demand*: This category requires more headcount.
- *Balanced*: This category has enough headcount.
- *Supply*: This category has extra headcount.

Employment Forecast

Select the best description of the employment prospect for the next three months.

Vacant positions

Enter the number of vacant positions.

Clerk

Enter the name of the person to be contacted by the Federal Office for Statistic.

Phone

Enter the contact phone number of the person designated as clerk.

Branch of Company

Enter the branch that the contact person works in.

Latest Return Date

Enter the required return date as defined by the Federal Office for Statistic.

Note. The report will also include the BUR number from the Company Location CHE page.

See Also

Chapter 11, "Managing Social Insurance for Switzerland," Setting Up Social Insurance Rates, page 154

Creating the Calc Reconciliation Report

Access the Calc Reconciliation Report CHE page (Global Payroll & Absence Mgmt, Absence & Payroll Processing, Reports, Calc Reconciliation Report CHE, Calc Reconciliation Report CHE).

Calc Reconciliation Report CHE

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

Language: English

Report Parameters

*Run Parameter: Calendar Group

Net Amount Retro Delta: CH_00_54 Cash

Current Pay End Date: 12/31/2006

Calendar Group ID: GWS2006-12 December 2006

Include Banking Compare

Include GL Compare Compare by Pin

Map PIN Num	Element Name	Reverse Sign		
1	CH_00_54	<input type="checkbox"/>	+	-

Calc Reconciliation Report CHE page

Run Parameter Select either *Calendar Group* or *Pay Entity* (if you want to run the report for a single pay entity).

Net Amount Retro Delta Select the accumulator assigned in the process list as net payment.

Current Pay End Date Enter the pay end date for reconciliation.

Calendar Group ID and Pay Entity Depending on run parameter that you select, enter either the calendar group or the pay entity that you want to use to run the report.

Include Banking Compare Select if you want to include the banking amounts.

- Include GL Compare** Select if you want the GL amounts included. If you select this check box, select either *Compare by Account* or *Compare by PIN*.

- Map PIN Num and Map Account** Depending on the mode you selected in the Include GL Compare field, the system displays either the Map PIN Num group box or the Map Account group box.

Enter the PIN or the account that you want to use for the report. You can add multiple PINs or accounts by adding additional rows.

- Reverse Sign** Select to compare amounts that need to be reversed. This process depends on the way the targeted interface handles credits and debits.

Creating the Element Summary Report

Access the Pay El. Sum. Month page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Element Summary CHE, Pay El. Sum. Month).

The screenshot shows the 'Pay El. Sum. Month' configuration page. At the top, there are two tabs: 'Pay El. Sum. Month' (selected) and 'Address'. Below the tabs, there are several fields and buttons:

- Run Control ID:** CH_Pay_Element_Summary_Month
- Language:** English (dropdown menu)
- Buttons:** Report Manager, Process Monitor, Run
- Report Parameters:**
 - Print Class:** GPCHDM2
 - Current Pay End Date:** 12/31/2004
 - Pay Entity:** KW1 (with 'GP CE Switzerland' text next to it)
 - Set ID:** CHE01
 - Department:** (empty field)
- Company Details:** A table with columns for 'Company', 'Details', and 'Count'. The first row shows '1' in the 'Company' column and '1' in the 'Count' column. There are 'First', 'Last', and 'of 1' indicators.
- Print Detail Report:** A checkbox that is currently unchecked.

Pay El. Sum. Month (pay element summary month) page

Note. To provide more detailed information about the reporting unit, select the Address tab. If any address is displayed on this page, the system displays it in the header of the report.

- Print Class** Select the print class that you want to use for your report

- Current Pay End Date** Select the date to which you want to run the report within the year.

- Pay Entity** Select the pay entity that you want to use for the report.

- Set ID** if you want to select a department or location, you must first select a set ID.

Department	Select a department. If you use this field, you must also select a set ID.
Print Detail Report	Select this check box if you want the retro value displayed per retro month on the report.
Company	If you use pay entity as a legal entity, select the subset for the company

Creating General Ledger Reports

This section discusses how to:

- Create accounting vouchers.
- Create reconciliation lists.
- Run the Overpayment report.
- Use general ledger queries.

Pages Used to Create General Ledger Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Accounting Voucher CHE	GPCH_RC_GL01	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Accounting Voucher CHE, Create Accounting Voucher CHE	Lists General Ledger results by ChartField. You must run the pay run and GL processes from the Global Payroll core application before printing this report.
Create Reconciliation List CHE	GPCH_RC_GL02	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Reconciliation List CHE, Create Reconciliation List CHE	Summarizes and groups General Ledger results per account.

Page Name	Definition Name	Navigation	Usage
Overpayment List CHE	GPCH_RC_AL06	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overpayment List CHE, Overpayment List CHE	Create a report that lists the overpayments that an employer has made to an employee. The term overpayments refers to payments made in addition to normal salary. The Overpayment List report displays employee ID, name, month and year that the overpayment was made, the amount, and the total overpayments. You must first have defined a pay entity.
Query Viewer	QUERY_VIEWER_SRCH	Reporting Tools, Query, Query Viewer, Query Viewer	Query GL Interface data as of Global Payroll General Ledger data (GP_GL_DATA).

Creating Accounting Vouchers

Access the Create Accounting Voucher CHE page (Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Accounting Voucher CHE, Create Accounting Voucher CHE).

Create Accounting Voucher CHE

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

Language: ▼

Report Parameters

Accounting Date:

Pay Entity:

Journal Template:

Business Unit:

General Ledger Unit:

Create Accounting Voucher CHE

Accounting Date Enter the date that you want the system to use to list general ledger results by ChartField.

Pay Entity	Select the pay entity that you want the system to use to list general ledger results by ChartField.
Journal Template	Select the journal template that you want the system to use to list general ledger results by ChartField.
Business Unit	Select the business unit that you want the system to use to list general ledger results by ChartField.
General Ledger Unit	Select the general ledger unit that you want the system to use to list general ledger results by ChartField.

Creating Reconciliation Lists

Access the Create Reconciliation List CHE page (Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Reconciliation List CHE, Create Reconciliation List CHE).

Create Reconciliation List CHE

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

Language: English

Report Parameters

Accounting Date: 01/31/2008

Pay Entity: KW1

Journal Template: PTMPLT

Business Unit: CHE01

General Ledger Unit: CHE01

Create Reconciliation List CHE page

Accounting Date	Enter the date that you want the system to use to summarize and group general ledger results.
Pay Entity	Select the pay entity that you want the system to use to summarize and group general ledger results.
Journal Template	Select the journal template that you want the system to use to summarize and group general ledger results.
Business Unit	Select the business unit that you want the system to use to summarize and group general ledger results.

General Ledger Unit Select the general ledger unit that you want the system to use to summarize and group general ledger results.

Running the Overpayment Report

Access the Overpayment List CHE page (Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overpayment List CHE, Overpayment List CHE).

Overpayment List CHE

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

Language: English

Report Parameters

As Of Date: 12/31/2004

Pay Entity: KW1 GP CE Swit

Overpayment List CHE page

As Of Date Enter the period for which you want to generate an overpayment list.

Pay Entity Select the pay entity for which you want to generate an overpayment list.

Using General Ledger Queries

Access the Query Viewer page (Reporting Tools, Query, Query Viewer, Query Viewer).

In addition to running these reports, you can run these queries on GP_GL_DATA.

Query Name	Description	Usage (Mapping)	E1 / All
GPCH_CC_MAPPING	Map cost center to department.	Cost centers and departments.	E1
GPCH_ED_ACCOUNTS	Map earnings and deductions to account.	Earnings, deductions, and accounts.	All
GPCH_EE_MAP	Employee and cost center.	Employee, cost center, department.	E1 / All
GPCH_GL_ACC_DTL	Details per account.	Account details.	E1

Query Name	Description	Usage (Mapping)	E1 / All
GPCH_GL_E1CMP	E1 company balance.	Company totals (similar to Reconciliation List CHE).	E1
GPCH_GL_EMPLID	Employee details	Employee details.	E1
GPCH_GL_ERROR	Error for these employee IDs.	Employee IDs in error (either not in balance or not mapped to a cost center).	E1
GPCH_GL_LOHNART	Employee wage mapping.	Details for employee and earnings and deductions.	E1

Note. E1 = Using Interface to Enterprise One Financials.

Creating, Viewing, and Updating Online Tax Statements

This section discusses how to:

- Create a PDF file for the tax statement.
- View tax statements online.
- Update tax statements online.

Pages Used to Create, View and Update Online Tax Statements

Page Name	Definition Name	Navigation	Usage
Tax Statement CHE	GPCH_RC_TX07	Global Payroll & Absence Mgmt, Taxes, Tax Statement 2006 CHE, Tax Statement 2006 CHE	Create PDF files for tax statements (when the XML file was created through the dashboard).
Override Tax Stmt 2006 CHE	GPCH_IF_TX07	Global Payroll & Absence Mgmt, Payee Data, Taxes, Override Tax Stmt 2006 CHE, Override Tax Stmt 2006 CHE	View tax statements online.

Creating a PDF file for the Tax Statement

Access the Tax Statement 2006 CHE page (Global Payroll & Absence Mgmt, Taxes, Tax Statement 2006 CHE, Tax Statement 2006 CHE).

Tax Statement 2006 CHE

Run Control ID: CH_Tax_Stmt Report Manager Process Monitor

Language: English

Report Parameters

Date Option: Yearly Report

Pay Year: 2008

Pay Entity: GWS Muster AG

Domain ID: 1

Set ID: SHARE

Department:

Issued Date: 12/31/2008

*Run Type: Print

Split

Include Pending Calculations

Sort Criteria

Emplid

Company Selection Customize | Find | View All | First 1 of 1 Last

Company	Description		
1		+	-

Canton Selection Customize | View All | First 1 of 1 Last

Canton	Description		
1		+	-

Employee Selection Customize | View All | First 1 of 1 Last

Empl ID	Name		
1		+	-

Tax Statement 2006 CHE page (Yearly Report Date Option)

- Date Option** The regular mode is *Yearly Report*. You can, however, choose *Date Range*. This option is not supported for Print Only mode, however.

 If you select *Yearly Report*, the system displays the Pay Year field. If you select *Date Range*, the system displays the From Date and To Date fields.
- Pay Year** Enter the pay year.
- From Date and To Date** Enter the date range for which you want to create a tax statement.
- Pay Entity** Select the pay entity for which you want to create a tax statement.
- Domain ID** Select the domain ID for which the XML was created.
- SetID** Select a set ID if you only want to print statements for a certain department.
- Department** Select a department if you only want to print statements for a certain department. In this case you need to also select a set ID.
- Issued Date** If you want to override the creation date in the Form field *I Ort Datum*, enter a date in this field. To do this should have already selected overrides in Sender Details on the company level. If you don't want to override, leave this field blank.
- Run Type** Select *Print* (recommended). The *Interface* run type is used for testing purposes and the creation of special tax statement scenarios.

Split	This option is not supported for the <i>Print</i> run type. Depending on the expat status, the tax statement can be split by expat status periods. This option is used primarily for testing purposes and the creation of special tax statement scenarios.
Include Pending Calculations	This option is not supported for the <i>Print</i> run type. In Interface mode selecting this option would include pending calculations, not finalized periods. This option is primarily available to support testing.
Sort Criteria	Select the fields that you want the system to use to sort the data.
Company, Canton, and Empl ID	Select the company, canton, and employee IDs for the statement that you want to print.

Selecting the Print run type creates a PDF file using the current official form. The system retrieves data from the XML as created through the dashboard. A barcode is enabled. In case the text in lines 2.3, 4, 7, 13.1.2, 13.2.3, 14 or 15 exceeds the size of the form, the system creates an additional page, which displays unlimited text. The second page is confirmed by the tax administration as well.

Note. Use this run control only for the Print run type. The creation of Interface files must be done through the dashboard before you use the Print run control. You can also create the PDF using the swissdec tool called *Viewgen* and ignore this mass print. You can select subsets here. To print and view single employee IDs, use the online view and update feature.

Viewing Tax Statements Online

Access the Override Tax Stmt 2006 CHE page (Global Payroll & Absence Mgmt, Payee Data, Taxes, Override Tax Stmt 2006 CHE, Override Tax Stmt 2006 CHE).

Tax Statements									
Begin Date	End Date	Company	Domain ID	Version	Status	Source Indicator	Details	View	Edit
01/01/2008	12/31/2008	GWS	1	1	Open	System	Details	View	Edit

Override Tax Stmt 2006 CHE page

Click View.

The system displays the PDF file in your browser.

Updating Tax Statements Online

Access the Override Tax Stmt 2006 CHE page (Global Payroll & Absence Mgmt, Payee Data, Taxes, Override Tax Stmt 2006 CHE, Override Tax Stmt 2006 CHE).

Override Tax Stmt 2006 CHE

[Hans Ott](#) EMP ID: KWG019 Empl Record: 0

Tax Statements										Customize	Find	First	1-2 of 2	Last
Begin Date	End Date	Company	Domain ID	Version	Status	Source Indicator	Details	View	Edit					
01/01/2008	12/31/2009	GWS	1	1	Open	System	Details	View	Edit	+	-			
01/01/2008	12/31/2009	GWS	1	2	Open	User	Details	View	Edit	+	-			

Override Tax Stmt 2006 CHE page

To update the tax statement online:

1. Access the Override Tax Stmt 2006 CHE page.
2. Select the Add a new row (+) button.

The page should now have an additional row.

3. Click View and save the PDF file.
4. Click Edit.

The system displays the Tax Statement Lump page (GPCH_IF_TX07_1). Use this page to change the Form ID that the system is using to create the PDF.

5. Click OK.
6. Click Edit.

The PDF file displays as a form.

7. Update any values that you want to change.
8. Click Save.

Chapter 21

Performing Gross Calculations

This chapter discusses:

- Channels for gross input.
- 13th month payments.
- Hourly payments.
- Swissdec earnings.
- Net to Gross (gross up).

Note. Global Payroll for Switzerland supports gross calculations, which is not determined by law and depends more or less on the contractual agreements for your company. Various calculations follow certain patterns, and providing the framework for these rules makes the implementation of the payroll much more efficient. This chapter provides an overview of the framework and the methods that you might use to adjust the system to meet your needs, if necessary.

Channels for Gross Input

This section discusses:

- Pages used to setup and use gross calculations.
- Types of earnings and proposed entry points.

Pages Used to Setup and Use Gross Calculations

Use these pages to setup gross calculations and use standard gross calculations.

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Compensation	Job_Data3	Workforce Administration, Job Information, Job Data, Compensation	Assign compensation

Page Name	Object Name	Navigation	Usage
Element Assignment by Payee	GP_ED_PYE	Global Payroll & Absence Mgmt, Payee Data, Assign Earnings and Deductions, Element Assignment By Payee	Assign earnings and deductions for multiple periods.
One Time (Positive Input)	GP_PI_MNL_ERNDED	Global Payroll & Absence Mgmt, Payee Data, Assign Earnings and Deductions, One Time (Positive Input)	Assign the per calculation period.
Pension Interface Upload CHE	GPCH_RC_PK02	Global Payroll & Absence Mgmt, Pension, Pension Interface Upload CHE	Upload pension fund payments.
Request Overtime CHE	GPCH_OT_EVENTS	Self Service, Payroll & Compensation, Request Overtime CHE	Assign per Self Service
Absence Event Entry	GP_ABS_EVENT	Global Payroll & Absence Management, Payee Data, Maintain Absences, Absence Event	Enter payments coming from absences.
Define Family Allow Data CHE	GPCH_CA_DATA	Global Payroll & Absence Management, Payee Data, Define Family Allow Data CHE	Enter family allowance payment data for individual employees.
Maintain Source Tax Data CHE	GPCH_TX_DATA	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Source Tax Data CHE	Enter and maintain source tax deduction information.

Types of Earnings and Proposed Entry Points

This table describes the different types of earnings that are used for gross inputs and the sample elements with which they are associated:

Earnings Types	Sample Elements
Assign Compensation	
Annual salary Monthly salary Appendage hourly salary	CH_ER_01000 ; 1000; C10000 CH_ER_13600
Assign From and To	

Earnings Types	Sample Elements
Meal compensation Representation expenses	CH_ER_40000 or CH_ER_40005
Assign Per Period	
Paid hours Gratification Children allowance manually	Payroll element CH_ER_14100 (Grati Gross) Payroll element CH_ER_14500 (Grati Net) Payroll element CH_ER_12500
Assign Per Self Service	
Absences full time worker Overtime monthly salary	Absences (see GP Core) CH_ER_13620 - Overtime 125 % (example, begin and end dates)
Interface from Absences	
Unpaid vacation Salary shortage in days	CH_AB_U090 CH_AB_U010 Vacation whole day CH_AB_U500 Maternity
Interface from Pension	
	CH_PK_D10, CH_PK_D20 CH_PK_D30
Auto Generated	
Child allowances Source tax EO-Compensation All Social Insurance deductions	CH_CA_B00 CH_CA_C00 CH_CA_E00 CH_TX_D11 CH_TX_D12 CH_TX_D31

13th Month Payments

This section discusses:

- Earnings codes.
- Eligibility, pay out events, and calculation.

Earnings Codes

13th month payments can be configured yearly or half-yearly. In cases where there is a termination or mid-year hire, the system automatically prorates the earnings amount. The calculation is based on an accumulator. In addition, the system provides a monthly earnings code, which can be used to charge the arrears to your general ledger.

Here are the two new earnings codes:

<i>Earnings</i>	<i>Code</i>	<i>Description</i>
13th month arrears	1200A	Used for general ledger
13th month salary	1200B	Money to the employee

Eligibility, Pay Out Events, and Calculation

The calculation of 13th month payment might be very specific for each branch and company within your organization. Therefore this feature is designed to be very flexible. It enables you to add your own logic in the customer exists that are provided. You can benefit from the framework and add your own logic without increasing the maintenance effort.

Eligibility

The system defines the eligibility to earn 13th month base pay per month in formula CH_ER_FOGCMTH. It is standard that all active employees are eligible for 13th month wages. To adjust eligibility, you can modify the custom exit formula CH_ER_CFOGCMTH.

Pay Out Events

The system defines the pay out event in formula CH_ER_FOGCPAY. It is standard for 13th month wages to be paid out in situations where there is a termination or in the December payroll. To adjust eligibility, you can modify the custom exit formula CH_ER_CFOGCPAY.

Calculation

The CH_ER_13B accumulator defines the earnings that contribute to the 13th month base pay. You can, however, add an employee's earnings to this accumulator. The 13th month wage amount is subject to social contributions and the source tax.

Hourly Payments

This section discusses:

- Overview of earnings for overtime payments.
- Earnings that use the rate from compensation for code C13600.

- Earnings that use the rate from the job hourly rate.
- Earnings that use rate in the customer maintained overtime table.
- Earnings automatically derived for hourly payments
- Other hourly payments.

Overview of Earnings for Overtime Payments

We recommend that customers use the earnings that are described in this section for overtime payments. Swiss payroll provides samples that take the rate from the compensation, job or overtime setup. Furthermore, these earnings were setup to automatically create the mandatory additional earnings that compensate hourly workers for holidays and vacation. To adjust these earnings to the your needs, update the table with overtime pay rates and the two brackets that provide the percentage for holiday and vacation compensation.

Input				Accumulator		Generated Earning	
Compensation	ED / PI						
Rate	* units	CH_ER_13600 / ~ 13610	Pay				
			-amount ->	CH_ER_8010 *	% Vac	CH_ER_14010	Pay or Info
					% Hol	CH_ER_14020	Pay or Info
Rate	* units	CH_ER_13601	Pay				
			-amount ->	CH_ER_8011 *	% Vac	CH_ER_14011	Pay or Info
					% Hol	CH_ER_14021	Pay or Info
Job							
Hourly RT	* units	CH_ER_13620 / ~ 22 / ~ 24	Pay				
Job/ Overtime CHE							
Rate	* units	CH_ER_22000	Pay				

Hourly payments chart for overtime pay rates, holiday compensation, and vacation compensation

Earnings that Use the Rate from Compensation for Code C13600

This section discusses:

- CH_ER_13600 – Hourly payment 1.
- CH_ER_13610 – Hourly payment 2.
- CH_ER_13601 – Hourly payment previous year

CH_ER_13600 – Hourly Payment 1

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13600 earnings:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_13600 Rate * Unit	Rate Code	CH_ER_C13600 = HR: C13600	Earning/Deduction assignment	Manual entry

1. Calculation

CH_ER_13600 is the standard earning to calculate hourly payments. The rate can be selected as Net-Rate or Gross-Rate. According to the options that you select, the percentages in the setup table need to be maintained as a rate that includes payment for vacation and holidays. Earnings CH_ER_14010 and CH_ER_14020 are calculated automatically. You can then add them to the salary or just generate them for informational purposes.

2. Source of value

Hours come from units that are entered manually. The rate comes from rate code C13600 as provided in compensation on the employee level. You can override this rate manually.

3. Specifics

By virtue of a court act from 2004, a person that is paid on an hourly basis can claim payments for vacation and holidays. By contract it is mandatory that these payments are specified. In case it's not obvious from the contract, the employee can claim these payments on top of the hourly rate. Therefore, it is necessary to display the components that are dedicated to this task. In the delivered DEMO version, the earnings and percentages are shown as net payments, which means they are added to the regular salary (accumulator CH_00_0).

CH_ER_13610 – Hourly Payment 2

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13610 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_13610 Rate * Unit	Rate Code	CH_ER_C13600 = HR: C13600	Positive input	Manual entry

Similar to CH_ER_13600, the CH_ER_13610 earning code can be used for exceptions and is managed using positive input. CH_ER_13610 may also be used for a regular number of hours for each month and for assignment on earnings and deductions.

CH_ER_13601 – Hourly Payment Previous Year

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13601 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_13601 Rate * Unit	Rate Code	CH_ER_C13600 = HR: C13600	Positive input	Manual entry

1. Calculation

The standard earning to calculate hourly payments for the previous year. The rate can be selected as Net-Rate or Gross-Rate. According to the options you select, the percentages in the setup table need to be maintained as a rate that includes payment for vacation and holidays. Earnings CH_ER_14011 and CH_ER_14021 are calculated automatically. You can then add them to the salary or just generate them for informational purposes.

2. Source of value

Hours come from units that are entered manually. The rate comes from rate code C13600 as provided in compensation on the employee level. You can override this rate manually.

3. Specifics

See earning CH_ER_13600.

Earnings that use the Rate from the Job Hourly Rate

This section discusses these earnings:

- CH_ER_13620 – overtime 100 percent.
- CH_ER_13622 – overtime 125 percent.
- CH_ER_13624 – overtime 150 percent.

CH_ER_13620 – Overtime 100 Percent

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13620 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_13620 Rate * Unit	Formal	CH_ER_FO100 = SY.Hourly RT	Positive input	Manual entry

The rate uses the Hourly RT Global Payroll system element.

CH_ER_13622 – Overtime 125 Percent

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13622 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_13622 Rate * Unit	Variable	CH_ER_FO100 = SY.Hourly RT	Positive input	Manual entry

The rate uses the Hourly RT Global Payroll system element multiplied by 1.25 percent.

CH_ER_13624 – Overtime 150 Percent

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_13624 earning:

<i>Earning</i>	<i>Rate Type</i>	<i>Value</i>	<i>Unit Type</i>	<i>Value</i>
CH_ER_13624 Rate * Unit	Variable	CH_ER_FO100 = SY.Hourly RT	Positive input	Manual entry

The rate uses the Hourly RT Global Payroll system element multiplied by 1.50 percent.

Earnings that use Rate in the Customer Maintained Overtime Table

This section discusses these earnings for vacation and holiday compensation:

- CH_ER_14010 – hourly vacation compensation.
- CH_ER_14011 – hourly vacation compensation (previous year).
- CH_ER_14020 – hourly holiday compensation.
- CH_ER_14021 – hourly holiday compensation (previous year).

CH_ER_14010 – Hourly Vacation Compensation

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_14010 earning:

<i>Earning</i>	<i>Rate Type</i>	<i>Value</i>	<i>Unit Type</i>	<i>Value</i>
CH_ER_14010 Basis * %	Accumulator	CH_ER_8010	Formula	As of bracket.

1. Calculation

Vacation compensation for hourly paid employees.

2. Source of value

Base is accumulator CH_ER_8010, which accumulates hourly earnings. The standard uses CH_ER_13600 and CH_ER_13610. The percentage uses CH_ER_FO010, which provides a value based on age and the value in the standard bracket CH_ER_BR001. You can override these earnings and use a real vacation plan, however.

3. Specifics

There is one vacation payment generated based on the sum of hourly earnings within the specified month.

CH_ER_14011 – Hourly Vacation Compensation (Previous Year)

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_14011 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_14011 Basis * %	Accumulator	CH_ER_8010	Formula	As of bracket.

1. Calculation

Vacation compensation for the previous year for hourly paid employees.

2. Source of value

The base uses accumulator CH_ER_8011, which accumulates hourly earnings for the previous year. The standard uses CH_ER_13601. The percentage uses CH_ER_FO011 which provides a value based on the previous year's age and the value in the standard bracket CH_ER_BR001. You can override these earnings and use a real vacation plan, however.

3. Specifics

There is one vacation payment generated for the previous year based on the sum of hourly earnings for the previous year within the specified month.

Note. Depending on age (for previous year plus 1 year) the system assigns vacation entitlements of 20, 25 or 30 days. You can override this in the corresponding customer exit. You can also adjust percentages in cases where the compensation is paid additionally or already included in the payment for overtime earnings.

To make changes, access the Data page by selecting Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Brackets, Data. Then select the CH_ER_BR001 element name (hourly vacation component)

CH_ER_14020 – Hourly Holiday Compensation

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_14020 earning:

Earning	Rate Type	Value	Unit Type	Value
CH_ER_14020 Basis * %	Accumulator	CH_ER_8010	Formula	As of bracket.

1. Calculation

Holiday compensation for hourly paid employees.

2. Source of value

The base uses accumulator CH_ER_8010, which accumulates hourly earnings. The standard uses CH_ER_13600 and CH_ER_13610. The percentage uses CH_ER_FO022, which provides value based on the value in bracket CH_ER_BR002. You can override this by using a percentage for the real holiday schedule.

3. Specifics

There is one holiday payment generated based on the sum of hourly earnings within the specified month.

CH_ER_14021 – Hourly Holiday Compensation (Previous Year)

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_14021 earning:

<i>Earning</i>	<i>Rate Type</i>	<i>Value</i>	<i>Unit Type</i>	<i>Value</i>
CH_ER_14021 Basis * %	Accumulator	CH_ER_8010	Formula	As of bracket.

1. Calculation

Holiday compensation for the previous year for hourly paid employees.

2. Source of value

The base uses accumulator CH_ER_8011, which accumulates hourly earnings for the previous year. The standard uses CH_ER_13601. The percentage uses CH_ER_FO022 which provides a value based on the value in bracket CH_ER_BR002. You can override this by using a percentage for the real holiday schedule.

3. Specifics

There is one holiday payment for the previous year that is generated based on the sum of hourly earnings for the previous year within the specified month

To make changes, access the Data page by selecting Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Brackets, Data. Then select the CH_ER_BR002 element name (holiday premium hourly payment).

Earnings Automatically Derived for Hourly Payments

This section discusses the CH_ER_22000 earning which is used for certain overtime payments.

CH_ER_22000 – Overtime 125 % (GAV)

This table shows the earning, rate type, value, unit type, and value used for the CH_ER_22000 earning:

<i>Earning</i>	<i>Rate Type</i>	<i>Value</i>	<i>Unit Type</i>	<i>Value</i>
CH_ER_22000 Rate * Unit * %	Variable	CH_ER_FO030 = Overtime Pay Rate (Annual RT)	Positive input	Manual entry

The rate equals the overtime pay rate that appears on the Overtime CHE page, where the bracket entry (Annual Salary) equals the Annual RT Global Payroll system element.

Other Hourly Payments

There are more earnings provided that you can use to enter hourly payments. This earnings are in the range between 1000 and 9999 and are provided due to the swissdec certification. Use these earnings to manually input data. They do not create any corresponding compensation, however.

Swissdec Earnings

All earnings as defined in the swissdec guidelines are available within Global Payroll for Switzerland. Earnings are maintained according to the guidelines. You can use them for production without making any changes.

See Also

<http://www.swissdec.ch/richtlinien.htm> Chapter 1.2.1 Beispiel eines Lohnartenstamms

Net to Gross (Gross Up)

Global Payroll for Switzerland supports gross up calculations. It is not an iterative approach. It follows the formulas as provided by the former SUVA (document 1922.d).

Here are the pages you would access to make adjustments for gross up calculations:

<i>Page Name</i>	<i>Object Name</i>	<i>Navigation</i>	<i>Usage</i>
Maintain Social Ins Data CHE	GPCH_SI_DATA	Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Maintain Social Ins Data CHE, Maintain Social Ins Data CHE	Set AHV and ALV status to 2.
Accumulator - Member	GP_ACCUMULATOR_3	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Accumulators, Members	Assign net earnings to accumulator CH_NE_02

Gross Up for All Earnings

This is triggered by assigning AHV and ALV a status of 2 – employer pays all on employees social insurance data. Then all contribution for AHV, ALV and UVG are grossed up. Gross up happens by default and the gross up amount is shown in generated earnings CH_NE_XXX.

Gross Up for Dedicated Earnings

This is managed by assigning earnings to the CH_NE_02 accumulator. For testing you might just use the sample earnings CH_ER_15000 and CH_ER_14500. Based on the swissdec certification of this module we provide the standard Gratuity earnings (1201) as a gross up earning. A limitation of using this earning is that it does not include source tax in the gross up.

Assign Gross Up on the Employee ID Level

See the example here:

Maintain Social Ins Data CHE

Alois Roost Empl ID: KWG033

Social Insurance Data Find | View All | First 1 of 1 Last

*Effective Date: 01/01/2000 *End Date: 12/31/2099

*AHV Status: 2 ER Tot Contrib AHV: 10.1000 %

*ALV Status: 2 ER Total Cont ALV1: 3.0000 %

Apply Yearly Limits Total Cont ALV2: 2.0000 %

*UV Status: 1 NBU/EE Tot Contrib NBU: 2.0000 %

ER Contrib BU: 0.8000 %

*Provider: SUVA SchwUnfallversicherungsanstalt

Risk Group: A Default Value

Maintain Social Ins Data CHE page

Maintain Accumulator CH_NE_02

See example here:

Accumulator Name | Definition | Level | Members

Element Name: CH_NE_02 Net to Gross Base Owner: PS Mnt

Element Member List Customize | Find | First 1-3 of 3 Last

Element Type	*Element Name	Description	*Begin Date	End Date	Accumulator Sign		
Earnings	CH_ER_15000	VR Salary net	01/01/1998		Add	+	-
Earnings	CH_ER_14500	Net premium	01/01/1998		Add	+	-
Seg. Accm	CH_NE_C02	Cust Entry CH_NE_02	01/01/1998		Add	+	-

Accumulator - Member page

Appendix A

Understanding Error Messages

This appendix discusses delivered error messages for Switzerland.

Delivered Error Messages for Switzerland

To assist you in calculating payrolls successfully, Global Payroll for Switzerland delivers predefined error messages that notify you of error conditions and data problems without interrupting the calculation process.

This section discusses:

- General error messages.
- Messages generated with the AHV report.
- Messages generated with the interface processing for pension funds.

Note. All delivered messages are in message set 17055.

General Error Messages

This table lists general error messages:

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1001	Earning for sequence %1 not assigned. Sequence number of dependent may be greater than assigned earning number for child allowance (GPCH_CA_EARNINGS). Reorganize the dependent assignment or increase the number of assigned earnings. Or, if sequence = '70', then the CH_TX_D31 is missing.		No longer active.	Supported number of children no longer depends on setup and is unlimited now. Assignment of source deduction for canton Vaud now independent of setup as well.

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1002	Bank data missing. There is no bank data for the employee assigned.	W	Formula CH_EP_CHK_1002F F	No net pay distribution selection assigned to the employee. Clerk needs to add the net pay information (or inform the employee to add within self-service). Technical: Formula CH_EP_CHK_1002F calls Array CH_BK_AR001, which checks existence of entries in GP_NET_DIST_DTL.
1003	Print control data missing. There are no print instructions for the Employee assigned. No payslip (and no <i>Lohnausweis</i>) will be printed.	W	No longer active.	Default for payslip print is now 'Print'. Print control of Tax Statement (<i>Lohnausweis</i>) is done through another control field.
1004	Company %1, pay entity %2, legal entity %3 not in sync. Company, pay entity, and legal entity need to be in sync. Adjust either company or pay group.	W	Formula CH_EP_CHK_1002F F	There is a mismatch between company and pay entity. Clerk needs to assign the employee to a valid company / GP pay group combination. Technical: Company = system element; pay entity = system element; legal entity = variable according to the mapping defined in bracket CH_00_BLENTITY.

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1005	<p>FAK canton is missing. There is no FAK canton assigned.</p> <p>Check Location table for assigned Canton.</p>	W	Formula CH_EP_CHK_1002F F	<p>A valid canton for child allowance processing can't be identified. The canton is taken from Location table or from employee override. Clerk needs to assign either a Swiss location or enter an override on the Swiss Child Allowance page.</p> <p>Technical: Location_Tbl.State for the assigned location isn't a Swiss canton and no override on GPCH_CA_DATA1 has been provided.</p>
1006	<p>TAX Canton missing.</p> <p>Employee is eligible for source tax. No tax canton is calculated.</p> <p>Check assignment in Source Tax Data table (GPCH_TX_DATA).</p>	E	Formula CH_EP_CHK_1002F F	<p>A valid canton for source tax processing can't be identified. The canton is taken from employee's source tax assignments or from the Location table if such an assignment doesn't exist.</p> <p>Clerk needs to assign either a Swiss location or enter an override on the Swiss Tax Data page.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1007	<p>Source tax tariff %2 for canton %1 not found.</p> <p>Employee is eligible for source tax. Tariff code not found in Tariff table.</p> <p>Check assignment in the Source Tax Data table (GPCH_TX_DATA).</p>	E	Formula CH_EP_CHK_1002F F	<p>A source tax tariff assigned to an employee isn't valid for the processed period.</p> <p>Clerk needs to assign a valid source tax tariff.</p> <p>Technical: Payroll reads from table GPCH_TX and GPCH_TX_Rates using the tariff and canton assigned to the employee. If there is no entry found, the system generates an error. This happens most often when the canton changes, the valid tariff codes for the year change, and codes for the employee are not adjusted to the new codes.</p>
1008	<p>Seg %1, Per %2, and TER/HIR %3 not in sync.</p> <p>There are segmentation triggers that do not match hire, rehire, or termination triggers for Switzerland. Remove the segmentation triggers.</p>	E	Formula CH_EP_CHK_1002F F	<p>There are payroll segmentation triggers that do not match the three triggers defined for Swiss payroll (full segmentation events of HIR/TER or REH).</p> <p>Clerk needs to delete non-matching segmentation triggers (if the Release. 9 trigger cleanup feature does not remove the triggers).</p> <p>Technical: The only supported full segmentation triggers are Job events with an Action of HIR/TER or REH. Trigger setup needs to be reviewed.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1009	<p>No matching hire date for pay entity %1 found.</p> <p>A hire date for the processed pay entity not found.</p> <p>An EmplID always needs a Job row with the Action HIR for any company / pay entity.</p>	W	Formula CH_AL_HIR_TER	<p>A valid hire within the company (or set of companies = legal entity) can't be identified.</p> <p>Clerk needs to check that the employee has a valid hire date.</p> <p>Technical: If a person moves from one legal entity to another, this needs to be done by means of a Termination and Hire / Rehire (on the same day if there is no gap between the termination and rehire). If such a change is entered with an Action other than Termination and Hire / Rehire, the payroll system will not find a valid hire within the new legal entity and will generate an error message.</p>
1010	<p>Taxable salary (LAW 1B) Of %1 CHF exceeds limit of 2000 CHF for tariff %2.</p> <p>The source tax tariff code D is only valid for a yearly salary up to 2000 CHF. Assign a valid tariff code.</p>	W	Formula CH_EP_CHK_1002F	<p>A source tax tariff Cxx is only allowed for employees earning less than 2000 CHF.</p> <p>Clerk needs to assign a tax tariff that is allowed for the employee.</p> <p>Technical: The error message setup checks for employees with a Cxx tariff and determines whether the tariff is allowed given the amount in accumulator CH_TX_1B_YTD, which contains the taxable gross as of the tax statement.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1011	<p>Company change and EO entry as of %1 not in sync.</p> <p>In the event of a company change, the EO entry needs to be booked in the beginning of the service period.</p>	W	Formula CH_EO_FO001	<p>An employee was transferred to a new company (legal entity). However there is now an EO (military service) entry for the previous company. Thus the EO refund will go to the new company, which could be incorrect.</p> <p>Clerk needs to review the entry and adjust or substitute a corrective entry.</p> <p>Technical: EO entries are calculated in the period of Effdt (effective date), based on the attributes of the service date. The refund always goes to the company as of the effective dated entry. If a previous company can not be 'reached' by retro calculation (which is limited to a year), adjustments need to be entered manually.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1012	<p>Payment for period %1 after termination as of %2.</p> <p>There is a payment after termination. Please check to see whether the payment is allowed.</p>	W	Formula CH_EP_CHK_1002F F	<p>There is a payment after termination which may not be allowed.</p> <p>Clerk needs to review the earnings of the employee and remove them if there is an invalid entry.</p> <p>Technical: The set of 'invalid' earnings/deductions after termination is stored in accumulator CH_00_90. If an earning/deduction is included in this accumulator for an inactive employee, the system generates a warning.</p>
1013	<p>UV Status %2 and STD Hours %1 not in synch.</p> <p>The UV Status is either '3' and standard hours are > 8 or the hours are < 8 and the status is in (0,1,2,4).</p> <p>Check to see whether this is correct.</p>	W	Formula CH_EP_CHK_1002F F	<p>Accident insurance (UV) status is at odds with the number of assigned hours.</p> <p>Clerk needs to check whether the UV status is correct.</p> <p>Technical: Employees working less than 8 hours per week are not eligible for the standard accident insurance. However, it is a requirement that a clerk verify that employees should be excluded from insurance coverage; therefore, the system generates a warning message rather than changing the UV status.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1014	<p>Entry for AHV # is missing.</p> <p>If AHV # is not yet known, you need to save the record with CHE and AHV without AHV number. However, the record itself must exist in the system.</p>	W	Formula CH_EP_CHK_1002F F	<p>There is no National ID assignment.</p> <p>Clerk needs to verify and enter National ID if it has not been entered, or remind the employee to provide the National ID as soon as possible.</p> <p>Technical: National ID is maintained in Pers_NID. It is expected that each employee has been assigned a National ID.</p>
1015	<p>Earning/deduction not valid for canton %1.</p> <p>There is an earning/deduction assigned which is not valid for the indicated canton (for example, manual entries for GE child allowances).</p>	W	Formula CH_EP_CHK1015	<p>There are some legal earnings/deductions that can be granted only in specific cantons. The system generates warnings when these earnings or deductions are assigned to a person who is not in the canton.</p> <p>Technical: The system performs this check in the case of:</p> <ul style="list-style-type: none"> • Manual corrections to the child allowance earning CH_CA_C%GE, which is valid only for employees who work or live in GE . • Manual corrections to the solidarity funds SH deduction CH_SO_M00, which is valid only for employees working in SH.

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1016	Hours entered for previous year. Check child allowance. This month's calculation includes hours for previous year. Please check whether child allowance needs manual adjustment.	W	Formula CH_EP_CHK_1002F F	Earning shows hours for previous year. Clerk needs to check whether child allowances – which are based on worked / reported number of hours – are correct in previous year and in current year.
1017	Daily EO-Payment of %1 exceeds Salary per day of CHF %2. Number of days: %3. 65 % of gross payment * 1.3, which is about 85 %, is less than EO payment. Check whether amounts are correct.	W	Formula CH_EP_EO_CHK	EO payment might be higher than regular payment. Clerk should check whether employee is eligible to receive the delta paid out.
1018	An entry for LAW exists, but not for the current company. Add an entry for current company.	W	Formula CH_TX_FOLAWDA TACH_TX_WAF07	There are LAW (old and/or new) overrides for the employee in the current year, but this override is not set for the current processed company. This can occur when there is a company change during the year and the clerk does not maintain the data. Clerk needs to enter an override for the current company.

Messages Generated with the AHV Report

This table lists messages generated within the AHV report GPCHS108:

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1101	<p>Begin or end date not available.</p> <p>Contribution period for terminated employee cannot be determined.</p>	W	Formula CH_AH_WAF01 used for IK-File according to internal specifications.	<p>There are payments reported for previous year, but there is no calculation history for the previous year.</p> <p>Clerk needs to review the payments. As payroll is already closed, clerk needs to report the AHV-number manually to the provider.</p> <p>Technical: A payment for previous year is supported only if the employee was either calculated in the previous year with this payroll or valid history data (GPCH_RP_SI07, ~SI08) was migrated.</p>
1102	<p>AHV number not valid.</p> <p>AHV number either does not exist or has an invalid format.</p>	W	Interface/Reporting used for IK-File will expire with Swiss Dec solution.	<p>There is no AHV number assigned. This error should have been reported earlier during the payroll run (see message 1014).</p> <p>Clerk needs to remind the employee to provide the National ID as soon as possible.</p> <p>As payroll is already closed, the clerk needs to report the AHV number manually to the provider.</p>
1103	AHV Gross is negative.	W	Interface/reporting used for IK file will expire with swissdec solution.	<p>Provides additional information in the IK File that there is a negative payment.</p> <p>Clerk needs to check whether this is correct.</p>

Message Number	Text/Explanation	Type (Error or Warning)	Generated In	Expected Activity
1104	Begin date of contribution period not available.	W	Interface/reporting used for IK file will expire with Swiss Dec solution.	This is a technical error that needs to be reviewed by customer development team.
1105	End date of contribution period not available.	W	Interface/reporting used for IK file will expire with Swiss Dec solution.	This is a technical error that needs to be reviewed by customer development team.

Messages Generated with the Interface Processing for Pension Funds

The messages in this table are only generated with the interface processing for pension funds (BVG Interface to AGB70):

Message Number	Severity	Text/Explanation
1	M	No data available for previous year.
100	M	A file has been created for calendar group %1. Processed rows: %2.
101	M	A test run has been executed for calendar group %1.
102	M	A new calculation run has been executed for calendar group %1.
103	M	A cancel run has been executed for calendar group %1.
104	M	The calendar group %1 has been finalized.
105	M	The cancel process has been successfully run.
106	M	The upload file process has been successfully run.
1130	M	Deleted file %1.
1131	M	Failed to unzip file %1.
1132	M	Failed to get file %1 from site %2.
1133	M	File not found: %1.

Appendix B

Dashboard Reports Versus Classic Reports

For legal year end processing Global Payroll for Switzerland provides a dashboard feature. The Swiss dashboard page combines the former legal reports and reports for new features like BVG_LPP, UVGZ_LAAC and KTG_AMC.

You can still run most of those reports using run control pages, however, these reports are no longer updated when changes occur for legal reasons. Therefore it is our strong recommendation that you run those reports using the dashboard and use XMLP to create the reports.

To provide you with additional information for the transition phase where both options are still available, refer to this table:

Comparison Table

This table displays the reports that are supported by the dashboard and run control pages that were used exclusively in past releases:

<i>Program</i>	<i>Report</i>	<i>Classic</i>	<i>Domain Required</i>	<i>Dashboard</i>	<i>Comments</i>
AHV-AVS	AHV Year	yes	no	yes	Dashboard: without error list*
	AHV Free	yes	no	yes	Dashboard: without error list
BFS-OFS	BESTA	yes	no		
	Salary Structure			yes	
BVG-LPP				yes	
FAK-CAF		yes	no	yes	Dashboard: only 1 canton at a time
FAK-CAF	month	yes	no	yes	XML for AKB and not all cantons
KSTV-SCC		print only	yes	yes	Dashboard: no print
KSTVQ-SCCS	month	yes	no	yes	Dashboard: VD only**

<i>Program</i>	<i>Report</i>	<i>Classic</i>	<i>Domain Required</i>	<i>Dashboard</i>	<i>Comments</i>
	quarter	yes	no	yes	Dashboard: VD only**
	year	yes	no	yes	Dashboard: GE and VD only**
KTG-AMC				yes	
UVG-LAA		yes	no	yes	For classic as well .xls
UVGZ-LAAC				yes	

* Classic: Interface no longer supported.

** Other cantons cannot be processed through the dashboard.

Appendix C

Global Payroll for Switzerland Sarbanes-Oxley Act

This appendix provides guidelines on how to manage the Global Payroll for Switzerland application to fulfill the needs of Sarbanes-Oxley act.

Guidelines to Fulfill the Needs of Sarbanes-Oxley Act

In the tables listed in this section the *H* role stands for the Payroll Administrator and the *F* role stands for Finance Administrator.

1. Prepare

This table lists the preparations that you should take to fulfill the needs of the Sarbanes-Oxley act:

<i>Role</i>	<i>Month:</i>	<i>Done</i>	<i>Date</i>	<i>Remarks</i>
H	Prepare – Functional: <ul style="list-style-type: none">• Retroactive calculations.• Special cases (including positive input).• 13th month.• New earnings / deductions.			All special cases should be listed with employee ID.
H	Prepare – Define Spot Check: <ul style="list-style-type: none">• Employee IDs always in spot check.• Employee IDs with changes.• Special cases for this month.• Source tax.• Bank transfer.• Random selection of additional employee IDs.			

Role	Month:	Done	Date	Remarks
H	Additional Manual Activities: <ul style="list-style-type: none"> • Remarks on payslip. • Other. 			

2. Payroll

This table lists the payroll related activities that you should take to fulfill the needs of the Sarbanes-Oxley act:

Role	Activity	Run #	Approval	Full Check	Spot Check	Navigation
H	Payroll	3376	FMB	Number of employees in log file (Anzahl berechnete Mitarbeiter)	See Payslip	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Calculate Absence and Payroll
H	Online payroll, errors and warnings			Correct errors. Correct and accept warnings.		Global Payroll & Absence Mgmt, Absence and Payroll Processing, Review Absence/Payroll Info, Payee Messages
H	Payslip	3377	FMB	Number of current payslips. Number with retroactive transactions.	As defined under step 1.	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips CHE
H	Pay balance	3378	FMB	Number of current calculations. Number with retroactive transactions.	As defined under step 1.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Balance CHE, Pay Balance CHE
H	Element summary	3379	FMB	All earnings and deductions.	Compare with previous month.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Element Summary CHE

Note. Repeat as often as needed.

3. Prepare Finance Approval

This table lists the activities that you should take to prepare for approval from finance to fulfill the needs of the Sarbanes-Oxley act:

Role	Activity	Run #	Approval	Full Check	Spot Check	Navigation
H	Prepare GL			Log file		Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to GL
H	Prepare Bank			Log file		Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process CHE
H	Bank List			Amount = element summary. Number of payments = reconciliation.	As defined under step 1.	Included in Prepare Bank PDF.
H	Calculation Reconciliation (including Bank and GL)			Gross and net payment. Number of payments. GL amounts.	Compare with previous month.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Calc Reconciliation Report CHE
H	GL Queries			Error Company totals compare with reconciliation calculations.		Reporting Tools, Query, Query viewer GPCH_GL_ERROR GPCH_GL_E1CMP
H	Source Tax			All villages Amounts compare with element summary.	Compare with previous month.	Global Payroll & Absence Mgmt, Taxes, Source Tax Month Report CHE
H	List with all changes (Audit)			Check period of changes.	Compare to list that requests changes.	Workforce Administration, Workforce Reports, Database Audit

Note. Repeat as often as needed

4. Finance Approval

This table lists the activities that you should take to get finance approval to fulfill the needs of the Sarbanes-Oxley act:

Role	Activity	Run #	Approval	Full Check	Spot Check	Navigation
F	Diverse			Changes	Payslips Pay Balance Overtime	PDF
F	Prepare Bank			Log file Don't forget to check calculation.		Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Run Payment Prep Process CHE
F	Calculation reconciliation, including bank and general ledger.			Gross Net Amounts Number of retroactive transactions General ledger amount	Compare with previous month.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Calc Reconciliation Report CHE
F	GL Queries			Compare company total with reconciliation.	Employee account.	Reporting Tools, Query, Query viewer GPCH_GL_E1CMP GPCH_GL_ACC_DTL
F	Bank list			Compare total with general ledger and reconciliation calculation.	Bank transfer for selected employees.	PDF
F	Source tax			Compare total with general ledger amount.	Source tax for selected employees.	PDF

5. Finalize Payroll

This table lists the activities that you should take to finalize your payroll to fulfill the needs of the Sarbanes-Oxley act:

Role	Activity	Run #	Approval	Full Check	Spot Check	Navigation
H	Finalize Payroll			Log file		Global Payroll & Absence Mgmt, Absence and Payroll Processing, Calculate Absence and Payroll

Note. From this point on changes can only come from retroactive transactions that are processed during the next month.

6. Interfacing to Third Parties

This table lists the activities that you should take to interface with third parties and general ledger to fulfill the needs of the Sarbanes-Oxley act:

Role	Activity	Run #	Approval	Full Check	Spot Check	Navigation
F	Define bank contents.			Setup for various transfer types.	Although it is defined as the current pay end date, is the effective date valid? If so, you only need to set this up once.	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Banking, Payment Transfer Content CHE
F	Create DTA.			Compare DTA amount and number of payments with the bank list.		Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE
F	Create EPO.			Compare EPO amount and number of payments with the bank list.		Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE
F	Transfer file to bank/post finance.			Compare DTA/EPO amount and number of payments with the bank list.		Online Banking
F	Source tax.					Send per (yellow) mail
General Ledger Interface – Sample						
F	Send to GL.			Log file Monitor, send, and receive.	n/a	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Finalize Costs for GL
F	Check GL input.			Validate account and cost center.	Totals for cost center and accounts.	Enterprise Enterprise One EBS
F	Accept GL.			Online warnings.		Enterprise Enterprise One EBS

Appendix D

Additional Certified Earnings and Deductions

This appendix lists additional earnings and deductions where the code and name were not changed to the swissdec naming conventions. They were used, however, for swissdec certification. These earnings and deductions are categorized as certified earnings and underlying enterprise maintenance the same way the full swissdec earnings set does.

Additional Earnings and Deductions Table

This table lists the additional earnings and deductions that underly enterprise maintenance:

<i>Enterprise Earning / Deduction</i>	<i>Description</i>	<i>swissdec Earning / Deduction</i>
CH_00_54F	Forward CH_00_54	n/a
CH_00_70	Transfer amount	6600
CH_00_72	Transfer amount	6600
CH_00_74	Negative net	6600
CH_AH_D10	AHV - Contribution EE	5010
CH_AH_D11	AHV - Contribution total	n/a
CH_AH_D12	AHV - Contribution ER	n/a
CH_AH_D31	AHV - Admin Fee	n/a
CH_AL_D10	ALV - Contribution EE	5020
CH_AL_D11	ALV - Contribution Total	n/a
CH_AL_D12	ALV - Contribution ER	n/a
CH_AL_D20	ALVZ - Contribution EE	5030
CH_AL_D21	ALVZ - Contribution total	n/a

Enterprise Earning / Deduction	Description	swissdec Earning / Deduction
CH_AL_E16	Social Insurance Days	n/a
CH_CA_MB01	Corr Birth Allowance	3032
CH_CA_MC01	Corr Child Allowance	3000
CH_CA_ME01	Corr Education Allowance	3010
CH_CA_MH01	Corr Household Allowance	3031
CH_ER_14010	Vacation Compensation	1160
CH_ER_14020	Holiday Compensation	1161
CH_FK_D10	FAK - Contribution EE	n/a
CH_FK_D11	FAK - Contribution	n/a
CH_FK_D12	FAK - Contribution ER	n/a
CH_FK_D21	FAK Additional	n/a
CH_RP_0004	Legal Deductions	n/a
CH_RP_0050	Gross	5000
CH_RP_0052	Legal Net	n/a
CH_RP_0054	Cash	6500
CH_RP_0080	ER Cost Taxes	n/a
CH_RP_5041L	UVGZ - LAAC Wage Cat1	9041
CH_RP_5042L	UVGZ - LAAC Wage Cat2	9041
CH_RP_5045L	KTG - AMC Wage Cat1	9051
CH_RP_5046L	KTG - AMC Wage Cat2	9051
CH_RP_AH02	AHV Base	9010
CH_RP_AH04	AHV Exempt Used	n/a
CH_RP_AH50	AHV Exempt	9012
CH_RP_AHD11L	AHV - AVS Wage	9011
CH_RP_AL02	ALV - AC Base	9020

Enterprise Earning / Deduction	Description	swissdec Earning / Deduction
CH_RP_AL50	ALV Exempt	n/a
CH_RP_ALD11L	ALV-AC Wage	9021
CH_RP_ALD21L	ALVZ - LAAC Wage	9022
CH_RP_BV02	BV Base	9060
CH_RP_CAALL	Family Allowance Total	n/a
CH_RP_FKD00	FAK Saldo (copy of CH_FK_D00)	n/a
CH_RP_KK02	KTG Base	9050
CH_RP_UV02	UV Base	9030
CH_RP_UVD11L	UVG - LAA Wage	n/a
CH_RP_UVD21L	NBUV - NPA Wage	9031
CH_RP_UVZ02	UVGZ - LAAC Base	9040
CH_TX_E00	Employment Days Per Month	n/a
CH_UV_D11	BU - Contribution	n/a
CH_UV_D20	NBU - Contribution EE	5040
CH_UV_D21	NBU - Contribution Total	n/a
CH_UV_D22	NBU - Contribution ER	n/a
CH_UV_E16	UV days	n/a

Appendix E

Global Payroll for Switzerland Accumulators

This appendix provides an overview of Global Payroll for Switzerland accumulators, which you may periodically need to maintain.

Subtotals

This table lists the accumulators, description, custom entries, and any relevant comments associated with the sub total categories:

Accumulator	Description	Custom Entry	Comments
CH_00_0	Taxable (AHV,ALV,UV,Tax)	CH_00_C0	Regular earnings that are taxable and paid to the employee. The earnings automatically contribute to AHV, ALV, UV and taxes.
CH_00_04	Legal Deductions	CH_00_C04	Subtotal for legal social insurance deductions.
CH_00_50	Gross	CH_00_C50	Gross payments, especially those that do not contribute through CH_00_0.
CH_00_52	Legal Net	CH_00_C52	Subtotal for legal net pay, especially before the UVGZ and KTG source tax deductions. Net payments that contribute to legal net (only those that do not contribute through CH_00_0).
CH_00_54	Cash	CH_00_C54	Final payout coming from current month. For example CH_00_52 – Source Tax (UVGZ and KTG etc.).
CH_00_80 ER	Cost Taxes	CH_00_C80	Subtotal for employer cost.

Others

This table lists the accumulators, description, custom entries, and any relevant comments associated with other categories:

Accumulator	Description	Custom Entry	Comments
CH_00_90	Not allowed after termination.	CH_00_C90	Entry of these earnings for terminated employees triggers a payroll warning.
CH_BK_PAYMT8	Bank garnishment.		
CH_BK_PAYMT9	Bank external transfers.		
CH_ER_8010	Base vacation and holiday premium.	CH_ER_C8010	Collect units for calculation for hourly paid employees for: - vacation substitute - holiday substitute
CH_ER_8011	Base hourly premium previous year.	CH_ER_C8011	Collect units of hours entered for previous year for calculation for hourly paid employees for: - vacation substitute - holiday substitute
CH_GR_00	Garnishment available.	CH_GR_C00	Net for garnishment calculation. Only use for deductions that are not included in legal net, but determine garnishable net (for example, source tax)
CH_GR_04	Net garnishment bonus.	CH_GR_C04	Earnings considered as bonus payments for garnishment methods with additional deduction option for bonus payments.
CH_UP_02	Base to reduce salary.	CH_UP_C02	

Social Insurances

This table lists the accumulators, description, custom entries, and any relevant comments associated with the social insurances functional category:

Accumulator	Description	Custom Entry	Comments
CH_AH_02	AHV-base	CH_AH_C02	AHV Gross. Only use in cases that do not contribute through CH_00_0.
CH_AL_02	ALV-base	CH_AL_C02	ALV Gross. Only use in cases that do not contribute through CH_00_0.
CH_AL_10	AHV/ALV unpaid days	CH_AL_C10	Unpaid days.
CH_BV_02	BVG-base	CH_BV_C02	BVG Gross. Only use in cases that do not contribute through CH_00_0.
CH_CA_ALL	Family allowance total	CH_CA_CALL	All family allowances. Only use in cases that are not assigned by standard.
CH_KK_02	EO base	CH_EO_C02	Only to be used if running base from the Job record.
CH_EO_02	EO new base regular pay	CH_EO_C02	Only use for earnings that are EO- but not AHV-eligible and vice versa. By default = CH_AH_02.
CH_EO_02N	EO base bonus payments	CH_EO_C04	Earnings to be handled as bonus payments for lookup-calculation. Such earnings need to contribute to CH_EO_02 (most through CH_AH_02) and to CH_EO_04. Only use for earnings that are EO- but not bonus payments in the sense of taxes and vice versa. By default = CH_TX_04.
CH_EO_04	Worked hours for hourly paid employees	CH_ER_C8000	Collect units for calculation for hourly paid employees for child allowance hourly driven calculations.
CH_ER_8000	FAK-Base	CH_FK_C02	Only use for earnings that are FAK- but not AHV-eligible and vice versa. By default = CH_AH_D11_BASE = AHV-salary.
CH_FK_02	Sick payment base	CH_KK_C02	Only use for earnings that are KTG- but not AHV-eligible and vice versa. By default = CH_AH_02
CH_MI_02	GE maternity insurance base	CH_MI_C02	Only use for earnings that are maternity- but not AHV- eligible and vice versa. By default = CH_AH_D11_BASE = AHV-Salary.

Accumulator	Description	Custom Entry	Comments
CH_MI_10	GE maternity insurance refund	CH_MI_C10	
CH_NE_02	Net to gross base	CH_NE_C02	Assign earnings that get paid net for gross.
CH_PI_01	PK taxable amount annual rate	CH_PI_C01	Only in cases where PI contributions are calculated by payroll. For gross reported to AGB see CH_PK_02/04. Only if Annual rate from Job is not the appropriate value. Default = Annual rate.
CH_PI_02	PK internal time	CH_PI_C02	Worked hours for hourly paid employees.
CH_PK_02	Yearly salary for PK	CH_PK_C02	Reported to AGB interface.
CH_PK_04	Bonus salary for PK	CH_PK_C04	Reported to AGB interface.
CH_SI_100	UV conf.	CH_SI_C100	Base for UV conform in additional insurances.
CH_SI_200	Additional Insurance 050	CH_SI_C200	
CH_SI_210	Additional Insurance 060	CH_SI_C210	
CH_SI_220	Additional Insurance 070/080	CH_SI_C220	
CH_SI_230	Additional Insurance	CH_SI_C230	
CH_UV_02	UV-Base		Only in cases where employees do not contribute through CH_00_0 or need to be reversed as they contribute through CH_00_0.

Source Tax

This table lists the accumulators, description, custom entries, and any relevant comments associated with the source tax functional category:

Accumulator	Description	Custom Entry	Comments
CH_TX_02	Source tax-base.	CH_TX_C02	Only in cases that do not contribute through CH_00_0 or through CH_CA_ALL or need to be reversed as they contribute through CH_00_0.
CH_TX_03	Tax regular payments not prorated.	CH_TX_C03	Only earnings that need to be forecasted for the year but not for the month in case of mid period hire or termination.
CH_TX_04	Tax bonus.	CH_TX_C04	Earnings to be handled as bonus payments for lookup calculation. Such earnings need to contribute to CH_TX_02 (most through CH_00_0) and to CH_TX_04. All such earnings need to be assigned here.
CH_TX_05TI	Lump expenses TI.	CH_TX_C05TI	
CH_TX_10	Source tax per month source.	CH_TX_C10	Only use for additional customer source tax deductions.
CH_TX_12	Tax rates adjustment.	CH_TX_C12	

2006 Tax Statement (and later)

This table lists the accumulators, description, custom entries, and any relevant comments associated with the 2006 tax statement (and later) functional category:

Accumulator	Description	Custom Entry	Comments
CH_LW_10	LAW 2006, line 1	CH_LW_C10	Only in cases that do not contribute through CH_00_0 or need to be reversed as they contribute through CH_00_0.
CH_LW_101	LAW 2006, line 10.1	CH_LW_C101	
CH_LW_102	LAW 2006, line 10.2	CH_LW_C102	
CH_LW_120	LAW 2006, line 12	CH_LW_C120	Only use for deductions that are not included in CH_TX_10. Default = CH_TX_10.
CH_LW_1311	LAW 2006, line 13.1.1	CH_LW_C1311	

Accumulator	Description	Custom Entry	Comments
CH_LW_1311A	LAW 2006, line 13.1.1 Check box	CH_LW_C1311A	
CH_LW_1312	LAW 2006, line 13.1.2	CH_LW_C1312	
CH_LW_1321	LAW 2006, line 13.2.1	CH_LW_C1321	
CH_LW_1322	LAW 2006, line 13.2.2	CH_LW_C1322	
CH_LW_1323	LAW 2006, line 13.2.3	CH_LW_C1323	
CH_LW_133	LAW 2006, line 13.3	CH_LW_C133	
CH_LW_140	LAW 2006, line 14		
CH_LW_15xxx	LAW 2006, line 15	CH_LW_C15xxx	Trigger corresponding message.
CH_LW_21	LAW 2006, line 2.1	CH_LW_C21	
CH_LW_22	LAW 2006, line 2.2	CH_LW_C22	
CH_LW_23	LAW 2006, line 2.3	CH_LW_C23	
CH_LW_30	LAW 2006, line 3	CH_LW_C30	
CH_LW_40	LAW 2006, line 4	CH_LW_C40	
CH_LW_50	LAW 2006, line 5	CH_LW_C50	
CH_LW_60	LAW 2006, line 6	CH_LW_C60	
CH_LW_70	LAW 2006, line 7	CH_LW_C70	
CH_LW_90	LAW 2006, line 9	CH_LW_C90	
CH_LW_F	LAW 2006, check box F	CH_LW_CF	
CH_LW_G	LAW 2006, check box G	CH_LW_CG	

Statistics - LSE

This table lists the accumulators, description, custom entries, and any relevant comments associated with the Statistics - LSE functional category:

Accumulator	Description	Custom Entry	Comments
CH_LS_AK	Employer Cost	CH_LS_CAK	SwissDec: AK
CH_LS_BS	Gross Salary	CH_LS_CBS	SwissDec: BS
CH_LS_DL	Insurance Payments	CH_LS_CDL	SwissDec: DL
CH_LS_LEK	Lectons	CH_LS_CLEK	SwissDec: LEK
CH_LS_SA	SI Contribution	CH_LS_CSA	SwissDec: SA
CH_LS_SO	Additional yearly premium	CH_LS_CSO	SwissDec: SO
CH_LS_STD	Paid Hours	CH_LS_CSTD	SwissDec: STD
CH_LS_STK	Short time hours	CH_LS_CSTK	SwissDec: n/a
CH_LS_US	Overtime premium	CH_LS_CUS	SwissDec: US
CH_LS_ZL	Additional payments	CH_LS_CZL	SwissDec: ZL
CH_LS_ZML	13th month premium	CH_LS_CZML	SwissDec: ZML
CH_LS_ZU	Shift premium	CH_LS_CZU	SwissDec: ZU

French Cross-Border Reporting Tax

This table lists the accumulators, description, custom entries, and any relevant comments associated with the functional category for the French cross-border reporting tax:

Accumulator	Description	Custom Entry	Comments
CH_TX_GG1B	Tax Gross Cross Boarder France	CH_TX_CGG1B	Only in cases that do not contribute through CH_00_0 or need to be reversed as they contribute through CH_00_0.

Geneva (GE) Source Tax Reporting

This table lists the accumulators, description, custom entries, and any relevant comments associated with the functional category for Geneva (GE) source tax reporting:

Accumulator	Description	Custom Entry	Comments
CH_TX_GE31_Y TD	GE Days worked.	CH_TX_CGE31	
CH_TX_GE34_Y TD	GE indemnities Department.	CH_TX_CGE38	
CH_TX_GE37	AQ GE Prestations en capital.	CH_TX_CGE37	
CH_TX_GE38	AQ GE Indemnities pour frais.	CH_TX_CGE38	
CH_TX_GE39	Unpaid days attestation quit.	CH_TX_CGE39	

Ticino (TI) Source Tax Reporting

This table lists the accumulators, description, custom entries, and any relevant comments associated with the functional category for Ticino (TI) source tax reporting:

Accumulator	Description	Custom Entry	Comments
CH_TX_TI21	Source Tax TI expenses	CH_TX_CTI21	
CH_TX_TI22	Source Tax TI unpaid days	CH_TX_TI22	

Source Tax Reporting (Various Cantons)

This table lists the accumulators, description, custom entries, and any relevant comments associated with the functional category for source tax reporting for various cantons:

Accumulator	Description	Custom Entry	Comments
CH_TX_06	QS additional Premium (s. 2i)	CH_TX_C06	
CH_TX_06AI	Source Tax Premium AI	CH_TX_C06AI	
CH_TX_06AR	Source Tax Premium AR	CH_TX_C06AR	
CH_TX_06VD	Source Tax Premium VD	CH_TX_C06VD	

Accumulator	Description	Custom Entry	Comments
CH_TX_06ZH	Source Tax Premium ZH	CH_TX_C06ZH	

Reporting (Others)

This table lists the accumulators, description, custom entries, and any relevant comments associated with other reporting situations:

Accumulator	Description	Custom Entry	Comments
CH_RP_2DEC	Show 2 decimals.	CH_RP_C2DEC	
CH_RP_ZERO	Show if zero.	CH_RP_CZERO	

Appendix F

Using Customer Exits

The Global Payroll for Switzerland application offers multiple customer exits that allow you to adjust the logic of the application without losing the benefit of existing functionality.

For an overview of accumulators that need to be reviewed and maintained see *Appendix: Global Payroll for Switzerland Accumulators*.

Besides the customer exits for accumulators, the Global Payroll for Switzerland application offers exits within formulas. These empty formulas are positioned in the standard formula at a point, where they allow you to adjust values or exit the full logic. Those formulas are normally not changed by when we update the application.

See Also

[Appendix E, "Global Payroll for Switzerland Accumulators," page 327](#)

Formula Table for Overriding Exits

This table lists the formulas, exits and examples of customer overrides:

Formula	Description	Exit	Examples of customer overrides
CH_00_SYS_RES	Resolve system elements.	CH_00_CHOURLY	Override pay frequency. Default is D = Daily; H = Hourly; W = Weekly
CH_EP_CHK_1002_FF	Check 1002 ff.	CH_BK_CFO001	Bank ID for post finance. Default is 9000.
CH_CA_FO002	Allowance amount.	CH_CA_CFO002	Customer logic for child allowance, that is covered as an exception by the FAK_CAF provider.
CH_CA_FO003	CA row processing.	CH_CA_CFO003	Full override of child allowance calculation.
CH_CA_FO003	CA row processing.	CH_CA_CFO003B	Override for canton GE, if covered by the FAK_CAF provider as an exception.

Formula	Description	Exit	Examples of customer overrides
CH_CA_FO003	CA row processing.	CH_CA_CFO003C	Adjustments to child allowance, if covered by the FAK_CAF provider as an exception.
CH_EO_FO100	EO select method for base.	CH_EO_CFO100	Customer can switch from monthly average to 12 month average as required by law.
CH_ER_FOGCMTH	13th month arrears eligibility.	CH_ER_CFOGCMTH	Adjust eligibility for 13th month. Default is Empl_Status = A.
CH_ER_FOGCPAY	13th month pay eligibility frequency.	CH_ER_CFOGCPAY	Adjust pay out events. Default is Termination or December.
CH_ER_FO012	Hourly in hundred base.	CH_ER_CFO012	Override vacation entitlement. Default is bracket CH_ER_BR001.
CH_ER_FO022	Holiday premium hourly payment.	CH_ER_CFO022	Override holiday entitlement. Default is bracket CH_ER_BR002.
CH_ER_FO1000	Active employee.	CH_ER_CFO1000	Define active employees. Default is Empl_Status = A.
CH_ER_FO1301	13th month pre-processing	CH_ER_CFO1301	Override if multiple pay out periods are for 13th month.
CH_ER_FO1331	13th month post processing.	CH_ER_CFO1331	Override if multiple pay out periods are for 13th month.
CH_MC_FOINPUT	Generate MC input.	CH_MC_CFOINPUT	Adjust input logic for multiple contracts. For example, in case of additional MC companies or additional MC channels.
CH_MC_FOOUTPUT	MC prepare output.	CH_MC_CFOOUTPUT	Adjust output logic for multiple contracts. For example, in case of additional MC companies or additional MC channels.
CH_MT_FO001	Maternity - Geneva 80 percent refund.	CH_MT_CFO001	Adjustments to maternity payments, if covered by the maternity insurance as an exception.
CH_PI_FO001	PK eligibility.	CH_PI_CFO001	Complete override of pension fund eligibility.

Formula	Description	Exit	Examples of customer overrides
CH_PI_FO002	PK calculate contribution.	CH_PI_CFO002	Complete override of pension fund amounts.
CH_PI_FO010	PK contribution hourly.	CH_PI_CFO010	Adjust pension fund eligibility.
CH_PI_FO012	PK calculation contribution monthly.	CH_PI_CFO012	Adjust pension fund amounts.
CH_RP_FO001	Variables for reporting.	CH_RP_CFO001	Create additional print only elements
CH_SI_AR210_PROC	Positive set of additional insurances detail.	CH_SI_CAR210_PROC	Adjust logic for additional insurances.
CH_SI_EE_OVRD	SI employee override.	CH_SI_CEE_OVRD	Adjust logic for employee's accident insurance.
CH_SI_FO200	Additional insurance process.	CH_SI_CFO200	Adjust logic for additional insurances.
CH_TX_FO050	Yearly (period) tax adjustment.	CH_TX_CFO050	Adjust logic for source tax lookup. For example, to handle negative gross according to the companies agreements.
CH_TX_FO060	Cross boarder.	CH_TX_CFO060	Adjust logic to identify Source Tax Cross border. Default is employee with address outside Switzerland if not already identified by source tax tariff.
CH_TX_FO110	Tax calculation lookup.	CH_TX_CFO110	Adjust logic for source tax lookup.
CH_TX_WAF07	Prepare WA for LAW 2006.	CH_LW_CFO001	Override status of pensioner for tax statement. Default is A = Tax Statement.
CH_TX_WAF07	Prepare WA for LAW 2006.	CH_TX_CWAF07	Update for all attributes, before write array gets saved.
CH_UV_FO010	UV Calculation percent.	CH_UV_CFO010	Adjust logic for employee's accident insurance.
CH_ZV_FO001	Additional insurances.	CH_ZV_CFO001	Adjust logic for additional insurances.

Appendix G

Global Payroll for Switzerland Reports

This appendix provides an overview of Global Payroll for Switzerland reports and enables you to view summary tables of all reports.

Note. For samples of these reports, see the PDF files published on CD-ROM with your documentation. You can print out the reports in each of the Swiss official languages: French, German, Italian, and English.

See Also

Enterprise PeopleTools PeopleBook: PeopleSoft Process Scheduler

Global Payroll for Switzerland Reports: A to Z

These tables list all Global Payroll for Switzerland reports, sorted by report ID. If you need more information on a report, refer to the report details at the end of this chapter. These reports are divided into two categories:

- Swissdec-certified reports.
- Additional reports.

Note. The swissdec, founded by the largest Swiss insurance provider, SUVA (Schweizerische Unfallversicherungsanstalt), and other providers and governmental bodies, has certified the reports listed in the Swissdec-Certified Reports section. Global payroll for Switzerland offers additional, non-swissdec certified reports. These reports are compliant with auditors' requirements for reports from employers at the end of the month or year, as necessary. They contain detailed information about employer and employee data, contributions, and so on.

See Also

[Appendix B, "Dashboard Reports Versus Classic Reports," page 315](#)

[Chapter 19, "Processing Swissdec by Dashboard," page 259](#)

Swissdec-Certified Reports

Report ID and Report Name	Description	Navigation	Run Control Page
GPCH_AE_INS BVG Yearly Report.	Lists employee BVG salary. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCH_AE_INS KTG Yearly Report.	Lists employee KTG salary. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCH_AE_INS UVGZ Yearly Report	Lists employee BVG salary. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHAL05 FAK Contributions Year	Lists employee and employer FAK contributions for the year. (SQR)	Global Payroll & Absence Mgmt, Authority Correspondence, FAK Contributions Year CHE, FAK Contributions Year	GPCH_RC_AL05
GPCHAL05 FAK Contributions Year	Lists employee FAK Salary and child allowances. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS

Report ID and Report Name	Description	Navigation	Run Control Page
GPCHAL07 Elem. Contr. List (element contribution list)	Lists all contributions and deductions. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Element Contribution List CHE, Elem. Contr. List	GPCH_RC_AL07
GPCHAL08 Pay El. Sum. Month (pay element summary month)	Records the payroll process by defining all earnings and deductions for a specific month and the current year to date. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Element Summary CHE, Pay El. Sum. Month	GPCH_RC_AL08
GPCHAL10 Payslip	Summarizes an employee's pay elements according to pay month. (SQR)	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips CHE, Payslip Options	GPCH_RC_AL01_1
GPCHGL01 Accounting Voucher	Lists General Ledger results by ChartField. (SQR)	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Accounting Voucher CHE, Accounting Voucher	GPCH_RC_GL01
GPCHSI03 Personal Statement	Lists master data and social insurance information for individual employees. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Personal Statement CHE, Personal Statement	GPCH_RC_SI03
GPCHSI06 SI Company Setup	Summarizes social insurance data relevant to all employees. (SQR)	Set Up HRMS, Product Related, Global Payroll & Absence Mgmt, Social Security / Insurance, Company SI Contrib Rpt CHE, SI Company Setup	GPCH_RC_SI06
GPCHSI07 UV Year	Lists employee Gross, UVG Base and UVG Salary. (SQR)	Global Payroll & Absence Mgmt, Social Security / Insurance, UV Year Report CHE, UV Year	GPCH_RC_SI07
GPCHSI07 UV Year	Lists employee Gross, UVG Base and UVG Salary. (XMLP)	<ul style="list-style-type: none"> • Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) • Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS

Report ID and Report Name	Description	Navigation	Run Control Page
GPCHSI08 AHV Year	Lists AHV and ALV contributions for an organization over a specific calendar year. (SQR)	Global Payroll & Absence Mgmt, Social Security / Insurance, AHV Year Report CHE, AHV Year	GPCH_RC_SI08
GPCHSI08 AHV Year	Lists AHV and ALV contributions for an organization over a specific calendar year. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHSI09 Non AHV/ALV	Lists employees who do not have to pay AHV contributions (employees younger than 18 years or those with special dispensation). (SQR)	Global Payroll & Absence Mgmt, Social Security / Insurance, Non AHV/ALV Report CHE, Non AHV/ALV	GPCH_RC_SI09
GPCHSI09 Non AHV/ALV	Lists employees who do not have to pay AHV contributions (employees younger than 18 years or those with special dispensation). (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHST02 Salary Structure Analysis (Lohnstrukturhebung)	Provides XML as of swissdec. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHTX04 Payroll Register	Monitors the associated accumulators and displays the payroll register. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register CHE, Payroll Register	GPCH_RC_TX04_1
GPCHTX06 Pay Balance	Lists the employee ID, date of birth, hire and termination dates, and AHV number for each employee. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Pay Balance CHE, Pay Balance	GPCH_RC_TX03

Report ID and Report Name	Description	Navigation	Run Control Page
GPCH-AE_TX07 Tax Statement (for print only)	Lists employee name, employment dates, and pay element totals. (External)	Global Payroll & Absence Mgmt, Taxes, Tax Statement Report CHE, Tax Statement	GPCH_RC_AL03
GPCH-AE_TX07 Tax Statement (for create only)	Creates the XML, which is sent to swissdec and from where the internal print takes the data. (XMLP)	Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create)	GPCH_EG_RSTATUS

Additional Reports

Report ID and Report Name	Description	Navigation	Run Control Page
GPCHAL02 Reconciliation Report	Prepares data for reconciliation. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Calc Reconciliation Report CHE, Reconciliation Report	GPCH_RC_AL02
GPCHAL04 FAK Contributions	Lists employee and employer FAK contributions. Must be run monthly. (SQR)	Global Payroll & Absence Mgmt, Authority Correspondence, FAK Contributions Report CHE, FAK Contributions	GPCH_RC_AL04
GPCHAL04 FAK Contributions	Lists employee and employer FAK contributions. Creates XML for AKB only. (XMLP)	<ul style="list-style-type: none"> Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHAL06 Overpayment List	Lists all payees who have negative balances as of the last pay run. (SQR)	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overpayment List CHE, Overpayment List	GPCH_RC_AL06
GPCHBK01 Bank/Postal List	Provides information on all payments that have been made to employees through a financial institution such as a bank or the post office; mainly used internally for accounting purposes. (SQR)	Global Payroll & Absence Mgmt, Payment Processing, Create Bank List CHE, Bank/Postal List	GPCH_RC_BK01

Report ID and Report Name	Description	Navigation	Run Control Page
GPCHBK02 Bank Transfer Disk	Creates one or several files containing all data records in their required format. (SQR)	Global Payroll & Absence Mgmt, Payment Processing, Create Bank File CHE, Bank Transfer Disk	GPCH_RC_BK02
GPCHEO01 EO Pay Card	Lists each employee's insurance number, full name, and employee ID in ascending order. (SQR)	Global Payroll & Absence Mgmt, Authority Correspondence, EO Pay Card Report CHE, EO Pay Card	GPCH_RC_EO01
GPCHGL02 Reconciliation List	Summarizes and groups General Ledger results per account. (SQR)	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Create Reconciliation List CHE, Reconciliation List	GPCH_RC_GL02
GPCHST01 BESTA Employment Statistics (<i>Beschäftigungsstatistik</i>)	Lists quarterly employment numbers and business outlook in both a printed report and a file for electronic transfer. (SQR)	Global Payroll & Absence Mgmt, Authority Correspondence, BESTA Employment Statistic, BESTA statistics	GPCH_RC_ST01
GPCHTX01 Source Tax Year	Lists the names and social insurance numbers of all employees. Personal yearly statements for the FR and TI cantons. (SQR)	Global Payroll & Absence Mgmt, Taxes, Source Tax Year Report CHE, Source Tax Year	GPCH_RC_TX01
GPCHTX01 Cross Border France	Lists the names and social insurance numbers of all employees. (SQR)	Global Payroll & Absence Mgmt, Taxes, Source Tax Year Report CHE, Source Tax Year	GPCH_RC_TX01
GPCHTX01 Source Tax Year	Create source tax for cantons GE and VD on a yearly basis (XMLP).	<ul style="list-style-type: none"> • Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) • Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_RSTATUS GPCH_EG_FSTATUS
GPCHTX02 Source Tax Month	Lists the names and social insurance numbers of all employees as well as employee and employer source tax contributions per month. (SQR)	Global Payroll & Absence Mgmt, Taxes, Source Tax Report CHE, Source Tax Month	GPCH_RC_TX02

Report ID and Report Name	Description	Navigation	Run Control Page
GPCTX02 Source Tax	Create source tax for canton VD on a monthly or quarterly basis (XMLP).	<ul style="list-style-type: none"> • Global Payroll & Absence Mgmt, Year End Process CHE, Prepare Files (to create) • Global Payroll & Absence Mgmt, Year End Process CHE, Process Files (to view) 	GPCH_EG_ RSTATUS GPCH_EG_ FSTATUS

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