

Oracle® Human Resources Management Systems

Payroll Processing Management Guide (Mexico)

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Oracle Human Resources Management Systems Payroll Processing Management Guide (Mexico), Release 12.2

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HRMS Glossary

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Oracle Human Resources Management Systems Payroll Processing Management Guide (Mexico), Release 12.2

Part No. E48895-01

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Preface

Intended Audience

Welcome to Release 12.2 of the *Oracle Human Resources Management Systems Payroll Processing Management Guide (Mexico)*.

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

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

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

- Oracle Self-Service Web Applications.
- The Oracle Applications graphical user interface.

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

See Related Information Sources on page xii for more Oracle E-Business Suite product information.

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Structure

- 1 Payrolls**
- 2 Payroll Payment and Distributions**
- 3 Payroll Statutory Deductions and Reporting**
- 4 Payroll Processing and Analysis**
- 5 Payroll Event Rules**
- HRMS Glossary**

Related Information Sources

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

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

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

Guides Related to All Products

Oracle E-Business Suite User's Guide

This guide explains how to navigate, enter data, query, and run reports using the user interface (UI) of Oracle E-Business Suite. This guide also includes information on setting user profiles, as well as running and reviewing concurrent requests.

Oracle Application Framework Personalization Guide

This guide covers the design-time and run-time aspects of personalizing applications built with Oracle Application Framework.

Guides Related to This Product

Oracle Human Resources Management Systems Enterprise and Workforce Management Guide

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

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

Learn how to use Oracle HRMS to represent your workforce. This includes recruiting

new workers, developing their careers, managing contingent workers, and reporting on your workforce.

Oracle Human Resources Management Systems Payroll Processing Management Guide

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

Oracle Human Resources Management Systems Compensation and Benefits Management Guide

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

Oracle Human Resources Management Systems Configuring, Reporting, and System Administration Guide

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

Oracle Human Resources Management Systems Implementation Guide

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

Oracle Human Resources Management Systems FastFormula User Guide

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

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

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

Oracle Performance Management Implementation and User Guide

Learn how to set up and use performance management functions. This includes setting objectives, defining performance management plans, managing appraisals, and administering questionnaires.

Oracle Succession Planning Implementation and User Guide

Learn how to set up and use Succession Planning functions. This includes identifying succession-planning requirements, using talent profile, suitability analyzer, and performance matrices.

Oracle Human Resources Management Systems Deploy Strategic Reporting (HRMSi)

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

Oracle Human Resources Management Systems Strategic Reporting (HRMSi) User

Guide

Learn about the workforce intelligence Discoverer workbooks.

Oracle Human Resources Management Systems Approvals Management Implementation Guide

Use Oracle Approvals Management (AME) to define the approval rules that determine the approval processes for Oracle applications.

Oracle Human Resources Management Systems Window Navigation and Reports Guide

This guide lists the default navigation paths for all windows and the default reports and processes as they are supplied in Oracle HRMS.

Oracle iRecruitment Implementation and User Guide

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

Oracle Learning Management User Guide

Use Oracle Learning Management to accomplish your online and offline learning goals.

Oracle Learning Management Implementation Guide

Implement Oracle Learning Management to accommodate your specific business practices.

Oracle Time and Labor Implementation and User Guide

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

Oracle Labor Distribution User Guide

Learn how to maintain employee labor distribution schedules, distribute pay amounts, encumber (commit) labor expenses, distribute labor costs, adjust posted labor distribution, route distribution adjustment for approval, and manage error recovery processes. You also learn how to set up effort reporting for Office of Management and Budget (OMB) compliance.

Other Implementation Documentation

Oracle E-Business Suite Maintenance Guide

This guide contains information about the strategies, tasks, and troubleshooting activities that can be used to help ensure an Oracle E-Business Suite system keeps running smoothly, together with a comprehensive description of the relevant tools and utilities. It also describes how to patch a system, with recommendations for optimizing typical patching operations and reducing downtime.

Oracle E-Business Suite Security Guide

This guide contains information on a comprehensive range of security-related topics, including access control, user management, function security, data security, and

auditing. It also describes how Oracle E-Business Suite can be integrated into a single sign-on environment.

Oracle E-Business Suite Setup Guide

This guide contains information on system configuration tasks that are carried out either after installation or whenever there is a significant change to the system. The activities described include defining concurrent programs and managers, enabling Oracle Applications Manager features, and setting up printers and online help.

Oracle E-Business Suite Flexfields Guide

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

Oracle eTechnical Reference Manuals

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

Integration Repository

The Oracle Integration Repository is a compilation of information about the service endpoints exposed by the Oracle E-Business Suite of applications. It provides a complete catalog of Oracle E-Business Suite's business service interfaces. The tool lets users easily discover and deploy the appropriate business service interface for integration with any system, application, or business partner.

The Oracle Integration Repository is shipped as part of the E-Business Suite. As your instance is patched, the repository is automatically updated with content appropriate for the precise revisions of interfaces in your environment.

You can navigate to the Oracle Integration Repository through Oracle E-Business Suite Integrated SOA Gateway.

Do Not Use Database Tools to Modify Oracle E-Business Suite Data

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

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

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

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

Payrolls

Payrolls Overview

Using Oracle HRMS, you can set up payrolls to pay all your employees accurately and at the correct time.

Payrolls in Oracle HRMS

A payroll is a set of employees whose pay you process with a single frequency, for example, weekly or monthly. You can define as many payrolls as you require to meet the pay policies of your enterprise. You put an employee on a payroll by making an assignment to the payroll.

You can also assign employees to other employee groups: for example, groups to indicate membership of a union or employment based sports club.

Key Concepts

To enable you to set up payrolls correctly, you need to understand these key concepts:

- Consolidation sets, *Oracle HRMS Payroll Processing Management Guide*
- Assignment sets, page 1-6
- Element sets and distribution sets, *Oracle HRMS Compensation and Benefits Management Guide*

Reporting on Payrolls

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

Payrolls

You can use Oracle Payroll to define a payroll, or range or payrolls that best suit your organizational needs.

Can you pay an employee with several assignments a single payment?

Yes, Oracle Payroll enables you to pay a single payment to an employee with several assignments within your organization. You enable the payment by selecting the Multiple Assignment check box on the Define Payroll window.

Can you run payroll processes and reports multilingually?

Payroll processes and reports are always submitted and always run in the local language only. This means that US and UK payroll reports can only be run in English. Canadian reports can be run in English or Canadian French.

How do you synchronise a payslip with the official payment date?

Use the payslip offset on the Define Payroll window to specify the number of days between the completion of your payroll processes and the availability of employee payslips.

Is there any checklist that you must follow while running the various payroll processes?

Oracle recommends that you follow this checklist while running the various payroll processes for that period:

- Do not update employee or assignment data while running the Payroll Run, Quickpay, Prepayment, Quick Prepay, Balance Adjustments, BEE, BAA, RetroPay, Costing, RetroCosting, Costing of Payments, Archiver processes . These processes access people as well as assignment data to derive results. Some of these processes are interdependent. An update to employee/assignment data can result in inconsistent results.
- Do not update element details, element link details, element entry details while running the Payroll Run, Quickpay, Balance Adjustments, BEE, BAA, RetroPay, Costing, RetroCosting processes as element details are accessed while running these processes for different assignments.
- Do not update organization, payroll, group details while running the Payroll Run, Quickpay, Prepayment, Quick Prepay, Costing, Costing of Payments, RetroCosting process.
- Do not update fastformulas while running the Payroll Run, Quickpay, Retropay

processes as fast formulas are accessed by these processes.

Payroll Definition

Consolidation Sets

Consolidation sets are the means by which you label payroll runs for further processing. This enables you to process the results from more than one payroll in a single action. You need only produce one tape per payment method for several payrolls, one set of reports and one set of costing for the whole set.

You can follow this procedure when scheduling additional runs. These are the runs you make in addition to your regular payroll runs; for example, to pay leavers. You can decide whether to consolidate an additional run with the regular run or switch it to a special set.

Consolidation sets are also used to label assignment sets when you use these for payroll processing. The same choices apply to assignment sets as to payrolls. You can accept the default consolidation set or select a new one when you set the run parameters in the Submit Requests window. You can also change the consolidation set after the run in the Update Payroll Run window.

Changes to a Consolidation Set

Consolidation sets facilitate the selective post-run processing of different payrolls. For example, after processing three payrolls in one consolidation set, you may want to select just one for immediate post-run processing. To do this, transfer the one you want to process to a new consolidation set.

You may also want to retry a payroll while continuing with prepayments for other payrolls whose status is Complete. This too would require a change of consolidation set for the first payroll.

See Assignment Sets, page 1-6

Period Types and Calendars

Since a payroll has only one pay frequency, you must define at least one payroll for each pay frequency you use. The following table shows the valid period types for pay frequency.

Period types and pay frequency table:

Payroll Period Types	Periods per Year
Semi-Year	2
Quarter	4
Bi-Month	6
Calendar Month	12
Lunar Month	13
Semi-Month (not available for UK users)	24
Bi-Week	26
Ten-Day	36
Week	52

Note: For Swedish users: Only Bi-Month, Calendar Month, Bi-Week, and Week payroll period types are available.

For Spanish users: Only Calendar Month payroll period is available.

Exchange Rates

You can maintain daily exchange rates for use in foreign currency conversion, and you can also specify a date range for a specific rate. You maintain daily rates in Oracle General Ledger.

See: Entering Daily Rates, *Oracle General Ledger User's Guide*

You can associate a daily rate with a conversion rate type by using predefined rate types such as Spot and Corporate. This means that the conversion rate associated with the rate type is automatically used whenever you perform foreign currency conversions. Some rate types such as Spot and Corporate are predefined. You can also use Oracle General Ledger to define additional rate types of your own.

See: Defining Conversion Rate Types, *Oracle General Ledger User's Guide*

When you create a business group, the Corporate currency type is predefined for Core HRMS (HRMS Reporting and Payroll Processes). However, you can modify HRMS User Tables so that the default value of Corporate can be overridden for each of the

following:

- HRMS Reporting
- Payroll Processes

See *Selecting Exchange Rate Types for a Business Group*, page 1-7

Assignment Sets

There are three uses of assignment sets in Oracle HRMS:

- You can run a QuickPaint report for a set of assignments, rather than individual assignments.
- You can process subsets of the employees assigned to a payroll. Normally you initiate payroll runs and other post-run processes for one or more payrolls at a time. However, if you need to process smaller groups within a single payroll, you define an assignment set.
- You can use a BEE concurrent process to create an identical batch line for each assignment in an assignment set.

There are three ways to define the set:

- You can enter selection criteria, which the system generates into a formula. When you use the assignment set, Oracle FastFormula runs the formula to find the assignments that match the criteria. It checks all the assignments in the business group or, if you select a payroll when you define the set, all the assignments to that payroll. When you define the set you can also include or exclude individual assignments to modify the set created by the formula.

Important: To define an assignment set for a benefits eligibility profile, you must enter information about the person to be included or excluded in both the Amendment and Criteria windows.

See: *Defining an Assignment Set Using Formula Criteria, Oracle HRMS FastFormula User Guide*

- You can select individually all the assignments you want to include in the set.
- You can start from a full set of all the employees in the Business Group or all the employees assigned to a selected payroll. Then you can exclude individual assignments from the set.

See: *Defining an Assignment Set by Including or Excluding Assignments*, page 1-12

Further Payroll Information Window

By default, Oracle Payroll uses the seeded tax tables for ISR calculation. If you created custom tax tables, specify them in the Further Payroll Information window.

See: Defining Custom ISR Tax Tables, page 3-11 and Defining a Payroll, page 1-12

For standard payroll runs, specify the following tax tables:

- ISR Tax Rate
- ISR Tax Subsidy
- ISR Subsidy for Employment

For your tax calculation of amends and non-periodic payments (Article 142 payments), specify the following tax tables:

- ISR Tax Month Rate
- ISR Tax Month Subsidy
- ISR Month Subsidy for Employment

For your annual tax adjustment payroll run, specify the following tax tables:

- ISR Tax Annual Rate
- ISR Tax Annual Subsidy
- ISR Annual Subsidy for Employment

Selecting Exchange Rate Types for a Business Group

When you create a Business Group for BIS, HRMS Reporting or Payroll Processes the exchange rate type is predefined as Corporate. This is effective from the effective date of the Business Group.

However, you can set a different currency type for each Business Group. For example, you can select:

- A spot rate for Payroll processes to reflect daily exchange rates.
- A corporate rate for HR reporting to represent an end-of-month value.

You can define a different exchange rate type in the Table Values window.

To select an exchange rate type for a Business Group:

1. Query the EXCHANGE_RATE_TYPES table.
2. In the Exact field, select BIS, HRMS, or PAY from the list of values.
3. Enter the new value for the exchange rate type. The value will usually be Corporate (the default) or Spot, but you may also need to select other predefined GL Exchange Rate Types.
4. Change the Effective Date for this rate type, or accept the default.

For details of available rate types, see Defining Conversion Rate Types, *Oracle General Ledger User's Guide*.

Defining Consolidation Sets

You must always select a consolidation set before starting a payroll run. This is because the consolidation set provides essential labelling for each payroll run. This applies even if you are only processing one payroll or one assignment set.

When you have defined a consolidation set, it is then available for selection when you start a payroll run.

You define consolidation sets in the Consolidation Sets window.

To define a consolidation set:

1. Enter the name of a new consolidation set and save.

To delete a consolidation set:

1. Query the consolidation set.
2. Choose Edit, Delete Record.

You can only delete a consolidation set if it is not the default set for a payroll and if it is not associated with any payroll processes.

Changing Consolidation Sets

You change consolidation sets for payrolls in the Update Payroll Run window.

Note: Changes you make in this window are for the selected payroll processes only. Default consolidation set and pay advice information continue to apply to subsequent runs.

To change the consolidation set for a payroll:

1. Query the payroll whose consolidation set you want to change.

Tip: Optionally, select the period for which you wish to change the consolidation set by providing a Period From date and a Period To date. If you do not specify a period then the update action will apply to all payroll periods for this payroll

Payroll run information for the payroll displays in reverse order from the last completed run. The Set region displays whether the run was for an element set and/or assignment set.

Note: You can update consolidation set and pay advice information in this window regardless of the status displayed for the payroll run.

2. Enter a new consolidation set.
3. Update pay advice date and message information if required.
The pay advice date and message fields are for information only.

Defining an Assignment Set Using Formula Criteria

Use the Assignment Set window to define your set.

To define an assignment set using criteria for a formula:

1. Enter a unique name for the set.
2. Do *one* of the following:
 - If you are defining an assignment set for payroll processing, select a payroll. You cannot process an assignment set drawn from more than one payroll.
 - If you are defining an assignment set for other purposes, selecting a payroll is optional. If you select a payroll, the formula generated from your selection criteria will select assignments from this payroll only. If you do not select a payroll, the formula will select assignments from the whole business group.
3. Save the new set and click Criteria.
4. In the Assignment Criteria window, enter one criterion in each row, and join the criteria with AND or OR in the Condition field.

Field details are:

Field	Description
No.	The sequence number of each condition in your rule. If you use sequence numbers that are multiples of 10, it will be easier to insert new conditions later.
Condition	Leave the first row blank. Enter AND or OR for second and subsequent rows.
Database Item	Select database items as variables for your definition. All database items are prefixed by an ampersand [&].
Operator	Select operators to determine relationships between database items or values. See the following table for details
Value/Database Item	Select database items for the second variable. Alternatively, you can enter a fixed value of the same type as the database item.

Operator details are:

Operator	Symbols	Meaning
Equals	=	Condition is true if both expressions have exactly the same value. For text, the case of the expression must be the same. For example: "Smith" is not equal to "SMITH".
Not Equal	!=	Condition is true if the result of the first expression does NOT have the same value as the result of the second expression.

Operator	Symbols	Meaning
Greater Than	>	Condition is true if the first expression is alphabetically after, is numerically greater than, or is a later date than the second expression.
Less Than	<	Condition is true if the first expression is alphabetically before, is numerically lesser, or is an earlier date than the second expression.
Greater Than or Equal To	>=	Condition is true if either the greater than OR the equal to operator returns a true result.
Less Than or Equal To	<=	Condition is true if either the less than OR the equal to operator returns a true result.

Example

For example: The following is a definition for an assignment set of employees with salaries between 16,000 and 24,000:

No.	Condition	Database Item	Operator	Value/ Database Item
10		&SALARY_PAY_VALUE_ENTRY_VALUE	>=	16000
20	AND	&SALARY_PAY_VALUE_ENTRY_VALUE	<=	24000

5. Save your criteria, and click Generate to generate the formula.

You can view and edit the formula in the Formula window. Its name is the same as the assignment set name.

6. If you want to include or exclude individual assignments from the set defined by your criteria, choose the Amendment button. Select the assignments you want to include or exclude from the set.

Note: The list of assignments you see in this window is either all the assignments in the business group or, if you selected a payroll, all the assignments to that payroll. It does not show the assignments matching your criteria since these are identified dynamically each time the formula runs.

7. Save the set.

Defining an Assignment Set by Including or Excluding Assignments

Use the Assignment Set window to define your set.

To define a set by including or excluding assignments:

1. Enter a unique name for the set.
2. If you are defining a set for payroll processing, select a Payroll.
3. Save the new set.
4. Click Amendment.
5. Do one of the following:
 - If you want to create a small set of assignments, select Include in the Inc/Exc field and select all the assignments for the set.
 - If you want to start from the full set of assignments for the payroll or Business Group, select Exclude in the Inc/Exc field and select assignments to remove from the set.

Do not create a mixture of Include and Exclude rows if you have not entered criteria and generated a formula.

6. Save your set.

Defining a Payroll

Use the Payroll window to define a payroll, including its calendar and valid payment methods.

To define a new payroll:

1. Set your effective date to a date early enough to handle any historical information you want to enter. Your effective date must be on or before the first period start date of the payroll calendar.
2. Enter the payroll's name and select its period type from the list.
3. Enter the end date of the payroll's first period, and the number of years for which the system should initially generate the payroll's calendar. You can increase this number later to generate additional years.

Note: Be aware that some processes require the calendar to extend into the future. For example, the PTO Carry Over process requires payroll periods extending to the end of the new accrual term.

When you enter the First Period End Date, make sure that the corresponding start date of the first period is after the start date of the payroll.

Note: The Reset Years field is available if you have set the profile option PAY: Display Reset Years in Payroll to Yes. The field signifies the years after which the period start of the next corresponding year would be reset. This field cannot be greater than the number of years.

4. In the Date Offset region, you can change the zero default to a negative or positive number of days before or after the period end date. For example, for a semi-monthly payroll, the Cut Off date can be 3 days before the period end date (-3), while the Scheduled Run and Check dates can be 5 and 7 days after this date, respectively. You can also set the Payslip offset to determine when employees can view payslip information.

Note: For India users only : You can calculate and deduct taxes from employees on the date salary is paid to the employee instead of date earned, thereby supporting payroll earned with a date paid in future (from March to February instead of April to March) by using a positive offset.

- The Check Date, sometimes called Pay Date, is the date of constructive receipt of pay, on which paychecks become negotiable.
- The Scheduled Run Date is the date scheduled for the Regular run of this payroll each period.

- The Cut Off date, included for your reference, is the final date for entering or changing payroll information before a run.
- A payslip offset, reckoned from the completion date for your payroll processes is always a positive number to enable you to prevent employees from viewing payslips before the official payment date. For example, if the payroll processes complete on 15th May, and employees do not receive payment until 20th May, you can enter an offset of 5 to align the payslip date to the payment date.

These offsets are the defaults for the calendar. You can manually make date changes in the calendar (such as when an offset date falls on a weekend or holiday, by choosing Period Dates).

5. Select a default payment method for employees who have no valid personal payment method. You cannot select a method using magnetic tape because this requires information about employees' bank accounts.
6. Select a default consolidation set for this payroll. One consolidation set is created automatically when you define your Business Group. Oracle Payroll users can create other consolidation sets for payroll processing.
7. In the Costing region, you can enter information about the ledger and suspense account holding costing information for this payroll.

The information you enter here depends on the setup of your Cost Allocation key flexfield.

See: Setup of the Cost Allocation Key Flexfield, *Oracle HRMS Enterprise and Workforce Management Guide*

8. Check the Negative Payment Allowed check box if you want the PrePayments process to include negative payments. If you leave the box unchecked, the PrePayments process ignores negative payments.
9. Check the Multiple Assignment check box if you want an employee to receive a single payment, for multiple assignments carried out within your organization. However, if a PrePayments process, which runs prior to your effective processing date, already exists you cannot go back and change the Multiple Assignment check box. This box is only visible if the functionality is enabled for your localization.

Note: If you check the Multiple Assignment check box, make sure it remains checked throughout your payroll processing. Oracle Payroll reports in error if some of your payroll processes support multiple assignment processing and others do not.

10. If you are an Oracle Payroll user, enter the Statutory Information field to open the Statutory Information window.

Your Oracle localization team may have created fields in this window.

Note: The Statutory Information field is not visible if your HR:User Type profile option is set to HR User.

11. If the Payslip Modeler is enabled for your localization, you can set locking period for payslip modeling. This restricts users from making updates to payroll information while modeling their payslip during a mock payroll run during the specified period.

Note: Payslip Modeler is not available by default. Check with your system administrator if Payslip Modeling is available for your localization.

12. You can specify the Availability Rule whether to disable the functionality days after the period start and days prior to the End date or enable the functionality between the days from start and before the period end date. Specify the number of days prior to and after a specified date when can you make changes for modeling/simulating the payslip.

Note: You cannot make any changes beyond the days specified here for payslip modeling.

13. **For India users only:** Click in the Further Payroll Information field and specify Yes in the March Salary paid in April field, if you want to enable processing of payroll of two periods in a single month.

14. Save your work.

15. Choose the Period Dates button to view the calendar generated for your payroll. In the Period Dates window:

- You can view the default offset dates for every period, and you can manually override any of these dates in any record.
- You can change the payroll's default *Open* status in any period to *Closed* to prevent further element entries. You can also reopen the period if necessary.

Important: Use this feature with caution. When you perform certain important tasks in Oracle HRMS, the system may automatically create or delete element entries. These tasks include hiring and terminating people, and updating assignments. You cannot change any element entries that span a closed payroll period, and so you

may be prevented from performing these tasks.

16. Choose the Valid Payment Methods button to add valid payment methods for this payroll.

In the Valid Payment Methods window, the default payment method for the payroll appears automatically. You can add other methods. First set your effective date to the date you want the method to become valid.

Note: An employee assigned to this payroll can have any number of personal payment methods chosen from those you enter here for the payroll.

See: Entering Payment Methods for an Employee Assignment in *Oracle HRMS Workforce, Sourcing, Deployment, and Talent Management Guide*

Deleting Payrolls

You can delete a payroll if there are no active employee assignments or element links to it. However, if you have run processing for a payroll it is not advisable to delete it. If necessary, define a new payroll and simply discontinue use of the old payroll.

To delete a payroll:

1. Remove any element links or employee assignments to the payroll.
2. Query the payroll in the Payroll window, choose Delete Record and Save.

Setting Up Payroll Contact Information

1. Use the Information Types Security form to add the Payroll Contact Extra Information Type (EIT) to your Responsibility.

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

2. Write a formula to specify your criteria for allocating payroll contacts to employees.

See: Sample Formula for Payroll Contact, *Oracle HRMS FastFormula User Guide*

3. Run the Allocate Payroll Contact concurrent program. You supply this program with date on which the contact becomes effective, and a formula containing the allocation rules. The program runs as a batch process on all assignments in the business group.

Allocating Payroll Contacts

Use the Allocate Payroll Contact concurrent program to generate payroll contact information for your employees. Your enterprise can store multiple methods of allocating a payroll contact. For example, payroll contacts can derive from:

- Alphabetical range - where all employees with names from A to E have one named payroll contact, whereas employees with names from F to J have a different contact.
- Organizational criteria - where all employees in the Accounting department have one named payroll contact whereas employees in the Marketing department have a different contact.

You store these separate allocation criteria in separate formulas, and then use the Allocate Payroll Contact concurrent program to select the formula that contains your preferred criteria.

To allocate payroll contacts:

1. Enter the effective date. The date that you supply determines which assignments receive a payroll contact. For example, if you enter 18-MAY-2005 the allocation applies for all assignments with this effective date, provided that they meet the criteria that your formula specifies..
2. Select the formula that contains your allocation criteria. You can select any formula of the Payroll Contact type, and these are the only formula types that appear in the list of values.
3. Click OK.

Alternatively, you can allocate a payroll contact by navigating to the Extra Assignment Information window, selecting the Payroll Contact information type, and modifying the payroll contact details in the Details descriptive flexfield.

Adjusting a Balance

Balance adjustments can be made to any user balance and to assignment level predefined balances. You can make adjustments to balances of any unit type, and when you adjust a balance there is no requirement for you to carry out further processing actions. However, Oracle Payroll processes the results of money balance adjustments in such a way that you can easily pay the value of an adjustment to an employee if you require.

When you save your adjustment, it processes like a payroll run with just one entry, and the value you enter becomes a processed run result. When you select a consolidation set

for the adjustment, the system labels the run result for prepayments processing, in the same way that it labels the results of payroll runs and QuickPay runs.

You adjust balances in the Adjust Balance window.

To adjust a balance:

1. Query the assignment for which you want to adjust the balance.

2. Set the effective date to when you want to adjust the balance.

The window displays your current effective date. If the assignment is to a payroll, it also displays the corresponding payroll processing period.

3. Select the element whose pay or input values you want to change, and update the entry values as you require.

4. Select a consolidation set to control further post-run processing.

The default consolidation set displays automatically but you can select another set. This is a required field even for balance adjustments that do not require further post-run processing.

5. Check the Costed check box and select the Costing field if you want to cost the balance adjustment. This enables you to enter costing details by using the Cost Allocation key flexfield.

6. Save your changes.

Oracle Payroll applies the adjustment by creating a processed run item equivalent to the adjustment value you entered. The option buttons display the progress of the adjustment's processing.

Note: If the transaction finally shows Error, check that the units of measure for the entry values are correct. If they are, consult your system administrator.

Payroll Payment and Distributions

Payroll Payment and Distributions Overview

Using Oracle HRMS you can define payment methods for your enterprise and define any rules for validating or processing the distribution of pay.

Payroll Payment and Distributions in Oracle HRMS

You provide for payment and distribution by defining payment methods for your enterprise and then specifying which of these organizational payment methods are valid for the payrolls that you create. This enables you to set up a flexible pattern of payment in which you can pay individual employees by a single payment method, or by a combination of valid payment methods.

Key Concepts

To enable you to set up payment and distributions correctly, you need to understand these key concepts:

- Payment methods for your enterprise, page 2-4
- Cash Management and Oracle Payroll, page 2-6

Reporting on Payroll Payment and Distributions

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

Payroll Payment and Distributions

You can use Oracle Payroll to calculate the payments and distributions for all your employees

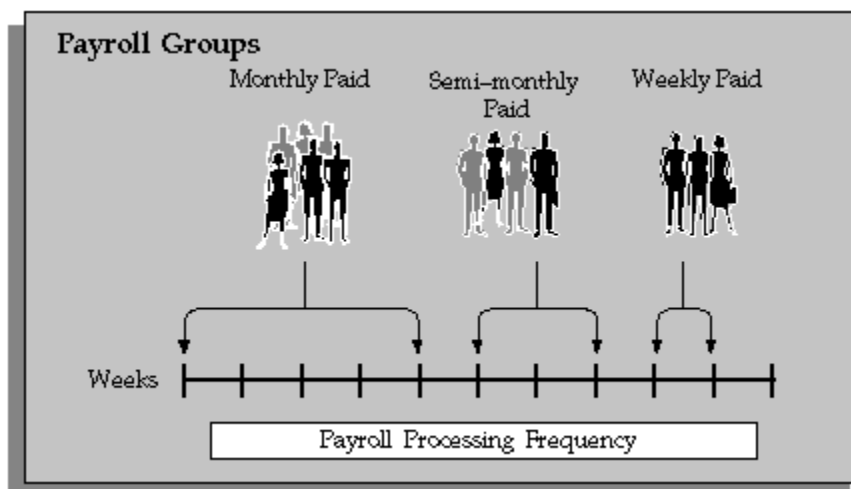
Can you verify that payments have been made?

Yes. Oracle Payroll is fully integrated with Oracle Cash Management. This enables you to use Oracle Cash Management to verify that payments have been cashed. Reconciliation can be applied to payroll checks/cheques and third party checks/cheques. You can identify which checks/cheques have been cleared and the date on which they were cleared. You can also view a reconciliation report which shows if voided checks/cheques appear to have been cashed.

Can Oracle Payroll handle different pay frequencies?

Yes--you can set up different pay frequencies, for example weekly or monthly, so that you can pay different sets of employees at different intervals. Each payroll can only have a single pay frequency and you must set up at least one payroll for each pay frequency that you define.

Multiple payrolls in a Business Group



Note: Semi-monthly is not a valid frequency for UK payroll users.

Can you group employees according to payroll categories in your organization?

You can assign people to any work structure such as an employment category or a particular location. You can also define a special grouping for your organization. For example, you can create a group to indicate membership of a union.

Can you set up a payroll to process multiple assignments for an employee?

Yes. If the Multiple Assignment Prepayments has been enabled for your localization,

you will see the Multiple Assignment check box on the Payroll window. The process is activated by selecting the Multiple Assignment check box.

Do you have flexible control over payment methods?

You can define a payroll to include different types of payment method - for example, payment by bank transfer, payment by check/cheque, and so on. When you process the payroll you can then pay the set of employees for that payroll in any of the following ways:

- All employees receive payment by a single default payment method for their payroll.
- Employees receive payment by a combination of the payment methods that you have defined for their payroll.
- Individual employees receive payment that can be distributed between the defined payment methods in proportions different from those applying to other employees belonging to the same payroll.

Can you model your payslip?

Yes, you can model your payslip, if the Payslip Modeling functionality is enabled for your localization. Please contact your system administrator to check if it is available for your localization.

Employees and payroll administrators can model a paycheck/payslip by running a mock payroll run.

Payment and Distributions

Payment Methods for Your Enterprise

You can define as many payment methods as you require for your enterprise. When you create a payroll, you can select which of these methods are valid for employees assigned to that payroll. You select one method as the default method for the payroll. To choose the payment methods for an individual employee, use the Personal Payment Method window. If you do not enter any personal payment methods, the employee is paid by the default method for the payroll.

Payment Methods and Payment Types

Any payment method that you define must belong to one of the payment method types that your enterprise supports. The most common payment method types are:

- Direct Deposit
- Check/Cheque
- Cash

Your particular enterprise may support a different range of types. Additionally, there can be local variations within each type. For example, the direct deposit type is NACHA in the U.S., BACS in the U.K. and BECS in Australia.

However, in all enterprises you can define multiple payment methods for the same payment method type.

You can also define payment methods for third party payments, such as court-ordered wage attachments. Third party payments are always made by cheque/check, so methods for these payments must have the type Cheque (Check).

Valid Payment Methods

A valid payment method is a payment method that:

- Belongs to one of the payment method types approved in your enterprise

For example, payments by cash are not allowed in some enterprises.

- Is an accepted local variation for your enterprise

For example, U.S. direct deposit payments can be made only by NACHA transfer and not by BACS

Payment Method Types: Required Information

When you define a payment method, always include the required information for the payment method type:

Payment Method Type	Required Information
Check/Cheque	<p>Source bank account name and number.</p> <p>The source account is the account from which your enterprise makes the payment.</p> <p>The payee account details are only known to the payee. You do not record them in Oracle Payroll.</p>
Direct Deposit	<p>Source and destination account details.</p> <p>The destination account is the payee account.</p> <p>Because payments transfer directly to a named account, Oracle Payroll can make direct deposits only if you supply source and destination account details.</p>
Cash	<p>Coinage analysis.</p> <p>If your enterprise makes cash payments, you use the coinage analysis to specify the denominations of notes and coins in which employees receive payment.</p>

Payment Methods and Employees

Each employee must have at least one valid payment method, but you can also use multiple payment methods for an individual employee.

Payment Methods and Source Bank Accounts

When you pay employees from separate source accounts, each source account must have a separate payment method. You cannot share a payment method across several different source bank accounts. However, you can create multiple payment methods for the same source bank account.

Payment Methods: Summary

Observe these guidelines when defining your payment methods:

- Each payroll must have at least one valid payment method.
- Each payroll must have a default payment method.
- Each employee must have at least one valid payment method.
- Each source account must have at least one valid payment method.

Your sequence for defining payment methods and attaching them to a payroll is:

1. Define your organizational payment methods.

See: Defining a Payment Method, page 2-16

2. Link your organizational payment methods to a payroll.

See: Defining a Payroll, *Oracle HRMS Payroll Processing Management Guide*

Cash Management and Oracle Payroll

Oracle Cash Management manages and controls the enterprise cash cycle. The Cash Management auto reconciliation matches Oracle Payroll against bank statement lines if the transaction meets the following criteria:

- The Oracle Payroll payment number matches the statement line payment number.
- The Oracle Payroll payment amount matches the statement line payment amount.

Cash Management accesses a view of payments generated by Oracle Payroll and compares it against the information on the bank statement. This process generates error messages on mismatched transactions.

Each time a new payment method is created, the bank details transfer to Oracle Accounts Payable. When defining a payment method, you must enter the GL Cash Account field to work with Cash Management.

Important: Because payment method details are passed to Accounts Payable from Payroll, it is important to ensure that you are entering this information correctly. If you inadvertently enter incorrect details, you could end up with reconciliation issues later.

Cash Management is available only for the Payroll payment methods of checks/cheques and electronic fund transfers (such as NACHA in the U.S, Direct Deposit in India).

Important: If you want to use Cash Management fully, you must install Oracle Accounts Payable and Oracle Accounts Receivable due to the interdependency of the products. All accounting functions take place in

Accounts Payable and Accounts Receivable, and Cash Management provides the engine for reconciliation and forecast.

Payslip Region Information

Oracle Payroll provides to ability to customize the content of your employee payslips to suit your business needs. Prior to making any changes, however, you should review the default content to best determine what changes you require.

The following tables depict the various Action Information Categories used on the payslip:

AC Earnings

Name	Columns
Primary Balance	ACTION_INFORMATION6
Current Amount	ACTION_INFORMATION8
YTD Amount	ACTION_INFORMATION9
Reporting Name	ACTION_INFORMATION10
Current Hours	ACTION_INFORMATION11
YTD Hours	ACTION_INFORMATION12
Rate	ACTION_INFORMATION13
Current Days	ACTION_INFORMATION14
YTD Days	ACTION_INFORMATION15
Attribute Name	ACTION_INFORMATION16

AC Deductions

Name	Columns
Primary Balance	ACTION_INFORMATION6
Current Amount	ACTION_INFORMATION8
YTD Amount	ACTION_INFORMATION9
Reporting Name	ACTION_INFORMATION10
Attribute Name	ACTION_INFORMATION16

Employee Accruals

Name	Columns
Accrual Type (such as Sick, Vacation)	ACTION_INFORMATION4
Current Amount	ACTION_INFORMATION5
Total Balance	ACTION_INFORMATION6

Employee Details

Name	Column
Employee full name	ACTION_INFORMATION1
Legal Employer ID	ACTION_INFORMATION2
CURP	ACTION_INFORMATION4
Pay Basis	ACTION_INFORMATION5
Frequency	ACTION_INFORMATION6

Name	Column
Grade	ACTION_INFORMATION7
Bargaining Unit	ACTION_INFORMATION8
Collective Agreement	ACTION_INFORMATION9
Employee Number	ACTION_INFORMATION10
Employee Start Date	ACTION_INFORMATION11
Original Hire Date	ACTION_INFORMATION12
Adjusted Service Date	ACTION_INFORMATION13
Assignment Number	ACTION_INFORMATION14
Organization	ACTION_INFORMATION15
Time Period ID	ACTION_INFORMATION16
Job	ACTION_INFORMATION17
GRE	ACTION_INFORMATION18
Position	ACTION_INFORMATION19
Contract	ACTION_INFORMATION20
Working Hours Start	ACTION_INFORMATION21
Working Hours End	ACTION_INFORMATION22
Pay Calculation Method	ACTION_INFORMATION23
Shift	ACTION_INFORMATION24
Employer Phone Number	ACTION_INFORMATION25
Hourly Salaried Code	ACTION_INFORMATION26

Name	Column
Agreement Grade	ACTION_INFORMATION27
Proposed Salary	ACTION_INFORMATION28
Pay Annualization Factor	ACTION_INFORMATION29
Location Code	ACTION_INFORMATION30

MX Employee Details

Name	Column
Social Security ID	ACTION_INFORMATION1
RFC ID	ACTION_INFORMATION2
IDW	ACTION_INFORMATION3

MX Employer Details

Name	Column
Legal Employer or GRE ID	ACTION_INFORMATION1
Employer Legal Name	ACTION_INFORMATION2
Social Security Employer ID	ACTION_INFORMATION3
RFC Employer ID	ACTION_INFORMATION4

MX Summary Current

Name	Column
Gross Earnings	ACTION_INFORMATION1
Taxes	ACTION_INFORMATION2
Deductions	ACTION_INFORMATION3
Net Pay	ACTION_INFORMATION4

MX Summary YTD

Name	Column
Gross Earnings	ACTION_INFORMATION1
Taxes	ACTION_INFORMATION2
Deductions	ACTION_INFORMATION3
Net Pay	ACTION_INFORMATION4

Employee Other Information

Name	Column
Organization ID/Business Group (Organization or Business Group level at which the information is specified)	ACTION_INFORMATION1
Info Type (Message, Balance, or Element)	ACTION_INFORMATION2
Name	ACTION_INFORMATION4
Value Type	ACTION_INFORMATION5

Name	Column
Value	ACTION_INFORMATION6
Element Type ID	ACTION_INFORMATION7
Input Value ID	ACTION_INFORMATION8
Balance Type ID	ACTION_INFORMATION9
Dimension	ACTION_INFORMATION10

MX Tax Calculation Details

Name	Column
Primary Balance	ACTION_INFORMATION6
Current Amount	ACTION_INFORMATION8
YTD Amount	ACTION_INFORMATION9
Reporting Name	ACTION_INFORMATION10

Address Details

Name	Column
Organization ID/Person ID (Organization or Person, depending on whether the Address Type is "Employee Address" or "Employer Address")	ACTION_INFORMATION1
Address Line 1	ACTION_INFORMATION5
Address Line 2	ACTION_INFORMATION6
Address Line 3	ACTION_INFORMATION7

Name	Column
Town or City	ACTION_INFORMATION8
Region 1	ACTION_INFORMATION9
Region 2	ACTION_INFORMATION10
Region 3	ACTION_INFORMATION11
Postal Code	ACTION_INFORMATION12
Country	ACTION_INFORMATION13
Address Type (Employee or Employer)	ACTION_INFORMATION14

Employee Net Pay Distribution

Name	Column
Organization Payment Method ID	ACTION_INFORMATION1
Personal Payment Method ID	ACTION_INFORMATION2
Cheque/Deposit Number	ACTION_INFORMATION4
Segment1	ACTION_INFORMATION5
Segment2	ACTION_INFORMATION6
Segment3	ACTION_INFORMATION7
Segment4	ACTION_INFORMATION8
Segment5	ACTION_INFORMATION9
Segment6	ACTION_INFORMATION10
Segment7	ACTION_INFORMATION11

Name	Column
Segment8	ACTION_INFORMATION12
Segment9	ACTION_INFORMATION13
Segment10	ACTION_INFORMATION14
Prepayment ID	ACTION_INFORMATION15
Value	ACTION_INFORMATION16
Prepayment Assignment Action	ACTION_INFORMATION17
Org Payment Method Name	ACTION_INFORMATION18

See: Setting Up Payslip Information and Generating Payslips, page 2-22

Professional Statement of Earnings

Oracle Payroll features the ability to view online Statement of Earnings (SOE). The SOE gathers the information to display from the live database. View of transactional data is immediately available after Gross-to-Net calculation is completed.

The Professional SOE is a view only display.

Professional Users with the proper responsibility/security can view calculation results after completing the Payroll Run and also view the results upon completion of the PrePayments process.

There are two navigation paths to view the Online SOE:

- Payroll Process Results window
- Assignment Process Results window

The SOE displays the current pay period and Year-to-Date Earnings, Deductions and Tax Balances.

Statement of Earnings Region Information

Oracle Payroll provides to ability to customize the content of your Statement of Earnings to suit your business needs. Prior to making any changes, however, you should review the default content to best determine what changes you require.

The following table depicts the various boxes and fields on the Statement of Earnings

and indicates where Oracle Payroll draws the appropriate balances to complete the report:

Region Number	Region	Sub-Region	Region Name	Archiver Source
1	Employer Details			MX Employer Details
2	Choose a Payslip			Employee Details
3	Payslip Details		Payslip Details	<ul style="list-style-type: none"> • Address Details • MX Employee Details • Employee Details
3	Payslip Details	1	Pay Period and Salary	
3	Payslip Details	2	Summary	MX Summary Current MX Summary YTD
3	Payslip Details	3	Hours and Earnings	AC Earnings
3	Payslip Details	4	Taxes	MX Tax Calculation Details
3	Payslip Details	5	After Tax Deductions	AC Deductions
3	Payslip Details	6	Accruals	Employee Accruals

Region Number	Region	Sub-Region	Region Name	Archiver Source
3	Payslip Details	7	Net Pay Distribution	Employee Net Pay Distribution
3	Payslip Details	8	Other Information	Employee Other Information

See: Setting Up Statement of Earnings Information, page 2-20

Defining a Payment Method

Use the Organizational Payment Method window to define payment methods for your enterprise.

From this window, you:

- Supply the name and starting date of your payment method.
- Enter the details of the source bank account from which your enterprise makes the payment.
- Specify the General Ledger (GL) accounts that hold reconciliation and error details for the payment method.
- Handle costing for the payment method. For example, you can specify whether to transfer the costs to GL and whether costing applies to cleared payments only, uncleared payments only, or a combination of cleared and uncleared payments.
- Confirm that your source bank account in Oracle Payroll is the same bank account that Oracle Cash Management uses to clear your payments. This confirmation assures you that you are operating with a single consistent bank account rather than with duplicate accounts that introduce accounting errors.

To define a payment method:

Supply a name and start date for your payment method

1. Set your effective date so that it reflects the date when you want to begin using this payment method.
2. Enter a name for the payment method, and select the payment method type.

For a third-party payment method, always select the type Check/Cheque. The default currency for your business group appears automatically.

3. If an alternative currency exists for your payment method, select it.
4. If your payment method controls payments to a third party such as a benefits carrier or garnishment receiver, check the Third Party Payment box.

Enter the source bank details for your payment method

5. Navigate to the Source Bank tab. The Country for your source bank account appears automatically.
6. Enter the Bank Details field to open the Bank Details window. Enter information about the account from which your enterprise intends to make payments.

If you are using Cash Management, include the following information:

- Account Name
- Account Type
- Account Number
- Bank Name: If this already exists, enter the name exactly as it appears in Accounts Payable.
- Bank Branch: If this already exists, enter the name exactly as it appears in Accounts Payable.

Italy Users: You can enter the Bank Name, Bank Location, Account Number, and Account Name. The IBAN Account displays by default.

Ensure that you enter any additional bank details that are specific to your enterprise. For example, bank details for U.S. payment methods always require a transit code. The transit code, or transit routing number is the nine-digit number that identifies the financial institution. If the transit code is incorrect, the funds will not be posted to the account.

South Africa Users: Enter the account holder's name and indicate whether the account holder relationship is joint, own, or third party.

Belgium, Denmark, Finland, France, Germany, Hungary, Ireland, the Netherlands, Norway, Poland, Russia, Spain, and Sweden users: Enter the Bank Identifier Code (BIC) and International Bank Account Number (IBAN) in the Bank Identifier Code and the IBAN Number fields, respectively. Note that you must enter at least one of the account numbers, that is, either the International Bank Account Number (IBAN) or the Account Number. If you enter the Account Number, then the Bank Code and Branch Code fields are mandatory.

Warning: Always review the account setup for Oracle Accounts Payable before you define the account in Oracle Payroll. The details

for your Payroll account must exactly match the account details in Accounts Payable. Otherwise, Accounts Payable creates an extra account with marginally different details. This duplicate account introduces errors when you reconcile payments between Payroll and Accounts Payable.

Specify what type of payments to cost for this payment method

7. Navigate to the Costing tab. Each check box indicates a particular type of payment. Check the boxes for each type of payment that you want to cost. When you subsequently run the Costing of Payment process, it costs each type of payment as you have indicated. The entries that you make for an individual check box can imply automatic checking of related boxes. Your choices are:
 - Cost Payment: Check this box to specify that you want to cost only uncleared payments for this payment method.
 - Cost Cleared Payment: Check this box to specify that you want to cost only cleared payments for this payment method. If you check this box, the Cost Payment box is also checked by default.
 - Cost Cleared Voided Payment only: Check this box to specify that you want to cost any voided payments that have also been cleared by Oracle Cash Management. If you check this box, the Cost Payment and Cost Cleared Payment boxes are also checked by default.
 - Exclude External/Manual Payment: Check this box to exclude any external/manual payments from costing. This exclusion is useful if you are using this payment method as a dummy payment method to cancel a previous payment, or if you are making a payment by cash. If you check this box, the Cost Payment box is also checked by default.
 - Transfer to GL: Check this box to specify that costed payments should transfer to General Ledger. If you check this box, the Cost Payment box is also checked by default.

Specify the GL accounts for this payment method

8. Navigate to the General Ledger tab.
9. Select Ledger to indicate the ledger to use if you intend to reconcile payments using Oracle Cash Management.
10. Select the GL Control Account.
11. Select GL Cash Account to indicate which cash account to use for the reconciliation

of payments.

The entry for Description appears automatically by default, depending on what you enter in the GL Cash Account details.

12. Select the Cash Clearing Account.

13. Select the Error Account.

When you first specify the GL accounts for a bank account, these then become the default GL accounts for any other payment methods that use the same bank account. The defaults apply for all new payment methods using the bank account. They also apply retrospectively for any existing payment methods that were already using the same account. However, you can override these defaults by entering your preferred GL accounts on the General Ledger tab.

At this point, check that your Payroll setup and Cash Management setup are fully integrated.

Confirm that you can reconcile payments in Cash Management

14. Navigate to the Cash Management tab. You cannot change the information on this tab, but you can confirm that your GL accounts are correct.
15. To confirm that Oracle Cash Management is operating with the same source bank account that you are using in Oracle Payroll, view the check box. If the box is checked, then Oracle Cash Management holds the bank account for this payment method, and you can reconcile payments knowing that you are using an identical account in Payroll, and in Cash Management.

However, if the box is not checked, this indicates that Oracle Cash Management does not hold the details for your Payroll account. This may indicate that duplicate accounts exist and you should exercise caution when you reconcile your payments.

Enter further information for the payment method

16. Enter further information to determine how to process this payment method. Click in the Further Information field to see the range of further information for your enterprise.

For Japan users only: Enter the company code and company name. Select the delimiter type for the Direct Deposit file.

Setting Up Direct Deposit

Until CLABE is implemented, each bank in Mexico has its own format for payroll account management. Oracle Payroll supports the direct deposit formats for the following banks:

- Banamex-Citibank
- BBVA-Bancomer
- Inbursa
- Santander-Serfin

You define direct deposit as a payment method during payroll definition. Follow these instructions as an addendum to the Defining a Payment Method, page 2-16 procedure.

To set up direct deposit for a Mexican payroll:

1. Follow the instructions provided in Defining a Payment Method, page 2-16.

Select Direct Deposit as the payment type.

2. Select the Bank Details field.

The MX Bank Details window opens.

3. Specify your bank's abbreviation.

Supported abbreviations are:

Bank	Abbreviation Code
Citibank-Banamex	BANAMEX
BBVA Bancomer	BBVA
Inbursa	INBURSA
Santander-Serfin	SANTANDER

4. Specify the rest of your account information.
5. Click OK, and then save.

Setting Up Statement of Earnings Information

Oracle Payroll enables you to view an employee's statement of earnings (SOE) online. You are able to view:

- Employee earnings

- Deductions and tax withheld
- State employer liabilities

Customization of the SOE is different from payslip configuration. The SOE uses live data, generated at run-time, while the payslip relies on archived data.

Note: Prior to making any changes, you should review the default content to best determine what changes you require.

See: Statement of Earnings Region Information, page 2-14

To customize which elements you want to appear within the SOE:

1. Navigate to the Balance window, and query for the name of the element you want to add or remove to the SOE.
2. Click Attributes.
3. Click on a new row under Attribute, and choose the field you want to display from the list of values. This represents where on the SOE this new information will appear.
4. Choose a dimension from the list of values.
5. To delete an entry, select the row and click Delete.
6. Save your changes.

Viewing Statement of Earnings

Oracle Payroll enables you to view an employee's statement of earnings (pay advice) without having to run the Pay Advice report.

You do this using the Statement of Earnings window.

There are various ways to access statement of earnings information. The information displayed may vary depending on whether you have run the PrePayments process or just a payroll run.

The information displayed in the Statement of Earnings window may or may not reflect the information in the printed pay advice, depending on when you last ran the Payroll Archiver. The Statement of Earnings (SOE) uses live information from the database, while the Payslip is dependent on archived data. Therefore, the SOE includes back-dated adjustments but not pay advice.

Note: If an employer has issued a termination cheque to an employee,

that employee cannot see the results of the termination cheque.

If you are processing Multiple Assignment Payments, then the PrePayment SOE displays consolidated earnings and deductions information. The header information displayed on the SOE is obtained from the primary assignment; however, if this assignment is not processed, then the header information is taken from the first assignment processed in the PrePayment process.

To view the online SOE by payroll:

1. Navigate to the Payroll Process Results window.
2. Specify the name, run date, and action type for the payroll you want to query.
3. Click Find.
4. Select the pay period you want to view, and click Assignment Process.
5. Select the name of the employee for whom you want to view the SOE, and click SOE Report.

To view the online SOE by assignment:

1. Navigate to the Assignment Process Results window.
2. Specify the name and payroll period for the employee you want to query.
3. Click Find.
4. Select the Type, and click SOE.

To view the most recently run QuickPay results:

1. From the Assignment window, choose Others and select QuickPay.
2. Choose View Results, and select Statement of Earnings from the View Results window.

To view SOE information without running PrePayments:

1. See: Viewing Assignment Process Results for an Assignment or Viewing Assignment Process Results for a Payroll Assignment.

Setting Up Payslip Information and Generating Payslips

You need to identify any additional information you want to appear on your payslips

using payslip balances and elements. Once you have identified the information to archive and display, run your regular payment and archive processes and generate your payslip for printing or viewing online.

To set up your payslip:

1. Select the payslip balances and elements to be included in your payslips.

See: *Entering Payslip Information, Oracle HRMS Enterprise and Workforce Management Guide*

For UK, Netherlands, and South Africa: Enter the information balances and elements through the following:

See: *Identifying Balances for the Payslip, Oracle HRMS Enterprise and Workforce Management Guide* and *Identifying Elements for the Payslip, Oracle HRMS Enterprise and Workforce Management Guide*

For Ireland: Enter the balances and elements information in the SOE Balances and SOE Elements windows.

See: *Selecting SOE Balances, Oracle HRMS Enterprise and Workforce Management Guide (Ireland)* and *Selecting SOE Elements, Oracle HRMS Enterprise and Workforce Management Guide (Ireland)*

2. For online payslips, enter self-service preference information to indicate how you want to view them. You can specify these settings at the organization, location, and person levels.

See: *Entering Self-Service Preference Information, Oracle HRMS Enterprise and Workforce Management Guide*, *Location Extra Information Types, Oracle HRMS Enterprise and Workforce Management Guide*, and *Person Extra Information Types, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

3. Configure your online payslip to view through Oracle Self-Service.

See: *Online Payslip, Oracle Self-Service Human Resources Deploy Self-Service Capability Guide*

US, Canada, Mexico, and UAE only: Oracle Payroll uses an RTF template to produce the online payslip through XML Publisher. You can use the default template or create your own.

See: *Oracle XML Publisher Administration and Developer's Guide* and *Oracle XML Publisher Report Designer's Guide*.

For Ireland: To include the regular payment date of the payroll period in your online payslip, set the Visible property of the Regular Payment Date field to Yes.

4. **US, Canada, Mexico, and UAE only:** Oracle Payroll provides the ability to customize the content of your employee payslips to suit your business needs. Prior to making any changes, however, you should review the default content to best

determine what changes you require. See: Payslip Region Information, page 2-7

To change balances or include additional balances on the payslip:

1. From the Total Compensation menu, select Basic and then Balance.
2. Query for the element whose balance you want to add, and click Attribute.
3. Click on a new row under Attribute, and choose the attribute you want to display from the list of values. This represents where the current balance will appear on the payslip.
4. Choose a dimension from the list of values.
5. To delete an entry, select the row and click Delete.
6. Save your changes.

Note: These changes do not take effect on the payslip until you rerun the Payroll Archiver Process for the affected payroll period.

Generating the Payslip

You must have completed the payroll runs, prepayments, and payment processes prior to generating the payslip.

5. Run the archive process to gather the latest payroll information.
See: Extracting Information to Appear on the Payslip, page 2-24
6. You can view the payslip online through Self-Service.
7. Print your payslips in the usual way. Users in the Netherlands and China, run the payslip report to produce a formatted report ready for printing and sending out to your employees.

See: Printing the Payslip, page 4-24

Extracting Information to Appear on the Payslip

You run the payslip archive process to extract and gather relevant information to appear on your employees' payslips. The archiver accesses the payslip information for the dates you select and copies the information across to storage archive tables, where it is picked up and converted into a format for printing and distributing to employees or for viewing online through the self service application.

Run this process after each payroll period to enable Self-Service. You must complete the payroll runs, prepayments, and payment processes before you can run the payslip

archive process.

Netherlands, US, and Mexico only: If you are producing paper reports, use this process to view your current payslip.

Run the payslip archiver from the Submit Request window.

To run the payslip archiver:

1. Select your country's payslip archive process in the Name field.

Canada, China, and Netherlands: Select the Payslip Archiver.

India: Select the Payroll Reports Archive (India).

Ireland: Select the IE Legislative Reports Generator. See: Running the Legislative Reports Generator, *Oracle HRMS Payroll Processing Management Guide (Ireland)*

Mexico: Select the Payroll Archiver. See: Managing the Payroll Archiver, page 4-28

South Africa: See: Pay Advice Generation - Self Service (South Africa), *Oracle HRMS Payroll Processing Management Guide (South Africa)*

UK: See: Payslip Generation Self-Service, *Oracle HRMS Payroll Processing Management Guide (UK)*

US: See: Managing the Payroll Archive, *Oracle HRMS Payroll Processing Management Guide*

2. In the Parameters window, select a payroll name and consolidation set. This selects the employees for whom you want to run the report. When you select a payroll, the default consolidation set is displayed.
3. Enter the start and end dates for the period of time you want the information extracted. You typically run this process for the same dates you ran your payroll.
4. **India:** Select whether you want to mail individual payslip or view consolidated payslips in the Generate Payslip field.
5. Choose Submit.

After running the Payroll Archiver, you can use the Payroll Actions Not Processed report to see what employees (and corresponding payroll processes) were not archived but did fall within the report's parameters.

Payroll Statutory Deductions and Reporting

Payroll Statutory Deductions and Reporting Overview

Oracle Payroll enables you to calculate an employer's tax liability and deduct the appropriate sums from employee earnings. You can calculate employer and employee tax liabilities for all the taxes and statutory deductions that are applicable to your country. For example, this includes employer liability for state taxes such as State Unemployment Insurance and employee liability for federal, state and local taxes in the US, PAYE and NIC in the UK, PAYE and PRSI in Ireland, Social Security, Unemployment and Complementary Pension in France, Standard and Special tax and Social Insurance in the Netherlands, and so on.

In each instance, Oracle Payroll enables you to enter details of the tax liability and process it at regular intervals.

Reporting on Payroll Statutory Deductions

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

Payroll Statutory Deductions and Reporting

Oracle Payroll allows you to process tax and insurance deductions for employers and employees, and helps you comply with the legislative requirements applying to your organization.

Is Oracle Payroll flexible enough to calculate different legislative taxes?

Yes. Oracle Payroll supports many country specific models of taxation, including the local, federal and state tax requirements of organizations operating in the US.

Is the entry of tax details flexible enough to meet my organizational needs?

Yes. You can calculate taxes for different types of employer to represent the diversity of your organization. You can also make retrospective adjustments to allow for overpayments and underpayments.

Is Oracle Payroll capable of processing the latest taxation updates?

Yes. The details of taxation policy and social security entitlements are constantly changing, but Oracle Payroll is always promptly updated so that your processing includes the most recent updates.

Can Oracle Payroll transmit PAYE information electronically? (UK only)

Yes. EDI allows two-way electronic transmission of documents between the Inland Revenue and employers. Oracle UK Payroll has developed a specified formatted file that, if used in conjunction with third party software, can be transmitted electronically to the Inland Revenue.

Can you record P11D details and submit an annual return? (UK Only)

You can use Oracle HR to update your records throughout the year to show all the Class 1A National Insurance contributions for which your organization is liable. You can make this information available to employees so that they can preview their NI liabilities. You can then generate a report to view the final details and you can submit the complete and validated records to the Inland Revenue to comply with all reporting requirements.

State and Federal Taxes

Tax on Income (ISR)

Tax on Income (ISR) is the federal income tax. Employers are obligated to withhold the tax from the employee and must pay this tax liability every month (in the month following the pay). The calculation of ISR requires many components and sequential steps in order to determine the proper amount of tax. The system automatically performs all calculation routines when you run the Payroll Run process or QuickPay.

When setting up your payroll, you must choose between using the delivered ISR Tax Rates Statutory tables (valid for the current tax reporting year) or defining your own tables. All tables are available through the User Defined Table Structure.

The ISR Tax Calculation process determines the proper amount of federal income tax to be withheld from the employee. Oracle Payroll automatically performs all of the calculation routines in the Payroll Run process.

See: Viewing Statutory Tables, page 3-9 and Defining Custom Tax Tables, page 3-11

ISR Tax Calculation Methods

Oracle HRMS supports the following ISR tax calculation methods:

Method	Legislation Compliance
Regular Earnings	ISR Law Articles 113, 114, and 115
Non-Periodic	ISR Regulation Article 142
Amends	ISR Law Article 113

Predefined Elements

The Mexico Tax predefined element triggers the ISR calculation. You must associate this element to each employee assignment by selecting the Standard Link option in the Elements window.

See: Defining Element Links, *Oracle HRMS Compensation and Benefits Management Guide*

The payroll run uses the following elements to support ISR calculation and to maintain ISR-specific balances:

- ISR Calculated

- ISR Subsidy for Employment
- ISR Subsidy for Employment Paid
- ISR Creditable Subsidy
- ISR Non Creditable Subsidy
- ISR Withheld
- ISR Amends

Use these balances when performing any tax balance adjustments.

ISR Balances

The following is a list of balances that support the ISR Tax:

Balance	Description
ISR Exempt	Fed by ISR Exempt input value on a non-employer liability earnings element.
ISR Subject	Fed by ISR Subject input value on a non-employer liability earnings element.
ISR Calculated	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Calculated input value on the ISR element.
ISR Withheld	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Withheld input value on the ISR element.
ISR Creditable Subsidy	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Creditable Subsidy input value on the ISR element.
ISR Non Creditable Subsidy	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Non Creditable Subsidy input value on the ISR element.

Balance	Description
ISR Subsidy for Employment Paid	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the Pay Value input value on the ISR Subsidy for Employment element.
ISR Subsidy for Employment	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Subsidy for Employment input value on the ISR Subsidy for Employment element.
ISR Subject Non Periodic	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Subject Non Periodic input value on the ISR element.
ISR Withheld Non Periodic	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Withheld Non Periodic input value on the ISR element.
ISR Withheld for Profit Sharing	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Subject for Profit Sharing input value on the ISR element.
ISR Subject for Profit Sharing	MEXICO_TAX fast formula continues to calculate and maintain this balance. It is fed by the ISR Withheld for Profit Sharing input value on the ISR element.
<ELEMENT NAME> ISR Subject	Earnings fast formula calculates subject amount and returns it to ISR Subject input value of the element. Later, this input value maintains the element's subject balance.
<ELEMENT NAME> ISR Exempt	Earnings fast formula calculates exempt amount and returns it to ISR Exempt input value of the element. Later, this input value maintains the element's exempt balance.

Oracle Payroll maintains the following balances for reporting on Amends:

Balance	Description
Amends	Classification balance fed by all elements of classification Amends.
ISR Subject for Amends	The portion of Amends earnings subject to ISR tax.
ISR Withheld for Amends	The ISR tax withheld on Amends earnings.
Last Monthly Ordinary Salary	Monthly Salary used for estimating ISR tax on Amends.
Last Monthly Ordinary Salary Withheld	ISR tax on Last Monthly Ordinary Salary.

ISR Withholdings

You can view an employee's ISR withholdings on the Statement of Earnings (SOE) and on the payslip. Additionally, you can further customize both of these documents to display other balances related to ISR calculation.

See: Setting Up Payslip Information and Generating Payslips, page 2-22 and Setting Up Statement of Earnings Information, page 2-20

Statutory Tables

Oracle Payroll provides the following statutory tables. These tables store the rates used during ISR tax calculation.

- Subsidy for Employment Table
- ISR Tax Rate
- Subsidy Table

Oracle Payroll also provides Monthly statutory tables for the calculation of Amends and non-periodic payments (Article 142 earnings).

See: Viewing and Using Statutory Tables, page 3-9

User-Defined Tax Tables

Employers have a choice when calculating their ISR taxes. They can use the tax tables delivered with Oracle Payroll, or they can define and use their own.

See: Defining Custom Tax Tables, page 3-11

State Taxes

Oracle HRMS supports the computation of employer tax liabilities for states. The employee assignment's jurisdiction determines the state liability.

Mexico's states calculate their employer's liabilities with one of four methods:

- Flat rate
- No state tax
- Rate based on number of employees
- Rate based on subject earnings

Predefined Element

The Employer State Tax predefined element triggers the state tax calculation. Associate this element to each employee assignment, even if you have employees in states with no taxes or with special configuration requirements. To link this element to all assignments, select the Standard Link option in the Elements window.

See: Defining Element Links, *Oracle HRMS Compensation and Benefits Management Guide*

Flat Tax Rate

Some state tax rules have a provision for partially exempt earnings. Oracle Payroll performs the following steps in the Payroll Run or Quick Pay to identify earnings that are fully taxable, partially exempt, or fully exempt from the State Tax computations:

1. Determine the "Subject Basis". Oracle Payroll performs this by using a delivered defined balance. It uses the element's Secondary Classification to determine which earnings are subject or partially exempt from the employer state tax calculation.
2. If the assignment's jurisdiction falls in any of the 9 states that have partially subject earnings, Oracle Payroll calculates the portion of Secondary Classification earnings that are partially subject to Employer State Tax.

The states with partially subject earnings are: Baja California Sur, Chihuahua, Durango, Michoacan, Nayarit, Oaxaca, Sinaloa, Tamaulipas, and Zacatecas.

3. Payroll adds the Subject Earnings to the Partial Subject Earnings to get the Total Subject Basis.
4. Payroll multiplies the rate with Total Subject Basis to determine the Tax Liability Amount.

Tax Rate Based on Number of Employees

Oracle provides the "Employee Head Count" user table to store the headcount values in order to determine the tax rate to be used. States that require the use of headcount values are Hidalgo and Zacatecas. You must enter the headcount values if you have payroll reporting in these states in order to determine the correct tax rate.

Hidalgo State Tax Table

# of Employees From	To	Rate
1	20	0.50%
21	100	1.00%
101	+	2.00%

Zacatecas State Tax Table

# of Employees From	To	Rate
1	4	0.00%
5	10	1.00%
11	25	1.30%
26	150	1.70%
151	+	1.90%

For these states, you may need to perform an update of your organization definition before you run your payroll.

See: Legal Employer: Employee Head Count, *Oracle HRMS Enterprise and Workforce Management Guide*

You may also need to specify special tax rules for these states.

See: Legal Employer: State Tax Rules, *Oracle HRMS Enterprise and Workforce Management Guide*

Tax Rate Based on Subject Earnings

The state of Chihuahua bases its tax rates on the total subject earnings for all employees within the Legal Employer. Because this information is not available until after the payroll run, Oracle Payroll cannot manage this type of liability.

Oracle Payroll provides the following solution for the state of Chihuahua:

1. Oracle HRMS stores the rates in User Tables.
2. The payroll run maintains the Subject and Exempt balances for Chihuahua. It determines the total liability by multiplying the total subject wages with the appropriate rate.
3. The Tax Remittance Report (TRR) reports the Total Liability and the Subject Wages for all states (including Chihuahua).

Oracle Payroll reports the subject and exempt wages for all states at the GRE level as well as the state and legal employer level.

For instructions on how to manage this tax method, see: Chihuahua State Tax Configuration, page 3-13

Customizing State Tax Rates and Tables

While Oracle Payroll supports the most current state tax tables, you can override these values to suit your business needs.

For states with flat taxes, you can change the tax rates. For states with variable tax rates, you can define and use custom tax tables.

See: Overriding State Taxes, page 3-14

Viewing and Using Statutory ISR Tables

Oracle Payroll provides the following statutory tables. These tables store the rates used during ISR tax calculation.

- **MX_ISR_SUBSIDY_FOR_EMPLOYMENT_TABLES:** Contains all values for ISR Subsidy for Employment.
- **MX_ISR_SUBSIDY_TABLES:** Contains all values for the ISR tax subsidy.
- **MX_ISR_TABLES:** Contains the values for ISR tax rates.

To view the ISR statutory tables:

1. Navigate to the Table Values window.

2. Execute a query with ISR% in the Table field.

All tables associated with ISR display:

ISR Law Article	Frequency	Table Name
113	Weekly	ISR Rates_Week
	Semi-Monthly	ISR Rates_SemiMonth
	Monthly	ISR Rates_Month
114	Weekly	ISR Subisdy_Week
	Semi-Monthly	ISR Subisdy_SemiMonth
	Monthly	ISR Subisdy_Month
	Weekly	ISR Subsidy for Employment_Week
115	Semi-Monthly	ISR Subsidy for Employment_SemiMonth
	Monthly	ISR Subsidy for Employment_Month
177	Annual	ISR Rates_Annual
178	Annual	ISR Subsidy_Annual

See: Entering Table Values, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

To assign tables to a payroll:

When assigning tables to a payroll, you can use the seeded tables or you can create your own.

See: Defining Custom ISR Tax Tables, page 3-11

1. Navigate to the Further Information Payroll flex-fields.
2. Assign tables to each of the fields:
 - ISR Tax Rate

- ISR Tax Subsidy
- ISR Subsidy for Employment
- ISR Tax Rate (Annual)
- ISR Tax Subsidy (Annual)
- ISR Subsidy for Employment (Annual)

For bi-weekly payrolls, you must convert the weekly tables.

Use the annual tables for the annual Tax Adjustment Run.

Note: These tables use the User Defined Table Structure.

3. To calculate taxes for amends and non-periodic payments (Article 142 earnings), assign tables to the following fields:
 - ISR Tax Month Rate
 - ISR Tax Month Subsidy
 - ISR Month Subsidy for Employment

If you leave these fields blank, Oracle Payroll uses the periodic tables you selected above to calculate the monthly earnings.

4. Click OK, and save your work.

Defining Custom ISR Tax Tables

Mexican employers have a choice when calculating their ISR taxes. They can use the tax tables delivered with Oracle Payroll, or they can define and use their own.

For details on defining and using custom tax tables, see: *User-Defined Tables*, , *Oracle HRMS Configuring, Reporting, and System Administration Guide* *Setting Up User Tables, Columns and Rows*, , *Oracle HRMS Configuring, Reporting, and System Administration Guide* *Entering Table Values*, , *Oracle HRMS Configuring, Reporting, and System Administration Guide*

To define custom tax tables:

1. Add the table names to the Look Up codes, page 3-12 (used for translation).
2. Define the appropriate table structure, page 3-12, using the name defined in the Look Up codes (copy the original set up).

3. Define the appropriate table values, page 3-13.
4. Select your new table in the Payroll setup, page 3-13.

To add table names to the Look Up codes:

1. Open the Application Utilities Lookups window.
2. In the Type field, query for MX_ISR_TABLES%.
There are three delivered tables:
 - ISR Rates_Annual
 - ISR Rates_Month
 - ISR Rates_Week
3. Click New to clear these tables.
4. Specify the Code and Meaning for your new tables.
5. Select Enabled for each.
6. Save your work.

To define the table structure:

1. Open the Table Structure window.
2. Query for the ISR Rates_% table.
The seeded tables display.
Selecting Columns for each table displays the following values:
 - Fixed Rate
 - Lower Bound
 - Marginal RateSelecting Rows for each table displays the following values:
 - Sequence
 - Lower Bound
 - Upper Bound

3. DateTrack to the Effective Date for your new table.
4. Copy this original setup for the new table structure you want to define.
5. Specify a sequence number for each entry in the table.
6. Specify your lower bound and upper bound amounts.
7. Save your work.

To define the table values:

1. Open the Table Values window.
2. Query for the new table name.
3. Specify the lower bound, upper bound, and values.
4. Save your work.

To apply your new tables to a payroll:

1. Navigate to the Payroll Description window.
2. DateTrack to the effective date of your payroll.
3. Define your payroll, or execute a query to retrieve your existing payroll.
4. Click Further Information.
5. Attach the tables you defined.

See: Further Payroll Information Window, page 1-7

Chihuahua State Tax Configuration

The state of Chihuahua calculates its state taxes based on the total subject earnings for all employees within the legal employer. Therefore, you cannot calculate them until after the payroll run, and Oracle Payroll cannot automatically deduct this liability as part of the run. However, you can display Chihuahua state tax deductions in post-payroll reports (such as the Tax Remittance Report).

For Oracle General Ledger users, Oracle Payroll does not automatically make your GL entries for Chihuahua employer taxes. You must make these entries manually.

To calculate Chihuahua employer tax liabilities:

1. Run your payroll and calculate your subject wages.

2. Report the liability on the Tax Remittance Report.
3. Multiply the rate to calculate your liability.
4. Make your GL entries for these liabilities.

Use the Tax Remittance Report to assist you.

Overriding State Taxes

Oracle HRMS for Mexico supports all of the current state tax tables. However, you can override them to suit your business needs.

Overriding Flat Rate State Taxes:

If you have employees working in states with a flat tax rate, and you want to override that rate:

1. See Legal Employer: State Tax Rules, *Oracle HRMS Enterprise and Workforce Management Guide* for instructions on how to specify the new rate.

Overriding Variable Rate State Taxes and Defining Custom Tax Tables:

If you have employees working in Chihuahua, Hidalgo, Oaxaca, and/or Zacatecas, you have a choice when calculating your variable rate state taxes. You can use the tax tables delivered with Oracle Payroll, or you can define and use your own.

To define custom state tax tables:

1. Add the table names to the Look Up codes, page 3-14 (used for translation)
2. Define the appropriate table structure, page 3-15, using the name defined in the Look Up codes (copy the original set up)
3. Define the appropriate table values, page 3-16
4. Enable your new table in your organization, *Oracle HRMS Enterprise and Workforce Management Guide*

To add table names to the lookup codes:

1. Open the Application Utilities Lookups window.
2. In the Type field, query for MX_STATE_TAX_RATE_TABLE.

There are three delivered tables:

- STATE_TAX_RATES_CHIH

- STATE_TAX_RATES_HGO
 - STATE_TAX_RATES_OAX
 - STATE_TAX_RATES_ZAC
3. Click New to clear these tables.
 4. Specify the Code and Meaning for your new tables.
 5. Select Enabled for each.
 6. Save your work.

To define the table structure:

1. Open the Table Structure window.
2. Query for the STATE_TAX_RATES_% table.

The seeded tables display.

Selecting Columns for each table displays the following values:

- Fixed Rate
- Lower Bound
- Marginal Rate

Selecting Rows for each table displays the following values:

- Sequence
 - Lower Bound
 - Upper Bound
3. Set your date to the effective date of your new table.
 4. Copy this original setup for the new table structure you want to define.
 5. Specify a sequence number for each entry in the table.
 6. Specify your lower bound and upper bound amounts.
 7. Save your work.

To define the table values:

1. Open the Table Values window.
2. Query for the new table name.
3. Specify the lower bound, upper bound, and values.
4. Save your work.

Integrated Daily Wage

Integrated Daily Wage Overview

The Integrated Daily Wage (IDW) is a calculation of the fixed and variable earnings of every working day for an employee during a given period. The Social Security agencies use IDW to track activity on new hires and salary changes and calculate employee/employer Social Security contributions.

IDW is required for Social Security Affiliation reporting and calculation of the INFONAVIT Housing Fund. The IDW value is derived data used in the statutory reports and must appear in all DISPMAG reports.

Variable Rate Calculation

The variable portion is based on:

- Commission
- Overtime
- Any other variable earnings

You calculate the variable portion by adding all variable earnings paid during the 2 previous months and dividing them by the number of days of wage for the same months.

Employees with variable IDW changes are reported to the Social Security Institute at the end of a bi-monthly reporting period (end of February, April, June, August, October, and December).

Oracle maintains the variable earnings using the "IDW Variable Basis Eligible Comp" balance and the days of wage using the "Days Basis of Quotation 1". balance.

Fixed Rate Calculation

There are two methods for calculating the fixed portion of the IDW: Earnings method and Factor Table method.

Earnings Method

This method derives the IDW from the earnings as you have defined them in HRMS:

- Salary
- Vacation Premium

- Christmas Bonus

In this method, you calculate the fixed portion by adding all fixed earnings for the year and dividing by either 364 (for weekly/biweekly payrolls) or 360 (for semi-monthly and monthly payrolls). You can derive this value independent of a payroll run.

When configuring the legal employer, you specify the average days per month/average days per year for your organization. Oracle Payroll uses this override for IDW calculations.

See: Legal Employer: Entering Tax Registration Information, *Oracle HRMS Enterprise and Workforce Management Guide*

Factor Table Method

This method derives the IDW based on a factor. This factor is calculated based on a user table that defines an employee's days of Christmas bonus, vacation days, other earnings, and IDW factor based on their years of seniority. You then calculate the fixed portion by multiplying the employee's daily salary by the IDW factor.

Employee Seniority

Some benefits depend on Employee Seniority therefore every time the Employee's benefits change the IDW will change too. There are three start dates in the Person form that can be used for seniority purposes:

Start Date	Description
Original Hire Date	Hire date when employee started working for the company.
Date First Hired	An example of when this field is used is when a company is acquired or merged with another company. The employee's Hire Date before the merge took place is entered here.
Adjusted Service Date	Used when an employee leaves a company for a period of time and returns to same company. If entered, the "Adjust Service Date" will be used to determine seniority. If no value is entered then "Date First Hired" will be used. If the "Date First Hired" field does not contain a value, then the value from the "Original Hire Date" field will be used.

Social Security Quota Proration on Employee Anniversary

The Integrated Daily Wage (IDW) fixed portion varies each time the seniority changes. The seniority may change anytime in the pay period and more often it varies in the mid of a pay period. Hence IDW also changes in the mid of pay period.

The Social Security Quota which is calculated on the basis of IDW will be prorated based on the change in IDW value.

For example, in a pay period from 1st January to 31st January, if seniority changes on 10th Jan, IDW also changes on same day. Hence PERIOD1 IDW will be IDW till 10th Jan and PERIOD2 IDW will be from 11th till 31st January. The normalized IDW will be calculated as:

$$\text{IDW_NORMALIZED} = ((\text{PERIOD1_DAYS} * \text{PERIOD1_IDW}) + (\text{PERIOD2_DAYS} * \text{PERIOD2_IDW})) / (\text{PERIOD1_DAYS} + \text{PERIOD2_DAYS})$$

The calculated normalized IDW value can be verified from the UI 'Social Security Quota' run result 'FIXED_IDW_NORMALIZED' .

Element Design Wizard

The Element Design Wizard provides required fields in support of IDW. Populating these fields will satisfy IDW requirements.

The Element Design Wizard is the recommended method for IDW and element setup.

See: Defining Earnings and Deductions Elements, *Oracle HRMS Compensation and Benefits Management Guide*

IDW Element

Oracle Payroll uses the Integrated Daily Wage element to calculate IDW in the payroll run. You should standard link this element to the assignments that need to compute IDW and Social Security imputations.

The Integrated Daily Wage element creates run results for fixed, variable, and combined salaries.

The Element Fast Formula is called: INTEGRATED_DAILY_WAGE.

Balances

Eligible compensation for Variable IDW is based on the Secondary Classification element.

The "IDW Variable Bases Eligible Comp" balance is composed of feeds from the following Secondary Classifications:

- Earnings: Eligible compensation for IDW (Variable basis)

- Supplemental Earnings: Eligible compensation for IDW (Variable basis)
- Imputed Earnings: Eligible compensation for IDW (Variable basis)

Tables

The PQP_CONTRACT_TYPES user defined table is used internally in the IDW Calculation.

The following columns in the table will be used:

- Annual Hours
This is the number of hours worked per year under this contract. It is used to convert rates to hourly rates.
- Days Divisor
This is the number of days worked in a year under this contract. It is used to convert rates to daily rates.
- Weekly Payroll Divisor
- Monthly Payroll Divisor

The last two columns are the number of periods per year used to convert a periodic value into an annual value when you select "Periodic - Payroll Frequency" as the time dimension in the element definition and the employee has a payroll frequency of Calendar Month/Week respectively.

The PQP_CONTRACT_TYPES table contains two delivered rows:

- WEEKLY PAYROLL: Used for Weekly/Bi-Weekly payroll IDW CALCULATION
- MONTHLY PAYROLL: Used for Monthly/Semi-monthly payroll IDW CALCULATION

Oracle HRMS generates a row for each GRE or Legal Employer that has overrides specified for number of days in year/month. This row is generated, if required, during IDW derivation. The row is named "IDW CALCULATION (GRE: organization ID)" or "IDW CALCULATION (LE: organization ID)," where organization id refers to the organization_id of the GRE or the Legal Employer organization.

Lookups

The MX_IDW_FACTOR_TABLES Lookup Type has been delivered to support the "Factor Table Method" to compute the IDW fixed portion.

Functions

A new function called GET_IDW is delivered, with various modes of functioning. Each mode is unique to the IDW calculation needs. Get_IDW is used in DISPMAG reporting and Social Security Quota calculation. The function is called in the following modes:

- REPORT: For New Hire Report/Social Security Quota
- BIMONTH_REPORT: For Bimonthly Reporting
- CALC: For IDW Calculation in the payroll run

Setting Up IDW

Whenever you create an element through the Element Design Wizard, you are setting up your installation for IDW calculation and reporting. The Element Design Wizard includes required parameters that configures those elements for IDW.

Configure the Integrated Daily Wage element:

The Integrated Daily Wage predefined element calculates the IDW within the payroll run, and you must associate this element to each employee assignment by selecting the Standard Link option in the Elements window.

See: Defining Element Links, *Oracle HRMS Compensation and Benefits Management Guide*

IDW is the integration of the employee daily earnings; therefore, its value depends on how you configured the earnings. Some earnings parameters and sub-classifications directly affect the IDW calculation:

- Earnings:Eligible Compensation for Amends (Fixed Basis)
- Earnings:Eligible Compensation for Amends (Variable Basis)
- Earnings:Eligible Compensation for IDW (Variable Basis)
- Fixed Earnings
- Imputed Earnings:Eligible Compensation for Amends (Fixed Basis)
- Imputed Earnings:Eligible Compensation for Amends (Variable Basis)
- Imputed Earnings:Eligible Compensation for IDW (Variable Basis)
- Supplemental Earnings:Eligible Compensation for Amends (Fixed Basis)
- Supplemental Earnings:Eligible Compensation for Amends (Variable Basis)

- Supplemental Earnings:Eligible Compensation for IDW (Variable Basis)
- Variable Earnings

Other sub-classifications may be used to configure earnings to apply the Social Security exemption rules correctly.

See: Survey of the Classifications, *Oracle HRMS Compensation and Benefits Management Guide*

Use Fast Formula functionality to compute the IDW exemption rules.

Choose a fixed earnings IDW calculation method:

Fixed earnings IDW has two calculation methods: Earnings and Factor Table.

Perform the following steps to specify which method you are using at the GRE level.

Note: Changing the calculation method for an existing GRE requires some additional steps.

See: Changing Your IDW Calculation Method, page 3-25

1. In the Organization window, query for the GRE you want to configure.
2. Select GRE/Legal Entity, and click Others.
3. Select Social Security Details, and click OK.
4. Click in the field of the Additional Organization Information window to open the Social Security Details window.
5. Choose your IDW calculation method.
6. Save your work.

Configure each earning that contributes to the IDW:

1. Edit the appropriate Earnings elements.
2. Assign the appropriate sub-classifications.
3. Set up the Element IDW attributes.
4. Link the IDW element to those assignments with Social Security imputations.

Set up fixed earnings IDW, Factor Table method:

If you have configured one or more GREs to use the Factor Table method, you must perform the following setup steps:

1. Determine which employees or employee types (based on compensation plans) require IDW calculation.
2. Create one or more multiple user tables to reflect your different compensation plans (such as different collective agreements). Use the IDW Factor Table template as a guide.

You can create as many tables as your business needs require.

Note: Do not change the column names from their defaults.

3. Populate these tables with values appropriate to your employee categories and seniority policies.

Be sure your seniority ranges include all possible seniority values.

A multiple user table may look like the following:

Years of Seniority: From	To	Wage Days (A)	Christmas Bonus Days (B)	Vacation Days (C)	Vacation Premium Days (D)	Other Earnings (E)	Total Days (F=A+B+D+E)	Factor (G=F/A)
0.00	1.00	360	15	6	1.50	0	376.50	1.045833333
1.01	2.00	360	15	8	2.00	0	377.00	1.047222222
2.01	3.00	360	15	10	2.50	0	377.50	1.048611111
3.01	8.00	360	15	12	3.00	0	378.00	1.050000000
8.01	13	360	15	14	3.50	0	378.50	1.051388889
13.01	18	360	15	16	4.00	0	379.00	1.052777778
18.01	23	360	1	18	4.50	0	379.50	1.054166667

Years of Seniority: From	To	Wage Days (A)	Christmas Bonus Days (B)	Vacation Days (C)	Vacation Premium Days (D)	Other Earnings (E)	Total Days (F=A+B+D+E)	Factor (G=F/A)
23.01	Onwards	360	15	20	5.00	0	380.00	1.05555556

4. Add the table names to the Lookups under the MX_IDW_FACTOR_TABLES Lookup Type.
5. Assign your IDW Factor Table name to the Integrated Daily Wage element, using one of the following methods:
 - At the individual employee level, use the Element Entries window to assign the element.
 - Select the Standard Link option in the Elements window to automatically assign this element to all new employees.
 - Use a Benefit Plan to assign the element to multiple employees based on assignment criteria (such as Job, Grade, Position, and People group segments).
 - Use the Batch Element Entry to assign the element to multiple employees.

This triggers an IDW change event, and HRMS will archive the affected employee records the next time you run the Social Security Archiver.

Note: Oracle HR-only customers must use this element if they want to use the Factor Table method of calculation.

6. For each employee in the affected GRE, you must specify one or more hire dates. Oracle HRMS uses these dates to determine length of service for seniority calculation:
 - Adjusted Service Date: Used when the employee worked for the company for a period of time, left for a while, and then returned. This is the first value HRMS checks.
 - Date First Hired: If the company acquired or merged with another company, use this field to reflect the hire date of new employees who have been working prior to the merge. HRMS uses this value if Adjusted Service Date is empty.
 - Original Hire Date: Date when current employment has begun. HRMS uses this

value if Date First Hired is empty.

Using the Element window to define elements for IDW calculation:

The Element Design Wizard is the recommended method for creating Earnings and Deductions elements. However, you can still use the Element window to define your elements.

If you are creating elements through the Elements window, you must specify the following parameters through the Element Attribution and Rate Types Historic Rates EITs:

Historic Rates EIT	Parameters
Historic Rate - Element Attribution	<ul style="list-style-type: none">• Time Dimension• Pay Source Value• Qualifier• % or Factor• % of Factor Value
Historic Rate - Rate Types	<ul style="list-style-type: none">• Type• Rate Type Name

See: Defining an Element, *Oracle HRMS Compensation and Benefits Management Guide* and Historic Rates Extra Information Types, *Oracle HRMS Compensation and Benefits Management Guide*

Changing Your IDW Calculation Method

For existing organizations (where you have performed at least one payroll run), perform the following steps to change its IDW calculation method:

Changing Between Factor Table and Earnings Methods:

1. In the Organization window, query for the GRE you want to configure.
2. Select GRE/Legal Entity, and click Others.
3. Select Social Security Details, and click OK.

4. Click in the field of the Additional Organization Information window to open the Social Security Details window.
5. Choose your new IDW calculation method.
6. Save your work.
7. If you are switching to the Factor Table method, follow the steps described in "Set up fixed earnings IDW, Factor Table method," Setting Up IDW, page 3-21.

If you are switching to the Earnings method, remove any IDW Factor Table names from the Integrated Daily Wage element.
8. Save your work.

These steps trigger an IDW change event, and HRMS will archive the affected employee records the next time you run the Social Security Archiver.

Changing Factor Tables:

Oracle HRMS and the Social Security Archiver cannot detect changes made to an existing IDW factor table. If you need to make changes to an existing factor table, you must delete the original table and create a new one.

See: Setting Up IDW, page 3-21

Social Security Contributions

Social Security Tax Calculation

Social Security tax withholding is based on the employee's IDW and has both an employee and employer percentage computation. It is obligatory for non-government employees. IMSS establishes the rules to administer and report the tax contributions. These premiums are remitted to IMSS every month as advance estimated payments, resolved on a bi-monthly basis.

This tax consists of multiple insurance types:

Insurance Type	Employer Quota %	Employee Quota %	CAP in Number of Times General Minimum Wage that Prevail in Mexico City (Zone A)
Disease and Maternity			
Benefits in Species (Fixed Quota)	19.100%		1
Benefits in Species (Additional Quota)	2.080%	0.720%	3
Benefits in Cash	0.700%	0.250%	25
Disability and Death	1.750%	0.625%	23
Day-care Centers	1.000%		25
Work Risk Incident	Varies		25
Pensionaries and Beneficiaries	1.050%	0.375%	25
Retirement	2.000%		25
Suspension in age outpost and oldness	3.150%	1.125%	23

Insurance Type	Employer Quota %	Employee Quota %	CAP in Number of Times General Minimum Wage that Prevail in Mexico City (Zone A)
INFONAVIT (Housing Fund)	5.000%		23

See: GRE/Legal Entity: Entering Work Risk Premium, *Oracle HRMS Enterprise and Workforce Management Guide*

For the most current information on Social Security and INFONAVIT quota deduction percentages, see:

- IMSS website (<http://www.imss.gob.mx>)
- INFONAVIT website (<http://www.infonavit.gob.mx>)

For Oracle Payroll to calculate all standard types of Social Security deductions, you must associate this element to each employee assignment by selecting the Standard Link option in the Elements window.

See: Defining Element Links, *Oracle HRMS Compensation and Benefits Management Guide*

Tax Balances

Tax Balances

In accordance with the tax-related information entered in the Oracle HRMS database, the payroll run can build tax balances for each of the following tax types (EE = employee tax, ER = employer tax):

Federal Taxes

ISR Calculated

ISR Subsidy for Employment

ISR Subsidy for Employment Paid

ISR Creditable Subsidy

ISR Exempt

ISR Non Creditable Subsidy

ISR Subject

ISR Withheld

ISR Tax to Charge

State Taxes

Employer State Tax Exempt

Employer State Tax Subject

Employer State Tax Withheld

Social Security Taxes

Additional Quota EE

Additional Quota EE Subject

Additional Quota EE Taxable

Additional Quota ER

Additional Quota ER Subject

Additional Quota ER Taxable

Benefits in Cash EE

Benefits in Cash EE Subject

Benefits in Cash EE Taxable

Benefits in Cash ER

Benefits in Cash ER Subject
Benefits in Cash ER Taxable
Benefits in Species EE
Benefits in Species EE Subject
Benefits in Species EE Taxable
Benefits in Species ER
Benefits in Species ER Subject
Benefits in Species ER Taxable
Day Care Centers EE
Day Care Centers EE Subject
Day Care Centers EE Taxable
Day Care Centers ER
Day Care Centers ER Subject
Day Care Centers ER Taxable
Disability and Death EE
Disability and Death EE Subject
Disability and Death EE Taxable
Disability and Death ER
Disability and Death ER Subject
Disability and Death ER Taxable
Disease and Maternity EE
Disease and Maternity EE Subject
Disease and Maternity EE Taxable
Disease and Maternity ER
Disease and Maternity ER Subject
Disease and Maternity ER Taxable
Fixed Quota EE
Fixed Quota EE Subject
Fixed Quota EE Taxable
Fixed Quota ER
Fixed Quota ER Subject
Fixed Quota ER Taxable

INFONAVIT EE
INFONAVIT EE Subject
INFONAVIT EE Taxable
INFONAVIT ER
INFONAVIT ER Subject
INFONAVIT ER Taxable
Pensioners Medical Expenses EE
Pensioners Medical Expenses EE Subject
Pensioners Medical Expenses EE Taxable
Pensioners Medical Expenses ER
Pensioners Medical Expenses ER Subject
Pensioners Medical Expenses ER Taxable
Retirement EE
Retirement EE Subject
Retirement EE Taxable
Retirement ER
Retirement ER Subject
Retirement ER Taxable
Separation due to Age EE
Separation due to Age EE Subject
Separation due to Age EE Taxable
Separation due to Age ER
Separation due to Age ER Subject
Separation due to Age ER Taxable
Social Security Quota EE
Social Security Quota EE Subject
Social Security Quota EE Taxable
Social Security Quota ER
Social Security Quota ER Subject
Social Security Quota ER Taxable
Work Risk Incident EE
Work Risk Incident EE Subject

Work Risk Incident EE Taxable

Work Risk Incident ER

Work Risk Incident ER Subject

Work Risk Incident ER Taxable

For these taxes, Oracle HRMS creates the balances in the following table for each employee assignment processed in the payroll run.

Balance	Definition
Gross Earnings	All earnings
Reduced Subject to Tax and Withholdable Earnings	Gross earnings subject to tax and withholdable
Employee Withheld	Amount withheld for the employee
Employer Liability	Liability of the GRE for Social Security

Note: When no rules exist for a particular tax type (such as when a state has no income tax or no employee liability for SUI or SDI, or when no city or county tax exists), the system builds no balances for the tax.

Tax Remittance Reporting

Tax Remittance Reporting

The Tax Remittance Report (TRR) provides summary-level information to reconcile the wage and tax amounts for a period. It provides proof of sufficient payment when an employer is remitting their tax payments to the various Mexican governmental agencies. It lists the wages the employer has paid during the time period and the taxes due based on those wages. Taxes reported are:

- Social Security quotas
- ISR and related wages
- All state-level balances

Employers should run the TRR at least once a month. Submission of this report is not required. Use it to get the information you need to complete your tax remittance reports.

This report uses the Java-based XML Publisher product available within the e-Business Suite technology stack. This tool gives you the ability to produce PDF file output from this report and provides greater flexibility in report design. A template of the TRR report is provided in Rich Text Format (RTF) to facilitate customization.

Customizing the Tax Remittance Report for State Details

You must perform this customization at the balance level, where you specify the elements you want to appear in the State Details section of the report.

To customize the Tax Remittance report for State Details:

Use the Balance Attributes to link the state.

1. Open the Balance window.
2. Perform a query to locate the balance you want to add to the report.
3. Click Attribute.
4. In the Attribute column, choose the appropriate state from the list of values (such as Tax Remittance for Durango).
5. In the Dimensions column, choose Assignment Within GRE Run.
6. Save your work.

Running the Tax Remittance Report

Run this report in the Submit Request window.

To run the Tax Remittance Report:

1. Select Payroll Tax Remittance Report in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Specify the start and end dates of the earning period you are reporting.
4. Select your legal employer.
5. If you wish to generate report results for only a particular state, select the state.
6. If you wish to generate report results for only a particular GRE, select the GRE.
Available options depend on if you selected a state and which state it is.

7. Indicate one or more tax payment(s) you want to report:

- ISR tax
- Social Security tax
- State tax

Note: You can report on state taxes from only one state at a time. If you want to report on multiple state taxes, you must run multiple reports.

8. Specify the time period for the tax payments you want to report on. You can choose to report on the current pay period, the current month's pay period, quarter to date, or the year to date.
9. Click OK and then Submit.

Oracle Payroll generates the report and produces output you can view as a PDF.

Profit Sharing (PTU)

PTU Calculation

Federal labor law requires that a fixed percentage of a company's annual profit be shared amongst employees. This profit sharing program is called "Employee Participation in Profits" (PTU). The National Profit Sharing Commission establishes the percentage of profit to be shared. The amount is distributed amongst all eligible employees based on salary and number of days worked by the employee. You must distribute the employees' share in the profits within 60 days of reporting your Annual Tax Declaration (March 30th).

When it is time to calculate employee PTU earnings, the payroll administrator runs the Profit Sharing Process. This process performs the calculations to determine each employee's profit sharing income and stores the results in a batch file. Once you transfer the batch file, the earnings are included in a standard payroll run.

Before running this process, you must have specified values for the required columns in the PTU Factors fixed user table, and all eligible earnings elements must feed the appropriate balances.

See: Legal Employer: PTU Factors, *Oracle HRMS Enterprise and Workforce Management Guide* and Assigning PTU Eligibility to Earnings, *Oracle HRMS Compensation and Benefits Management Guide*

Running the Profit Sharing Process

When it is time to calculate your employees' PTU earnings, run the Profit Sharing Process. For the given reporting year, this process evaluates the following criteria and determines the PTU earnings due to each employee:

- Amount to share (typically somewhere between 8-10% of the profits, as defined by the National Profit Sharing Commission)
- Salary of the employee or 120% of the salary of the highest-paid union employee, whichever is lower
- Number of days worked by the employee
- Number of days worked by all employees

This process calculates each employee's share in the company's profit and creates a Batch Element Entry (BEE) batch for the Profit Sharing element to store the results of the calculation. Use this batch to create element entries for the Profit Sharing element. You can also download the batch to a spreadsheet for review and make modifications to the calculated values before creating element entries for employees, if needed.

By default, this process includes all employees who have been processed in a payroll run, Quickpay, balance initialization, or balance adjustment process in the year.

Run this process from the Submit Request window.

1. Select Profit Sharing Process in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Specify the year for which you want to calculate the profit share.
4. Specify the date on which the employees would be paid the PTU amounts. Oracle HRMS uses this date to determine when the profit sharing element gets processed through payroll.
5. Specify the legal employer.
6. Indicate if you want to include temporary workers in the profit sharing process.
7. If you chose to include temporary workers, specify the minimum number of days these employees must have worked for them to be eligible.
8. Optionally, select an assignment set.

Use assignment sets to exclude or include specific employees from the profit sharing process. You can also use assignment sets to process different groups of employees in separate batches.

If you use assignment sets to process employees in separate groups, make sure you specify the same values for "Include Temporary Workers" and "Minimum Worked Days" for all groups. If you do not specify the same value, the profit sharing calculation could be inaccurate.

9. Specify a unique name for your BEE batch header.
10. Click OK and then Submit.

The Profit Sharing Report generates a batch file of the specified name. The batch populates the following input values for the Profit Sharing element:

Input Value	Description
Pay Value	Amount of the profit sharing to be paid to the employee.
Jurisdiction	Left blank and not used in the calculation.

Input Value	Description
Separate Payment	Indicates the profit sharing amount should be paid separate from other earnings. The application defaults this to Yes.
Process Separately	Indicates that the profit sharing amount is being paid with other earnings but taxes on these earnings are being calculated using article 142. The application sets this to 'Yes' by default. Note: If you set both Separate Payment and Process Separately to No, the application considers the profit sharing earnings to be regular earnings and calculates taxes using article 113.
Total Profit Shared	This is the same as Total Amount to Share, entered at the Legal Employer level. This is populated for use in reporting.
Eligible Worked Days	Number of days the employee worked in the year. This field is populated based on the Eligible Work Days for Profit Sharing balance for the employee.
Eligible Compensation	Employee basis for profit sharing calculation. This is based on the Eligible Compensation for Profit Sharing balance for the employee.
Average Daily Salary	Employee's daily salary for profit sharing calculation.
Capped Average Daily Salary	The employee's daily salary capped to 1.2 times the highest daily salary.
Total Worked Days	Total days worked in the year by all eligible employees.
Total Capped Average Salary	Total of the capped daily salary for all eligible employees.

Input Value	Description
Worked Days PTU Component	Portion of an employee's profit share that is based on number of days worked.
Average Salary PTU Component	Portion of an employee's profit share that is based on daily salary.
ISR Subject	Portion of the profit sharing payment that is subject to ISR tax. This is based on the limits specified within ISR tax law. The portion of Profit Sharing that exceeds 15 times the employee's local minimum wage is subject to ISR tax.
ISR Exempt	Portion of the profit sharing payment that is exempt from ISR tax. This is based on the limits specified within ISR tax law. Up to 15 times the employee's local minimum wage is exempt from ISR tax.

You can download the entire batch into a spreadsheet using the BEE Spreadsheet interface. From there, you can review the data and make modifications. You can use the standard spreadsheet features to manipulate data in the spreadsheet generated by the process. You can also update the BEE batch by uploading the spreadsheet back into the application. Once you have verified the results, you can transfer the BEE Batch. Transferring the batch creates element entries for all employees included in the batch. These element entries can then be processed in a subsequent payroll run.

See: BEE (Batch Element Entry), *Oracle HRMS Configuring, Reporting, and System Administration Guide*

11. Open the Batch Header window and query for your BEE batch header name.
12. To view your batch, click Assignment Lines.
13. To transfer the batch, click Process.

See: Transferring a BEE Batch, *Oracle HRMS Configuring, Reporting, and System Administration Guide*

14. Once you have successfully processed the batch, you can run the payroll and distribute the earnings to your employees.

Planning Your End of Year Processing

End of Year Processing

End of Year processing is more than just running fourth quarter reports at tax season. It may require year-round maintenance, performed on a quarterly or monthly basis.

For the purposes of reporting taxes and wages to the federal and state governments and Social Security agencies, Oracle Payroll takes a snapshot in time of all of the employee balances in a given year and GRE, and archives these balances for paper and magnetic reporting. This allows you to reissue government mandated reports on an as needed basis.

End of year processing entails the following activities:

Mexico Report Schedule

Action	Date Due	From	To	Notes
Affiliation Transaction Type 02, <i>Oracle HRMS Enterprise and Workforce Management Guide</i>	5 days after employee separation	Former employer	IMSS	Separations at the GRE level.
Format 37, page 3-48	30 days after employee separation	Former employer	Employee	Separation and re-hire at the GRE level does not require this form.
Affiliation Transaction Type 08, <i>Oracle HRMS Enterprise and Workforce Management Guide</i>	5 days after employee hire	Employer	IMSS	Hires at the GRE level.

Action	Date Due	From	To	Notes
Format 37, page 3-48	30 days after employee hire	Employee	New employer	Separation and re-hire at the GRE level does not require this form.
Tax Remittance Report, page 3-33	Monthly	Employer	N/A	Not for submission.
CEDULA DE AUTODETERMINACION DE CUOTAS, <i>Oracle HRMS Enterprise and Workforce Management Guide</i>	Monthly	Employer	IMSS	Remitted through the SUA application.
Affiliation Transaction Type 07, <i>Oracle HRMS Enterprise and Workforce Management Guide</i>	Bimonthly for the variable part of the salary 5 days after change for the fixed part of the salary	Employer	IMSS	
Format 37, page 3-48	January 31	Employer	Employee	All employees who earn less than \$400,000 pesos.

Action	Date Due	From	To	Notes
Annual Tax Adjustment, page 3-65	January 31 or when the final annual rates are published	Employer	Employee	<p>For all employees except those who meet one or more of the following requisites:</p> <ul style="list-style-type: none"> • Started employment between the selected reporting dates • Earned more than \$400,000 a year • Requested in writing to be excluded <p>Note: Simple employers perform the Annual Tax Adjustment for all employees.</p>
Annual Work Risk Incident Report, <i>Oracle HRMS Enterprise and Workforce Management Guide (Mexico)</i>	February	Employer	IMSS	<p>Used to calculate the work risk insurance premium (WRIP).</p> <p>Can run this report only once per calendar year.</p>

Action	Date Due	From	To	Notes
DIM Report, page 3-70	February 15	Employer	SAT	All employees.
Format 2, page 3-74	March 31	Employer	SAT	Attachment D only.
Employee PTU earnings, page 3-35	March 31 - May 31	Employer	Employee	Perform the Profit Sharing Report to calculate.
Format 6 + Format 37	April 30	Employer	SAT	All employees who earned more than \$400,000 pesos in the previous fiscal year or those who explicitly stated that they will report the tax by themselves.

See Also: Year End Archiver, page 3-43

Year End Preprocessing

Year End Archiver

The Year End Archiver is the Oracle Payroll utility that archives employee and employer data for a specific year and legal employer. Once archived, this data is available for end of year reporting.

You would run the Year End Archiver:

- Whenever you terminate an employee. You must archive the employee information before you can generate the Format 37. Use an assignment set that contains at least one of the employee's assignments.
- Before performing year end reporting. Run the Year End Archiver for all employees within each legal employer in the business group.

The only time you would need to run the Archiver for an employee more than once is if you have rehired them.

Who Gets Archived?

The Year End Archiver processes data for all employees who have had a payroll related activity (payroll run, balance adjustment, and so on) since the beginning of the calendar year.

In a given Year End Archiver run, it includes an employee if:

- The employee belongs to the Legal Employer (as on the Archiver's effective date) and has at least one employee assignment in the assignment set, if specified.
- The employee has had at least one paid action during the period of service.
- Employees who have been re-hired or have been paid profit sharing payments since they were processed by a previous Year End Archiver.
- The Archiver has either never been run for the person during this year or has been run with an effective date prior to the start date of the person's present period of service.

It excludes any employees that were included in a prior execution of the Year End Archiver for the current reporting year.

Running the Year End Archiver creates a log file that lists the numbers of assignments that were skipped, in error, or processed successfully.

Viewing Archived Data

Use the View Archive window to view any employee or assignment data archived by the Year End Archiver. However, you cannot query for employer-level data that you have archived or stored against the payroll action.

This information is read-only. You cannot modify or update it from this window. For instructions on how to run, retry, view, and rollback this information, refer to Managing the Year End Archiver, page 3-44.

Adjusting and Retrying Records

If an employee's record has changes after you run the Year End Archiver, you can retry the Year End Archiver for that employee. It is not necessary to rerun the entire process. In instances where large numbers of employees' balances are changed after the Year End Archiver is run, it may be easier to rollback the Year End Archiver and re-run it to include the balance updates.

You can mark individual assignments for retry in the Employee Assignment Process window. You can also retry a payroll process for an assignment set but not for a dynamic assignment set.

You can re-archive employer data by marking the payroll action for retry in the Payroll Process Results window and then retrying the process by selecting Retry Payroll Process from the Submit Requests window. If a legal employer does not have any employees in it, then the Year End Archiver archives the employer data. In this case, you cannot re-archive employee data through the Retry Payroll Process. You must roll back the process and then rerun the Year End Archiver.

Managing the Year End Archiver

Year End Pre-Processing involves the following operations:

- Running the Year End Archiver, page 3-44
- Viewing archived data, page 3-45
- Troubleshooting archived data, page 3-46
- Retrying the Year End Archiver, page 3-46
- Rolling back the Year End Archiver, page 3-47

To Run the Year End Archiver:

Run the this process from the Submit Requests window:

1. In the Request Name field, select Year End Archiver.

2. Click in the Parameters field if the Parameters box does not open automatically.
3. Specify the Year End Archiver that you want to run by selecting the Year and Legal Employer.
4. Optionally, specify the name of an assignment set that specifies the group of employees within the legal employer that need to be processed.

You can also use the assignment set to exclude employees from processing. You must specify a value for the assignment set parameter when running the process as a part of termination processing for an employee or group of employees.

Note: If you do not specify an assignment set, the Year End Archiver attempts to archive all employee assignments. This could create inaccuracies in your end-of-year reporting.

5. Click OK, then Submit.
6. On completion of the process, check the logfile for counts of successful, skipped, and assignments in error.

Note: Do not run the Payroll Process and Year End Archiver concurrently. Running these processes concurrently can result in table locking and performance issues.

To View the Archived Data:

1. Select Assignment Process Result from the View menu.
2. Select the appropriate assignment.
3. Select "YREND ARCHIVER-XXXXX" (where XXXXX is your legal employer name).
4. Click View Results.

The View Archived Values window opens. This displays data archived for an employee, including:

- Database item name
- Value archived against an assignment action
- Any associated context (such as GRE name)

This information is read-only.

Note: The check box on this window indicates if the Year End Archiver was locked by any other Year End report (such as Format 37) and cannot be rolled back or marked for retry.

Troubleshooting Archived Data:

During the archival process, the Year End Archiver reports on the number of assignments successfully archived, skipped, or in error. To view the archive's error information:

1. Open the Requests window.

2. Select your request, and click View Log.

This displays the Year End Archiver's logfile, including counts of successful, skipped, and assignments in error.

3. Open the Payroll Processes window.

4. Query for your Year End Archiver archive:

- Specify "%YREND ARCHIVER%" as the name.
- Specify the year end dates.
- Specify "Magnetic Report" as the action type.

5. Click Find.

Oracle Payroll returns a list of all archives matching your search criteria.

- To view detailed process status, select your archive and click Process Info.
- For error information, select your archive and click Message.
- To see a list of all assignments completed, skipped, in error, and so on, select your archive and click Assignment Process. To view additional error information, select the assignment in error and click Message.

To Retry the Year End Archiver:

Retrying the Year End Archiver re-archives any employee assignments that you have marked for retry.

If you have generated any of the following reports, you must first roll them back prior to retrying the Year End Archiver:

- Format 37

- Information Declaration Report (DIM)

Mark assignments for retry in the Employee Assignment Process window. You can also run this process for an assignment set but not for a dynamic assignment set. If there are no employees in the legal employer, you cannot perform a retry.

1. In the Name field, select Retry Payroll Process.
2. Click in the Parameters field if the parameters window does not automatically open.
3. In the Process Year field, enter the appropriate year.
4. In the Process Type field, select Magnetic Report.
5. In the Payroll Process field, select the appropriate Year End Archiver.
6. Click OK, then Submit.

To Roll Back the Year End Archiver:

When you roll back the Year End Archiver, you are removing all archived data on year end balances from the system.

If you have generated any of the following reports, you must roll them back prior to rolling back the Year End Archiver:

- Format 37
- Information Declaration Report (DIM)

You roll back the Year End Archiver from the Submit Requests window.

1. In the Name field, select Rollback.
2. Click in the Parameters field if the Parameters box does not open automatically.
3. In the Process Year field, enter the appropriate year.
4. In the Process Type field, select Magnetic Report.
5. In the Payroll Process field, select the appropriate Year End Archiver roll back.
6. Click OK, then Submit.

Format 37 Report

Format 37 Report

The Federal Tax Institution (SAT) requires that employers provide the Certificate of Wages, Salaries, Travel Expenses, Assimilated Concepts, and Subsidy for Employment report (Format 37) to employees at the following times:

- Within 30 days of an employee's separation from the employer (voluntary or involuntary)
- Annually at end-of-year for all employees

Note: Some employers may opt to provide Format 37 reports to only those employees that earn 400,000 pesos a year or more. Employees that earn less than 400,000 pesos a year can obtain a Format 37 report by submitting a request in writing.

Oracle HRMS provides the ISR Tax Format 37 concurrent process to generate your Format 37 reports as a PDF file. ISR Tax Format 37 uses the XML Publisher functionality to convert the data archived by the Year End Archiver into the PDF output; therefore, you must have completed the archival process before running ISR Tax Format 37.

See: Year End Archiver, page 3-43

Format 37 Year-End Legend

For year-end purposes, the Format 37 must include a legend at the bottom of the last page that specifies:

- ISR Tax Folio Number
- ISR Tax Reporting Date
- Whether or not the Annual Tax Adjustment was performed for the individual Format 37

When you run the Format 37 report, you can choose between the default Format 37 layout or the layout with the year-end legend.

Format 37 Sort Options

You can organize your Format 37 reports according to user-defined criteria or sort options. Oracle Payroll does not require that you use sort options to generate your Format 37 report, but they are the best way to customize the report to your specific

needs. You can sort reports by any three of the following options:

- Employee Name
- Location
- Organization
- CURP

Note: You can choose to sort by CURP or by Employee Name, but not both. If you select CURP as a sort option, Employee Name does not appear in the List of Values for the remaining sort options. If you select Employee Name as a sort option, CURP does not appear in the List of Values for the remaining sort options.

Example

The following is an example of how to use sort options to customize the Format 37 report.

To create a Format 37 report sorted by Organization, Location, and Employee Name:

1. Enter Organization into the Sort Option One field.
2. Enter Location into the Sort Option Two field.
3. Enter Employee Name into the Sort Option Three field.

Using the selected Sort Options, Oracle Payroll generates the report listing the Format 37 box totals for each employee alphabetically by location within each organization for the selected GRE.

Note: The sort options are nested. If you change Sort Option Two from Location to Employee Name, Sort Option Three automatically clears.

Format 37 Parameters

The following parameters exist for the Format 37 report:

Parameter	Description
Reporting Year (Required)	Enter the four digit calendar year.

Parameter	Description
Legal Employer Archived by Year End Data Archiver (Required)	<p>Select the Legal Employer.</p> <p>Only Legal Employers that you have archived using the Year End Archiver for the specified Reporting Year appear in the list.</p>
Selection Criterion (Required)	<p>Select the selection criteria by which the target employee(s) are identified. Available criteria are:</p> <ul style="list-style-type: none"> • Assignment Set • CURP • Employee Name • Location • Organization
Sort Options	<p>Use the three fields for sort options to support your report results.</p> <p>If you do not select any sort options, the report uses Employee Name as the default.</p>
Folio Details	<p>Specify whether or not you want your Format 37 forms to include a legend at the bottom that displays year-end tax information. Available options are:</p> <ul style="list-style-type: none"> • Format37 <p>This is the default.</p> • Format37 with legend
Folio Number	Employer's folio number.
Folio Date	Employer's folio date.
Template Name	ISR Tax Format 37 template.

Format 37 Box Information

The following tables depict the various boxes and fields on Format 37 and indicate where Oracle Payroll draws the appropriate balances to complete the report.

Date and Year

Format 37 Box	Title	Information Source
n/a	Start Month	January or the employee's hire month, whichever is later.
n/a	End Month	December or employee's termination month, whichever is earlier.
n/a	Fiscal Year	Input from SRS.

Data of the Worker or Assimilated to Salaries

Format 37 Box	Title	Balance or Other Information Source
n/a	Employee RFC ID	Determined by Oracle HR
n/a	CURP	Determined by Oracle HR
n/a	Paternal Last Name	Determined by Oracle HR
n/a	Maternal Last Name	Determined by Oracle HR
n/a	Given Name(s)	Determined by Oracle HR
n/a	Employer did Annual Tax Calculation?	Determined by the Annual ISR Tax Adjustment process.
n/a	Union Worker?	Determined by the Union Worker flag on the Bargaining Unit tab of the Assignments window.

Format 37 Box	Title	Balance or Other Information Source
n/a	Geographical area of minimum wage	Determined by GRE data
n/a	State ID where worker worked	Jurisdiction as defined by the employee's assignment
n/a	If assimilated, the proper code	Not supported
n/a	Subsidy proportion according fiscal year reported regulations	Determined by GRE/Legal Employer data
n/a	Subsidy proportion according to 1991 regulations	Not supported
n/a	Fraction I	Not Supported
n/a	Fraction II	Not Supported
n/a	Creditable Subsidy Applied	"ISR Creditable Subsidy" balance This takes into account earnings from multiple employers
n/a	Other Employer RFCs	Determined through Person EITs

ISR

Format 37 Box	Title	Balance or Other Information Source
A	Total earnings caused for salary, wages, and assimilated concepts	Box O + P + a + i + m + S1
B	Local Tax Box	"Employee State Tax Withheld" balance

Format 37 Box	Title	Balance or Other Information Source
C	Exempt earnings	Box T + c + R1
D	Non-cumulative earnings	Box W + g
E	Cumulative earnings	Box A - B - C - D
F	Tax as per Annual Rate	"ISR Calculated" balance
G	Creditable Subsidy	"ISR Creditable Subsidy" balance
H	Non-creditable subsidy	"ISR Non Creditable Subsidy" balance
I	Creditable Subsidy as per Fraction III	"Format 37 ISR Creditable Subsidy as per Fraction III" balance
J	Creditable Subsidy as per Fraction IV	"Format 37 ISR Creditable Subsidy as per Fraction IV" balance
K	Tax on cumulative earnings	Box F- G
L	Tax on non-cumulative earnings	"Format 37 ISR on Non Cumulative Earnings" balance
M	Tax on income caused in fiscal year	Box G - J. If Box J is greater than Box G, Box M will be zero.
N	Tax withheld	X + h + j + n + U1+ V1

Earnings by Separation

Format 37 Box	Title	Balance or Other Information Source
O	Total amount in one payment	"Format 37 Retirement Earnings in One Payment" balance
P	Total earnings in partial payments	"Format 37 Retirement Earnings in Partial Payments" balance
Q	Daily amount earned for jubilation, pension, or retirement in one payment	"Format 37 Retirement Daily Earnings in One Payment" balance
R	Amount that should be earned in period if it did not have a single payment caused for jubilation, pension, or retirement in one payment	"Format 37 Retirement Period Earnings" balance
S	Number of Days	"Format 37 Retirement Earnings Days" balance
T	Exempt earnings	"Format 37 Retirement Exempt Earnings" balance
U	Taxable income	"Format 37 Retirement Taxable Earnings" balance
V	Cumulative earnings	"Format 37 Retirement Cumulative Earnings" balance
W	Non-cumulative earnings	Box U - V
X	Tax withheld	"Format 37 ISR Withheld for Retirement Earnings" balance
a	Total amount paid	"Amends" balance
b	Number of years of service of worker	Time elapsed in years since the first hire date

Format 37 Box	Title	Balance or Other Information Source
c	Exempt earnings	Box a - d
d	Subject earnings	"ISR Subject for Amends" balance
e	Cumulative earnings (last monthly ordinary salary)	"Last Monthly Ordinary Salary" balance
f	Tax corresponding to the last monthly ordinary salary	"Last Monthly Ordinary Salary Withheld" balance
g	Non-cumulative earnings	IF $d < e$ AND $d > e$ THEN $g = d - e$ ELSE $g = 0$
h	Tax withheld	"ISR Withheld for Amends" balance

Earnings assimilated to salaries (not included)

Format 37 Box	Title	Balance or Other Information Source
i	Earnings assimilated to salaries	"Format 37 Assimilated Earnings" balance
j	Tax withheld in fiscal year	"Format 37 ISR Withheld for Assimilated Earnings" balance

Stock Options Earnings

Format 37 Box	Title	Balance or Other Information Source
k	Vesting stock option market value	"Year End Stock Options Vesting Market Value" balance

Format 37 Box	Title	Balance or Other Information Source
l	Granted Stock Option price	"Year End Stock Options Grant Price" balance
m	Cumulative Earning	Box k - box l (the value of box k must be greater than box l)
n	Tax withheld	"Year End Stock Options ISR Withheld" balance

Earnings paid to workers by the employer (includes 3)

Format 37 Box	Title	Balance or Other Information Source
o	Wages and Salaries	"Year End ISR Subject for Fixed Earnings" and "Year End ISR Exempt for Fixed Earnings" balances
p	Christmas Bonus	"Year End ISR Subject for Christmas Bonus" and "Year End ISR Exempt for Christmas Bonus" balances
q	Travel Expenses	"Year End ISR Subject for Travel Expenses" and "Year End ISR Exempt for Travel Expenses" balances
r	Overtime	"Year End ISR Subject for Overtime" "Year End ISR Exempt for Overtime" balances
s	Vacation Premium	"Year End ISR Subject for Vacation Premium" and "Year End ISR/Exempt for Vacation Premium" balances

Format 37 Box	Title	Balance or Other Information Source
t	Dominical Premium	"Year End ISR Subject for Dominical Premium" and "Year End ISR Exempt for Dominical Premium" balances
u	Profit Sharing	"Year End ISR Subject for Profit Sharing" and "Year End ISR/Exempt for Profit Sharing" balances
v	Healthcare Reimbursement	"Year End ISR Subject for Healthcare Reimbursement" and "Year End ISR Exempt for Healthcare Reimbursement" balances
w	Savings Fund	"Year End ISR Subject for Savings Fund" and "Year End ISR Exempt for Savings Fund" balances
x	Savings Box	"Year End ISR Subject for Savings Box" and "Year End ISR Exempt for Savings Box" balances
y	Pantry Coupons	"Year End ISR Subject for Pantry Coupons" and "Year End ISR/Exempt for Pantry Coupons" balances
z	Aid for Death/Funeral Expenses	"Year End ISR Subject for Funeral Aid" and "Year End ISR Exempt for Funeral Aid" balances
A1	Worker Contributions Paid by Employer	"Year End ISR Subject for Worker Contributions paid by ER" and "Year End ISR Exempt for Worker Contributions paid by ER" balances

Format 37 Box	Title	Balance or Other Information Source
B1	Punctuality Incentive	"Year End ISR Subject for Punctuality Incentive" and "Year End ISR Exempt for Punctuality Incentive" balances
C1	Life Insurance Premium	"Year End ISR Subject for Life Insurance Premium" and "Year End ISR Exempt for Life Insurance Premium" balances
D1	Major Medical Expenses Insurance	"Year End ISR Subject for Major Medical Expenses Insurance" and "Year End ISR Exempt for Major Medical Expenses Insurance" balances
E1	Restaurant Coupons	"Year End ISR Subject for Restaurant Coupons" and "Year End ISR Exempt for Restaurant Coupons" balances
F1	Gasoline Coupons	"Year End ISR Subject for Gasoline Coupons" and "Year End ISR Exempt for Gasoline Coupons" balances
G1	Uniform Coupons	"Year End ISR Subject for Uniform Coupons" and "Year End ISR Exempt for Uniform Coupons" balances
H1	Aid for Rent	"Year End ISR Subject for Rental Aid" and "Year End ISR Exempt for Rental Aid" balances
I1	Aid for School Material	"Year End ISR Subject for Educational Aid" and "Year End ISR Exempt for Educational Aid" balances

Format 37 Box	Title	Balance or Other Information Source
J1	Aid for Glasses	"Year End ISR Subject for Glasses Aid" and "Year End ISR Exempt for Glasses Aid" balances
K1	Aid for Transportation	"Year End ISR Subject for Transportation Aid" and "Year End ISR Exempt for Transportation Aid" balances
L1	Union Quotas Paid by Employer	"Year End ISR Subject for Union Quota paid by ER" and "Year End ISR Exempt for Union Quota paid by ER" balances
M1	Disabilities subsidy	"Year End ISR Subject for Disability Subsidy" and "Year End ISR Exempt for Disability Subsidy" balances
N1	Scholarship for children of workers	"Year End ISR Subject for Scholarship for Children of Workers" and "Year End ISR Exempt for Scholarship for Children of Workers" balances
O1	Payments by Other Employers (only if employer that makes certification did annual tax calc)	Determined through Person EITs
P1	Other Income	"Format 37 ISR Subject for Other Income" and "Format 37 ISR Exempt for Other Income" balances

Tax on Income (ISR) Caused for Wages and Salaries

Format 37 Box	Title	Balance or Other Information Source
Q1	Sum of subject earnings caused for wages and salaries	Sum of Subject Portions from boxes o to P1
R1	Sum of exempt earnings caused for wages and salaries	Sum of Exempt Portions from boxes o to P1
S1	Sum of earnings caused by salary and wages	Box Q1 + R1
T1	Local Tax amount imputed to earnings caused by salary and wages	"Employee State Tax Withheld" balance
U1	Tax withheld in fiscal year	"ISR Withheld" balance - box h
V1	Tax withheld by other employers (only for employers that made the certification that they did an annual tax calc)	Determined through Person EITs
W1	Positive balance determined in fiscal year that the employer will compensate in the next fiscal year or it will request the return	"Format 37 Current Fiscal Year Arrears" balance
X1	Previous fiscal year positive balance not compensated in the fiscal year of this certification	"Format 37 Previous Fiscal Year Arrears" balance
Y1	Sum of Subsidy for Employment amounts that worker received	"ISR Subsidy for Employment" balance
Z1	Subsidy for Employment paid in cash in fiscal year	"ISR Subsidy for Employment Paid" balance

Format 37 Box	Title	Balance or Other Information Source
a1	Total income caused for social foresight benefits	"Format 37 Social Foresight Earnings" balance
b1	Sum of exempt income caused for social foresight benefits	"Format 37 ISR Exempt for Social Foresight Earnings" balance

Note: Oracle HRMS maintains the Subject and Exempt portions for each earning element based on the taxability rules associated with the secondary classifications. You can feed the balances for Boxes o through P1 from the Subject and Exempt input values of the appropriate earnings elements.

Withholder Information (Employer)

Format 37 Box	Title	Balance or Other Information Source
n/a	Employer RFC	Determined by Legal Employer data
n/a	Employer Legal Name	Determined by Legal Employer data
n/a	CURP	Determined by Legal Employer data
n/a	Legal Representative Names	Determined by Legal Employer data
n/a	Legal Representative RFC	Determined by Legal Employer data
n/a	Legal Representative CURP	Determined by Legal Employer data

Excluding Employees from the Format 37

The Format 37 end-of-year report includes all employees who have earned less than \$400,000 pesos and have worked through the whole fiscal year. However, employees can opt to report their Format 37 directly to SAT. In those cases, you must exclude them from your company's Format 37 processing.

To exclude employees from your Format 37 report:

1. For each employee that is opting out, indicate as such in the Mexico Employer Tax Signup person extra information type.

See: *Person Extra Information Types, Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

2. Navigate to the Assignment Set window.
3. Specify a name for the assignment set.
4. (Optional) Select a payroll name from the list of values.
If you leave this field blank, you can use the same assignment set across all of your payrolls.
5. Click Criteria.
6. Specify dummy criteria by selecting any value for the Database Item, Operator, and Value/Database Item columns.
You can edit this information later in the Fast Formula generated for the assignment set.
7. Save your work, and close the Criteria window.
8. In the Assignment Set window, click Generate.
This generates a Fast Formula with the same name as your assignment set.
9. Open the Write Formula window, and edit your Fast Formula.
10. Query for your Fast Formula with the name of the assignment set you created.
11. Ensure that the formula Type is Assignment Set.
12. Click Edit.
13. Remove all existing text, and add your own eligibility criteria.
14. Click Verify.

15. Save your work.

Example

You can use the following sample formula to help you define your own assignment set fast formula:

```
/* * *
 * Formula Name: YourAssignmentSetFormula
 * Formula Type: Assignment Set
 * Created: 16-Aug-2006
 * Author: QA MEX
 * * Description: Testing setup of assignment set for annual tax
adjustment *
 * * */
/* CALCULATIONS */
INCLUDE_FLAG = 'N'
IF (IS_PER_EXEMPT_FROM_ADJ () = 'N') THEN
  ( IF (IS_ASG_EXEMPT_FROM_ISR () = 'N') THEN
    ( IF (CHECK_EE_SAL_CRITERIA () = 'Y') THEN
      ( IF (CHECK_EE_EMPLOYMENT_CRITERIA () = 'Y') THEN
        /*Include the assignment in assignment set*/
        INCLUDE_FLAG = 'Y'
      )
    )
  )
)
/* OUTPUTS */
RETURN INCLUDE_FLAG
```

Generating the Format 37 Report

Run the ISR Tax Format 37 concurrent process from the Submit Request window.

1. Select ISR Tax Format 37 in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Select the reporting year.
4. Specify the Legal Employer whose data you archived through the Year End Archiver.
5. Choose your selection criteria:
 - Assignment Set
 - CURP
 - Employee Name
 - Location
 - Organization

6. Based on your selection criteria, use the activated field to identify the assignment(s) you want to report on.
7. Specify the sort options.
8. If necessary, specify the folio number and date you want printed on the Format 37.
9. Specify the template name.

You can use the default ISR Tax Format 37, Format 37 with the year-end legend, or create one of your own. Use XML Publisher (XDO) to create a new template.

Note: You must register any template you create with the ISR Tax Format 37 data sources, using the XML Publisher Administrator responsibility.

10. Click OK and then Submit.

Annual Tax Adjustments

Annual Tax Adjustments

The Annual Tax Adjustment process facilitates end-of-year processing by computing the annual ISR liabilities of the eligible employees, comparing them against the appropriate ISR deductions, and reporting the final ISR withholdings and reimbursements still due. This process is driven off annual tax tables issued by SAT at beginning of the year and provides capability to compute tax using the Article177/178 method.

Tax adjustment for a financial year is normally carried out in the month of February of the following year, so it is likely that payroll runs for the month of January already exist before running the tax adjustment run for the previous year. Though you can run this process at any time in the year, it is strongly recommended that you run it only once in the year when you are ready to make the final adjustments required by tax law. The default reporting period begins January 01 and ends December 01, although you can specify alternate reporting dates.

See: Entering Tax Registration Information, *Oracle HRMS Enterprise and Workforce Management Guide*

Oracle Payroll keeps a record of the employees for whom this process has been run and reports the information on Format 37 at the end of the year. To be included in this report, the employees must:

- Earn less than \$400,000 as yearly gross earnings
- Been continuously working between the reporting dates
- Not explicitly excluded by a Human Resources manager

See: Person Extra Information Types, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

Due to the sequential nature of the payroll process, you cannot run a payroll when future actions already exist. The Annual Tax Adjustment concurrent program uses Fast Formula-based balance adjustments instead of the standard payroll run. This process adjusts the value of the ISR Tax Withheld and other associated balances for the affected employees.

Note: The Annual Tax Adjustment process is different from the Tax Adjustment Run type that you can select while running Quickpays or Payroll Runs. While you can run the Tax Adjustment run type several times in the year, you should run the Annual Tax Adjustment process only once at the end of the year. Oracle Payroll tracks the Annual Tax

Adjustment process for an employee and reports it on the end-of-year reports like Format 37 and DIM. The results of the Tax Adjustment run type are not reported on any statutory reports.

Excluding Employees from the Tax Adjustment Process

Oracle Payroll provides multiple methods for defining employee eligibility for the Annual Tax Adjustment process.

To exclude employee through the Person EIT:

1. For employees who are electing to perform their own Format 37 reporting, you must mark them as ineligible for the Annual Tax Adjustment process. Open the Mexico Employee Tax Signup person EIT.

See: Person Extra Information Types, *Oracle HRMS Workforce Sourcing, Deployment, and Talent Management Guide*

2. Set the Annual Tax Adjustment parameter to No.
3. Specify the time period that this employee has elected to be ineligible.
4. Save your changes.

Once you have identified the ineligible employees, you must create an assignment set to exclude them. See the next section for instructions.

To specify inclusion criteria through an assignment set:

You can use fast formula-based assignment sets to specify the criteria for selecting employees who are eligible for the annual tax adjustment. Using a fast formula based assignment set allows the process to determine eligibility at run-time rather than using a user-maintained list of employees. Oracle Payroll delivers a set of fast formula functions that you can use to test eligibility criteria within the assignment set.

Perform the following steps to create a fast formula based assignment set:

1. Navigate to the Assignment Set window.
2. Specify a name for the assignment set.
3. (Optional) Select a payroll name from the list of values.

If you leave the payroll blank, you can use the same assignment set across all your payrolls.

4. Click Criteria.

5. Specify a dummy criteria. Select any value for the Database Item, the Operator, and the Value/Database Item columns. You can edit this condition later in the fast formula generated for the assignment set.
6. Save your work and exit the Criteria window.
7. In the Assignment Set window, click Generate.
This generates a fast formula with the same name as your assignment set.
8. Open the Write Formula window, and edit your fast formula.
9. Query for your fast formula with the name of the assignment set you created in the previous steps.
10. Ensure that the formula Type is Assignment Set.
11. Click Edit.
12. Remove all existing text, and add your own eligibility criteria.
13. Click Verify.
14. Save your work.

Running the Annual Tax Adjustment Process

Run the Annual Tax Adjustment process from the Submit Request window.

Note: The Annual Tax Adjustment process adjusts the value of the ISR Withheld balance for affected employees. It does not process any earnings or deductions for refunding or recovering the amount from the employee. You must create additional earnings or deductions elements and process them within subsequent payroll runs in order to pay the employees any refunds or to deduct any amount for recovering taxes paid on their behalf.

1. Select Annual Tax Adjustment in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Specify the payroll name.
4. Specify the payroll's consolidation set.

5. Specify the effective date.

Balance adjustment will be effective on this date. For accurate results, it is recommended that you use December 31st of the fiscal year as the effective date.

6. Specify the assignment set, if any.

Use an assignment set to restrict the employees that are processed. If you do not specify an assignment set, Oracle Payroll processes all employees who are associated with the payroll entered in the Payroll Name parameter on the specified effective date. The assignment set can be static (employee names entered in the Amendments criteria) or dynamic (employees identified based on criteria specified in the fast formula associated with the assignment set).

7. Specify the tax article you want to use with this tax adjustment.

Note: Oracle Payroll delivers the tax rate tables associated with Articles 177 and 178. You can maintain your own tax rate using the User Defined Tables functionality.

See: Defining Custom ISR Tax Tables, page 3-11

8. Specify the annual subsidy and annual tax tables.

9. Click OK and then Submit.

Oracle Payroll stores the results of the Annual Tax Adjustment process as run results for the "Annual Tax Adjustment" element.

The Annual Tax Adjustment process adjusts the value of the ISR Withheld balance for the affected employees. It does not process any earnings or deductions for refunding the amount from the employee. You must create additional earnings or deductions elements and process them within subsequent payroll runs in order to pay the employees any refunds or to deduct any amount for recovering taxes paid on their behalf.

You can view the results of the Annual Tax Adjustment process on the View Run Results window or by running the Employee Run Results report.

Oracle Payroll stores the results of the Annual Tax Adjustment Process as run results for the Annual Tax Adjustment element. The following is a description of the results:

Description of Annual Tax Adjustment Results

Result	Description
Pay Value	Amount by which the ISR tax has been adjusted. A negative value means the employee needs to be refunded some money. This input value feeds the ISR Withheld balance and affects the data reported on End of Year reports like Format 37 and Format 30.
ISR Tax Annual Rate Table	Tax rates table used for the calculation.
ISR Tax Annual Subsidy Table	Subsidy rates table used for the calculation.
Calculation Mode	Specifies what Articles were used for the calculation.

DIM Interface Reporting

Multiple Informative Declaration (DIM) Interface

The SAT requires that employers submit to them their employees' wages, salaries, and ISR withholdings on a yearly basis. The Multiple Informative Declaration (DIM) program is the Java application they provide for this purpose. This program accepts flat files with data in a continuous delimited sequence. Oracle Payroll provides the Information Declaration Report (DIM) process to generate this file.

The DIM information must include any ISR tax withheld to any employee in the fiscal year (January 1 through December 31).

Oracle Payroll provides the Information Declaration Report (DIM) concurrent program to produce the data in a format required by SAT for uploading into the DIM program. The output file produced by Oracle Payroll corresponds to Attachment 1 (ISR Reporting) of the DIM.

Output File Format

The Information Declaration Report (DIM) concurrent program creates five output files in the default output directory for your application's concurrent processing:

File Name	File Type	Description
DIMAAABBBBBMMDDYYH HMISS_4_P.eft	Fixed Format	Wages, salaries, and tax information. Upload this file to DIM.
DIMAAABBBBBMMDDYYH HMISS_3_P.eft	Comma Separated	Audit report for DIM. This file contains details of employee wages, salaries, and ISR tax and can be opened using a spreadsheet tool for review and verification. Do not upload this file to DIM.
DIMAAABBBBBMMDDYYH HMISS_2_P.eft	Comma Separated	Exception report for DIM. This file contains records that had errors or did not pass validation rules. The file can be opened using a spreadsheet tool. Do not upload this file to DIM.

File Name	File Type	Description
DIMAAABBBBBMMDDYYH HMISS_1_P.pdf	PDF	Summary report. This report provides a summary of data reported on the main report.
DIMAAABBBBBMMDDYYH HMISS.xml	XML	The XML file containing all the DIM information. This file is currently for internal use only.

These files use the following naming convention:

- AAA: First three characters of the Legal Employer name
- BBBBB: Organization ID for the Legal Employer
- MMDDYY: Date when the Information Declaration Report (DIM) program was run (MM = Month, DD = Day, YY = Year)
- HHMISS: Time when the Information Declaration Report (DIM) program was run (HH = Hour, MI = Minutes, SS = Seconds)

Generating the DIM Report

The Information Declaration Report (DIM) process generates files corresponding to Attachment 1 (ISR Reporting) of SAT's Format 30. These files are for submission through the DIM application. This process reports on data archived by the Year End Archiver.

Run the Information Declaration Report (DIM) from the Submit Request window.

To run the Information Declaration Report (DIM) process:

1. Select Information Declaration Report (DIM) in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Specify the reporting year.
4. Specify the legal employer you want to report on.

Oracle Payroll validates this legal employer against the list of all legal employers for whom you have run the Year End Archiver.

5. Click OK and then Submit.

This report creates five output files in the default output directory for your application's concurrent processing:

File Name	File Type	Description
DIMAAABBBBBMMDDYY HHMISS_4_P.eft	Fixed Format	Wages, salaries, and tax information. Upload this file to DIM.
DIMAAABBBBBMMDDYY HHMISS_3_P.eft	Comma Separated	Audit report for DIM. This file contains details of employee wages, salaries, and ISR tax and can be opened using a spreadsheet tool for review and verification. Do not upload this file to DIM.
DIMAAABBBBBMMDDYY HHMISS_2_P.eft	Comma Separated	Exception report for DIM. This file contains records that had errors or did not pass validation rules. The file can be opened using a spreadsheet tool. Do not upload this file to DIM.
DIMAAABBBBBMMDDYY HHMISS_1_P.pdf	PDF	Summary report. This report provides a summary of data reported on the main report.
DIMAAABBBBBMMDDYY HHMISS.xml	XML	The XML file containing all the DIM information. This file is currently for internal use only.

These files using the following naming convention:

- AAA: First three characters of the Legal Employer name
- BBBBB: Organization ID for the Legal Employer
- MMDDYY: Date when the Information Declaration Report (DIM) program was run (MM = Month, DD = Day, YY = Year)
- HHMISS: Time when the Information Declaration Report (DIM) program was

run (HH = Hour, MI = Minutes, SS = Seconds)

6. You can view these files from the following windows:
 - View Payroll Process Results: You can view all the output files by navigating to the View Payroll Process Results Window. Query up the Information Declaration Report Process and click Output. You can then select the file that you wish to view.
 - Have a system administrator copy the files from the application's output directory to a location accessible by the users.
7. Submit the output file to the SAT through the DIM application.

Rolling back the Information Declaration Report (DIM):

This report applies a lock to the Year End Archiver. Before you can rollback or retry the archiver, you must first rollback the Information Declaration Report (DIM).

See: Correction of Run Results: Rollbacks, page 4-87

Format 2-D Reporting

Fiscal Year Declaration for Moral Persons, General Regime

SAT requires that employers withhold ISR from their employees each payroll period and then report those withholdings through the "Fiscal Year Declaration for Moral Persons, General Regime" (Format 2). Attachment D of Format 2 relates to employee earnings paid by the employer.

Attachment D reports the employees' earnings composition, sorted by multiples of the General Minimum Wage. This report must include all employee earnings earned within the legal employer during the fiscal year.

Oracle HRMS provides the Format 2-D concurrent process to generate your Format 2-D reports. The Format 2-D process takes all employees identified by the parameters specified when you start the process and generates an XML file based on the data archived by the Year End Archiver; therefore, you must have completed the archival process before running Format 2-D.

See: Generating the Format 2-D Report, page 3-76

Output File Format

The Format 2-D report creates three output files:

File Name	File Type	Description
F2DAAABBBBBMMDDYYH HMISS_2_P.pdf	PDF	Pre-printed form of Format 2-D file for the specified Legal Employer and reporting year.
F2DAAABBBBBMMDDYYH HMISS_1_P.eft	CSV	Audit report for Format 2-D. This file contains details of employee wages and salaries. You can view this file with a spreadsheet tool for review and verification.
F2DAAABBBBBMMDDYYH HMISS.xml	XML	XML file containing all the Format 2-D information. For internal use only.

These files use the following naming convention:

- AAA: First three characters of the GRE name.

- BBBB: Organization ID of the GRE.
- MMDDYYHHMISS: Date and time when the you ran the Information Declaration Report.

Format 2-D Box Information

The following table depicts the various boxes and fields on Format 2-D and indicates where Oracle Payroll draws the appropriate balances to complete the report.

Field	Archived Value
Employer RFC	RFC ID
Wages and Salaries	Year End ISR Subject for Fixed Earnings
Overtime	Year End ISR Subject for Overtime
Profit Sharing	Year End ISR Subject for Profit Sharing
Christmas Bonus	Year End ISR Subject for Christmas Bonus
Vacation Premium	Year End ISR Subject for Vacation Premium
Savings Fund	Year End ISR Subject for Savings Fund
Aid for Pantry and Food	"Format 2D Aid for Pantry and Food" Note: This value consists of the sum of Pantry Coupons, Pantry in Cash, Pantry in Kind, and Restaurant Coupons.
Aid for Transportation	Year End ISR Subject for Transportation Aid
Other Earnings	Total Subject Earnings - Sum of all above boxes
Totals	Sum of all balances

Generating the Format 2-D Report

The Format 2-D process generates the Format 2-D output.

Run the Format 2-D process from the Submit Request window.

To run the Format 2-D process:

1. Select Format 2-D in the Name field.
2. Click on the parameters field if the Parameters window does not automatically open.
3. Specify the reporting year and legal employer.
4. Click OK and then Submit.

The Format 2-D report creates three output files:

File Name	File Type	Description
F2DAAABBBBBMMDDYYH HMISS_2_P.pdf	PDF	Pre-printed form of Format 2-D file for the specified Legal Employer and reporting year.
F2DAAABBBBBMMDDYYH HMISS_1_P.eft	CSV	Audit report for Format 2-D. This file contains details of employee wages and salaries. You can view this file with a spreadsheet tool for review and verification.
F2DAAABBBBBMMDDYYH HMISS.xml	XML	XML file containing all the Format 2-D information. For internal use only.

These files use the following naming convention:

- AAA: First three characters of the GRE name.
- BBBBB: Organization ID of the GRE.
- MMDDYYHHMISS: Date and time when the you ran the Information Declaration Report.

Rolling back the Format 2-D process:

This report applies a lock to the Year End Archiver. Before you can rollback or retry the archiver, you must first rollback the Format 2-D process.

See: Correction of Run Results: Rollbacks, page 4-87

Payroll Processing and Analysis

Payroll Processing and Analysis Overview

Using Oracle HRMS you can run a payroll, perform post processing on a successful payroll, and also make changes and corrections for a payroll that has not completed successfully.

Payroll Processing and Analysis in Oracle HRMS

You can run your payroll as:

- A batch process if you want to include all employees or a group of employees in the same run
- A QuickPay process if you want to run a payroll for an individual employee

You can perform all the necessary post processing to generate payment for your employees once you are satisfied that your payroll run results are correct:

- The PrePayments Process enables you to allocate employee payments between the payment methods that you have defined.
- The Payments Processes enable you to make automated payments to a bank account, generate cheques/checks and report on the amounts paid to your employees. You can also verify that cheques/checks have been cashed.
- The External/Manual Payments Process enables you to make cash payments or to pay employees from external sources.

You can analyze your payroll run results to get early notification of possible discrepancies:

- The Payroll Exception report enables you to identify overpayments or underpayments.

- The Void Cheque/Check Payments Process allows you to cancel a cheque/check that was produced in error.
- Employee Run Results give you a list of all results created for this payroll run.

You can use these processes for correcting a payroll run:

- Correction of Run Results: Retries. Retries enable you to correct a payroll run before post-processing has occurred.
- Correction of Run Results: Reversals. Reversals enable you to correct a payroll run when post-processing has already occurred.
- Correction of Run Results: Rollbacks. Rollbacks enable you to correct a payroll run without keeping any record of the original run.

You can run these processes to make accurate provision for current payments backdated from a previous pay period, or current payments received in advance for a future pay period:

- The RetroPay process enables you to retrospectively distribute current payments to the period in which they were earned.
- For non-North American legislations, the Advance Pay process enables you to pay employees in advance for an absence recognized by your legislation.

Key Concepts

To enable you to process and analyze payrolls, you need to understand these concepts:

- QuickPay, page 4-7
- Continuous Calculation, page 4-8

Note: You can use this if it is enabled for your localization.

- Running the PrePayments Process, page 4-31
- Retries, page 4-88
- Reversals, page 4-89
- Rollbacks, page 4-87
- RetroPay, page 4-42
- For non-North American legislations: Advance Pay, page 4-68

Reporting on Payroll Processing and Analysis

See Reports and Processes in Oracle HRMS, *Oracle HRMS Window Navigation and Reports Guide*

Payroll Processing and Analysis

The main purpose of the payroll run is to calculate employee pay correctly at regular intervals. In addition you can perform other payroll processes to ensure accuracy and provide flexibility for your organization. For example, you can roll back a payroll run when you want to carry out a test run without keeping any record of it having taken place. You can also run a RetroPay process when you want to make retrospective adjustments to allow for backdated pay awards.

Does Oracle Payroll enable you to run part payrolls?

Yes, Oracle Payroll enables you to run part payrolls. This is useful in each of the following circumstances where you do not want to process a payroll for the entire organization.

Calculating Pay for an Individual Employee or Group of Employees

If an employee leaves the company before the end of a payroll period, you will need to calculate the individual pay entitlement.

You may also want to calculate individual pay to check the details for an employee before starting a payroll run for all employees.

Specifying What Details You Can Include in a Payroll Run

You may want to specify that only particular types of earnings or particular categories of employee should be included in a payroll run.

Can you verify that a payroll run has completed successfully?

On completion of a payroll run you will need to verify that the run completed successfully. You can display run messages and view latest balances and assignment level results. You may also need to have relevant information grouped by topic in report format so that you can review the outcome of processing. Payroll runs can be monitored through the Payroll Progress Monitor, enabling you to view the name of the run and the percentage/time of completion.

Can you make adjustments after a payroll run has completed?

Oracle Payroll enables you to make each of the following types of adjustment when a payroll run has completed.

- Addition of late entries that were not included in the initial run
- Corrections to details that were wrongly entered in the initial run
- Retrospective distribution of current payments to the period in which they were earned

When you have made these corrections and modifications you can then run the payroll again. However, you do not need to rerun the entire payroll. You need only to perform a retry, and Oracle Payroll will reprocess only those items that were incorrect in the initial run.

Can you produce payment and costing information from a completed payroll run?

Oracle Payroll enables you to use the results of a payroll run to allocate payments to your employees, and to provide costing information.

Ensuring that Employees are Paid by the Correct Payment Method

When a payroll run has completed you need to pay each employee according to the payment methods that you have specified. You may also need to override the predefined payment methods where employees are receiving special payments such as bonuses, which may not be paid by the usual methods of payment. You also have the ability to pay an employee, who has multiple assignments within your organization, a regular single payment.

Ensuring that Costing Information Can be Provided

On completion of a payroll run you may need to distribute the associated costs across particular cost centers. For information on this, see: *Cost Analysis Overview, Oracle HRMS Enterprise and Workforce Management Guide*

Can Oracle Payroll run payroll processes throughout a payroll period?

Yes, the continuous calculation process enables you to process static employee data throughout the payroll period, leaving you extra time for validation and correction at the end of the payroll period.

What if you want to know how much gross pay is required to produce a given net amount?

Where employers have agreed to pay tax on a known fixed net payment, Oracle Payroll can calculate the gross amount that employees must receive in order to meet all deductions and still receive the correct net amount. This is referred to as Net-to-Gross processing, and the calculations that derive the correct gross amounts are referred to as Grossups, provided that the feature is enabled in your country.

Note: The entries made in the "Grossup Processing" tab on the earnings form only specify what deductions are to be included when calculating the gross pay. The system looks at the taxability rules to determine what deductions should be taken from an earning and does not take into consideration what is entered on the grossup processing tab. For example, if the gross up processing tab shows that Federal tax is to be the only tax included in the grossup calculation but the element is subject to CPP, EI and Federal tax as per the taxability rules, all three taxes will be deducted.

Can you process external and manual payments

Yes, Oracle Payroll enables you to make external and manual payments.

The Payroll Run

Process Part of a Payroll

Oracle Payroll enables you to run a payroll and conduct post-processing on a payroll that has completed successfully. You can also enter subsequent changes and corrections for a payroll that has not completed successfully.

Oracle Payroll makes use of the following concepts when implementing payroll procedures:

Assignment Sets

Occasions when you need to use assignment sets for the payroll run include:

- You need to process the night shift earlier than the rest of the payroll as they must receive their pay advices the night before the rest.
- You need to process a correction run, as entries were not received in time for the normal run and the overtime must be paid this period.
- You want to process an additional run for a long service award, which the enterprise is presenting as a cheque/check to each qualifying employee.

To fulfil these requirements, you can select from a range of assignments:

- Include all assignments
- Include or exclude individually identified assignments
- Use a formula to include or exclude certain groups of assignments

Consolidation Sets

A consolidation set is a grouping of payrolls that simplify post-run processing and reporting. It enables you to produce a single set of reports, costing results, and other results for all payrolls in a consolidation set. When you run a payroll, make sure that you have named the consolidation set to which the payroll belongs.

Element and Distribution Sets

With a normal payroll run, you would want to include all elements, but for a long service award bonus you would want to include only the bonus element and the statutory elements. You first calculate gross pay for ascertaining the gross amount to transfer into the payroll account. Then you complete the gross to net calculation.

You can select element sets as follows:

- Include all elements
- Include or exclude individually identified elements
- Include or exclude classifications of elements.

Canada only: When creating a Run set, you need to explicitly add the Canadian Tax recurring element to your element set.

US only: When creating a Run set, you need to explicitly add the VERTEX recurring element to your element set.

The predefined elements for Oracle Payroll are processed for every payroll run in which they have been included. The deductions are recalculated using the period totals, the amount already paid in previous runs is deducted, leaving the remainder as the deduction for the new payroll run.

QuickPay

QuickPay enables you to carry out payroll processing for individual employees. You can use QuickPay to pay employees who are leaving and who require payment immediately. If an employee asks what their net pay will be this month, you can run QuickPay to find the answer, then roll it back to remove all results from the database.

QuickPay: Two Options for PrePayments:

Once the QuickPay run has a status of Complete, you have a choice of two options for post-run processing:

- Include the QuickPay in the batch prepayments processing for the assignment's payroll.

Choose this option if, for example, you have a new employee who joins after the payroll run for the current period has taken place. Instead of rolling back the whole payroll and resubmitting it with the new employee added, you run QuickPay instead so that you can include the new employee in the consolidation set for batch prepayments.

- Start the PrePayments process from the QuickPay window, if necessary overriding the default payment method.

Choose this option if, for example, an employee is leaving and is waiting to be paid by cash or cheque/check.

Troubleshooting QuickPay: Concurrent Manager

When you start the QuickPay process, the screen freezes, and you cannot delete or update the QuickPay definition until the process completes.

You may receive one of the following error messages:

- **The process has not started**

This means either that the concurrent manager has not been started, or that there are other requests of a higher priority. Ask your system administrator to start your request or change its priority.

- **The process has started but has not finished**

Ask your system administrator to investigate the reason for this.

Continuous Calculation

Continuous Calculation enables you to distribute your payroll processing throughout a payroll period. You can run processes such as the payroll run, prepayments steps, and costing, which deal with predominantly static employee data, at the start of the payroll period, leaving more time for validation and correction of changed data.

Continuous Calculation works by using triggers. You define triggers and events which inform the system when data has changed. For example, if an employee receives a bonus, the corresponding event is triggered. When you subsequently run the Continuous Calculation process, the system identifies these triggers and marks the corresponding payroll processes (such as the payroll run) to be repeated. The affected processes are repeated in a batch process which can be run as often as required. You define the frequency of the batch process when you run the Continuous Calculation process.

Event Group Qualification

Event Qualification is a system to restrict the type of datetracked-events to be interpreted from the Incident Register. You can qualify the event so only a subset of these event types are actually returned. An event qualifier is a basic definition of events to be monitored for a table to represent additional filtering.

You can form event groups that enable you to construct a grouping of events. A list of events gives you the ability to say "I am interested in this event occurring" and provides a simple solution for most problems. In more complex implementations, you can use Event Qualifiers. If, for example, there are date changes, you can address it to a further level of granularity such as "why the change occurred". It enables you to specifically control the events creation; for example, "to raise event if the change is from A to B, but do not raise it if it is from A to C. In other words, a specific change qualifies the event.

The Qualifiers button is enabled only when you enter an event with update type "Datetrack Update" using the Event Group window. An event can be qualified if predefined qualifiers exist for that table, and you can enter exact changes that cause the event to be valid or invalid.

If you require qualifiers, you can create a default change with old and new values set to

<ANY_VALUE>, such that all changes result in the event being registered. A list of exceptions to this default behavior displays in the Value Change Exception region. You can set some causes of the event and select the Valid check box and if the change occurs, the application fires the event or validates the event. For example, consider 20 possible values for a field but the event is considered important only if value10 is changed to value15. By using the Event Qualifiers, you can add a validation that the application should not process if the fields are changed from and to any other value.

The Event Qualification window enables you to record the name of the qualifier, the table being monitored, the qualifying value and query (the From and To clause for the validation) used to validate comparisons. The table PAY_EVENT_QUALIFIERS holds this information.

Qualifiers are of two types - direct and indirect comparisons. You can use direct comparisons for assignment changes and indirect comparisons for entry value changes. The indirect changes relate to dynamic triggers monitoring one table, but looking for changes in another table. This is particularly relevant to entries, where you can monitor the entries table, then look for changes in the entry value table.

The table PAY_EVENT_VALUE_CHANGES holds information detailing the definitions of the changes that cause the events to be valid or invalid. The table includes the qualifier and name that is to be used, with the values of from and to, the column that triggers the qualification check, with whether it is valid and the type of proration it relates to.

The comparison determines if the event is a valid event and the type of proration that is associated with that event. You can use <ANY_VALUE> and <NULL> to denote the type of change in the comparison.

The Run Proration field is enabled only if the Event Group is Proration and if the legislation has enabled it in PAY_LEGISLATIVE_FIELD_INFO.

For information on how to define event group qualifiers, see: Defining Event Group, Note ID: 971206.1 on MyOracle Support.

Tax Adjustment Run

Employers must compare the actual tax paid by employees against the calculated tax from the statutory yearly tax tables. Any differences arising out of this comparison are withheld from or remitted to the employees. Tax law requires employers perform this payroll run once a year, but running the tax adjustment every quarter will decrease the amount of any possible tax shortfall.

The Tax Adjustment run should be used to reconcile and adjust the annual tax liability for the employee and the employer, taking into account all earnings paid to the employee during the year.

This type of run uses the Annual Tax Adjustment payroll run.

Note: The Payroll Run Types feature identifies and controls the Tax Adjustment Runs. Whenever you run the Annual Tax Adjustment payroll process, the Mexico Tax formula calculates a difference between the year-to-date value of ISR tax withheld so far and ISR calculated from year-to-date income subject to tax. For example, you can mark a regular run as an Annual Tax Adjustment run when submitting the payroll run for processing.

Starting a Payroll Run

You start a payroll run in the Submit Requests window.

To run a payroll:

1. In the Name field, select the name of your payroll run process.
2. In the Parameters window, which opens automatically, select the payroll.
3. Select the default consolidation set name for the payroll, then select the current payroll period display.
4. Select a new consolidation set for the run if required.
Use the consolidation set to control post-run processing of the results.
5. Select the payroll period for the run.
6. Select an element set and assignment set if required.
US only: Make sure that you have included the VERTEX seeded recurring element in your element set if you are using an element set.
7. Select a run type.
8. If your legislation supports Regular and Supplemental runs, then select R for a Regular run or S for a Supplemental run.
India only: Select "Bonus" run type for paying bonus.
9. You can optionally enter a message to appear on the statements of earnings for this run if your SOE is designed to support such a message.
10. Choose Submit.

Starting a Tax Adjustment Run

You start a Tax Adjustment payroll run in the Submit Requests window.

To start a Tax Adjustment payroll run:

1. In the Name field, select Payroll Run.
2. In the Parameters window, select the payroll.
3. Select the default consolidation set name for the payroll, then select the current payroll period display.
4. Select a new consolidation set for the run if required.
Use the consolidation set to control post-run processing of the results.
5. Select the payroll period for the run.
6. Select an element set and assignment set if required.
7. Specify Tax Adjustment as the run type.
8. Choose Submit.

Setting Up Continuous Calculation

To set up your system for continuous calculation:

1. In the Table Event Update window, check that the events are defined for the tables you require for continuous calculation.
2. If the table has already been defined, but the required event is missing, create either an Update, Delete, or Insert event and enter the table column to which the event refers. Select the change type defined by the event.
3. If the tables you require for continuous calculation have not been defined in the Table Event Update window, define them now in the Table Event Updates window.
See: Making Table Event Updates, page 5-8
4. In the Functional Area Maintenance window, choose the Incident Register functional area. Make sure your triggers are included in this functional area. If your triggers are not included, insert them.

You can also activate the triggers according to legislation or business group.

See: Grouping Dynamic Triggers into Legislative Functional Areas, page 5-7

Note: When you save a single trigger, this has the effect of regenerating all triggers contained in the same package.

5. Run the Continuous Calculation process from the Submit Reports and Processes window.

See: Running the Continuous Calculation Process, page 4-12

Running the Continuous Calculation Process

The Continuous Calculation process enables you to process static employee data throughout a payroll period.

You run the Continuous Calculation process from the Submit Requests window.

To run continuous calculation:

1. Enter Continuous Calculation in the Name field of the Submit Requests window.
2. Select a payroll.
3. Schedule your process.

You can choose how often you want to run the continuous calculation process. For example, you can run the process every day, every week, or on specific days.

4. Choose Submit.

Running QuickPay

You navigate to the QuickPay window from an employee assignment.

To define a QuickPay run for an employee assignment:

1. Set your effective date to the day you want to make the QuickPay payment.

The Payroll Period displays for the date selected, and the Date Paid and Date Earned for this period also display. Date Paid is the regular payment date for your legislation. You can update the Date Paid field, but only to another period's regular payment date.

Note: If you select an effective date for which there is no valid payroll period, all three fields remain blank. You cannot select an effective date earlier than the start date of the parent record - the employee assignment.

2. Select a consolidation set.

The default is the consolidation set for the assignment's payroll.

Note: The Number field remains blank and the status field remains set to Unprocessed until the QuickPay run process is completed.

3. If your legislation makes use of run types, select the run type for this QuickPay.
4. Enter a pay advice date and message if required. These fields are for information only.
5. Save your QuickPay definition.

Note: All assignment processes for the assignment's payroll must have a status of Complete for you to save the definition. If not, you see an assignment interlock failure message. Check the status of the assignment processes in the Assignment Processes window, and delete, roll back or rerun any non-Complete processes.

If the QuickPay Run itself displays In Error or Marked for Retry, choose the Retry Run button to run the process again.

To execute a QuickPay run for an employee assignment:

1. Choose the Element Selection button if you want to check or verify element entries for the QuickPay run. All the elements for the assignment that exist as of Date Earned are listed in the Element Selection window. Select or clear the Include in Run check box for elements you want to include or exclude from the run.
2. You can choose the Entry Values button to view entry values for each element.

Note: You cannot create, update or delete entries or entry values in the Element Selection and Entry Values windows. You can only select or clear the Include check box for entries.

3. Choose Start Run to run the QuickPay process.

You run QuickPay from the QuickPay window, not from the Submit Requests window. You can view the status of the run in the View Requests window. If necessary, you can then mark it for retry or roll it back either from the QuickPay window or the Payroll Processes window.

When the run is processed, the Status and Number fields in the QuickPay Run block display values for the run as follows:

- **Number:** Numbering is consecutive, starting from 1, for each QuickPay run in a payroll period. There is a separate series for each separate payroll. The numbering restarts from 1 for each successive period.
- **Status:** Values displayed for processed QuickPay runs are Complete, In Error, Mark for Retry. You cannot enter or update values directly in this field. Choose Retry Run to rerun the QuickPay process for runs with the status In Error or Marked for Retry.

Running the Generate Run Balances Process

Run this process when you want to recalculate run level balance values that may have become invalid, such as through changes to historical data.

You run this process in the Submit Requests window.

To run the Generate Run Balances process :

1. In the Name field, select Generate Run Balances.
2. Select the Parameters field to open the Parameters window.
3. In the Parameters window, optionally enter a start date from when you want run balances recalculated. If you do not enter a date, Oracle Payroll recalculates the balances for the entire life of the balances.
4. Select a mode to determine which balances to include. There is no specific time required to run these, such as once a month. All Invalid Balances is likely to be run most often, with Single Balances and All balances run as required. You can choose from the following:
 - A Single Balance
 - All Invalid Balances
 - All Balances

If you select Single Balance mode, the Defined Balance field becomes active.

5. Select the option that shows the route for retrieving balance values, even if its status is Invalid.

The Defined balance field is only enabled if Single Balance mode is selected from the Mode field.

6. Select a balance level to determine which balances are to be recalculated. The following is the complete list of balance choices available, depending if enabled for

your localization:

- Assignment
- Group
- Assignment and Group

7. Choose OK and then Submit.

Post Processing for a Payroll

Post-Processing for a Payroll

The following table illustrates the payroll production cycle:

Stage	Result
Payroll Run	Computes payroll gross-to-net. See: Starting a Payroll Run, page 4-10
PrePayments	Distribution of employee pay and payment methods. See: Running the PrePayments Process, page 4-31
Payroll Archiver	Stores earnings, deductions, and other payroll data. Serves as the data source for the Payslip. See: Managing the Payroll Archiver, page 4-28
Cheque Writer (Mexico)	Produces cheques, payslip, and online payslip data. See: Running the Cheque/Check Writer Process, page 4-34
Pay Advice	Produces Payroll Receipts for employees, reporting all earnings received during that pay period. See: Generating Pay Advice, page 4-38
Direct Deposit (Mexico)	Produces files for electronic submission to banks for direct deposit payments. See: Defining a Payment Method, page 2-16
External/Manual Payments	Records cash or cheque payments to employees from external sources or petty cash.

PrePayments Process

Within Oracle Payroll the PrePayments process enables you to select a payment method to pay your employees. You can distribute employee pay over more than one method using either a percentage or monetary split.

You can override the PrePayments process. For example, suppose you have run the normal payroll run and made payments via one payment method. You then have to run supplementary payments for some employees and pay them by a different payment method. The PrePayments process, having distributed the regular payments over the payment methods entered, allocates the supplementary payments to the override method.

Payroll Archiver

The Payroll Archiver stores each payroll period's earnings, deductions, tax calculation details, taxes withheld, and accruals, as well as each employee's name and address, employer information, and assignment details.

Cheque Writer Process

Run the Cheque Writer process to determine the generation of cheques for a specified payroll and consolidation set over a specified time period.

You can generate contiguous serial numbers for cheque printing, and you can use this feature to account for cheque stationery used during the cheque printing process. If you do this, you also need to take into account the cheques you use to carry out the alignment of your printer.

Oracle Payroll provides automatic cheque numbering for the Check Writer process. You can keep track of cheque numbers when you process multiple cheques per day.

Note: Your System Administrator can enable the HR: Default Cheque Number Method profile which enables you to use the automatic cheque numbering process.

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

Pay Advice Process

The Pay Advice (Mexico) process produces Payroll Receipts for submission to all employees. These receipts report all earnings an employee has received across the pay period.

See: Generating Pay Advice, page 4-38

Void Cheque Payments Process

Run the Void Cheque Payments process when you want to void cheques you have issued using Oracle Cheque Writer. You may want to do this if there is a printing error or if the cheques you print are afterwards lost. The process cancels the cheques issued, records details of the cancellation, and enables you to give a reason for cancelling.

Direct Deposit

Produces files for electronic submission to banks for direct deposit payments. You can define multiple payment methods for the same type.

Until CLABE is implemented, each bank in Mexico has its own format for payroll account management. Oracle supports the direct deposit formats for the following banks:

- Banamex-Citybank
- BBVA Bancomer
- Inbursa
- Santander-Serfin

You define direct deposit as a payment method during payroll definition.

See: Setting up Direct Deposit, page 2-19

External/Manual Payments Process

Use the External/Manual Payments window to record cash or cheque payments to employees from external sources or petty cash. The window enables you to record details of each payment.

Data Locks for Payroll Processes

Data locking is a mechanism that enables you to protect your data from unwanted updates. For example: If you are running a monthly report at the end of each month, the data contained in the report has to remain unchanged for as long as the report exists. If you want to change this data, you must first rollback the report.

Data Locks: Automatic or User Selectable

Automatic

Some payroll processes automatically lock your data and you do not need to take any additional action to apply a lock. For example, whenever you run the prepayments

process, your data is automatically locked against update while the prepayments process completes.

User Selectable

Some payroll processes do not apply a lock automatically, but do provide you with the option of selecting a process to apply a lock. Where this is the case, the lock process can usually be selected from the Submit Requests window for your legislation.

For example, if you are using Oracle Payroll for Ireland you can select the P30 Data Lock process which specifies a date at which you want to lock the P30 monthly report before generating the report output. By applying the data lock you also maintains the lock date as a historical record so that you can be confident that subsequent monthly reports start from the correct point.

Data Locks: Rollbacks Can Override Them

You should also be aware that some payroll post-processes can override any data locks that you have established. Oracle Payroll does not provide validation to prevent this, since it is a legitimate action that you may need to perform. For this reason we recommend that you should always refer to the individual topics in Oracle Applications Help before attempting to work with user selectable data locks.

Payroll Archiver

Run the Payroll Archiver after the pre-payments process and before the payments process (Cheque Writer). It stores each payroll period's earnings, deductions, tax calculation details, taxes withheld, and accruals, as well as each employee's name and address, employer information, and assignment details.

After running the Payroll Archiver, you can use the Payroll Actions Not Processed report to see if any eligible employees (and their corresponding payroll processes) were not archived.

See: Managing the Payroll Archiver, page 4-28

You can generate the payslip from the employee's assignment after running the Payroll Archiver and the appropriate payments process has completed

See: Setting Up Payslip Information and Generating Payslips, page 2-22

Online Payslips

Oracle Payroll generates the online payslip from the employee's assignment after it completes the Pay Slip Archiver Process. In addition to the External Process Archiver (Payroll Archiver), it must also complete the Cheque Writer and Direct Deposit processes. The Pay Slip is available for viewing by the manager and employee only at the end of the payroll cycle. Viewers have the ability to look at the current or previous

pay periods.

Note: If a termination check was issued to an employee, that employee cannot see the results of the termination check.

A payslip is not available for reversals or voided cheques.

Employees can view their payslips using SSHR. After logging in, they can select the pay period they want to view.

The online payslip displays an employee's primary assignment first for the last pay period. Employees can then select the pay period from the list of values, which displays the pay dates. The dates in the list of values are defined in View Payslip from Date, which is set by the customer with profile options. Oracle HRMS sorts this list of values in descending order, which means the last pay date displays at the top of the list.

Payroll managers can view the payslips of all employees.

Running the Payroll Register (Mexico) Report

The Payroll Register (Mexico) report is a consolidated report in a PDF format of all payroll runs within a specified payroll period. Use the Payroll Register report to get a consolidated overview of different payroll components such as earnings, deductions, tax balances, and net pay for all employees in a GRE. This report helps in identifying the discrepancy in earnings or deductions in the payroll run. This report provides GRE level consolidated total of earnings and deductions.

You run the report from the Submit Request window.

To run the Payroll Register (Mexico) report:

1. In the Name field, select Payroll Register (Mexico) Report. The Parameters window opens.
2. Enter the start date of the period for which the report is run.
3. Enter the end date of the period for which the report is run.
4. Select the payroll for which to run the report.
5. Select the consolidation set for which to run the report.
6. Select the legal employer for which to run the report.
7. Select the GRE for which to run the report.
8. Select the assignment set for which to run the report.

9. Select the balance dimensions to be reported. You can select from the following:
 - Current: Current run level balance values will be reported.
 - Current & Monthly: The current run level and month level balances will be reported.
 - Current & YTD: The current run level and year to date level balances will be reported.
10. Select the sort option for the report output:
 - Employee Name: Results are sorted based on the Name of an employee.
 - Payroll: Results are sorted based on the Payroll name.

11. Click OK and then Submit.

12. Navigate to the View Requests window to view the report.

The Mexico Payroll Register PDF displays the following information:

- Employee name and address details
- Parameters selected to run the report
- Total earnings of an employee for the period selected while submitting the concurrent program. You can view the consolidated total at the GRE level.
- Total deductions of an employee for the period selected while submitting the concurrent program. You can view the consolidated total at the GRE level.
- Tax Balances of an employee. You can view the consolidated total at the GRE level.
 - ISR Withheld
 - ISR Calculated
 - ISR Exempt
 - Subsidy for Employment
 - Subsidy for Employment Paid
 - Social Security Quota EE
 - Social Security Quota ER
 - State Tax
- Total earnings of an employee after deductions. Consolidated total at the GRE level will also be displayed.

The consolidated tax balances at the Legal Employer level is also displayed at the end of the report. The consolidated tax balances at Legal Employer level is the cumulative of all the GREs coming under the Legal employer, which is the sum of all the GRE level balances displayed earlier.

Running Post-Run Processes for QuickPay

To run PrePayments and other processes from the QuickPay window:

1. Choose the Start PrePayments button. If required, you can override the default payment method for the assignment. You have a choice of Cash or Cheque/Check for prepayments run from the QuickPay window.

The status for the completed process displays in the Status field in the QuickPay PrePayment block.

2. When a status of Complete displays, do *one* of the following:
 - Choose the External Payment button to make payment by cash or cheque/check from the External/Manual Payments window.
 - Leave the payment to be made by a batch Cash or Cheque/Check Writer process for the consolidation set.

Note: If you have already included the QuickPay run in the default consolidation set for the assignment payroll, it can take part in the batch PrePayment process for the payroll without further action on your part.

Viewing Payroll Process Results

To view, retry or roll back payroll processes:

1. Select the name, period dates and action type of the payroll you want to view results for.

If you leave the Period To field blank, the end date in the Period From field becomes the end date for the query. If you run the query directly without entering payroll or period details, the window displays all payroll process results for all payrolls in the Business Group.

2. Choose Find.

The window displays details of all payroll processes for the payroll and period selected. See below for further display details.

3. To mark a payroll process for retrial, select the Retry check box for the record. You can then run the Retry process from the Submit Requests window.
4. To monitor the progress of a payroll run, select the record and choose the Process Info button. This activates the Payroll Progress Monitor, allowing you to view the name of the run currently processing and the percentage/time of completion. You can update these details through the Refresh button or check the Automatic Refresh box to enable changes to display as they occur.
5. To roll back a payroll process, select the record and choose the Delete Record icon. This deletes the process from the database and returns all values to their former state.

Note: Use the Payroll Processes window to roll back small processes only. It is better to roll back large processes such as payroll runs from the Submit Requests window. This runs the process under concurrent manager control, freeing you to carry out other tasks during processing and handling the process more quickly. You can also run processes for assignment sets in Submit Requests.

6. To see further information about the assignments making up the payroll process, select the record and choose from the buttons at the bottom of the window. Information then displays for the records you select.
 - **Assignment Process:** Lists details of the assignment processes making up the payroll process.
 - **Message:** Displays any system messages relating to the payroll process.
 - **Process Info:** Summarizes processing status information for the assignment processes.
 - **Conc Manager:** Enables you to query details of the run to view log file details.
 - **Breakdown:** Summarizes costing process information as follows:
 - Costings that were correctly costed (Normal Number)
 - Costings posted to the suspense account

Note: Costings can be posted to the suspense account if costing codes are wrong or, for example, values missing for distributed costing. Such costings still have a status of Complete. For costing processes to be given a status of Error there must be a

serious breakdown at system or process level.

- **Output:** This button enables you to view and download magnetic media, audit and other output files from the View Payroll Process Results page after running the Federal/State/Local W-2 magnetic media processes, State Quarter Wage Listings (SQWL's), and TIAA CREF interface. If the Output button is inaccessible (greyed out), this may indicate you are attempting to view output from a process other than the processes listed above, such as the pdf output from the Employee W2 PDF process.
- **Reconciliation Details** Allows you to see whether a specific payment has been cleared by the system. One of the following statuses will be displayed:
 - Cleared
 - Uncleared
 - In error

You can also see the messages produced by the reconciliation process.

Printing the Payslip

You can generate your payslips to be printed and distributed to your employees using a report that picks up the payroll information you extracted previously through the payslip archive process, and converts it into a formatted file ready for printing. The payslip consists of a header and a body section, with the information you enter in the Parameters window appearing on the header page and the payslip figures in the main body.

You run the payslip report from the Submit Request window.

To run the payslip report:

1. Select your country's payslip report in the Name field.
2. In the Parameters window, enter the start and end dates for the period of time you want the report to cover. You run the report for the same period as the payslip information extracted by the payslip archiver.
3. In the Parameters window, select a payroll, consolidation set and assignment set. This selects the employees for whom you want to run the report. Selecting a payroll overrides the consolidation set and processes the report only for the selected payroll. You can opt to select just a consolidation set, but cannot do the same with the assignment set.

4. The Sort Order fields that appear on the header section of the payslip enable you to divide the payslips into areas of your choice. For example, the current defaults divide the payslips into Person Info 1(Employer), Organization and Full Name areas. You can change the default values that appear by selecting another item from the list of values, selecting information about Additional Employee Details, Address Details, Payroll Information and Employee Details.
5. Choose the Submit button.
6. Choose the View Output button to view or print the payslip report file.

Running the Employee Assignments Without Payroll Report

Use the Employee Assignments without Payroll report to identify any employee assignments that do not have a payroll.

To run the Employee Assignments without Payroll report:

1. Enter the beginning date. This is the date from which you want to begin identifying assignments without a payroll.
2. Enter the end date. This is the date at which you want your report to conclude.
3. If you are running the PDF version of this report, select a template for your PDF template.
4. Click OK.
5. Click Submit.

Running the Payroll Actions Not Processed Report

Use the Payroll Actions Not Processed report to identify all payroll actions not yet processed.

You run the Payroll Actions Not Processed report from the Submit Requests window.

To run the Payroll Actions Not Processed Report:

1. Enter a start date for the report to begin from.
2. Enter an end date to indicate the end of the reporting period.
3. Enter further identifying information to make your report as specific as possible. For example, you can enter payroll name, consolidation set name, and Government Reporting Entity (GRE).

4. Select the mode, for example, Costing, Payroll Archive and so on.
5. If you are running the PDF version of this report, select a template for your PDF template.
6. Click OK.
7. Click Submit.

Running the Employee Assignments Not Processed Report

Use the Employee Assignments Not Processed report to produce a list of all unprocessed employee assignments and decide on sort criteria for the list.

You run the Employee Assignments Not Processed report from the Submit Requests window.

To run the Employee Assignments Not Processed report:

1. Enter a beginning date for the start of your reporting period.
2. Enter an end date to specify the end of your reporting period.
3. Enter further identifying information to make your report as specific as possible. For example, you can enter payroll name, default consolidation set name, Government Reporting Entity (GRE), and location.
4. Enter the sort options for your report.
5. If you are running the PDF version of this report, select a template for your PDF output.
6. Click OK.
7. Click Submit.

Running the Element Register Report

Use the Element Register report after a payroll or QuickPay run to display a listing of the elements and pay values for each employee. You can specify selection criteria to determine what the report includes. For example, you can select elements by element set, element classification or by individual element name. You can also specify a report output type for browser display, or for export to an editable spreadsheet.

You run the Element Register report from the Submit Requests window.

To run the element register report:

1. Enter the Beginning Date Paid and the Ending Date Paid to specify your reporting period.
2. Select the criterion for determining which elements appear in your report. You can select one of the following:
 - Element set - your report includes all elements in an element set
 - Element classification - your report includes all elements belonging to a classification.
 - Element Name - your report only includes a single element

When you have selected the criterion, enter a name to identify the particular element set, element classification or element for reporting. For example, if your criterion is element set, you enter the name of the particular element set that you want to report on.

3. Select the Payroll, or Consolidation Set for your report. If you select a payroll, the consolidation set appears by default. You must select either a payroll, or a consolidation set.
4. If you want to report on a single GRE, select the GRE name. If you do not make a selection, your report contains information for all valid GREs.
5. If you want to report on a single organization, select the Organization name. If you do not make a selection, your report contains information for all valid organizations.
6. If you want to report on a single location, select the Location name. If you do not make a selection, your report contains information for all valid locations.
7. If you want to report on an individual employee select Employee name. If you do not make a selection, your report contains information for all valid employees.
8. Select an assignment set if you want to report on all assignments in a particular assignment set. You can only select a static assignment set. Dynamic, or formula-based assignment sets do not appear in the list of values.
9. Select an Output File Type:
 - HTML - this file type produces an output file that you can view in your browser.
 - Comma Delimited - this file type produces a comma delimited file that you can view in a browser. Additionally, you can save the comma delimited file as csv

or txt so that you can open it for editing in a spreadsheet.

Managing the Payroll Archiver

The Payroll Archiver preserves payroll run information, so you can use it for accurate payroll reporting or third-party tax filing. This is a mandatory part of payroll processing if you are using the Online Payslip functionality included with Oracle Self-Service HRMS. This process logs:

- PrePayment process
- Reversals
- Balance adjustments

You must run the Payroll Archiver after you have run Payroll and Pre-Payments but before running the Cheque Writer process. You run the Payroll Archiver from the submit requests window.

The Payroll Archiver management process involves:

- Running the Payroll Archiver, page 4-28
- Viewing Archiver Values by payroll, page 4-29
- Viewing Archiver Values by assignment, page 4-29
- Rolling back or reversing a Pre-Pay Process archive for a specific employee, page 4-29
- Rolling back or reversing a Pre-Pay Process archive if you don't know the employee's name, page 4-30

To run the Payroll Archiver:

1. Select Payroll Archiver in the Name field.
2. If the parameters window does not open automatically, click in the Parameters field to open it.
3. Enter a Start Date and End Date. Oracle Payroll archives information for payroll runs that occurred in the date range you specify.
4. Select the Payroll or Consolidation Set that you want to archive data for. If you select a payroll, the Consolidation Set automatically defaults.
5. Select OK, and then Submit.

6. After running the Payroll Archiver, use the Payroll Actions Not Processed report to see any employees (and corresponding payroll processes) that were not archived but fell within the report's parameters.

To view Archiver Values by payroll:

1. Navigate to the Payroll Process Results window (View | Payroll Process Results).
2. Specify the name, pay period, and action type of the payroll you want to query.
3. Click Find.
4. Select the date you want to view, and click Assignment Process.
5. Select the name of the employee you want to view, and click View Results.
The View Archive Values for the assignment appears.
6. Select any of the "Details" to view them.

To view Archiver Values by assignment:

1. Navigate to the Assignment Process Results window (View | Assignment Process Results).
2. Specify the name and pay period for the employee you want to query.
3. Click Find.
4. Select "Magnetic Report" type, and click View Results.
5. In the Line Level Archiver section of the View Archive Values window, you can select any of the "Details" to view them.

To rollback or reverse a Pre-Pay Process archive for a specific employee:

Perform these steps if you want to rollback or reverse a Pre-Pay Process that has already been locked and archived by the Payroll Archiver process.

1. Open the Employee Assignment Processes window (View | Assignment Process Results).
2. Specify the employee name.
3. Specify the pay period.
4. Click Find.

5. Locate the desired Payroll Archive.
Its Type will include "Magnetic Report".
6. To retry this archive, click Retry.
To reverse this archive, select the row and click Delete.
7. Save your work.
8. Locate the Pre Pay Process in your query results.
9. To retry this archive, click Retry.
To reverse this archive, select the row and click Delete.

To rollback or reverse a Pre-Pay Process archive if you don't know the employee's name:

Perform these steps if you want to rollback or reverse a Pre Pay Process that has already been locked and archived by the Payroll Archiver process.

1. Open the Payroll Processes window (View | Payroll Process Results).
2. Specify the payroll name.
3. Specify the pay period.
4. Specify "Magnetic Report" as the type.
5. Click Find.
6. Locate your Payroll Archiver process from the returned list, and select its row.
7. Click Assignment Process.
The Assignment Processes window opens, listing all actions according to employee name.
8. Select the desired row.
9. To retry this archive, click Retry.
To reverse this archive, select the row and click Delete.

Direct Deposit (Mexico)

The Direct Deposit (Mexico) process produces files that you transfer to your financial institution for direct deposit payments. This process must be run prior to the Deposit Advice process.

To run the Direct Deposit process:

1. In the Name field, select Direct Deposit (Mexico).
2. Click in the Parameters field if the Parameters window does not open automatically.
3. Select the name of the payroll or consolidation set to run the process for.
When you select a payroll name, its default consolidation set displays.
4. Enter the start and end dates of the time span for the processing to cover. For some financial institutions, this should be within 30 days of the effective date.
5. Select the name of a payment method to use for all the payments resulting from this process run.
The payment method defaults to Direct Deposit.
6. If required, enter an override deposit date to use for all the payments resulting from this process run.
7. Choose OK and then Submit.
Direct Deposit (Mexico) generates an XML file with the payment details.
You cannot submit this file to any bank in its current format, but you can use it to generate any submission reports.
8. From the Submit Requests window, select XML Report Publisher.
9. Click in the Parameters field if the Parameters window does not open automatically.
10. Specify the request ID of the Direct Deposit (Mexico) process you ran.
11. Select the appropriate direct deposit template and its locale.
12. Select eText as the output value.
13. Click OK and Submit.

You can view the generated interface file by clicking View Output. Use this file to transmit payment details to the bank.

Running the PrePayments Process

Run this process when you want to do one of the following:

- Distribute employee pay over more than one payment method using either a percentage or monetary split. You define the amount or percentage to be paid by each method for each employee in the Personal Payment Method window. You can also indicate that payment methods should take account of run types and run types at personal level.
- Override the default payment methods. For example, you may need to run a supplemental payroll for which the distribution between payment methods will be different from that specified for the regular run. When you override the defaults, the payments for the supplemental run only are distributed according to the override payment method that you specify.
- If Multiple Assignments is enabled for your Payroll, the PrePayments process creates one regular cheque for all assignments and one cheque for each separate payment. Assignments must be included on the same payroll in the same payroll period or they will not be included.

Note: The Net Pay from each assignment is deposited into the payment method account for the primary assignment unless the primary assignment is not processed. If it is not processed and the secondary assignment does not have a personal payment method, the employee receives a cheque.

Note: You cannot delete personal payment methods if a PrePayment process is run.

Canada only: The PrePayments process creates different results depending on the setting of the Payroll Archiver Level option, which is set at the business group level. If you set it to "Tax Group," PrePayments consolidates the payment for all GREs of an assignment (which must belong to the same tax group), and Cheque Writer/Deposit Advice generates only one cheque or deposit (this can happen only at the beginning of the year, after running the last payroll for the previous year and before running the first payroll of the current year). If you set it to "GRE," PrePayments creates separate payments for each GRE, and Cheque Writer/Deposit Advice generates a cheque or deposit advice for each GRE.

See: Entering Payroll Archiver Level Information, *Oracle HRMS Enterprise and Workforce Management Guide*

You run this process from the Submit Requests window.

To run the PrePayments process:

1. In the Name field, select PrePayments.
2. In the Parameters window, select the name of the payroll or consolidation set to run

the process for.

When you select a payroll, the default consolidation set is displayed.

3. Enter the start and end dates of the time span for the prepayments processing to cover.

Note: If you specify the end date and not a start date, the process automatically uses the start date of the period for the end date you specified.

4. If required, enter an override payment method. The method you select overrides all other payment methods for this processing.
5. Choose OK.
6. Choose Submit

Creating a Cheque Report for the Cheque Writer Process

You can add your own cheque report to the Cheque Writer (Mexico) process by generating it and placing it in the \$PAY_TOP/srw directory.

Choosing a cheque report:

1. Generate your new cheque report and place it in the \$PAY_TOP/srw directory.
2. Add the cheque report's details to the HR_LOOKUPS table.

The supplied sample report includes the following definition in this table:

Column Name	Value
APPLICATION_ID	800
LOOKUP_TYPE	MX_CHEQUE_REPORT
ENABLED_FLAG	Y

3. Select your report in the Cheque Writer (Mexico) parameters window.

Running the Cheque/Check Writer Process

You run the Cheque/Check Writer process from the Submit Requests window.

To run the Cheque/Check Writer process:

1. In the Name field, select the appropriate process.
Irish Payroll: Select IE Cheque Writer
Mexican Payroll: Select Cheque Writer (Mexico).
US Payroll: Select Check Writer.
All others: Select Cheque Writer.
2. In the Parameters window, select the name of a payroll or consolidation set. When you select a payroll, the default consolidation set is displayed.
3. Enter the start and end dates for the process.
4. Enter your cheques/checks payment method.
5. Enter the sort sequence for the cheques/checks This defaults to Organization, then to Person.
6. Enter your cheque/check style.
If you enter Default, this selects the PAYRPCHQ sample cheque/check report.
7. Enter the first cheque/check number of your cheque/check sequence in the Start Cheque/Check field. If required, you can enter the last cheque/check number in the End Cheque/Check Number field.

Note: If your system administrator has enabled the automatic cheque/check numbering process, Oracle Payroll automatically provides the cheque/check number. (US and Canadian payroll only).

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

8. Choose Submit.

Running the Void Cheque/Check Payments Process

Void Check/Cheque Payments is a payroll process, and for every check/cheque that is voided, Oracle Payroll creates a corresponding assignment process.

You run the Void Check/Cheque Payments process from the Submit Requests window.

To run the Void Cheque/Check Payments process:

1. In the Name field, select Void Check/Cheque Payments.
South African Payroll: Select Void Cheque Payments (South Africa).
2. In the Parameters window, select the payment run for the Cheque/Check Writer that you want to void.
3. Enter the date on which you want to void the cheques/checks. The default is your system date.
4. Enter, optionally, a reason for voiding the cheque/check issue.
5. Enter start and end numbers of the cheque/check sequence you are voiding. For single cheques/checks, enter the cheque/check number in both fields.

Reissuing a Voided Cheque/Check

If you void a cheque/check you reissue either with the same amount, or with a different amount. You can also reissue the cheque/check with a different date from the original check date.

See: Reissuing Voided Cheques/Checks with a Different Check Date, *Oracle HRMS Payroll Processing Management Guide*

To reissue a voided cheque/check with the same amount:

1. To verify that the void has been processed, select the employee in the Employee Assignment Processes window. For the process that originally produced the cheque, VOID will appear in the Status Column.
2. Run the Cheque/Check Writer process again. A new cheque/check will be produced with a new number.
3. If you want to verify the process, select the employee in the Employee Assignment Processes window. The number of the original prepayment will be in the Applied Column of the latest process.
4. Run the Void Payments Report any time after the void has been processed. See: Running the Void Payments Report, page 4-36

To reissue a voided cheque/check with a different amount:

1. Reverse the cheque/check that you have voided in the Reverse Payroll Run window. See: Correcting Run Results: Reversals, page 4-91

2. Enter the new amounts to be paid in the Salary Administration, or Element Entries window as appropriate.
3. Run QuickPay for the new amounts that is to be paid to the employee. See: Running QuickPay, page 4-12
4. Run the PrePayments process. See: Running Post-Run Processes for QuickPay, page 4-22
5. You can now do one of the following:
 - Manually issue the cheque/check. See: Making External/Manual Payments, page 4-39
 - Run the Cheque/Check Writer process again.
6. If you want to verify the process, select the employee in the Employee Assignment Processes window. The number of the original prepayment will be in the Applied Column of the latest process.
7. Run the Void Payments Report any time after the void has been processed. See: Running the Void Payments Report, page 4-36

Running the Cheque Listing Report

The Cheque Listing report shows the details of the cheque numbers issued and enables employees to sign for their cheques.

Run this report from the Submit Requests window.

To run the Cheque Listing report:

1. Select Cheque Listing in the Name field.
Irish Payroll: select IE Cheque Listing
2. Select the payment run for which you want to show cheque details in the Parameters window.
3. Select the sort order for this report.
4. Choose Submit.

Running the Void Payments Report

Run the Void Payments report when you want to show the details of cancelled cheque/check payments.

Run this report in the Submit Requests window.

To run the Void Payments report:

1. In the Name field, select Void Payments Report

Irish Payroll: Select IE Void Payments Listing

2. In the Parameters window, enter a start date and an end date for the report.

3. Select a payroll and/or consolidation set if you want to restrict your information by these parameters.

US Payroll: You can optionally select a GRE.

If you leave these fields blank, the report returns information on all payrolls for the period chosen.

4. Click OK and then Submit.

Running the Payroll Cheque/Check Payment Report

Use this report to view void and reversal information for a cheque/check. Select your parameters in the parameter wizard to determine the period and payment method for your report.

To run the Payroll Cheque/Check Payment report:

1. Enter the Process Start Date.
2. Enter the Process End Date.
3. Select a Payment Method.
4. Click Finish.

Voiding Magnetic Tape Payments

Run the Void Magnetic Tape Payments process when you want to cancel an EFT payment (NACHA or Direct Deposit for example) made by magnetic tape. The Void Magnetic Tape Payments process enters a record of the reversal into Oracle Payroll. Note, however, that the Void Magnetic Tape Payments process does not create a new magnetic tape for onward submission to the bank. You must contact the bank to request a manual reversal of the amount that you have voided. Remember that individual banks have different procedures for requesting a manual reversal. Before you request a reversal from your bank, always verify:

- The period of notice required for a reversal

- The information necessary to support a reversal request (for example, Employee Name, Social Security Number, Account Number, Routing Number, Amount, Effective Date, and so on).
- The preferred transmission method for the reversal request

You run the Void Magnetic Payments process from the Submit Requests window.

To run the Void Magnetic Payments process:

1. Select the payment run that you want to void.
2. Enter the effective date for the void process.
3. Enter a reason for voiding the payment.
4. Select the employee who received the payment that you want to void.
5. Select the payment that you want to void.
6. Click Submit

Generating Payroll Receipts

The Pay Advice (Mexico) process produces Payroll Receipts for distribution to your employees. These receipts report all earnings each employee has received across the pay period.

This process generates XML output, which you can convert into a PDF file using XML Publisher.

Run the Pay Advice (Mexico) process from the Submit Request window.

To generate Payroll Receipts for your employees:

1. In the Name field, select Pay Advice (Mexico).
2. In the Parameters window, specify the date range for this report.
This process includes all payments earned during the range you choose.
3. Select either a payroll or consolidation set.
If you choose a payroll, Oracle Payroll automatically populates the consolidation set.
4. Click OK and then Submit.

Making External/Manual Payments

You can use the External/Manual Payments window to:

- Make check/cheque payments to employees.
- Make cash payments to employees from external sources or petty cash.
- Complete the voiding of a payment to ensure that no one can reissue a payment once you have voided it.

You distinguish between each of these three uses by selecting one of three methods of handling the external/manual payment. Your selection of the handling method determines which type of external/manual payment you can make:

Method	Effect of Selecting this Method
Check Payment from Same Bank Account	Your check/cheque for the manual payment is drawn on the same bank account that you used for the original payment.
Other Form of Payment	<p>Your manual payment is not made by a check/cheque drawn on the same bank account that you used for the original payment.</p> <p>Always select this method when you make manual payments in cash.</p>
Cancel Payment	<p>Your payment cannot be reissued.</p> <p>Always select this method when you want to identify cancelled payments so that you can exclude them from reconciliation.</p>

You access the External/Manual Payments window from either the Assignment window or the QuickPay window. However:

- If you enter from the Assignments window, you see the source type and its effective date. The source type is either PrePayments or QuickPay.
- If you enter from the QuickPay window, you see only the QuickPay source types. The Effective Date does not display because it is the same date as the QuickPay run. The Type does not display either because it is, by default, QuickPay.

Note: External/manual payments for child assignment actions are not visible when you first open the QuickPay window. For example, if you attempt to view existing external/manual payments for a supplemental run, it initially appears that no external manual payments exist. However, the external payments are held as a child assignment action. To view such payments in the QuickPay window, the full sequence is:

1. From the assignment, navigate to the QuickPay window..
2. Select the run date.
3. Navigate to the QuickPay Pre-payments field.
4. In the empty field, click the down arrow.
5. Click External Payments. You can now see any external/manual payments for the child assignment action.

To make a cheque/check payment to an employee:

1. Query the Payment Method field to see a list of any unpaid cash or cheque/check payments for the current assignment.
2. Check the Pay check box for the payment methods you intend to pay manually. Enter the value of the payment and the cheque/check number.
3. Supply a Reason for requesting manual payment. We recommend that you record your reason in the field provided rather than appending it to the cheque/check number details.
4. Select Check Payment from the Same Bank Account as the Method. This selection ensures that your External/Manual payment is from the same bank account as the original payment method. Also, if you intend to reconcile this payment in Oracle Cash Management, you must select Check Payment from the Same Bank Account.
5. Save your entry.

To make a cash payment to an employee:

1. Query the Payment Method to see a list of any unpaid cash, cheque or EFT payments for the current assignment.
2. Check the Pay check box for the payment methods you intend to pay manually. Enter the value of the payment, and the cheque/check number for check/payments. However for all other types of payment, leave the cheque/check number blank.

3. Supply a Reason for requesting manual payment. We recommend that you record your reason in the field provided rather than appending it to the cheque/check number details.
4. Select Other Form of Payment as the Method. You must use this method for cash payments and for cheques/checks that do not originate from the same bank account as the initial payment method.
5. Save your entry.

To prevent a voided payment from being reissued:

1. Query the Payment Method to see a list of any unpaid cash, cheque or EFT payments for the current assignment.
2. Check the Pay check box for the payment methods you intend to pay manually. Enter the value of the payment.
3. Supply a Reason for requesting manual payment. We recommend that you record your reason in the field provided rather than appending it to the cheque/check number details.
4. Select Cancel Payment as the Method. The external payment prevents the payment from being reissued. You should then reverse the payroll run to complete the voiding of the payment.
5. Save your entry.

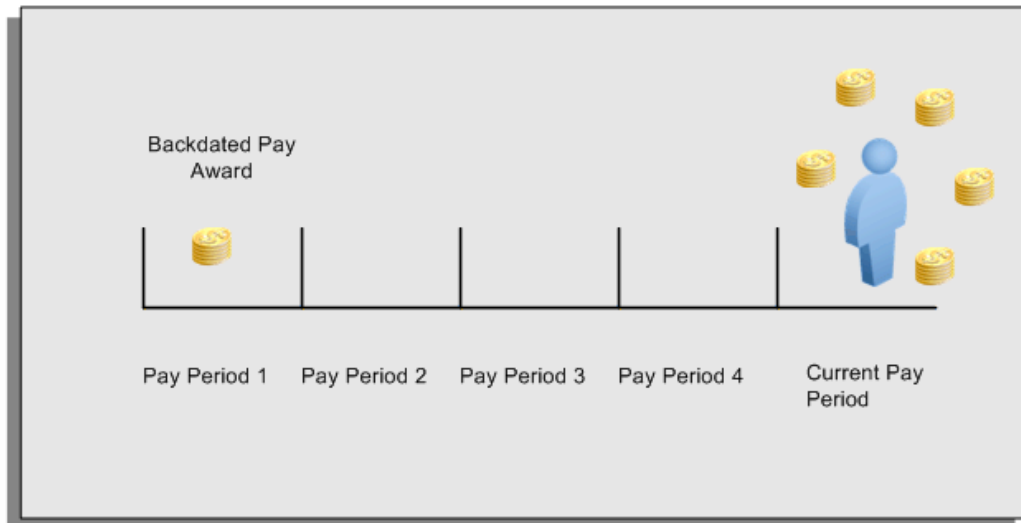
RetroPay Processing

Overview of RetroPay Processing

Purpose of the RetroPay Process

Run the RetroPay process to ensure that your payroll run for the current period reflects any backdated payments or deductions. Backdated adjustments can occur when:

- An employee receives a pay award that is backdated to a previous pay period.
- The payroll department makes a retrospective correction for an error that occurred in a previous pay period

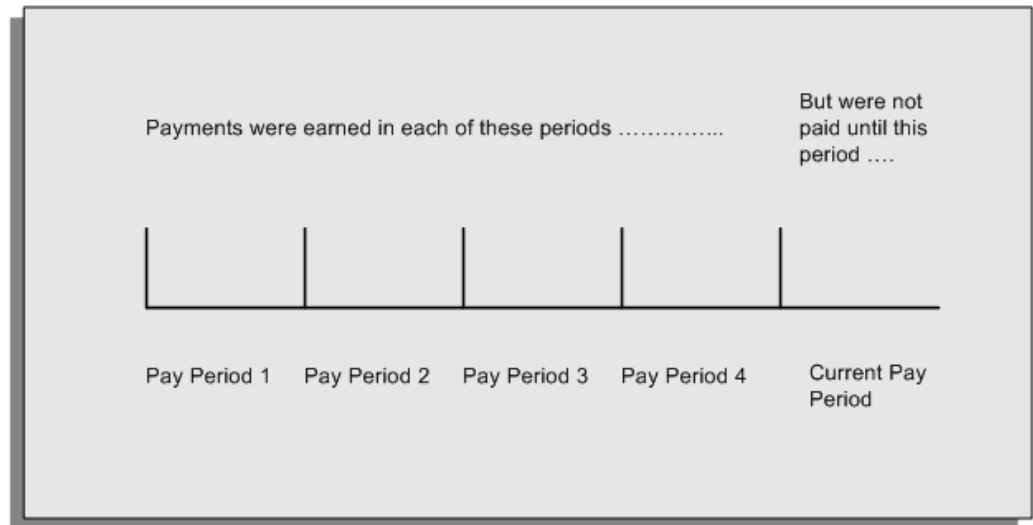


For example, at the start of the current pay period, this employee has a pay award backdated to pay period 1. The employee has not yet received any payments for this award. In the current pay period the employee is entitled to payments that represent the backdated amounts for:

- Each of the preceding payroll periods (pay periods 1 to 4)
- The current pay period

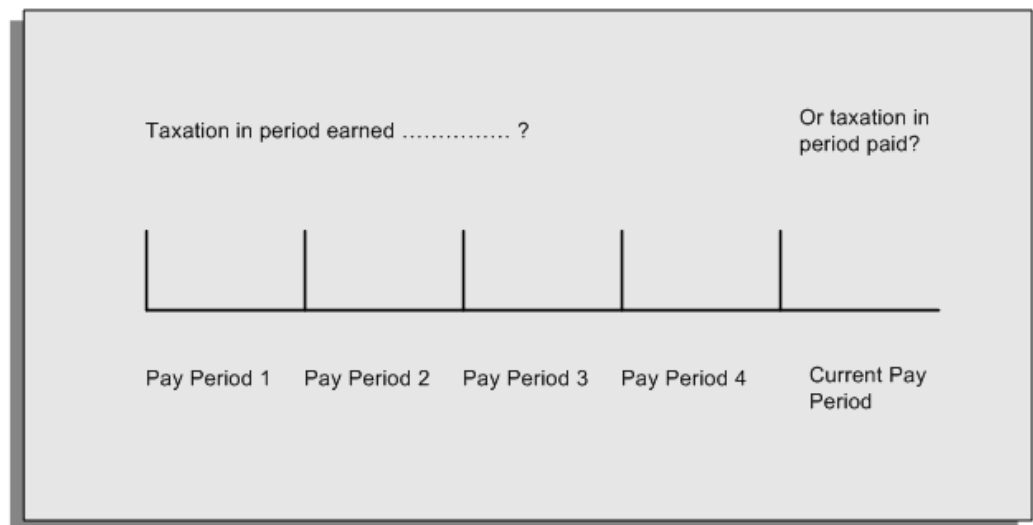
You run your RetroPay process to ensure that the employee receives correct payment when you next run the payroll.

Period Earned is Distinct from Period Paid



When backdated payments occur, the accuracy of your subsequent payroll processing depends on distinguishing between:

- The period in which the payment was earned
- The period in which the payment was made

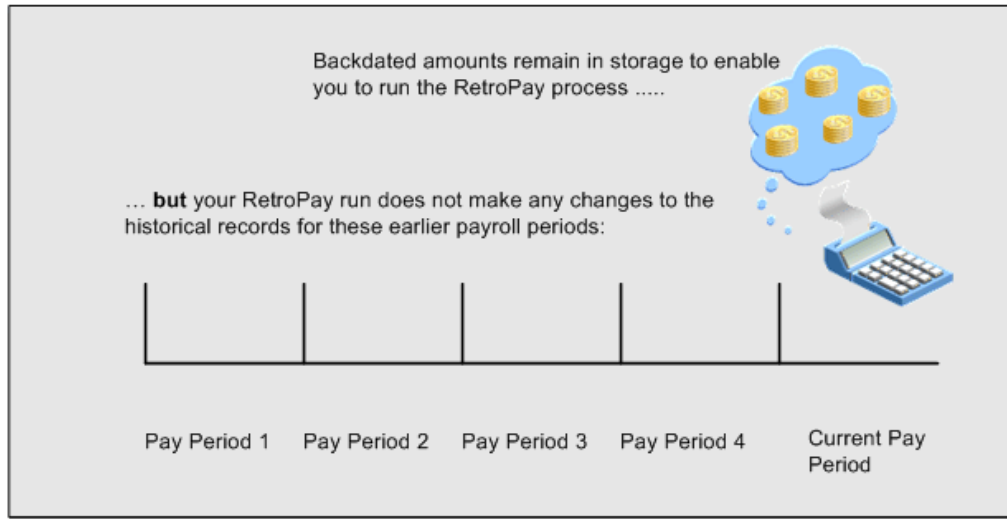


For example, the taxation implications are different for:

- A pay award backdated to period 1 and not paid until the current period. You may want to tax this award in the current period.

- A correction to an underpayment in period 3 which is paid to the employee in the current period. You may want to tax this correction in period 3 rather than in the current period.

The RetroPay Process Does Not Overwrite Your Historical Payment Records



You never overwrite historical payroll data when you run RetroPay. Although you recalculate all periods that have retroactive changes whenever you run a RetroPay, you never modify the stored results for these periods. Instead, you create one or more RetroPay entries to receive the process results.

Think of the RetroPay process as a calculator holding results in memory so that it can process a final set of results. The RetroPay process uses your historical results to calculate the changes for the current period. The results for your current period change, but your historical records remain unchanged.

Process RetroPay with Overlapping Periods

The RetroPay process recalculates payroll runs, balance adjustments and reversals from a particular date onwards, the start date of the recalculations. When you have retroactive changes overlapping another retroactive change, the application resets the start date to the earliest start date of the RetroPay processes and recalculates.

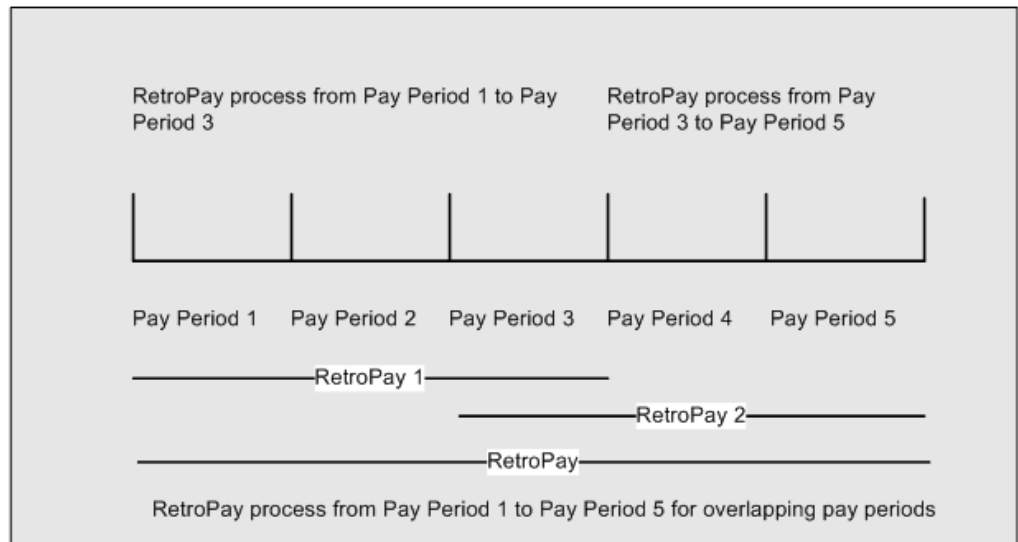
For example, you perform a RetroPay (RetroPay 1) for an assignment in period 3, with Payroll Runs being recalculated from a start date of period 1. In period 5, you perform another RetroPay (RetroPay 2) for the assignment with a start date of Period 3. The second RetroPay detects an overlap of RetroPays and sets the start date to the earliest start date.

In this case, the application sets the start date as Period 1. An overlapping override occurs to ensure that the balances are correct for the RetroPay process.

The processing of overlapping RetroPay results in an overall increase in time to process the RetroPay. If there are multiple overlaps, the increase in time is excessive.

Note: Please note that RetroPay Overlap is not available by default for all localizations. To use this feature, localizations must need to enabled it.

For more information on RetroPay Overlap , please refer to RetroPay Overlap - A Technical White Paper Note ID 842307.1on My Oracle Support



RetroPay Processes Available in Oracle Payroll

Oracle Payroll provides several versions of RetroPay, for example Enhanced RetroPay, RetroPay by Element, and so on. However, in most situations, you only have access to a single version of RetroPay.

How To Identify Your Version of RetroPay

Navigate to the Submit Requests window, and search for RetroPay. Your search returns the name of the single version of RetroPay enabled for your use, for example, Enhanced RetroPay.

An exception occurs in transitional situations. If you are replacing RetroPay by Element with Enhanced RetroPay, the Submit Requests window enables you to select each version of RetroPay so that you can complete the transition.

Summary of Available RetroPay Processes

We recommend Enhanced RetroPay as the standard version of RetroPay for new customers to adopt. Older RetroPay versions do exist, and this table exists as reference so that you can distinguish between each version. In practice however, your System Administrator determines which version of RetroPay you can use, and you are unlikely to see any reference to RetroPay versions that are unavailable to you .

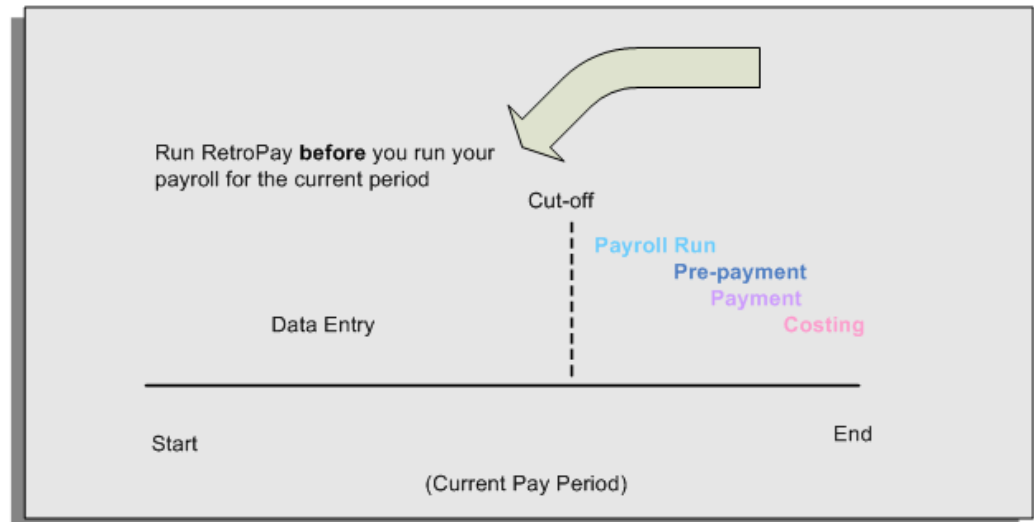
RetroPay Process	Distinguishing Features
Enhanced RetroPay	Enables you to <ul style="list-style-type: none">Identify the reasons for backdated changes to individual elements,Reprocess an assignment from the exact point at which a change occurred rather than reprocessing the entire pay period because it contains a backdated change.
RetroPay by Element	Enables you to identify the value of backdated changes for individual elements
RetroPay by Run	Only for use with Oracle HRMS (Japan)
RetroPay (by Aggregate)	Does not differentiate backdated payments at element entry level. Produces a single aggregated RetroPay This is the original version of RetroPay. You can continue to use RetroPay (by Aggregate) but we recommend that new customers should implement Enhanced RetroPay rather than RetroPay (by Aggregate)

Implications of Migrating Between RetroPay Processes

You cannot run one category of RetroPay with data that you have already run on a different category of RetroPay. For example, if your localization has moved from RetroPay by Run to Enhanced RetroPay, you cannot use Enhanced RetroPay on data previously processed in RetroPay by Run.

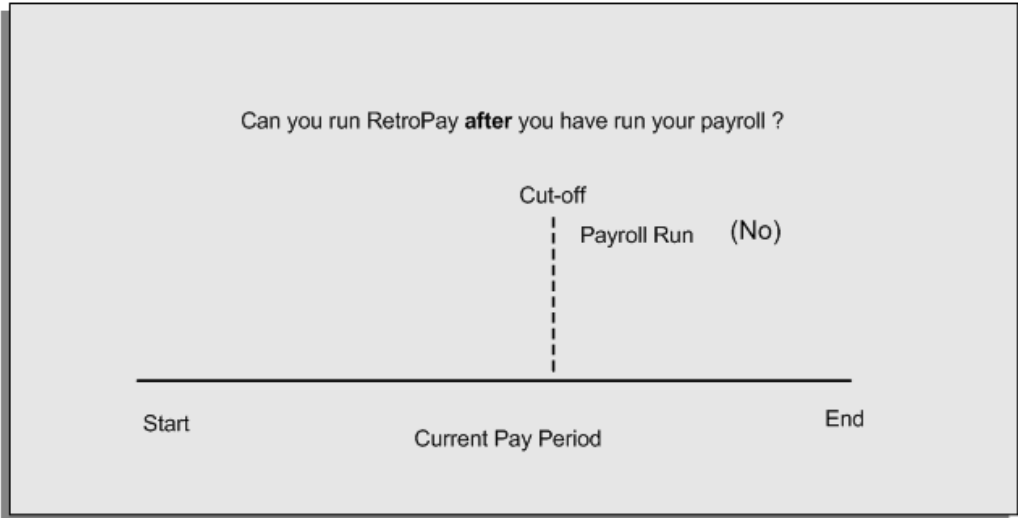
When to Run the RetroPay Process

The RetroPay Process and the Payroll Cycle



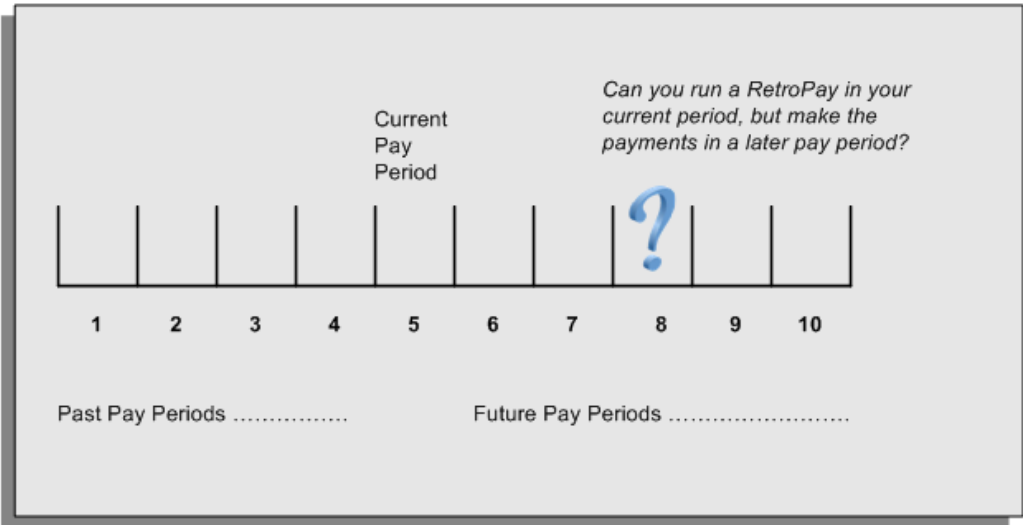
It is important to run your RetroPay process at the correct point in the payroll cycle. Always run RetroPay immediately before you run a payroll, and, for greatest accuracy, as close to the cut-off date as possible. The cut-off date is the point at which all data entry for the payroll is complete.

The RetroPay Process Always Precedes a Payroll Run



The RetroPay process cannot occur after your payroll run. If you run your payroll and then discover further backdated adjustments you must hold them over until a later payroll period and run the RetroPay process in that subsequent payroll period.

Backdated Adjustments Are Always Paid in the First Open Payroll Period



When you run a RetroPay process in your current payroll period, any backdated adjustments are always paid in your current payroll period. So, a RetroPay process in period 5 calculates any backdated adjustments from periods 1 to 4, and marks them for payment in period 5.

You cannot stipulate that a RetroPay process in period 5 should withhold any resulting payments until a future pay period. For example, you cannot stipulate that a RetroPay run in period 5 should withhold payments until period 8.

If you want to use a future payroll period such as period 8 to make payments of backdated amounts for periods 1 to 4, then you must wait until period 8 before you run your RetroPay process.

Troubleshooting RetroPay

The most common RetroPay problems occur when the RetroPay process completes, but produces unexpected results.

Consult these tables for quick reference on common RetroPay difficulties and their solutions. The problem description links or refers to extra information where you need more details to solve a problem.

- Troubleshooting Enhanced RetroPay and Retro-Notification, page 4-49

Troubleshooting Enhanced RetroPay and Retro-Notification

Problem Description	What to Do
View RetroPay Status does not display some of my expected choices	<p>Contact your System Administrator. The configuration of View RetroPay Status is determined at setup.</p> <p>If the legislation rule RETRO_STATUS_USER_UPD is set to Y, then you have a choice when you view RetroPay status. You can either exclude the assignment from RetroPay processing (you select Deferred), or include it (you select Confirmed Awaiting Processing).</p> <p>However, if RETRO_STATUS_USER_UPD is set to N, then the assignment is automatically included in the next RetroPay run (it displays in View RetroPay Status as Included Awaiting Processing).</p>

Problem Description	What to Do
After setting up Enhanced RetroPay, the Enhanced RetroPay run does not produce any results.	In both cases: Navigate to the Element window and ensure that the Default Component check box is checked.
US only :the Retro-Notification report (Enhanced) does not record a salary change for an employee unless you add the changed details from View RetroPay Status.	The United States has one component only (RetroPay) and one reprocess type (Reprocess) - you must check the Default Component check box for the element.
RetroPay Element field is missing when Enhanced RetroPay is enabled.	This is intended behavior. The RetroPay Element field is hidden when Enhanced RetroPay is enabled. You now add your RetroPay elements from the Retro Components button available from the Recalculation tab of the Elements window.

Troubleshooting RetroPay

Problem Description	What To Do
RetroPay process element entry not generated for one or more assignments.	Check that the element links exist, then check your RetroPay setup., page 4-51
Unexpected value returned.	Check your RetroPay setup., page 4-52
Start and end times ignored.	Check for a previous RetroPay run that overlaps with your current run. If there is an overlap, rerun a new RetroPay with dates that fully include the period processed by the earlier RetroPay.
RetroPay Warning: <i>Process Log shows zero employees in error - did not create element entries for processed employees.</i>	Check that you are using the correct balance in the RetroPay set. If you are processing RetroPay within a single calendar year, choose a balance that represents gross pay for year to date. If your RetroPay spans two years, do not select a balance with the _YTD dimension.

Problem Description	What To Do
Cannot use the Element Entries window to delete RetroPay generated elements.	<p>Roll back the RetroPay process, remove the unwanted assignments from the assignment set and then rerun RetroPay.</p> <p>Note: The RetroPay process does not permit use of the Element Entries window to make these changes. This is expected behavior rather than an error.</p>
RetroPay Error: <i>APP-6370 Cannot create an entry past the termination rule date.</i>	The setup of your RetroPay element (specifically, the termination rule) does not enable you to process terminated employees. Remove the assignments of terminated employees from your assignment set and then rerun RetroPay.

Detailed Problem Resolutions

This section provides step-by-step solutions for more complex problems.

Check that the Element Links Exist, and then Check Your RetroPay Setup

If the RetroPay process does not generate a RetroPay element for one or more assignments, follow this sequence to correct the problem,:

1. Check that there is a valid, current element link for each assignment in the RetroPay set. If the links do not exist, the RetroPay process can still calculate a retro-payment but cannot attribute the calculation results to an assignment.
2. Check that RetroPay entries exist for this assignment. Do this by inspecting the log file for the HR_HRPROC_EE_NOT_CRE message and searching for the text *Warning RetroPay has detected no change*. This text indicates that RetroPay entries do not exist. There are no differences between the original payroll run and the RetroPay run.
3. Check that your RetroPay setup correctly defines all the required balances. The RetroPay process always uses a balance to track the difference between an original entry and a retro entry. If retro-payments do not specifically feed your RetroPay balances, then the RetroPay process cannot identify that a retro-payment has occurred.

Example (from U.K. Payroll)

If you specify an NI balance in your RetroPay setup and then make changes to element entries that are not subject to tax or NI, your run results will be different when you compare the original run and the retro-paid run. However, the RetroPay element does not include these changes because it can only report on those differences that affect the NI balance.

4. Confirm that your RetroPay element has a classification of Earnings. The Earnings classification ensures that you can pay the amounts identified by the RetroPay process. Other classifications, such as Information, do not allow you to make payments.
5. Find out whether your RetroPay definition includes any Year to Date (_YTD) balances. If you run a RetroPay process that spans the end of year, you could see unexpected results if you are using _YTD balances. Errors occur because the payroll run clears the _YTD balance at the end of year in preparation for the next year.
6. Check that there is a correct end date for the payment of RetroPay entries. Do this by View | Lists | Employees by Element to see whether the entry was created for an unexpected period. If this is the case, set the end date to the first date of the payroll period in which the RetroPay entry should be paid. For example, if you run RetroPay for June to September 2004 to pay back pay in October 2004, your start date should be 01-JUN-2005 and your end date 01-OCT-2005.

Check Your RetroPay Setup

If the RetroPay process returns an unexpected value follow this sequence to correct the problem,;

1. Check the logic of the RetroPay setup to determine that you are feeding the correct balance and confirm that you are not feeding the correct balance more than once.
2. Find out whether your RetroPay definition includes any Year to Date (_YTD) balances. If you run a RetroPay process that spans the end of year, you may see unexpected results if you are using _YTD balances. Errors occur because the payroll run clears the _YTD balance at the end of year in preparation for the next year.
3. Establish whether there are changes elsewhere in the application that might impact the value of a balance. This can be a difficult area to identify because anything that feeds the balance specified in the RetroPay definition can potentially affect the RetroPay.

In particular:

- Balances like Gross Pay can reflect multiple changes to an assignment. These changes can affect the recalculated value of that assignment.
- Generic changes such as updates to a formula can affect the results of associated elements, and introduce balance value changes that subsequently

affect RetroPay values.

Setting Up Retro-Notification and RetroPay

Follow this process to set up the Retro-Notifications report, and the correct RetroPay process for your payroll.

1. Set Up the RetroPay Component

The RetroPay component determines the default style of RetroPay processing for your localization. For example, you can specify that your default style is Tax When Paid, rather than Tax When Earned.

You can use either of the following methods to set up your RetroPay component:

Method	How To	Advantages
Set Up the Organization DFF	<p>From the Additional Organizational Information window:</p> <ol style="list-style-type: none">1. Select Retro Component Usages.2. Select the Tax Area.3. Enter a Retro Style, for example, Tax When Paid.4. Enter an Effective Start Date.5. Enter an Effective Date.6. Choose OK to confirm your choices.	<p>Processing the retrospective payments for all employees in the same style is a faster alternative than setting up details at the element level for each assignment.</p> <p>This method does not prevent you from making changes for individual assignments when you view RetroPay status.</p>

Method	How To	Advantages
Set Up Retro Components and Spans at Element Level	<p>From the Element window:</p> <ol style="list-style-type: none"> 1. Query the element. 2. Choose the Recalculation tab. South African users: Select the predefined ZA Statutory Updates event group from the list of values in the Recalculation Events field. Alternatively, you can create and attach an event group of your choice. 3. Choose the Retro Components button. Important: Do not enable the Retro Component of the elements that are themselves being used to process retro pay for another element. 4. Select a Recalculation Reason. 5. Select a Reprocess Type. 6. Select an Element Span to indicate the start date and end date on which you want to report. 	You can modify entries at element level to make exceptions for particular assignments.

Note: Your localization may advocate one of these as the preferred method.

2. Set Up the Retro-Notifications Report

Determine whether a retrospective change in Oracle Payroll will appear in the Retro-Notifications report. Set up an event group to contain all the retrospective change events that you want to record.

See: Setting Up the Retro-Notifications Report, page 4-55

3. Set Up Your RetroPay Process

Although Enhanced RetroPay is the recommended RetroPay process for most localizations, your System Administrator can also set up these earlier versions of RetroPay.

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

See: Setting Up RetroPay by Run and RetroPay (by Aggregate), *Oracle HRMS Payroll Processing Management Guide*

Setting Up the Retro-Notifications Report

You use the Retro-Notifications report to identify any changes that have a retrospective effect for payrolls that you have already run. You can define the relevant types of change by setting up an event group to specify the changes. Follow these steps to set up the Retro-Notifications report:

To enable dynamic triggers:

1. Navigate to the Dynamic Triggers window.
2. Enable any dynamic triggers that the application generates. It is important to enable these triggers to ensure your payroll processing updates each database table correctly. The recommended minimum list of triggers to enable for the Retro-Notifications report is as follows:

Table Name	Trigger Type
PAY_ELEMENT_ENTRY_VALUES_F	Update
PAY_ELEMENT_ENTRIES_F	Update
PAY_ELEMENT_ENTRIES_F	Insert
PAY_ELEMENT_ENTRIES_F	Delete

To define an event group:

1. Navigate to the Table Event Group window.
2. Enter a name for your Event Group, for example, Retro-Notification Events.
3. Select Retro as your event groups type.
4. Save your entries.
5. Select the events that will produce notification if retrospective changes occur. Specify the following information to identify the type of update and the database table to which it applies:
 - Update Type
 - Base Table Name
 - Column Name

For example:

Update Type	Table	Column Name
DateTrack Correction	PAY_ELEMENT_ENTRY_V ALUES_F	SCREEN_ENTRY_VALUE
DateTrack Update	PAY_ELEMENT_ENTRIES_ F	EFFECTIVE_START_DATE
DateTrack Update	PAY_ELEMENT_ENTRIES_ F	EFFECTIVE_END_DATE
DateTrack End Date	PAY_ELEMENT_ENTRIES_ F	
DateTrack Insert	PAY_ELEMENT_ENTRIES_ F	
DateTrack Delete	PAY_ELEMENT_ENTRIES_ F	

To enable the Incident Register:

1. Navigate to the Functional Area Maintenance window.

2. Query the Incident Register and ensure that you have triggers defined.
3. Decide whether to capture the triggers by legislation, business group, or payroll. Navigate to each tab to make your selection.

Setting Up Enhanced RetroPay with Component Usages and Element Time Spans

Enhanced RetroPay is the default RetroPay processing method for Mexico, and it uses the Full RetroPay component. Enhanced RetroPay enables you to deal with any earnings changes made in the previous or current year. To carry out RetroPay processing, for every earnings element defined, you must create a RetroPay element and set it up to process once per period. You set up RetroPay component usages to define how RetroPay processes the component. For each of these components, you define an element time span to specify the start and end dates of the retro processing.

Defining RetroPay Earnings Elements:

You enter element information in the Element Design Wizard.

1. Define your salary element with the primary classification of Earnings.
2. Click Balance Feed Control.
3. In the Balance Feed Control region, select the appropriate element classifications from the list of values.
4. Save your changes and close the Balance Feed Control window.
5. In the Element Design window, choose Balance Feeds to view the resulting balances feeding the element.
6. Define the RetroPay element.
7. Click Balance Feeds to view the resulting balances feeding the element.
8. Save your work.

You can now set up your RetroPay components and element span usages.

Setting Up RetroPay Component Usages:

RetroPay component usages assign the components to the salary elements you created, ensuring all the elements recalculate with the latest values.

1. Query your defined salary element, in the Element window.
2. Select the Recalculation tab, and click Retro Components.

The RetroPay Elements window opens.

3. In the Retro Component region, choose the component field and an appropriate component from the list of values.
4. Select the Reprocess Type. You have two options:
 - **Static:** RetroPay does not process any changes to the element when running the relevant component.
 - **Reprocess:** RetroPay always processes the element changes.
5. Save your work.

You can now enter the element time spans.

Example of a full RetroPay component set up for an Earnings element

Element	Component Name	Reprocess Type	Comments
User Defined Element	Standard	Reprocess	Retro Earnings

Example of a replacement RetroPay component set up for an Earnings element

Element	Component Name	Reprocess Type	Replace Run	Use Override Dates
User Defined Element	Replacement	Reprocess	Yes	Yes

Setting Up Element Span Usages for Earnings Elements:

The element time span usages defines the start and end dates for RetroPay processing. Most elements have the standard time span of Start of Current Year to End of Time already assigned, to cover any changes made in the current year. For each Earnings element with a defined RetroPay component usage, you must define element span usages. These element span usages define not only how far back processing should cover, but also up to where a particular RetroPay element carries forward the retro changes. You must define your RetroPay elements and components before defining the element time spans.

Set up the Element Span Usages in the Retropay Elements window.

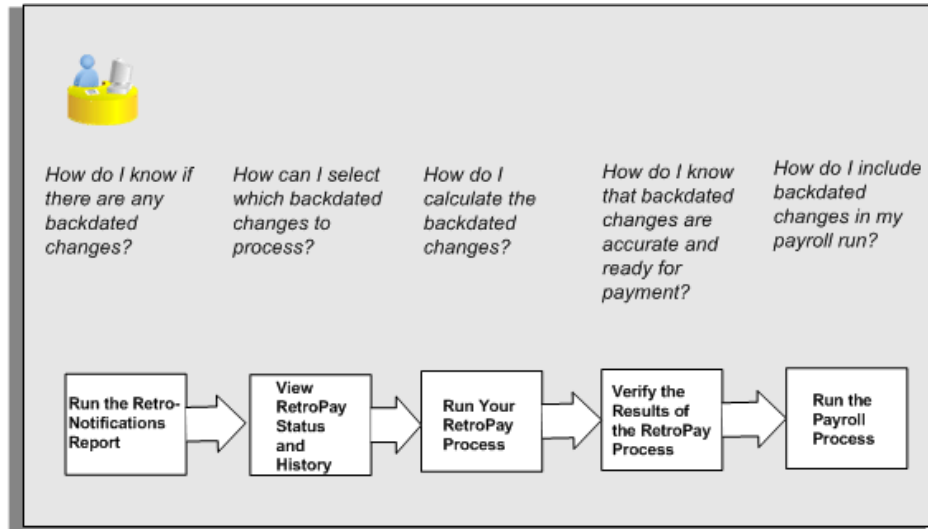
1. Query your defined salary element in the Element window.
2. Select the Recalculation tab, and click Retro Components.
3. In the RetroPay Elements region, to define the time period the RetroPay element is covering, select the appropriate time spans from the From and To fields.
4. Save your work.

Example of Earnings element span definitions for both standard and replacement components

Element	Component	Span From	Span To	RetroPay Element
User Defined Element	Standard	Start of Time	End of Previous Year	Retro Earnings Previous Year
User Defined Element	Standard	Start of Current Year	End of Time	Retro Earnings Current Year
User Defined Element	Replacement	Start of Current Year	End of Time	Retro Earnings Current Year
User Defined Element	Replacement	Start of Time	End of Previous Year	Retro Earnings Previous Year

Understanding the Sequence of Your RetroPay Activities

Given below is the sequence of retro pay activities.



Follow this sequence to:

1. Identify outstanding backdated adjustments
2. Monitor and control the processing of backdated adjustments
3. Include backdated adjustments in your next payroll run.

1. Run the Retro-Notifications Report

Run the Retro-Notifications report to identify any backdated changes that have not been included in a payroll run.

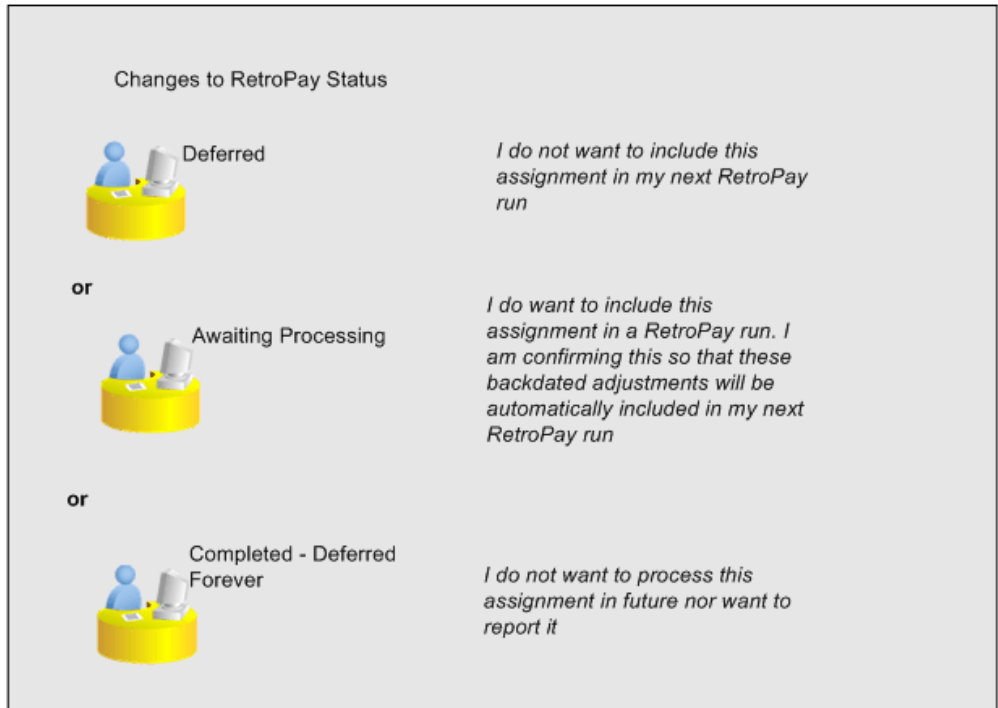
You can save your summary of backdated changes into an event group.

Once you have identified the retrospective changes, you can then decide whether to include them in your RetroPay process.

The Enhanced Retro-Notifications report uses the Payroll Events Model to identify what changes have occurred to your underlying data. If these changes correspond to the retrospective types of change that you want to be notified about, then these changes appear on the Retro-Notifications report.

2. View RetroPay Status and History

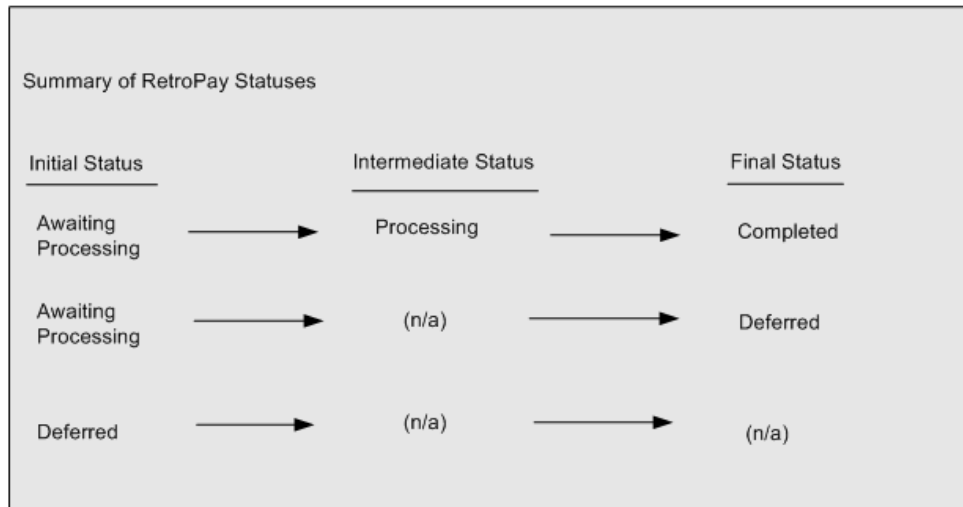
Once you have identified unprocessed retrospective payments, you can determine how you want to process these changes.



The Retro-Notifications report identifies the assignments with backdated adjustments. If you defer, then the assignment is not included when you next run RetroPay.

You can also include additional assignments that the Retro-Notifications report did not identify. This typically occurs when you discover additional backdated adjustments that were not known about when you ran the Retro-Notifications report.

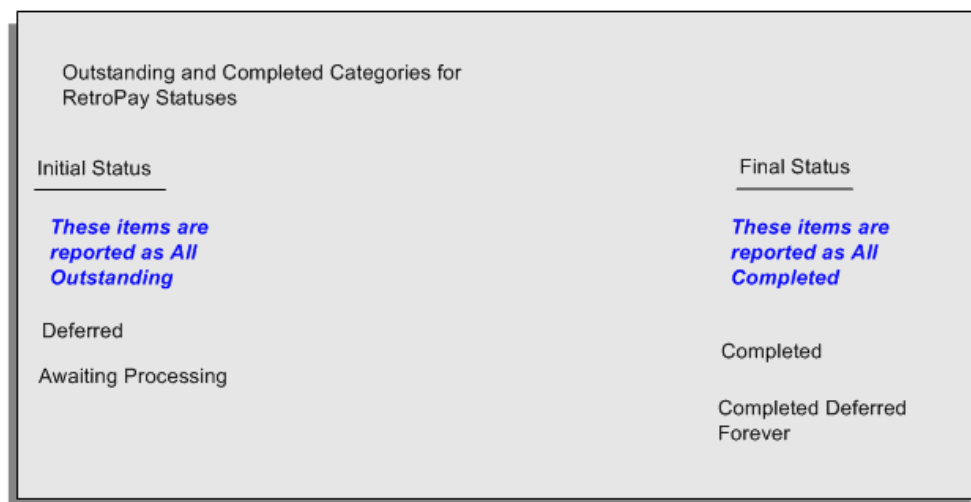
The following diagram shows the sequence of statuses for each RetroPay status:



Once RetroPay processing begins, the initial status changes to an intermediate status of Processing.

You can query all retro assignments that are at the initial (outstanding) status, and all retro assignments at the final (completed) status.

The following diagram shows what statuses are included when your query All Outstanding, and All Completed:



See: Viewing RetroPay Status and History, page 4-63

3. Run the RetroPay Process

You enable Oracle Payroll to make retrospective adjustments for the combination of changes identified on the Retro-Notifications report, and subsequently modified when viewing RetroPay status.

4. Verify Your RetroPay Results

When you have run the RetroPay process, verify your results and correct any errors.

5. Run Your Payroll

Finally, run your payroll to reflect the adjustments that you have made for the retrospective payments.

Viewing RetroPay Status and History

You use the RetroPay Status window to control how you want to process changes that have a retrospective impact. You typically find outstanding retrospective changes where changes are entered in Self-Service HRMS independently of Oracle Payroll.

Use the RetroPay Status window to:

- Identify any assignments that have changes implying retrospective processing.
- Specify how you would like to process any outstanding retrospective changes.
- Confirm that your application has processed the specified requests.

You can still use the Retro-Notifications report to identify all outstanding retrospective changes that have not been applied, and group them into an assignment set ready for processing.

However, the advantage of using the RetroPay Status window is that you can identify what you want to process, or exclude from processing, and then mark your selections for completion.

To search for assignments that have retrospective changes:

1. Select the search criteria for assignments that you want to view. If you do not select any criteria, then your search returns all assignments that have retrospective changes. You can search for any of these criteria:

Name: Specify a name, or search for all names.

Assignment Number: Specify an assignment or search for all assignments.

Recalculation Date: Use this start date and end date to determine the period for retrospective changes.

Status: Select the status that you want to identify.

- All Completed. This status displays all assignments with retrospective implications that are already processed.
- All Outstanding. This status displays all assignments with retrospective implications that are not yet processed.

- **Awaiting Processing.** This status indicates that this assignment has cleared for processing and that the processing will occur in the next payroll run.
- **Completed.** This status indicates that this assignment has now been processed.
- **Completed – Deferred Forever.** This status indicates that the retro assignments created by the system are deferred forever. The action of the retro assignment (RETRO_ASSIGNMENT_ACTION_ID) is to be changed to -1. The retro assignments are not processed in the future nor reported with the new status.
- **Deferred.** This status indicates that an assignment was scheduled for processing, but that the processing was deferred and will not occur until you change the status.
- **Processing.** This status indicates that an assignment is being processed.

Recalculation Reason: This criterion indicates why retrospective processing is necessary and enables you to search particular categories of retrospective change to process them independently of other retrospective changes.

2. Click Go when you have selected all your search criteria.

To change the status of an assignment:

You typically change the status of an assignment when you want to defer processing that was previously scheduled, or to indicate that you have already processed this change even though it was automatically scheduled.

1. Select the assignment that you want to change.
2. Select the new status for the assignment from the Change Status list of values.
3. Click Change Status.

To view the elements included on each assignment:

1. Select the assignment name in the Name column.
2. View the elements for this assignment, and the Recalculation Reason for each element.

To update or delete elements for each assignment:

1. Select the assignment name.
2. Click Update to add an element to the assignment.

3. Click Delete to remove an element from the assignment.

To confirm that your specified requests have been processed:

1. Query the individual assignment, but leave the status field blank.
2. Alternatively, query all assignments with a status of All Completed or All Outstanding and check the details for your individual assignment.

Running the Retro-Notifications Report (Enhanced and Enhanced PDF)

After you have defined the components and element time spans, you can check the retrospective changes occurred. Oracle Payroll provides two types of retro notification reports that you can use report to identify all retrospective changes that have occurred since the last payroll run. This information is particularly useful when changes with retrospective impact are entered in Self Service HRMS independently of the Payroll department.

Oracle Payroll enables you to produce the report either in a text format or as PDF format. You can choose to run the report depending on your requirement:

- Retro -Notifications (Enhanced) Report – run this report to generate the output in text format
- Retro -Notifications (Enhanced PDF) Report - run this report to generate the output in PDF format that you can further customize to meet your requirements.

The Retro-Notifications report does not perform any RetroPay processing. It only identifies element entries that have changed. You must still run your RetroPay process separately to process these changes. After you have run the Retro-Notifications report, you can

- Run your RetroPay process on all assignments
- Edit the event group to remove or add assignments and then run your RetroPay process.
- Take no retrospective action on any of the assignments.

You can use the RetroPay Status window to schedule processing.

You run the Retro-Notifications (Enhanced) or the Retro-Notifications (Enhanced PDF) report from the Submit Processes and Reports window.

To run the Retro-Notifications (Enhanced) report:

1. Select the payroll. You can only run this report for a single payroll

2. If you want to see the retro-notifications for a particular event group, select an overriding event group.
3. If you want a report, select Yes in the Generate Report parameter.
4. Click OK, and submit.

To run the Retro-Notifications (Enhanced PDF) report:

1. Select the payroll. You can only run this report for a single payroll
2. If you want to see the retro-notifications for a particular event group, select an overriding event group.
3. If you are running the PDF-enabled version of this report, select a template for your PDF output.
4. If you want a report, select Yes in the Generate Report parameter.
5. Click OK and submit.

Running Enhanced RetroPay

Use the Enhanced RetroPay process to distribute backdated amounts or corrections that you have identified from the Retro-Notifications report.

You run the Enhanced RetroPay process from the Submit Requests window.

To run the Enhanced RetroPay process:

1. Enter an effective date to indicate the date from which you want to create the retrospective elements for Enhanced RetroPay process.
2. Select the payroll.
3. If you want to create retrospective entries in a different pay period other than effective date, enter an entry creation date. The application creates retrospective entries in the pay period in which the Entry Creation Date occurs.

If you leave this field blank, the application creates the default retrospective entries as of Effective Date.

4. Click Submit

Running Quick RetroPay

Run Quick RetroPay to process any retrospective payments for a single assignment.

You run the Quick RetroPay process from the Submit Requests window.

Note: It is not mandatory to run the Retro-Notifications Report for QuickRetropay process.

To run the Quick RetroPay process:

1. Enter a date on which you want to create the derived retro element entries. This is mandatory.
2. Select the assignment number of the assignment for which you want to run the backdated change. This is mandatory.
3. Enter an earliest date from which you want to reprocess the assignment backdated changes. If you do not specify any date, then the application calculates it internally. This is optional.
4. If you want the retro-notifications for a particular event group, select an overriding event group.
5. Click Submit.

Advance Pay

Advance Pay Process

The Advance Pay process enables you to pay employees in advance for holidays or other events. The process performs payroll runs for the periods to be advanced, using all date effective information in place, and stores the final net figure as the amount to be advanced.

You can always represent Advance Pay as a single consolidated amount. However, if your legislation has the Advance Pay by Element process enabled, then you can also calculate and display the total amount of Advance Pay for constituent elements in the overall total.

Note: If you do have the choice of using both the Advance Pay process and the Advance Pay by Element process you should note that these processes cannot be overlapped, That is you cannot:

- Run Advance Pay for a period to which Advance Pay by Element has already been applied.
- Run Advance Pay by Element for a period to which Advance Pay has already been applied.

The *advance pay period* is the period of the holiday or event for which the advance payment is being made. More accurately, it is the total number of *payroll periods* covering the event. Regular payroll processing continues for the employee during the advance pay period. The amount advanced is progressively recovered in each regular payroll run, and the following actions are also carried out as appropriate:

- If further payments become due to the employee during the advance pay period, these can be paid using the employee's normal payment method. Alternatively, the net payment can be deferred and paid to the employee in the period following the advance pay period.
- If the employee's entitlement during the advance pay period becomes less than the sum advanced, thereby creating an overpayment, the amount owing is recovered automatically in the pay period following the advance pay period.

You can make advance payments for any pay period types, but the most likely ones are weekly or biweekly. You set the maximum number of periods that can be advanced when you define the payroll.

Setting Up Advance Pay for Individual Assignments

To set up advance pay for single assignments:

1. Select the assignment to receive the payment and navigate to the Advance Pay window.

The arrears check box appears checked if the assignment is linked to an arrears payroll.

2. In the From field, select the start date of the holiday or other event for which you are making the advance payment. Oracle Payroll replaces the date you enter by the first date of the pay period in which it falls.

At the same time the Payment Date field displays the date for making the advance payment to the employee. This date defaults to the last day of the pay period immediately preceding the start of the advance pay period. You can manually alter this date to the last day of the preceding pay period if you require.

3. Do *one* of the following:

- In the Periods field, enter the number of pay periods covering the advance pay period.
- In the To field, select the end date of the advance. The system automatically replaces the date you enter by the last date of the pay period in which it falls.

4. Check the Defer check box if you want any net payment amounts to be deferred to the pay period following the recovery of the advance. If you do not check Defer, such payments will be made in the pay period they are earned according to the normal payment method for the assignment.

5. Save the entries you have made.

The Advance region now displays the period for which the Advance Payment element is entered for the assignment. For arrears payrolls this is one period later than the event period. For other payrolls this period is the same as the event period.

Setting Up Advance Pay for Batch Assignments

To set up advance pay for batch assignments:

1. In the Name field select Advance Pay Batch Setup. Then enter the parameters field to open the Parameters window.
2. Select the payroll for which you want to run the process, then the advance start

period, then the advance end period. These are the first and last pay periods of the advance pay period.

The advance end period list displays the maximum number of pay periods that can be advanced for the payroll you select.

3. Select Yes or No to flag whether you want to defer any net payments that accrue during the advance pay period.
4. Select the assignment set for which you want to run the process.
5. Select the payment date for the advance. This date defaults to the last day of the pay period immediately preceding the start of the advance pay period. You can move this date back by one pay period if required.
6. Select Yes for BEE transfer if you want the batches that the process creates to be transferred to the database automatically. Select No if you want to transfer the batches manually.
7. Enter a unique header name for your batch process. This name is used as a base header name for each BEE batch created. For each batch, the system appends an underscore and an incrementing number, for example, _1, _2.

This is a mandatory field whether you select Yes or No in the BEE Transfer field.

8. Save your entries.

Running the Advance Pay Listing Report

This report gives information about the advance pay periods for employees due to receive advance pay. The report can be used to detect whether there are assignments with Advance Pay entries during a particular payroll period.

The report lists the following information:

- Name and assignment number of employees with an entry for the Advance Period element in the date range covered by the report
- For each assignment, the dates held on the Advance Period element entry
- Yes/No to show whether the Advance Pay process has already been run for the assignment
- Summary listing, by payroll, of the number of employees with entries, and the number that have been processed

You run this report in the Submit Requests window.

To run the Advance Pay Listing:

1. In the Name field select Advance Pay. Then enter the parameters field to open the Parameters window.
2. In the Summary Version field select No for the full version of the listing, or Yes for the summary version only.
3. Enter a date range for the period in which you want to see information.
4. You can restrict the information to a particular payroll by entering the payroll name. If you leave the Payroll field blank, the report shows information for the whole Business Group.
5. If you want to produce this report in Portable Document Format (PDF), select a template.
6. Choose the Submit button.

Running Advance Pay

Use the Advance Pay process window to run the Advance Pay process.

To run the Advance Pay process:

1. In the Name field select Advance Pay. Then enter the parameters field to open the Parameters window.
2. Select the payroll for whose assignments you are running the process.
3. Enter the effective date of the process. This should be the date on which you intend to pay the advance.
4. Select an element set if you want to exclude items from the calculation. For example, you may want to exclude some pay elements, such as expenses, from the Advance Pay run.
5. Choose the Submit button.

Running the Advance Pay Process

Use the Advance Pay process to pay employees in advance for holidays or other events.

You may need to do each of the following to run the Advance Pay process.

1. Set Up Advance Pay for Individual Assignments, page 4-69 (if applicable).

2. Set Up Advance Pay for Batch Assignments, page 4-69 (if applicable).
3. Run the Advance Pay Listing Report, page 4-70
4. Run the Advance Pay Process, page 4-71
5. View the results of the Advance Pay process, page 4-72

Running Advance Pay by Element

You run the Advance Pay by Element process from the Submit Requests window. This process may not be available for all legislations.

To run the Advance Pay by Element process:

1. In the Name field, select Advance Pay by Element. The Parameters window displays automatically and you can provide details as follows:
 - Select the Payroll for which you want to run Advance Pay by Element.
 - Enter the Effective Date of the payroll.
 - Enter the Advance End Date - this is the date at which you want the Advance Pay processing to terminate.
 - Select the Assignment Set to which the Advance Pay by Element calculation applies.
 - Select an Element Set Name if you want to specify that Advance Pay processing should only apply to some elements on this assignment. Otherwise, leave this entry blank if you want to process all the elements for this assignment.
2. Choose the Submit button

Viewing the Results of the Advance Pay Process

You can view the results of the Advance Pay in the Advance Pay window.

To view the results of the Advance Pay process:

- View the amount of the advance. Note that the amount outstanding remains at zero until the first payroll run of the advance pay period completes.
- If you want to see advance payments for future events, move your cursor down.
- If you want to see historical information, change the effective date.

- If you want to see Deferred Payments, check the Defer check box This information is also datetracked and you can see current and future information as above.

Exception Reporting

Payroll Exception Reporting: Overview

- You run exception reports immediately after the payroll run to identify potential overpayments or underpayments. This helps you to avoid corrections when you accidentally make an incorrect payment. For ease of use, you can do each of the following to control the output and definition of your exception reports:
- Request your report output in either CSV or text format so that you can use familiar desktop tools for editing the output
 - Group a set of reports so that you can run them as a single reporting request
 - Override exception criteria for a single run of a report without changing your underlying report
 - Run predefined exception reports, or define additional reports that incorporate your own exception criteria. For example, you cannot modify the predefined High Gross Pay and High Net Pay reports. You can, however, define your own reports to identify other exceptions.
 - Select your preferred exception criteria from a forms interface without having to develop your own query code.

Examples of Exception Reporting Criteria

You must always select a balance and a balance dimension for exception reporting. This table lists additional criteria that you must define, explains what each one means, and gives an example to illustrate how you use them:

Exception Criterion	What it Identifies	Example
Comparison Type	The period against which you want to compare when determining whether an exception has occurred	Average in Months

Exception Criterion	What it Identifies	Example
Comparison Value	This is a numerical value to determine how averages are calculated when you are using an average as your basis for comparison	If you select 3 as the comparison value for a comparison type of Average in Months, then you are comparing the current month with the average of the previous 3 months.
Variance Type	The category of variance that you want to report on.	Either Percentage or Amount
Variance Value	The magnitude of overpayment or underpayment that you want to report on.	Variance Value of 500 If Amount is your variance type, and you are reporting on a total amount of 5000, then a variance value of 500 means that amounts greater than 5500 are regarded as overpayments and amounts less than 4500 are regarded as underpayments.
Variance Operator	The precise range of variance that you want to report on. You can use variance operators to specify that you are only interested in a particular section of the range defined by the variance value.	Greater than, Less than, Equal

These are only examples. There is an extensive list of comparison types and variance operators enabling you to set the required degree of precision for your own reports.

See Comparison Types for Exception Reporting, page 4-81

See Variance Operators and How You Can Use Them, page 4-83

Exception reporting activities are as follows:

Setting Up Exception Reports

- Create an exception report
- Group existing exception reports

Running Exception Reports

- Run an exception report, or exception report group
- View an exception report

Examples of Exception Report Setup

This topic explains what values to include if you want to:

- Set up an Exception Report to show Net Pay Amounts greater than 5000
- Derive the Total Payments for your Employee Population

Setting Up an Exception Report to Show Net Pay Amounts Greater Than 5000

To show Net Pay Amounts greater than 5000, set up your report with these values:

Exception Criterion	Values
Balance	Net
Dimension	Assignment Period-to-date
Comparison Type	Current Period
Comparison Value	0
Variance Type	Amount
Variance Operator	Greater Than
Variance Value	5000
Output Format	Spreadsheet (CSV)

Derive the Total Payments For Your Employee Population

To derive the total payments for your organization, make these entries to produce a spreadsheet listing all assignments and then sum them to derive the total payments for your employee population

Exception Criterion	Values
Balance	Net
Dimension	Assignment Period-to-date
Comparison Type	Current Period
Comparison Value	0
Variance Type	Amount
Variance Operator	Equal
Variance Value	0
Output Format	Spreadsheet (CSV)

Running the Payroll Message Report

You run the report in the Submit Requests window.

To run the Payroll Message Report:

1. In the Name field, select the report name. Then enter the Parameters field to open the Parameters window.
2. Select the name of the payroll for which you want to see messages.
This is the only required field. If you leave the next three fields blank the system brings back all messages for all processes connected to this payroll in all periods.
3. Select a payroll period for which to view messages.
This restricts payroll messages to the period you select.
4. Select a payroll process type.
This restricts payroll messages to the payroll process type you select. All messages for all runs of this process during the period selected are returned.
5. Select a payroll process.
This restricts payroll messages to one instance of the payroll process type selected. If you leave the Process Type field blank you can choose one instance of any payroll

process for the period selected.

6. Select a message severity level for the messages in the report, or leave the field blank to see messages of all levels of severity.
7. Select assignment number or employee name as sort criteria for the report. The default is employee name.
8. If you want to produce this report in Portable Document Format, (PDF), select a template.
9. Choose the Submit button.

Reconciling Payments

You can use Oracle Payroll in combination with Oracle Cash Management to verify that payments have been processed. The process is:

1. Import the bank statement. You do this in Oracle Cash Management.
2. Run the automatic reconciliations process. You do this from Oracle Cash Management.
3. View the results of the reconciliation process. You can do this either through Oracle Payroll, or Oracle Cash Management.

Note: For US only: For EFT or NACHA payments to be reconciled in Oracle Cash Management, the following 3 pieces of data are checked: amount, transaction date and batch name (file ID + company ID). Manual reconciliation will check amount and transaction date only.

To do this in Oracle Payroll, see Viewing Payroll Process Results, page 4-22

In Oracle Cash Management, you can view the following reports:

- Available Transactions report
 - AutoReconciliation Execution report
4. Identify any payments that are marked in error, and reconcile them manually.

Note: If you are using Oracle Payroll with Oracle Cash Management for the reconciliation of payments then you will need to set up accounting reference data when you are setting up Oracle Cash Management

Setting Up Exception Reports

You use exception reports to identify potential overpayments or underpayments before they occur. You can specify the amount, or percentage that will cause an exception to be noted. If you run your exception reports immediately after the payroll run you can identify discrepancies and avoid the retrospective corrections necessary when a wrong payment has already been made.

To create an exception report:

Use the Exception Reports window to create an exception report.

1. Select Add Another Row
2. Enter the report name. You can enter any name that meets your reporting requirements - there is no standard format.
3. Select the balance that you want to report on. You can enter a predefined, or user-defined balance.
4. Select the balance dimension that you want to report on. Some dimensions apply only to particular localizations. There are some dimensions that you must select when you choose a particular comparison type:

Balance Dimension	When to Select these Dimensions
_ASG_MONTH, _PER_MONTH	You must select one of these dimensions if you want to use the Average in Months comparison type. These dimensions are not available for Japanese and Australian Payroll.
_PER_QTD, _ASG_QTD	You must select one of these dimensions if you want to use the Average in Quarters comparison type. These dimensions are not available for Japanese Payroll. The _PER_QTD dimension is not available for Australian Payroll.

Balance Dimension	When to Select these Dimensions
_PTD	You must select this dimension for the comparison types Average of Previous Periods, Average of Previous Paid Periods, Average of Total Periods in Days, and Average of Paid Periods in Days. This dimension is not available for Japanese Payroll.
_ASG_MTD_JP	You must select this dimension if you want to use the Average in Months comparison type. This dimension is available for Japanese Payroll only.
_ASG_QTD_JP	You must select this dimension if you want to use the Average in Quarters comparison type. This dimension is available for Japanese Payroll only.
ASG_PROC_PTD	You must select this dimension for the comparison types Average of Previous Periods, Average of Previous Paid Periods, Average of Total Periods in Days, and Average of Paid Periods in Days. This dimension is available for Japanese Payroll only.
_ASG_MTD	You must select this dimension if you want to use the Average in Months comparison type. This dimension is available for Australian Payroll only.
_ASG_PTD	You must select this dimension for the comparison types Average of Previous Periods, Average of Previous Paid Periods, Average of Total Periods in Days, and Average of Paid Periods in Days. This dimension is available for Australian Payroll only.
_ASG_YTD	You must select this dimension if you want to use the Current Year or Previous Year comparison type. This dimension is available for Australian Payroll only.

Balance Dimension	When to Select these Dimensions
_ASG_LE_MTD	You must select this dimension if you want to use the Average in Months comparison type for a legal employer. This dimension is available for Australian Payroll only.
_ASG_LE_PTD	You must select this dimension for the comparison types Average of Previous Periods, Average of Previous Paid Periods, Average of Total Periods in Days, and Average of Paid Periods in Days for a legal employer. This dimension is available for Australian Payroll only.
_ASG_LE_QTD	You must select this dimension if you want to use the Average in Quarters comparison type for a legal employer. This dimension is available for Australian Payroll only.
_ASG_LE_YTD	You must select this dimension if you want to use the Current Year or Previous Year comparison type for a legal employer. This dimension is available for Australian Payroll only.

5. Select the comparison type.

Comparison Types for Exception Reporting:

This table lists each comparison type that you can select and explains how it operates as a basis of comparison:

Comparison Type	How it Operates as a Basis of Comparison
Current Period	Identifies any exceptions within the current payroll period. Does not use any previous period as a basis for comparison.
Previous Period	Uses the previous period as a basis of comparison.

Comparison Type	How it Operates as a Basis of Comparison
Previous Month	Uses the previous month as a basis of comparison.
Previous Quarter	Uses the previous quarter as a basis of comparison.
Previous Year	Uses the previous year as a basis of comparison.
Average in Months	Compares the current month-to-date with the average of previous months-to-date. Only available if you have the balance dimensions ASG_MONTH or _PER_MONTH.
Average in Quarters	Compares the current quarter-to-date with the average of previous quarters-to-date. Only available if you have the balance dimensions _PER_QTD or _ASG_QTD.
Average of Paid Periods in Days	Compares the current period with the number of previous pay period included within the specified number of days. However, only includes those pay periods in which an employee actually received payment. Only available for _PTD dimensions.
Average of Previous Paid Periods	Compares the current period with the number of previous periods in which the employee actually received payment for _PTD dimensions only.
Average of Previous Periods	Compares the current period with previous periods for _PTD dimensions only.
Average of Total Periods in Days	Compares the current period with the number of previous pay periods included within the specified number of days. Only available for _PTD dimensions.

1. Enter your comparison value. For example, if you select 3, when your comparison type is Average in Quarters, this means that your current quarter is compared to the average of the previous three quarters.

Some comparison values are preset and you cannot change them:

- Current period always has a comparison value of 0.
 - Previous Period, Previous Month, Previous Quarter and Previous Year all have a comparison value of 1.
2. Select your variance type. This must be either percentage or amount.
 3. Enter a variance operator.

Variance Operators and How You Can Use Them:

You can choose one of the following variance operators. The Exception Reporting Output column indicates the effect of selecting each variance operator assuming that:

- Comparison Type is Previous Period
- Previous period amount is 10,000
- Variance Value is 1000

Variance Operator	Exception Report Output
Variance (+/-)	All assignments that either exceed or are less than the previous period amount by the amount or percentage stated in the variance value. Therefore, <i>Variance Value (+/-)</i> returns all assignments having a value between 9000 and 11000.
Less than	All assignments that are less than the previous period amount by the amount or percentage stated in the variance value. Therefore, <i>Less than</i> returns all assignments having a value of less than 9000.
Less than or equal	All assignments with a current value either equal to or less than the previous period amount by the amount or percentage stated in the variance value. Therefore, <i>Less than or equal</i> returns all assignments having a value of 9000 or less.
Equal	All values that are exactly equal to the higher limit or the lower limit of the variance value. Therefore, <i>Equal</i> returns all assignments having a current value equal to 9000 or 11000.

Variance Operator	Exception Report Output
Greater than	All assignments that are greater than the previous period amount by the amount or percentage stated in the variance value. Therefore, <i>Greater than</i> returns all assignments having a value of more than 11000.
Greater than or equal	All assignments with a current value either equal to or greater than the previous period amount by the amount or percentage stated in the variance value. Therefore, <i>Greater than or equal</i> returns all assignments having a value of 11000 or more.

1. Enter a variance value, unless your comparison type is previous payroll period.
For all other comparison types you can specify the exact percentage, or the numerical value depending on which variance type you choose. In subsequent exception reports you can change your variance values in the SRS window when you are running the report.
For examples of how to set exception reporting to identify particular exceptions, see Examples of Exception Report Setup.

Grouping Exception Reports

Use the Exception Report window to group together a selection of exception reports so that they can be run in a single operation. You can include the same exception report in multiple exception groups.

To group exception reports:

1. Check the Select check box for each of the reports that you want to include in your report group.
2. Choose the Create Group button.
3. Enter the group name.
4. Select a consolidation set for this reporting group.
5. Select a payroll for this reporting group.
6. Select your output format.

7. Choose the Apply button to create your group.

Running an Exception Report, or Exception Report Group

Use the Exception Report Window to run exception reports singularly, or as a group. You can also override the variance type or variance for a single run of the report.

To run an exception report :

Use the Submit Requests window to run the exception report:

1. Check that your effective date is compatible with the date for which you want the report to run.
2. Select Exception Report as the report type.
3. If you want to run a single exception report, enter the name of the report. You do not need to enter the Exception Group name if you are running a single report.
4. If you want to run a group of exception reports, then enter an Exception Group name, but do not provide an Exception Report Name.

Exception reports are identified either by the report name, or by a group name. When you are running the report you must supply either the report name or the group name, but you never have to supply both.
5. Select the payroll that you are reporting on. The consolidation set is the default selection.
6. Override the variance type and variance value if you want to specify particular values for a single run of this report. This does not change your underlying report.
7. **For Australian, India users only:** Select the legal entity for the report. If you do not specify the legal entity in case of a LE dimension, the report does not return a result.

India users only: Select the component name for the report. If you do not specify the component name in case of a Component Balance dimension, the report does not return a result.
8. Save your work.
9. Click Submit.

To view an exception report:

Use the View Requests window to view an exception report:

1. Choose the Find button and select the report that you want to view.

2. Choose the View Output button.

Retries, Reversals and Rollbacks

Correction of Run Results: Rollbacks

Use run rollbacks when you have no need to keep any record that a run occurred. When you roll the run back, the process removes all the assignments and the run results.

For example, if an employee should never have been processed in a run, you can roll back the run for that employee. A rollback completely removes an employee from a run, as if the processing had never occurred.

You cannot roll back payroll processing for individuals or payrolls if post-run processing has already occurred.

US and Canadian Payroll Only: If you are using Net-to-Gross payroll processing then each assignment action for a run type can also generate additional actions derived from the parent action. These additional actions are known as child actions.

Mexico Payroll Only: HRMS Payroll for Mexico provides the Rollback MX Payroll Processes concurrent program for rollback purposes. This process enforces Mexico-specific business rules for handling payroll processes.

You can mark a parent assignment action for rollback, but you cannot roll back a child assignment action independently of its parent.

Uses of Rollbacks

Suppose that just after a payroll run, you receive notification that three employees have been transferred to a different payroll. This means you should not have processed them in the run just completed.

In this case you can roll back the processing for the three individuals. This action completely removes them from the run.

If the whole set of employees a run processes is the wrong set, you can roll back the entire run.

Rollbacks can also be useful if you want to do a run for testing purposes only, examine the results, and then remove all traces of it.

Important: If a recurring element has an end date that coincides with the end of the pay period, then the element end date will be removed by the rollback.

Correction of Run Results: Retries

Retrying Employee Assignments

You use retries for correcting mistakes shortly after a payroll run finishes. For example, you receive late entries of hours worked for some employees after a run starts, and you must enter these late details for some assignments.

Provided there has been no post-run processing for these assignments, you can mark them for retry. After you have corrected the element entry information for the marked employees, you submit the Retry Payroll Process. The new run processes only those employees marked for retry.

When you mark employee Assignments for retry, the run's status is Incomplete. This protects you from forgetting to correct and rerun an assignment marked for retry.

US and Canadian Payroll Only

If you are using Net-to-Gross payroll processing then each assignment action for a run type can also generate additional actions derived from the parent action. These additional actions are known as child actions.

You can mark a parent assignment action for retry, but you cannot retry a child assignment action independently of its parent.

Automatic Retries

Any assignments having a status of Error after a payroll run are **automatically** retried when you run the payroll again. You do not have to mark these assignments for retry and cannot unmark them. The recommended procedure for dealing with retries, therefore, is as follows:

- Run the payroll and examine the results.
- Check any assignments with a status of Error and make the necessary changes to them so that they can process correctly.
- Check the other assignments. Mark for retry any that require changes and make the necessary changes.
- Run the payroll again. It will now process only the assignments having a status of Error after the first run, together with those you have manually marked for retry.

Retries and Post-run Processing

You cannot run the payroll retry process if you have already started off another post-run process, such as PrePayments. In such a case, to start the payroll run retry process you must first roll back the other process. This deletes all element entries for the

process and enables you to run the retry of the payroll.

The payroll run's status remains at Incomplete as long as some employees remain marked for retry.

Retrying Runs

In another situation, you may realize after a run that results for a sizeable number of employees may be incorrect. This could happen, for example, when you neglected to modify a formula for an earnings or deduction before starting the run.

In this case you can make the necessary changes and retry the entire run. The new run ignores employees whose processing is unaffected by the corrections you have made. It reprocesses only those whose original results are incorrect in view of the corrections entered.

Correction of Run Results: Reversals

You can retry an employee or a run only when no post-run processing has occurred. You use *reversals* when you need to correct run results for a single assignment after post-run actions have already occurred.

In other words, reversals are useful when you need to correct run results some time after the run has occurred.

Restarting Earnings or Deductions after Reversals

You may reverse a run for a past period during or after which stop dates exist for earnings or deductions. When this happens, Oracle Payroll issues a warning. This tells you to check whether you should restart any of the stopped earnings or deductions.

For example, the reversal may have cancelled out a deduction that was an employee's final payment toward an outstanding loan. In this case, the warning alerts you to the need to restart the deduction.

Reprocessing Nonrecurring and Additional Entries after Reversals

Reversals of payroll runs with nonrecurring and additional element entries provide an **exception** to the 'once only' rule for processing nonrecurring elements.

Normally, nonrecurring element entries can be given only once to an employee. Additional entries for recurring elements can be given only once in each pay period.

The effect of this rule on payroll run reversals is that nonrecurring and additional entries do not get reprocessed in subsequent runs following a reversal. As a consequence, the results of subsequent runs will not be identical to the original run results.

To prevent this, Oracle Payroll allows nonrecurring and additional entries to be reactivated and reprocessed in subsequent runs following payroll run reversals. This

makes it possible for the run results of subsequent runs to be identical to the original results.

Warning: You cannot roll back a reversal if there are subsequent payroll runs. This is to prevent nonrecurring and additional entries being given twice - in the reversed run and in the subsequent run.

Performing a Batch Reversal

You use batch reversal when you need to correct run results for a batch or multiple assignments after post-run actions have already occurred.

Marking and Retrying Payroll Runs and Other Processes

To mark a small payroll process for retry:

- In the Payroll Processes window, select the process to retry and check the Retry box. This effectively marks every employee assignment included in the process for reprocessing when you retry it.

To mark a large payroll process for retry:

1. In the Submit Requests window, select Mark Payroll Run for Retry in the Name field if you are retrying a payroll run. Otherwise select Mark Process for Retry. These processes have the same parameters, Payroll Process and Assignment Set.
2. Select the process you are marking for retry.
3. Leave the Assignment Set field blank.
4. Choose Submit.

To mark an individual employee assignment for retry:

- In the Assignment Processes window, select the assignment to retry and check the Retry box. Then when you retry the process, only these assignments are reprocessed. This is a convenient approach when only a few assignments require reprocessing.

Marking a Group of Employee Assignments for Retry

To mark a group of employee assignments for retry:

1. Place the group of employee assignments in an assignment set.

See: Assignment Sets, page 1-6

2. In the Submit Requests window, select Mark Payroll Run for Retry in the Name field if you are retrying a payroll run. Otherwise select Mark Process for Retry. These processes have the same parameters, Payroll Process and Assignment Set.
3. Select the process you are marking for retry.
4. Select the assignment set name.
5. Choose Submit.

Correcting Run Results: Reversals

You reverse pay runs in the Reverse Payroll Run window for the employee assignment.

To reverse a payroll run or QuickPay for an assignment:

1. Select the run you want to reverse.
All the payroll runs for the assignment are displayed when you open the window.
2. Select the Reverse check box for the run you want to reverse.
The consolidation set for the run automatically displays as the consolidation set for the reversal.
3. Select a different consolidation set if you want to process the reversal in a different set to the original run set.

Running the Batch Reversals Process

Use the Batch Reversals process to perform quicker reversals of payroll and QuickPay runs. A batch reversal enables you to reverse your payroll calculations for an entire assignment set rather than for a single assignment. You run the Batch Reversals process from the Submit Requests window

To run the batch reversals process:

1. Select the Payroll Action ID.
2. Select the Assignment Set that you want to reverse.
3. Select the Reversal Date to specify the date from which you want to reverse your payroll or QuickPay run.
4. Click OK to confirm your choices.

5. Click Submit.

Retrying a Payroll Run or Other Payroll Process

To retry a payroll run or other payroll process:

1. Mark the entire process, individual employee assignments, or a group (assignment set) of assignments for retry.
2. In the Submit Requests window, select Retry Payroll Run in the Name field to retry a run. Otherwise select Retry Payroll Process to retry another process.
If the Parameters box does not automatically appear, click in the Parameters field.
3. In the Payroll Process field of the Parameters box, select the process to retry.
4. Choose Submit.

Rolling Back Payroll Runs and Other Processes

You can roll back a process in one of several ways depending on the extent of the rollback.

If you want to ...	Then refer to...
Roll back processes for a few individuals	Rolling Back a Process from the Payroll Processes Window, page 4-92
Roll back processes for many employees (defined as an assignment set)	Rolling Back a Process from the Submit Requests Window, page 4-93
Roll back an assignment process for an individual employee	Rolling Back a Process from the Assignment Processes Window, page 4-93

Rolling Back a Process from the Payroll Processes Window

Use the Payroll Processes window when you want to roll back a process for a few individuals.

To roll back a process from the Payroll Processes window:

1. Select the process record.

2. Select Delete Record from the Edit menu.

Rolling Back a Process from the Submit Requests Window

Use the Submit Requests window when you want to roll back a process for many employees. If you do not want to roll back the process for all employees originally processed, you must create an assignment set. See: *Creating an Assignment Set*, page 1-6.

To roll back a process from the Submit Requests window:

1. In the Name field, do *one* of the following:
 - Select Rollback to roll back all processes except a payroll run.
 - Select Rollback Run to roll back a payroll run.
 - **Mexico only:** Select Rollback MX Payroll Processes.
2. If the Parameters box does not appear, click in the Parameters field.
3. Select the process to roll back. The list for Rollback displays processing dates with the corresponding process types, payrolls, and consolidation sets. The list for Rollback Run displays process run dates with the corresponding period dates and payrolls.
4. To roll back processing for an assignment set, select the set name.
5. Choose Submit.

Rolling Back a Process from the Assignment Processes Window

Use the Assignment Processes window when you want to roll back a process for an individual employee assignment.

To roll back an assignment process:

1. Select the record for the assignment process.
2. Choose Delete Record from the Edit menu.

Setting Up the Payroll Purge Process

The Purge process deletes data from a list of payroll tables to maintain data integrity and also rolls up balances to maintain the value of important balances.

Before you run the Payroll Purge process, you must do the following:

1. Run the Upgrade Action Context process to determine the assignments for upgrade.
See: Running the Upgrade Action Context process, page 4-94
2. Optionally, create a balance set containing a list of balances required for roll-up. This ensures that the process will roll-up only the balances in the default list and those in the balance set. You can define the balance sets using the Payroll > Balance Set window. The application uses this balance set during the Purge Preparation Process.
3. Run the Purge Preparation Phase. Check and ensure that all the balances are correct. If any balance is incorrect, you can rollback the Purge Preparation Phase. You must complete the rollback at this point, because you cannot roll back later.
See: Running the Purge Preparation Phase, page 4-94
4. Run the Purge Deletion Phase if all the balances in Preparation Phase are correct.
See: Running the Purge Deletion Phase, page 4-95

Running the Upgrade Action Contexts Process

You run the Upgrade Action Contexts concurrent manager process for a business group to determine the time period for performing an upgrade.

You run the Upgrade Action Contexts process using the Submit Request window.

To run the Upgrade Action Contexts process:

1. In the Name field, select Upgrade Action Contexts.
2. In the Parameters window, enter the start and end date to perform an upgrade for a business group.

Note: .If you have not enabled Action Context functionality prior to running this process, then you must enter the End Date as the current day. For purge to run successfully you should also enter a start date as early as necessary, for example Start of Time.

Running the Purge Preparation Phase

You must run the Purge Preparation Phase to determine the data you want to purge from the application database. The preparation phase decides which assignments to purge and the values of any balances that subsequently require rolling up.

This phase enables you to produce a consolidated total of balances from an assignment

and balance set before you purge it.

Important: You must run the Purge Preparation Phase prior to running the Purge Deletion Phase.

You run this process from the Submit Requests window.

To run the Purge Preparation Phase process:

1. Query Purge Preparation Phase in the Name field.
2. In the Parameters window, select the balance set that includes the balances that you want to roll up.
3. Select the assignment set to include all the assignments for which you want to run the purge process.
4. Enter an effective date to determine from when you want to roll up the balances.
5. Click OK and then Submit.

Running the Purge Deletion Phase

Purging unwanted data helps in improving application performance. You run the Purge Deletion Phase process to delete unnecessary data from the database. Remember to backup important data before you run the deletion process as you cannot roll it back and the changes are irreversible.

Important: Run the deletion process only after you have successfully completed the Purge Preparation Phase process.

You run this process from the Submit Requests window.

To run the Purge Deletion Process:

1. Query Purge Preparation Phase Deletion process in the Name field.
2. In the Parameters window, select the payroll action of the associated Purge Preparation Phase process.
3. Click OK and then Submit.

Running the Purge Process Events Process

Run the Purge Process Events process when you want to purge the details of the pay

process events table and archive this data prior to a particular date. The application purges and archives this data into a shadow table as a backup. You can use this process to enhance the performance of processes accessing the table pay process events.

Run this process in the Submit Requests window.

To run the Purge Process Events process:

1. In the Name field, select Purge Process Events process.
2. In the Parameters window, enter a date to purge data from the pay process events table prior to this date and the recorded date (if it exists) from pay recorded requests table.

Note: The application collects data in chunks for a complete delete from pay process events table and inserts into pay process events shadow table. The PPE_bulk_limit value is defaulted to 10,000. You can change this parameter to fine tune the performance of process.

3. Click OK and then Submit.

Workforce Intelligence (HRMS) for Payroll Processing and Analysis

Costing Detail Workbook

The Costing Detail workbook enables you to review cost allocations for an element, element set, or a particular element classification.

Business Questions

Are my costs assigned to the correct cost center?

What are my cost totals for an element, element set, or element classification?

Worksheets

Costing Detail worksheet.

Parameters

You need to specify values for the following parameters:

- Costing Effective Date Begin
- Costing Effective Date End
- Element Set (only mandatory if you do not specify an Element, or Element Classification)
- Element Classification (only mandatory if you do not specify an Element, or Element Set)
- Element (only mandatory if you do not specify an Element Set, or Element Classification)

Use the following optional parameters to further restrict the values in the workbook:

- Costing Process
- Payroll
- Consolidation Set Name
- Organization

- Location
- Employee
- Reporting Currency
- Include Estimate Costing

Costing Summary Workbook

The Costing Summary workbook enables you to view total costing details for a payroll, consolidation set, or organization name.

Business Questions

What are my overall debits and credits for a particular costing period?

Worksheets

Costing Summary worksheet.

Parameters

You need to specify values for the following parameters:

- Costing Effective Date Begin
- Costing Effective Date End

Use the following optional parameters to further restrict the values in the workbook:

- Costing Process
- Payroll Name
- Consolidation Set Name
- Organization Name
- Reporting Currency
- Include Estimate Costing

Element Detail Workbook

The Element Detail workbook enables you to select an element effective date and

element classification and then view further details for all elements within these reporting criteria.

Business Questions

What are the attributes for each element within a particular element classification?

Do any of my selected elements belong to a proration group or recalculation group, and if so, which group?

Are any of my selected elements paid separately or processed separately?

Worksheets

Element Detail worksheet.

Parameters

You need to specify values for the following parameters:

- Effective Date
- Classification

Use the following optional parameters to further restrict the values in the workbook:

- Processing Type
- Standard Links
- Separate Payment
- Process Separate
- Recalculation Group
- Proration Group

Element Link Detail Workbook

The Element Link Detail workbook enables you to select a group of elements by effective date and classification. You refine your selection by specifying whether you want view elements that are available to all payrolls, or those elements that only available to some payrolls. When you have defined your subset of elements, you can see link details for each of them.

Business Questions

What are the costable types and costing codes for a group or elements?

Do these elements belong to a distribution set?

Are there any service criteria or age criteria for these elements?

Worksheets

Element Link Detail worksheet.

Parameters

You need to specify values for the following parameters:

- Effective Date
- Classification
- All Payrolls

Use the following optional parameters to further restrict the values in the workbook:

- Element
- Processing Type
- Standard Links
- Link Status
- Payroll
- Job
- Organization

Employee Assignments Without Payroll Workbook

The employee assignments without payroll workbook enables you to identify those assignments that do not belong to a payroll. You can also view assignment status.

Business Questions

Is there a valid reason for these assignments not to belong to a payroll, or is there an error requiring correction?

Worksheets

Assignments Without Payroll worksheet.

Parameters

You need to specify values for the following parameters:

- Beginning Date
- Ending Date

Employee Assignments Not Processed Workbook

The employee assignments not processed workbook enables you to identify all assignments excluded from processing and view further detail such as employee name, assignment number and payroll.

Business Questions

Is there a valid reason for excluding these assignments from processing, or is there an error requiring correction?

Worksheets

Assignments not Processed worksheet.

Parameters

You need to specify values for the following parameters:

- Beginning Date
- Ending Date

Use the following optional parameters to further restrict the values in the workbook:

- Payroll
- Organization
- Location
- Government Reporting Entity (Hidden)

Employee Payment Methods Workbook

The employee payment methods workbook enables you to view payment method totals and run type totals from an effective date that you select.

Business Questions

Are the employee totals for this payment method as expected for the given period?

Did each run type produce the expected totals for this payment method, or is there a discrepancy requiring correction?

Worksheets

Employee Payment Methods worksheet.

Parameters

You need to specify values for the following parameters:

- Effective Date

Use the following optional parameters to further restrict the values in the workbook:

- Payment Method
- Run Type

Organization Payment Methods Workbook

The organization payment methods workbook enables you to see summary information for each payment method from an effective date that you select. You can view third party details and source bank details.

Business Questions

Were payments correctly allocated for the duration of the reporting period?

What were the total payments for each payment type for the duration of the reporting period?

Worksheets

Organization Payment Methods worksheet.

Parameters

You need to specify values for the following parameters:

- Effective Date

Use the following optional parameters to further restrict the values in the workbook:

- Payment Type

Payroll Message Workbook

The Payroll Message workbook enables you to view the total number of messages for each payroll process, payroll, and pay period.

Business Questions

Was there an unusual number of messages for any particular process, payroll or pay period?

Were messages of the greatest severity level concentrated in any particular process, payroll or pay period?

Worksheets

Payroll Message worksheet.

Parameters

You need to specify values for the following parameters:

- Payroll Name
- Start Date
- End Date

Use the following optional parameters to further restrict the values in the workbook:

- Process Type
- Severity Level

Payroll Event Rules

Payroll Event Rules Overview

Using Oracle HRMS you can define payroll events and action parameters to control your payroll processing.

Payroll Events and Action Parameters in Oracle HRMS

A payroll event is any routine or exceptional occurrence that acts as a precondition for further processing. For example, you can specify that a particular event or group of events should trigger prorated calculations or RetroPay notifications.

An action parameter enables you to set conditions that control your payroll processes.

Key Concepts

To enable you to set up payroll events and parameters correctly, you need to understand these key concepts:

- Events, page 5-2
- Triggers, page 5-3
- Functional area grouping of triggers, page 5-3
- Process parameters, page 5-4

Reporting on Payroll Event Rules

See Reports and Processes in Oracle HRMS, *Oracle HRMS Window Navigation and Reports Guide*

Payroll Event Rules

Payroll events identify significant changes which imply a specific processing response.

How Do You Make Payroll Events Capture Relevant Changes?

You define your own payroll events to match your processing requirements. You can also group related events together so that you can process them as a single event.

Triggers, Events and Parameters

Database Triggers

Database administrators can modify the behavior of Oracle HRMS and control the way in which standard payroll processes run by doing some or all of the following:

- Creating dynamic triggers.
- Enabling or disabling dynamic triggers.
- Grouping triggers into functional areas.

Database Triggers

Database triggers are created in the Oracle HRMS database when Oracle HRMS is installed. Oracle HRMS uses two types of database trigger:

- Static triggers
- Dynamic triggers

It is important that you understand the difference between these two types of trigger.

The Difference Between Static Triggers and Dynamic Triggers

Static triggers are an integral part of Oracle HRMS and should not normally be disabled. They apply to the entire Oracle HRMS system. The most likely situation in which you would disable a static database trigger is when you are working with your support representative to identify a technical issue with the way in which Oracle HRMS is behaving on your site.

Dynamic triggers are designed to be selectively enabled and disabled by HRMS system administrators. They can be enabled for specific legislations, business groups and payrolls. For example, if you are outsourcing some of your payrolls to a third party, you can enable some third party interface dynamic database triggers as part of your Oracle HRMS implementation.

How Database Triggers are Maintained

Your database administrator is responsible for:

- Defining dynamic triggers
- Specifying whether they should fire on update, insert or delete

Database administrators can use a forms interface to view existing triggers and create

new dynamic triggers. A database administrator or HRMS system administrator can enable a dynamic trigger to fire for specific legislations, business groups, and payrolls, or a combination of these.

A database administrator can also group triggers into a functional area so that multiple triggers can be manipulated in a single operation.

Database Triggers and Third Party Payroll Interfaces

If you are interfacing Oracle HRMS to a third party payroll system using the Oracle HRMS Payroll Interface Toolkit, your database administrator can enable or disable triggers for a particular legislation, business group or payroll.

A number of predefined dynamic triggers are delivered with Oracle HRMS. These prevent certain information from being updated or deleted in Oracle HRMS, and prevent data in Oracle HRMS from getting out of step with data in your third party payroll system.

These triggers are grouped into predefined functional areas. Individual triggers can be enabled or disabled for specific legislations, business groups and payrolls using the Dynamic Triggers Functional Area Grouping window.

The following predefined functional areas are supplied with Oracle HRMS:

- Generic Payroll Interface Toolkit
- ADP Payroll Interface
- Ceridian 100 Payroll Interface
- Ceridian 500 Payroll Interface
- Duplicate Element Reporting Names

These correspond to the payroll interfaces that are supplied as standard with Oracle HRMS. The triggers contained within these payroll interface functional areas are not enabled for legislations, business groups or payrolls on delivery. You must enable them for specific legislations, business groups and/or payrolls to make them active.

If you are not using a third party payroll interface you do not need to enable any of these triggers. Although they will appear as enabled on the Define Dynamic Triggers window they will not fire because they have not been enabled for any legislations, business groups or payrolls.

Process Parameters

Database Administrators can use the Action Parameters window to select alternative values for process parameters. For example, you can assign the number of threads to a process and select the combination of levels for logging.

You can also create parameter groups with different values for different business

groups:

- Create group A which contains the Threads set to 4, and the Logging Value set to N.
- Create group B which contains the Threads set to 1, and the Logging Value set to the GMF combination.

You use the user profile option HR:Action Parameter Group Name to specify a parameter group for your responsibility. When you use this responsibility to run a payroll process, Oracle Payroll uses the values you have selected for this parameter group, and it uses default values for any parameter not specified in the group. If you leave the profile option blank, Oracle Payroll uses default values for all the parameters.

Logging parameters are identified by a combination of letters, and you use the logging tab to enable logging categories. For example, if logging is set to RGE this corresponds to the following combination of logging categories:

R - Routing

G - General

E - Element Entry

Defining Dynamic Triggers

Use the Dynamic Trigger Definition window to:

- Find a trigger that already exists. Existing triggers are referred to as static triggers.
- Create a new trigger. Any new triggers that you create are referred to as dynamically generated triggers.
- Enable and disable triggers.

Note: If you are using a third party payroll product do not use this window. Use the Dynamic Trigger Functional Area Grouping window to enable business groups and their associated triggers.

To find an existing trigger:

1. Select either Dynamically Generated Triggers or Static Database Triggers.
2. Select an Application to restrict the range of your search. Note that this does not refer to the application owning the trigger. It refers to the application owning the table to which the trigger is applied.
3. Enter one of the following:

- A table name.
 - A trigger name.
 - A table name and a trigger name.
4. Select a Triggering Action or a combination of triggering actions.
 5. Select the Trigger Type (static database triggers only).
 - All - displays all existing triggers
 - Before Each Row
 - Before Each Event
 - After Each Row
 - After Each Event
 - Instead of Each Row
 - Instead of Each Event
 - Statement

Note: These criteria do not apply to triggers created dynamically. Dynamic triggers are always defined to run after each row.

To enable and disable dynamic triggers:

Warning: These instructions apply to dynamic database triggers only. You should **never** disable a static database trigger.

When you have found the database trigger corresponding to your search criteria, you can see whether the trigger is enabled or disabled. The Enabled flag is checked if the trigger is enabled, and unchecked if the trigger is disabled.

You can change the status of the trigger by checking or unchecking the Enabled flag. Changes become effective immediately.

To create a dynamic trigger:

1. Select Dynamic Database Triggers.

2. Enter a description for the trigger. This description will appear as a comment in the generated code.
3. Select the table on which this trigger operates.
4. Select the action type for the trigger:
 - Insert - the trigger may be created after Insert.
 - Update - the trigger may be created after Update.
 - Delete - the trigger may be created after Delete.

Dynamic trigger creation does not support:

- The combination of insert, update and delete actions available when creating static triggers.
 - Triggers that are not of the after each row type.
5. Save the trigger definition.

When you have saved the trigger definition you cannot change the table on which a trigger is run, nor can you change the action that the trigger performs. Instead, you must delete the trigger and then recreate it with the correct details.

Grouping Dynamic Triggers into Legislative Functional Areas

Use the Dynamic Trigger Functional Area Grouping window to include all triggers for the functional area into a single group. You can then enable or disable all triggers for the entire area in a single operation rather than enabling each trigger individually.

We deliver functional area groupings as predefined data for those customers who are using Oracle HR with a third party payroll. However, third party payroll users can also define a subset of this grouping and use it in preference to the predefined grouping.

To group dynamic triggers into functional areas:

1. Enter a description for the new functional area, or query an existing functional area.
2. Select one of the following from the next block:
 - Legislation
 - Business Group
 - Payroll

3. Choose the name of the legislation, business group or payroll.
4. Select the description of each trigger to be assigned to the functional area.
5. Enable or disable this grouping for this legislation, business group or payroll.

You can specify groupings for legislation only, business group only or payroll only, but you can also specify any combination of these. If you do not select any of these then the triggers operate on all occasions.

To enable selected triggers from a predefined grouping:

If you only want to enable some of the triggers delivered in a predefined grouping, then you disable the predefined grouping and create a new grouping containing your selection of triggers. You then enable the new grouping.

Making Table Event Updates

When there are changes to employee data this may also imply changes to current or retrospective payroll run results for that employee. For example:

- RetroPay - where an employee receives an adjustment in the current pay period, but the adjustment was first incurred in a previous payroll period
- Recalculation - where changes are confined to the current pay period
- Proration - where adjustments earned on a pro-rata basis in another pay period are applied in the correct proportion to the current pay period

To identify when critical changes such these as have occurred, you can define each change as a table event and specify the action that you wish to take whenever the event is detected.

You can also group a related series of events into an event group so that you can process multiple events as a single group.

See Defining Event Groups, *Oracle HRMS Compensation and Benefits Management Guide*

For details of primary key information and column names, refer to the Oracle HRMS Technical Reference Manual.

You define table events from the Table Event Updates window:

Defining a table event:

1. Select the Table Name.
2. Select the Primary Key for your table.
3. Define the period for which you wish this event to be active. You do this by

selecting a start date and then an end date.

Selecting Row Level Events

You enter the details of the change as a row level event.

4. Select the Event Type to specify the type of database update that will initiate this event. You can select from:
 - Insert - If you select this event type, you are making a change at row level only, and the Column Name field is not enabled.
 - Delete - If you select this event type, you are making a change at row level only, and the Column Name field is not enabled.
 - Update - If you select this event type, you also need to specify a column name because updates are not confined to the row level.
5. Select the Column Name.
6. Select the Change Type. You do not need to select a change type for retro-notification and proration. You need only make a selection here if you are defining an event for Continuous Calculation. In this case, the following change types are available:
 - DATE_EARNED - to trigger recalculation of the payroll run based on the date earned.
 - DATE_PROCESSED - to trigger recalculation of the payroll run based on the effective date of the run. Use this if you want to recalculate tax information.
 - PAYMENT - to trigger recalculation of the Prepayments process
 - COST_CENTRE - to trigger recalculation of the Costing process.
 - REPORTS - to track all events that generate reports. However, if you have already selected DATE_EARNED as a change type this includes the REPORTS type, and you do not need to specify REPORTS as a separate selection.

Maintaining Parameters and Parameter Groups for Payroll Processes

Action parameters enable you to set the conditions that control your payroll processing. Use the Action Parameters window to define your parameter values and create parameter groups. You can create a default group to specify global values, or you can define your own group to provide a customized set of processing conditions.

Note: If you create your own group, select it in the user profile option

HR:Action Parameter Group Name for a responsibility. Use that responsibility when you want to run processes using the customized parameters.

To maintain parameter groups:

1. Do one of the following:
 - To define or maintain the default group, check the default group check box. Only do this if you want the parameter values that you select to be the default for all processes and business groups.
 - To create your own parameter group, enter the name of the group.

Note: You cannot enable a named parameter group as the default group.

To maintain process parameters:

1. From the parameters tab, select the name of the parameter that you want to modify, or enter a parameter name.

For details of the parameters that you can enter, see the Technical Essay: Payroll Action Parameters, *Oracle HRMS Implementation Guide*.

2. Enter a value for the parameter name. For example, Trace has a value of either Y or N.

Note: We recommend that Trace is set to N, because setting it to Y imposes an extra processing load on the payroll processes.

If you do not specify any values for the parameters that you select, then the values held at the global level default to the group level. But, if values are specified at the group level, then the group level values take precedence over the global parameter values.

To maintain logging parameters:

1. Select the logging tab.
2. Check each of the logging categories that you want to enable.
3. Uncheck any logging categories that you want to disable.
4. Save your changes.

Glossary

360-Degree Appraisal

Part of the Performance Management Appraisal function and also known as a Group Appraisal. This is an employee appraisal undertaken by managers with participation by reviewers.

Absence

A period of time in which an employee performs no work for the assigned organization.

Absence Case

Two or more absences for the same person that you associate manually because they share a common factor, such as the same underlying cause.

Absence Type

Category of absence, such as medical leave or vacation leave, that you define for use in absence windows.

Accrual

The recognized amount of leave credited to an employee which is accumulated for a particular period.

Accrual Band

A range of values that determines how much paid time off an employee accrues. The values may be years of service, grades, hours worked, or any other factor.

Accrual Period

The unit of time, within an accrual term, in which PTO is accrued. In many plans, the same amount of time is accrued in each accrual period, such as two days per month. In other plans, the amount accrued varies from period to period, or the entitlement for the full accrual term is given as an up front amount at the beginning of the accrual term.

Accrual Plan

See: *PTO Accrual Plan*, page Glossary-30

Accrual Term

The period, such as one year, for which accruals are calculated. In most accrual plans, unused PTO accruals must be carried over or lost at the end of the accrual term. Other plans have a rolling accrual term which is of a certain duration but has no fixed start and end dates.

Action

In AME, an Action is the *Then* part of an Approval Rule that specifies how the application must progress a transaction's approval process in a particular way depending on the conditions met.

Action Type

In AME, an action type is the generic container for specific actions. It enables you to specify the action to take if a transaction meets the condition of an approval rule. The action type, thus, generates the appropriate approvers for a transaction. As an AME administrator you can make particular action types available for specified transaction types.

Activity Rate

The monetary amount or percentage associated with an activity, such as \$12.35 per pay period as an employee payroll contribution for medical coverage. Activity rates can apply to participation, eligibility, coverages, contributions, and distributions.

Actual Premium

The per-participant premium an insurance carrier charges the plan sponsor for a given benefit.

Administrative Enrollment

A type of scheduled enrollment caused by a change in plan terms or conditions and resulting in a re-enrollment.

AdvancePay

A process that recalculates the amount to pay an employee in the current period, to make an authorized early payment of amounts that would normally be paid in future payroll periods.

Agency

An external organization that assists an enterprise in their recruitment process. Agencies act on behalf of the candidates to help them search and apply for jobs. They provide candidates to the fill up job openings in an enterprise or sometimes handle the complete placement process for a vacancy.

Agency Candidate

An agency candidate is a person whose profile is created in iRecruitment by a recruiting agency. This profile includes personal and professional information.

Agency User

An external person who belongs to a recruiting agency and accesses iRecruitment to conduct recruiting activities such as creating candidates and applying on behalf of the candidates.

Alert

An email notification that you can set up and define to send a recipient or group of recipients a reminder or warning to perform a certain task or simply a notification to inform the recipient of any important information.

Align

To define a relationship between objectives. Workers can align their own objectives with objectives that other workers have shared with them. Aligned objectives are also known as *supporting objectives*.

AME

Oracle Approvals Management Engine. A highly extensible approvals rules engine that enables organizations implementing Oracle Applications to simply and effectively define business rules that determine who must approve a transaction originating within an application. You can devise simple or complex rules, as your organization requires, which then form part of your overall business flow. A central repository holds all the rules to facilitate management and sharing between business processes.

API

Application Programmatic Interfaces, used to upload data to the Oracle Applications database. APIs handle error checking and ensure that invalid data is not uploaded to the database.

Applicant

An applicant is a person who submits an application for employment to an organization.

Applicability

In HRMS budgeting, a term describing whether a budget reallocation rule pertains to donors or receivers.

Applicant/Candidate Matching Criteria

Matching functionality in the iRecruitment system that systematically identifies which

candidates and applicants possess the skills, knowledge and abilities to be considered for a specific vacancy. The following columns are used for matching:

- Skills
- FT/PT
- Contractor/Employee
- Work at Home
- Job Category
- Distance to Location
- Key Words
- Salary

Apply for a Job

An SSHR function that enables an employee to, apply, search and prepare applications for an internally advertised vacancy.

Appraisal

An appraisal is a process where an employee's work performance is rated and future objectives set.

See also: *Assessment*, page Glossary-5.

Appraisee

The person who is the subject of an appraisal.

Appraiser

A person, usually a manager, who appraises an employee.

Appraising Manager

The person who initiates and performs an Employee-Manager or 360 Degree Appraisal. An appraising manager can create appraisal objectives.

Approval Rule

In AME, a business rule that determines a transaction's approval process. You construct rules using *conditions* and *actions*. For example, you can write a business rule with the conditions that if the total cost of a transaction is less than 1000 USD, and the transaction is for travel expenses, then the action must be to obtain approval from the immediate supervisor of the person triggering the transaction.

Approver Groups

In AME, an approver group is a collection of approvers you define, which you can include as part of actions when you set up your approval rules.

Arrestment

Scottish court order made out for unpaid debts or maintenance payments.

See also: *Court Order* , page Glossary-12

Assessment

An information gathering exercise, from one or many sources, to evaluate a person's ability to do a job.

See also: *Appraisal*, page Glossary-4.

Assignment

A worker's assignment identifies their role within a business group. The assignment is made up of a number of assignment components. Of these, organization is mandatory, and payroll is required (for employees only) for payment purposes.

Assignment Number

A number that uniquely identifies a worker's assignment. A worker with multiple assignments has multiple assignment numbers.

Assignment Rate

A monetary value paid to a contingent worker for a specified period of time. For example, an assignment rate could be an hourly overtime rate of \$10.50.

Assignment Set

A grouping of employees and applicants that you define for running QuickPaint reports and processing payrolls.

See also: *QuickPaint Report*, page Glossary-32

Assignment Status

For workers, used to track their permanent or temporary departures from your enterprise and, for employees only, to control the remuneration they receive. For applicants, used to track the progress of their applications.

Attribute

In AME, attributes are the business facts of a transaction, such as the total amount of a transaction, percentage of a discount, an item's category, or a person's salary and so on. These business variables form part of the conditions of an approval rule, and determine how the transaction must progress for approvals.

Authoria

A provider of health insurance and compensation information, that provides additional information about benefits choices.

BACS

Banks Automated Clearing System. This is the UK system for making direct deposit payments to employees.

Balance Adjustment

A correction you make to a balance. You can adjust user balances and assignment level predefined balances only.

Balance Dimension

The period for which a balance sums its balance feeds, or the set of assignments/transactions for which it sums them. There are five time dimensions: Run, Period, Quarter, Year and User. You can choose any reset point for user balances.

Balance Feeds

These are the input values of matching units of measure of any elements defined to feed the balance.

Balances

Positive or negative accumulations of values over periods of time normally generated by payroll runs. A balance can sum pay values, time periods or numbers.

See also: *Predefined Components* , page Glossary-30

Bargaining Unit

A bargaining unit is a legally organized group of people which have the right to negotiate on all aspects of terms and conditions with employers or employer federations. A bargaining unit is generally a trade union or a branch of a trade union.

Base Summary

A database table that holds the lowest level of summary. Summary tables are populated and maintained by user-written concurrent programs.

Beneficiary

A person or organization designated to receive the benefits from a benefit plan upon the death of the insured.

Benefit

Any part of an employee's remuneration package that is not pay. Vacation time,

employer-paid medical insurance and stock options are all examples of benefits.

See also: *Elements*, page Glossary-16

Block

The largest subordinate unit of a window, containing information for a specific business function or entity. Every window consists of at least one block. Blocks contain fields and, optionally, regions. They are delineated by a bevelled edge. You must save your entries in one block before navigating to the next.

See also: *Region*, page Glossary-33, *Field*, page Glossary-18

Budget Measurement Type (BMT)

A subset of Workforce Measurement Type. It consists of a number of different units used to measure the workforce. The most common units are headcount and full time equivalent.

Budget Value

In Oracle Human Resources you can enter staffing budget values and actual values for each assignment to measure variances between actual and planned staffing levels in an organization or hierarchy.

Business Group

The business group represents a country in which your enterprise operates. It enables you to group and manage data in accordance with the rules and reporting requirements of each country, and to control access to data.

Business Group Currency

The currency in which Oracle Payroll performs all payroll calculations for your Business Group. If you pay employees in different currencies to this, Oracle Payroll calculates the amounts based on exchange rates defined in the system.

Business Number (BN)

In Canada, this is the employer's account number with Revenue Canada. Consisting of 15 digits, the first 9 identify the employer, the next 2 identify the type of tax account involved (payroll vs. corporate tax), and the last 4 identify the particular account for that tax.

Business Rule

See Configurable Business Rules, page Glossary-10

Cafeteria Benefits Plan

See: *Flexible Benefits Program*, page Glossary-18

Calendar Exceptions

If you are using the Statutory Absence Payments (UK) feature, you define calendar exceptions for an SSP qualifying pattern, to override the pattern on given days. Each calendar exception is another pattern which overrides the usual pattern.

Calendars

In Oracle Human Resources you define calendars that determine the start and end dates for budgetary years, quarters and periods. For each calendar you select a basic period type. If you are using the Statutory Absence Payments (UK) feature, you define calendars to determine the start date and time for SSP qualifying patterns.

Canada/Quebec Pension Plan (CPP/QPP) Contributions

Contributions paid by employers and employees to each of these plans provide income benefits upon retirement.

Candidate

(iRecruitment) A candidate is a person who has either directly provided their personal and professional information to a company's job site or provided their resume and details to a manager or recruiter for entering in the iRecruitment system.

Candidate Offers

An SSHR function used by a line manager to offer a job to a candidate. This function is supplied with its own responsibility.

Career Path

This shows a possible progression from one job or position from any number of other jobs or positions within the Business Group. A career path must be based on either job progression or position progression; you cannot mix the two.

Carry Over

The amount of unused paid time off entitlement an employee brings forward from one accrual term to the next. It may be subject to an expiry date i.e. a date by which it must be used or lost.

See also: *Residual*, page Glossary-34

Cascade

A process managers at each level in a hierarchy use to allocate their own objectives to workers who report directly to them. This technique enables the allocation of enterprise objectives in some form to all workers.

Cash Analysis

A specification of the different currency denominations required for paying your

employees in cash. Union contracts may require you to follow certain cash analysis rules.

Ceiling

The maximum amount of unused paid time off an employee can have in an accrual plan. When an employee reaches this maximum, he or she must use some accrued time before any more time will accrue.

Certification

Documentation required to enroll or change elections in a benefits plan as the result of a life event, to waive participation in a plan, to designate dependents for coverage, or to receive reimbursement for goods or services under an FSA.

Child/Family Support Payments

In Canada, these are payments withheld from an employee's compensation to satisfy a child or family support order from a Provincial Court. The employer is responsible for withholding and remitting the payments to the court named in the order.

Collective Agreement

A collective agreement is a form of contract between an employer or employer representative, for example, an employer federation, and a bargaining unit for example, a union or a union branch.

Collective Agreement Grade

Combination of information that allows you to determine how an employee is ranked or graded in a collective agreement.

Communications

Benefits plan information that is presented in some form to participants. Examples include a pre-enrollment package, an enrollment confirmation statement, or a notice of default enrollment.

Compensation

The pay you give to employees, including wages or salary, and bonuses.

See also: *Elements*, page Glossary-16

Compensation Category

A group of compensation items. Compensation Categories determine the type of compensation that you award under a plan.

Compensation Object

For Standard and Advanced Benefits, compensation objects define, categorize, and help to manage the benefit plans that are offered to eligible participants. Compensation

objects include programs, plan types, plans, options, and combinations of these entities.

Competency

Any measurable behavior required by an organization, job or position that a person may demonstrate in the work context. A competency can be a piece of knowledge, a skill, an attitude, or an attribute.

See also: *Unit Standard Competency*, page Glossary-40

Competency Assessment Template

The entity that configures the Competencies section of an appraisal.

See also: *Objective Assessment Template*, page Glossary-25

Competency Evaluation

A method used to measure an employees ability to do a defined job.

Competency Profile

Where you record applicant and employee accomplishments, for example, proficiency in a competency.

Competency Requirements

Competencies required by an organization, job or position.

See also: *Competency*, page Glossary-10, *Core Competencies*, page Glossary-11

Competency Type

A group of related competencies.

Condition

In AME, a Condition is the *If* part of an Approval Rule that specifies the conditions a transaction must meet to trigger an approval action. A condition consists of an attribute, which is a business variable, and a set of attribute values that you can define. When a transaction meets the specified attribute values, then the application triggers the appropriate action.

Configurable Business Rule

In HRMS position control and budgeting, predefined routines (also called process rules) that run when you apply an online transaction, and validate proposed changes to positions, budgets, or assignments. You set their default status level (typically Warning to Warning, Ignore, or Error).

Configurable Forms

Forms that your system administrator can modify for ease of use or security purposes by means of Custom Form restrictions. The Form Customization window lists the forms and their methods of configuration.

Consideration

(iRecruitment) Consideration means that a decision is registered about a person in relation to a vacancy so that the person can be contacted.

Consolidation Set

A grouping of payroll runs within the same time period for which you can schedule reporting, costing, and post-run processing.

Contact

A person who has a relationship to an employee that you want to record. Contacts can be dependents, relatives, partners or persons to contact in an emergency.

Content

When you create a spreadsheet or word processing document using Web ADI, the content identifies the data in the document. Content is usually downloaded from the Oracle application database.

Contingent Worker

A worker who does not have a direct employment relationship with an enterprise and is typically a self-employed individual or an agency-supplied worker. The contingent worker is not paid via Oracle Payroll.

Contract

A contract of employment is an agreement between an employer and employee or potential employee that defines the fundamental legal relationship between an employing organization and a person who offers his or her services for hire. The employment contract defines the terms and conditions to which both parties agree and those that are covered by local laws.

Contribution

An employer's or employee's monetary or other contribution to a benefits plan.

Core Competencies

Also known as *Leadership Competencies* or *Management Competencies*. The competencies required by every person to enable the enterprise to meet its goals.

See also: *Competency*, page Glossary-10

Costable Type

A feature that determines the processing an element receives for accounting and costing purposes. There are four costable types in Oracle HRMS: costed, distributed costing, fixed costing, and not costed.

Costing

Recording the costs of an assignment for accounting or reporting purposes. Using Oracle Payroll, you can calculate and transfer costing information to your general ledger and into systems for project management or labor distribution.

Court Order

A ruling from a court that requires an employer to make deductions from an employee's salary for maintenance payments or debts, and to pay the sums deducted to a court or local authority.

See also: *Arrestment*, page Glossary-5

Credit

A part of the Qualifications Framework. The value a national qualifications authority assigns to a unit standard competence or a qualification. For example, one credit may represent 10 hours of study, a unit standard competence may equate to 5 credits, and a qualification may equate to 30 credits.

Criteria Salary Rate

Variable rate of pay for a grade, or grade step. Used by Grade/Step Progression.

Current Period of Service

An employee's period of service is current if their most recent hire date is on or before the effective date, and either the employee does not have a termination date for their latest employment, or their termination date is later than the effective date.

The table below provides an example using an effective date of 12 October 2004:

Effective Date	Hire Date	Termination Date	Current Period of Service?
12 Oct 2004	23 Jan 1994	16 Aug 2003	No
12 Oct 2004	14 Oct 2004	ANY	No
12 Oct 2004	14 Mar 2000	NONE	Yes
12 Oct 2004	11 Sep 2001	15 Oct 2004	Yes

Note: In Oracle HRMS an employee cannot transfer from one business group to another. To move from one business group to another, the business group they are leaving must terminate the employee, and the

business group they are joining must re-hire the employee. Therefore the definition of period of service, above, does not take account of any service prior to the most recent business group transfer.

Current Period of Placement

A contingent worker's period of placement, page Glossary-28 is current if their most recent placement start date is on or before the effective date, and either the contingent worker does not have a placement end date for their latest placement or their placement end date is later than the effective date.

Effective Date	Place Date	End Placement Date	Current Period of Placement?
12 Oct 2004	23 Jan 1994	16 Aug 2003	No
12 Oct 2004	14 Oct 2004	ANY	No
12 Oct 2004	14 Mar 2000	NONE	Yes
12 Oct 2004	11 Sep 2001	15 Oct 2004	Yes

Database Item

An item of information in Oracle HRMS that has special programming attached, enabling Oracle FastFormula to locate and retrieve it for use in formulas.

Date Earned

The date the payroll run uses to determine which element entries to process. In North America (and typically elsewhere too) it is the last day of the payroll period being processed.

Date Paid

The effective date of a payroll run. Date paid dictates which tax rules apply and which tax period or tax year deductions are reported.

Date To and Date From

These fields are used in windows not subject to DateTrack. The period you enter in these fields remains fixed until you change the values in either field.

See also: *DateTrack*, page Glossary-13, *Effective Date*, page Glossary-15

DateTrack

When you change your effective date (either to past or future), DateTrack enables you to enter information that takes effect on your new effective date, and to review information as of the new date.

See also: *Effective Date*, page Glossary-15

Default Postings

(iRecruitment) Default text stored against business groups, organizations, jobs, and/or positions. The default postings are used to create job postings for a vacancy.

Dependent

In a benefit plan, a person with a proven relationship to the primary participant whom the participant designates to receive coverage based on the terms of the plan.

Deployment

The temporary or permanent employment of an employee in a business group.

See also: *Secondment*, page Glossary-36

Deployment Factors

See: *Work Choices*, page Glossary-41

Deployment Proposal

The entity that controls the permanent transfer or temporary secondment of an employee from a source business group to a destination business group. The HR Professional in the destination business group creates the deployment proposal using the Global Deployments function.

Derived Factor

A factor (such as age, percent of fulltime employment, length of service, compensation level, or the number of hours worked per period) that is used in calculations to determine Participation Eligibility or Activity Rates for one or more benefits.

Descriptive Flexfield

A field that your organization can configure to capture additional information required by your business but not otherwise tracked by Oracle Applications.

See also: *Key Flexfield*, page Glossary-22

Deviation

A change to the standard approver list is a deviation.

Developer Descriptive Flexfield

A flexfield defined by your localization team to meet the specific legislative and

reporting needs of your country.

See also: *Extra Information Types*, page Glossary-18

Direct Deposit

The electronic transfer of an employee's net pay directly into the account(s) designated by the employee.

Discoverer Workbook

A grouping of worksheets. Each worksheet is one report.

Discoverer Worksheet

A single report within a workbook. A report displays the values of predefined criteria for analysis.

Distribution

Monetary payments made from, or hours off from work as allowed by, a compensation or benefits plan.

Download

The process of transferring data from the Oracle HRMS application to your desktop (the original data remains in the application database).

Effective Date

The date for which you are entering and viewing information. You set your effective date in the Alter Effective Date window.

See also: *DateTrack*, page Glossary-13

EIT

See: *Extra Information Type*, page Glossary-18

Electability

The process which determines whether a potential benefits participant, who has satisfied the eligibility rules governing a program, plan, or option in a plan, is able to elect benefits. Participants who are *eligible* for benefits do not always have *electable* benefit choices based on the rules established in a benefit plan design.

Element Classifications

These control the order in which elements are processed and the balances they feed. Primary element classifications and some secondary classifications are predefined by Oracle Payroll. Other secondary classifications can be created by users.

Element Entry

The record controlling an employee's receipt of an element, including the period of time for which the employee receives the element and its value.

See also: *Recurring Elements*, page Glossary-33, *Nonrecurring Elements*, page Glossary-25

Element Link

The association of an element to one or more components of an employee assignment. The link establishes employee eligibility for that element. Employees whose assignment components match the components of the link are eligible for the element.

See also: *Standard Link*, page Glossary-37

Elements

Components in the calculation of employee pay. Each element represents a compensation or benefit type, such as salary, wages, stock purchase plans, and pension contributions.

Element Set

A group of elements that you define to process in a payroll run, or to control access to compensation information from a configured form, or for distributing costs.

Eligibility

The process by which a potential benefits participant satisfies the rules governing whether a person can ever enroll in a program, plan, or option in a plan. A participant who is *eligible* for benefits must also satisfy *electability* requirements.

Eligibility Profile

A set of eligibility criteria grouped together. Eligibility profiles help determine eligibility for compensation and benefits and are re-usable. Eligibility profiles can be linked to a compensation object (such as a program, plan, or option), a collective agreement, a grade ladder, or a work schedule to restrict eligibility for these.

Employee

A worker who has a direct employment relationship with the employer. Employees are typically paid compensation and benefits via the employer's payroll application.

Employees have a system person type of Employee and one or more assignments with an assignment type of Employee.

Employee Histories

An SSHR function for an employee to view their Learning History, Job Application History, Employment History, Absence History, or Salary History. A manager can also use this function to view information on their direct reports.

Employment Category

A component of the employee assignment. Four categories are defined: Full Time - Regular, Full Time - Temporary, Part Time - Regular, and Part Time - Temporary.

Employment Equity Occupational Groups (EEOG)

In Canada, the Employment Equity Occupational Groups (EEOG) consist of 14 classifications of work used in the Employment Equity Report. The EEOGs were derived from the National Occupational Classification system.

Employment Insurance (EI)

Benefit plan run by the federal government to which the majority of Canadian employers and employees must contribute.

Employment Insurance Rate

In Canada, this is the rate at which the employer contributes to the EI fund. The rate is expressed as a percentage of the employee's contribution. If the employer maintains an approved wage loss replacement program, they can reduce their share of EI premiums by obtaining a reduced contribution rate. Employers would remit payroll deductions under a different employer account number for employees covered by the plan.

Enrollment Action Type

Any action required to complete enrollment or de-enrollment in a benefit.

Entitlement

In Australia, this is all unused leave from the previous year that remains to the credit of the employee.

ESS

Employee Self Service. A predefined SSHR responsibility.

Event

An activity such as a training day, review, or meeting, for employees or applicants. Known as *class* in OLM.

Ex-Applicant

Someone who has previously applied for a vacancy or multiple vacancies, but all applications have ended, either because the applicant has withdrawn interest or they have been rejected. Ex-Applicants can still be registered users.

Expected Week of Childbirth (EWC)

In the UK, this is the week in which an employee's baby is due. The Sunday of the expected week of childbirth is used in the calculations for Statutory Maternity Pay

(SMP).

Extra Information Type (EIT)

A type of developer descriptive flexfield that enables you to create an unlimited number of information types for six key areas in Oracle HRMS. Localization teams may also predefine some EITs to meet the specific legislative requirements of your country.

See also: *Developer Descriptive Flexfield*, page Glossary-14

Field

A view or entry area in a window where you enter, view, update, or delete information.

See also: *Block*, page Glossary-7, *Region*, page Glossary-33

Flex Credit

A unit of "purchasing power" in a flexible benefits program. An employee uses flex credits, typically expressed in monetary terms, to "purchase" benefits plans and/or levels of coverage within these plans.

Flexible Benefits Program

A benefits program that offers employees choices among benefits plans and/or levels of coverage. Typically, employees are given a certain amount of flex credits or moneys with which to "purchase" these benefits plans and/or coverage levels.

Flexible Spending Account

(FSA) Under US Internal Revenue Code Section 125, employees can set aside money on a pretax basis to pay for eligible unreimbursed health and dependent care expenses. Annual monetary limits and use-it-or-lose it provisions exist. Accounts are subject to annual maximums and forfeiture rules.

Form

A predefined grouping of functions, called from a menu and displayed, if necessary, on several windows. Forms have blocks, regions and fields as their components.

See also: *Block*, page Glossary-7, *Region*, page Glossary-33, *Field*, page Glossary-18

Format Mask

A definition of a person-name format. The format mask comprises standard name components, such as title, first name, and last name, in an order appropriate to its purpose and legislation.

Format Type

A format-mask classification that identifies the mask's purpose. Oracle HRMS defines the Full Name, Display Name, List Name, and Order Name format types. You can also define your own format types for use in custom code.

Full Time Equivalent (FTE)

A Workforce Measurement Type (WMT) that measures full time equivalent. Although the actual value and calculation may vary, this value is taken from the Assignment Budget Value (ABV) in Oracle HRMS. If the Assignment Budget Value in Oracle HRMS is not set up then a FastFormula is used to determine the value to be calculated.

Global Value

A value you define for any formula to use. Global values can be dates, numbers or text.

Goods or Service Type

A list of goods or services a benefit plan sponsor has approved for reimbursement.

Grade

A component of an employee's assignment that defines their level and can be used to control the value of their salary and other compensation elements.

Grade Comparatio

A comparison of the amount of compensation an employee receives with the mid-point of the valid values defined for his or her grade.

Grade Ladder

The key component of Grade/Step Progression. You use a grade ladder to categorize grades, to determine the rules for how an employee progresses from one grade (or step) to the next, and to record the salary rates associated with each grade or step on the ladder.

Grade Rate

A value or range of values defined as valid for a given grade. Used for validating employee compensation entries.

Grade Scale

A sequence of steps valid for a grade, where each step corresponds to one point on a pay scale. You can place each employee on a point of their grade scale and automatically increment all placements each year, or as required.

See also: *Pay Scale*, page Glossary-27

Grade Step

An increment on a grade scale. Each grade step corresponds to one point on a pay scale.

See also: *Grade Scale*, page Glossary-19

Grandfathered

A term used in Benefits Administration. A person's benefits are said to be grandfathered when a plan changes but they retain the benefits accrued.

Group

A component that you define, using the People Group key flexfield, to assign employees to special groups such as pension plans or unions. You can use groups to determine employees' eligibility for certain elements, and to regulate access to payrolls.

Group Certificate

In Australia, this is a statement from a legal employer showing employment income of an employee for the financial year..

Headcount(HEAD)

A Workforce Measurement Type (WMT) that measures headcount. Although the actual value and calculation may vary, this value is taken from the Assignment Budget Value (ABV) in Oracle HRMS. If the Assignment Budget Value in Oracle HRMS is not set up then a FastFormula is used to determine the value to be calculated.

Hierarchy

An organization or position structure showing reporting lines or other relationships. You can use hierarchies for reporting and for controlling access to Oracle HRMS information.

High Availability

iRecruitment functionality that enables enterprises to switch between two instances to continuously support the candidate job site.

Imputed Income

Certain forms of indirect compensation that US Internal Revenue Service Section 79 defines as fringe benefits and taxes the recipient accordingly. Examples include employer payment of group term life insurance premiums over a certain monetary amount, personal use of a company car, and other non-cash awards.

Incumbent

In Oracle HRMS, the term Incumbent refers to an active worker (employee or contingent worker).

Individual Compensation Distribution

A tool that enables managers assign one-time or recurring awards, bonuses, and allowances to qualified employees such as housing allowances, spot bonuses, and

company cars. Also enables employees to enter voluntary contributions, such as savings plans, charitable organizations, and company perquisites.

Info Online

A generic framework to integrate Oracle applications with partner applications, enabling users to access information from third-party providers, My Oracle Support (formerly MetaLink) and Learning Management.

Initiator

A person who starts a 360 Degree appraisal (Employee or Self) on an individual. An initiator and the appraisee are the only people who can see all appraisal information.

Input Values

Values you define to hold information about elements. In Oracle Payroll, input values are processed by formulas to calculate the element's run result. You can define up to fifteen input values for an element.

Instructions

An SSHR user assistance component displayed on a web page to describe page functionality.

Integrating Application

In AME, an application that uses Oracle Approvals Management Engine to manage the approval processes of its transactions.

Integrator

Defines all the information that you need to download or upload from a particular window or database view using Web ADI.

Interface

A Web ADI term for the item that specifies the columns to be transferred from the Oracle applications database to your desktop or vice versa.

Involuntary

Used in turnover to describe employees who have ceased employment with the enterprise not of their own accord, for example, through redundancy.

Job

A job is a generic role within a business group, which is independent of any single organization. For example, the jobs "Manager" and "Consultant" can occur in many organizations.

Job Posting

An advertisement for a specific vacancy. This is the public side of the vacancy for which a candidate would apply.

Key Flexfield

A flexible data field made up of segments. Each segment has a name you define and a set of valid values you specify. Used as the key to uniquely identify an entity, such as jobs, positions, grades, cost codes, and employee groups.

See also: *Descriptive Flexfield*, page Glossary-14

Layout

Indicates the columns to be displayed in a spreadsheet or Word document created using Web ADI.

Learning Management

Oracle's enterprise learning management system that administers online and offline educational content.

Leave Loading

In Australia, an additional percentage amount of the annual leave paid that is paid to the employee.

Leaver's Statement

In the UK, this Records details of Statutory Sick Pay (SSP) paid during a previous employment (issued as form SSP1L) which is used to calculate a new employee's entitlement to SSP. If a new employee falls sick, and the last date that SSP was paid for under the previous employment is less than eight calendar weeks before the first day of the PIW for the current sickness, the maximum liability for SSP is reduced by the number of weeks of SSP shown on the statement.

Legal Employer

A business in Australia that employs people and has registered with the Australian Tax Office as a Group Employer.

Legal Entity

A legal entity represents the designated legal employer for all employment-related activities. The legal authorities in a country recognize this organization as a separate employer.

Life Event

A significant change in a person's life that results in a change in eligibility or

ineligibility for a benefit.

Life Event Collision

A situation in which the impacts from multiple life events on participation eligibility, enrollability, level of coverage or activity rates conflict with each other.

Life Event Enrollment

A benefits plan enrollment that is prompted by a life event occurring at any time during the plan year.

Linked PIWs

In the UK, these are linked periods of incapacity for work that are treated as one to calculate an employee's entitlement to Statutory Sick Pay (SSP). A period of incapacity for work (PIW) links to an earlier PIW if it is separated by less than the linking interval. A linked PIW can be up to three years long.

Linking Interval

In the UK, this is the number of days that separate two periods of incapacity for work. If a period of incapacity for work (PIW) is separated from a previous PIW by less than the linking interval, they are treated as one PIW according to the legislation for entitlement to Statutory Sick Pay (SSP). An employee can only receive SSP for the maximum number of weeks defined in the legislation for one PIW.

LMSS

Line Manager Self Service. A predefined SSHR responsibility.

Long Service Leave

Leave with pay granted to employees of a particular employer after a prescribed period of service or employment with that employer.

Lookup Types

Categories of information, such as nationality, address type and tax type, that have a limited list of valid values. You can define your own Lookup Types, and you can add values to some predefined Lookup Types.

Lower Earnings Limit (LEL)

In the UK, this is the minimum average weekly amount an employee must earn to pay National Insurance contributions. Employees who do not earn enough to pay National Insurance cannot receive Statutory Sick Pay (SSP) or Statutory Maternity Pay (SMP).

Manager

(iRecruitment) A manager accesses the iRecruitment system to document their hiring

needs and conduct their recruiting activities online. Specifically, these activities include vacancy definition, searching for candidates, and processing applicants through the vacancy process.

Manager-Employee Appraisal

Part of the Appraisal function. A manager appraisal of an employee. However, an appraising manager does not have to be a manager.

Mapping

If you are bringing in data from a text file to Oracle HRMS using a spreadsheet created in Web ADI, you need to map the columns in the text file to the application's tables and columns.

Maternity Pay Period

In the UK, this is the period for which Statutory Maternity Pay (SMP) is paid. It may start at any time from the start of the 11th week before the expected week of confinement and can continue for up to 18 weeks. The start date is usually agreed with the employee, but can start at any time up to the birth. An employee is not eligible to SMP for any week in which she works or for any other reason for ineligibility, defined by the legislation for SMP.

Medicare Levy

An amount payable by most taxpayers in Australia to cover some of the cost of the public health system.

Menus

You set up your own navigation menus, to suit the needs of different users.

My Account

(iRecruitment) My Account is the total of either a candidate or applicant's personal and vacancy-specific information including the information needed to manage their progress through the recruitment process.

NACHA

National Automated Clearing House Association. This is the US system for making direct deposit payments to employees.

National Identifier

This is the alphanumeric code that is used to uniquely identify a person within their country. It is often used for taxation purposes. For example, in the US it is the Social Security Number, in Italy it is the Fiscal Code, and in New Zealand it is the IRD Number.

National Occupational Classification (NOC) code

In Canada, the National Occupational Classification (NOC) System was developed to best reflect the type of work performed by employees. Occupations are grouped in terms of particular tasks, duties and responsibilities. The use of this standardized system ensures consistency of data from year to year within the same company as well as between companies. These codes are used in the Employment Equity Report.

Net Accrual Calculation

The rule that defines which element entries add to or subtract from a plan's accrual amount to give net entitlement.

Net Entitlement

The amount of unused paid time off an employee has available in an accrual plan at any given point in time.

Nonrecurring Elements

Elements that process for one payroll period only unless you make a new entry for an employee.

See also: *Recurring Elements*, page Glossary-33

North American Industrial Classification (NAIC) code

The North American Industrial Classification system (NAICs) was developed jointly by the US, Canada and Mexico to provide comparability in statistics regarding business activity across North America. The NAIC replaces the US Standard Industrial Classification (SIC) system, and is used in the Employment Equity Report.

Not in Program Plan

A benefit plan that you define outside of a program.

Objective Assessment Template

The entity that configures the Objectives section of the appraisal.

See also: **Competency Assessment Template**, page Glossary-10

Objectives Library

A collection of reusable objectives. HR Professionals can either create individual objectives in the Objectives Library or import them from an external source.

Off-Boarding

Descriptive term covering all HR processes and procedures involved in removing a worker from your organization, including termination, relocation, and long-term sickness.

OLM

Oracle Learning Management.

On-Boarding

Descriptive term covering all HR processes and procedures involved in hiring and integrating a worker in your organization, including recruitment, hiring, and orientation.

Online Analytical Processing (OLAP)

Analysis of data that reveals business trends and statistics that are not immediately visible in operational data.

Online Transactional Processing (OLTP)

The storage of data from day-to-day business transactions into the database that contains operational data.

Open Enrollment

A type of scheduled enrollment in which participants can enroll in or alter elections in one or more benefits plans.

Options

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

Oracle FastFormula

Formulas are generic expressions of calculations or comparisons you want to repeat with different input values. With Oracle FastFormula you can write formulas using English words and basic mathematical functions. The output of FastFormulas is fed back into reports.

Organization

A required component of employee assignments. You can define as many organizations as you want within your Business Group. Organizations can be internal, such as departments, or external, such as recruitment agencies. You can structure your organizations into organizational hierarchies for reporting purposes and for system access control.

Organization Manager Hierarchy

An HRMS structure that contains supervisors and subordinates on a reporting chain who also own organizations. HRMS uses this hierarchy to filter the information you display in report modules.

OSSWA

Oracle Self Service Web Applications.

Outcome

For a unit standard competence, a behavior or performance standard associated with one or more assessment criteria. A worker achieves a unit standard competence when they achieve all outcomes for that competence.

Overrides

You can enter overrides for an element's pay or input values for a single payroll period. This is useful, for example, when you want to correct errors in data entry for a nonrecurring element before a payroll run.

Parameter Portlet

A portlet in which you select a number of parameters that may affect all your portlets on your page. These may include an effective date, the reporting period, the comparison type, the reporting manager, and the output currency for your reports. The parameter portlet is usually available at the top of the portal page.

Pattern

A pattern comprises a sequence of time units that are repeated at a specified frequency. The Statutory Absence Payments (UK) feature, uses SSP qualifying patterns to determine employees entitlement to Statutory Sick Pay (SSP).

Pattern Time Units

A sequence of time units specifies a repeating pattern. Each time unit specifies a time period of hours, days or weeks.

Pay Scale

A set of progression points that can be related to one or more rates of pay. Employee's are placed on a particular point on the scale according to their grade and, usually, work experience.

See also: *Grade Scale*, page Glossary-19

Pay Value

An amount you enter for an element that becomes its run item without formula calculations.

See also: *Input Values*, page Glossary-21

Payment Type

There are three standard payment types for paying employees: check, cash and direct deposit. You can define your own payment methods corresponding to these types.

Payroll

A group of employees that Oracle Payroll processes together with the same processing frequency, for example, weekly, monthly or bimonthly. Within a Business Group, you can set up as many payrolls as you need.

Payroll Reversal

A payroll reversal occurs when you reverse a payroll run for a single employee, in effect cancelling the run for this employee.

Payroll Rollback

You can schedule a payroll rollback when you want to reverse an entire payroll run, cancelling out all information processed in that run. To preserve data integrity, you can roll back only one payroll at a time, starting with the one most recently run.

Payroll Run

The process that performs all the payroll calculations. You can set payrolls to run at any interval you want.

People List

An SSHR line manager utility used to locate an employee.

Performance Management Plan

The entity that defines the performance-management process for a specified period. A component of the Workforce Performance Management function.

Performance Management Viewer (PMV)

A reporting tool that displays the report that corresponds to one or more PMF targets.

Period of Incapacity for Work (PIW)

In the UK, this is a period of sickness that lasts four or more days in a row, and is the minimum amount of sickness for which Statutory Sick Pay can be paid. If a PIW is separated by less than the linking interval, a linked PIW is formed and the two PIWs are treated as one.

Period of Placement

The period of time a contingent worker spends working for an enterprise. A contingent worker can have only one period of placement at a time; however, a contingent worker can have multiple assignments during a single period of placement.

Period Type

A time division in a budgetary calendar, such as week, month, or quarter.

Personal Public Service Number (PPS)

The Irish equivalent to National Insurance number in the UK, or the Social Security number in the US.

Personal Tax Credits Return (TD1)

A Revenue Canada form which each employee must complete. Used by the employee to reduce his or her taxable income at source by claiming eligible credits and also provides payroll with such important information as current address, birth date, and SIN. These credits determine the amount to withhold from the employee's wages for federal/provincial taxes.

Person Search

An SSHR function which enables a manager to search for a person. There are two types of search, Simple and Advanced.

Person Type

There are eight system person types in Oracle HRMS. Seven of these are combinations of employees, ex-employees, applicants, and ex-applicants. The eighth category is 'External'. You can create your own user person types based on the eight system types.

Personal Scorecard

A collection of objectives for a single worker arising from a single Performance Management Plan.

Personnel Actions

Personnel actions is a public sector term describing business processes that define and document the status and conditions of employment. Examples include hiring, training, placement, discipline, promotion, transfer, compensation, or termination. Oracle HRMS uses the term *self-service actions* synonymously with this public sector term. Oracle Self Service Human Resources (SSHR) provides a configurable set of tools and web flows for initiating, updating, and approving self-service actions.

Plan Design

The functional area that allows you to set up your benefits programs and plans. This process involves defining the rules which govern eligibility, available options, pricing, plan years, third party administrators, tax impacts, plan assets, distribution options, required reporting, and communications.

Plan Sponsor

The legal entity or business responsible for funding and administering a benefits plan. Generally synonymous with employer.

Position

A specific role within the Business Group derived from an organization and a job. For example, you may have a position of Shipping Clerk associated with the organization Shipping and the job Clerk.

Predefined Components

Some elements and balances, all primary element classifications and some secondary classifications are defined by Oracle Payroll to meet legislative requirements, and are supplied to users with the product. You cannot delete these predefined components.

Process Rule

See Configurable Business Rules, page Glossary-10

Professional Information

An SSHR function which allows an employee to maintain their own professional details or a line manager to maintain their direct reports professional details.

Proficiency

A worker's perceived level of expertise in a competency, in the opinion of an assessor, over a given period. For example, a worker may demonstrate the communication competency at Novice or Expert level.

Progression Point

A pay scale is calibrated in progression points, which form a sequence for the progression of employees up the pay scale.

See also: *Pay Scale*, page Glossary-27

Prospect Pool

(iRecruitment) The prospect pool contains all registered users who have given permission for their information to be published.

Provincial/Territorial Employment Standards Acts

In Canada, these are laws covering minimum wages, hours of work, overtime, child labour, maternity, vacation, public/general holidays, parental and adoption leave, etc., for employees regulated by provincial/territorial legislation.

Provincial Health Number

In Canada, this is the account number of the provincially administered health care plan that the employer would use to make remittances. There would be a unique number for each of the provincially controlled plans i.e. EHT, Quebec HSF, etc.

PTO Accrual Plan

A benefit in which employees enroll to entitle them to accrue and take paid time off (PTO). The purpose of absences allowed under the plan, who can enroll, how much time accrues, when the time must be used, and other rules are defined for the plan.

QPP

(See Canada/Quebec Pension Plan)

QA Organization

Quality Assurance Organization. Providers of training that leads to Qualifications Framework qualifications register with a QA Organization. The QA Organization is responsible for monitoring training standards.

Qualification Type

An identified qualification method of achieving proficiency in a competence, such as an award, educational qualification, a license or a test.

See also: *Competence*, page Glossary-10

Qualifications Framework

A national structure for the registration and definition of formal qualifications. It identifies the unit standard competencies that lead to a particular qualification, the awarding body, and the field of learning to which the qualification belongs, for example.

Qualifying Days

In the UK, these are days on which Statutory Sick Pay (SSP) can be paid, and the only days that count as waiting days. Qualifying days are normally work days, but other days may be agreed.

Qualifying Pattern

See: *SSP Qualifying Pattern*, page Glossary-37

Qualifying Week

In the UK, this is the week during pregnancy that is used as the basis for the qualifying rules for Statutory Maternity Pay (SMP). The date of the qualifying week is fifteen weeks before the expected week of confinement and an employee must have been continuously employed for at least 26 weeks continuing into the qualifying week to be entitled to SMP.

Quebec Business Number

In Canada, this is the employer's account number with the Ministère du Revenu du Québec, also known as the Quebec Identification number. It consists of 15 digits, the

first 9 identify the employer, the next 2 identify the type of tax account involved (payroll vs. corporate tax), and the last 4 identify the particular account for that tax.

Questionnaire

A function which records the results of an appraisal.

QuickPaint Report

A method of reporting on employee and applicant assignment information. You can select items of information, paint them on a report layout, add explanatory text, and save the report definition to run whenever you want.

See also: *Assignment Set*, page Glossary-5

QuickPay

QuickPay allows you to run payroll processing for one employee in a few minutes' time. It is useful for calculating pay while someone waits, or for testing payroll formulas.

Ranking

(iRecruitment) A manually entered value to indicate the quality of the applicant against other applicants for a specific vacancy.

Rates

A set of values for employee grades or progression points. For example, you can define salary rates and overtime rates.

Rate By Criteria

A function that enables the calculation of pay from different rates for each role a worker performs in a time period.

Rating Scale

Used to describe an enterprise's competencies in a general way. You do not hold the proficiency level at the competence level.

Record of Employment (ROE)

A Human Resources Development Canada form that must be completed by an employer whenever an interruption of earnings occurs for any employee. This form is necessary to claim Employment Insurance benefits.

Recruitment Activity

An event or program to attract applications for employment. Newspaper advertisements, career fairs and recruitment evenings are all examples of recruitment activities. You can group several recruitment activities together within an overall

activity.

Recurring Elements

Elements that process regularly at a predefined frequency. Recurring element entries exist from the time you create them until you delete them, or the employee ceases to be eligible for the element. Recurring elements can have standard links.

See also: *Nonrecurring Elements*, page Glossary-25, *Standard Link*, page Glossary-37

Recruiting Area

A recruiting area consists of a set of countries, business groups, and locations. Define recruiting areas using the Generic Hierarchy function of Oracle HRMS. In iRecruitment, when managers create vacancies, they can select multiple locations as vacancy locations using recruiting areas.

Referenced Rule

In HRMS budgeting, any predefined configurable business rule in the Assignment Modification, Position Modification, or Budget Preparation Categories you use as the basis for defining a new rule.

See Configurable Business Rules, page Glossary-10

Region

A collection of logically related fields in a window, set apart from other fields by a rectangular box or a horizontal line across the window.

See also: *Block*, page Glossary-7, *Field*, page Glossary-18

Registered Pension Plan (RPP)

This is a pension plan that has been registered with Revenue Canada. It is a plan where funds are set aside by an employer, an employee, or both to provide a pension to employees when they retire. Employee contributions are generally exempt from tax.

Registered Retirement Savings Plan (RRSP)

This is an individual retirement savings plan that has been registered with Revenue Canada. Usually, contributions to the RRSP, and any income earned within the RRSP, is exempt from tax.

Registered User

(iRecruitment) A person who has registered with the iRecruitment site by entering an e-mail address and password. A registered user does not necessarily have to apply for jobs.

Reporting Group

A collection of programs and plans that you group together for reporting purposes, such as for administrative use or to meet regulatory requirements.

Report Parameters

Inputs you make when submitting a report to control the sorting, formatting, selection, and summarizing of information in the report.

Report Set

A group of reports and concurrent processes that you specify to run together.

Requisition

The statement of a requirement for a vacancy or group of vacancies.

Request Groups

A list of reports and processes that can be submitted by holders of a particular responsibility.

See also: *Responsibility*, page Glossary-34

Residual

The amount of unused paid time off entitlement an employee loses at the end of an accrual term. Typically employees can carry over unused time, up to a maximum, but they lose any residual time that exceeds this limit.

See also: *Carry Over*, page Glossary-8

Responsibility

A level of authority in an application. Each responsibility lets you access a specific set of Oracle Applications forms, menus, reports, and data to fulfill your business role. Several users can share a responsibility, and a single user can have multiple responsibilities.

See also: *Security Profile*, page Glossary-36, *User Profile Options*, page Glossary-40, *Request Groups*, page Glossary-34, *Security Groups*, page Glossary-34

Resume

A document that describes the experience and qualifications of a candidate.

RetroPay

A process that recalculates the amount to pay an employee in the current period to account for retrospective changes that occurred in previous payroll periods.

Retry

Method of correcting a payroll run or other process *before* any post-run processing takes place. The original run results are deleted and the process is run again.

Revenue Canada

Department of the Government of Canada which, amongst other responsibilities,

administers, adjudicates, and receives remittances for all taxation in Canada including income tax, Employment Insurance premiums, Canada Pension Plan contributions, and the Goods and Services Tax (legislation is currently proposed to revise the name to the Canada Customs and Revenue Agency). In the province of Quebec the equivalent is the Ministère du Revenu du Québec.

Reversal

Method of correcting payroll runs or QuickPay runs *after* post-run processing has taken place. The system replaces positive run result values with negative ones, and negative run result values with positive ones. Both old and new values remain on the database.

Reviewer (SSHR)

A person invited by an appraising manager to add review comments to an appraisal.

RIA

Research Institute of America (RIA), a provider of tax research, practice materials, and compliance tools for professionals, that provides U.S. users with tax information.

Rollback

Method of removing a payroll run or other process *before* any post-run processing takes place. All assignments and run results are deleted.

Rollup

An aggregate of data that includes subsidiary totals.

Run Item

The amount an element contributes to pay or to a balance resulting from its processing during the payroll run. The Run Item is also known as calculated pay.

Salary Basis

The period of time for which an employee's salary is quoted, such as hourly or annually. Defines a group of employees assigned to the same salary basis and receiving the same salary element.

Salary Rate

The rate of pay associated with a grade or step. Used by Grade/Step Progression.

Scheduled Enrollment

A benefits plan enrollment that takes place during a predefined enrollment period. Scheduled enrollments can be administrative, or open.

Search by Date

An SSHR sub-function used to search for a Person by Hire date, Application date, Job posting date or search by a Training event date.

Secondment

The temporary transfer of an employee to a different business group.

Security Group

Security groups enable HRMS users to partition data by Business Group. Only used for Security Groups Enabled security.

See also: *Responsibility*, page Glossary-34, *Security Profile*, page Glossary-36, *User Profile Options*, page Glossary-40

Security Groups Enabled

Formerly known as Cross Business Group Responsibility security. This security model uses security groups and enables you to link one responsibility to many Business Groups.

Security Profile

Security profiles control access to organizations, positions and employee and applicant records within the Business Group. System administrators use them in defining users' responsibilities.

See also: *Responsibility*, page Glossary-34

Self Appraisal

Part of the Appraisal function. This is an appraisal undertaken by an employee to rate their own performance and competencies.

Separation Category

Separation category groups the leaving reasons. HRMSi refers to Termination Category as Separation Category.

See also: *termination category*, page Glossary-39

Site Visitor

(iRecruitment) A person who navigates to the iRecruitment web site and may view job postings. This person has not yet registered or logged in to the iRecruitment system. This individual may search for postings on the web site and also has the ability to log in or register with the iRecruitment site.

SMP

See: *Statutory Maternity Pay*, page Glossary-38

Social Insurance Number (SIN)

A unique number provided by Human Resources Development Canada (HRDC) to each person commencing employment in Canada. The number consists of 9 digits in the following format (###-###-###).

Source Deductions Return (TP 1015.3)

A Ministère du Revenu du Québec form which each employee must complete. This form is used by the employee to reduce his or her taxable income at source by claiming eligible credits and also provides payroll with such important information as current address, birth date, and SIN. These credits determine the amount of provincial tax to withhold from the employee's wages.

Special Information Types

Categories of personal information, such as skills, that you define in the Personal Analysis key flexfield.

Special Run

The first run of a recurring element in a payroll period is its normal run. Subsequent runs in the same period are called special runs. When you define recurring elements you specify Yes or No for special run processing.

SSHR

Oracle Self-Service Human Resources. An HR management system using an intranet and web browser to deliver functionality to employees and their managers.

SSP

See: *Statutory Sick Pay*, page Glossary-38

SSP Qualifying Pattern

In the UK, an SSP qualifying pattern is a series of qualifying days that may be repeated weekly, monthly or some other frequency. Each week in a pattern must include at least one qualifying day. Qualifying days are the only days for which Statutory Sick Pay (SSP) can be paid, and you define SSP qualifying patterns for all the employees in your organization so that their entitlement to SSP can be calculated.

Standard HRMS Security

The standard security model. Using this security model you must log on as a different user to see a different Business Group.

Standard Link

Recurring elements with standard links have their element entries automatically created for all employees whose assignment components match the link.

See also: *Element Link*, page Glossary-16, *Recurring Elements*, page Glossary-33

Statement of Commissions and Expenses for Source Deduction Purposes (TP 1015.R.13.1)

A Ministere du Revenu du Quebec form which allows an employee who is paid partly or entirely by commissions to pay a constant percentage of income tax based on his or her estimated commissions for the year, less allowable business expenses.

Statement of Earnings (SOE)

A summary of the calculated earnings and deductions for an assignment in a payroll period.

Statement of Remuneration and Expenses (TD1X)

In Canada, the Statement of Remuneration and Expenses allows an employee who is paid partly or entirely by commission to pay a constant percentage of income tax, based on his or her estimated income for the year, less business-related expenses.

Statutory Adoption Pay

In the UK, Statutory Adoption Pay (SAP) is payable to a person of either sex with whom a child is, or is expected to be, placed for adoption under UK law.

Statutory Maternity Pay

In the UK, you pay Statutory Maternity Pay (SMP) to female employees who take time off work to have a baby, providing they meet the statutory requirements set out in the legislation for SMP.

Statutory Sick Pay

In the UK, you pay Statutory Sick Pay (SSP) to employees who are off work for four or more days because they are sick, providing they meet the statutory requirements set out in the legislation for SSP.

Statutory Paternity Pay

In the UK, Statutory Paternity Pay Birth (SPPB) is payable to a person supporting the mother at the time of birth. In cases of adoption, the primary carer receives Statutory Adoption Pay, while the secondary carer receives Statutory Paternity Pay Adoption (SPPA).

Student Employee

A student who is following a work-study program. Student employees have HRMS person records (of system type Employee) so that you can include them in your payroll.

Suitability Matching

An SSHR function which enables a manager to compare and rank a persons competencies.

Superannuation Guarantee

An Australian system whereby employers are required to contribute a percentage of an eligible employee's earnings to a superannuation fund to provide for their retirement.

Supplier

An internal or external organization providing contingent workers for an organization. Typically suppliers are employment or recruitment agencies.

Supporting Objective

An objective aligned with another objective. Supporting objectives contribute to the achievement of the objectives they support.

Tabbed Regions

Parts of a window that appear in a stack so that only one is visible at any time. You click on the tab of the required region to bring it to the top of the stack.

Task Flows

A sequence of windows linked by buttons to take you through the steps required to complete a task, such as hiring a new recruit. System administrators can create task flows to meet the needs of groups of users.

Tax Point

The date from which tax becomes payable.

Template Letter

Form letter or skeleton letter that acts as the basis for creating mail merge letters. The template letter contains the standard text, and also contains field codes, which are replaced by data from the application during the mail merge process.

Terminating Employees

You terminate an employee when he or she leaves your organization. Information about the employee remains on the system but all current assignments are ended.

Termination Category

When employees leave an enterprise, the decision is either made by the employee or by the enterprise. When the decision is made by the employee the termination is Voluntary. When the decision is made by the enterprise, the termination is Involuntary.

HRMSi elsewhere refers to Termination Category as Separation Category.

Termination Rule

Specifies when entries of an element should close down for an employee who leaves

your enterprise. You can define that entries end on the employee's actual termination date or remain open until a final processing date.

Tips

An SSHR user assistance component that provides information about a field.

Total Compensation Statement

A module to communicate compensations, rewards, and benefits to employees and contingent workers.

Transaction Type

In AME, an integrating application may divide its transactions into several categories, where each category requires a distinct set of approval rules. Each set of rules is a transaction type. Different transaction types can use the same attribute name to represent values that the application fetches from different places. This enables several transaction types to share approval rules, thus facilitating a uniform approval policy across multiple transaction types.

Transcendentive

A third-party compensation management solutions provider, that provides additional information about benefits choices.

Unit Standard

A nationally registered document that describes a standard of performance. The standard is typically defined and maintained by industry representatives.

Unit Standard Competency

A competency that is defined in a Unit Standard and linked to a Qualifications Framework qualification.

Upload

The process of transferring the data from a spreadsheet on your desktop, created using Web ADI, back to the Oracle HRMS application.

User Assistance Components

SSHR online help comprising tips and instructions.

User Balances

Users can create, update and delete their own balances, including dimensions and balance feeds.

See also: *Balances*, page Glossary-6

User Profile Options

Features that allow system administrators and users to tailor Oracle HRMS to their exact requirements.

See also: *Responsibility*, page Glossary-34, *Security Profile*, page Glossary-36

User-based Security

With this type of security, the application generates the security permissions for a current user when that user logs on to a system. The system uses the security profile (can be position, supervisor, or organization-based, for example) to generate security permissions for the current user, for example, based on the user's position. An alternative to user-based security is a security profile with defined security rules, for example, to specify that the top-level position for a position-based security profile is Position A, irrespective of the current user's position.

View

An example of an interface that you can use to download data from the Oracle HRMS application to a spreadsheet using Web ADI.

Viewer (SSHR)

A person with view only access to an appraisal. An appraising manager or an employee in a 360 Degree Self appraisal can appoint view only access to an appraisal.

Viewer (Web ADI)

A desktop application, such as a spreadsheet or word processing tool, that you use to view the data downloaded from Oracle HRMS via Web ADI.

Voluntary

Term used in turnover to describe employees who have ceased employment with the enterprise of their own accord, for example, by resigning.

Waiting Days

In the UK, statutory Sick Pay is not payable for the first three qualifying days in period of incapacity for work (PIW), which are called waiting days. They are not necessarily the same as the first three days of sickness, as waiting days can be carried forward from a previous PIW if the linking interval between the two PIWs is less than 56 days.

WCB Account Number

In Canada, this is the account number of the provincially administered Workers' Compensation Board that the employer would use to make remittances. There would be a unique number for each of the provincially controlled boards i.e. Workplace Safety & Insurance Board of Ontario, CSST, etc.

Work Choices

Also known as Work Preferences, Deployment Factors, or Work Factors. These can affect a person's capacity to be deployed within an enterprise, such willingness to travel or relocate. You can hold work choices at both job and position level, or at person level.

Worker

An employee, page Glossary-16 or a contingent worker, page Glossary-11

Workers' Compensation Board

In Canada, this is a provincially governed legislative body which provides benefits to employees upon injury, disability, or death while performing the duties of the employer. Workers' Compensation Board premiums are paid entirely by the employer.

Workflow

An Oracle application which uses charts to manage approval processes and in addition is used in SSHR to configure display values of sections within a web page and instructions.

Workforce Measurement Type (WMT)

Groups of different units combined to measure the workforce. The most common units are headcount and full time equivalent.

Workforce Measurement Value (WMV)

A WMT value, for example, headcount or FTE.

Workforce Performance Management

The Oracle HRMS functions that support enterprise-directed objective setting, management, and assessment.

Work Structures

The fundamental definitions of organizations, jobs, positions, grades, payrolls and other employee groups within your enterprise that provide the framework for defining the work assignments of your employees.

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