

# Oracle Fusion Global Payroll

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## **Global Payroll Questions and Answers**

Oracle Fusion Global Payroll  
Global Payroll Questions and Answers

G28222-12

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## Get Help

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# Get Help

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# 1 Global Payroll Questions and Answers

## How do I enable the Linked Flows section on the flow submission page?

The Linked Flows tab is disabled by default on the flow submission page.

Use the Oracle Visual Builder Studio (VB Studio) functionality within your application to extend the page functionality and enable the Linked Flows tab.

**Note:** You can perform this task only if you have the right privileges to access VB Studio.

1. From your Home page use **My Client Groups > Payroll > Submit a Flow**, and on the flow submission page, search and select a flow you want to configure.
2. On the flow submission page, click **Settings** in the upper right corner, then click **Edit Page in Visual Builder Studio**.
3. Select a *project that* provides all the infrastructure you need to change your Oracle Cloud Application and deploy it to a production environment.
4. The **Show Linked Flows tab in Flow Submission Parameters** option under the **Page Properties** panel is turned off by default. Turn it on to enable the Linked Flows tab.

## When does an element get processed with a processing option of process once per period?

When an element has a processing option of 'once per period', the first payroll run of each period processes the element entries.

If this option isn't available for your country or territory, you can select a skip rule to process the element once each period.

## How do I automatically default flow instance names for a submitted flow?

Use the Oracle Visual Builder Studio (VB Studio) functionality within your application to setup business rules on the Redwood Flow Submission page.

Set up a business rule that automatically defaults the flow instance name when you submit a flow.

**Note:** You can perform this task only if you have the right privileges to access VB Studio.

1. On the flow submission page, click **Settings** in the upper right corner, then click **Edit Page in Visual Builder Studio**.
2. Select a project that provides all the infrastructure you need to change your Oracle Cloud Application and deploy it to a production environment.
3. Click **Configure Fields and Regions** under the Business Rules section.
4. Use the **Extension Rules** option to setup the business rule.

Configure business rules to define a naming convention based on the flow parameters.

## How do I configure business rules for defaulting flow instance names?

Use the Oracle Visual Builder Studio (VB Studio) functionality within your application to setup business rules on the Redwood Flow Submission page.

Set up a business rule that automatically defaults the flow instance name when you submit a flow.

**Note:** You can perform this task only if you have the right privileges to access VB Studio.

Here are some examples of code you can use to configure the business rules based on the flow parameters.

### Example 1: Flow Instance Name based on flow parameters

```
/* eslint-disable dot-notation */
define([], () => {
  'use strict';
  /**
   * Default value expression for PayrollFlowInstances.InstanceName
   * @param {object} context
   * @return {string}
   */
  function getPayrollFlowInstancesInstanceName(context) {
    const { $objectContext, $fields, $modules, $user } = context;
    // PAYROLL and PAYROLL_PERIOD are Base Parameters Names which can be retrieved
    // from My Client Groups > Payroll Flow Patterns for a flow pattern
    let payroll = $fields.parameters.PAYROLL.$value();
    let period = $fields.parameters.PAYROLL_PERIOD.$value();
```

```
    return payroll + "|" + period;
  }
  return { getPayrollFlowInstancesInstanceName };
});
```

### Example 2: Flow Instance Name based on username and time stamp of flow submission

```
/* eslint-disable dot-notation */
define(['oj-hcm/common/js/date-utils'], (HcmDateUtils) => {
  'use strict';
  /**
   * Default value expression for PayrollFlowInstances.InstanceName
   * @param {object} context
   * @return {string}
   */
  function getPayrollFlowInstancesInstanceName(context) {
    const { $objectContext, $fields, $modules, $user } = context;
    // This function gets current Date and Time as per user preference.
    function getCurrentTimeStamp() {
      return HcmDateUtils.DateUtils.getUserPreferredDateString(new Date().toISOString(), true);
    }
    let currentDateTime = getCurrentTimeStamp();
    // this line below appends username and current date time with underscore.
    return $user.userName + "_" + currentDateTime;
  }

  return { getPayrollFlowInstancesInstanceName };
});
```

## How do I end date an element?

Enter an effective end date that's after the effective end date of all child records linked to the element.

Examples of child records linked to an element include element eligibility, status processing rules, and balance feeds.

You must also remove the future changes to all the child records linked to the element.

## What are Auto Indirect Rules for Elements?

Use Auto Indirect rules to calculate the same element for a person several times, based on a condition defined in the formula.

The formula controls the number of times the element is processed and feeds the results to a target element. Use these rules with statutory deductions when calculations vary based on reference values.

## What are the Employment Level Options for Payroll Elements?

When you create elements, you can select either the payroll relationship level or an assignment level at which to attach the element.

This table explains the employments levels at which you can attach your elements.

### **Employment Level Options for Payroll Elements**

Employment Level	Typical Elements You Can Define at this Level
<p>The <b>Payroll Relationship Level</b> is the highest level for accumulating balances. Every payroll run processes payroll relationship elements.</p>	<ul style="list-style-type: none"> <li>• Tax deductions</li> <li>• Pension</li> <li>• Child support</li> <li>• Medical care</li> <li>• Union dues</li> <li>• Benefits activity rate calculations, such as employee contributions and flex credits</li> </ul>
<p>An <b>Assignment Level</b> is the lowest level for elements. Select this level if you require different entries for different assignments, or when the element applies only to specific assignments.</p>	<ul style="list-style-type: none"> <li>• Assignment salary</li> <li>• Regular hours</li> <li>• Overtime</li> <li>• Sales bonus</li> <li>• Profit-sharing bonus</li> </ul>

## What's a subpriority number for element entries?

A subpriority number determines the order in which element entries are processed for an individual person.

Sometimes you may want to prioritize the processing of certain element entries for an individual person. For example, you may need to determine the precise order in which deductions taken for wage attachments process for a person. In this case, enter a subpriority number for the element entries to determine the processing order of the element entries.

## What's an element's skip rule?

A skip rule is an optional formula that determines the circumstances in which an element is processed.

If you specify a skip rule for the element, the payroll runs process the element only when the conditions of the formula are met. Otherwise, it skips the element. You select skip rules on the Elements page.

## How do I exclude employees with terminated employment from the payroll calculations?

You need to specify a final close date for each of those employees to exclude them.

Here's how you can include only active employees in the payroll calculations when you run the Calculate Payroll process:

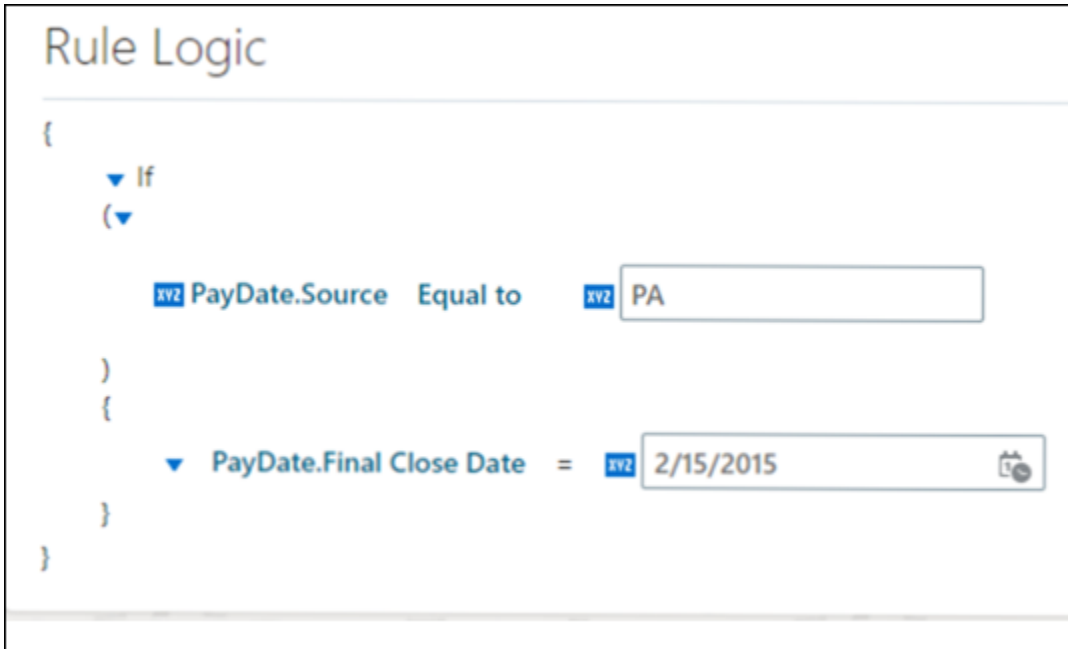
1. Go to **My Client Groups > Payroll > Payroll Relationships**.
2. Search for the relevant employee with terminated employment and inactive assignment status and click their name.
3. Edit the **Payroll Assignment Details** section to update the **Final Close Date** value.

**Note:** Set the final close date to a date that's after all payroll processing is completed for the employee, including all payroll payments and balance adjustments.

4. Save your changes.

## How do I create an autocomplete rule to set a default final close date for employees with terminated employment?

Here's an example of an autocomplete rule that defaults the final close date to a static date. This default date is valid for all employees with terminated employment, across the enterprise.



Here's an example of an autocomplete rule that defaults the final close date to a dynamic date. This default date is derived based on the employment termination date + n days.

An `HcmParam` global function isn't available to directly get the termination date. So, you need to derive the termination date in the rule through the following logic:

1. Get all the `hrAssignRow` variables for the given payroll assignment.
2. For each `hrAssignRow` variable, check if the row is inactive.
3. If it's inactive, find the row related to the `actionCode` variable.
4. If the `actionCode` variable is `EMPL_TERMINATE`, derive the value of the `terminationDate` variable as `hrAssignRow.EfectiveStartDate -1`.

### Rule Logic

```
{
  If
  (
    PayDate.Source Equal to PA
  )
  {
    The variable value payAssignRow = Get first row(PayDate.Get Payroll Assignments)
    The variable value hrAssignRowColl = payAssignRow.Get Assignment
    For each row hrAssignRow In hrAssignRowColl
    {
      If
      (
        hrAssignRow.Assignment Status Equal to INACTIVE
      )
      {
        The variable value hrActionCodeRow = hrAssignRow.Row Related to Action Code
        The variable value hrActionTypeRow = hrActionCodeRow.Row Related to Action Type Code
        The variable value actionCode = hrActionTypeRow.Action Type Code
        The variable value personTypeRow = hrAssignRow.Row Related to Person Type ID
        If
        (
          actionCode Equal to EMPL_TERMINATE AND
          personTypeRow.System Person Type In EMP
        )
        {
          The variable value terminationDate = ( hrAssignRow.Effective Start Date - 1 )
          PayDate.Final Close Date = ( terminationDate + 90 )
        }
      }
    }
  }
}
```

## How do I set the final close date for element duration dates using HCM Data Loader?

Load the element duration dates at the assigned payroll or payroll assignment levels to set the final close date.

- To set the final close date at the assigned payroll level for an individual assignment, use the **AssignedPayroll.dat** file.

Here's a sample code:

```
METADATA |AssignedPayroll|EffectiveStartDate|FinalCloseDate|LegislativeDataGroupName|  
PayrollDefinitionCode|AssignmentNumber|StartDate  
MERGE|AssignedPayroll|2024/01/01|2024/04/30 00:00:00|Vision US LDG|Monthly Payroll|E10003|2024/01/01
```

- To set the final close date at the payroll assignment level, which eventually rolls over to the payroll relationship level, use the **ElementDurationDate.dat** file.

Here's a sample code:

```
METADATA |ElementDurationDate|DateValue|SourceType|AssignmentNumber|TimeDefinitionCode  
MERGE|ElementDurationDate|2024/04/30|PA|E10003|Final Close
```

## How do I add new input values to existing elements?

You can add new input values to an element using the HCM Data Loader, when the element has entry values already created or processed in the payroll run.

The new input values must meet the following criteria:

- Input value isn't required
- Default at runtime isn't enabled
- Default value isn't provided
- Default formula isn't attached
- Input value with the same name doesn't exist already for the same element

You can add multiple input values at once as long as it meets these guidelines.

When you create a new input value for an element using the `PayrollElementDefinition` HDL object, a new flow, **Perform Post Processing of Element** with task **Create Element Entry Values** will automatically assign this value to all element entries. After the entry values are created for all impacted employees, you can change the entry value.

During the entry creation process, if the **Perform Post Processing of Element** flow errors out for any reason, you can retry or resubmit the process to create the remaining entry values. You also have the option to rollback the process, which deletes all entry values. When you delete the entry values, you must also delete the input values that were created using HDL.

Validations are provided to ensure the input and entry values are created successfully. When the **Perform Post Processing of Element** process is running, or being rolled back, the following validations will be applied:

- The element will be locked for any modification.
- The Calculate Payroll, Adjust Multiple Balances, Calculate Gross Earning, Load Initial Balances, Reverse Payroll Calculation, and Recalculate Payroll for Retroactive Changes payroll processes will be blocked from running when the postprocessing of element is being run.
- The element will continue to be in locked status if the element postprocess is rolled back but newly created input values aren't deleted. During this time, the Calculate Payroll, Adjust Multiple Balances, Calculate Gross Earning, Load Initial Balances, Reverse Payroll Calculation, and Recalculate Payroll for Retroactive Changes payroll processes will error out till the newly created input values are deleted.
- The QuickPay submission and Retry process are prevented from submission.
- The input value can't be created while a payroll process is being run.

**Note:** The payroll processes that are running beyond 3 days will be ignored while doing the above validation check. This feature isn't intended to upgrade the existing elements with any other objects, such as upgrading the element that was created using the HR or Payroll Interface license to an element to use in Payroll processing with Payroll license. It's only for adding new input values when the above conditions are met. Consider when's the best time to create any new input values, to avoid the impact on your payroll cycle, such as overnight or weekend. Ensure that the add new input value functionality isn't planned to be run when any of the above payroll processes are running, waiting, or planned to be run, as it will impact the regular payroll cycle.

Some key points to note:

- Input values and their associated entry values won't be rolled back if run results are created for the element after adding the new input value.
- When an input value is deleted from an element, the corresponding element eligibility input value will also be deleted automatically, provided it isn't referenced in balance definitions, status processing rules, or other associated definitions.
- You can use the **Unlock Element** feature in the **Run Feature Upgrade** flow to unlock elements in specific scenarios, based on the element name you enter in the **Additional Information** field. Here's some scenarios:
  - If the postprocess is rolled back but input values haven't been deleted through the HCM Data Loader (HDL), resulting in a locked element, you can use this feature as an alternative to HDL.
  - If a rollback fails and leaves the element locked, this feature deletes the entry values and the newly created input values to resolve the locked status.
  - If an element is locked due to orphaned data for a newly added input value, this feature identifies and addresses the issue.
- When rolling back postprocessing for an element with no existing entries and a new input value added, the element won't be locked if there are no entry values.
- Adding a new input value to an element without existing entries won't lock the element.

## How does user-defined flow schedules work?

When you schedule a flow, a flow instance is created. The application evaluates the flow parameters at the time of submission, and uses the task flow parameters when the flow is actually run or executed.

For example, if you have defined a monthly schedule, the Process Date will automatically increment 30 days from the value you have provided for the first instance of the flow.

However, if you need to define a date parameter to be set based on a defined value, you must define the value at the flow task level parameter.

For example, if you want to set the Process End Date to be 30 days after the Process Start Date, you must use an SQL to derive the Process End Date accordingly. For example, define the Process End Date as follows:

**Parameter Basis:** SQL Bind

**Parameter Value:** `select PROCESS END DATE+30 from dual`

## How do I load absence and time entries from a third-party absence or time collection application?

Use the following files when you use the HCM Data Loader (HDL) to load absence or time entries from third-party collection applications.

- Load absence information using the **AbsenceEntry.dat** file.
- Load time information using the **PayrollTimeCard.dat** file.

Using the correct business objects helps reduce errors and reconcile all absence and time entries processed by Oracle payroll with the information held in the source application.

However, if you're using Oracle Absence Management, the absence details are automatically transferred to payroll when an absence is approved. If you're using Oracle Time and Labor, you can transfer time entries to payroll using the Load Time Card Batches process.

**Note:** If you're using the generic calculation card **CalculationCard.dat** file to load absence or time into payroll, you must change your integration to use the absence and time files. Using these files helps reduce the errors you face using the generic calculation card business object to load this type of information.

An error message is displayed if you enter or update absence and time information on the classic calculation card page. This information should be managed in the source application to enable you to reconcile absence and time entries.

**Note:** You are not impacted by this change if you import absence and time from a third-party system using standard element entries.

## Which processes does Payroll Activity Center support?

Payroll Activity Center provides payroll results for the following processes:

- Calculate Payroll
- QuickPay

- Prepayments
- Periodic Archive
- Make EFT Payments
- Generate Check Payments
- Make External Payments
- Generate Cash Payments
- Generate Payslips
- Transfer to Subledger Accounting
- Costing of Payments

## Why can't I view employee level results on Payroll Activity Center?

Either the payroll results upgrade process hasn't been submitted or it hasn't completed successfully.

You must rerun the **Run Feature Upgrade** flow so that the employee level results are displayed on the Payroll Activity Center page.

To use Payroll Activity Center, ensure that the **Redwood Payroll Activity Enabled** (ORA\_PAY\_PAYROLL\_ACTIVITY\_REDWOOD\_ENABLED) profile option is enabled. You must then run the **Run Feature Upgrade** flow. This process creates the required payroll results data, for the last 12 months' period only.

Here's how you upgrade the payroll results:

1. Navigate to the **Submit a Flow** task from **My Client Groups > Payroll**.
2. On the Flow Submission page, search for and click **Run Feature Upgrade**.
3. On the Submit a Payroll Flow page:
  - a. In the **Payroll Flow** field, enter a name for the payroll flow.
  - b. From the **Feature** drop-down list, select **Payroll Activity Center Upgrade Payroll Results**.
  - c. Click **Submit**.

## How do I extend the Payroll Activity Center pages?

You can extend the Payroll Activity Center pages using Oracle Visual Builder Studio (VB Studio).

Extensibility lets you configure the Payroll Activity Center pages to meet your business requirements. It lets you control which attributes and regions are displayed on the summary, milestone overview, and milestone details pages of Payroll Activity Center.

For example, if you've multiple payrolls, then you can enable the Search on the Payroll Activity Center summary page. You can hide any of the payroll milestones or analytics on the milestone overview and milestone details pages.

You can change the layout of the **Overview** tab of the Payroll Activity Center milestone details page, using the dashboard feature. To enable the **Edit Page Layout** option (displayed in the **Actions** menu) on the Payroll Activity

Center **Overview** tab, you must assign the **PAY\_EDIT\_PAYROLL\_ACTIVITY\_CENTER** functional privilege to your user. In the edit mode, you can remove any of the existing analytics sections, and add your own analytics sections, up to a maximum of 5 sections.

#### Related Topics

- [How do I hide or show a section in Visual Builder Studio?](#)

## How do I set up the absence final and discretionary disbursement updates in payroll?

Load only the updated absence disbursement information into the Payroll application, when you update an absence final disbursement (**payout**) or discretionary disbursement (**cashout**) record.

1. Set the profile option **ORA\_PAY\_INTFC\_ABSENCE\_IN\_PLACE\_UPDATE** to **Yes**. By default, the profile option is set to **No**, which means that absence records are deleted and recreated when updated absence information is loaded. To disable this action, set the profile option to **Yes**, so that only the updated absence information is passed to Payroll.
2. When absence information is loaded into the Payroll application, the details including costing, are held in the calculation information tables. Expand the retropay event group to include changes to these absence details.
  - a. Go to **My Client Groups > Payroll > Event Groups**.
  - b. Add the **Calculation Range Item** entity to the **Entry Changes for Retro** event group for each type of update such as correction, insert, remove.

Take the same action if you've defined your own event group for retropay purposes.

## How do I set up Retroactive Overpayment and Recovery for Earnings Elements?

Set up the Retroactive Overpayment and Recovery for Element earnings using the **Overpayment Recovery Process Enabling the Over payment for Recovery Process.Default:N** action parameter.

Change the **Overpayment Recovery Process Enabling the Over payment for Recovery Process.Default:N** action parameter **N** default to **Y** to enable the retroactive overpayment and recovery functionality.

As a prerequisite, configure legislation for Human Resources:

1. Search for your legislation, and click **Update**
2. **Component Groups:** Click **Edit > Enable Recoveries > Save**
3. **Balance Dimensions:** Click **Edit > Select All > Save**
4. **Legislative Rules:** Click **Edit > Save**

Set payroll action parameter to **Y**:

1. Navigate to **Payroll Process Configuration**
2. Search for **Overpayment Recovery Process Enabling the Over payment for Recovery Process.Default:N**

3. Set parameter default value to **Y**

## How do I use the Retroactive Overpayment and Recovery for Earnings Elements feature?

Use the **Retroactive Overpayment and Recovery for Earnings Elements** and set up repayments to be processed from the employee's pays for more control over how Retropay results are handled.

To create a recovery, answer **Yes** to the question **Is this element subject to retroactive changes?** when creating a new earnings element. As a result, these indirect elements, formulas, offsets and offset results are created.

Elements:

- Element\_Name\_Evaluation
- Element\_Name\_Offset
- Element\_Name\_Recovery
- Element\_Name\_Recovery Results

Formulas:

- Element\_Name Evaluation
- Element\_Name Offset
- Element\_Name Recovery
- Element\_Name Recovery Results

Manage retroactive overpayment and recovery with the delivered calculation card.

**Note:** Navigator > My Client Group > Calculation Cards

A recovery has a **Not Scheduled**, **Active**, or **Complete** status.

- If in **Not Scheduled** status, you may edit the recovery as of an effective date on or after the recovery component start date.
- If in **Active** status, you may edit the recovery as of an effective date on or after the recovery component start date, end date, delete date-effective date, delete all records, or removed the end date of the recovery.
- If in **Complete** status, you may not edit the recovery.

Enter a Recovery Amount with a start date, which can be in the future.

As you enter and edit repayments, the following user entry validations on the recovery amount are in place to make sure the overpayments are processed correctly:

- Recovery Amount can be zero.
- Recovery Amount can't be negative.
- Recovery Amount can't be more than the total recovery amount, even if the recovery hasn't begun.

- Recovery Amount entry is mandatory.
- Recovery Amount can't be more than the left over (recovered) amount.
- Total Recovery Amount Override must be less than the Total owed/recovery.

The free text **Comments** field and the **Employee Agreed** checkbox are for information only and don't affect the processing of the overpayment.

**Outstanding Amount** is updated each time the recovery is processed. Once it's zero the recovery status changes to complete, the element is end dated and will no longer be processed.

In the final period, even if the **Repayment Amount** is greater than the **Outstanding Amount**, only the remaining outstanding amount will be processed to equal zero.

If there aren't enough earnings to take the full **Repayment Amount** nothing is processed. As long as there is an outstanding amount, it will try again the following pay period.

## How do I use the Overpayment Recovery report to manage retroactive recoveries that I have identified?

Once a payroll has been run, **Scheduled Repayments** are included in the Overpayment Recovery report. Once repayments are processed, the outstanding repayments for an employee are included too.

The **Overpayment Recovery** report is based on balances that require a recent payroll run to show the latest repayments. Use parameters to reduce data in report, such as entering a single employee in the **Person** parameter to see only their recovery data.

Mandatory report parameters to specify date range of report data to see the repayments made and reduced balances:

- **Process Start Date**
- **Process End Date**

Other report parameters to specify data for report:

- **Payroll**
- **Consolidation Group**
- **Payroll Statutory Unit**
- **Tax Reporting Unit**
- **Payroll Relationship Group**
- **Person**
- **Process Configuration Group**
- **Report Category**

## What database items are supported for rates based salary calculations?

If you're defining values by criteria for salary rates, select one of the database items that are supported by HR flows such as new hire and promotion.

Here's the list of individual attribute database items to define values by criteria while using salary rates:

Database Item Name	Display Name
CMP_ASSIGNMENT_SALARY_BASIS_NAME	Salary Basis
CMP_ASSIGNMENT_SALARY_FTE_VALUE	Salary FTE
PER_ASG_ACTION_CODE	Action Code
PER_ASG_ACTION_REASON_CODE	Action Reason
PER_ASG_ASSIGNMENT_ID	Assignment ID
PER_ASG_ASSIGNMENT_NUMBER	Assignment Number
PER_ASG_BARGAINING_UNIT_CODE	Bargaining Unit Code
PER_ASG_BARGAINING_UNIT_CODE_NAME	Bargaining Unit Name
PER_ASG_BUSINESS_UNIT_ID	Business Unit
PER_ASG_BUSINESS_UNIT_NAME	Business Unit
PER_ASG_COLLECTIVE_AGREEMENT_ID	Collective Agreement
PER_ASG_DEPARTMENT_ID	Department
PER_ASG_EFFECTIVE_START_DATE	Assignment Start Date
PER_ASG_EMPLOYEE_CATEGORY	Assignment Category
PER_ASG_EMPLOYMENT_CATEGORY	Assignment Category

Database Item Name	Display Name
PER_ASG_ESTABLISHMENT_ID	Establishment
PER_ASG_FREQUENCY	Frequency
PER_ASG_GRADE_CODE	Grade Code
PER_ASG_GRADE_ID	Grade
PER_ASG_GRADE_LADDER_PGM_ID	Grade Ladder
PER_ASG_GRADE_NAME	Grade
PER_ASG_GRADE_STEP_ID	Grade Step
PER_ASG_JOB_CODE	Job Code
PER_ASG_JOB_ID	Job
PER_ASG_JOB_MANAGER_LEVEL	Job Manager Level
PER_ASG_JOB_MANAGER_LEVEL_NAME	Job Manager Level Name
PER_ASG_JOB_NAME	Job
PER_ASG_LEGAL_ENTITY_ID	Legal Entity
PER_ASG_LOCATION_ID	Location
PER_ASG_LOCATION_NAME	Location
PER_ASG_NORMAL_HOURS	Normal Hours
PER_ASG_ORG_DEPARTMENT_NAME	Department
PER_ASG_ORG_LEGAL_EMPLOYER_NAME	Legal Employer
PER_ASG_ORG_LEGAL_EMPLOYER_NAME	Legal Employer
PER_ASG_POS_POS_CODE	Position Code

Database Item Name	Display Name
PER_ASG_POSITION_NAME	Position Name
PER_ASG_STANDARD_WORKING_HOURS	Working Hours
PER_ASG_STANDARD_WORKING_HOURS_FREQUENCY	Working Hours Frequency
PER_ASG_STANDARD_WORKING_HOURS_FREQUENCY_LOOKUP_MEANING	Working Hours Frequency Meaning
PER_ASG_UNION_ID	Worker Union ID
PER_ASG_UNION_NAME	Worker Union Name
PER_GRADE_STEP_NAME	Grade Step
PER_JOB_FAMILY_ID	Job Family
PER_JOB_FAMILY_NAME	Job Family
PER_PERSON_ENTERPRISE_HIRE_DATE	Hire Date

Here's the list of flexfield attribute database items to define values by criteria while using salary rates:

Flexfield Name	Description	Database Item Name
PER_ASG_DFF	Assignment Flexfield	PER_ASG_ATTRIBUTE_CATEGORY
		PER_ASG_ATTRIBUTE1 ... PER_ASG_ATTRIBUTE50
		PER_ASG_ATTRIBUTE_DATE1 ... PER_ASG_ATTRIBUTE_DATE15
		PER_ASG_ATTRIBUTE_NUMBER1 ... PER_ASG_ATTRIBUTE_NUMBER20
PER_GRADES_DFF	Grade Flexfield	PER_ASG_GRADE_ATTRIBUTE_CATEGORY
		PER_ASG_GRADE_ATTRIBUTE1 ... PER_ASG_GRADE_ATTRIBUTE30

Flexfield Name	Description	Database Item Name
		PER_ASG_GRADE_ATTRIBUTE_DATE1 ... PER_ASG_GRADE_ATTRIBUTE_DATE15
		PER_ASG_GRADE_ATTRIBUTE_NUMBER1 ... PER_ASG_GRADE_ATTRIBUTE_NUMBER20
PER_JOBS_DFF	Job Flexfield	PER_ASG_JOB_ATTRIBUTE_CATEGORY
		PER_ASG_JOB_ATTRIBUTE1 ... PER_ASG_JOB_ATTRIBUTE30
		PER_ASG_JOB_ATTRIBUTE_DATE1 ... PER_ASG_JOB_ATTRIBUTE_DATE15
		PER_ASG_JOB_ATTRIBUTE_NUMBER1 ... PER_ASG_JOB_ATTRIBUTE_NUMBER20
PER_LOCATIONS_DFF	Location Flexfield	PER_ASG_LOC_ATTRIBUTE_CATEGORY
		PER_ASG_LOC_ATTRIBUTE1 ... PER_ASG_LOC_ATTRIBUTE30
PER_POSITIONS_DFF	Position Flexfield	PER_ASG_POS_ATTRIBUTE_CATEGORY
		PER_ASG_POS_ATTRIBUTE1 ... PER_ASG_POS_ATTRIBUTE30
		PER_ASG_POS_ATTRIBUTE_DATE1 ... PER_ASG_POS_ATTRIBUTE_DATE15
		PER_ASG_POS_ATTRIBUTE_NUMBER1 ... PER_ASG_POS_ATTRIBUTE_NUMBER20

## How do I process a partial period accruals percentage greater than 100%?

Run the Partial Period Accruals (PPA) process for the full override percentage, even if it's greater than 100%.

The Partial Period Accruals (PPA) process allows override percentages greater than 100%, eliminating the need for multiple runs.

If you enter a value outside the standard range of 0–100 (but not 0), you receive an informational warning message, but doesn't prevent you from continuing. You'll, however, receive an error message if you enter 0 or a nonnumeric value that prevents you from continuing.

## How do I manage person costing?

Use the Person Costing page to manage the costing of a person at the payroll relationship, assignment, payroll relationship element, and assignment element levels.

**Note:** **My Client Groups > Payroll > Costing for Persons.**

1. Search and select a person to enter the costing.

**Note:** On the Person Costing page, the payroll relationship and assignment costing levels are enabled by default. To use the payroll relationship element and assignment element levels, you need to enable them using business rules.

2. Click **Add** to enter and submit the costing split percentages for the selected costing level.
3. After you've submitted your costing split percentages, you can take the following actions:
  - o **Update:** Update the **Effective Start Date** and percentage splits.
  - o **Correct:** Update only the percentage splits.
  - o **End Date:** Update only the **Effective End Date**.
  - o Click the **View History** link to update the historical costing data.
  - o Select **More Actions > Delete Record** to delete the current date effective record.
  - o Select **More Actions > Delete Record and History** to delete the current and all historical date effective records.

## How do I configure business rules for bank accounts on the Personal Payment Method page?

You need to configure business rules individually for self-service and professional user experiences.

Business rules configured for self-service experience don't impact the professional user experience and vice-versa.

To define business rules, select **Settings and Actions > Edit Page in Visual Builder Studio > Configure Validations** on the Personal Payment Method page.

Here's an example of a business rule that you can configure to disallow special characters in the **Bank Account** field for United States:

The screenshot displays the Oracle Fusion Global Payroll interface for configuring a validation rule. At the top, there are tabs for 'Express' and 'Advanced', and a status indicator 'Live Design'. The main area is titled 'Validations' and contains a search bar 'Filter for fields, rules' and two tabs: 'Fields' and 'Rules'. A list of rules is shown, with 'Stop Special Chars in US Account Number' selected. The rule configuration is as follows:

- Rule Name:** Stop Special Chars in US Account Number
- Status:** Active
- Condition:** if Country equals US and BankAccountNumber matches regexp /^[^0-9A-Za-z]/
- Messages:**
  - Summary:** Invalid Account Number
  - Severity:** Error
  - Target Fields:** BankAccountNumber
  - Error Code:** (empty)
  - Detail:** You have entered a bank account with special characters. Please enter a valid account number without special characters.

Here's an example of a business rule that you can configure to ensure that an employee has only one bank account corresponding to a particular account type for United States:

**Uniqueness Validation on Routing Number usage**

This rule validates that the a special routing number is not used in more than one bank account by the user.

**Condition** ?

```

if Account Type equals SAVINGS and
Country equals US
  if $fields.bankAccountCreateMode.$value()
    A existingBankAccounts = $fields.existingBankAccounts.$value()
    A uniqueRouting = new Set()
    JS
    for(var i = 0 ;i< existingBankAccounts.length;i++)
    {
      let bankAccount = existingBankAccounts[i];
      uniqueRouting.add(bankAccount.BankBranchNumber);//storing existing routing numbers
    }
    if uniqueRouting.has($fields.externalBankAccounts.BankBranchNumber.$value())
      Return true
  Return false
  
```

## How do I use the Payroll Run Analyst to validate employee run results?

The **Payroll Run Analyst** assistant on the Payroll Results page automatically detects and highlights any employee changes that could impact the payroll run results.

It provides requisite employee information for you to validate the run results

It requires no additional setup, making it ready for immediate use.

This table lists the person information you can access and edit using the digital assistant.

### Person Information accessed by digital assistant

Category	Details
Balance Summary	A summary of all balances as shown in the SOE summary region for the selected pay period.
Employee Job and Salary Details	Employee Assignment Number, Job, and Salary for all active assignments in the pay period.

Category	Details
Employee Attribute Changes and Exceptions	<p>The following notable changes or exceptions identified during the pay period:</p> <ul style="list-style-type: none"> <li>• Multiple net payments, if applicable.</li> <li>• Employee's First or Last Standard Earning Date falls within the pay period.</li> <li>• Differences in the following details that have changes by comparing at the start and end of the pay period: <ul style="list-style-type: none"> <li>○ Department</li> <li>○ Job</li> <li>○ Position</li> <li>○ Grade</li> <li>○ Location</li> <li>○ Business Unit</li> <li>○ Assignment Status</li> <li>○ Assignment Type</li> <li>○ Legal Employer</li> <li>○ Time Card required attribute from Assignment and Assigned Payroll</li> </ul> </li> </ul>
Retroactive Pay Events	Highlights retro pay events with an "awaiting processing" status.
Earnings and Deductions Changes	Displays recurring earning or deduction entries that have changes by comparing at the start and end of the pay period.
Partial Deductions	Lists partial deductions placed into "not taken" or "arrears," if any, during the pay period.

The assistant provides direct deep links on the summary page for you to quickly navigate to the following related HCM pages for the employee.

- Balance by Date
- Compensation Info
- Costing for Persons
- Employment Info
- Event Action Notifications
- Calculation Entries
- Payroll Relationships
- Payslips
- Personal Details
- Person Results
- Personal Payment Methods
- Seniority Dates

- Team Time Cards
- Work Relationship

On these pages, you can access information that's in the context of your payroll cycle, pay periods, and employee.

## How do I verify a flow task?

Use the Verify option on the Tasks tab of the Payroll Flow Pattern page to ensure that a completed flow task is verified before the flow proceeds to the next task in the flow sequence.

The features of the Verify option is as given here.

- The Verify option isn't available for manual tasks. It is available only for completed tasks.
- Once enabled, the Verify action is available for the task on the Checklists page only. This option isn't available on the Process Summary and Process Details pages.
- When this option is enabled, the flow considers the task as active until it's verified by a flow owner.
- The verification status of a task doesn't impact the status of a process or report. For example, a task can have a status of 'Completed' and it can either be verified or pending for verification. The status of the task remains 'Completed' across all pages irrespective of the task being verified or not.
- The Checklists page displays a verification status message and for verified tasks, the details of the person who verified the task.

