

# Human Resources Cloud

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## **Administering Payroll for Kuwait**

24C

Human Resources Cloud  
Administering Payroll for Kuwait

24C

F97470-01

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Author: Nikhil Francis

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# Get Help

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# 1 Let's Get Started

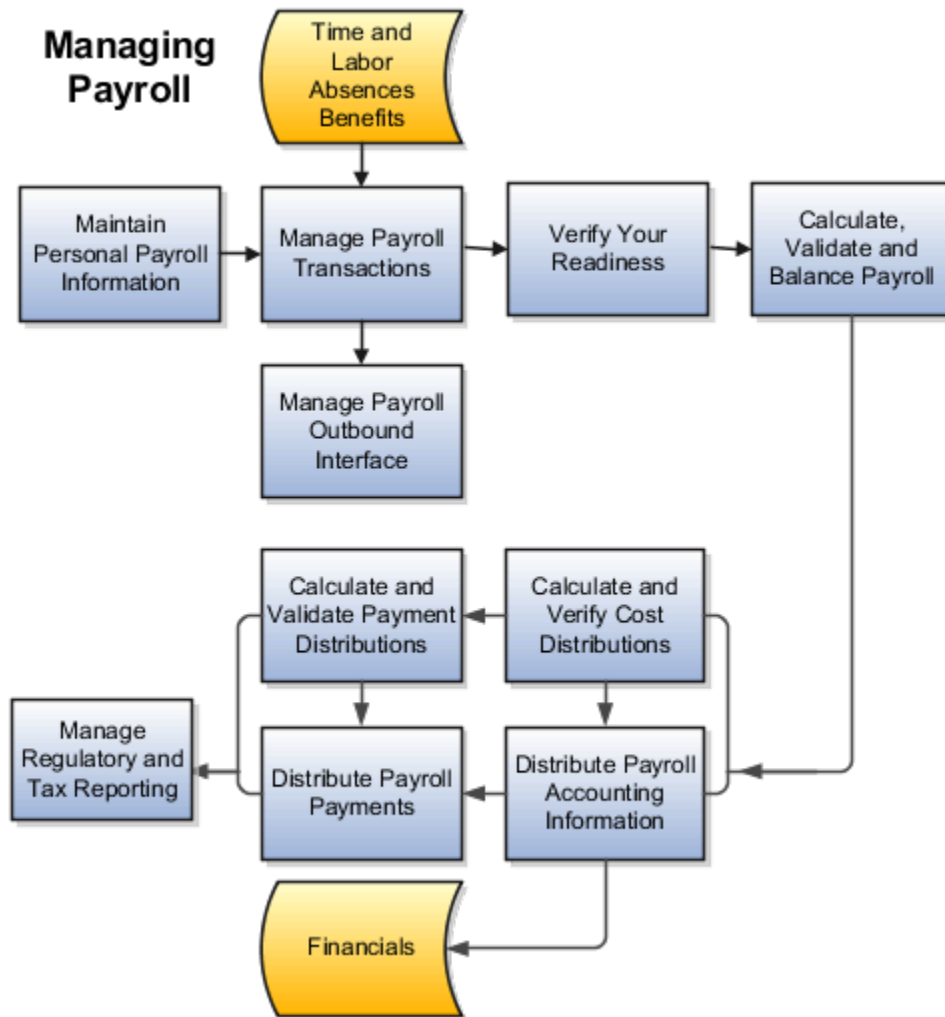
## Overview

This guide helps you manage payroll cycle tasks, from maintaining personal payroll information for your employees to running payroll processes and reports.

You may find these related guides helpful:

- [Implementing Global Payroll Interface](#)
- [Using Global Payroll Interface](#)
- [Administering Payroll Flows](#)
- [Implementing Payroll Costing](#)
- [Implementing Global Payroll](#)

This graphic shows you the payroll cycle process flow.



This diagram identifies each payroll cycle task.

## Maintain Personal Payroll Information

Use global payroll to maintain employee payroll information, such as payment methods, element entries, information required for statutory deductions, and data on personal calculation cards. You can also enter final processing dates for terminations and update person-level costing details during individual or mass transfer of employees to a different payroll.

## Manage Payroll Transactions

Payroll flows are used for many of your payroll tasks. If you load data, calculate payroll and payments, run reports, or calculate and distribute cost results, you submit payroll flows. Monitor and manage each task and overall payroll flow in Payroll.



## Verify Your Readiness

A good payroll run depends on many accurate and completed tasks. It's important for you to confirm you're ready to continue to the next task. Use this list of reminders to verify your readiness:

- Confirm conversion rates when you're using multiple currencies.
- Review notifications and take any actions requiring your attention.
- Confirm completion of all payroll preprocessing.
- Run the Payroll Data Validation Report to identify noncompliant or missing statutory information for people in a payroll statutory unit.
- Check retroactive notifications and handle retroactive changes.

## Calculate, Validate, and Balance Payroll

Run the Calculate Payroll process and validate results. Make corrections, retry results and, if needed, remove employees from the main payroll flow to handle them separately using QuickPay at a later time. It's ok, you can merge their records into the main payroll flow before calculating payments. Be sure you use the payroll calculation reports to view balances and payroll run results before continuing. Calculating, validating and balancing as you go are key to a successful payroll.

Use the payroll calculation reports to view balances and run results before proceeding to the next activity.

## Calculate and Validate Payment Distributions

In a typical payroll cycle flow, the Calculate Prepayments process runs automatically when you mark the Verify Reports task as complete within the Calculate and Validate Payroll activity.

Review the distribution of payments across employee personal payment methods in the Calculate Prepayments process results. If you find issues, fix the data and retry the action or roll back the record to remove them from the run. Once you fix the data in the removed record, run the prepayments process. The payroll register validates payment distribution amounts by payment category, type, and method.

## Distribute Payroll Payments

You have validated payment distribution amount and you're ready to follow these steps to distribute payments:

1. Generate the payments to your employees and third parties.
2. Archive the payroll results.
3. Run the payroll register.
4. Generate check payments, if required.
5. Generate payslips.
6. Run the payment register.

## Calculate and Verify Cost Distributions

Calculate Payroll process automatically calculates the costs for the payroll run and it's important for you to review the results. If you have any of the following when you're calculating and distributing cost, run a separate process for each:

- Retroactive costs
- Payments
- Cost adjustments

- Balance adjustments
- Partial period accruals

## Distribute Payroll Accounting Information

Typically you will run the Transfer to Subledger Accounting process to create journal entries for posting to the general ledger. Then submit the Create Accounting process in draft mode to create journal entries for review. Once you're satisfied with the journal entries, run in final mode to create, transfer, and post journal entries. Create Accounting process is run from the Submit a Flow task in Payroll.

## Manage Regulatory and Tax Reporting

You run and validate country-specific periodic reports required to meet regulatory requirements.

### *Related Topics*

- [Overview of Payroll Flows](#)
- [How do I import organization data?](#)

# Responsive User Experience Setup

## Deep Links

You can use deep links to provide easy navigation directly to a page in the HCM Cloud application.

You can also use deep links for mobile responsive pages on your intranet, custom and third-party applications, or in a document. This helps people run transactions in the HCM cloud and provides quick access to their HR information.

To access deep links:

1. Open the main menu.
2. Go to **Tools > Deep Links**.
3. Copy the URL for a deep link.
4. Paste the URL in the appropriate location.

When you open Deep Links, you find a list of all available deep links.

## Search Logic Profile Options for Client List of Values

You can use the logic `<codeph>CONTAINS</codeph>` to create the client list of values. This returns results containing the characters you enter.

Optionally, for individual list of values, you could change this logic to `<codeph>STARTS WITH</codeph>`, to return results that start with the search characters you enter.

For example, when you search for a person with the name John Smith while using the logic `CONTAINS`, you can search by **'jo'** or **'sm'** or **'th'**. When you use the logic `STARTS WITH`, your search must start with **'j'**.

Use the logic **STARTS WITH** when your list contains thousands of values (more than 15,000 records) to improve the search performance. Or, if you don't partition your data by set ID.

**Note:** If you change the search logic for a client list of values, the logic changes in all pages where the list of values is used.

#### Related Topics

- [Search Logic Profile Options for Client List of Values in Global Human Resources](#)

## Use Transaction Design Studio to Configure Field Displays

Use the Transaction Design Studio (TDS) to configure transactions and pages for responsive applications. TDS is available within the HCM Experience Design Studio.

You can control the visibility of attributes that are displayed either as **Delivered** or **Enabled**, and the availability of fields and sections of a transaction based on the user's role, person's business unit, or legal employer.

By default, the responsive pages display the often used attributes and hide the less often used attributes. Use Page Composer to personalize the responsive pages and display the attributes and tabs delivered within the feature.

Here's how you start HCM Experience Design Studio:

1. Sign in to the application as Human Capital Management Application Administrator with Access HCM Page Configurator (HRC\_ACCESS\_HCM\_TRANSACTION\_CONFIGURATOR\_PRIV) privilege. This privilege provides you access to TDS in HCM Experience Design Studio.
2. Enable a sandbox to compose data for configuring business objects. On the Home page, click the **HCM Experience Design Studio** quick action under the **My Client Groups** tab.
3. Under **Settings and Actions**, click **Edit Pages**.
4. Select the site layer and click **OK**.

#### Related Topics

- [Overview of Page Modification](#)

## Payroll Concepts to Understand

### Date Effectivity

Date effectivity preserves a history of changes made to the attributes of some objects. As a Professional user, you can retrieve and edit past and future versions of an object.

Many Human Capital Management (HCM) objects, including person names, assignments, benefits plans, grades, jobs, locations, payrolls, and positions are date-effective.

### Logical and Physical Records

Date-effective objects include one or more physical records. Each record has effective start and end dates. One record is current and available to transactions. Others are past or take effect in the future. Together, these records constitute the

logical record or object instance. For a date-effective logical row, which is a collection on contiguous temporal physical rows, each physical row CreatedBy (CREATED\_BY) and CreationDate (CREATION\_DATE) are the same.

This table shows changes to the department manager attribute in a department business object. Each row represents a single physical record.

| Physical Record | Effective Start Date | Effective End Date | Department Manager |
|-----------------|----------------------|--------------------|--------------------|
| 4               | 18 January, 2022     |                    | C. Woods           |
| 3               | 15 October, 2021     | 17 January, 2022   | A. Chan            |
| 2               | 13 June, 2020        | 14 October, 2021   | T. Romero          |
| 1               | 22 March, 2019       | 12 June, 2020      | G. Martin          |

**Note:** The physical record number doesn't appear in the record.

## Effective End Dates in Physical Records

Every physical record except the last has an effective end date. The update process adds this date, which is the day before the effective start date of the next record, whenever you update the object.

## Object End Dates

You can enter a final effective end date for some date-effective objects. For example, terminating an assignment adds a final effective end date to the assignment. Alternatively, the **End Date** action may be available. If you end date a date-effective object, then it isn't available to transactions after that date. But the object's history is retrievable.

## Status Values in Date-Effective Objects

Some date-effective objects, such as grades and jobs, have both effective dates and status values. When the object status is **Inactive**, the object isn't available to transactions, regardless of its effective dates. Setting the status to **Inactive** makes objects unavailable to transactions. If you can't enter an effective end date for an object, then changing its status has the same effect.

## Future-Dated Changes

For date-effective objects, you can enter future changes. For example, you enter the worker promotion shown in this table on 25 July, 2022 to take effect on 18 October, 2022.

| Physical Record | Effective Start Date | Effective End Date | Grade |
|-----------------|----------------------|--------------------|-------|
| 2               | 18 October, 2022     |                    | IC2   |
| 1               | 14 December, 2020    | 17 October, 2022   | IC1   |

Physical record two becomes current on 18 October, 2022. From 14 December, 2020 until 17 October, 2022 physical record one is current and available to transactions. If you can access the object history, you can see physical record two before it takes effect.

When future-dated changes exist, other actions may be limited. For example, to end this worker's assignment before the promotion takes effect, you must first delete the promotion.

## Date-Enabled Objects

Some objects, such as work relationships, are date-enabled rather than date-effective. They have start and end dates that define when they're available, but they have no history of changes. New attribute values overwrite existing attribute values.

### Related Topics

- [How You Delete Physical Records from Date-Effective Objects](#)
- [Examples of Updating Date-Effective Objects](#)
- [Examples of Correcting Date-Effective Objects](#)
- [How You Make Multiple Updates to Date-Effective Objects in One Day](#)

## How You Delete Physical Records from Date-Effective Objects

The effect of deleting a physical record from a date-effective object depends on the record's position in the object's history.

Consider the date-effective object, which has three physical records, shown in this table.

| Physical Record | Effective Start Date | Effective End Date | Attribute Value |
|-----------------|----------------------|--------------------|-----------------|
| 3               | 15 August, 2022      |                    | C               |
| 2               | 30 October, 2021     | 14 August, 2022    | B               |
| 1               | 10 June, 2020        | 29 October, 2021   | A               |

## Intermediate Records

If you delete physical record two, where the attribute value is B, then the object is as shown in this table after the deletion.

| Physical Record | Effective Start Date | Effective End Date | Attribute Value |
|-----------------|----------------------|--------------------|-----------------|
| 2               | 15 August, 2022      |                    | C               |
| 1               | 10 June, 2020        | 14 August, 2022    | A               |

If physical records exist both before and after the deleted record, then the deletion adjusts the dates of the surrounding records automatically. The effective end date of the previous record is now the day before the effective start date of this record. This change closes the gap in the object's effective dates.

## First or Only Records

In most cases, you can't delete the first or only physical record.

If you can delete the first physical record, then the object exists from the effective start date of the next physical record (30 October, 2010 in this example). If only one physical record exists, then deleting that record is the same as deleting the object.

## Final Records

If you delete the final physical record, then the deletion removes the effective end date automatically from the previous physical record (14 August, 2011, in this example).

## 2 Assemble and Maintain Payrolls

### Personal Payroll Entries for Kuwait

You can update payroll information for your employees and employees can update their own payment method and bank account details on their home page.

You can find examples of the tasks to maintain personal payroll information in this table. The Payroll Only column indicates the task is applicable only for Global Payroll.

| Task                     | Instructions   | Payroll Only |
|--------------------------|--|--------------|
| Elements                 | <ul style="list-style-type: none"> <li>Review the earnings and deduction entries to be processed in the payroll run.</li> <li>You can update some entries, such as voluntary deductions.</li> <li>You can manage other entries, such as salary, through other pages or in a source application. The entries are view-only on this page.</li> </ul> | No           |
| Personal Payment Methods | <ul style="list-style-type: none"> <li>Create personal payment methods, and specify the percentage or fixed amount that each method has to pay.</li> <li>Enter bank account details for electronic funds transfers.</li> </ul>   | No           |
| Third Parties            | <ul style="list-style-type: none"> <li>Create third-party payees to process payments to organizations and people who aren't on the payroll.</li> </ul>   | Yes          |
| Payroll Relationships    | <ul style="list-style-type: none"> <li>Transfer a person to another payroll.</li> <li>Enter final processing dates for terminations.</li> </ul>  | No           |
| Manage Batch Uploads     | <p>Use a spreadsheet to batch load these person-level information:</p> <ul style="list-style-type: none"> <li>Element entries</li> <li>Bank details for personal payment methods</li> <li>Assigned payrolls</li> </ul>   | No           |

# Payroll Relationships

## Overview of Administering Payroll Relationships

Oracle HCM Cloud automatically creates a payroll relationship when you hire an employee or create other types of person records, such as candidates and pending workers. A payroll relationship is an association between a person and a payroll statutory unit (PSU).

A payroll relationship is the highest level of the payroll employment model. If a person has multiple employment records that belong to the same PSU, assignments are grouped within a payroll relationship for statutory reporting purposes. Payroll relationships enable you to enter payroll related information for a person in Oracle HCM Cloud, such as compensation, time cards, payment methods, and salary offers to candidates.

Use the **Payroll Relationships** task to view details, such as the payroll relationship number and the associated PSU. You can also perform actions for the assignments associated to the payroll relationship, such as adding a payroll or setting the time card required status.

Use the redesigned Payroll Relationships page to manage employee payroll information captured in the different sections of the page:

- Basic Information
- Assignment
- Payroll Association
- Payroll Assignment Details

## Payroll Association

The Payroll Association region displays the payroll currently associated with the assignment and any prior payrolls up to the final close date.

Use the **Transfer** button to transfer the payroll of an employee due to changes in the employee's terms and conditions such as a promotion, demotion, new position, new job, and so on. The employee is assigned a new primary payroll association effective the transfer date, and the current payroll association gets terminated as of a day prior to the transfer date.

The element duration dates on the assignment record control when element entries for an employee start or end. For example, a sales employee is terminated, and the Last Standard Process Date is automatically set to the last date of the employee's payroll, say 25 Aug 2022. However, a commission payment is due to be paid after the termination date, so you want to keep the employee's payroll record open until 31Dec 2022. To ensure that the employee is paid the commission, you can set the Final Close date on the assignment record to 31 Dec 2022.

When you delete a payroll, the payroll association including the element and CIR entries associated with the payroll association is purged. However, you can't remove a payroll that's invalid as of the start date.

## Process a Payroll Relationship in Payroll

For employees with multiple assignments, payroll relationships support social insurance calculations that you perform on earnings from all assignments grouped within the relationship. The results of payroll processes are accordingly held against the payroll relationship of a person.



Use the **Process Result Summary** task to view a payroll process. Select a process such as calculate payroll, and drill-down to view a list of the payroll relationships included in the process.

## Manage Payroll Relationships

Use the **Assignment Switcher** to choose an assignment for employees with multiple assignments. You can choose one of the active assignments and navigate to the Payroll Relationship page and view the assigned payroll and relationship information for the selected assignment.

**Note:** You can't switch between assignments if the selected assignment is in an Inactive status.

To search for an inactive assignment, you can use the **Advanced Person Search**. For assignments with a final close, the information shown on the Payroll Relationships page is view-only for both the assignment and the payroll relationship.

The Payroll Relationship page displays view-only information entered for the work assignment in the Human Resources flows such as Hire and Promote. Use the Payroll Assignment Details section to view and manage the assignment-level information for payroll.

Unless a **Final Close** is set on a payroll relationship, you can't remove person information. Purge occurs at the person level, and not at the payroll relationship level. So, if a person has multiple payroll relationships belonging to different legal employers, then, for the purge to complete, all payroll relationships under that person should be final closed, before the purge date.

Use the **Date** picker to switch the date and view the assignment, assigned payroll and payroll relationship information as of the date selected. You can select a date between the start and end date of the assignment.

Hide or display fields to meet your business requirements. However, you can't hide fields based on specific legislative requirements.

Add the `PER_ENABLE_WORKER_SEARCHES_USING_EFFECTIVE_DATES_PRIV` functional privilege to a user-defined role, so that a person with the role can have access to date effective changes to the assignment.

Use the **Journey** option to include the VBS version of the page in a Journey.

### *Related Topics*

- [Payroll Employment Hierarchy Profile Options](#)
- [Payroll Relationship Type Mappings](#)
- [Overview of Payroll Employment Model](#)
- [What's a payroll statutory unit?](#)

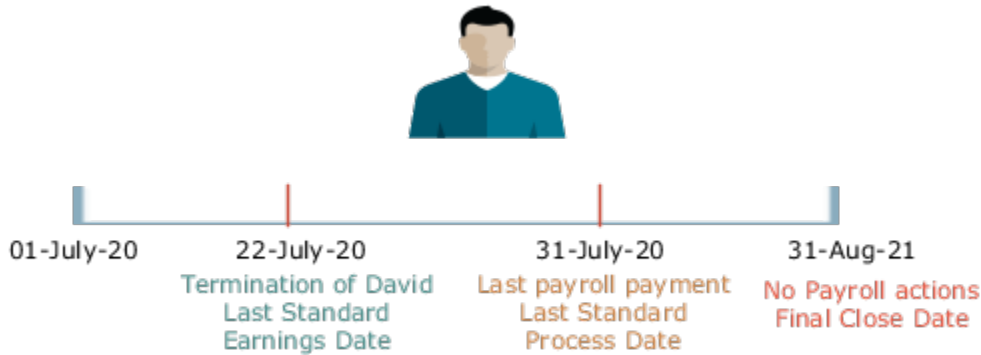
## Payroll Relationship and Termination Dates

When you terminate an employee or end an assignment record, the Payroll Relationship page displays the corresponding dates. These dates control how earnings and deductions are processed for the terminated employment record.

For example, David Ellis resigned from his teaching post at Royal High School, and his line manager enters a termination date of 22-July-2020. The application will process David's last payroll payment for 31-July-2020. You can

view these termination dates on the payroll relationship page for David. These dates show up at all the employment levels of David, such as assignment, associated payroll, and payroll relationship.

This image shows David's Ellis payroll processing dates and the behavior of the application for handling the payroll records:



| Name                        | Date         | Application Behavior   |
|-----------------------------|--------------|--|
| Last Standard Earnings Date | 22-JUL-2020  | Sets the Last Standard Earnings Date as David's termination date.  |
| Last Standard Process Date  | 31-JULY-2020 | Sets the Last Standard Process Date as the process date of the payroll period in which David's termination occurred.   |
| Final Close Date            | 31-AUG-2021  | <p>Enter a Final Close Date on David's assignment. This date will carry over to David's payroll, payment methods and payroll relationship records.</p> <p>The Final Close Date ends the payroll records. You can't perform any payroll actions for David after this date, such as calculate payroll, make retro payments, or balance adjustments.</p> <p>The date you provide would depend on your business requirements, such as when your company makes commission payments to terminated employees. However, the best approach is to enter a Final Close date that falls after tax year-end. You can perform any balance adjustments as part of your year-end processing.</p> <p><b>Note:</b><br/>If you enter a Final Close date for a person who has other active assignments, the payroll relationship still remains active.</p> |
| End Date                    | 31-AUG-2021  | This date is defaulted when you enter the Final Close Date.  |

## Terminate and Delete Payroll

You can terminate or delete a payroll association from the Payroll Association region. Select Edit and then click on Delete to choose between Delete Payroll Association or Terminate Payroll.

When you terminate a payroll association, the worker's payroll association is terminated with the Last Standard Earnings Date as the termination date. The Last Standard Process Date defaults to the end of the pay period but the Final Close Date is left blank.

In cases where you have to delete the payroll assigned to an employee, you can choose Delete Payroll Association from the Payroll Association region. The payroll association and records are deleted and no record of the payroll association remains.

## Reverse Terminate Payroll Association

For employees with a terminated payroll association, you can select the Reverse Terminate Association option to reactivate the payroll association. The reactivated payroll association becomes the primary payroll associated with the employee and the corresponding element entries and calculation cards are reactivated.

### *Related Topics*

- [How to Set End Dates for Terminations](#)
- [How Terminations Affect Payroll Processing](#)

## Payroll Relationship and Time Card Required

Select the Time Card Required option to indicate if an employee must submit a time card for salary payments.

This option controls how the salary basis entry for the employee is processed in the payroll run:

- If a time card is required for the employee, the application doesn't process the salary basis entry in the payroll run. The employee must submit time cards for salary hours.
- If a time card isn't required for the employee, the application processes the salary basis entry in the payroll run.

You can enter a Time Card Required status on the payroll record or assignment for a person. Use the Time Card Required status on the payroll record to control the status when the person transfers to a new payroll. Alternatively, you can define the status for a person on the assignment. Use the **HCM Experience Design Studio** task to select the option that best suits your company and hide the other fields.

### *Related Topics*

- [Time Card Required Option](#)
- [Define Payroll Level Information](#)
- [Use Transaction Design Studio to Configure Field Displays](#)
- [HCM Experience Design Studio](#)

## Payroll Relationship and Overtime Period

Select an overtime period to allocate the employee's earnings to the selected period, such as weekly.

For the US, the overtime period defines the starting date and length of the default workweek for nonexempt employees. Overtime is allocated to the appropriate workweek and this information is used to determine overtime calculations.

You can enter an Overtime Period on the employee's payroll relationship, payroll record, or assignment level. The Overtime Period at payroll relationship level applies to all the assignments. Use the payroll record option to control the overtime period when the person transfers to a new payroll. Alternatively, you can define the period details for a person on the assignment. Use the **HCM Experience Design Studio** task to select the option that best suits your company and hide the other fields.

### Related Topics

- [Define Payroll Level Information](#)
- [Use Transaction Design Studio to Configure Field Displays](#)
- [HCM Experience Design Studio](#)

## Payroll Relationships for Kuwait

A payroll relationship represents the association between a person and a payroll statutory unit (PSU), which is the legal entity responsible for employee payment. Payroll relationships group a person's employment assignment records based on the payroll statutory calculation and reporting requirements.

Payroll relationships facilitate the capture and extraction of HR and payroll-related data sent to a third party, such as a payroll provider for payroll processing.

Payroll processing always occurs at the payroll relationship level. When you display the payroll process results for a person, select the person's payroll relationship record and then drill down to view the details.

Payroll relationships aggregate balances at the payroll relationship level. Within a payroll relationship, payroll processes can aggregate balances for multiple assignment records. Balances don't span payroll relationships.

### Create Payroll Relationship Records

For the rehire process to automatically create a payroll relationship record, keep in mind that you must have a mapping between the system person type and the payroll relationship type. This table shows the payroll relationship type values that are supported.

| Payroll Relationship Type | Description  |
|---------------------------|--|
| Standard                  | Person types mapped to this payroll relationship type are included in payroll runs.  |
| Element Entry Only        | Person types mapped to this payroll relationship type have only element entries created for them and are excluded from payroll processing. |

Relationship mapping rules, which map system person types to payroll relationship types, can vary by country or territory. This table shows the mapping between system person types and payroll relationship types that are applicable for Kuwait. Nonworker Unpaid type is excluded from payroll processing.

| System Person Type | Payroll Relationship Type |
|--------------------|---------------------------|
| Employee           | Standard                  |
| Nonworker          | Element Entry Only        |
| Nonworker Paid     | Standard                  |
| Contingent Worker  | Element Entry Only        |

The mapping rules are predefined for legislations provided by Oracle. Remember that you can't create your own payroll relationship types; use just the predefined values.

A payroll relationship can't end while there are active employment assignments. When all employment assignments are ended for a payroll relationship, it could either remain active or become end dated. It depends on the legislation and the payroll relationship rules applicable for the legislation. Let's look at this scenario:

- A payroll relationship is created for each person type.
- For a relationship that gets terminated, a new payroll relationship is created within the same payroll relationship and PSU, for the rehire.
- If a person is rehired the day after the previous termination date, the previous payroll relationship is used. Take for example, in case of fixed-term contracts, this enables back-to-back periods of continuous service.

## Payroll Relationship Rule for Kuwait

The payroll relationship rule determines what happens when you terminate the last active employment assignment record for a payroll relationship.

It also determines whether the application creates a payroll relationship when you add a new assignment record for an employee. The Continuous Period of Service Rule is predefined for employees assigned to payroll statutory units (PSUs).

### Continuous Period of Service Rule

When you terminate a work assignment, the associated payroll relationship becomes inactive and is terminated. Subsequently, when you create an assignment, the application searches for an active payroll relationship of the same type and for the same payroll statutory unit. If a payroll relationship exists, date validation occurs to determine whether to use the existing payroll relationship or to create a new one. The application compares the start date of the new assignment to the last standard earnings date of the existing payroll relationship. If the start date is before the last standard earnings date, the application uses the existing payroll relationship; else, it creates a new one.

## FAQs for Payroll Relationships

### How can I create a payroll relationship?

Oracle HCM Cloud automatically creates a payroll relationship when you hire an employee or create other types of person records such as candidate and pending workers.

### How can I end a payroll relationship?

Enter a Final Close Date for a terminated employee after you have completed all payroll processing including any remaining payments and year-end balance adjustments. The Final Close Date ends the payroll relationship record and discontinues the employee to be included in payroll processes.

Enter the Final Close Date on the assignment of the terminated employee. If the employee has no other active assignments, the Final Close Date that you have entered on the assignment shows up on the payroll relationship record.

#### *Related Topics*

- [How to Set End Dates for Terminations](#)

### What happens if I don't use Cloud Payroll, do I need a payroll relationship?

If you want to capture payroll related information in Oracle HCM Cloud, such as salary, compensation, and time cards, you need a payroll relationship.

If you aren't using Cloud Payroll, you can extract this information from Oracle HCM Cloud and send to a third-party payroll provider.

#### *Related Topics*

- [Overview of Global Payroll Interface](#)

## Personal Payment Methods

### Bank Info for Personal Payment Methods

You can create bank, branch, and bank account info as part of implementation, or you can let employees add their own bank info. Once created, you can use bank accounts in other Oracle applications, such as Cloud expenses.

### Enter Bank Info for PPMs

This table summarizes approaches to create bank info for employees.

| Approach                                    | Purpose  |
|---|--|
| Manage Banks and Manage Bank Branches pages | Create, edit, and view your bank account information.<br><br><b>Note:</b><br>In order to manage banks and branches, you must have the Manage Bank and Manage Bank Branch privileges. |
| Payment Methods page                        | Create, edit and view employee bank account details to receive payroll payments.   |
| HCM Data Loader                             | Use an integrated Excel workbook to load personal payment methods and employee bank account details.   |

You can use CE\_USE\_EXISTING\_BANK\_BRANCH profile option to control to whether or not your employee can create their own bank and branch data. On the Manage Cash Management Profile Options page, set the Use Existing Banks and Branches profile option to either Yes or No.

- If you set the option to Yes, you need to load bank and branch data. Administrators and employees select bank and branch details from a list of values in the bank region on the Payment Method page.
- If you set the option to No (default setting), you don't need to load any bank details. Administrators and employees enter their bank and branch details as free text.

## Access to PPMs and Bank Info

The table shows the privileges you need to access PPMs and bank info:

| User   | Privileges                            | Access Description  |
|--|---------------------------------------|---|
| Employee Self-service  | Manage Personal Payment Method        | Allows users to manage their own personal payment methods |
| Employee Self-service  | View Personal Payment Method          | Allows users to view their own personal payment methods   |
| Employee Self-service, Implementors, Administrators, or Managers | Payee Bank Account Management Duty    | Allows users to create bank accounts                      |
| Implementors, Administrators, or Managers                        | Manage Worker Personal Payment Method | Allows access to manage employee personal payment methods |
| Implementors, Administrators, or Managers                        | View Worker Personal Payment Method   | Allows access to view employee personal payment methods.  |

### Related Topics

- [How Bank, Branch, and Account Components Work Together](#)
- [Configure Payment Method Preferences](#)
- [Examples of Loading Banks](#)
- [Examples of Loading Bank Branches](#)
- [Example of Loading Personal Payment Methods](#)

## FAQs for Personal Payment Methods

### Why can't I create a personal payment method?

The payroll definition determines the payment methods available to the person. Check whether the person has an assigned payroll on the Payroll Relationships page.

### Related Topics

- [Configure Payment Method Preferences](#)

### Why can't I delete, end date, or change the processing order of a personal payment method?

You can't make date-effective changes that cause effective records for the default payment method to overlap.

Make sure your change results in a valid default payment method with dates that don't overlap with other payment method records.

Payment methods defined for a person contain date-effective records that allow changes to occur at different points in time. For example, you can define a payment method in advance to start on the date that you specify.

A person's payroll relationship must have only one default payment method in effect at any point in time. If a person has multiple payroll relationships, you must specify a default payment method for each payroll relationship.

You can delete a payment method that hasn't been picked up in a prepayments process or isn't included in any current payroll processes. You must confirm your request by responding to the message. You have the option to cancel or continue. If you continue, the payment method is end dated as of system date minus one day, which makes it no longer effective, and the payment method is no longer on the page view.

If the payment method is included in a current payroll process and you attempt to delete, you get a message with the delete date. For example, if the prepayment process date is 31-May-2022, the message you receive is "This payment method is included in a payroll process. This personal payment method will be deleted on 31-May-2022." You have the option to cancel or continue. If they continue, the PPM is end dated as of the prepayment process date, and the employee no longer sees this payment method on the page after that date. The payment method remains effective and can be viewed on the page until after the process date.

### Why does an inactive bank account still shows as active?

Your bank account is active until the end of the day you marked it inactive. An end date is saved as of the date you mark your bank account inactive and remains active until midnight of its inactive date.



For example, if today is the 25th of January and you mark your bank account as inactive, it's active until midnight. Tomorrow, 26th of January, when you view your bank account in the payment method page, your bank account shows an inactive status with the end date.

**Note:** If your inactive bank account is linked to a payment method, you see a reminder banner on the payment method page to associate an active bank account with your payment method.

#### Related Topics

- [Bank Info for Personal Payment Methods](#)
- [Considerations When You Create Accounts](#)

## Why can't I add or edit banks and branches for personal payment methods?

You can't edit bank and branch information on the Manage Personal Payment Methods page. Contact your help desk for assistance. You may be able to create banks and branches, depending on your security privileges.

## Why can't I find my organization payment method when creating other payroll objects?

When you update an object's organization payment method, you must make the effective start date of the organization payment method on or before the effective date of the change.

For example, to create a payroll definition effective on 4/1/2012 with a default organization payment method, the organization payment method must have an effective start date on or before 4/1/2012. You can only select an organization payment method that has an effective start date on or before the date you're creating or updating the object.

## How can I change my bank details for direct deposit payments?

Use the Payment Methods task to View, print or download your payslips, change your bank account details, or manage your payment methods.

#### Related Topics

- [Bank Info for Personal Payment Methods](#)
- [Personal Payment Methods](#)

# Add and Transfer Payrolls

## How You Assign and Transfer Payroll

In this procedure, you will assign and transfer the employee - Elizabeth Brown to a different payroll. To assign and transfer payroll, follow these steps.



1. From the Navigator, select the **My Client Groups** link.
2. Click the **Person Management** icon.
3. In the **Name** field, enter **Brown Elizabeth**.
4. In the **Effective As-of Date** field, enter **01/01/2021**.
5. Click **Search**.
6. In the Search Results section, click **Brown, Elizabeth**.
7. Click **Manage Payroll Relationships**.
8. In the Assignment: Analyst section, on the Payroll Details tool bar, click the **Actions** drop-down list box and select **Transfer Payroll**.
9. Click the **Payroll** drop-down list and select **Monthly**.
10. Click **Save**.
11. Click **Close**.

## Add a Payroll to a Person

You add a payroll to a person to control how and when the person is paid. For example, you add a weekly payroll to the assignment of Carrie Smith to ensure the application pays her each Friday.

You can add a payroll when you hire an employee or when you create other types of person records such as candidate and pending workers. You can also enter a payroll on the payroll relationship page.

If you use a third-party payroll product, you might also need to capture a payroll for a person with HCM Cloud. For example, if your company has defined a salary basis with a 'Payroll Period' frequency, you need to add a payroll to the person before you can enter a salary.

Payroll that's assigned to a person controls how the application generates the entry dates for nonrecurring element entries. The application derives the end date of a nonrecurring element entry from the end date of the payroll period.

Let's consider this example. Effective on 3-Dec-2020, you assign a nonrecurring element entry to a monthly paid employee. In this case, the application automatically derives the end date as 31-Dec-2020. Alternatively, let's assume that you assign a nonrecurring element entry to a candidate before assigning them a payroll, which has an effective date of 3-Dec-2020. In this scenario, the application derives the start and the end date as 3-Dec-2020.

### *Related Topics*

- [Overview of Payroll Definitions](#)

## Transfer a Payroll

You can transfer a person to another payroll on the Manage Payroll Relationships page. Select the appropriate assignment record to view the person's current payroll details.

Select the 'Transfer Payroll' option to move the assignment to a new payroll. The assignment will begin processing on the new payroll from the payroll transfer date. The original payroll on the assignment will also remain active to enable you to pay any outstanding payments on this payroll. Once you complete all such payments, you can enter a Final Close Date to end date the original payroll.

**Note:** The application will process the employee in both the original and new payrolls until you enter a Final Close date.

## Define Payroll Level Information

You have the option to define information such as the Time Card Required status against either the person's payroll, or directly on the assignment record. Select the option that best meets the needs of your company.

You can use Transaction Design Studio to hide fields at different levels:

- **Payroll Level:** Select this option if the attribute such as Time Card Required changes when a worker transfers to a new payroll. Assume all weekly paid workers at your company submit a time card, but all monthly paid workers are salaried and therefore don't. In such scenarios you can enable the Time Card Required field at a payroll level to meet this requirement.
- **Assignment Level:** Select this option if the attribute such as Time Card Required doesn't change when a worker transfers to a new payroll.

The payroll option enables you to capture information that's specific to the payroll of a person. This option is particularly helpful when an assignment has multiple active payrolls following a payroll transfer.

## FAQs for Add and Transfer Payroll

### How can I prorate elements when a person transfers payrolls?

You can prorate assignment level elements when a person transfers to a new payroll using the following steps.

1. Enable proration for the assignment level element.
2. Ensure the proration event group tracks changes to a person's payroll.
3. Define eligibility for the element using the payroll criteria. Select the 'All Payrolls' option if the element is applicable to workers on any of your company's payrolls

Let's assume you have enabled proration for the Salary element. You transfer Yan Klein from the weekly to monthly payroll effective 20-Feb.

- The application will stop processing Yan's salary for the weekly payroll on 19-Feb and the salary entry is prorated.
- The application starts processing Yan's salary for the monthly payroll on 20-Feb and the salary entry is prorated.

**Note:** In the example above, the salary element ends on the Last Standard Earnings date of the assignment.

#### Related Topics

- [Payroll Element Eligibility](#)

## What happens when I add a payroll to a person, does the application create a new payroll relationship?

The application automatically creates a payroll relationship when you hire a worker or when you create other types of person records such as candidate or pending workers. Adding a payroll to a person doesn't create a new payroll relationship.

## Terminations

### How to Set End Dates for Terminations

These scenarios illustrate how to set the last standard process date and final close date for element entries at the assignment level.

You can't change the last standard earnings date. Set element duration dates in the Payroll Details section of the Payroll Relationships page.

#### Exclude Terminated Employees from Process Consideration

You terminated Heidi's assignment on 03, June 2014. The termination process automatically sets the last standard earnings date to the termination date (03, June 2014). The process also sets the last standard process date to the end date of her weekly payroll (06, June 2014). The termination process doesn't set a final close date.

To ensure payroll processes stop considering Heidi for processing after one full year after termination, you set the final close date to 03, June 2015.

**Note:** The latest entry date defined for any severance payment elements determines the last date you can enter element entry details for the terminated employee's severance payment. You can view the latest entry date setting on the **Element Summary** section of the **Elements** page.

#### Modify the Last Standard Process Date for Compensation

Anthony has two assignment records, one on a weekly payroll and one on a monthly payroll. On 10 June 2014, an HR manager terminated Anthony's assignment record on the weekly payroll. The termination process automatically set the last standard process date to the end date of the payroll period. Anthony's termination package specifies that he should receive compensation payments through the month of June. To ensure he's paid on both the weekly and monthly payroll through June, you must change the last standard process date on the weekly payroll to 30 June 2014.

**Note:** Change the assignment status to **process when earnings** if you want to allow recurring entries to be processed after the last standard process date.

#### Frequency of Recurring Elements for Terminated Employees

Use frequency rules to process a recurring element at a frequency other than the one you defined for the payroll. For example, to process a monthly deduction in the third payroll period of the month for employees that are paid on a weekly basis.

When you terminate an employee, the application normally ends payment of recurring elements such as salary, and therefore frequency rules can't be applied. Frequency rules are processed in the payroll period in which the employee terminates but these rules aren't processed in subsequent payroll periods. You can use element entry start and end dates to control the frequency of recurring elements for terminated employees.

#### Related Topics

- [Options to Determine an Element's Latest Entry Date](#)
- [Use Time Definitions for Severance Pay](#)

## How Terminations Affect Payroll Processing

Initiating a termination automatically sets dates that control when the person's element entries end.

The effect date of a termination on payroll relationships and assignments depends on the type of termination and country or territory payroll relationship rules.

### Entry Dates That Affect Processing

Element setup determines which element duration date is significant for a specific element. The termination process sets the end dates automatically.

**Note:** If a person has multiple assigned payrolls, the termination process sets the last standard process date for all active payroll records for each assignment to the latest date.

### How Terminations Are Processed

When you terminate an assignment or entire work relationship, the application terminates the appropriate payroll records. The type of termination and the payroll relationship rule for the country or territory determines which payroll objects the process terminates.

### Update Personal Payroll Information for a Termination

When you receive notification of a termination, perform these tasks either manually or as part of a payroll termination flow:

- Update element entries, for example, enter severance payment details on the Element Entries page.
- Verify termination dates and element duration dates on the Payroll Relationships page.
- Update personal calculation cards to provide information required for tax reporting on the Calculation Cards page.

If you use Oracle Fusion Global Payroll for payroll processing, your termination flow might include one or more automatic or manual tasks such as the ones listed above. You can use these sections to manage these flows:

- Payroll Dashboard to view the details of payroll termination flow tasks and navigate to any items requiring attention
- Payroll Checklist to view the status and results of tasks in an active flow

### Related Topics

- [How to Set End Dates for Terminations](#)
- [Terminations](#)
- [Options to Determine an Element's Latest Entry Date](#)
- [Payroll Relationship Rules](#)

## Terminate an Employee for Kuwait

Terminate the work relationship of an employee at the end of employment period. An employee termination impacts calculation and reporting. Following are the effects of terminating an employee:

- Social insurance isn't processed for the month of termination.
- If the employee is eligible, gratuity payment is generated automatically.

Termination of an employee involves these steps:

1. Terminating a work relationship
2. Creating Employee Gratuity Details calculation card

### Terminate a Work Relationship

HR specialists terminate the work relationships of employees to whom they have security access.

To terminate a work relationship:

1. In the Person Management work area, select the **Manage Work Relationship** task.
2. On the Manage Work Relationship page, from the **Actions** menu, select **Terminate**.
3. On the Terminate Work Relationship page, enter the termination details including the termination reason.

**Note:** Based on your selection in the **Termination Action** field, the values in the **Termination Reason** field are available.

4. Click **Review** and then click **Submit**.

## FAQ for Personal Payroll Entries

### How can I correct a hire date for an employee?

You correct the hire date for an employee in the Person Management page.

Even if you changed the hire date, you have access to all the employee's payroll processes after the hire date has been updated. For example, you hire and pay a worker then you're informed the worker joined the company on a later date,

1. You hire and begin payroll processing of a worker.
2. You're informed the worker joined the company on a later date.

In this case, you can correct the hire date and still view the worker's payroll results.

# 3 Calculation Entries

## Element Entries

### Element Entry Methods

Create element entries for compensation or basic benefits for an employee assignment. For example, you can create element entries for an employee's overtime hours or medical premium deduction amount.

Create an element entry using these methods:

- Manual entry on the Element Entries page
- Automatic entry for all eligible workers
- Automatic entry by other processes

In addition, web services are available to manage element entries.

### Manual Entry

On the Element Entries page, you can do these actions:

- Create manual entries for some elements, such as voluntary deductions.
- View element entries for a person on the summary page, including entries created automatically by other processes.
- If the element is costed at the element entry level, specify costing overrides.
- Sort the list of entries by element name.

### Automatic Entry for All Eligible Workers

When you create an eligibility record with automatic entry option, the application submits a process that creates element entries for all eligible workers. This option also ensures that hiring eligible workers in the future automatically creates an element entry for them.

### Automatic Entry by Other Processes

Certain processes and actions within salary administration, compensation, benefits, and payroll can generate new element entries. Maintain these entries through the original processes that generated them. Don't maintain them on the Element Entries page.

Consider these examples.

- If you associate a salary element with a salary basis, assigning workers to that salary basis automatically creates element entries.
- Allocating other compensation and benefits, or adding a payroll component to a personal calculation card, automatically creates element entries.

*Related Topics*

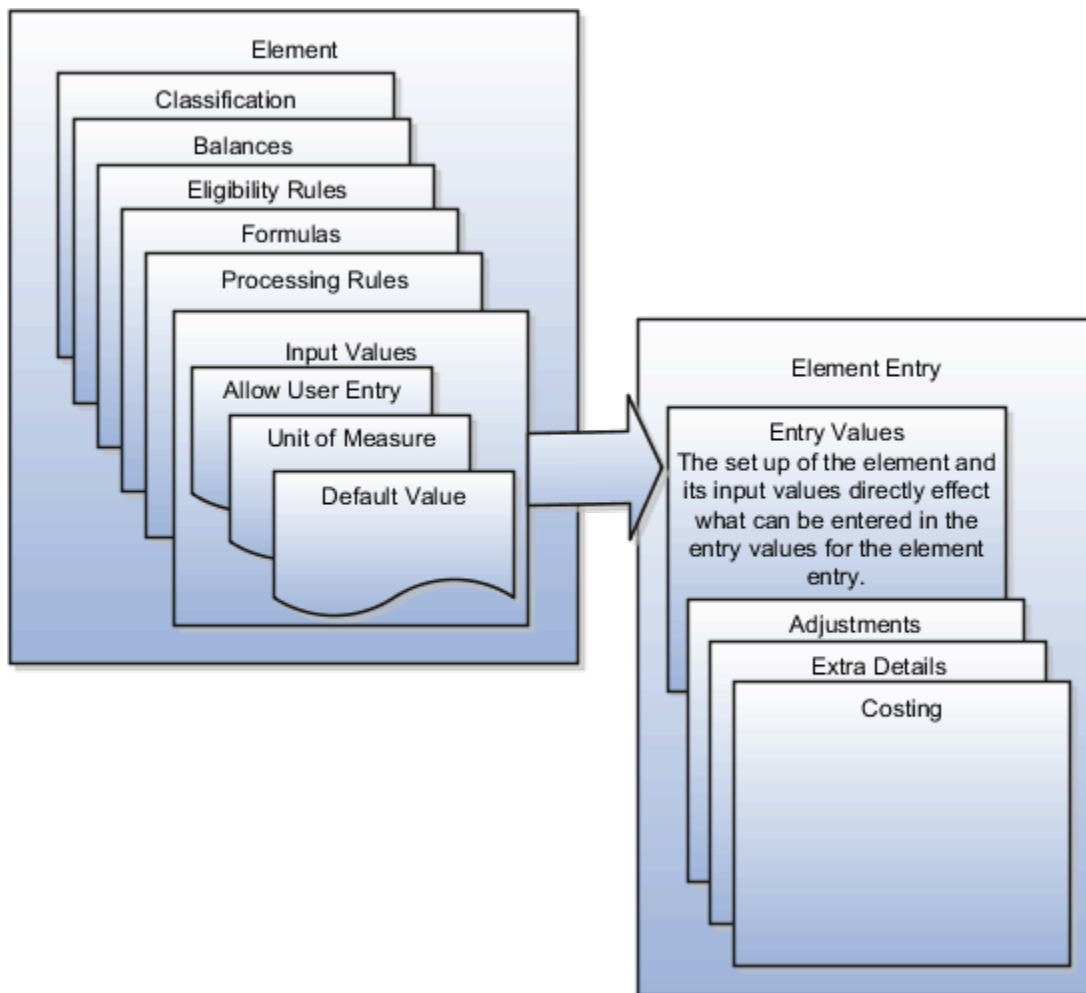
- [How Element Setup Affects Entries and Their Values](#)
- [Cost Hierarchy](#)

## How Element Setup Affects Entries and Their Values

An element's input values define the entry values available on each entry of this element.

For each input value that's marked for display, an associated element entry value is available on the Element Entries page.

- Some entry values provide inputs to element calculations, such as hours worked.
- Others results from payroll calculations. For example, elements processed earlier in the payroll run.



### Element Setup that Affects Element Entries

This table summarizes element setup options that affect element entries.



| Setup Option                                    | How It Affects Element Entries  |
|---|---|
| Calculation rule                                | <p>The calculation rule determines which input values you must provide on the element entry. For example, for a flat amount earnings element, you typically specify an amount, periodicity, and whether the amount is a full-time equivalent value. For an earnings element with a factor calculation rule, you simply enter a factor, such as 0.5 for 50 percent.</p>  |
| Duration for entries                            | <p>You can specify an element as recurring or nonrecurring.</p> <p>Entries of recurring elements, such as salary, remain until the element end date and are normally processed at least once in each pay period. Nonrecurring element entries, such as overtime pay, are only processed once. You must create a new element entry each time that you want the element to be included in the payroll calculation for an employee.</p> <p>Payroll that's assigned to a person controls how the application generates the entry dates for nonrecurring element entries. The application derives the end date of a nonrecurring element entry from the end date of the payroll period.</p> <p>Let's consider this example. Effective on 3-Dec-2020, you assign a nonrecurring element entry to a monthly paid employee. In this case, the application automatically derives the end date as 31-Dec-2020. Alternatively, let's assume that you assign a nonrecurring element entry to a person before assigning them a payroll, which has an effective date of 3-Dec-2020. In this scenario, the application derives the start and the end date as 3-Dec-2020.</p> |
| Automatic entry                                 | <p>When you create an eligibility record with automatic entry option, the application submits a process that creates element entries for all eligible workers. For example, you select the Automatic Entry option for element eligibility records for the predefined US Taxation element.</p> <p>This setup ensures that all eligible workers have an entry to initiate the tax calculation process.</p> <p>This check box is selected if you answer <b>Yes</b> to the question on the template: Should every person eligible for the element automatically receive it?</p> <p><b>Note:</b><br/>This option isn't frequently selected and you should not select it after you create the element. Taxes are the only elements that this rule applies to on a consistent basis.</p>   |
| Allowing multiple entries                       | <p>For example, you might allow multiple entries for regular and overtime hour entries. With this setup, you can report an hourly employee's time separately to distinguish between projects or cost centers for which the employee worked.</p> <p>You can use this option for hourly workers that you pay biweekly but whose overtime you enter on a weekly basis.</p> <p>You might limit other elements, such as benefits and bonuses, to one entry per pay period.</p>   |
| Additional entry                                | <p>This option enables you to add an occasional one-time entry for recurring elements. This additional entry can override or add to the normal entry amount.</p>  |
| Validation, calculation, or defaulting formulas | <p>You can use formulas to do these actions:</p> <ul style="list-style-type: none"> <li>• Provide a default value for one or more entry values when you create an element entry.</li> <li>• Calculate the appropriate values for one or more entry values and apply the new values when you save an element entry. The formula can use the entries in this or other entry values to calculate the values.</li> </ul>  |

| Setup Option | How It Affects Element Entries  |
|--------------|---|
|              | <ul style="list-style-type: none"> <li>Validate one or more entry values when you save an element entry.</li> </ul> |

## Input Value Setup That Affects Entry Values

This table summarizes how the setup of element input values affects entry values on element entries.

**Note:** You can't add an input value to the element if any payroll process were run after the element was created. This behavior holds good irrespective of whether the payroll run included this element or not. To add input values, rollback all processes that were ran after the element creation date.

| What You Want To Set         | Example and Effect on Element Entries  |
|------------------------------|--|
| Default value                | <p>For example, you could enter a default tool allowance of 5.00 USD per week, but you could increase or decrease the value on individual element entries, as required.</p> <p>A regular default value provides an initial value when you create the element entry. Changing the default value on the element or eligibility record has no effect on existing entries.</p> <p>Alternatively, you can apply the default value when you run the payroll process, rather than when you create the element entry. This selection ensures that you use the latest value on the date of the payroll run. You can manually override the default value on the element entry.</p> |
| Lookup type                  | <p>For an employee stock purchase plan, you can specify that your organization only allows employees to purchase stock based on 1, 2, 3, 4, or 5 percent of their earnings. Or for an automobile allowance, you can specify rate codes of A, B, C, or D. For this setup, you can define a lookup with these values and associate it to input value at element definition level.</p> <p>When entering the entry values, you can only select values from the list provided.</p>  |
| Minimum and maximum values   | <p>In the same example as above, you can set a minimum or maximum value, or both. Specify values for the percentage of earnings an employee can contribute to the employee stock purchase plan.</p> <p>You receive a warning or error message if your entry value exceeds these limits, depending on the input value setup.</p>  |
| Required                     | <p>You could make the entry of hours required for an overtime element, or units for piecework, or type for a car allowance element.</p>  |
| Special Purpose              | <p>The element entries summary on the Person Details page displays one input value. It displays the input value with the Primary Input Value special purpose, if there is one.</p>   |
| Validation through a formula | <p>For an annual bonus, you can specify a formula to validate the maximum entry value based on the employee's length of service and current salary.</p> <p>You receive a warning or error message if your entry value fails the validation, depending on the input value setup.</p>  |

### Related Topics

- [Options to Determine an Element's Latest Entry Date](#)
- [Enable Automatic, Multiple, or Additional Element Entries Options](#)

## Default Values for Element Entries

Specify default values for element entries using the Elements task. Your element setup controls when the default value affects element entries.

You can apply the default value in any of these scenarios

- When you create an element entry
- At run time
- When you use a formula to define default values on one or more entry values

You can do these actions:

- Set a default value for an input value, or select a defaulting formula for the element.
- Override the default value or formula for a specific group of employees that an element eligibility record identifies.
- Override the default value for specific employees on their element entries.

### Define Default Values at Element Entry Creation

When you create or edit input values, you can specify a default value. If you don't select the **Apply default at runtime** option, subsequent updates to the default value have no effect on existing element entries. Users can override or change the default value at any time.

### Define Default Values at Runtime

To use this method, enter the default value and select the **Apply default at runtime** option for the input value. If the element entry value is left blank, the payroll process uses the current default value from the element or element eligibility record. If you enter a value, the manual entry overrides the default value and updates to the default value don't affect that entry. If you want to restore the default value, clear the entry.

### Use a Formula to Provide Default Values

You can create a formula of type element input validation to provide default values for one or more entry values. Select this formula in the Defaulting Formula field for an element or element eligibility record.

Here's the order of precedence:

1. A formula at the element eligibility level overrides a formula at the element level.
2. If you enter a default value for the input value and select a defaulting formula, the formula overrides the default value.

*Related Topics*

- [How Element Setup Affects Entries and Their Values](#)
- [Element Input Validation Formula Type](#)
- [Options to Determine an Element's Latest Entry Date](#)

## Set Up Balances for Percentage Elements

When you create a deduction element, select the Percentage Deduction Calculation rule to create a balance called <ELEMENT NAME> Eligible Compensation.

Use this balance definition to define the following items:

- Balance feed from the earnings element result value as either pay value or output value
- Effective date to capture the balance feed history

When you define the balance feed on the Element Summary page, make sure the effective date is early enough to define the balance feed and capture the history. For example, you may want to define the balance feed with an effective date of 01-January-1951 or something similar. When you click the **Balance Feeds** link on the Manage Balance Definitions page, the effective date is shown as the system date. Change the effective date so that it captures the history.

After capturing the earnings input values, enter the percentage deduction in the Percentage input value of the deduction element.

For example, let's say you entered 10000 as the basic salary and 10 percent as the basic deduction.

- If the basic salary pay value is 10000, your basic deduction is 1000.
- If the basic salary pay value is 5000, your basic deduction is 500.

## How Payroll Elements Hold Information for Multiple Features

Use Payroll Elements to determine the payment of base pay, benefits, absences, and other earnings and deductions. Associate payroll elements with salary bases, absence plans, and the benefits object hierarchy to determine how you will use those elements.

This table provides some examples of how you can use payroll elements.

| Payroll Element Usage | Examples of Payroll Elements                                       |
|-----------------------|--|
| Base Pay Management   | Annual Salary Basis<br>Monthly Salary Basis<br>Hourly Salary Basis |
| Absence Management    | Absence Payment<br>Leave Liability                                 |

| Payroll Element Usage | Examples of Payroll Elements  |
|-----------------------|---|
|                       | Discretionary Disbursement<br>Final Disbursement                                      |
| Benefits              | Health Care Deduction<br>Savings Plan Deduction<br>Employee Stock Purchase Deduction  |
| Time and Labor        | Regular Hourly Earnings<br>Overtime Earnings<br>Shift Earnings                        |
| Payroll               | Regular Standard Earnings<br>Bonus Earnings<br>Tax Deduction<br>Involuntary Deduction |

## Base Pay Management

To manage base pay, you attach an earnings element to each salary basis (hourly, monthly or annual) for each worker. When a manager or compensation specialist enters a base pay amount for a worker, the application writes the amount to an element entry. The application does this by using the element input value associated with the worker's salary basis. Payroll processing uses the element entry to generate payment amounts.

## Absence Management

You can manage worker absences and corresponding entitlements. You can create absence types based on predefined absence patterns, and associate them with absence plans. You can associate an absence element with an absence plan to transfer this information for payroll processing:

- Payments for absent time, for example, during maternity or long term sickness.
- Accrual disbursement at the end of absence plan year
- Accrual disbursement when plan enrollment ends
- Absence liability amounts

You can process the payments in Oracle Fusion Global Payroll or use HCM extracts to transfer the information to a third-party payroll application for processing.

## Benefits

Attach payroll elements at various levels in the benefits object hierarchy to create deductions and earnings that you can process in a payroll run to calculate net pay.

## Time and Labor

Create payroll elements for use in time cards, and calculate payroll or gross earnings based on the time card entries transferred to payroll. For example, for Oracle Fusion Time and Labor, you run processes that create dependent payroll attributes and time card fields for element input values. You can automate the routine import of time card entries to payroll using predefined flows.

## Payroll

For Oracle Fusion Global Payroll, you define earnings and deduction elements, such as bonus and overtime earnings and involuntary deductions. These elements incorporate all components required for payroll processing, including formulas, balances, and formula result rules.

## FAQs for Element Entries

### What happens if I manually enter a value in an element entry value that has a runtime default value?

Any subsequent changes to the default value on the element or element eligibility record won't affect the element entry. To clear your entry, you can restore the default value.

#### Related Topics

- [Default Values for Element Entries](#)

### Why doesn't my element entry input value display on the Manage Person Details page?

When creating an input value for an element, select it as the special purpose element to display it as input value for the element entry.

### How can I override an element entry for a limited period?

Follow these steps if the element is set up to support additional entries.

1. Create the additional entry on the Element Entries page, selecting **Override** as the entry type.
2. Complete the element entry and then click **Submit**.
3. Set your effective date to the day the entry should end.
4. Click **Edit** and then select **End Date**.
5. Click **Continue** in the warning message dialog box.

Let's consider this scenario. Create these two elements with Process separately and pay with other earnings.

- Vacation Retro 5th Jan
- Vacation Retro 6th Jan

Give element entries with amounts -100 on 5th Jan and + 100 on 6th Jan. The payroll run fails on the first entry with a negative net error.

As a workaround, on the element entry page, create an Override element entry Vacation Retro 6th Jan 0, and run the payroll.

*Related Topics*

- [How Element Setup Affects Entries and Their Values](#)

## Time

### Time Card Required Option

If a worker's pay calculations depend on the worker submitting time cards, you must indicate that a time card is required at the appropriate employment level. Select the Time Card Required check box for each assignment level that the requirement applies.

For example, don't select the Time Card Required check box for these scenarios:

- A salaried employee completes project time cards for billing purposes, but isn't paid based upon those time entries.
- An hourly employee is normally paid based on a predefined work schedule and only submits a time card for overtime or when absent.

### Select the Time Card Required Option

Your role determines where typically you select the Time Card Required check box:

- HR specialists can select the check box on the **Employment Information** page of the new hire flow.
- Payroll Managers and Payroll Administrators can select the **Payroll Relationship** quick action in the **My Client Groups** tab. The Payment Details section of the Person Details page includes the Time Card Required check box on the Assignment sections.

This table shows which hours the payroll process uses for elements with a calculation rule of hours multiplied by rate.

| Time Card Required | Hours Used in Calculations                               |
|--------------------|--|
| Yes                | Time card entries  |
| No                 | Work schedule, unless you enter hours as element entries |

*Related Topics*

- [Payroll Elements for Time Card Attributes](#)
- [Create Time Card Elements for Time Entries](#)
- [Generate Time Attributes and Time Card Fields for Your Elements](#)

## Process Time Entries in Payroll

Most time card applications and providers apply validation rules when employees submit their time cards.

Typically, you import time entries to payroll by submitting the Load Time Card Batches process. The process validates that the persons in the batch are eligible for the time card elements, and rejects records for terminated employees.

Aspects of working with time card entries include:

- Validating time card entries
- Resolving transfer errors
- Viewing time card entries
- Viewing costing overrides
- Correcting time card entries

### Validating Time Card Entries

You use the Load Time Card Batches process to transfer time card entries to payroll from Oracle Fusion Time and Labor or a third-party time provider. The payroll application validates the time card entries to confirm that the employee isn't terminated and is eligible for the element.

### Resolving Import Errors

Resolve the underlying problem for the error in the Time and Labor application, and then import the corrected entry. Don't manually correct errors in payroll.

For example, if you use Oracle Fusion Time and Labor, you can take the following steps:

1. The Payroll Manager rolls back individual records or the entire transfer process in payroll.
2. The Time and Labor administrator corrects the cause of the error, and resets the status of the corrected time cards to Submitted. The administrator routes the time card for approval.
3. The next time the payroll manager imports the time cards using the Load Time Card Batches process, the process retrieves the corrected time card entries.

If you use a third-party time provider, you can roll back the Load Time Card Batches process. After resolving the transfer error with the time provider, you resubmit the Load Time Card Batches process.

You can continue to import corrected time card entries until the payroll calculation starts for the payroll period that includes the entries. Corrections submitted after that time are processed as a retroactive change in the next payroll period.

### Viewing Time Card Entries

Submitting the Load Time Card Batches process creates or updates a time calculation card for each person included in the batch. Use the **Calculation Cards** task to view time card entries. There's only one time calculation card for each payroll relationship. The card includes time entries for multiple assignments for the same payroll relationship. It displays the employee's time entries for the effective-as-of-date specified on the search. The time that's transferred on Calculation Card captures these values. For more information about the values, refer Time Element Value Definitions.



**Note:** You can use HCM Experience Design Studio to configure the Time fields on the Calculation Entries page. You can hide or display specific fields, and make specific fields optional or mandatory. You can configure the following fields on the Calculation Entries - Time region:

- Time Entries - Detail: **Rate Name**, **Rate Value**, **Factor**, and **Periodicity**

## Viewing Costing Overrides

Some of the time attributes associated with element entries, such as costing overrides, aren't stored on the calculation card. Use the **Element Entries** task to view these entries. The **Costing** tab on **Element Entries** page displays the costing overrides for the effective date used for your search. Costing entry on the time card is at the element entry level, which overrides costing at every level except the priority account.

Based on the primary and secondary classifications you select, the element template may generate indirect elements for calculation. In such scenarios, the element eligibility record of the Results indirect element defines costing. Submitting the Load Time Card Batches process displays costing for imported time entries on the calculation element. If no indirect elements exist, the Load Time Card Batches process displays costing for imported time entries on the base element.

For example, the employee might select a cost center on the time card to reflect where the employee worked overtime. When the payroll calculation process derives the account number for the overtime element, it uses the cost center from the time card. You can view the costing override on the person's calculation card. After you submit the payroll run, you can view the costing results on the **Person Process Results** page.

## Correcting Time Card Entries

Any updates and corrections must occur in the application used to report time. You can continue to import new and updated time entries to payroll until you calculate the payroll for the period that includes the time entries.

If you import a late time card after the payroll is run for that payroll period, you can still process that time entry. Use one of the methods shown in this table.

| Method  | Action   |
|---|--|
| Pay the time card entries in the next payroll period as retroactive pay | <p>Submit the Recalculate Payroll for Retroactive Changes process.</p> <p>The process creates retroactive element entries for each element that has a retroactive change. If the imported time card entry includes a rate change, the element's formula recalculates the amount.</p> |
| Process QuickPay  | <ol style="list-style-type: none"> <li>1. Roll back the records processed for the employees from the payroll run.</li> <li>2. Submit the Calculate QuickPay process.</li> </ol>  |
| Process employees in a separate payroll run                             | <ol style="list-style-type: none"> <li>1. Roll back the records processed for the employees from the payroll run.</li> <li>2. Create a payroll relationship group that includes these employees and process a payroll run for the time card entries.</li> </ol>                      |

### Related Topics

- [Import Time Card Entries to Payroll](#)
- [Create Time Card Elements for Time Entries](#)
- [Recalculate Payroll for Retroactive Changes](#)
- [Time Element Value Definitions](#)

## Import Time Card Entries to Payroll

Use the **Submit a Flow** task to submit the **Load Time Card Batches** process to import time card entries to payroll. This process creates a calculation card or updates an existing card for each person with time entries included in the batch.

Use the same process to import time entries from Oracle HCM Cloud Time and Labor and from a third-party time provider.

Use the **Transfer Time Cards from Time and Labor** payroll flow to transfer time card data to Global Payroll. Use the optional transfer parameters, such as time card from and to dates, HCM group, payroll relationship, person, or payroll, to identify the time cards to include within the selected legislative data group. Here are two ways to use these parameters:

- Use the **From Date** and **To Date** flow parameters to dates to include all time cards with pay periods that end between these dates. For example, enter the from date is June 1, 2022 and the to date as June 30, 2022, to transfer all time cards with pay periods that end in June. Any time card with a pay period that starts in May 2022 and ends June 1, 2022 is included.
- Use the **Filter Mode** to include all time cards for the specified group of people by HCM Group, Payroll, Payroll Relationship Group or Person. The selected filter mode populates the corresponding parameter choice list. For example, if you select the HCM Group filter mode, in the HCM Group choice list, you see all active HCM group options and you don't see any options in the Person choice list. If you change the filter mode to Person, the Person choice list gets populated and you don't see any groups in the HCM Groups choice list.

## Import Time Entries from Time and Labor

Complete these steps to import your time entries

1. On the Home page, click the **Submit a Flow** quick action under the **My Client Groups** tab.
2. On the **Flow Submission** page, select the **Legislative Data Group**.
3. Search for and select **Load Time Card Batches** in the Flow Pattern field.
4. Click **Next**.
5. On the **Submit a Payroll Flow** page, enter a name to identify the flow in the **Payroll Flow** field.
6. In the **Interface Type** field, search for and select **ORACLE FUSION TIME AND LABOR**.
7. Optionally, specify a process configuration group. Click **Next**.

**Note:** If you don't need to connect, schedule, or review the flow parameters, skip these pages and submit the flow.

8. On the Enter Flow Interaction page, complete the optional parameters. Click **Next**.
9. On the Schedule page, complete the optional parameters. Click **Next**.
10. On the Review page, click **Submit**. In the Confirmation dialog box, click **OK and View Checklist**.
11. On the Payroll Flow page, Task Details tab, you should see a green check mark in the **Upload File** row, **Task Type** column. If not, click the **Refresh** icon intermittently on the toolbar until you do.
12. Right-click the **Upload File** row and select **Mark as Complete**.

You don't need to upload a file for Time and Labor.

The **View Person Process Results** page lists the time card IDs included in the batch of transferred time cards. Use the **Calculation Cards** task to view the time entries for each person's time included in the batch.

## Import Time Entries from a Third-Party Provider

For third-party time applications, you can load time cards using HCM Data Loader.

The **View Person Process Results** page lists the time card IDs included in the batch of transferred time cards. Use the **Calculation Cards** task to view the time entries for each person's time included in the batch. Entries transferred from third-party providers only display on the calculation cards, and not in the Oracle Fusion Time and Labor time cards.

## Import Time for Terminated Employees

To avoid release of information on planned terminations, time providers usually hide and ignore the future termination date until it's formally announced. Employees reporting time in Time and Labor can report time entries beyond their termination date, without any indication that they're ineligible for the time entered. Line managers can view and approve these entries, but the Load Time Card Batches process will reject time card entries beyond the termination date.

### Related Topics

- [Process Time Entries in Payroll](#)
- [Create Time Card Elements for Time Entries](#)
- [Example of Loading Payroll Time Cards](#)

## FAQs for Time

### What happens if a time card is transferred after the payroll run starts?

The payroll run doesn't process the time card entries. Perform one of these actions to process these entries:

- For the current payroll period, perform one of the actions:
  - Process the entries as an additional payroll run.
  - Mark the process for retry.
  - Submit QuickPay calculations to calculate and pay the time worked.
- For the next payroll period, process the entries as retroactive pay.  
The application creates element entries for the adjusted entries, which are included as retroactive pay in the next payroll run.

### Related Topics

- [Process Time Entries in Payroll](#)

### What happens if time is reported beyond an employment termination date?

To avoid releasing information about planned employment terminations, unannounced future dates get hidden and ignored. People can report time beyond these dates, without any indication that they're ineligible for that time. And line managers can view and approve these entries.

The Load Time Card Batches and Transfer Time Cards from Time and Labor processes reject these entries:

- Entries for elements beyond the termination date

- Entries for elements that are end-dated
- Entries where the element eligibility criteria no longer applies

*Related Topics*

- [How Terminations Affect Payroll Processing](#)

## Can I correct a time entry in payroll?

You can't correct time card entries displayed within the calculation cards. You correct reported time in the time card application and then transfer the time cards to payroll.

*Related Topics*

- [What happens if a time card is transferred after the payroll run starts?](#)

# Balances

## Balance Exceptions

Balance exceptions define the criteria you use to identify overpayments, underpayments, and trends. The variance may also be a result of incorrect setup or adjustment.

Create a balance exception and the Balance Exception Report, and then run the Balance Exception Report. Run the report to generate a report output that displays payroll balance results as per the defined exception criteria. This information helps you detect the balance adjustments needed to correct payments or correct the balance setup.

Use the **Balance Exceptions** task to create a balance exception and consider these components when you create a balance exception.

## Comparison Types

When you're creating balance exceptions, select a comparison type. Comparison types define the period that you use to determine whether an exception has occurred. For example, select Average in months as the comparison type and enter 3 in the Comparison Value field. In this scenario, the current month value is compared to the average of the previous three months.

Some comparison values are preset and you can't change them:

- Current month, Current period, Current quarter, and Current year always have a comparison value of 0.
- Previous period and Previous month have a comparison value of 1.

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   |
|-------------------|--|
| Average in months | Compares the current month to date balance with the average of previous months to date. Only available if you have a Month to Date balance dimension for assignment or payroll relationship. |

| Comparison Type | How it Operates as a Basis of Comparison   |
|-----------------|--|
| Current month   | Compares values to the total for the current month to date balance. Doesn't use any previous month as a basis for comparison. Only available if you have a Month to Date balance dimension for assignment or payroll relationship. |
| Current period  | Compares values to the total for the current period to date. Doesn't use any previous period as a basis for comparison. Only available if you have a Period to Date balance dimension for assignment or payroll relationship.      |
| Current quarter | Compares values to the total for the current quarter to date. Doesn't use any previous period as a basis for comparison. Only available if you have a Quarter to Date balance dimension for assignment or payroll relationship.    |
| Current year    | Compares values to the total for the current year to date. Doesn't use any previous period as a basis for comparison. Only available if you have a Year to Date balance dimension for assignment or payroll relationship.          |
| Previous month  | Uses the previous month as a basis of comparison. Only available if you have a Month to Date balance dimension for assignment or payroll relationship.   |
| Previous period | Uses the previous period as a basis of comparison. Only available if you have a Period to Date balance dimension for assignment or payroll relationship.   |

**Note:** **Comparison Value** field is shown for Average in Months. It is hidden for other comparison types.

If you select a Comparison Type of Average in months, you must enter a Comparison Value to determine the number of months that are averaged for the comparison.

## Variance Operators

Variance operators enable you to specify the precise range of variance that you want to report on.

For example, you want to determine the monthly car allowance paid to employees in excess of 600 more than the previous month for the same payroll relationship. You can setup a balance exception for this example using these values:

- Comparison type is previous month
- Balance name is monthly car allowance
- Dimension name is relationship month to date
- Previous month amount is 500
- Variance value is 100

This table describes the effect of using each of the variance operators for balance exception reporting. The Results column indicates the effect of selecting each variance operator.

| Variance Operator  | Balance Exception Report Output  | Results (based on sample data)   |
|--|--|--|
| Variance, plus or minus<br><br><b>Note:</b><br>This operator applies only for comparison types of 'Previous', like Previous Months or Previous Period, as well as 'Average in Months'. | All relationships whose balance value either exceeds or are less than the previous month amount by the amount or percentage stated in the variance value.  | Returns all relationships with a value less than or equal to 400 and greater than or equal to 600. |
| Less than  | All relationships that are less than the previous month amount by the amount or percentage stated in the variance value.                                   | Returns all relationships with a value of less than 400.   |
| Less than or equal   | All relationships with a current value either equal to or less than the previous month amount by the amount or percentage stated in the variance value.    | Returns all relationships with a value of 400 or less.   |
| Equal  | All values that are exactly equal to the higher limit or the lower limit of the variance value.  | Returns all relationships with a current value equal to 400 or 600.                                |
| Greater than   | All relationships that are greater than the previous month amount by the amount or percentage stated in the variance value.                                | Returns all relationships with a value of more than 600.   |
| Greater than or equal  | All relationships with a current value either equal to or greater than the previous month amount by the amount or percentage stated in the variance value. | Returns all relationships with a value of 600 or more.   |
| Does not equal   | All relationships with a current value not equal to the previous month amount.   | Returns all relationships with a value other than 500.   |

Select a Balance Type and Balance Dimension that specifies the balance value that's evaluated for the exception. You can only select balance dimensions that are compatible with the Comparison Type you specified. For example, if the Comparison Type is Current Period, you can only select balance dimensions of type 'Period to Date'.

## Severity Level

Severity Level controls the order in which the exceptions are displayed in the balance exception report. Balance exceptions with the higher severity are displayed first (1 being the highest).

## Using Formula Variance Type

You can write a fast formula using the Balance Exception formula type to return a variance value that you can use for identifying exceptions for a balance. To use this feature, select the Formula variance type on the Create Balance Exception page and then select the formula that you created from the **Formula Name** field.

## Using Balance Variance Type

To reference two balances in the balance exception equation, select the **Balance** variance type on the Create Balance Exception page and then select the **Target Balance Name** and **Target Dimension Name**. This is applicable only when the Comparison Type is of type Current Month, Period, Quarter, or Year. The context values for **Target Dimension Name** are inherited from the **Dimension Name** you select on the left-hand side of the Create Balance Exception page as the first dimension. No additional contexts are set for **Target Dimension Name**.

## Examples of Balance Exceptions

Here are two examples to illustrate two different types of balance exceptions that you may want to include in your balance exception report.

### Track Increases in Commissions

Your company plans to train incoming sales staff on productivity techniques. To identify exceptional sales staff in the organization, you can run a report that lists workers whose commissions increased by 25 percent compared to their averages for the previous 3 months. You can set up a balance exception using the values in this table.

| Field                  | Values   |
|------------------------|--|
| Balance Exception Name | Commission Increases Over 25 Percent                                       |
| Comparison Type        | Average in Months  |
| Comparison Value       | 3  |
| Balance Name           | Commissions  |
| Dimension Name         | Relationship Month to Date   |
| Variance Type          | Percent  |
| Variance Operator      | Greater than   |
| Variance Value         | 25   |
| Severity Level         | 3  |
|                        | <p><b>Note:</b><br/>Enter a lower value for a high priority exception.</p> |

## Track Gross Earnings

Before you certify the current payroll run, as a payroll manager, you may want to know if the current gross payments are in line with the previous payroll run. The previous run verified the established levels of earnings that the company wants to maintain for the remainder of the quarter. This table provides an example of the values you enter to set up a balance exception to find out if the current gross earnings exceeds the gross earnings of the previous period by more than 10 percent:

| Field                  | Values   |
|------------------------|--|
| Balance Exception Name | Gross Earnings   |
| Comparison Type        | Previous period  |
| Comparison Value       | 1  |
| Balance Name           | Gross Earnings   |
| Dimension Name         | Relationship Period to Date  |
| Variance Type          | Percent  |
| Variance Operator      | Greater than   |
| Variance Value         | 10   |
| Severity Level         | 1  |
|                        | <p><b>Note:</b><br/>Enter a lower value for a high priority exception.</p> |

## Severity Level for Balance Exceptions

Severity Level controls the order in which the exceptions are displayed in the balance exception report.

While defining a balance exception, enter a severity level to specify the priority of the exception. An exception with a lower severity level has a higher priority than one with a higher severity level value.

When you run the Balance Exception Report, you can act on the exception based on its severity level. Let's say, you have these two exceptions:

- Net Pay less than 100
- The difference in Base Salary from previous period to current period is 1000



Ideally, you should enter a lower value for the first exception, so that when you run the Balance Exception Report, the payroll user can first look into reconciling the lower Net Pay exception.

**Note:** The value you enter has no impact on the balance exception calculation.

#### Related Topics

- [Examples of Balance Exceptions](#)
- [Severity Level for Balance Exceptions](#)
- [Balance Exceptions](#)
- [How to Create a Balance Exception Report](#)
- [Balance Exception Formula Type](#)

## Balance Exception Formula Type

Use the Balance Exception formula type to create formulas to return reference values for comparison in Balance Exception report.

On the Create Balance Exception page, enter **Formula** in the **Variance Type** field, and then enter the name of the formula that you create using this formula type in the **Formula Name** field.

These contexts are available to all formulas of this type:

- EFFECTIVE\_DATE
- PERSON\_ID
- HR\_ASSIGNMENT\_ID
- TAX\_UNIT\_ID
- PAYROLL\_RELATIONSHIP\_ID
- PAYROLL\_REL\_ACTION\_ID
- PAYROLL\_TERM\_ID
- PAYROLL\_ASSIGNMENT\_ID
- LEGISLATIVE\_DATA\_GROUP\_ID
- PAYROLL\_ID
- CALC\_BREAKDOWN\_ID
- AREA\_1
- AREA\_2
- AREA\_3
- AREA\_4
- AREA\_5
- AREA\_6
- PAYROLL\_STAT\_UNIT\_ID
- INSURANCE\_TYPE

- PENSION\_TYPE
- DEDUCTION\_CARD\_ID

You can reference any database item in the fast formula that uses any of the listed contexts.

You can't use input variables for this formula type. This formula is run by the balance exception report for each person record. It returns the reference value for that employee for comparison with the balance value that's configured in the respective balance exception.

These return values are available to formulas of this type:

| Return Value    | Data Type | Required | Description  |
|-----------------|-----------|----------|--|
| REFERENCE_VALUE | Text      | Y        | Returns a reference value for comparing in the balance exception report.                         |
| REFERENCE_INFO  | Text      | Y        | Returns the text that's displayed in the <b>Reference</b> field in the balance exception report. |

This formula returns 100 as a static value when the balance exception report it's associated with is run.

```

/*****
FORMULA NAME: SAMPLE_BEX_FORMULA_1
FORMULA TYPE: Balance Exception
DESCRIPTION: This is a sample formula that returns a static value.
Formula Results:
reference_value - Reference Value for comparison in the Balance Exception Report.
reference_info - Reference Value for reporting in the Balance Exception Report.
*****/
reference_value = 100
reference_info = 'Ref Info'
RETURN REFERENCE_VALUE,REFERENCE_INFO
/* End Formula Text */

```

This formula multiplies the year-to-date gross earnings by 75 percent and returns the value when the balance exception report it's associated with is run.

```

/*****
FORMULA NAME: SAMPLE_BEX_FORMULA_3
FORMULA TYPE: Balance Exception
DESCRIPTION: This sample formula returns a Balance Value Formula
Results:
reference_value - Reference Value for comparison in the Balance Exception Report.
reference_info - Reference Value for reporting in the Balance Exception Report.
*****/
ytd_value = GROSS_EARNINGS_ASG_YTD
reference_value = 0.75* ytd_value
reference_info = 'Ref Info'
RETURN REFERENCE_VALUE,REFERENCE_INFO
/* End Formula Text */

```

#### Related Topics

- [Balance Exceptions](#)

# Absences

## Rates Used to Calculate Absences in Payroll

You can specify a rate for use in calculating an absence in an absence plan or an absence element.

When processing absence entries in a payroll run, the formula associated with the absence element uses the Rate Converter global formula to convert rates. The formula checks for a rate in this sequence.

1. Absence plan
2. Absence element
3. Compensation salary element

### Absence Plan

In Oracle Fusion Absence Management, you can select a rate rule on the **Entries and Balances** tab of the **Create Absence Plan** page. The rate rule calculates the units passed to payroll when you record an absence. You can select rate rules for the absence payment, final disbursement, discretionary disbursement, and liability balance calculation.

For third-party absence providers, the application transfers the rate information and override rates in the HCM Data Loader file attached to the Load Absence Batch process.

### Absence Element

If you don't specify rates in the absence plan, you can specify a rate when you create the absence elements. The type of absence information determines the rates you can select. For example, for plans where you transfer accrual balances and absences, you can select different rates for these calculations.

- Absence payments
- Discretionary disbursement
- Final disbursement
- Liability balance rate

As best practice, specify a rate in either the plan or the element. If you specify in both, ensure the rate for the element is same as the rate you selected in the corresponding plan.

### Compensation Salary Element

If the formula doesn't find a rate specified in the plan or the element, it uses the compensation salary element.

When you associate a payroll element to a salary basis, you specify an input value that holds the base pay on a worker's element entry. The monetary amount or rate recorded in the element entry is the salary value in the worker's salary information held on the assignment. If you specify a rate, the formula uses this rate if it doesn't find one defined in the absence plan or absence element.

#### *Related Topics*

- [Define Payroll Elements to Process Absences](#)

## Import Absence Entries to Payroll

You can import worker absences from Oracle Fusion Absence Management or another absence application to Oracle Fusion Global Payroll to process absence payments.

When you set up an absence plan, you associate an absence element to transfer the absence information to a person's calculation card. Processing absence information for payroll includes the following aspects.

- Importing absence entries
- Processing absence entries
- Validating absence results
- Correcting absence results

### Importing Absence Entries from Absence Management

Recording an absence in Absence Management transfers a summary record and a daily breakdown for each day the person is absent to the person's calculation card. The summary record contains information such as the start and end date of the absence, the absence rate, the units. The daily breakdown shows the absence date and any factor to be applied, such as a percentage to use when calculating the absence payment.

### Importing Absence Entries from a Third-Party

For third-party absence applications, you can load absence records using HCM Data Loader.

The View Person Process Results page lists the absence IDs included in the batch of transferred absences. View the absence entries for each person included in the batch using the Calculation Cards task in My Client Groups.

### Processing Absence Entries

Transferring the absence information to a calculation card creates an element entry for the element associated to the absence plan. The payroll run processes this entry using the formula attached to the element and values from the calculation card. The resulting values are then passed back to the element entry and stored as run results and balances.

### Validating Absence Results

You can verify the results of absences after calculating run results by using payroll reports or the statement of earnings. After archiving payment results, validate absence information on the Payroll Register Report or the person's payslip.

Review absence results on the following payroll reports:

- Element Result Report
- Gross-to-Net Report
- Payroll Activity Report
- Payroll Balance Report
- Payroll Register Report

Use the View Person Process Results task in the Payroll Calculation work area or click the person's record on the Person Process Results page of the payroll calculation flow to go to the person's statement of earnings. The following table lists the absence information displayed on the statement of earnings.

| Statement of Earnings Sections                      | Information Displayed  |
|---|--|
| Absences Accrual tab in the Quick Reference Summary | Accrual balances for accrual days and accrual hours  |
| Absences  | <ul style="list-style-type: none"> <li>Total for the entitlement, discretionary disbursement, final disbursement payment</li> <li>Absence deductions made for that period</li> </ul> |

Use the View Payslip task to view the person's absence information in the Person Management work area. The following table lists the absence information displayed on the payslip.

| Payslip Sections | Information Displayed  |
|------------------|--|
| Summary          | Total amount for the following balances: entitlement payment, entitlement deduction, final disbursement payment, and discretionary disbursement payment  |
| Absence          | Payment balances that contribute to the total absence balance shown in the Summary region<br><br><b>Note:</b><br>Subregions display hours and rate, and days and rate details for these balances |
| Absence Accrual  | Balances for accrual days and accrual hours  |

For accrual liabilities, the Employer Charges section of the Statement of Earnings page and payslip display the difference for liability balance since the last payroll.

**Note:** You can use HCM Experience Design Studio to configure the Absence fields on the Calculation Entries page. You can hide or display specific fields, and make specific fields optional or mandatory. You can configure the following fields on the Calculation Entries - Absences region:

- Absence Entries - Detail: **Rate Name**, **Factor**, and **Periodicity**.
- Absence Entries - Summary: **Rate Name** and **Factor**.

## Correcting Absence Results

You can continue to transfer updated absence entries to a person's calculation card until the payroll calculation starts. Any further updates are then processed as retroactive absences entries in the following payroll run.

### Related Topics

- [Integrate Absence Management with Global Payroll](#)
- [Define Payroll Elements to Process Absences](#)
- [Example for Loading Absence Records](#)

# Calculation Cards

## Enterable Values on Calculation Cards

Some values entered on a calculation card override values defined in a calculation value definition.

For example, you might set a default tax rate for the legislative data group, and allow the rate to be overridden by a flat amount entered on a personal calculation card.

The following table explains where you can enter override values on calculation cards. It also provides the order in which the Calculate Payroll process checks for values entered on calculation cards. When the process finds an entered value, it stops checking and uses the values defined at that level.

| Order | Type of Values   | Task                                   |
|-------|--|--|
| 1     | Values for a payroll relationship on any type of calculation card                              | Calculation Cards                      |
| 2     | Values for a tax reporting unit for certain deductions, which vary by country or territory     | Legal Reporting Unit Calculation Cards |
| 3     | Values for a payroll statutory unit for certain deductions, which vary by country or territory | Legal Entity Calculation Cards         |

## Allowing Enterable Values on Calculation Cards

The ability to enter values on calculation cards is controlled by the Enterable Calculation Values on Calculation Cards section of the calculation value definition:

- For user defined calculation value definitions, you can specify an enterable calculation value in this section. You provide:
  - The display name to appear on the calculation card.
  - The value type, such as total amount or additional amount.
- Enterable values for statutory and involuntary deductions are predefined. You can't allow new enterable values for predefined calculation value definitions.

## Enterable Value Types

The list of value types available for entry depends on the calculation type. For example, you can enter the percentage value for a flat rate calculation or the monetary value for a flat amount calculation.

The following value types are available for all calculation types except text:

| Value Type                   | Description  |
|------------------------------|--|
| Calculation value definition | Uses the calculation value definition entered on a calculation card to calculate the amount. |
| Total amount                 | Uses the amount entered on the calculation card as the total amount.                         |
| Additional amount            | Adds the amount entered on the calculation card to the calculated amount.                    |

*Related Topics*

- [Calculation Value Definitions Examples](#)
- [Examples of Creating Calculation Cards for Deductions at Different Levels](#)

## Calculation Cards for Kuwait

### Options for Employer Calculation Cards for Kuwait

Kuwait localization provides two predefined calculation cards at the payroll statutory unit (PSU) level.

- Employer social insurance details calculation card
- Employer gratuity details calculation card

You can access these cards using the **Manage Legal Entity Calculation Records** task from the **Payroll Administration** work area.

### Employer Social Insurance Calculation Card

Here's the information this card uses for social insurance calculation at the legal entity level:

- Employer sector: You can select either government, private sector or military. The application applies the calculation rules based on the sector type you select.  
  
Deduction rules are based on the employer sector to calculate the social insurance. Deduction rules are same for both government and military. Oil is categorized under the private sector.
- Proration rules:
  - If the employee works till the last day of the month, then the social insurance contributions start from the date of joining to the last date of the month.
  - If the employee leaves before the last day of the month, then the contributions for that month aren't considered.
- Contributory salary reference formula: You can define the formula that calculates the contributory salary at the legal entity level. This is used as the reference value for social insurance calculation.
- The contributory salary is divided into two types of calculations: the basic social insurance and the supplementary social insurance. These are the earnings for calculation of basic insurance and supplementary insurance:

| Insurance Type          | Minimum Earnings (Kuwaiti Dinar) | Maximum Earnings (Kuwaiti Dinar) |
|-------------------------|----------------------------------|----------------------------------|
| Basic Insurance         | 230                              | 1500                             |
| Supplementary Insurance | 1500.001                         | 2750                             |

- If the contributory salary is less than the minimum earnings, then the minimum earnings is used to calculate social insurance contributions. If the contributory salary is more than the maximum earnings, then the maximum earnings is used to calculate social insurance contributions. Otherwise, you must use the contributory salary to calculate social insurance contributions.
- Age limit: Social insurance is processed for the employee if the minimum age is 18 years and the maximum is 65. If the employee is employed at age 65 and Social Insurance is being calculated, the contributions will continue except for Unemployment Insurance which ends when the employee is age 60.

### Employer Gratuity Details Card

This card contains the PSU details and uses this information for gratuity calculation at the legal entity level:

- Calculation basis: To calculate gratuity, the application uses the employee's monthly salary as the basis and converts the monthly salary to annual salary, while considering the employee's length of service.
- Salary formula: You must define your own salary formula for gratuity calculation. Once defined, you can select it here.
- Reference formula: You can define your own reference formula to calculate the paid gratuity amount. Once defined, you can select it here. This overrides the amount calculated by the default reference formula in the gratuity details calculation component.
- Length of service: The length of service is calculated from the initial hire date to the date of termination, deducting any unpaid leave taken during the service. According to the Kuwaiti labor law, a month is equal to 26 days, and a week has six working days, Friday being a holiday, while calculating the employee's length of service.
- An employee who resigns during probation isn't entitled to gratuity payments.
- A married female employee resigns, and the date of her marital status change is within six months before her resignation date, she's eligible for full gratuity regardless of her length of service.
- Gratuity calculation differs depending on the employment sector of the employee.
- The rules for gratuity calculation differ for fixed and unlimited contract types.
- The rules for gratuity calculation also differ depending on whether the termination is initiated by the employer or the employee.

### Options for Employee Social Insurance Calculation Card for Kuwait

When you have completed the new hire process and specified the citizenship for the employee, the employee social insurance calculation card is automatically created.

You can use the Manage Personal Calculations task in the Payroll Calculation work area to view and update the card as required.

Let's look at some points to consider when completing the information in the employee social insurance calculation component details section.



## Citizenship

The citizenship information is derived from Person Information in the calculation card if you have entered a value for the employee. However, if Person Information has no details, then the calculation card isn't automatically created and you have to create it manually. You must enter the citizenship information.

## Nationality Obtained Date

This date is used for reporting purposes and it can't be earlier than the person's date of birth.

## Nationality Number

This is a number assigned in sequence to all Kuwaiti nationals and is an optional field for you.

## Article Number

This is an alphanumeric identification number assigned to a Kuwaiti national. This number helps you identify the employment sector of a person, and whether the person is Kuwaiti by birth or has an acquired Kuwaiti nationality.

## Social Insurance Contributory Salary Override

This applies only to private or oil sector employees. You can use the override amount to specify a social insurance contribution amount that's different from the social insurance balance, or the amount derived from the formula you defined at the legislative level. This is processed in the first month of joining or in the month of January every year, and applies for the whole year.

## Social Insurance Contributory Salary Adjustment

This applies only to private sector employees. You can use the adjustment amount to make any changes to the social insurance contributory salary amount. You can specify this any time during the year, except in the first month of joining or in the month of January.

## Social Insurance Calculation for Kuwait

Social insurance is applicable to all Kuwaiti citizens who work in Kuwait and are paid there. This contribution is normally paid both by the employer and the employee.

Contributions are calculated as percentages of a contributory salary. The contributory salary components are elements such as salary, social allowances, child allowance and so on. The legislation determines which elements are liable to social insurance contributions, whereas the amounts and definitions depend on the employer's regulations.

For private sector employees:

- The amount of the contributory salary can be overridden at the person level.
- If this amount isn't entered at the individual level, you can define a formula used to calculate the contributory salary at the legal employer level.
- Finally, if neither individual override, nor legal employer formula, are defined, the contributory salary uses the value of earnings elements that are subjected to social insurance. These elements are identified through secondary classification and feed the balance Subject to Social Insurance. Further detail on how Kuwait has defined element classifications and balances can be found in the related sections.

The contributory salary has a monthly minimum value and a monthly ceiling. This means that if the monthly social insurance income is lower than the minimum value, contributions are calculated on the minimum value. If the monthly social insurance income exceeds the monthly ceiling, contributions are due just on the part

up to the ceiling. For the Kuwait Basic social insurance is calculated on earnings between KWD 230-1,500. Supplementary social insurance is calculated on earnings over KWD 1,500 up to a maximum of KWD 2,750.

- For the Private Sector, the current contribution rate for the employee is 10.5% and the employer is 11.5%.
- Employee contribution is inclusive of 2.5% gratuity contribution which is effective from 1st January 2015. To calculate gratuity contribution, the Employee Social Insurance Calculation Card is enhanced to capture Gratuity Contribution Start Date, Gratuity Previously Received from PIFSS, and Gratuity Received from Previous Employer.
- If the payroll relationship of an employee is terminated in the middle of the month, social insurance contributions aren't deducted. If at the end of the month, the full social insurance contributions will be deducted.

For the government sector:

- The contributory salary uses the value of earnings elements that are subjected to social insurance. These elements are identified through secondary classification and feed the balance Subject to Social Insurance. Basic social insurance is calculated on earnings between KWD 230-1,500. Supplementary social insurance is calculated on earnings over KWD 1,500 up to a maximum of KWD 2,750.
- The current contribution rate for the employee is 10% and the employer is 11%.
- Employee contribution is inclusive of 2.5% gratuity contribution which is effective from 1st January 2015. To calculate the gratuity contribution the Kuwait Employer Gratuity Details is enhanced to capture Gratuity to be Paid; and the Employee Social Insurance Calculation Card is enhanced to capture Gratuity Contribution Start Date, Gratuity Previously Received from PIFSS, and Gratuity Received from Previous Employer.
- On termination, the social insurance contributions are calculated up to the last working date and are always based on the balance Subject to Social Insurance. If the earnings elements that feed the balance are enabled for proration then social insurance contributions will automatically be prorated.

## Social Insurance Deductions for Kuwait

Social insurance contribution is calculated through the Social Insurance deduction that's part of Calculation group Social Insurance. Calculations are done through the Social Insurance element.

Here's how you can view details on calculation groups, deductions and elements:

1. Sign in as a Payroll Manager.
2. Go to the **Manage Payroll Calculation Information** task in the **Payroll Calculation** work area.
3. Select **Social Insurance Deduction** to view the details.

## Social Insurance Calculation for GCC Citizens

Social Insurance is applicable to all Gulf Cooperation Council (GCC) citizens.

The legislation was changed to have a reciprocal agreement between all 6 GCC countries, which are United Arab Emirates (UAE), Kuwait (KW), Saudi Arabia (SA) Bahrain (BA), Sultanate of Oman (OM) and Qatar (QA).

The Employee Social Insurance Calculation Card captures these additional details as well:

- Any additional personal details based on localization, for example, Exception Type in UAE.
- Whether or not it has been agreed that the country of citizenship will pay any difference in contributions.

**Note:** Keep in mind that Currency Conversion Rate across the country of citizenship and country of employment must be considered for SI calculation for GCC citizens working in Kuwait. You must set up conversion rates before processing SI for GCC citizens.

You can use the additional balances provided to manage contributory salary when calculating social insurance contributions between employees and employers working in Kuwait.

- Government Sector Contributory Salary Base
- Private Sector Contributory Salary Base
- Oil Sector Contributory Salary Base

## Automatic Social Insurance Calculation Card Creation for Kuwait

If the value of your country extension setting in the Manage Features by Countries or Territories page is either Payroll or Payroll Interface, an employee social insurance calculation card is created automatically when a new payroll relationship is created.

You can use the Manage Personal Calculations task in the Payroll Calculation work area to view and update the card as required.

Let's look at the aspects of automatic creation:

- Calculation components and component details
- Association and association details
- Element entries

### Calculation Components and Component Details

Here's a look at the details that the automatically created card contains.

| Component Details                      | Default Value                                       |
|--|---|
| Citizenship                            | Derived from Person Information or entered manually |
| Nationality Obtained Date              | Blank   |
| Nationality Number                     | Blank   |
| Article Number                         | Blank   |
| Registered for Social Insurance        | Yes (If Social Insurance number is present.)        |
| Exception Type                         | Blank   |
| Exempt from SI Contribution Difference | Not selected  |
| Country of Citizenship Pension         | Not selected  |

**Note:** Automatic calculation card creation occurs only if citizenship is specified for the employee.

If you have specified the employee citizenship in the Person Information during the new hire process, then this value is defaulted in the automatically created card. If you haven't specified the citizenship, you must create the calculation card using HCM Data Loader and update the citizenship information.

If the employee isn't registered for Social Insurance, even though a Social Insurance Number is available, the card is created. You can manually amend this information on the card. You can create these additional calculation component details, if required:

- Social Insurance Contributory Salary Override
- Social Insurance Contributory Salary Adjustments

## Associations and Association Details

The calculation card is automatically associated to the default tax reporting unit (TRU), for which the payroll relationship is created. Keep in mind that you can associate the calculation card and all the employment terms with only one TRU. If more than one TRU is associated with the payroll relationship, the one flagged as the main TRU is used.

## Element Entries

An element entry for the Social Insurance component is created automatically when the card is created, provided you have defined the eligibility for those elements and the employee meets the eligibility criteria.

## Additional Social Insurance Calculation for Kuwait

Let's outline the steps required for administering additional social insurance payments for Oracle Fusion Human Capital Management for Kuwait. It supports the implementation team in understanding how to:

- Create the supporting payroll definitions
- Identify the employees who are subject to these deductions and record the requisite information for processing the deductions
- Process the payroll run and view the results

The following assumptions are made while implementing the above:

- The user performing these tasks has the role of Payroll Manager
- The user has a payroll license for Kuwait
- At least one legislative data group already exists for Kuwait for which the additional social insurance deductions are being setup.

## Overview of Additional Social Insurance Deductions

Kuwait social insurance authorities can request by a formal letter that additional monthly social insurance deductions be deducted from an employees pay. The employee must already be subject to standard social insurance deductions before any additional social insurance can be levied.

To calculate and deduct additional social insurance from an employee, a set of payroll definitions must be created, supporting the additional social insurance deductions that needs to be taken. The Elements task is used to create the element and the related payroll definitions such as balances, formulas, and the calculation component that is tied to these definitions. The name of the element is used as a prefix for all the related payroll definitions such as balances, formulas, and so on, as well as the name of the calculation component that can be assigned to an employee to trigger the deduction.

Each employee subject to additional social insurance must have the appropriate additional social insurance calculation component added as a child component to their employee social insurance details calculation component. The Manage Calculation Cards task is used to associate the calculation components for an employee and also gather the information required to process and report the deductions. The information gathered includes:

- The insurance type categorizing the deduction
- The amount to be deducted
- The time period for making the deductions
- Arrears processing when there are insufficient funds to pay the amount
- The authority that requested the deduction
- The unique reference number identifying the deduction for the specific employee

Additional social insurance deductions are made automatically each month during payroll processing and are triggered by the calculation component assigned to the specific employees. The calculation component represents each additional social insurance deduction assigned to the employee. These deductions will continue until the total amount has been recovered. An employee can be subject to more than one additional social insurance deduction at any given time.

Once calculated, the results for the employee can be seen on the employees Statement of Earnings (SOE), employee's payslip, and the statutory reports such as Report 167, Report 166 and Report 103. The element name associated with the additional social insurance deduction will be used in the SOE and payslip; while the statutory reports use the deduction codes linked to the Insurance type to identify specific amounts for reporting purposes.

## Create Supporting Payroll Definitions

The Elements task uses a questionnaire to gather information which is then used to create all the supporting payroll definitions such as elements, balances, formulas, and the calculation component required to process additional social insurance deductions. Follow the steps below:

1. Sign in to the application with a role that has payroll privileges.
2. Navigate to the **Payroll Calculations** work area.
3. Select **Elements** task from the task list.
4. On the Elements page, click **Create**.
5. Select an existing Kuwait Legislative Data Group for which you want to define the additional social insurance deduction.
6. Select Social Insurance Deductions in the **Primary Classification** field.
7. Select Additional Social Insurance in the **Secondary Classification** field.
8. The **Category** will be defaulted to Social Insurance Deduction.
9. Click **Continue**.
10. Enter a Name for the element.

**Note:** This name is used as the prefix for all the related supporting payroll definitions that are created.

11. Enter a **Reporting Name**. This name is shown when the element is displayed on reports.
12. Enter a **Description** for the element.
13. Enter the **Effective Date** from which the element can be used.
14. The Input Currency is defaulted to Kuwaiti Dinar. All other values will be defaulted and should be left unchanged.
15. Click **Next** twice.
16. The review page summarizing the values entered will be shown and if OK click **Submit** to create the element and its associated payroll definitions. Review and correct the information before submitting.

17. The breakup of what is created is shown on the Element Summary page. Click **Done** when finished.

You can repeat the above steps for as many different additional social insurance deductions as required.

## Set Up Additional Social Insurance Deduction for an Employee

The Calculation Card task is used to associate the additional social insurance calculation component with the employee and record the details required to deduct the correct amount. Follow the steps detailed below:

1. Navigate to the **Payroll Calculations** work area.
2. Select **Manage Calculation Cards** from the task list.
3. Enter the **Name** of the employee that is subject to the additional social insurance deduction.
4. Select the same **Legislative Data Group** that was used when creating the additional social insurance deduction component.
5. Enter the **Effective-As-of Date** and ensure that it is on or after the date used when creating the element.
6. Click **Search**.
7. Select the employee for whom you want to set up the additional social insurance deduction component. Any available calculation cards that the employee has will appear in the Search Results.
8. Select the **Employee Social Insurance Details** calculation card.

**Note:** This calculation card is automatically created at the time of hiring if the employee's citizenship information was entered during the hiring process.

9. Click **Add Row** in the Calculation Components section to create a new calculation component.
10. In the **Calculation Component** field, select the name used when creating the element.
11. Select Employee Social Insurance Details in the **Parent Calculation Component** field.
12. Select the **Insurance Type** that categorizes the additional social insurance deduction.
13. Click **OK**.
14. Make sure that the newly created calculation component is selected.
15. Click **Add Row** in the Calculation Component Details section.
16. Select **Global Additional Insurance Details** from the list and click **OK**.
17. Select the required **Partial Deductions Arrears Rule** from the list. The Partial Deduction Arrears Rule controls how deductions that couldn't be made due to insufficient pay are handled. The table below gives the list of the available arrears rules.

### Arrears Processing Rules

| Arrears Rule   | Description  |
|--|--|
| Do not take a partial deduction or create arrears    | If the full amount cannot be deducted due to insufficient funds defer the deduction and do not recognise the amount as being in arrears.                 |
| Do not take partial deduction, place all in arrears  | If the full amount cannot be deducted due to insufficient funds defer the deduction and recognise the full amount as being in arrears.                   |
| Take a partial deduction, but do not create arrears  | If the full amount can't be deducted due to insufficient funds deduct what can be taken but do not recognise the outstanding amount as being in arrears. |
| Take a partial deduction, place remaining in arrears | If the full amount can't be deducted due to insufficient funds deduct what can be taken but recognise the outstanding amount as being in arrears.        |

18. Do not enter any values in any of the other fields.

19. Make sure that the newly created calculation component is selected.
20. Create a new calculation component detail using **Add Row** at top of Calculation Component Details section.
21. Select **Kuwait Additional Insurance Details** from the list and click **OK**.
22. Enter combination of **Monthly Payment** and **Number of Installments** or **Total Debt** and **Number of Installments**.

**Note:** Either combination will define the total amount to be deducted and the deduction period.

23. Enter the **Deduction Authority**. This is the name of the social insurance authority that requested the deduction to be made.
24. Enter the **Reference Number**. This is the unique identifier for this social insurance deduction for this person.
25. Click **Save and Close**.

Repeat the above procedure for each additional social insurance deduction the employee has.

**Note:** It's not possible for an employee to have more than one calculation component using the same element and insurance type at the same time. If multiple concurrent additional social insurance deductions for the same insurance type are required then additional elements will have to be defined.

## Deduction of Additional Social Insurance During a Payroll Run

The existence of one or more child additional social insurance calculation components for an employee's Employee Social Insurance Details calculation component will trigger the payroll calculation. The calculation will be done at payroll relationship level taking into account the specific information recorded for the amount of deduction to be made, the procedure for managing arrears and arrears recovery, the insurance type, the deduction authority, and so on. The deductions will continue until the total amount is deducted.

## Viewing and Reporting Results for Additional Social Insurance Deductions

Once the payroll is run, the results of each deduction as well as any arrears for an employee are calculated and recorded using the elements and balances that were created by the Manage Elements task for the specific additional social insurance deduction. Please refer to the Payroll definitions section below for more details. These deductions will appear alongside the standard social insurance deductions on the employees SOE and payslip.

Statutory reports such as Report 167, Report 166, and Report 103 identify specific types of additional social insurance for reporting using the insurance type (deduction code) that was used to classify each additional social insurance calculation component when adding it to the employee's calculation card using the Manage Calculation Cards task.

## Employee Social Insurance Calculation Card for Kuwait

The calculation component on the employee social insurance card corresponds to the social insurance contribution payroll deduction element, defined at the legislative level.

The employee social insurance component details section provides you with all the additional information necessary for calculating the deduction. When the employee social insurance calculation card is created, the social insurance calculation component and the social insurance calculation component details records are automatically created. You can also create additional calculation component details such as Social Insurance Contributory Salary Override and Social Insurance Contributory Salary Adjustment Amount.

The social insurance card is automatically created when the new hire process for an employee is completed, provided the employee citizenship information is specified. If the citizenship information isn't specified, then you must manually create the social insurance card for this employee.

For the automatic card creation functionality to be enabled, your Payroll Product Usage must be set to Oracle Fusion Payroll or Payroll Interface.

## Edit an Employee Social Insurance Calculation Card for Kuwait

Let's look at an example that demonstrates how to modify an employee social insurance card that was automatically generated. You can edit the card to reflect the employee specific values that differ from the default values.

This table summarizes the key decisions for this scenario.

| Decision to Consider                 | In this Example |
|--------------------------------------|-----------------|
| Is the employee a citizen of Kuwait? | Yes             |

### Before You Start

1. Ensure that the new hire process has been completed for the person, and the person's citizenship status is specified.
2. For social insurance calculations to be applicable, the person should be an employee and a GCC citizen.

### Open the Calculation Card

1. In the Payroll Administration or Payroll Calculation work area, select the *Manage Personal Calculations* task.
2. Complete the fields in the *Search* section. Here's something to help you:

| Field                  | Value                          |
|------------------------|--------------------------------|
| Name                   | ZHRX-KW-V-Employee, Employee 1 |
| Legislative Data Group | ZHRX-KW-V-LDG One              |
| Effective Date         | 01/01/2010                     |

3. Click *Search* to display a list of matching payroll relationships.
4. Click the row for ZHRX-KW-V-Employee, Employee 1, to open the *Manage Personal Details* page. All available calculation cards are displayed in the Search Results.
5. Click the *Employee Social Insurance Details* card that was automatically created for this payroll relationship.

### Edit the Employee Social Insurance Components and Component Details

1. In the Calculation Card Overview pane, you can view the calculation groups associated with this calculation card. In this example, for instance, you can see the Social Insurance calculation group.
2. In the Calculation Card Overview pane, click *Associations* to review the TRU associations. The card and all the employment terms for the employee are automatically associated to the default TRU that belongs to the PSU for which the employee has a payroll relationship.
3. In the Calculation Component section, select *Employee Social Insurance Details*.
4. In the Calculation Component Details section, select *Social Insurance Details*.



5. Here's a look at what the default values look like:

| Field                           | Default Value |
|---------------------------------|---------------|
| Citizenship                     | Kuwait        |
| Nationality Obtained Date       | Blank         |
| Nationality Number              | Blank         |
| Article Number                  | Blank         |
| Registered for Social Insurance | Selected      |

6. Select *Edit - Correct*.  
7. Complete the fields in the component details. Here's something you may find helpful:

| Field                     | Value      |
|---------------------------|------------|
| Nationality Obtained Date | 19/09/1984 |
| Nationality Number        | Optional   |
| Article Number            | Optional   |

8. Select Create Calculation Component Details to create additional component details. In this particular example, you create the Social Insurance Contributory Salary Override.  
9. Complete the field in the component details, as shown in the table:

| Field           | Value                         |
|-----------------|-------------------------------|
| Override Amount | 1200 Kuwaiti Dinars per month |

**Note:** Now that you're almost done, you can similarly create calculation components details for *Social Insurance Contributory Salary Adjustment*.

10. Click *Save and Close*.

## Gratuity Calculation for Kuwait

Employees working in Kuwait are entitled to an additional payment upon termination which is called Gratuity. The entitlement to this payment is accrued during the work relationship.

The gratuity amount to be paid is driven by Kuwaiti labor laws. If you're not following the Kuwait labor laws, you can define your own formula for gratuity processing. Here are the available options:

- You can define your own formula and create a setup according to the values to be returned to your formula run results. In this scenario, you may not need to use the localization solution for gratuity processing.
- You can define your own reference formula gratuity processing, which substitutes the gratuity formula defined at the legislative level. If a user-defined formula exists, then the seeded formula runs it.

Let's take a look at the rules that the localization solution uses for gratuity processing:

- Company type: The gratuity entitlement is based on company type and is captured in Kuwaiti Legal Employer Details.

**Note:** For information on Kuwaiti Legal Employer Details, see the section Legal Entity HCM Information for Legal Employers and Payroll Statutory Units in the document Oracle Fusion HRMS (Kuwait): HR Implementation and Functional Considerations on My Oracle Support (MOS).

- The duration of service and the contract type (fixed or unlimited) determines the number of days of gratuity payment to which the payee is entitled per year of service. These days are retrieved from the calculation information repository setup. Keep in mind that the duration of service can be reduced by unpaid or unauthorized absences. You can get this by creating elements for Unpaid Leave classification and attaching this element to the absence type. If an absence with this newly created absence type is recorded, the Unpaid Leave element's days input value will feed the Leave Without Pay balance. In the Gratuity formula, you can use the Leave Without Pay balance to get the unpaid absences.
- The base salary for gratuity payment is calculated through the salary formula you selected at the legal employer level.
- If the person is terminated, company type, contract type and termination initiator are checked before the amount is paid:
  - If the termination initiator is employer, then the complete gratuity accrued is paid to the employee.
  - If the termination initiator is the employee, the application fetches the payment factor using the contract type and period of service. Payment factor is available in the calculation information repository.

## Employer Gratuity Details Card for Kuwait

This card contains PSU gratuity details. Here's the information this card uses for gratuity calculation at the legal entity level

- Gratuity to be paid: The employer indicates the option of paying gratuity to the employees. This is applicable to Kuwaiti government or military sectors and impacts social insurance processing. For details on the calculation, see the section on social insurance calculation.
- Gratuity salary formula: You must define your own salary formula for gratuity calculation. Once defined, you can select it here. The formula must return the values using the variable MONTHLY\_SALARY. Additional details on the calculation are provided in the section on gratuity calculation.
- Reference formula: You can define your own reference formula to calculate the paid gratuity amount. Once defined, you can select it here. The formula must return the values using the variable PAID\_GRATUITY. This overrides the amount calculated by the default reference formula in the End of Service Details card in the gratuity details calculation component.

## Overview of Statutory Deductions and Gratuity Calculation for Kuwait

The data you enter at the PSU and person levels is the starting point for calculating statutory deductions and gratuity payment, if applicable.

Based on legislative requirements, Kuwait localization has predefined a setup with the parameters to be used in the calculation. These parameters are stored in the calculation information repository.

## Gratuity Entitlement and Payment for Kuwait

Let's walk through the details on gratuity entitlement and payment for various categories.

### Government and Private Company

An employee is entitled to half a month's salary for the first 5 years and 1 month's salary for each additional year.

Let's go through the rules of gratuity payment:

- If the employee is dismissed by the employer or is terminated during probation period, then no gratuity is paid.
- If the employer terminates the employee, the employee is paid the complete gratuity that they're entitled to.
- If the contract type is Unlimited and the employee has resigned before completing 3 years of service, then no gratuity is paid. If the employee has completed between 3-5 years, half the gratuity amount is paid. If the employee has completed between 5-10 years, two-third the gratuity amount is paid. If the employee has completed more than 10 years, the complete gratuity amount is paid.
- If the contract type is Fixed and the employee has completed 3 years of service, complete gratuity is paid upon termination.
- The total amount paid should not be greater than 1.5 times the annual salary.

### Oil Company

An employee is entitled to 1 month's salary for the first 5 years and 1.5 month's salary for each additional year.

Here are the rules of gratuity payment:

- If the employee is dismissed by the employer or is terminated during probation period, then no gratuity is paid.
- If the employer terminates the employee, the employee is paid the complete gratuity that they're entitled to.
- If the contract type is Unlimited and the employee has resigned before completing 2 years of service, then no gratuity is paid. If the employee has completed between 2-5 years, half the gratuity amount is paid. If the employee has completed between 5-10 years, three-fourth the gratuity amount is paid. If the employee has completed more than 10 years, the complete gratuity amount is paid.
- If the contract type is fixed and the employee has completed 2 years of service, complete gratuity is paid upon termination.
- The total amount paid should not be greater than 1.5 times the annual salary.

### Gratuity Payment Exception for Women

A female worker is entitled to full gratuity if she voluntarily resigns (voluntary termination) within 6 months of her marriage. If the marital status change date is less than 6 months before the date of termination, gratuity will be calculated based on the total length of service for the sector, irrespective of the type of contract.

Starting 1st January 2013, an employer can opt to pay a reduced or nil gratuity amount based on the social insurance contributions paid by the employer for an employee.

If the gratuity payment is based on the social insurance contributions paid by the employer, then the amount of those contributions are taken into account after the gratuity payment has been calculated using the eligibility criteria.

If the social insurance contributions paid by the employer are:

- Less than the gratuity payment, then the difference between the contributions and gratuity is paid to the employee as a gratuity payment.
- More than or equal to the gratuity value, then no gratuity payment is made.

Kuwait Employer Gratuity Details is enhanced to capture additional information. The Gratuity Payment element is enhanced to capture additional attributes. The corresponding balances are predefined to view the eligible gratuity allowance and employer social insurance contributions on the SOE.

## Automatic Gratuity Details Calculation Card Creation for Kuwait

If the value of your country extension setting in the Manage Features by Countries or Territories page is either Payroll or Payroll Interface, an employee gratuity details calculation card is created automatically when an employee is terminated.

You can use the Manage Personal Calculations task in the Payroll Calculation work area to view and update the card as required. Let's look at the aspects of automatic calculation card creation.

- Calculation components and component details
- Association and association details
- Element entries
- Editing the card

### Calculation Components and Component Details

The automatically created card contains these details:

| Component Detail | Default Value |
|------------------|---------------|
| Override Amount  | Blank         |

### Associations and Association Details

The calculation card is automatically associated to the default tax reporting unit (TRU), belonging to the payroll statutory unit (PSU) for which the payroll relationship is terminated. Keep in mind that the calculation card and all the employment terms for the employee are associated with only one TRU.

### Element Entries

An element entry for Gratuity is created automatically when you create the card, provided you have defined the eligibility for those elements and the employee meets these eligibility criteria.

### Edit the Card

Once the card has been created, you can view and update the card as required. Suppose you enter an amount in the **Override Amount** field, this amount now overrides the calculated gratuity amount to be paid to the employee.

## Options for Gratuity Details Calculation Card for Kuwait

The calculation component on the Gratuity Details calculation card corresponds to the payroll calculation element gratuity contribution, defined at the legislative level. This card is automatically created upon employee termination.

## Gratuity Details Calculation Component and Component Details

The gratuity details calculation component and component details record is automatically created in the card. You can use the gratuity details component to enter data that impacts the calculation of gratuity payment.

You can also enter an override amount to be paid to the employee as gratuity. This amount will override the gratuity amount calculated using the reference formula defined at the payroll statutory unit level.

Imagine that the primary term is a fixed contract type and the subsequent terms are unlimited, then the amount of gratuity calculated is based on the fixed contract type instead of the reduced amount for the unlimited contract. In this case, you can enter an override amount at the payroll relationship level.

## Calculation Groups and Deductions for Gratuity for Kuwait

Gratuity payment is calculated through supplemental earnings Gratuity Payment that's part of the calculation group Gratuity. Calculations are done through the element created as Gratuity Payment.

Here's how you can view details on calculation groups, deductions and elements.

1. Sign in as a Payroll Manager.
2. Go to the **Manage Payroll Deductions** task in the **Payroll Calculation** work area.
3. Select **Gratuity Calculation** and view the details.

## Monthly Gratuity Accrual for Kuwait

The application calculates the accrual of gratuity on a monthly basis. This is the amount that an employee is entitled to, if they're terminated at the end of that month and if they're eligible for payment. The monthly gratuity accrual calculation is done through

Here are the details that the monthly gratuity accrual considers to calculate the gratuity:

- Date of termination: The current pay period end date is taken as the date of termination.
- Length of service: All types of paid leave are considered in calculating the length of service. Unpaid leave isn't included.
- Base salary: The base salary for gratuity payment is calculated through the salary formula that you selected at the legal employer level.
- Termination initiator: The calculation assumes the employer as the termination initiator, and the employee is entitled to the full amount.
- Probation: If the employee is on probation, the accrual amount is zero.
- Company type: The entitlement is based on the company type and is captured on Kuwaiti Legal Employer Details.

**Note:** If you're looking for information on Kuwaiti Legal Employer Details, refer to the section on Legal Entity HCM Information for Legal Employers and Payroll Statutory Units in the document Oracle Fusion HRMS (Kuwait): HR Implementation and Functional Considerations on My Oracle Support (MOS).

- Entitlement:
  - Government and Private Company: An employee is entitled to half a month's salary for the first 5 years and 1 month's salary for each additional year.
  - Oil Company: An employee is entitled to 1 month's salary for the first 5 years and 1.5 month's salary for each additional year.

- **Maximum Limit:** The total amount accrued must not be greater than 1.5 times the annual salary.

## Employee Gratuity Details Card for Kuwait

The component in the Employee Gratuity Details card corresponds to the payroll element gratuity contribution defined at the legislative level. This card captures additional information related to gratuity.

The Employee Gratuity Details card has only one component, and that's Employee Gratuity Details. When you create the Employee Gratuity Details card, the gratuity details component and component details record is created automatically. You can use the gratuity details component to enter data that impacts the calculation of gratuity payment.

On termination, you can choose to enter an override amount to be paid to the employee as gratuity. This amount overrides the gratuity amount calculated using the reference formula defined at the payroll statutory unit level and the legislative level formula calculation.

A Gratuity card is created automatically upon employee termination. The gratuity component, component details, and the association are automatically created simultaneously. This automatic card creation is enabled only if the Payroll Product Usage is set to Oracle Fusion Payroll or Payroll Interface.

## End of Service Compensation

To enter the employee End of Service Compensation, you must manually create the calculation component details.

Click **Create** to create the calculation component details and enter the required information.

Consider the following points when entering the data:

If the contract type is Fixed Contract and the contract ends before the initial contract end date then, in addition to the calculation for gratuity, another compensation payment/reimbursement is required. If the employment ends early due to a decision by the employer, the employer must pay an agreed compensation amount to the employee.

If the employment ends early due to a decision by the employee, the employee must reimburse an agreed compensation amount to the employer. The reimbursement from the employee to the employer cannot be more than the salary that would have been due from the actual date of termination to the initial contract end date.

An active tax reporting unit is required for the legal entity the employee is in. Otherwise, an error message "You must mark the legal reporting unit associated to the legal employer as a tax reporting unit." will be displayed and the calculation card can't be saved.

## View Calculation Information Repository for Social Insurance for Kuwait

Parameters used in the calculation of social insurance are stored in the calculation information repository. These parameters are predefined by the Kuwait localization and you can't modify them in the implementation phase.

Here's what you need to do to view predefined parameters:

1. Sign in as a Payroll Manager.
2. Go to the **Manage Payroll Calculation Information** task in the **Payroll Calculation** work area.
3. Select **Social Insurance Deduction**.
4. Open the **Calculation Factors** for the related element.
5. Click **Range Values**.

## View Calculation Information Repository for Gratuity for Kuwait

Let's take a look at how to view the predefined parameters:

1. Sign in as a Payroll Manager.

2. Go to the **Manage Payroll Calculation Information** task in the **Payroll Calculation** work area.
3. Select **GRATUITY** deduction.
4. Open **Calculation Factors** for the related element.

The calculation factors are used for calculating gratuity payments; gratuity bands represent the eligibility months.

5. Click **Range Values** to view details of the calculation factors.

## FAQs for Calculation Cards

### Why can't I create calculation components or component details for a personal calculation card?

The calculation card determines which components and component details you can create. For some card types, you can only create one calculation component of any particular type.

If you're trying to create a calculation component that varies based on one or more references (such as a tax that varies based on a person's place of residence), you must select the reference in the Calculation Card Overview pane before you can add the component. You can't create component details until you create a calculation component.

### Why can't I delete a calculation card, component, or component details?

You can't delete a calculation card or component until you have deleted all its child components and details.

Starting from the bottom of the hierarchy, delete the child components in the following order: association details, associations, component details, components, and calculation card. Additional rules and restrictions, specific to your localization, may apply.

### How do I set the end date for a calculation component?

Select the date in the Effective As-of Date field on the Calculation Cards page before you select the End Date action for a calculation component or component detail.

Make sure that the end date you enter for any parent component isn't earlier than the end date of any child component.

### How do I suspend a calculation component?

First, you must end all component details. Then set the end date for the calculation component on the personal calculation card. To suspend all calculation components on a calculation card, end all the calculation components.

Then set the end date for the calculation card. If you want to resume payments at a later date, adjust the end dates accordingly. This is useful, if you need to temporarily suspend a contribution to a charitable organization or retirement fund.

#### *Related Topics*

- [What happens when I end date an object?](#)

## Earnings and Deductions

### What should I do when an involuntary deduction is fully paid?

Update the end date of the calculation component on the involuntary deduction calculation card.



# 4 Global Transfers

## Overview

All transfers between legal employers are known as global transfers. During a global transfer, the application creates a work relationship and assignment under the new legal employer.

The application terminates the existing work relationship and all assignments under it as of a day prior to the global transfer date. In this scenario, the application sets the Last Standard Earnings Date and Last Standard Process Date automatically, but you have to set the Final Close Date according to your requirements. Perform all the payroll actions before entering a Final Close Date because the application terminates the original assignment after you enter this date.

Depending on the payroll relationship rules, the application creates a new assignment under a different payroll relationship. You can also change the legal employer of multiple employees in a single batch using the Mass Legal Employer Change task.

**Note:** If you select Payroll Details to be managed in the Local and Global Transfer page, you must opt for a new legal employer for global transfer. Once you select a new legal employer, the application displays the payroll details and the transfer type changes to global from local transfer.

During a legal employer change within the legislative data group (LDG), you can select the data that you want to copy from the source to the target assignment and payroll relationship.

## What's Copied

For global transfers within the LDG, you can copy personal payroll data to the new payroll relationship and assignment. In the Payroll Details section of the Local and Global Transfer or Mass Legal Employer Change flow, select the check box for the corresponding data items that you want to copy.

**Note:** Personal Payment Methods and Third-Party Payment Methods are copied automatically without any check box, subject to eligibility and the validation rules applicable. You can copy these payroll objects in the event of a transfer.

| Payroll item   | What this includes  |
|--|---|
| Payroll Relationship and Assignment attributes (Payroll Details) | Attributes such as payroll, overtime period, and time card. These values default to the value from the source, and you can override them if required. |
| Personal Payment Methods   | Payment methods are copied subject to the availability of a valid organization payment method (OPM) for the same payment type.                        |
| Third Party Payment Methods                                      | Payment methods are copied subject to a valid OPM on the target payroll.  |
| Person Costing Overrides   | All costing overrides are copied.   |

| Payroll item                     | What this includes   |
|----------------------------------|--|
| Recurring Element Entries        | Copy for element entries are subject to eligibility. The process doesn't copy adjustments made after the global transfer date.   |
| Calculation Cards and Components | The application copies the cards and components at the payroll relationship level based on each country's legislation.<br><br>It doesn't copy cards at the payroll statutory unit (PSU) and tax reporting unit (TRU) levels. |
| Balances                         | The process copies the source assignment and relationship-level balances to the target assignment and payroll relationship respectively.   |

## Change Legal Employer Dashboard

You can use the Change Legal Employer Dashboard to view the results of a transfer. It lists a consolidated summary related to the global transfer for each employee. For further info, see Dashboard for Legal Employer Change in the Help Center.

## Override Default Settings

Some fields and copy options are enabled by default and hidden on this process. You can use HCM Experience Design Studio to configure what fields are hidden or displayed according to user role. For example, you can choose to hide some of the payroll fields from the line manager and make them visible to the payroll manager.

You could also set or modify default values. For example, all recurring element entries are copied subject to eligibility. But you could exclude certain elements by defining an element (object) group and using it as the default value for the element group field.

You can't override assignment attributes like job, grade, and position because they are unique and may differ for each worker in the destination assignment.

### Related Topics

- [Overview of Administering Payroll Relationships](#)
- [Payroll Relationship and Termination Dates](#)
- [HCM Experience Design Studio](#)
- [Dashboard for Legal Employer Change](#)
- [Local and Global Transfer](#)
- [Mass Legal Employer Change](#)

## Payroll Details

In the payroll employment model, each employee has:

1. A payroll relationship with a payroll statutory unit (PSU)
2. One or more assignments to a payroll and other employment structures

If an employee has the payroll details assigned, the application copies the details during a global transfer within the same legislative data group. The application creates an assignment and copies the details to the new assignment.

If the global transfer happens beyond the PSU, the application creates a payroll relationship and copies information from the source to the target payroll relationship.

**Note:** If you select **Payroll Details** to be managed in the Local and Global Transfer page, you must opt for a new legal employer for global transfer. Once you select a new legal employer, the payroll details show up and the transfer type changes to global from local transfer.

## Transfers Within a PSU

During these transfers, the process retains the person's payroll data for use by the new assignment.

## Transfers Between PSUs

When you perform a transfer between PSUs, you can choose the payroll details you want the process to retain. The task creates a destination assignment for those details. If the legal employer remains the same, the payroll details don't change. No copy is needed.

Here's the payroll attributes the process copies, sorted by level.

| Level                           | Attribute          | Is a new record created?           | Can you override the attribute? | What value it uses   |
|---------------------------------|--------------------|------------------------------------|---------------------------------|--|
| Payroll Relationship            | Overtime Period    | Yes, if transfer occurs across PSU | No                              | N/A  |
| Assigned Payroll and Assignment | Overtime Period    | Yes                                | Yes                             | Derives from the source legal employer                             |
| Assigned Payroll and Assignment | Time Card Required | Yes                                | Yes                             | Derives from the source legal employer                             |
| Assigned Payroll                | Payroll            | Yes                                | Yes                             | Derives from the source legal employer                             |
| Assignment                      | Tax Reporting Unit | Yes                                | Yes                             | For transfers within a PSU, derives from the source legal employer |

**Tip:** One or more of these attributes might have been hidden during your implementation. If an attribute isn't visible, use the HCM Experience Design Studio task to enable it. For further info, see HCM Experience Design Studio in the Help Center.

*Related Topics*

- [HCM Experience Design Studio](#)
- [Assignments](#)
- [Overview of Loading Payroll Details](#)
- [Example of Loading Assigned Payroll Details](#)

## Element Entries Transfer

### What Happens to Element Entries During Person Transfers

You use element entries to capture employee info required for payroll processing, such as earnings and deduction information.

- For global transfers, the process copies the person's element entry info to the new employment record, subject to the eligibility.
- For local transfers and global temporary assignments, the element entries are unchanged.

| If you want this   | This is what you do   |
|--|---|
| Copy all recurring element entries to the new assignment | <p>Select <b>Copy element entries to the new employment record</b> in <b>Payroll Details</b>.</p> <p>The process copies only the recurring element entries that are recorded in payroll. This option doesn't impact the element entries sourced from other modules, such as:</p> <ul style="list-style-type: none"> <li>• Oracle Cloud Benefits</li> <li>• Oracle Cloud Workforce Compensation</li> <li>• Oracle Cloud Absences</li> </ul> <p>For example, Vision Corp grants an employee a recurring car allowance payment. This payment is effective from 1-Jan-2023. On 15-Apr-2023, you transfer them within the same legislative data group (LDG) to a different legal employer. As part of this transfer, the process copies the car allowance element entry to the new assignment as of 15-Apr-2023. If the original car allowance entry ended on 14-Apr-2023 due to the termination rule, the process wouldn't copy the element entry values.</p> |
| Exclude some element entries                             | <p>If you want to exclude certain element entries from the transfer, use <b>Element Group</b> to identify them.</p> <p><b>Note:</b><br/>This field is hidden by default and doesn't have a default value. Use the HCM Experience Design Studio task to enable it. For further info, see HCM Experience Design Studio in the Help Center.</p> <p>When you select <b>Copy element entries to the new employment record</b> during the transfer, the process displays a list of Global Transfer usage type Element Group values for the LDG.</p> <p>For example, you have sourced some element entries from a third-party application, and it reevaluates the eligibility based on the new assignment. When you run the process, it doesn't copy those element entries automatically. Instead, it defines the element entries based on the info provided by the third-party application.</p>   |

| If you want this                             | This is what you do   |
|--|---|
| Transfer elements with automatic eligibility | <p>The process creates element entries with automatic eligibility. It doesn't update the element entry values if they would be invalid in the destination.</p> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>This occurs regardless of what you select for <b>Copy element entries to the new employment record</b>.</li> <li>For the element entries that are copied, the process also copies the element entry costing overrides.</li> </ul> |

## Voluntary Deduction Element Entries

For employees with voluntary deductions, the process copies the element entry, but it doesn't make any automatic adjustments for prior contributions.

For example, an employee has a car loan of \$5000, with a commitment to repay it over 10 months with a semi-monthly deduction of \$250. You set the deduction's Total Owed to 5000, so the deduction stops once \$5000 is recovered from the person.

- The employee starts their repayment on 1 April.
- On 16 July, you transfer them to a different legal employer.
- During the transfer, the process copies the element entry to the new legal employer, but it doesn't copy the adjustments.

Therefore, after completing the transfer, you must:

- Check for prior contributions.
- Adjust the copied element entries appropriately.
  - You can use the Transfer Balances flow.
  - You can perform a balance adjustment manually.

## What Element Entries Get Copied

Here's how the process handles the different kinds of element entries.

| Element entries                                      | Are they copied? |
|--|------------------|
| Recurring, defined through the Element Entry process | Yes              |
| Recurring, loaded through HCM Data Loader            | Yes              |
| Nonrecurring element entries                         | No               |
| Entries related to calculation card components       | No               |

| Element entries | Are they copied? |
|-----------------|------------------|
|                 |                  |

The process doesn't copy deductions that have been satisfied.

*Related Topics*

- [HCM Experience Design Studio](#)
- [HCM Data Loader](#)
- [Example of a Worker Transfer](#)
- [Can I use the Global Transfer action for a person with a future termination date?](#)

## Examples of Copying Element Entries During an Employee Transfer

A recurring element entry's start and end dates determine if the Local or Global Transfer process copies it to the new payroll relationship.

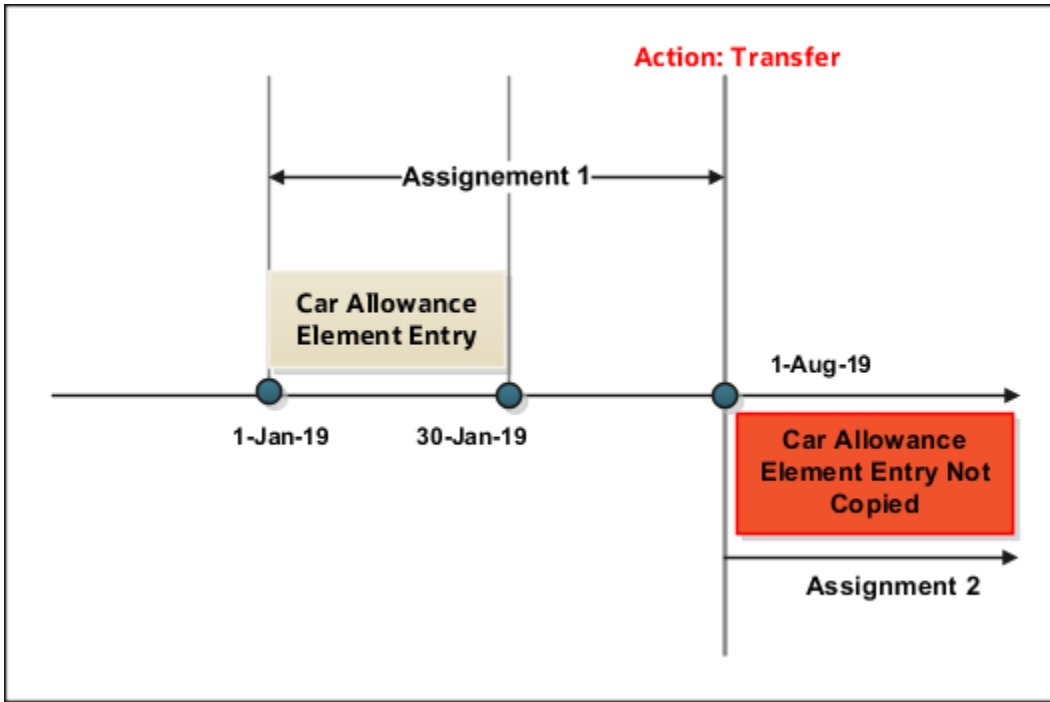
| Scenario  | Are The Element Entries Copied |
|---|--------------------------------|
| When the start and end date of the element entry is before the global transfer date.                | No                             |
| When the start and end date of the element entry is after the global transfer date.                 | No                             |
| When the global transfer date is between, or equal to, the start and end date of the element entry. | Yes                            |

For further info, see the following sections.

### Example 1: Recurring element entry dates are before the global transfer date

An employee is paid a car allowance of \$500 that starts on 1 January and ends on 30 January. On 1 August, you transfer them to a different legal employer.

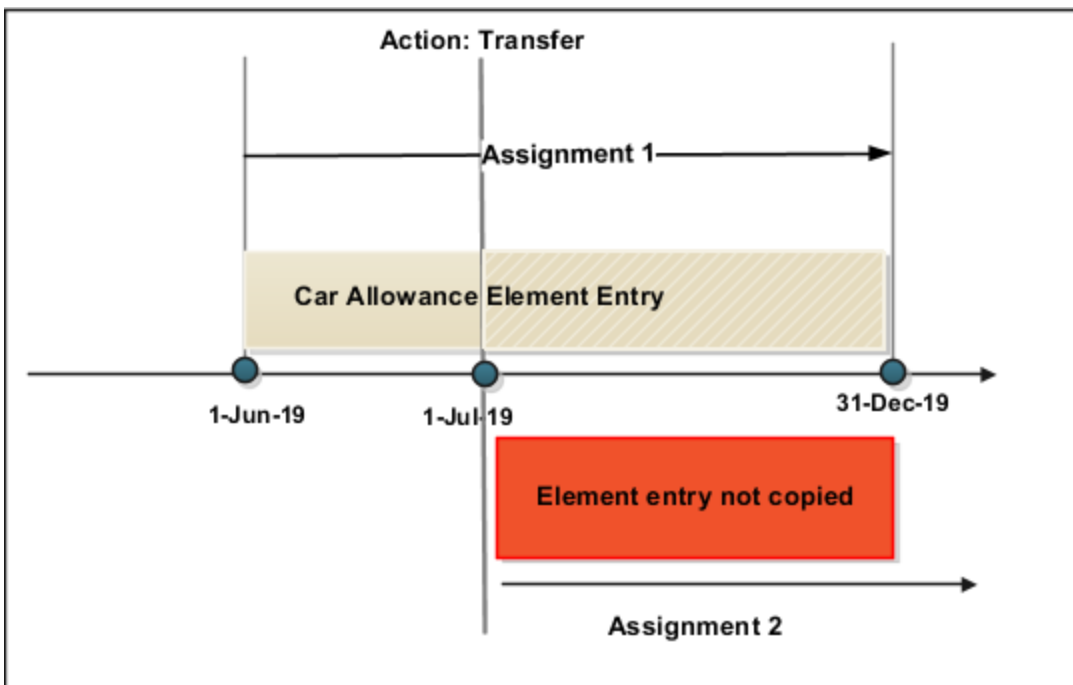
In this case, the process doesn't copy the car allowance element entry as its start and end date are before the global transfer date.



### Example 2: Recurring element entry dates are after the global transfer date

Let's consider the previous example of the employee. This person has paid a car allowance of \$500 that starts on 1 June and ends on 31 December. Effective 1 July, the company decides to increase the allowance to \$600. On 1 May, you transfer them to a different department within the same company.

In this case, the process doesn't copy the recurring car allowance element entry.



## Element Entries During Person Transfers for Kuwait

You use element entries to capture employee info required for payroll processing, such as earnings and deduction information.

- For global transfers, the process copies the person's element entry info to the new employment record, subject to the eligibility.
- For local transfers and global temporary assignments, the element entries are unchanged.

| If you want this   | This is what you do   |
|--|---|
| Copy all recurring element entries to the new assignment | <p>Select <b>Copy element entries to the new employment record</b> in <b>Payroll Details</b>.</p> <p>The process copies only the recurring element entries that are recorded in payroll. This option doesn't impact the element entries sourced from other modules, such as:</p> <ul style="list-style-type: none"> <li>• Oracle Cloud Benefits</li> <li>• Oracle Cloud Workforce Compensation</li> <li>• Oracle Cloud Absences</li> </ul> <p>For example, Vision Corp grants an employee a recurring car allowance payment. This payment is effective from 1-Jan-2023. On 15-Apr-2023, you transfer them within the same legislative data group (LDG) to a different legal employer. As part of this transfer, the process copies the car allowance element entry to the new assignment as of 15-Apr-2023. If the original car allowance entry ended on 14-Apr-2023 due to the termination rule, the process wouldn't copy the element entry values.</p> |
| Exclude some element entries                             | <p>If you want to exclude certain element entries from the transfer, use <b>Element Group</b> to identify them.</p> <p><b>Note:</b><br/>This field is hidden by default and doesn't have a default value. Use the HCM Experience Design Studio task to enable it. For further info, see HCM Experience Design Studio in the Help Center.</p> <p>When you select <b>Copy element entries to the new employment record</b> during the transfer, the process displays a list of Global Transfer usage type Element Group values for the LDG.</p> <p>For example, you have sourced some element entries from a third-party application, and it reevaluates the eligibility based on the new assignment. When you run the process, it doesn't copy those element entries automatically. Instead, it defines the element entries based on the info provided by the third-party application.</p>   |
| Transfer elements with automatic eligibility             | <p>The process creates element entries with automatic eligibility. It doesn't update the element entry values if they would be invalid in the destination.</p> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>• This occurs regardless of what you select for <b>Copy element entries to the new employment record</b>.</li> <li>• For the element entries that are copied, the process also copies the element entry costing overrides.</li> </ul>   |



| If you want this | This is what you do |
|------------------|---------------------|
|------------------|---------------------|

## Voluntary Deduction Element Entries

For employees with voluntary deductions, the process copies the element entry, but it doesn't make any automatic adjustments for prior contributions.

For example, an employee has a car loan of 400 KWD, with a commitment to repay it over 10 months with a monthly deduction of 50 KWD. You set the deduction's Total Owed to 400, so the deduction stops once 400 KWD is recovered from the person.

1. The employee starts their repayment on 1 April.
2. On 16 July, you transfer them to a different legal employer.
3. During the transfer, the process copies the element entry to the new legal employer, but it doesn't copy the adjustments.

Therefore, after completing the transfer, you must:

1. Check for prior contributions.
2. Adjust the copied element entries appropriately.
  - o You can use the Transfer Balances flow.
  - o You can perform a balance adjustment manually.

## What Element Entries Get Copied

Here's how the process handles the different kinds of element entries.

| Element entries                                      | Are they copied? |
|--|------------------|
| Recurring, defined through the Element Entry process | Yes              |
| Recurring, loaded through HCM Data Loader            | Yes              |
| Nonrecurring element entries                         | No               |
| Entries related to calculation card components       | No               |

The process doesn't copy deductions that have been satisfied.

*Related Topics*

- [HCM Experience Design Studio](#)
- [HCM Data Loader](#)
- [Example of a Worker Transfer](#)
- [Can I use the Global Transfer action for a person with a future termination date?](#)

## Payment Methods During Person Transfers for Kuwait

Payment methods indicate the method of payment, such as check, cash, or credit. When you define the payment methods, you associate a source bank account with each payment type.

During a transfer, the Local and Global Transfer process automatically copies the payment methods from the source payroll relationship to the target.

### Personal Payment Methods

When a person transfer results in a new payroll relationship, the process automatically copies the personal payment methods (PPMs). For further info, see [Personal Payment Methods](#) in the Help Center.

If the target payroll relationship has a valid organization payment method (OPM), the process copies:

1. The person's PPMs from the source payroll relationship.
2. The prenote status from the source payroll, so you don't have to repeat prenotification.

Any subsequent PPM that uses the same bank account inherits this prenote status.

For further info, see [Prenotifications](#) in the Help Center.

Here's how the process handles different PPM scenarios.

| If the method's start date is | And its end date is        | The process                                    |
|-------------------------------|----------------------------|--|
| After the global transfer     | N/A                        | Copies the PPM to the new payroll relationship |
| Before the global transfer    | After the global transfer  | Copies the PPM to the new payroll relationship |
| Before the global transfer    | Before the global transfer | Doesn't copy the PPM                           |

**Note:** The process doesn't explicitly end-date the PPM from the source payroll relationship, as you might need to continue issuing payments to it.

## Considerations for Organization Payment Methods

Although the payroll process uses the same OPM for all payroll definitions within a legislative data group (LDG), it's possible that you may have defined multiple OPMs for different payrolls. In this case, when the global transfer involves a change of payroll, the process doesn't apply the source payroll's OPMs to the target.

**Note:** For the KW localization, Monthly payroll is supported if you've selected the payroll product usage to Payroll. You can use bi-weekly if you've selected the payroll product usage to Payroll Interface.

## Third-Party Payment Methods

You use third-party payment methods to process payments to external organizations and people. Unlike PPMs, these payment methods aren't restricted to a single payroll relationship.

However, if the third-party payee is a person, you should link the payment method to their target payroll relationship. You don't have to link the payment method if the third-party payee is an organization. The process links payment methods for the third-party person to the target payroll relationship if the OPM is valid for the target payroll.

## Person Costing Transfer

You can manage costing overrides for a person at the multiple levels.

- Payroll relationship
- Assignment
- Element, with costing at the payroll relationship level
- Element, with costing at the assignment level

You have the option to cost all the elements the person is eligible to receive or to cost individual elements.

**Note:** During the transfer, when the process copies element entries, it also copies the element entry costing overrides.

By default, the Local and Global Transfer process doesn't copy the person costing overrides during a global transfer. To include them, select the check box in the **Payroll Details** page of the Local and Global Transfer process.

This table describes what condition determines when the process copies the costing overrides at various.

| If process created this during the transfer | It copies overrides at these levels   |
|---|---|
| Payroll relationship                        | <ul style="list-style-type: none"> <li>• Payroll relationship</li> <li>• Element, with costing at the payroll relationship level</li> </ul> |
| Assignment                                  | <ul style="list-style-type: none"> <li>• Assignment</li> <li>• Element, with costing at the assignment level</li> </ul>                     |

## Date Considerations

The dates associated with the overrides determine what the process does with them.

- The process doesn't copy costing overrides that end date-effective before the transfer date.
- It copies costing overrides that are scheduled to begin after the transfer date.
- It copies costing overrides that began before the transfer and are scheduled end after it.

### Related Topics

- [Global Transfer Overview](#)

## Balances Transfer

### Overview of Copying Balances

Carry forward assignment and relationship level balances using balance adjustments from the source to the target legal employer during the global transfer of employees.

Several payroll calculations would require the knowledge of prior calculations in other payroll relationships. It is necessary for the balances to be brought forward to the new payroll relationship so that calculations within the new payroll relationship are made aware of all prior results within the appropriate timeframe of that balance. The overall balance that's copied includes,

- The balances calculated within the payroll relationship
- The balances copied to the source payroll relationship for prior global transfers

Any further payroll deduction calculations on the target employment record must consider the calculations in the prior employment records for the same person. The payroll run can't access balances across payroll relationships. So you must copy the final balance from the source before the first payroll run on the target employment record.

Although you're using balance adjustments for the balances copy process, the application automatically generates the adjustment element, similar to the balance initialization process. The application creates a balance feed from the initialization element for both the target and source balance. You would require this balance feed to read what's copied to the target using the source balance in the next copy process. For example, you want to copy the Car Loan Accrued balance to the target relationship. This copy process uses a REL\_ITD dimension and the application copies it into a separate balance called Prior Accrued. The source balance should include the balance calculated within the source relationship, and the balances received from any previous global transfers.

You can copy balances to the target record through these methods:

- Select the **Copy balances to the new employment record** check box to initiate the copy of balances automatically after the global transfer is complete. You can find this check box in the **Payroll Details** section of **Local and Global Transfer** and **Mass Legal Employer Change** flow. Once the copy process is complete, you can view the status message on the **Change Legal Employer Dashboard**. You can pre-configure the list of balances by an object group; called **Process Information Group**. You can use the delivered **Default Global Transfer Group** or define an object group according to your requirements.

- Submit the **Transfer Balances** flow if you think that the balances aren't ready on the source at the time of global transfer and you want to initiate the copy later. You can determine the readiness of the balance by these two conditions,
  - Any further payroll activity on the source
  - Time left for the first payroll activity on the target

The Transfer Balances process copies balances through a balance adjustment batch with adjustments for each balance listed in the specified object group. The application records these adjustments using a system-generated element with the Balance Initialization classification. If the source defined balance has one or more balance contexts, the process creates separate adjustments for each context value.

The Transfer Balances flow consists of two tasks:

- **Create Global Transfer Adjustment Batch:** Creates the balance adjustment batch for copying balances between employment records.
- **Adjust Multiple Balances:** Processes the adjustment batch and also supports rollback and retry operations.

You can run the Transfer Balance process again if additional payroll runs take place on the source employment record. This process assumes that the source balance value is the source of truth and adjusts for differences in balance values between the source and target employment records, even negative ones. So the best idea is to leave the **Exclude Target Assignment with Payroll Results** parameter in the Transfer Balances flow at its default value. This approach would prevent accidentally reversing the results of calculations on the target employment record that aren't part of the source balance value.

#### *Related Topics*

- [Before You Set Up the Object Group](#)

## Example to Carry Forward Total Owed Deductions

This example describes how you can enable deductions to continue on the new assignment and payroll relationship.

You can pick up the calculations from where you last left off on the source payroll relationship and assignment. You can also enforce statutory balance limits that apply to the overall balance across all payroll relationships for the same person.

A total owed deduction entry such as Car Loan Repayment is set up for John Doe. Recurring deductions of 1000 are taken each pay period until the total contribution matches the total owed of 15000. After repaying 5000 of the total loan amount, John Doe is transferred to a new legal employer.

- The new employer can continue from where the previous legal employer left, using a new deduction entry for the same element.
- The new employer can retain the total owed as an indicator of the original loan amount, and give credit for prior contributions of 5000 through balance adjustment.

When the remaining amount is non-zero, the application reads and adjusts the total contributions on through an adjustment element. The application creates a balance feed from this initialization element for both the target and source balance. You would require this balance feed to read what's copied to the target using the source balance in the next copy process.

This copy process uses a REL\_ITD dimension and the application copies it into a separate balance called Prior Accrued. The source balance should include the balance calculated within the source payroll relationship, and the balances received from any previous global transfers.

## Copy Voluntary Deduction to the Target Record

For example, you want to copy a relationship level voluntary deduction such as Car Loan Repayment, which has total owed to the target employment record. In this scenario, you can add the Car Loan Repayment Accrued to the object group with these details:

- **Source Defined Balance:** Car Loan Repayment Accrued Relationship No Calculation Breakdown Inception to Date
- **Target Balance:** Car Loan Repayment Accrued
- **Prerequisite Target Element (Optional):** Car Loan Repayment

### Related Topics

- [Before You Set Up the Object Group](#)

## Effective Dates for Balance Fetch and Adjustment

The Transfer Balances process consists of two phases, Balance Fetch and Balance Adjustment.

Both of these operations require the use of a reference date, which isn't necessarily the date of global transfer. The global transfer process can occur when future run results exist on the source payroll relationship, while the target payroll relationship could consume the balance value even before then. You must have a complete view of the final balance on or before the dimension reset date.

### Balance Fetch

Although the global transfer happens on a specific date, the Transfer Balances flow doesn't necessarily fetch the copied balance values on the same date. Payroll calculations can't go out of sequence within a payroll relationship. Transfer Balances flow fetches balances as of the dimension end date to include the balance values impacted by the future run results up to that date.

### Balance Adjustment

The global transfer process adjusts balances as of the global transfer date or the First Standard Earnings Date of the target payroll relationship.

If you choose to run the Transfer Balances process later, a payroll activity might occur on the target record that's already in sync with the source. In this scenario, the application adjusts the balances on the target payroll relationship as of these dates, or whichever is later.

- The date you have run the last payroll process
- The start date of the balance dimension
- First Standard Earnings Date

If this adjustment date is later than the end date of the balance dimension, the application can't carry forward the balances because the future payroll calculation results exist on the target payroll relationship.

## Adjust Balance Differences

Rerun the Transfer Balances process to sync the additional payroll activity on the source payroll relationship to the target payroll relationship.

An employee might also have been paid in the past on the target payroll relationship during the period spanning the balance value, that's after the start date of the balance dimension.

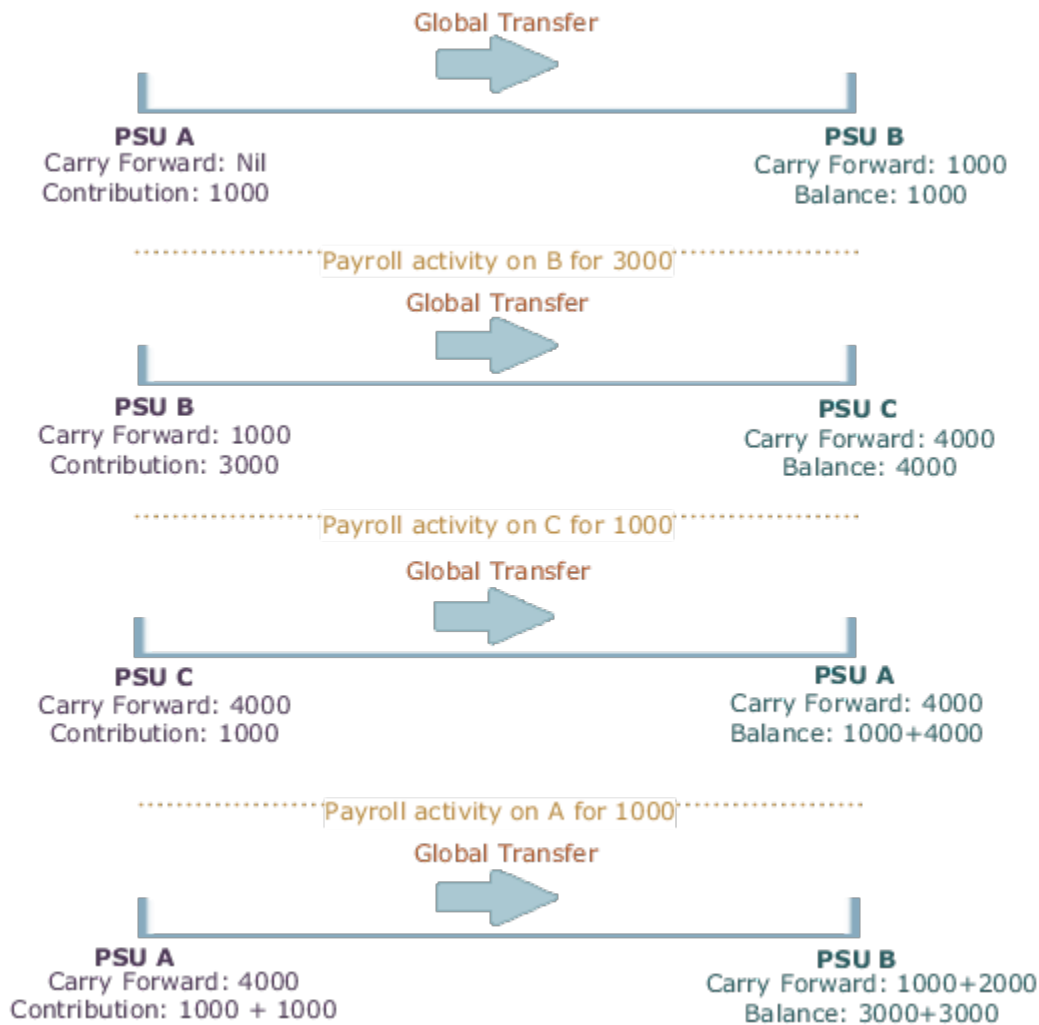
You can rerun this process to fetch the balances for the same dimension and context values on both the source and target records. The application records the adjustment for the difference in balance values. If the balance values match, the application doesn't make further adjustments.

### Payroll Relationship Level Balances

If an employee had worked in the target payroll relationship before, the process adjusts the difference of balance values read from the source and the target. Any balance being carried from the source includes balance that's processed for the same set of contexts in the target before.

In this example, the source PSU is up to date and in sync with the balance value.

1. An employee contributed 1000 in PSU A and moved to PSU B. The application carries forward the balance of 1000 to PSU B.
2. With a further contribution of 3000 in PSU B, the total contribution in PSU B sums up to 4000. He moves to PSU C and carries forward a balance of 4000.
3. With a further contribution of 1000 in PSU C, the total contribution in PSU C sums up to 5000.
4. The employee is transferred back to PSU A in the same year. Only 4000 out of the 5000 is brought forward to PSU A because 1000 in PSU C already came from PSU A.
5. With a further contribution of 1000 in PSU A, the total contribution in PSU A sums up to 6000.
6. The last global transfer from PSU A to B carries forward 2000, the only portion missing in PSU B.



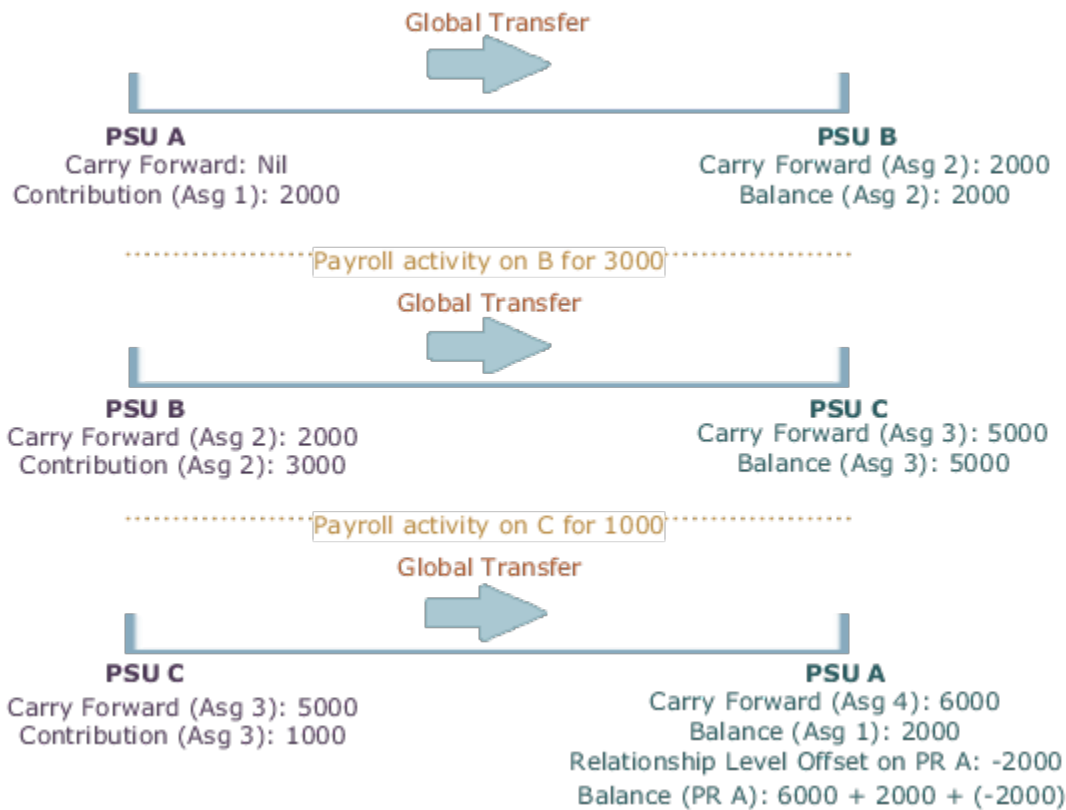
If you're running the same process twice on the source or target without any occurrence of other payroll activity, the second instance wouldn't further adjust the values. The application finds the values on the target to match those on the source.

## Assignment Level Balances

Copy forward assignment level balances if the payroll formula uses only the assignment level balances, instead of relationship level balances, to determine the calculation results. You can use this copy when the calculation results must include the balance values from a prior assignment, such as assignment level voluntary deductions with total owed or arrears, or both.

In this example, assignment 4 must be aware of the 6000 because the prior contributions in PSU A occurred through a different assignment 1. In this scenario, the payroll formula won't consider the prior contributions in PSU A because the element is at an assignment level. With the copy of an assignment level balance of 6000, the PSU A balance of 8000 at a relationship level would be inaccurate, instead of the correct value of 6000. The balance inaccuracy occurs because the application counts 2000 contributed in assignment 1 twice. To overcome this inaccuracy, the process adds a relationship level offset adjustment of -2000 which doesn't impact the assignment level balances for assignments 1 and 4.





## Mass Legal Employer Change for Payroll

When you need to transfer multiple employees to the same legal employer, use the Mass Legal Employer Change task. This performs the transfers in a single batch.

It uses the Local and Global Transfer process to copy the selected employees' assignments and work relationship data from the source to the destination work relationship. This occurs as of the global transfer date. If there are any future-dated changes, it copies those as well.

To run this process:

1. From **My Client Groups**, click **Show more**.
2. In **Employment**, click **Mass Legal Employer Change**.

Some things to consider when performing this kind of transfer.

- Use this task to transfer people from different legal employers into the same target legal employer.
- Use this task when changing legal employers within the same country or legislation. If you use this task to mass change legal employers across legislations, it doesn't copy the data for salary and payroll. Additionally, there may be issues with certain personal data elements that aren't copied across legislations.

For example, a person is transferring from the Netherlands to the United States. In the Netherlands, their marital status is **Living Together**. Because the US doesn't have this status, their marital status would be **null**. However, if the marital status is **Married**, both legislations support that status, and it would be copied during the transfer.

- Some fields and copy options are enabled by default and hidden on this process. You can use HCM Experience Design Studio to configure what fields are hidden or displayed according to user role. For example, you can choose to hide some of the payroll fields from the line manager and make them visible to the payroll manager. You could also set or modify default values. For example, all recurring element entries are copied subject to eligibility. But you could exclude certain elements by defining an element (object) group and using it as the default value for the element group field.  
You can't override assignment attributes like job, grade, and position because they are unique and may differ for each worker in the destination assignment.  
For further info, see HCM Experience Design Studio in the Help Center.
- Pending and draft performance goals aren't transferred to the new assignment when you do a mass legal employer change. Therefore, you must make sure approvals for such performance goals are complete before you perform the transfer.
- You can't do a mass legal employer change for an employee that has:
  - Future-dated global transfer or global temporary assignment change
  - Pending transaction awaiting approval that involves an assignment change
  - Work relationship start date with the same as the effective date of the transfer

**Note:** You can use the Change Legal Employer Dashboard to view the results of a transfer. It lists a consolidated summary related to the global transfer for each employee. For further info, see Dashboard for Legal Employer Change in the Help Center.

## Data Transferred

This task copies the following.

| Data item                                       | What this includes   |
|---|--|
| Override Assignment Values                      | You can provide specific values for certain assignment attributes. These values: <ol style="list-style-type: none"> <li>1. Apply to all people being transferred</li> <li>2. Override the corresponding values on their source assignment</li> </ol>   |
| Additional Changes                              | By default, the task copies all assignment extensible flexfield (EFF) contexts. However, you can choose which contexts you don't want to copy to the worker's new assignment.  |
| Salary Changes                                  | You can copy the salary from the primary assignment of the previous work relationship. However: <ol style="list-style-type: none"> <li>1. The legal employers involved in the transfer must have the same LDG.</li> <li>2. The salary basis must be one of the following.                             <ul style="list-style-type: none"> <li>◦ Type 1: Salary amount is determined by the user.</li> <li>◦ Type 2: Salary amount is determined by components and the salary basis setting is Enable component selection during allocation.</li> <li>◦ Type 3: Salary amount is determined by rates.</li> </ul> </li> </ol> |
| Performance Goals and Documents Related Changes | You can move performance goals and documents to the worker's new assignments. You can move:  |

| Data item              | What this includes  |
|------------------------|---|
|                        | <ul style="list-style-type: none"> <li>• All workers' performance goals and documents associated with all review periods</li> <li>• Only current and future review periods, excluding historic performance goals and documents associated with inactive assignments</li> </ul> <p>When you perform a mass employee transfer:</p> <ol style="list-style-type: none"> <li>1. For workers whose performance data is the same across all assignments within their work relationship, the task copies only the performance goals and documents associated with the primary assignment to the new assignment. <ul style="list-style-type: none"> <li>This performance data includes: <ul style="list-style-type: none"> <li>○ Performance goals</li> <li>○ Goal plans</li> <li>○ Performance documents</li> </ul> </li> </ul> </li> <li>2. The task doesn't change eligibility profiles. <ul style="list-style-type: none"> <li>If the eligibility profiles used for performance goals and documents include inactive assignments, after the transfer, the inactive assignments continue to be eligible for the same performance goals and documents.</li> <li>You must update the eligibility profiles to exclude the inactive assignments to prevent them being recreated.</li> </ul> </li> </ol> |
| Payroll Details        | <p>You can copy payroll details from the source to the target assignment and payroll relationship during a mass legal employer change within the LDG.</p> <p>For further info, see Payroll Data Transferred below.</p>  |
| Benefits               | <p>You can choose the life event for global transfer and transfer benefits balance to the worker's new assignment.</p>  |
| Select People          | <p>You can choose the workers for whom you would like to perform the transaction.</p>   |
| Review Selected People | <p>You can review the people you selected before submitting the Mass Legal Employer process.</p>  |

## Payroll Data Transferred

For Payroll implementations, the process copies the data from the original assignments and work relationships to the new one, depending on your selections.

**Note:** You can use the Change Legal Employer Dashboard to view the results of transfer. It lists a consolidated summary related to the global transfer for each employee. For further info, see Dashboard for Legal Employer Change in the Help Center.

Here's the payroll items the process can copy. For details on all data the process copies, see Data Copy and Display Options for Global Transfers for the US in the Help Center.

| Payroll item   | What this includes   |
|--|--|
| Payroll Relationship and Assignment attributes (Payroll Details) | Attributes such as payroll, overtime period, and time card. These values default to the value from the source, and you can override them if required.  |
| Personal Payment Methods   | Payment methods are copied subject to the availability of a valid organization payment method (OPM) for the same payment type.   |
| Third-Party Payment Methods                                      | Payment methods are copied subject to a valid OPM on the target payroll.<br><br>For further info, see <a href="#">What Happens to Payment Methods During Person Transfers</a> in the Help Center.  |
| Person Costing Overrides   | By default, the flow doesn't copy costing overrides. If you choose to copy, then the process copies the data across the four levels of the person's costing configuration.<br><br>For further info, see <a href="#">What Happens to Costing Overrides During Person Transfers</a> in the Help Center.  |
| Recurring Element Entries  | The flow copies element entries subject to eligibility. To exclude certain elements from being copied, define an element (object) group with the Global Transfer usage type.<br><br>For further info, see <a href="#">What Happens to Element Entries During Person Transfers</a> in the Help Center.  |
| Calculation Cards and Components                                 | The flow copies the cards and components at the payroll relationship level based on each country's legislation.<br><br>For further info, see <a href="#">What Happens to Calculation Cards During Person Transfers</a> in the Help Center.   |
| Balances   | The flow copies the source assignment and relationship-level balances to the target assignment and payroll relationship respectively.<br><br><b>Note:</b><br>The Mass Legal Employer Change flow interprets a blank entry to imply the value on the source assignment and payroll relationship. Unless you override this value, the application copies the source value to the target assignment and payroll relationship.<br><br>For further info, see <a href="#">What Happens to Balances During Person Transfers</a> in the Help Center. |

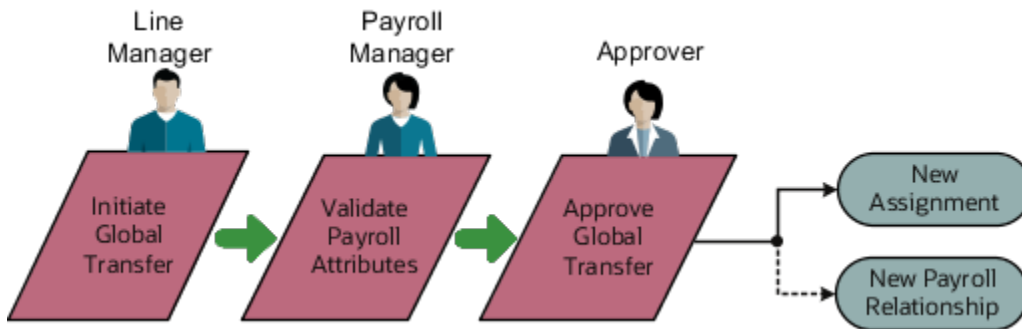
*Related Topics*

- [Global Transfer Overview](#)
- [Mass Legal Employer Change](#)
- [Copy Future Dated Changes](#)

## Global Transfer Example

This example describes how to transfer an employee to a different legal employer within the same legislative data group.

You initiate the transfer as a line manager and approve the payroll details as a payroll manager. The application then routes the request to the approver and after approval, a new assignment is created as part of the global transfer. A new payroll relationship is created if the legal employer has a separate Payroll Statutory Unit (PSU) for each of its entities.



## Scenario

Vision Restaurants has separate legal employers for Fast Food and Fine Dining. John Doe is a restaurant manager transferred to the fast food chain. Initiate the transfer and copy payroll attributes to the new payroll relationship. Exclude the copy of costing overrides as Vision Restaurants doesn't copy them by default, as there are exceptions to this based on their employees being loaned out within the same legal employer.

## Prerequisites

In this scenario, Vision Restaurants has configured the workflow in such a way that the line manager initiates the transfer and then routes the request to the payroll manager to validate the payroll attributes. The payroll fields such as Copy Costing Overrides and Element Entries are hidden from the line manager using HCM Experience Design Studio.

## Initiate the transfer

The Line Manager initiates the transfer from the Local and Global Transfer flow.

1. Go to the Local and Global Transfer flow, select the info you want to manage. Click Continue.
2. Enter the new legal employer details, and date of transfer in the When and Why page. Click Continue.
3. On the Payroll Details page, click Submit.

## Copy Payroll Details

The Payroll Manager receives the transaction initiated by the line manager and selects the data which needs to be copied over.

1. Select the payroll to which the employee is transferred to.
2. Deselect the Copy Costing Overrides field to exclude the copy.
3. Click Submit.

After the successful validation of the payroll attributes the request is sent for approval. The application then generates a new assignment and payroll relationship as part of the global transfer.

### Related Topics

- [Global Transfer Overview](#)
- [What Happens to Costing Overrides During Person Transfers](#)

## FAQs for Global Transfers

### Why did the data copy fail for an employee who was global transferred temporarily??

The application copies the data only for permanent global transfers between legal employers within the same LDG.

#### *Related Topics*

- [Global Transfer Overview](#)

### How can I exclude element entries during employee transfers?

When running the Local and Global Transfer task, to exclude all element entries from the transfer, select **Copy element entries to the new employment record** on the **Payroll Details** section.

The process still creates entries for elements with automatic eligibility.

To copy some elements and exclude others, define an element group with the **Global Transfer** usage type.

#### *Related Topics*

- [What Happens to Element Entries During Person Transfers](#)
- [Global Transfer Overview](#)

### Why weren't any element entries copied during my employee transfer?

Verify you selected **Copy element entries to the new employment record** when running the Local and Global Transfer task.

If you didn't, verify you defined an element group in the same legislative data group as the source and target legal employers.

Confirm you assigned the **Global Transfer** usage type to the element group.

### How the Local and Global Transfer Process Handles Copy Failures

The Local and Global Transfer process logs any success, warning, and error messages in the Change Legal Employer Dashboard.

As part of transferring a worker, the Local and Global Transfer process:

1. Creates the appropriate employment records on the target, including an assignment, payroll definition, and payroll relationship.

If the process encounters an error when creating these records, it logs the error in the Change Legal Employer Dashboard and stops.

2. Copies the payroll data to the target.

This includes personal payment methods, person costing overrides, and element entries.

If a payment method encounters an error, the process doesn't copy the data.

For all other payroll data, the copy continues even if one of the records fails. It doesn't reverse the transaction.

#### *Related Topics*

- [How the Local and Global Transfer Process Handles Payroll Details](#)
- [What Happens to Costing Overrides During Person Transfers](#)
- [What Happens to Element Entries During Person Transfers](#)
- [Dashboard for Legal Employer Change](#)
- [What Happens to Calculation Cards During Employee Transfers](#)
- [What Happens to Payment Methods During Person Transfers](#)

## What happens to future-dated changes during employee transfers?

The Local and Global Transfer task copies future-dated changes to employment data if you choose to copy future assignment updates.

If a recurring element entry has an end date after the transfer date, and you choose to copy the element entry as of the transfer date, task copies the end date.

**Note:** Use the **Future Assignment Changes Copy Enabled** HR profile option (ORA\_PER\_CLE\_COPY\_FUT\_ASG) in task to copy future changes on employment data.

#### *Related Topics*

- [What Happens to Element Entries During Person Transfers](#)
- [Examples of Copying Element Entries During an Employee Transfer](#)

## Does default value apply to the copied element entry in the new assignment?

Default value doesn't apply to the new element entry because the value is copied from the source legal employer.

Even if the value was a default value in the source assignment, the application doesn't consider it as a default value in the new assignment.

## Can I perform an employee transfer with HCM Data Loader?

Yes, but this requires separate HCM Data Loader files to copy the related payroll info.

For further info, see [How You Perform a Global Transfer Using HCM Data Loader](#) in the Help Center.

### *Related Topics*

- [How You Perform a Global Transfer Using HCM Data Loader](#)

## Why shouldn't I use balance initialization to carry forward balances during global transfer?

Though you use balance initialization to initialize balances during mid-year go-lives, it's not the best approach to carry forward balances during global transfer.

If you have paid an employee in the target payroll relationship earlier, you can't use balance initialization to carry forward the balances. Balance initialization is allowed only before any payroll calculations.



# 5 Process Payroll

## Third-Party Payment Methods

### Third-Party Payments for Kuwait

Let's look at a scenario to understand how you can pay third-party people and organizations.

#### Court Orders

Remember that you must set up third parties for all court orders. When you create a third-party organization, you have to first designate it as an External Payee before you can create its third-party payment method. Once created, you can select this third party from the list of values for the **Order Amount Payee Details** field in the Court Orders calculation card component details.

### Third-Party Payment Methods

Create third-party payment methods for third-party persons or external organizations. Use either the Third-Party Personal Payment Methods task or the Third-Party Organization Payment Methods task to create.

Typical payments to third parties include:

- Involuntary deductions, such as court-ordered garnishment.
- Voluntary deductions, such as pension plan or union membership payments.

**Note:** You must use the Third Parties task to create the third party and ensure the organization payment method for the payment source exists before you create a third-party payment method.

As you create your third-party organization payment methods, you will notice additional fields that can be captured, such as whether or not to exclude the third party from the Run Third-Party Payment Rollup process or to separate worker payments by reference. These identifiers will determine how these payees are paid and reported at the time of payment.

- Use the Exclude from Third-Party Rollup Process check box, if you run the Run Third-Party Payment Rollup but have to pay certain third parties that require an individual check per employee payment. For example, the UK requires deduction from earnings orders, such as child maintenance payments, to be sent as separate transactions. By checking this box, payments to this third party, won't be rolled up into a single payment.

**Note:** When checking this box, the Separate Worker Payments by Reference box is automatically checked because it's typical for an employee making multiple payments to this third party that each payment is to be reported by reference separately. However, you may deselect, if this is your requirement.

- Use the Separate Worker Payments by Reference check box to generate employee payments to a given third party, based on reference. For example, if an employee is making multiple payments to a given third party, these can be generated separately, each with the corresponding reference.

**Note:** The calculation card's calculation component has a reference field to uniquely identify the deduction, such as a court order number, case number, or other identifier provided by the issuing authority. The prepayment process breaks down the employee payments by this reference number captured against the employee deduction, which is mandatory for all countries.

You can still select the Separate Worker Payments by Reference check box even if you don't select the Exclude from Third-Party Payment Rollup Process check box to roll up the third-party payment and separate employee payments based on reference. These choices allow you to roll up the third-party payments during the Run Third-Party Payment Rollup process and separated out by on reference during the prepayments process the employee payments to that third party. You can then retrieve the information if you need to extract the details in the payment file, or reports. For example, you need to send a single consolidated payment to a loan company but you also need the employee payments paid to multiple loans at the same loan company separated out.

- Use the Time Definition list of values to pay a third-party on a date that's different from the employee payment date. For example, you want to make employee payroll payments on the last day of the month and make third-party payments 5 days later.

To create a third-party organization payment method, follow these steps:

1. Select the Third-Party Organization Payment Methods task.
2. Click the Create icon.
3. Select a Legislative Data Group.
4. Select the Third-Party Name from the list.
5. Select the Organization Payment Method from the list.

**Note:** Payment Type and Currency populate based on chosen Organization Payment Method.

6. Select Effective Start Date.
7. Select Exclude from Third-Party Payment Rollup Process, if the third party isn't part of the Run Third-Party Payment Rollup.
8. Select Separate Worker Payments by Reference if separate payments are generated for employee payments to a given third party, based on reference.
9. Select the Time Definitions from the list, if you have defined a time definition to pay the third party on a different date than the rest of your third-party payments.
10. If you're creating a direct deposit to a third party, perform these additional steps in the Bank Account region to create the associated bank account.
  - Click the Create icon.
  - At a minimum, fill in the required fields identified by an asterisk.
    - \*Account Number
    - \*Account Type
    - Check Digit
    - Account Holder
    - Secondary Account Reference
    - \*Bank
    - \*Bank Branch
    - \*Routing Number
  - Click the Save and Done button.
11. Click Save.
12. Click Done.

To create a third-party organization payment method, follow these steps:

1. Select the Third-Party Person Payment Methods task.
2. Search and select an employee.
3. Click the Create icon.
4. Select a Legislative Data Group.
5. Select the Third-Party Name from the list.
6. Select the Organization Payment Method from the list.

**Note:** Payment Type and Currency are based on chosen Organization Payment Method.

7. Select Effective Start Date.
8. If you're creating a direct deposit to a third party, perform these additional steps in the Bank Account region to create the associated bank account.
  - o Click the Create icon.
  - o At a minimum, fill in the required fields identified by an asterisk.
    - \*Account Number
    - \*Account Type
    - Check Digit
    - Account Holder
    - Secondary Account Reference
    - \*Bank
    - \*Bank Branch
    - \*Routing Number
  - o Click the Save and Done button.

**Note:** Depending on your localization, these may differ.

9. Click Save.
10. Click Done.

**Note:** The payroll relationship is defaulted for the employee making the payment to the third party. However, if you create a third-party personal payment method, as part of creating your third party, you must select the payroll relationship(s) of the person making payment to the third party.

#### Related Topics

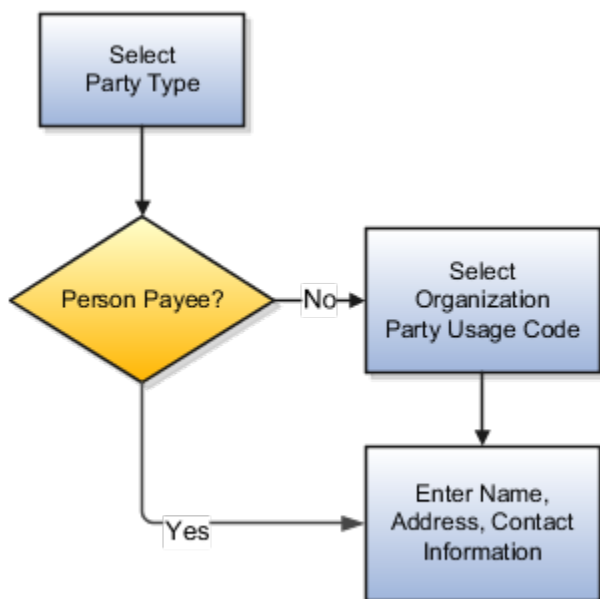
- [Third-Party Payment Date Options](#)
- [Organization Payment Methods Overview](#)
- [Examples of Involuntary Deduction Processing](#)
- [Third-Party Payment Methods Overview](#)

## Third Parties Overview

You create third parties to process payments to external organizations and to people who aren't on the payroll. Use the Third Parties task to create third-party persons or organizations, such as pension providers, professional bodies, or disability organizations.

**Note:** When you create third-party persons and organizations, they're also defined as trading community members in the Trading Community Architecture (TCA), to allow use in other products.

This shows you the decision steps to create third parties.



## Party Usage Codes

For third-party persons, the application automatically assigns a party usage code of External Payee. For third-party organizations, you assign a party usage code.

This table describes the party usage codes for third-party organizations.

| Party Usage Code          | Use For  | Examples   |
|---------------------------|--|--|
| External Payee            | Organizations when the others party usage codes don't apply.   | State Disbursement Unit for child support payments |
| Payment Issuing Authority | Organizations responsible for issuing instructions for involuntary deductions, such as a tax levy or bankruptcy payment order. | Court, agency, or government official              |

| Party Usage Code        | Use For   | Examples  |
|-------------------------|---|---|
|                         | Payment issuing authorities don't receive payments.   |   |
| Pension Provider        | Organizations that provide pension administration for employee pension deductions.  | Stock broker, investment company, benefit administrator, labor union      |
| Professional Body       | Organizations entrusted with maintaining oversight of the legitimate practice of a professional occupation.   | The American Society for Mechanical Engineers in the US                   |
| Bargaining Association  | Organizations that represent employees in negotiations. Bargaining associations associated with trade unions may receive payments for union fees deducted from an employee's pay. | The Air Line Pilots Association International (ALPA) in Canada and the US |
| Disability Organization | Organizations that are authorized to make disability assessments. Disability organizations don't receive payments.  | The Royal National Institute of Blind People in the UK                    |

*Related Topics*

- [Third-Party Payment Methods](#)
- [How Payment Methods and Payroll Definitions Work Together](#)
- [Example of Loading Organization Payment Methods](#)
- [Example of Loading Third-Party Personal Payment Method](#)
- [How do I import organization data?](#)

## Third-Party Payment Rollup

A third-party payment is a payment you make to an external organization or to a person that isn't on the payroll.

The Run Third-Party Payment Rollup is an optional process to consolidate payments to a third-party payee into one payment, rather than make multiple individual payments to the same third-party payee. For example, you may have multiple employees that are members of the same union and you would like to pay the union with one payment. Or, you may have an employee with multiple deductions payable to the same third-party payee, such as multiple child support orders to the children's parent. Use the Submit a Flow task to run the Run Third-Party Payment Rollup.

### Third-Party Payment Register Details

You can Run Third-Party Payments Register Report to provide payment details to the third-party payee, to include the breakout of rollup payments. Use the Submit a Flow task to run the Run Third-Party Payment Register Report.

Here are the details in the output of the Run Third-Party Payments Register Report:

- Individual third-party payments with the corresponding employee deduction information

- Rollup payments and deduction information of employees who share the same rollup payments
- Consolidated total of each rollup payment
- Payments made to each individual payee
- Consolidated total of multiple deduction payments of each employee
- Component name and component reference of involuntary deductions stored on the calculation cards
- Element name of voluntary deductions

Perform these tasks, in order, to roll up the third-party payments and generate the report details:

1. Calculate and verify prepayments.
2. Run the third-party payment rollup process.
3. Generate the payments.
4. Generate the third-party payment register.

#### *Related Topics*

- [Calculate Payroll Payment Distribution](#)
- [Employee and Third-Party Check Payments Process](#)
- [Third-Party Payment Date Options](#)
- [Third-Party Payment Methods Overview](#)

## Employee and Third-Party Cheque Payments Overview for Kuwait

Once you have calculated payroll, you're ready to pay your employees and third parties. Use the Generate Payments for Employees and Third Parties flow to generate cheque payments.

This process selects employees and third parties processed in the prepayments process within the payroll run and have a payment method of cheque.

Before you generate the cheque payments, consider these scenarios:

- You may have multiple employee deductions made to the same third-party payee, such as multiple child support orders. Rather than make individual payments for each individual employee deduction, use the Run Third-Party Payment Rollup process to combine individual employee deductions and make a single payment to the payee.
- You may have both employees and third parties to pay. Use the Run Generate Payments for Employees and Third Parties to generate your cheques for employees and then again to generate cheques for your third parties. Use the Payee Type field to designate which will be included in the process.
- You may have specific third parties to exclude from the Run Third-Party Payment Rollup process to produce an individual cheque per payment. Select the Exclude from Third-Party Payment Rollup Process check box on the Third-Party Organization Payment Methods page to exclude a third-party payee from the Run Third-Party Payment Rollup process.
- You may have a third-party payee that requires payments on a date that's different from the employee payment date. For example, your employee payroll payments are on the last day of the month but you may want to make third-party payments 5 days later. Use the Time Definitions task to create a time definition defining a time span of 5 days. Select this new time definition in the Time Definition field on the Third-Party Person or Organization Payment Methods UI. Enter the relevant process dates and run the prepayments process, for example, with a

process date of 30, June. This stamps the effective employee payments date as 30-June and the third-party payments date as 05-July. The Generate Payments for Employees and Third Parties process is run twice:

- Once for the employees with a last day of the month process end date, such as 30-June
- Once for the third parties with a process end date of plus 5, such as 05-July, and an overriding payment date of 05-July
- You may have different banks with different cheque templates. To accommodate, you must create a report category for each separate bank and check/cheque template and then attach it to the payment source:
  - Define report categories for each unique bank and check/cheque template combination to create a report category for each separate bank and cheque template. Use the Organization Payment Methods page to associate the report category for third-party payee and report category for worker to the payment source.
  - Select the new report category for the requisite bank's payment source so that the process uses the correct cheque template when generating its cheque payments. Use the Organization Payment Methods task to define the payment source for third-party payments. Attach the correct report category for that payment source. Use the Report Category for Third-Party Payee or Report Category for Worker field in the Payee Information section of the Create Payment Source page.
- Define report categories for each unique bank and cheque template combination if you want to create a report category for each separate bank and cheque template. The report category for third-party payee and report category for worker are associated to the payment source in the Organization Payment Methods page.

## Employee and Third-Party Cheque Payments Process for Kuwait

The Generate Payments for Employees and Third Parties flow selects employees and third parties that:

- Are processed in the prepayments process for a given payroll.
- Have a payment method of cheque.

Submit the Generate Payments for Employees and Third Parties flow from the Submit a Flow page.

### Prerequisites

The prerequisite tasks for the Generate Payments for Employees and Third Parties task include:

- Create the third party, create the third-party payment method, and associate an employee deduction to pay the third party.
- Add an organization payment method (OPM), to include a payment source.
  - **Note:** The bank details should already be set up.
- Add a payroll definition, to include a default payment method of cheque, and all valid payment methods.
- Attach a payroll to the employee.
- Attach element entries to the employee.
- Calculate payroll.
- Run the Calculate Prepayments process to calculate the distribution of net pay.
- Run the Archive Periodic Payroll Results process to archive the earnings, deductions, tax calculation details, accruals, payment methods, and so on.

## Generate Employee and Third-Party Payments

Run this process to generate cheques for your employees and then run the process again to generate cheques for your third parties.

Follow these steps to run the Generate Payments for Employees and Third Parties flow from the Submit a Flow page:

1. Click **Submit a Flow**.
2. Select the required legislative data group.
3. Select the **Generate Payments for Employees and Third Parties** and click **Next**.
4. Enter a unique payroll flow name.

**Note:** Name the flow with a name to easily identify the process later. You need to be able to determine what you have already run and you may need to locate it to roll back the process.

5. Specify the required payroll name.
6. Select the payee type for which the check/cheque payment process is run. The available options are *Employee* or *Third Party*. You can generate the check payments for either employees or third parties.
7. Enter a Process Start Date to define the date range of this process.
8. Enter a Process End Date to define the date range of this process.
9. Select the required consolidation group to view the payments for all payrolls that are included in this consolidation group.

**Note:** A consolidation group defines a grouping of different payrolls for reporting purposes. This isn't a mandatory field. If you don't select a value, the process uses the default consolidation group assigned to the payroll.

10. Select the OPM you want to use for this process.

**Note:** The value you select determines the payment source to make the payments. There could be multiple payment sources in the OPM.

11. Select the payment source to process for the above payment method. This parameter is optional. If you have defined attributes, such as a payment file limit or report category, at the payment source level, you should enter the payment source. When you enter the payment source, the defined attributes are applied.

**Note:** You can have different payment sources (bank accounts), with different banks, which have different check/cheque templates. You must then run the cheque process for each payment source and each set of payees. Select the correct payment source so that the correct stationary is used for the payments.

**Tip:** To accommodate this requirement, you must first create a report category for each separate bank and cheque template. Attach the created report category to the appropriate bank's payment source so that the correct check/cheque template is used to generate the cheque payments.

12. Optionally, specify an **Overriding Payment Date** on which a payment is due to be made to the payee.
13. Specify the **Start Cheque Number** in the sequence of cheques used for payroll processing.
14. Specify the **End Cheque Number** in the sequence of cheque used for payroll processing.
15. Select a **Process Configuration Group** if available. Use a process configuration group to set rules for payroll processes, such as passwords or number of threads. If you don't select a process configuration group, the process uses the parameters in the default group.
16. Click **Next**.
17. Click **Submit**.



## Third-Party Payment Date Options

Use time definitions when a third-party payee wants payment on a date that's different from the employee payment date.

A time definition is either a date or a span of time. For example, employee payroll payments are on the last day of the month, whereas third-party payments are five days later. Create a time definition to define the time span and select this definition while defining the payment method for this payee.

Use the Time Definitions task to create your time definition for a time span of 5 days with values in this table.

| Field            | Value   |
|------------------|---|
| Name             | Specify a name: Third Party 5 Days                      |
| Short Name       | Specify a short name: TP5Days                           |
| Type             | Specify a type: Time Span                               |
| Period Type      | Specify a period type: Daily                            |
| Period Unit      | Specify the unit: 5                                     |
| Adjustment Type  | Specify type of adjustment: Days                        |
| Time Span Usages | Specify a usage for the time span: Third-Party Payments |

Use the Time Definition field on the Third-Party Payment Methods page to assign this time definition.

Run the Generate Payments for Employees and Third Parties process twice, one for the employees and one for the third-party payees. Select the relevant process end date and enter an overriding payment date.

### Related Topics

- [Third-Party Payment Rollup](#)
- [Employee and Third-Party Check Payments Overview](#)
- [Third-Party Payment Methods](#)
- [Third-Party Payment Methods Overview](#)
- [Time Definitions](#)

# Payroll Run

## How Element Processing Sequence is Determined

You can set a predefined sequence in which a payroll run processes elements. An element's primary classification defines a default processing priority for the element in payroll runs. Lower priority numbers process first.

Most classifications also have a priority range. You can override the default processing priority. To set the priority, edit the element on the Element Summary page. Setting a specific priority establishes the order in which the element processes with respect to other elements in the classification.

Sometimes you must prioritize the processing of certain element entries for an individual 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 element entries.

## How Net-to-Gross Earnings are Calculated for Kuwait

When you create an earnings element, you can indicate that it pays a specified net amount.

Use this feature, if you need to pay a person:

- Guaranteed take-home pay (net) per payroll period
- Bonus of a specified net amount

To create an earnings element, use the **Elements** quick action under the **My Clients Groups** tab.

You can create a net-to-gross (gross-up) element for any recurring or nonrecurring earnings element using these primary classifications:

- Standard Earnings
- Supplemental Earnings

## Settings That Affect Net-to-Gross Processing

Define the deductions that are used to calculate the gross amount from the specified net amount.

Answer **Yes** to the **Use this element to calculate a gross amount from a specified net amount?** prompt in the element template to create the element as a gross-up element.

In each element entry, specify the limits of the gross-up processing as follows:

- In the **Net** value, enter the value you want the employee to receive.
- In the **To Within** value, enter the allowed difference between the desired amount and the actual amount. This limit can't be 0.

**Note:** If these values are the same across most entries, you can enter a default value on the element eligibility record.

## How Formulas Calculate the Gross Amount

The formulas for net-to-gross processing perform these actions:

1. The predefined GLB\_EARN\_GROSSUP iterative formula takes as input the desired net amount (**Net** input value) and the amount by which net can differ from the desired amount (**To Within** input value).
2. In the first run, the formula performs these actions:
  - a. Sets the lower gross limit to the desired net amount, and the higher gross limit to twice the desired amount.
  - b. Runs a function to provide the first guess of the gross.
  - c. Returns three values to the element's input values: low gross, high gross, and additional amount.
3. The element's payroll formula runs. The formula adds the additional amount to the desired amount for creating the gross amount. The formula returns this value to the element's pay value for the payroll run to process.
4. In the next iteration, the iterative formula compares the additional amount to the total value of the balances that are available for gross-up for this element entry. The additional amount must not differ from this balance total by more than the amount you specified in the **To Within** field.
  - o If the additional amount equals the balance total, the iterative processing ends.
  - o If the additional amount is higher or lower than the balance total by an acceptable margin, the processing ends. The formula returns the remainder (additional amount minus balance) to the element's **Remainder** input value.
  - o Otherwise, the formula runs the function to generate a better estimate for gross, using the remainder to determine by how much to change the guess. The formula checks the results in another iteration.

## Restrict Payroll Processing

Select rules to control which payroll relationships and which elements to process in a payroll run.

For example, a skip rule or frequency rule. Specify flow parameters when you submit the calculation process to restrict the payroll relationships and further restrict the elements that the run processes. For example, Calculate Payroll or Calculate Gross

Earnings.

### Restrict the Elements Processing Based on Rules

You can create skip and frequency rules that control when the payroll run processes the recurring element.

| Rules     | Use To   | Examples   |
|-----------|--|--|
| Skip      | Include or exclude the element entry for the person using rules in a formula | A once-each-period rule stops recurring element entries from processing more than once in a payroll period.                        |
| Frequency | Specify which payroll periods to process the entries                         | Changed to: A frequency rule might specify that the payroll run processes an element only on the first and third weeks of a month. |

## Restrict the Records to Process Based on Flow Parameters

As this table shows, specify flow submission parameters to restrict the number of records for the calculation process.

| Parameter                  | Use To   |
|----------------------------|--|
| Payroll Relationship Group | Restrict processing to the payroll relationships within the group, which you can define using static or dynamic rules, based on payroll relationship or assignment information.  |
| Element Group              | Restrict processing to the elements in the group, which you can define by selecting element classifications and including or excluding specific elements.  |
| Run Types                  | Determine which payroll calculations to perform and how to pay the results. The application processes an element in all the run types, unless you set up the element in these ways: <ul style="list-style-type: none"> <li>To process separately</li> <li>As a trigger for a run type, in which case it's automatically excluded from the other run types</li> </ul> |

This table shows the flow submission parameters for the calculation process including dates that control which records to process:

| Date           | Required? | Comments   |
|----------------|-----------|--|
| Process Date   | No        | This is typically the payroll run date of your payroll definition.   |
| Payroll Period | Yes       | Used to derive other dates for processing.   |
| Date Earned    | Yes       | Identifies these element entries <ul style="list-style-type: none"> <li>To include in the payroll run</li> <li>That belong to a proration group and ended within the payroll period</li> </ul> |

### Related Topics

- [Overview of Object Groups](#)
- [Options to Determine an Element's Latest Entry Date](#)

## FAQs for Payroll Run

### How can I remove someone from the payroll run?

Roll back the person's record from the View Person Process Result page. Subsequent tasks, such as the Calculate Prepayments task, may have locked the person's record. If so, you must roll back these tasks before you can roll back the payroll calculation record.

When you can't delay the main payroll run while you complete the correction, remove the person from the run to correct a problem later. You can roll back the record, make the corrections, and then submit a QuickPay flow to calculate the person's run results.

## How can I receive payroll notifications in the payroll dashboard?

You can receive payroll notifications when you're the flow owner or the task owner named on the payroll flow checklist and notifications are enabled for the task.

Use the Manage Flow Pattern page to set the flow pattern notifications to receive them when the status of the task is complete. Marking the task complete removes its notification from the list of notifications.

# Payroll Calculation

## Consolidation Groups

Use consolidation groups to segregate or combine the results of multiple payroll runs for further downstream processing. You can process the results of more than one payroll run in a single action, or you can process the results of one payroll in separate actions.

For example, suppose you submit a regular payroll run and a supplementary payroll run for the same payroll period. If you use the same consolidation group for the regular run and the supplementary run, you can use the combined results of the regular and supplementary runs for post-run processing. Optionally, you can enter a different consolidation group for the supplementary payroll run and use it to process the post-run results for the supplementary payroll separately from the regular payroll.

Use consolidation groups to segregate and produce one set of results per payment method for several payrolls, one set of reports, and one set of costing groups. These are runs you make in addition to your regular payroll runs.

A consolidation group is used as an input parameter for a payroll run. There are no predefined consolidation groups. Before you can use a consolidation group in a payroll run, you must create the consolidation group and assign it to a payroll definition.

To create a consolidation group:

1. Select the **Consolidation Groups** quick action under Payroll in **My Client Groups** on your Home page.
2. On the Consolidation Groups page, click **Add Row**.
3. Enter a **Name** for the consolidation group. The application assigns the same value for the consolidation group **Code**.
4. Select a **Legislative Data Group**. Adding the Description is optional, but it's useful to provide
5. Click **Save**.

Use this consolidation set code to identify the consolidation group used for a payroll run or when you load the consolidation group using services or the HCM Data Loader.

Once created, you can't change the consolidation set code. However, the consolidation group name is editable. Any changes made to the consolidation group name, doesn't have any impact on the payroll process, because the process is stamped with the consolidation set code, and hence can be identified by the code for future references.

### Related Topics

- [Examples of Using Consolidation Groups](#)
- [Overview of Combining Payroll Flows](#)

## Consolidation Groups and Payroll Definitions for Kuwait

Consolidation groups and payroll definitions must be set up before running a payroll.

### Consolidation Groups

Consolidation groups are used within the organization to enable grouping of different payrolls for reporting purposes. No consolidation groups are predefined for Kuwait. If you're creating payroll definitions for the implementation, you must define at least one consolidation group first, since it's mandatory information for payroll definitions.

To set up consolidation groups:

1. Sign in to the application with a role that has implementation privileges, such as APPL\_IMP\_CONSULTANT.
2. Select **Manage Consolidation Groups** in the implementation project task list:
3. On the Manage Consolidation Groups page, click **Add Row**:
4. Enter a name and select the LDG. Description is optional, but useful to provide.
5. Click **Save**.

### Payroll Definitions

Payroll definitions contain calendar and offset information that determine when payments are calculated and paid. Using payroll definitions, you can specify payment frequency, processing schedule, and other parameters for a particular payroll. Payroll period types, such as weekly or monthly, determine the interval at which you pay employees. Kuwait employees are paid monthly.

**Note:** A payroll definition with a period type of biweekly can only be created if you have selected either Human Resources or Payroll Interface through the Manage Features by Country or Territory.

Each payroll definition can be associated with only one payroll period type, and you must set up at least one payroll definition for each payroll period type that you use to pay employees. When you create a payroll definition, the complete payroll schedule is automatically generated, based on the selected payroll period type, any offsets or calendar adjustments, and the number of years that you specify. Once you have saved a payroll definition, you can assign employees to it on the Manage Payroll Relationships page.

Before you can create a payroll definition, you must have already defined the LDG and consolidation group. No payroll definitions are predefined for Kuwait.

To set up payroll definitions:

1. Select **Manage Payroll Definitions** in the implementation project task list:
2. Click **Create**.
3. Select the LDG for this payroll definition, and click **Continue**:

4. On the Create Payroll page, enter the required information:

**Note:**

- You must select an existing consolidation group.
- A Default Payment Method must be selected in order to be able to run the prepayment process.
- Click **Add Row** in the Valid Payment Methods section to add an organization payment method to use as the default, plus any additional payment methods that are valid for this payroll. You can select any organization payment method defined for the LDG that's linked to this payroll definition.

5. Click **Next**, and provide the required information on the Payroll Offsets page:

Where:

- Number of Years: number of years for which payroll calendars are created starting from the Effective As-of-Date.
- Offset Details: Used to determine the key dates within the monthly payroll process.

**Note:** Date paid is used in the EFT file.

6. Click **Next**, and review the payroll calendars that have been generated:

**Note:** To modify any one of the defaulted dates, the payroll definition that has been created must be updated after it's saved:

7. Click **Next**, then finalize the creation of the payroll definition by clicking **Submit**.

## Examples of Using Consolidation Groups

Here are some examples of how you can use consolidation groups.

### Post-Run Processing

Consolidation groups facilitate separating or segregating payroll run results for supplemental processing. For most payroll post-run processing, you can use the consolidation group as an input parameter. You may want the results of a supplemental payroll run to be kept separate from those of an already submitted regular payroll run. To use a consolidation group to keep supplemental run results separate from the regular payroll runs:

1. Create a consolidation group to process the supplemental payroll run.
2. Initiate the supplemental payroll run, specifying the new consolidation group as an input parameter.

### Separate Costing and Payment

You can use multiple consolidation groups to control processing. For example, you want to process and pay a particular set of employees separately within a single payroll to keep separate records of payment and costing.

To process employees separately:

1. Create payroll relationship groups that restrict the employees.

You can use rules to identify them dynamically or you can specify the employees by their payroll relationship numbers.

2. Create a consolidation group for each payroll relationship group you have created in the previous step.
3. Run the Calculate Payroll process for each payroll relationship group separately. Specify the new consolidation group for each run separately.
4. Use the original consolidation group to run the Calculate Payroll process in one single action and return a consolidated run result for all the employees.

## Purposes of Reporting

You can use consolidation groups for reporting purposes. For example, you may want to run the Periodic Payroll Activity Report for a subset of payrolls.

To process the report for a subset of payrolls:

1. Create a consolidation group to specify the payrolls for which you want to run the report.
2. Run the Periodic Payroll Activity Report, specifying the new consolidation group.

### Related Topics

- [Consolidation Groups](#)

# Object Groups

## Overview of Object Groups

Object groups are sets of elements or persons. Use object groups to define subsets of objects for processing or reporting.

Use the **Object Group** task to define these object group types.

- Element
- Payroll Relationship
- Work Relationship
- Process Information Group

**Note:** If you're loading an object group with a large number of inclusions or exclusions, you're recommended to use the individual Object Group Amend file to achieve that. This supports the data to be multithreaded and minimizes the processing time.

## Element Groups

Use Element groups to limit the elements processed for payroll, reporting, cost distribution, and for global transfer purposes.

This table explains the usages for an element group.



| Element Group       | What It Does  |
|---------------------|---|
| Run group           | Specifies the elements to be processed in a payroll run.                |
| Distribution group  | Defines the elements on which the cost results are distributed          |
| Configuration group | Restricts the elements that can be updated on the Element Entries page. |

All element groups are static. You can select element classification to include in or exclude from the group. You can also select specific elements to include in or exclude from the group.

## Payroll Relationship Groups

Use Payroll relationship groups to limit the persons processed for payroll, data entry, and reporting.

Defining a payroll relationship group is a two-step process.

1. Specify a payroll definition. Every group is limited to the payroll relationships assigned to a single payroll that you select.
2. Optionally, define the group to be either static or dynamic.
  - a. To define a static group, select the payroll relationships and assignments to include in or exclude from the group.
  - b. To define a dynamic group, use a fast formula of type Payroll Relationship Group. The formula contains the criteria to establish the payroll relationships and assignments included in the group. Then, you can individually select additional payroll relationships and assignments to include in or exclude from the group.

## Work Relationship Groups

You can use Work relationship groups to limit the persons processed for Human resources and reporting. For example, you can use work relationship groups in your user-defined extracts. You can define the group to be either static or dynamic.

- In a static group, select the work relationships and assignments to include in or exclude from the group.
- In a dynamic group,
  - Use a fast formula of type Work Relationship Group. This formula contains the criteria to establish the work relationships and assignments included in the group.
  - Individually select additional work relationships and assignments to include in or exclude from the group.

## Process Information Groups

You use a bank reprocessing group to load the bank corrections file returned by your bank. Each payroll period, you transfer payroll payments directly into the bank accounts designated by the employee. If any of the bank account records are invalid, your bank returns a file containing these details.

For example, an employee can have an incorrect account number which results in the payment being rejected by the bank. Alternatively, the payment could have been transferred to an invalid branch number due to the closure of a bank or merger of a bank branch with another.

### Related Topics

- [Overview of Loading Object Groups](#)
- [Example of Loading Object Groups](#)
- [Set Up Distributed Costing for an Element](#)
- [Object Group HCM Data Loader Files for Bank Reprocessing](#)

## Payroll Flows

### Payroll Flows

Use payroll flows to streamline and optimize your payroll operations. They help you ensure smooth and seamless end-to-end execution of the processes that address all of your payroll business requirements.

Use payroll flows to manage, effectively and efficiently, all of your payroll tasks, such as calculating payrolls, running reconciliation reports, and making payroll payments.

For example, to ensure your payroll cycles are accurate, you can design a flow that includes manual tasks that request validation at each step in the process. In this way, your Financial Director can verify the payroll costing results before the flow transfers the payroll costs to the general ledger.

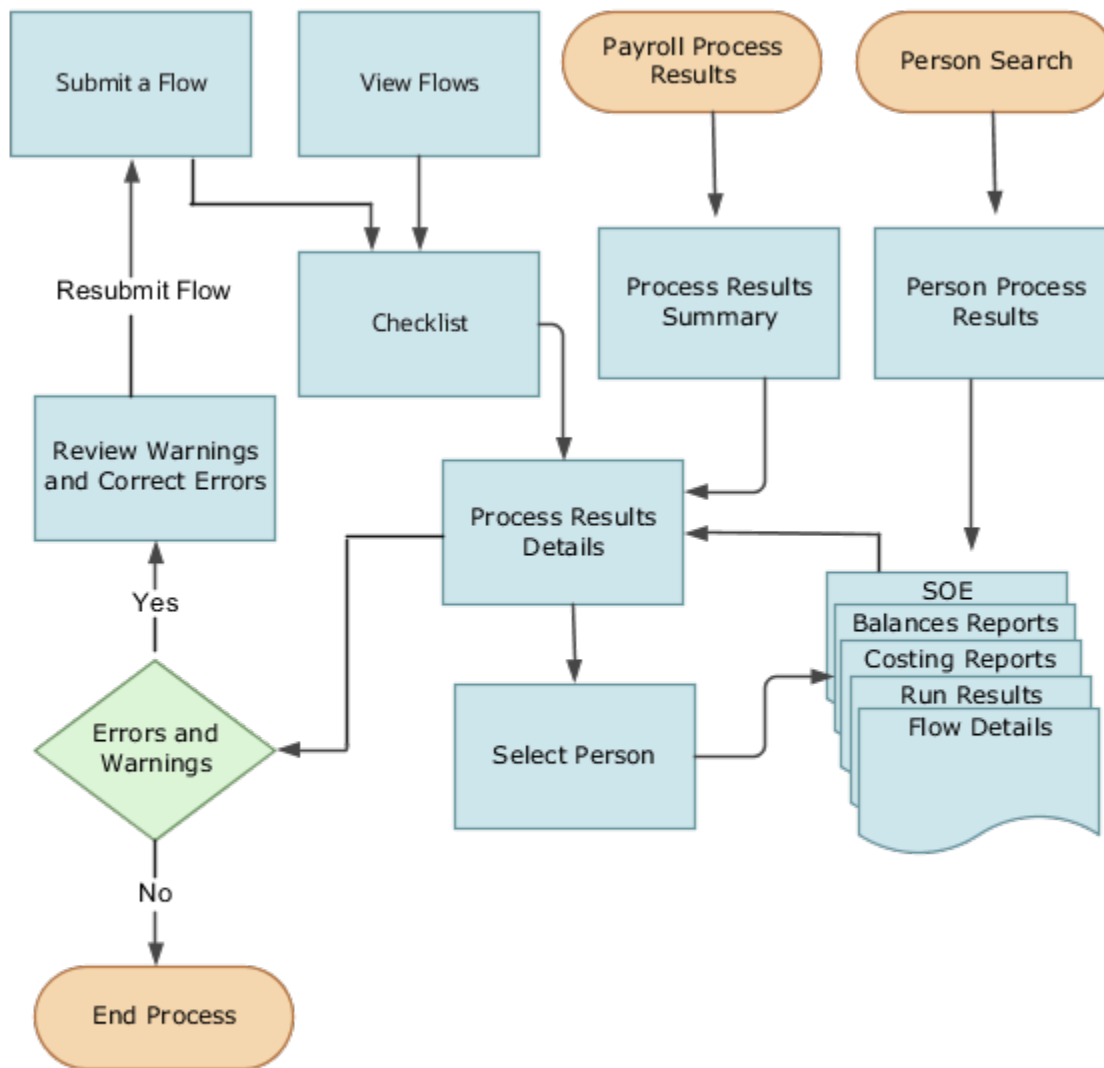
Predefined flow patterns are automatically available for you to submit all types of payroll processes and reports. A flow pattern can consist of a single task such as the Calculate Payroll flow, or multiple tasks, such as the Payroll Cycle flow. The Payroll Cycle flow includes all tasks for a payroll period in a best practice flow.

You can run the predefined flows directly, or you can use them as templates to create your own. You can even copy a predefined flow pattern and edit it to meet your business requirements, such as adding, deleting, or moving a task in the schedule.

There are also features to help you to design flows that address other complex business requirements, such as the task iterator, that automates repetitive tasks with a single flow submission. For example, use the task iterator option to generate a report for multiple payroll statutory units within your organization.

Similarly, use the flow connectors feature to isolate and review off-cycle and on-cycle payroll runs and subsequently combine the run results for downstream processing.

This workflow diagram gives you an understanding of how payroll flows work. It shows the navigation path from the pages that provide high-level flows information, such as the View Flows page, to the pages that provide detailed employee-level information, such as the Checklist and Process Results Details pages.



This table gives you a list of the payroll flow pages and a high-level description of the ongoing tasks you can perform to submit and monitor your flows.

| Page Name     | Tasks You Can Do On the Page   |
|---------------|--|
| Submit a Flow | <p>After you have created the flow pattern, use the Submit a Flow page to submit the flow. Navigate to Submit a Flow task from Quick Actions or under <b>Payroll</b> in <b>My Client Groups</b>.</p> <p>Use the filter options and search for the flow you want to submit. Enter a unique name for the flow and use the appropriate sections on the page to enter flow parameters, schedule your flow, and link flows if required.</p> |

| Page Name               | Tasks You Can Do On the Page  |
|-------------------------|---|
| Checklist               | <p>A Checklist is generated for each submitted flow. The Checklist page provides a central point to monitor and manage all tasks within the flow. Use the Checklist to easily identify areas that require your attention, such as any tasks within your flow that have error messages.</p> <p>Perform actions on the Checklist page, such as roll back a task or mark a manual task as complete. To view further information for a specific task, select the task and navigate to the Process Results Details page.</p> |
| Process Results Details | Use the Process Results Details page to view more detailed information for a flow task, such as errors and warning messages, report output, and log files.  |
| Errors and Warnings     | <p>Use the Errors and Warnings page to view messages pertaining to persons or processes. You can also access this page from the Process Results Summary.</p> <p>Once you resolve all issues, navigate back to the Checklist page to continue processing any remaining tasks within your flow.</p>   |
| View Flows              | <p>Use the View Flows page to get an overall status of all submitted flows. Use the filter options on the page to identify flows that require your attention, such as a flow that includes tasks with error messages. Drill down on a flow to go to the Checklist page, to get more detailed information for the tasks within the flow.</p> <p>Navigate to View Flows task from Quick Actions or under <b>Payroll</b> in <b>My Client Groups</b>.</p>   |

For more information on payroll flows, refer to the Administering Payroll Flows guide on the Oracle Help Center.

#### Related Topics

- [Flow Pattern Components](#)
- [Payroll Flow Patterns](#)

## Archive Periodic Payroll Results for Kuwait

To run the calculate prepayments process:

1. Select the **Submit a Process or Report** task in the **Payment Distribution** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Archive Periodic Payroll Results**:
3. Enter the parameters to be used to run the report:
  - Payroll Flow: Identifier for the process that's being run. You can enter a value each time the process is executed. You can choose any format to describe the payroll flow.
  - Payroll: Payroll definition for which payroll is to be run.
  - Process Start Date: Start date of the process for which the prepayment is run.
  - Process End Date: End date of the process for which the prepayment is run.
4. Click **Next**.

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.

6. Review the results at the person level:

## Expedited Processing

### How Expedited Processing Works

When an employee submits a modified time card after you have run payroll, you would want to expedite their payments.

To accommodate missed payments because of late time cards, absences, or time card errors, process the payroll of employees through expedited payroll runs. Use the Expedited Payroll Flow to process all time card and absence category earnings you have marked as eligible for expedited processing.

The application processes the expedited runs in the current period for retroactive adjustments to time cards that are already processed in the prior periods. You must process these expedited payments after the regular payroll run from the previous payroll cycle, but before the regular payroll run on the current payroll cycle.

An employee can have multiple time cards marked for expedited processing on the same day. The application processes all such time card entries in the same expedited run and pays employees through a single payment.

### Settings that Affect Expedited Processing

Here are the settings that affect expedited payments:

- Time cards that are identified and marked for expedited processing
- Expedited Processing Rule option on the element
- Additional values for time and absence elements:
  - Expedite
  - Override Payment Method
  - Override Check Printer
- Expedite Payroll parameter on the payroll run
- Override Payslip Availability Date on the Generate Payslips process

### How Expedited Payments Are Calculated

An employee can't mark their own time cards for expedited processing. So as a manager, use Oracle HCM Cloud Time and Labor to identify time cards that come in late or have errors, and mark them for expedited processing. Mark only those time cards for a period where payroll is already run, and not those for current period. The next expedited processing run includes payments corresponding to such time card entries. The application resets the time card to the default regular payroll run, after it processes every change to the card. If another expedited run is necessary, mark the time for expedited processing again. You can also mark an absence entry for expedited run, but only on a time card.

Expedited processing includes prior period adjustments to time, absence, and mandatory elements like taxes and percentage-based deductions. By default, the expedited run includes all the element entries for those employees who have an expedited time card. But if you want to exclude elements like salary or flat amount-based deductions from expedited run, set the Expedited Processing Rule option on the elements.

These values of time card and absence elements determine which element entries are eligible for expedited processing and payments.

| Values                  | Use To  |
|-------------------------|---|
| Expedite                | Determine if this time card or absence entry corresponding to prior pay period adjustment needs to be included for expedited processing.<br><br>If you leave this value blank or set to No, the regular payroll run picks up the payroll entries.<br><br>If set this value to Yes, the application includes the retroactive payroll entry for expedited processing. |
| Override Payment Method | Override the payment method on the Prepayments and QuickPay Prepayments process to Check. You can select this value only for time cards that you have marked for expedited processing.<br><br>If you leave this value blank, the employees are paid by their default payment method, either through check or electronic funds transfer.                             |
| Override Check Printer  | Track the check printer for the expedited time cards that are paid through check. The application ignores the Override Check Printer value if the employee isn't paid by check.   |

The **Recalculate Payroll for Retroactive Changes** task in the **Expedited Payroll Flow** generates retroactive element entries for the prior pay period adjustments. The retroactive element entries retain the expedited payroll values on the time card. The expedited run includes retroactive entries of only those time cards that you have marked for expedited processing.

Select the **Expedite Payroll** value as **Yes** on the payroll run to identify the run as an expedited run. The run includes all employees who have at least one expedited processing entry on their time card.

For expedited payments, the employees don't have to wait for their payslips until the next regular payroll cycle. They can view their payslips at a date earlier than the regular payslip availability date. Set the **Override Payslip Availability Date** to a date earlier than the regular payslip availability date that you have defined in the standard payroll calendar.

#### Related Topics

- [Overview of Expedited Processing](#)
- [Expedited Processing Rules](#)
- [Add Override Check Printer in XML File](#)

## Expedited Payroll Flow

Use the Expedited payroll flow to process expedited payments for prior pay period adjustments on the time card. The Expedited payroll flow is similar to the regular payroll flow.

The flow includes a sequence of payroll tasks and reports to identify, calculate, and make expedited payments.

Use the **Submit a Flow** task in **My Client Groups** to submit an expedited payroll flow

Run the expedited flow on demand, or schedule the flow to run at a predefined date and time for expedited processing. When you submit a payroll flow, select **Yes** in the **Expedite Payroll** parameter to identify this run as an expedited run.

The Oracle HCM Cloud Time and Labor manager identifies and marks the time cards that come in late or have errors for expedited processing. The manager sets the **Expedite** value to **Yes** on the time card, so that the payroll entries are included in the expedited process. Optionally, the manager could override the payment method to check/cheque and set the **Override Check Printer** value to a printer location.

Here's the list of tasks in sequence that the expedited payroll flow triggers:

1. The **Recalculate Payroll for Retroactive Changes** task generates retroactive element entries for the prior pay period adjustments pertaining to time cards marked for expedited processing. The retroactive element entries retain the expedited payroll attributes from the time card elements.
2. The **Calculate Payroll** task is run when you set the **Expedite Payroll** parameter to Yes. This process includes only the employees whose retroactive time entries are marked for expedited processing. For each included employee, these retroactive time entries and elements configured for expedited processing are processed. The application skips time card entries that aren't retroactive.
3. The **Calculate Prepayments** task looks for employees whose payment method is overridden to check/cheque, on the value definition of the payroll entry. If no override is found, the process uses the usual payment method used in a regular payroll run.
4. The **Archive Periodic Payroll Results** task archives the expedited payroll results for further processing.
5. The **Generate Check Payments** task picks all the prepayments marked for check/cheque.
6. The **Make EFT Payments** task picks all the prepayments that aren't overridden to check/cheque and who have a default payment method of EFT payments.
7. The **Generate Payslips** task generates payslips for all the employees receiving expedited payments in this flow. The employees who are eligible for an expedited payment can view their payslips early. Set the **Override Payslip Availability Date** to a date earlier than the regular payslip availability date that's defined in the regular payroll calendar.

#### Related Topics

- [Overview of Expedited Processing](#)
- [Expedited Processing Rules](#)
- [Add Override Check Printer in XML File](#)

## QuickPay

### How QuickPay Is Processed



[Watch video](#)

Follow these steps to run a simplified QuickPay, add a referral bonus, and verify payment calculations.

1. Navigate to **My Client Groups > Payroll** on the Home page, and select the **Calculate QuickPay** task.
2. Use the single-search option on the Person Search page and search for the person for whom you want to process the QuickPay. Based on the person you select and effective date used for the search, the QuickPay

process displays a single page that populates parameters, such as the person's payroll, date earned, and flow name.

3. The Effective As-of Date defaults to the current date. Enter a specific **Effective As-of Date** if you want to process the QuickPay for a specific payroll period. The payroll period defaults from the date you use for person search.
4. By default, the delivered QuickPay flow uses the default consolidation group that's assigned to the payroll. To change this value, use the **Consolidation Group** parameter.  
The payroll and period name is derived from the effective date, and based on the effective date the date earned, and process date are automatically defaulted.
5. Select the **Select All** check box if you want to process all the elements for the selected employee. Optionally, you can select elements you want to process by selecting the specific element check box.
6. Click **Show Filters** and then **Expand All** to view and select any of the filter options to narrow down your search and select the elements.
7. Follow these steps to add a referral bonus.
  - a. Click **Search** on the **Element Name** field.
  - b. In the Element Name field, enter **Referral**.
  - c. Click **Search**.
  - d. In the Search Results, click **Referral Bonus HC**.
  - e. Click **OK**. You can now see the details of the assignment the element is assigned to.
8. Click **Continue**.
9. Enter the referral bonus amount in the **Amount** field.
10. Enter an **Effective End Date** only if it's a recurring element. Since this is a nonrecurring element, the Effective End Date is automatically populated because it only runs for this one pay period.
11. Click **Submit** to submit the QuickPay.  
After you submit the QuickPay successfully, you can see the employee's Statement of Earnings, which shows the period the referral bonus was processed, the start and end date, and the payroll that it was run for.
12. Click **Show Details** to view the earnings breakdown of the employee, including the referral bonus you just entered.

You can now run additional processes such as the calculate QuickPay Prepayments, Archive, Payslip, and if I wanted to pay the employee by check, the Check Writer process.

## Examples of the QuickPay Process

Let's look at some examples to understand when you can run the QuickPay flow.

The first three examples uses QuickPay to make payments outside the regular payroll run, and the last example verifies payments before the actual payroll run.

### Pay Separate Check for Employee Bonus

You want to pay an employee special incentive bonus separately from the regular pay. The employee doesn't want any voluntary deductions, such as charitable donations or retirement fund contributions, taken from the bonus pay. Use the Element Entries task and add the bonus to the employee's element entries. Select Calculate QuickPay from the Actions menu, and specify these settings:

- In the Details section, select **Supplemental** as the Run Type.
- In the Element Entries section, deselect element entries for all voluntary deductions.



## Pay New Hire After Payroll Cutoff Date

A new hire joins the company on the 25th of the month, but the new hire process doesn't complete until the 28th. By that time, you have processed the monthly payroll and issued payments. To avoid delaying the person's pay until the next month, use the QuickPay Payments task, submit a QuickPay calculation, and make an external payment. Normal processing of the employee's pay resumes with the next payroll cycle.

## Pay Terminated Employee

HR terminates an employee in the middle of a payroll period. HR requests that you process and pay the person immediately. Update the employee's payroll information. Use the QuickPay Payments task to submit a QuickPay calculation, and make an external payment for the employee's final pay.

## Verify Bonus Payment Amounts Before Running the Main Payroll

Before processing bonus payments in the next payroll run, you want to verify the run results. Submit a QuickPay process for a few employees and review the results, then roll back the QuickPay calculation.

1. Submit the QuickPay process.
2. When the QuickPay calculation completes, verify the results to confirm that the bonus amount and deductions are calculated correctly. Don't click **Mark as Complete**.
3. Select the verification task in the checklist. Select **Roll Back** from the Action menu.
4. Select the QuickPay task in the checklist. Select **Roll Back** from the Action menu.
5. Submit the regular payroll to recalculate this person's run results and to generate payments.

Use this scenario if you change an employee's payroll information, such as adding a new deduction or updating the tax code, and want to validate the change before the next payroll run.

## FAQ for Quick Pay

### Can I automate a QuickPay flow using a service?

No, because QuickPay tasks require user input. The Flow Actions service is only for flows that don't require user action.

## QuickPay Flows

### How to Run QuickPay Flows

Create a QuickPay flow to include additional tasks as per your requirement. For example, create a QuickPay to Payslip flow to process QuickPay and prepayments, and then generate the payslip to make payments.

Use the Payroll Flow Patterns quick action under Payroll from My Client Groups on your Home page, to create a flow and add the requisite tasks to the flow as per your requirement.

## Flow Pattern Type

When you create your own QuickPay flow, use the **Flow Pattern Type** field on the flow setup page to set the flow as either of these:

- QuickPay
- QuickPay with Parameters

**Note:** These options are available only for user-defined flows you set up at the enterprise level. You don't select an LDG for the flow at the time of creation of the flow.

Select the QuickPay with Parameters option if you include tasks that have additional parameters other than those available on the delivered QuickPay Submission page.

The parameters available to you is dependent on the tasks you include in the QuickPay flow. For example, you must include the payment-related tasks of prepayments, check payments, or EFT payments for the QuickPay Submission page to display payment-related parameters of payment methods, payment source, and so on.

## Actions Menu

When you select QuickPay or QuickPay with Parameters option as the Flow Pattern Type for a flow, the flow is available for you to set as the default flow.

The Calculate QuickPay task defaults to the QuickPay Simplified flow. Use the **Actions** menu on the QuickPay Submission page to select and submit an alternate QuickPay flow to the one defaulted by the Calculate QuickPay task. Select a flow that you want to submit without navigating away from the QuickPay Submission page.

**Note:** For a flow to list within the Actions menu, you must tag the flow as a QuickPay or QuickPay with Parameter flow on the flow setup page.

## Parameter Input Page

If any of the added tasks in your QuickPay flow have additional parameters other than that included on the QuickPay Submission page, select the **QuickPay with Parameters** option on the flow setup page.

When you set this user-defined flow as your default flow and submit the flow, the application automatically displays the Parameter Input page first for you to define the additional task parameters. The QuickPay Submission page displays subsequently.

**Note:** If you don't select the **QuickPay with Parameters** option on the flow setup page, the Parameter Input page doesn't display when you submit the flow.

## Key Parameters

When you set up a user-defined flow as a QuickPay flow, set these two parameters as the key parameters for the flow:

- Effective Date
- Payroll Relationship

If you don't set these two parameters as the key parameters, the flow setup fails and generates an error.

## Flow Status

Set the flow as **Active**. Flows that are inactive, hidden, or created at an LDG-level aren't listed on the QuickPay submission page for you to select. You can only select and submit enterprise-level flows.

## Process Configuration Group

Use the **Process Configuration Group** parameter to select a process configuration group of your choice when submitting a QuickPay.

- If you don't make a selection, the process configuration group value defaults to what you have set using the ACTION\_PARAMETER\_GROUPS profile option.
- However, if you haven't set the profile option and the field is left blank, then it defaults to the default group for the QuickPay process.

## Enable Logging

If you use a process configuration group that has logging enabled, the QuickPay submission page displays a message to indicate that logging is enabled. The name of the process configuration group is displayed on the UI. Click on the process configuration group name to access the Process Configuration Group UI and view the details of the parameter and make changes if required.

When you enable logging and submit a flow, the application creates files to capture the process parameters. Use these files to troubleshoot your process.

For more information on enabling logging, refer the 'Enable Logging in Payroll Flows' topic on the Oracle Help Center.

**Note:** For an existing user-defined flow that includes the QuickPay task, remove the task and add the task back into flow. This ensures that the QuickPay flow submission page displays the **Process Configuration Group** parameter.

## Submit a QuickPay Flow to Correct a Payroll Calculation Error

This example demonstrates how to submit a QuickPay flow for an employee to correct a calculation error that occurs in the main payroll run.

In this scenario, you complete the payroll calculation but not the prepayments calculation for the weekly payroll run. HR informs you that an employee took unpaid leave earlier in the month. You roll back the employee's payroll calculation to remove the person from the payroll run, and continue processing the weekly payroll and issue the payments. When you receive details about the leave from HR, you update the employee's records. You submit a QuickPay process to calculate the payroll run and prepayments for the employee, and to process an external payment.

Use a QuickPay flow that has these tasks:

1. Calculate QuickPay
2. Verify Payroll Results
3. Calculate QuickPay Prepayments
4. View Prepayments Results
5. Make External Payments
6. Verify Payments

Here's the list of tasks to submit a QuickPay flow for an employee to correct a calculation error in the main payroll run.

- Roll back the employee's payroll run results.
- Submit a QuickPay process.
- Calculate and verify payroll run results.
- Calculate and verify prepayments.
- Make an external payment and verify the payment results.

## Roll Back and Correct Data

1. Before calculating payments for the main payroll run, roll back the employee's run results.
2. Complete the weekly payroll run.
3. Make the necessary corrections in the employee's payroll or HR data.

## Submit the QuickPay Flow

1. Select the **Calculate QuickPay** task on the Payroll page.
2. On the Person page, search for and select the employee.
3. On the QuickPay Submission page, optionally, override the payroll flow name with a more meaningful one. Verify the remaining information.

The Element Entries section refreshes to display all element entries that the QuickPay flow processes. Ensure that the process includes all element entries.

4. Click **Submit**.
5. Click **Refresh** until the Calculate QuickPay task is complete.
6. Click the **Verify Payroll Results** task in the checklist.
7. On the View Person Process Results page, click the person's name in the Search Results.
8. In the Statement of Earnings section, verify the information in each of the Quick Reference Summary tabs.
9. Click **Done** to return to the QuickPay process.
10. Click **Mark as Complete**.

## Calculate and Verify Prepayments

1. Click the **Calculate QuickPay Prepayments** task in the checklist.
2. In the Prepayments section, optionally, select an organization payment method and payment source.
3. Click **Submit**.
4. Click **Refresh** until the Calculate QuickPay Prepayments task completes.
5. Click the **View Prepayments Results** task in the checklist.
6. On the View Person Process Results page, click the person's name in the Search Results.
7. Verify the prepayment results, including the payee, payment method, payment source, and payment amount.
8. Click **Done** to return to the QuickPay process.
9. Click **Mark as Complete**.

## Make External Payment and Verify Payment Results

1. Click the **Make External Payment** task from the checklist.
2. In the External Payments section, select the payment and then select **Make Payment** from the Action menu.
3. Enter a check number and the reason you are generating the check externally. Click **OK**.

The application marks the payment as Paid. This status prevents a payment process that would normally pick up this payment from processing it again.

4. Click **Mark as Complete**.
5. Click the **Verify Payment** task in the checklist.
6. On the View Person Process Results page, click the person's name in the Search Results.
7. Verify the payment results. Click **Done** to return to the checklist.

The payment results shown here should match the prepayment results you verified earlier.

8. Click **Mark as Complete**.

## Examples of Using Flow Interaction for QuickPay Flows

Let's look at some examples to understand how to specify flow interaction when you process a QuickPay after calculating QuickPay run results or prepayments.

### Merge Flows after Calculating QuickPay

Scenario: While verifying payroll run results in your weekly payroll flow, you discover an error in the pay amount for an employee. You remove the person's record from the payroll run, so that you can continue processing the payroll. You investigate the problem and update the person's element entries on the Manage Person Details page. You select the Calculate QuickPay task from the Actions menu. You want to calculate the QuickPay and verify the results, and then process the combined QuickPay and payroll run for the Calculate Prepayments task.

On the Calculate QuickPay page, complete these steps to create the flow interaction.

1. Select Flow Interaction from the Action menu, and specify these details.

| From Flow             | From Task            | To Flow             | To Task               |
|-----------------------|----------------------|---------------------|-----------------------|
| Current QuickPay flow | View Payroll Results | Weekly Payroll Flow | Calculate Prepayments |

2. Select the **Use to Calculate Results** option so that the weekly payroll flow includes the results of the QuickPay process.

The QuickPay flow ends and merges with the Calculate Prepayments task in the weekly payroll flow.

### Merge Flows after Calculating Prepayments

Scenario: Verify the results of your prepayments task for your biweekly payroll flow when you receive notification to process the pay for a new hire. You want to generate an EFT payment for the new hire rather than issue an external payment. In your enterprise, you archive payroll results before generating payments. Use the Calculate QuickPay task to start the QuickPay process, and interact with the biweekly payroll flow, as shown in the following table. Select the **Use to Calculate Results** option so that the biweekly payroll flow includes the results of the QuickPay process.

| From Flow             | From Task               | To Flow               | To Task                          |
|-----------------------|-------------------------|-----------------------|----------------------------------|
| Current QuickPay flow | View Prepayment Results | Biweekly payroll flow | Archive Periodic Payroll Results |

After marking the Verify QuickPay Results task in the QuickPay process complete, the QuickPay flow ends. The Archive Period Payroll Results task includes the results of the QuickPay process.

## QuickPay Run Results

### QuickPay Summary

You can now process QuickPay and view the earning and deduction information for an employee on the QuickPay Summary page.

To generate the QuickPay Summary page:

- Use the Calculate QuickPay task from the Payroll Calculation work area. You are taken to the Payroll Person Search page, from where you can search for a person or multiple persons and process the QuickPay using the Actions menu.
- Use the Payroll Person Search feature from the Payroll Calculation work area, search for a person or multiple persons and process the QuickPay using the Actions menu.

There are two QuickPay options:

- The QuickPay Payments option to run the QuickPay and Payments process at the same time.
- The Simplified QuickPay option to run the standalone QuickPay process.

Use the summary page to view information from the calculation cards and the element entries. The Effective As-of Date you enter on the Payroll Person Search page determines the payroll period information for the QuickPay calculations.

The regions of the summary page displays information across the entire payroll period for the date you enter in the search. When creating new entries or making updates within a region you must specify an 'Effective Date' for the transaction to ensure that the correct start and end dates are populated.

The Summary Page has the following regions:

- Standard Entries
- Absence Entries
- Time Card Entries

Here's a list of tasks you can do from the above three regions:

- View details of element entries, absence entries, and time card entries
- Click on an element name to view additional details of entry values and costing
- You can create, end date, or update details contained on the page
- Use the 'Add Element' button to create multiple elements at a time
- Drill down on the absence date and view all entries for the absence in a separate page
- Expand a time card row to view the property and costing details for the time record

### View the Standalone QuickPay Summary Page

Use the filter on the standalone summary page to change the view of the data based on the dates you select.

The filter and displayed dates are available at the top right of the page and controls all the regions within the summary page. If you select a date range within the filter all the regions on the page uses this date range. For instance, you can't select a different date range for standard entries and another for absence entries.

## QuickPay Standard Entries Summary

You can view the Standard Entries Summary page from the QuickPay Summary page. The Standard Entries page displays the standard entries that are assigned to an employee.

The page has a summary region from where you can drill down to the details section.

### Summary Region

The summary region displays all the summarized entry values applicable to an element across the entire payroll period for the date you enter in the search. The region displays a maximum of five elements. Use the **Show More** button to view additional entries.

To see additional information pertaining to an entry value and costing, click on the element name and this displays additional information within a detail region. The element name is read-only as this is the link to the detail page.

- Edit the values on the summary region and update, correct, end date or delete costing information using the Actions menu.
- Use the Include or Exclude check box at the header level to include or exclude an entry in the QuickPay calculations.
- Hover over a name to view additional information regarding the field name or value. For example, if you hover over the amount value, you can view the unit of measurement of the amount.

### Detail Region

A detail region displays detailed information for the entry you selected in the summary region. The detail region displays detailed information including entry values, the source of an element, whether it has been processed, costing information, and history.

- You can see all the entries within the detail page and be able to minimize or maximize each one. You don't have to go back to the summary to select a different entry to view. This enables you to compare entries within a single page.
- If you select a row in the summary region, the Additional Details Input Values region in the detail region displays the input values for the record.
- The Element Entry Information region displays information about the element entry. For instance, how it was created, is it a retroactive entry, assignment number, and so on.
- The Costing Information region displays the costing information for an element entry. By default the costing segments should be minimized when opening the detail region for the standard entry. This region can be collapsed and opened.

### Add Elements

Use the Add Element button in either of the regions to create additional elements. The Add Element button opens a new window where you can select multiple elements and an effective date. The effective date defaults to the effective

date at the top of the summary page, and the payroll field defaults to the active payroll. You can enter a different effective date and payroll if required.

You can also enter the assignment, element name and classification, make the element an overridden entry, add a reason and enter costing information if required.

You can select multiple elements when creating rather than creating one at a time. You can also use a saved search for grouping elements to enter.

## QuickPay Absence Entries Summary

Use the Absence Entries page to view on a single page the absence information of your employees passed from the Absences application to the Payroll application.

You can view the Absence Entries Summary page from the QuickPay Summary page.

The page has a summary region from where you can drill down to the details section.

### Summary Region

The summary table is a read-only region that displays summarized absence information. It shows the total number of units, for example hours, for an absence, broken down by absence type and employment record.

The region displays:

- A summary region for each absence record that spans the effective dates entered on the summary page or the QuickPay period dates. If multiple summary sections are displayed, they're sorted by absence start date with latest date at top of table.
- The absence start and end date plus the ID for the absence.
- The name of the absence plan, for example Sickness Plan.
- The total number of units, for example hours, for each absence record such as, entitlement, accrual, discretionary disbursement, and final disbursement.
- Enables you to search for a specific absence type summary record for one or more time cards.

Use the 'Create Absence' button on the summary table to create an absence record.

### Detail Region

A detail region displays the daily information for the selected time card. It will include a breakdown of the time card entries and other information such as costing.

Use the Detail region to:

- View the detailed information for the selected time card.
- If multiple time cards are displayed in the summary region, navigate to the detail for the other time cards and quickly compare time card details.
- Search for a specific time type record.



## QuickPay Time Card Entries Summary

Use the Time Card Entries page to view on a single page the time information of your employees passed from the Time and Labor application to the payroll application.

You can view the Time Card Entries Summary page from the QuickPay Summary page.

The page has a summary region from where you can drill down to the details section.

### Summary Region

The summary table is a read-only region that displays summarized time information. It shows the total number of units, for example hours, for a time card, broken down by time type and employment record.

The region displays:

- A summary region for each time card that spans the effective dates entered on the summary page or the QuickPay period dates. If multiple summary sections are displayed, they're sorted by time card start date with latest date at top of table.
- Enables you to search for a specific time type summary record for one or more time cards.

Use the 'Create Time Card' button on the summary table to create a time card record.

### Detail Region

A detail region displays the daily information for the selected time card. It will include a breakdown of the time card entries and other information such as costing.

Use the Detail region to:

- View the detailed information for the selected time card.
- If multiple time cards are displayed in the summary region, navigate to the detail for the other time cards and quickly compare time card details.
- Search for a specific time type record.

## View the QuickPay Person Process Results

Run QuickPay and view the Person Process Results page from the QuickPay Summary page. Use the process results page to do the following:

- Drill down into the details for each processed person
- View the task details and parameters used for submission
- See all records that completed, has errors, or still to be processed
- View analytical graphs

Use the Process Results task from the Actions menu on the Payroll Person Search page to generate the Person Process Results page for a person.

The page has three distinct regions as explained here.

## Header Region

Use the header region to view static processing information such as Flow Name, Process Name, Payroll Name, Period Name and so on.

## Summary Region

Use the summary region to view summary level information concerning the data that's processed or is being processed for the selected person. Information contained within this region includes records processed, errors raised, processing time, and so on. You can also view analytical graphs that display details of the process such as parameters used, the submitting user, and logging information.

Click on an item to view detailed information pertaining to the item. You can view the following information from this region:

- Error Messages: Displays all the errors that the process has encountered.
- Record Processing: Displays information regarding total records processed, unprocessed, processing, encountered error, marked for retry, and skipped.
- Process Status: Displays the start time, finish time, and elapsed time of the process.

## Process Results Region

Use the process results region to see the records processed with a brief summary of total values processed. The summary level information is dependent on the process that has been selected. For example, the payroll process shows the Gross and Net payments for each employee, whereas costing process shows the total debits and credits for an employee. You can view the processed information for a list of individuals in a single page.

Use the Actions Menu at the end of each record, to perform any of the following actions on a process:

- Roll Back
- Mark for Retry
- Reversals
- View Results, such as viewing the Statement of Earnings
- View Messages

# RetroPay

## How Retroactive Pay Is Calculated

Retroactive pay is the recalculation of prior payroll results because of changes that occurred after the original payroll calculation run.

For example, an employee receives a backdated salary award or a performance bonus.

You run the Recalculate Payroll for Retroactive Changes process to calculate retroactive pay. This process creates retroactive element entries based on retroactive events.

**Note:** Only the elements that have retroactive pay enabled will have retroactive results calculated.

## Set up Elements for Retroactive Pay

To enable retroactive processing of an element:

1. On the Event Groups page, review the types of changes that automatically trigger a retroactive notification for the predefined event group, called Entry Changes for Retro. It is recommended you use this group or you can create a new event group for the element, if required.
2. On the Element Additional Details page, select **Yes** for these questions:
  - o Is this element subject to proration?
  - o Is this element subject to retroactive changes?
3. On the Element page, select the predefined event group or a new group that you have created.

**Note:** This step is only if you want to attach your new group to an existing element. If your group exists and you are using the template to create the element, you do not need to navigate to the element page. You can attach the group from the template. This step is only if you want to have a different element pay the retroactive adjustment.

4. On the Retroactive Components page, create a full retroactive calculation with a reprocess type of 'Reprocess' and choose 'Yes' for the default component.
5. In the Retroactive Pay Elements section of the Retroactive Components page, create an entry with effective dates, adjustment type of 'Standard' and choose the target element of the results element that you want the retroactive pay process to use when creating a retroactive entry.

**Note:** This step is only if you want to have a different element pay the retroactive adjustment.

## Process Retroactive Pay

Whether creating a flow pattern for retroactive tasks, incorporating tasks into a Payroll Cycle flow pattern, or running individual processes, it is advised to run them in the following order:

1. Submit the Retroactive Notifications Report.

**Note:** You can also Review or create retroactive events on the Event Notifications page and download results to Excel to view retroactive events in a report format.

2. Submit the Recalculate Payroll for Retroactive Changes process with the Submit a Flow task or the process may run automatically as part of your payroll flow.

**Note:** This process creates one or more retroactive entries to receive the process results and never overwrites historical payroll data.

3. Submit the Retroactive Entries Report.
4. Review the Retroactive Entries Report.
5. Submit the Calculate Payroll process.

**Note:** Always run the Recalculate Payroll for Retroactive Changes process immediately before you run a payroll. Otherwise, if you run it after the Calculate Payroll process, retroactive adjustments are held over until the next payroll period.

If you don't get the expected retroactive notification, here are some suggestions to review:

- The transaction that caused the event
- Element setup
- Element eligibility for the person
- The retroactive event group entities and attributes that are set up to trigger retroactive events
- The proration event group entities and attributes setup that triggers proration

## Exclude Retroactive Element from the Retroactive Pay Process

If you enabled the element for retroactive pay but now you don't want it included in the process, follow these steps to prevent it from being considered in the process comparison:

1. On the Element Additional Details page, Remove the two retroactive components rows.
2. On the Event Groups page, remove the event group.

**Note:** To process an element in a retroactive payroll run, the element must have retroactive components that define the processing rules. These steps remove these defined processing rules and disable event notifications.

### Related Topics

- [Create Conversion Formulas for Proration](#)
- [Overview of Payroll Event Groups](#)

## Add a Retroactive Event Notification Manually

Retroactive Events are typically created automatically when you create retroactive adjustments, such as backdated salary changes.

You can enter the retroactive event manually to generate the correct payslip, such as if payroll hasn't made the pay rate change effective last pay period for an employee being terminated effective immediately.

### Create a Payroll Relationship Event

1. Select the Event Notifications task.
2. Click **Create**.
3. Use the information in this table enter information into the Create Payroll Relationship Event window.

| Field                | Value  |
|----------------------|--|
| Approval Status      | Awaiting Processing                              |
| Payroll Relationship | The person to process                            |
| Process Date         | Date when the retroactive change process is run. |

| Field | Value  |
|-------|--|
|       | <p><b>Note:</b><br/>This date indicates when the element change was triggered.</p> |

4. Click **Save and Close**.

## Create a Retroactive Event

1. On the Event Notifications page, click the name of the person associated with the payroll relationship event you created.
2. On the Retroactive Events page, click **Create** in the Entry Details section.
3. Select the element you want to reprocess, the date the recalculate payroll runs, and a retroactive component. The element from which the change will be paid to the person is the retroactive component.
4. Repeat the previous step if you want to recalculate multiple elements for this payroll relationship.
5. Click **Submit**.

# Event Notifications

## Event Action Notifications

When an event is triggered, the application filters the applicable event groups which include that event, and generates event notifications for each event action included in those event groups.

Let's consider an example where the application triggers an event for a worker due to a change in their job. This event is included in an Event Action Group associated with the HCM Rates Recalculation event action. As a result, the application creates an event action notification for the worker, for HCM Rates Recalculation in the Awaiting Processing status.

When the rates process is run, the application determines all workers with an event action notification of HCM Rates Recalculation in the awaiting processing status and recalculates rates for these employees. Once this process is completed successfully, the notification status is updated to Completed.

You can view and manage event notifications in two ways:

- For event notifications related to retroactive payroll and proration, use the **Event Notifications** page. You can configure the events that trigger these notifications using the **Event Groups** page.
- For all other event notifications associated with event actions such as time card resubmission, retroactive payroll for late hires and generate HCM rates, use the **Event Action Notifications** page. The event action groups configure these event actions and loads them through HCM Data Loader.

In order to visualize the impact of an event and the underlying cause for an event notification, you can navigate between event notifications and events. You can view event action notifications and drill down to view the events associated with that event notification to detect the type of change, when the change occurred, and who made the change. You can use the **Event Notifications** button on the Event Action Notifications page to navigate to the Event Notifications page for the selected person. This lets you view retropay notifications for the selected person. The back arrow on the Event Notifications page returns you to Event Action Notifications page.

Alternatively, you can also view the events raised for a person on the Events page, including those events that didn't raise any event notification. You can then drill down to view the event notifications associated with an event.

The Event Action Groups page consists of the event group setup. Here you can view all the event action groups loaded through HCM Data Loader and see if any are set up to watch the type of event you're interested in.

## Event Notification Status

When an event is triggered, the payroll application generates event notifications for features such as the retroactive recalculation of payroll and retro pay for late hires. The Notification Status attribute supports these values for an event:

- Not Started: Notification processing hasn't yet started.
- Complete: Notification processing is complete.
- Error: Notification processing has failed.
- Event Canceled: The event has been canceled.

Use the event notification status to review and take an appropriate action on an event.

## Drill Down from Event Action Notifications to Events

When an event that's included in an event action group is triggered, the application generates event action notifications for that worker. There's one notification raised for each event action included in that event action group.

You can view the event action notifications for a given worker on the **Event Action Notifications** page. This page displays details of the event action notifications such as Submission Method, Effective Date and Action Name. You can also sort and filter the events based on the time period you're considering.

When an event action notification is raised for a worker, it's in an Awaiting Processing status and is associated with the event. Any further events for the worker, which trigger the same event action, will be associated to the same event notification as long as it's in an awaiting processing status. The effective date of the event action notification corresponds to the earliest event date. Once the event action completes successfully, the application updates the status of the event action notification to Completed. Any further event for the worker triggers a new event action notification.

When you click on the event action notification, you can drill down to the page that shows all the events associated with that event action notification. Here, you can view details of the events such as the type of change, when the change occurred, and who made the change. You can also view how many notifications were triggered by each event.

Let's consider a scenario where a restaurant manager notices the time card for one of his direct reports, Vijay Singh, was resubmitted for approval. He contacts the payroll administrator to understand what triggered this resubmission of his time card. The payroll administrator searches for Vijay's details on the Event Action Notifications page for the period that the resubmission was reported. He notices that there is an event action notification for time card resubmission effective 01 Feb in a completed status. In order to understand which events triggered the resubmission of the time card, the administrator drills down and finds two events:

- An update to Vijay's bargaining unit effective 01 Feb.
- Transfer to a different department effective 01 Mar.

This way you can visualize the impact of an event and the underlying cause of an event notification to ensure that there are no pending actions for the worker.

## Events for a Person

An event triggers an event notification when it's associated to an event group. Retropay is an example of a feature that uses event groups.

An event triggers an event action notification when it's associated to an event action group. Time card reprocessing is an example of a feature that uses event action groups.

The Events page lets you view all events for a worker including those that didn't trigger any event notifications or event action notifications. You can navigate to this page by clicking the Events button on the Event Action Notifications page.

With the new responsive page, you can identify the events tagged to a worker and view details such as the type of change, the effective date of the change, who changed it, and when.

**Note:** You can review events that triggered event notifications for retropay on the events page.

### *Related Topics*

- [Event Action Notifications](#)

## Drill Down from Events to Event Action Notifications

From the Events page you can navigate to the corresponding Event Notifications tagged to a particular event.

The events page displays information such as the type of change, the effective date of the change, who changed it, and when. You can also view the number of notifications tagged to the events and their status whether completed or deferred.

Let's consider a scenario where an employee Lucy Hall contacts the payroll department about not receiving overtime despite being moved to a job that's eligible for overtime. During the investigation, the payroll administrator finds out that the time card was submitted before the change to the job was recorded. The payroll administrator navigates to the event action notification page and finds no event action notifications for Lucy related to time card resubmission. To verify which events were triggered, the payroll administrator clicks on the events button and finds the event related to the change of job. However, when drilling down to the event notifications, no event notification for time card resubmission was triggered.

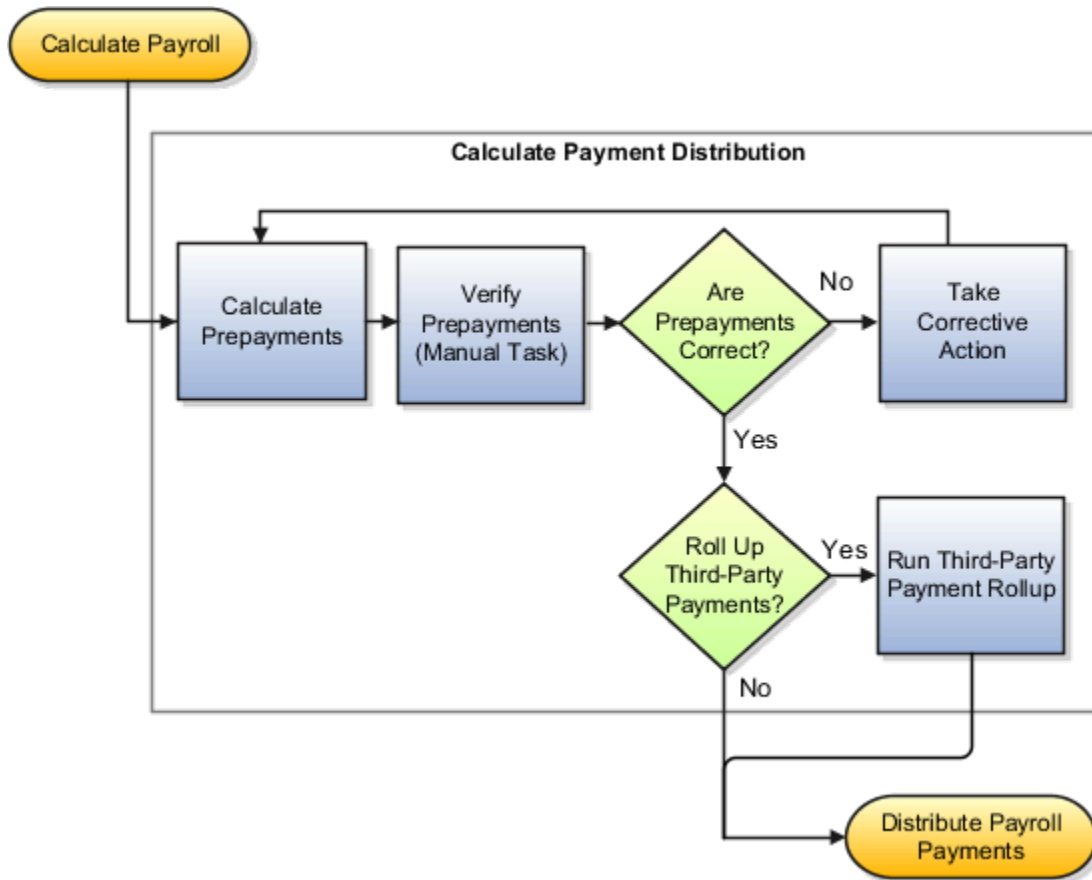
By clicking on Event Action Groups, the payroll administrator can verify the event action group that's configured for time card resubmission and confirm that change of job isn't an included event in the event action group. The payroll administrator then contacts the team member responsible for the setup to run the HCM Data Loader to update the event action group.

## Payments

### Calculate Payroll Payment Distribution

Calculate the distribution of payments and verify the prepayment calculations before you distribute payroll payments.

This figure shows you the flow of the calculate payment distribution tasks.



### Calculate Prepayments

The Calculate Prepayments task calculates the distribution of payroll payments based on employees' payment methods and uses the payroll run results to calculate the gross-to-net payment. The Calculate Prepayment process locks the payroll run results to prevent changes and ensures data integrity.

**Tip:** To roll back run results, first roll back the Calculate Prepayments task.



The Calculate Prepayments task is an automatic task included in the payroll cycle flow. You can also run it as a standalone process in the Submit a Flow task with these submission parameters:

- Payroll name that determines the payroll relationships to calculate
- Process start date and process end date for the range of records to return
- Optional consolidation group name to limit the scope of the process
- Optional payment source name to override the default payment method
- Optional process configuration group name for processing rules, such as logging
- Optional default payment setting override to issue a check/cheque instead of an electronic funds transfer

## Verify Prepayments

Use the Verify Prepayments manual task to review and verify prepayment results before generating payments. Verify prepayment results for individual records on the View Person Process Results page to ensure that the payee, payment method, and payment and deduction amounts are accurate.

## Take Corrective Action

If you find problems, correct the underlying data and process the correction with one of these:

- Retry the Calculate Prepayments process if it didn't complete successfully.
- Roll back the prepayment results to restore the previous values and remove any record of the prepayment calculation results. You can only roll back the prepayments process if there were no payments.
- Void the prepayments results to void the payment and then use the Make Payment action to reissue another payment.

## Roll Up Third-Party Payments

Use the Run Third-Party Payment Rollup task to consolidate payments from individual contributions into a single payment for each third-party organization payee. Run this optional process after calculating and verifying prepayments.

### Related Topics

- [Payroll Payments Distribution](#)
- [Verify and Troubleshoot Payments](#)
- [Status of Flow Tasks](#)

# Calculate Prepayments for Kuwait

To run the calculate prepayments process:

1. Select the **Submit a Process or Report** task in the **Payment Distribution** work area.
2. Select the LDG for which the process is being run and the flow pattern **Calculate Prepayments**:
3. Enter the parameters to run the report:
  - Payroll Flow: Identifier for the process that's being run. You can enter a value each time the process is executed. You can choose any format to describe the payroll flow.
  - Payroll: Payroll definition for which payroll is to be run.

- Process Start Date: Start date of the process for which the prepayment is run.
- Process End Date: End date of the process for which the prepayment is run.

4. Click **Next**.

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.

6. Review the results at the person level:

## Split Up Payroll Payments

You can allocate payroll payments to different personal payment methods using percentages, fixed amounts, or a combination. You can create personal payment methods the Manage Personal Payment Methods page. These scenarios illustrate how you can split up payments.

### Use Fixed Amount Payments

Barbara wants 100 USD deposited in her savings account each payroll period and the remainder paid through check/cheque. Barbara first creates a check/cheque payment method so it's processed last. Then she creates an electronic funds transfer (EFT) payment method for her savings account and sets the amount to 100. When Barbara decides to stop the transfers to her savings account, she deletes that payment method.

### Use Percentage Payments

Oscar wants to contribute to the college fund he set up for his children. Oscar frequently receives bonuses and sales commissions and his net payment amount always changes. So he adds a payment method that allocates four percent of his pay to the fund. By using a percentage rather than a fixed amount, Oscar can contribute to the fund at the same rate he earns.

### Use a Combination of Payments

Jim works in Arizona, but his wife and children reside in Texas. Each payroll period, Jim wants the following disbursements:

- 900 USD transferred to his checking account for his wife's household expenses in Texas
- A percentage transferred to his children's college fund
- The remainder paid to him by check/cheque for his expenses in Arizona

Jim creates three payment methods: a check/cheque payment method for remaining pay, an EFT payment method with his checking account bank details, and an EFT payment method with the college fund bank account details.

## Payroll Payments Distribution

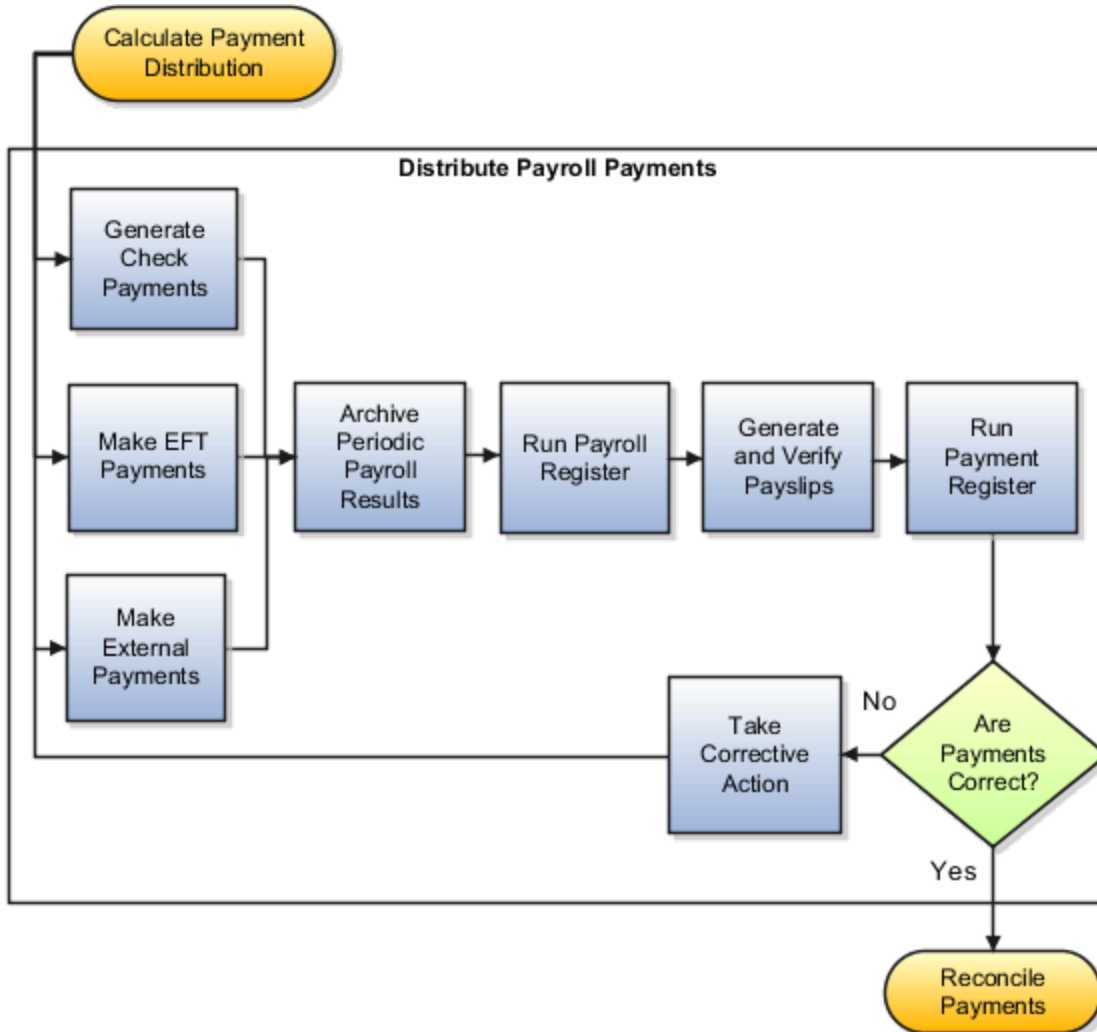
The Distribute Payroll Payments activity performs several tasks. It creates payments, archives the results and runs payroll register, generates reports, to include payslips, and runs payment register.

Payroll payments are typically a part of the payroll cycle flow or a QuickPay flow, or as a standalone process using the Submit a Flow task. You can view the task results on the Person Process Results or Process Results Summary page.

**Note:** The Make External Payments process isn't a typical payroll cycle task. You submit this process as part of the QuickPay flow or as a standalone process.

### Sequence of Tasks

This shows the sequence of payment distribution tasks for a typical payroll cycle. Your flow could include additional or fewer tasks.



**Note:** The Archive Payroll Results runs before Run Payroll Register and Generate Payslips.

## Overview of the Payment Distribution Tasks

This table describes the payment distribution tasks.

| Task                             | Description   |
|----------------------------------|---|
| Generate Check Payments          | Generates check/cheque payments for all payees including third-party payees, using a predefined format.   |
| Make EFT Payments                | <p>Generates electronic funds transfer (EFT) payments for all payees with a payment method of EFT.</p> <p>Include intermediary bank account details in the EFT file to facilitate an intercountry payment. For example, intermediary bank accounts are used to route payments when an employer's US bank doesn't have relationships with banks in the developing world. The payments are sent from your company bank account to the intermediary bank account, and onto the employee's bank account.</p> <p><b>Note:</b></p> <p>Use the Financials SOAP service to load intermediary bank account details for your employees. When using the Financial SOAP service, the intermediary bank accounts must be attached separately for each employee bank account.</p> |
| Make External Payments           | <p>Addresses special situations where you don't want to use the normal payment process. Examples include:</p> <ul style="list-style-type: none"> <li>• Replace a lost check/cheque that you voided</li> <li>• Create a final payroll check/cheque for a terminated employee</li> <li>• Pay using a different payment type or payment source than specified in the normal payment process</li> </ul>   |
| Archive Periodic Payroll Results | Makes the data available for reports, such as the payroll register and payslips.  |
| Run Payroll Register             | Verifies and provides an audit trail of a payroll run including hours, earnings, and deductions by PSU and TRU. In detail mode, shows the complete details for each employee.   |
| Generate and Verify Payslips     | <p>Generates a payslip for all paid payments matching your criteria except:</p> <ul style="list-style-type: none"> <li>• Voided payments</li> <li>• Reversed payroll calculations</li> <li>• Data not archived</li> <li>• Previously generated payslips</li> </ul>  |
| Run Payment Register             | Verifies and provides an audit trail of payments generated by all payment processes, including total amounts paid by payment category, type, status, and method. In detail mode, shows payments for each employee.  |

*Related Topics*

- [View Payments](#)
- [Verify and Troubleshoot Payments](#)
- [View and Edit Archive Results](#)
- [Corrective Actions for Payments](#)
- [Calculate Payroll Payment Distribution](#)

## View Payments

View Payment data to verify payee, amount and payment status information from different areas for accuracy.

### Work Area

This table shows you the advantages of viewing payment information from the different payroll work areas. Depending on where you're in the process, you may want to view the process results directly from the person record or the process results. Use Person Process Results to view the process results for a person or use Process Results Summary to locate the process and view all results.

| Payroll Phase  | Work Area Starting Point | Available Tasks   |
|--|--------------------------|---|
| Working on the current payroll or QuickPay run                 | Payroll Checklist        | <p>On the Payroll Flow checklist page, click the Task Details tab to see a list of payment tasks and their statuses.</p> <p>Navigate to the Payroll Flow Processes and Reports tab for a particular task and perform standard task actions, such as Mark for Retry, Retry, and Roll Back.</p> <p>For a completed process, view the output of the process or navigate to the Process Results Summary or to the Person Process Results to view individual payment results and take corrective action.</p> |
| Working on tasks for different payroll periods or payroll runs | Payroll                  | <p>Use the Payments search in the regional area to query payments by payment method, payee, or legislative data group. You can view payment details, but you can't select actions from the Payments search results.</p> <p>Use Process Results Summary to search for a payment process.</p> <p>You can also use the Person Process Results navigate to the payment results and take corrective action.</p>  |

## Type of Payment Information

Use this table to decide which type of payment information you want to view.

| Method         | Process Results   | Person Results  |
|----------------|---|---|
| User Interface | Query the payroll flow from the Overview page of the Payroll Checklist and go to the task you want to view. | Use the Person Process Results task.  |
| Report         | Use the Payroll Register to view summary-level payment information for a payroll run.                       | Use the Payroll Register to view detailed, person-level payment information |

### Related Topics

- [Payroll Payments Distribution](#)
- [Corrective Actions for Payments](#)

## Generate Check/Cheque Payments and Check/Cheque Numbers

Use the Generate Check Payments process to generate check/cheque payments in a predefined format for all payees who have a check/cheque payment method and a net pay greater than 0.

The printed check/cheque format and check/cheque stub information can vary, based on your organization's requirements. Enter the starting check/cheque number, and optionally, an ending check/cheque number when you submit the check/cheque payment process.

### Starting Check/Cheque Numbers

Before you begin printing checks/cheques, verify the starting check/cheque number in the application matches the printed check/cheque.

### Ending Check/Cheque Numbers

You don't have to enter the ending check/cheque number but there are benefits, such as it puts a break in the print job allowing you to synchronize the numbers entered as submission parameters with the numbers printed on the checks/cheques. You may need to print separate batches of consecutively numbered checks/cheques, such as when you have one box of checks/cheques numbered 4500 through 4999 and another box numbered 7000 through 7999. In this scenario, if you don't enter the last check/cheque number from the first box and print more than 500 checks/cheques, the payment process will record incorrect check/cheque numbers for the remaining checks/cheques.

## Verify and Troubleshoot Payments

Verify each payroll task before continuing with the next one to minimize the effort involved in correcting problems. For example, be sure to check/cheque payroll run results and prepayment results before generating payments.

Review and verify payment information in this sequence and take corrective action before proceeding to the next task:

## Verify Payroll Run Results

Follow these steps:

1. Use these payroll reports to verify run results:
  - Gross-to-Net Report
  - Balance Exception Report
  - Element Result Register
  - Payroll Balance Report
  - Payroll Activity Report
  - Any additional country-specific or user-defined reports
2. Use the View Person Process Results page for the Payroll Calculation process to verify information. This table helps you with an approach to verifying:

| Information to Verify                                      | Approach   |
|--|--|
| Balances, including gross pay, deductions, and net payment | Use the Gross to Net tab of the Statement of Earnings.   |
| Accruals   | Use the Paid Time Off tab of the Statement of Earnings.  |
| Deduction details  | Use the Deduction Card tab of the Statement of Earnings.   |
| Costing results  | Review the costing results for this person for the selected run. Costing details include only those elements processed in the run that have costing information defined for them. If the results are incorrect, you can process a corrective action. |
| Balance results  | Review balance results to confirm that the payroll run completed successfully, to check/cheque that a worker has the correct pay and amount of tax deducted, and to check/cheque a balance before and after adjusting it.                            |
| Run results  | Review run results for all elements processed.   |
| Messages   | View messages generated by payroll processes, if any.  |

3. If you find errors you can correct, correct the underlying data and use the Retry and Mark for Retry task actions.
4. If you find an error in a person's record that requires additional information or research before you can correct it, roll back the record to remove the person from the payroll run and continue processing the payroll.

**Note:** Correct the problem and process the person's payroll in a QuickPay run.

- If you find multiple problems in the payroll run, you may want to roll back the entire process and then rerun it after making all the necessary corrections.

## Verify Prepayments

Review the results on the View Payroll Process Results page when you run the Calculate Prepayments task as a standalone process. If you discover an error in prepayment results, use Retry, Mark for Retry, and Roll Back task actions. You can roll back the record for an individual or roll back an entire process if necessary.

## Troubleshoot Payments Issues

You can find the resources in this table to help you through the troubleshooting process.

| Resource  | Description   |
|---|---|
| Payment Results section of the View Person Process Results page | Check/cheque that the payment results match the prepayment results that you reviewed earlier.   |
| Payroll Register  | Verify total payment amounts per balance category and compare payment values to previous periods.   |
| Payment Register summary  | Verify the total amounts paid by payment category, type, status, and method.  |
| Payment Register detail   | <p>Validate payments for each employee, including the payment amount, bank, and check/cheque information.</p> <p>Optionally, filter this report by location when reconciling payments. The report lists the payroll relationship records based on a person's assignment location. The location is listed with the other parameters, but not on the results.</p> |
| Log file  | Review the log file to obtain detailed information about the results of the submitted process.  |

If you discover an error after generating payments, you can't simply roll back the payment process. You must decide the appropriate action to take based on the source of the problem, as shown in the following table.

| Scenario   | Corrective Action  |
|--|--|
| The check/cheque is correct, but was lost, stolen, or destroyed. | <p>Do one of the following:</p> <ul style="list-style-type: none"> <li>Void the original payment and reissue using the normal payment process.</li> <li>Void the original payment and make an external payment to replace it.</li> </ul> |

### Related Topics

- [Corrective Actions for Payments](#)
- [Examples of Correcting Payments](#)
- [Payroll Payment and Cost Distribution Reports](#)
- [How can I access a log file for a payroll flow, extract, or report?](#)



## Employee and Third-Party Check Payments Overview

Once you have calculated payroll, you're ready to pay your employees and third parties. Use the Generate Payments for Employees and Third Parties flow to generate check/cheque payments.

This process selects employees and third parties processed in the prepayments process within the payroll run and have a payment method of check/cheque.

Before you generate the check/cheque payments, consider these scenarios:

- You may have multiple employee deductions made to the same third-party payee, such as multiple child support orders. Rather than make individual payments for each individual employee deduction, use the Run Third-Party Payment Rollup process to combine individual employee deductions and make a single payment to the payee.
- You may have both employees and third parties to pay. Use the Run Generate Payments for Employees and Third Parties to generate your checks/cheques for employees and then again to generate checks/cheques for your third parties. Use the Payee Type field to designate which will be included in the process.
- You may have specific third parties to exclude from the Run Third-Party Payment Rollup process to produce an individual check/cheque per payment. Select the Exclude from Third-Party Payment Rollup Process check box on the Third-Party Organization Payment Methods page to exclude a third-party payee from the Run Third-Party Payment Rollup process.
- You may have a third-party payee that requires payments on a date that's different from the employee payment date. For example, your employee payroll payments are on the last day of the month but you may want to make third-party payments 5 days later. Use the Time Definitions task to create a time definition defining a time span of 5 days. Select this new time definition in the Time Definition field on the Third-Party Person or Organization Payment Methods UI. Enter the relevant process dates and run the prepayments process, for example, with a process date of 30, June. This stamps the effective employee payments date as 30-June and the third-party payments date as 05-July. The Generate Payments for Employees and Third Parties process is run twice:
  - Once for the employees with a last day of the month process end date, such as 30-June
  - Once for the third parties with a process end date of plus 5, such as 05-July, and an overriding payment date of 05-July
- You may have different banks with different check/cheque templates. To accommodate, you must create a report category for each separate bank and check/cheque template and then attach it to the payment source:
  - Define report categories for each unique bank and check/cheque template combination to create a report category for each separate bank and check/cheque template. Use the Organization Payment Methods page to associate the report category for third-party payee and report category for worker to the payment source.
  - Select the new report category for the requisite bank's payment source so that the process uses the correct check/cheque template when generating its check/cheque payments. Use the Organization Payment Methods task to define the payment source for third-party payments. Attach the correct report category for that payment source. Use the Report Category for Third-Party Payee or Report Category for Worker field in the Payee Information section of the Create Payment Source page.
- Define report categories for each unique bank and check/cheque template combination if you want to create a report category for each separate bank and check/cheque template. The report category for third-party payee and report category for worker are associated to the payment source in the Organization Payment Methods page.

### Related Topics

- [Third-Party Payment Rollup](#)
- [Third Parties Overview](#)
- [Third-Party Payment Methods](#)
- [Employee and Third-Party Check Payments Process](#)

## Employee and Third-Party Check Payments Process

The Generate Payments for Employees and Third Parties flow selects employees and third parties that:

- Are processed in the prepayments process for a given payroll.
- Have a payment method of check/cheque.

Submit the Generate Payments for Employees and Third Parties flow from the Submit a Flow page.

### Prerequisites

The prerequisite tasks for the Generate Payments for Employees and Third Parties task include:

- Create the third party, create the third-party payment method, and associate an employee deduction to pay the third party.
- Add an organization payment method (OPM), to include a payment source.  
**Note:** The bank details should already be set up.
- Add a payroll definition, to include a default payment method of check/cheque, and all valid payment methods.
- Attach a payroll to the employee.
- Attach element entries to the employee.
- Calculate payroll.
- Run the Calculate Prepayments process to calculate the distribution of net pay.
- Run the Archive Periodic Payroll Results process to archive the earnings, deductions, tax calculation details, accruals, payment methods, and so on.

### Generate Employee and Third-Party Payments

Run this process to generate checks/cheques for your employees and then run the process again to generate checks/cheques for your third parties.

Follow these steps to run the Generate Payments for Employees and Third Parties flow from the Submit a Flow page:

1. Click **Submit a Flow**.
2. Select the required legislative data group.
3. Select the **Generate Payments for Employees and Third Parties** and click **Next**.
4. Enter a unique payroll flow name.

**Note:** Name the flow with a name to easily identify the process later. You need to be able to determine what you have already run and you may need to locate it to roll back the process.

5. Specify the required payroll name.
6. Select the payee type for which the check/cheque payment process is run. The available options are *Employee* or *Third Party*. You can generate the check payments for either employees or third parties.
7. Enter a Process Start Date to define the date range of this process.
8. Enter a Process End Date to define the date range of this process.
9. Select the required consolidation group to view the payments for all payrolls that are included in this consolidation group.  
  
**Note:** A consolidation group defines a grouping of different payrolls for reporting purposes. This isn't a mandatory field. If you don't select a value, the process uses the default consolidation group assigned to the payroll.
10. Select the OPM you want to use for this process.  
  
**Note:** The value you select determines the payment source to make the payments. There could be multiple payment sources in the OPM.
11. Select the payment source to process for the above payment method. This parameter is optional. If you have defined attributes, such as a payment file limit or report category, at the payment source level, you should enter the payment source. When you enter the payment source, the defined attributes are applied.  
  
**Note:** You can have different payment sources (bank accounts), with different banks, which have different check/cheque templates. You must then run the check/cheque process for each payment source and each set of payees. Select the correct payment source so that the correct stationary is used for the payments.  
  
**Tip:** To accommodate this requirement, you must first create a report category for each separate bank and check/cheque template. Attach the created report category to the appropriate bank's payment source so that the correct check/cheque template is used to generate the check/cheque payments.
12. Optionally, specify an **Overriding Payment Date** on which a payment is due to be made to the payee.
13. Specify the **Start Check/cheque Number** in the sequence of checks/cheques used for payroll processing.
14. Specify the **End Check/cheque Number** in the sequence of checks/cheque used for payroll processing.
15. Select a **Process Configuration Group** if available. Use a process configuration group to set rules for payroll processes, such as passwords or number of threads. If you don't select a process configuration group, the process uses the parameters in the default group.
16. Click **Next**.
17. Click **Submit**.

#### Related Topics

- [Third-Party Payment Rollup](#)
- [Employee and Third-Party Check Payments Overview](#)
- [Examples of Using Consolidation Groups](#)
- [Payroll Process Configuration Groups](#)

## Corrective Actions for Payments

Once you determine the cause of the error and status of the process, you can choose the best corrective action to take.

## Void a Payment

Void a payment simply updates the payment status of the record to Void and doesn't reverse or delete any payment calculation information.

The most common reasons you would void a payment would be:

- A check/cheque payment that was lost, stolen, or destroyed.

**Tip:** Unless the check/cheque is in your possession, contact the bank that holds the source account to stop payment on the check/cheque.

- An electronic funds transfer (EFT) payment was sent to a bank account that's now closed.

To void and reissue a payment:

1. Select the **Void Payment** action from the drop down on Person Process Results or Person Results page for the payment.
2. Reissue the payment in the next payment run.

Once you have voided a payment, the application reissues it automatically the next time you run the payments process for the same payment type, payment method, and payment date as the voided payment.

## Reverse Payroll Calculations

You can reverse a payroll calculation after generating a payment. The reversal process generates a negative run result to offset the original run result, and maintains an audit trail. The reversal doesn't affect the payment itself, only the payroll run results and costing results. This is different from the Roll Back action performed when a payment wasn't issued.

The most common reason to reverse a payroll calculation is to adjust a payroll overpayment. For example, your payroll department isn't notified that an employee is leaving the company and continues making payments after their termination date.

You can reverse a payroll within the same period the payment was generated. You can also reverse a payroll from a previous payroll period, before or after processing the payroll for the current period.

To reverse the payroll run results and costing results you can either:

- Select the Reversal action from the **Person Process Results** or **Person Results** page to reverse the calculation for an individual employee.
- Submit the **Reverse Payroll Calculation** process from the **Submit a Flow** task to reverse the payroll calculation for a group of employees, based on the parameters you select.

**Note:** Only use reversals to correct payroll calculations after a payment has been issued to the employee. If a payment hasn't been issued to the employee, rollback the payroll run and perform any necessary corrections.

When you submit a reversal, you can control whether the next prepayments process, which covers the date of the reversal, includes the negative net pay value, as shown in this table.

**Note:** Don't reverse the calculation between running prepayments and running the payment process because the process will still issue payment.

### Include or Exclude the Pay Value in the Next Prepayments Process

| Scenario  | You Reverse  | Negative Net Pay Option Selected | Result  | Payslips  |
|---|--|----------------------------------|---|---|
| <p>On April 30 you incorrectly pay a temporary employee for the hours of another employee.</p> <p>The temporary employee agrees to have the overpayment deducted from the next pay check/cheque.</p>  | <p>Temporary employee's payment in the May payroll run.</p>  | <p>Include in Pay.</p>           | <p>Next prepayments run that includes the reversal date reduces the temporary employee's payment.</p> | <p>A payslip will be generated for the original payroll run and the reversed payroll run.</p> |
| <p>An employee terminates on April 30, but the information isn't communicated to the payroll department.</p> <p>The employee contacts the payroll department, informs the payroll manager of the overpayment, and returns the check/cheque.</p> | <p>Employee's April payroll run using the same process date for the reversal as you did for the payroll run.</p> | <p>Exclude from Pay.</p>         | <p>Next prepayments run that includes the reversal date doesn't reduce the employee's payment.</p>    | <p>A payslip will be generated for the original payroll run only.</p>                         |

## Error Prevents Process from Completing

When an error prevents the payroll calculation or payment generation process from successfully completing, correct the underlying data. Depending on the status of the process, the standard payroll actions, Mark for Retry and Retry are available for you to use.

## Incorrect Results

When a process completes successfully but the results are incorrect, use the Roll Back action to negate the results of the process and leave no audit trail. This effectively lets you start over with no trace of the action.

**Note:** Once the process issues a payment, you can't roll it back.

## Corrective Actions in Reports

Some reports, such as the Periodic Payroll Activity and Payroll Register, include a submission parameter for Balances Reported. This parameter determines whether the report includes payment and nonpayment balances for reversals and balance adjustments. For example, you might process a reversal and include the negative net payment in the next prepayments process. You submit the Payroll Register report and select the option to include payment balances only. Use this report to review payroll results and compare balances with other reports you have run.

**Note:** For some tasks that generate files, such as reports, checks/cheques, and EFT payments, you can retry or roll back the entire task but not individual results.

### Related Topics

- [Examples of Correcting Payments](#)
- [Mark for Retry, Retry, and Roll Back Payroll Results](#)
- [Report Payment and Nonpayment Balances](#)
- [Create a Flow Pattern to Reissue a Check](#)

## Examples of Correcting Payments

These scenarios require corrective actions for payments and provide you the steps to take to resolve.

### Employee's Check/Cheque is Lost

Scenario:

An employee's check/cheque is lost, stolen, or destroyed.

Corrective Action:

1. Void payment using one of these tasks:

- Select the **Void Payment** action from Person Process Results page.
- Select the **Void Payment** action from Process Results Summary page.

2. Reissue payment in one of the following ways:

- Make an external payment.

**Note:** This process prevents the check/cheque from being included in the next payments run. You can record the check/cheque number for the replacement check/cheque and the reason why you're making the payment externally.

- Allow the normal payment process to issue the payment.

**Note:** The Void status includes it automatically in the payments process for the date of the voided payment, unless you prevent its reissue. The replacement check/cheque retains the original payment date.

3. Unless the check/cheque is in your possession, contact the bank for the source account to stop payment on the check/cheque.

### Checks/cheques Require Reprinting Due to a Printer Problem

Scenario:

Your printer jams while printing a batch of checks/cheques. The printer destroys one check/cheque and generates a blank check/cheque, which causes a mismatch between the check/cheque number displayed on the person's record and the number on the printed check/cheque.

### Corrective Action:

1. Because you didn't reissue the checks/cheque you can roll back the batch check/cheque payment process and then rerun the checks/cheque.
2. If the printing problem results in missing check/cheque numbers, void the checks/cheques to create an audit trail.
3. Adjust your starting and ending check/cheque numbers as needed when you resubmit the payment process.

**Note:** As a best practice, roll back all the check/cheque payments to create a range of check/cheque numbers for printing. Printing individual checks/cheque means the check/cheque numbers aren't continuous, which can create problems when printing on preprinted stationery.

## Employee Requests to be Paid in a Different Currency

### Scenario:

An employee works and pays taxes in the UK, but wants to receive payments to a bank account in her home country of China. You set up payment methods so that the payment process converts the net pay amount from sterling to yuan.

### Corrective Action:

1. Define an organization payment method of EFT for the Chinese currency
2. Define a personal payment method for the Chinese bank account.
3. Run QuickPay and select the new payment method. QuickPay calculates the correct pay amount in the currency associated with the selected payment method.
4. Make an EFT payment to the Chinese bank account.

## EFT Payment is Made to a Closed Bank Account

### Scenario:

An employee changes banks without notifying the payroll department, and the payment process sends an EFT payment to a closed account.

### Corrective Action:

Void the EFT payment. Once voided, you can either process the payment in the next payroll run or make an external payment.

## Payroll Check/cheque Expires Before It's Cashed

### Scenario:

Your payroll checks/cheque expire after 90 days, and you receive a notification that an employee never cashed a check/cheque that you issued four months ago.

### Corrective Action:

Void the original check/cheque. Run the Generate Check Payments process and set the new payment date in the Overriding Payment Date.

### Related Topics

- [Verify and Troubleshoot Payments](#)
- [Examples of the QuickPay Process](#)
- [Submit a QuickPay Flow to Correct a Payroll Calculation Error](#)

## How does the Hours \* Rate calculation rule work for elements?

If you leave the input value for hours blank for the employee, the payroll process calculates the number of hours based on the employee's work schedule.

On the Element Entries task, if you enter 0 for the input value, then it calculates no hours and the pay value is 0.

## FAQ for Payments

### How can I view the PDF Checks after I generate check payments?

After you generate the checks, you can view the PDF Checks from the Output and Log Files section of the Process Results Details page.

Submit a flow to generate the check payments, and navigate to the Checklist or View Flows page in the Flow Submission and Results section of the Payroll page. Search for the submitted flow name and click on the name of the flow. Expand the Output and Log Files section of the Process Results Details page to view the PDF output of the process.

### Why does the payslip display payments for a later payroll period?

These reports include the payslip and Payroll Register Report. The payroll period with the latest date earned is used in reports to display the combined payment results. This means you submitted a prepayments process that includes payroll calculations where the date earned of a calculation falls in a different payroll period.

For example, you process a QuickPay for a person on a weekly payroll. The date earned for the QuickPay is 7 November, which falls in the first payroll period. You decide to include the QuickPay payment in next week's payroll, which has a date earned of 14 November. The payslip that includes the QuickPay will show the combined results of the QuickPay and the regular pay as of the second payroll period.

To generate reports and payslips for the payroll period the date earned occurs, process prepayments separately for calculations where the date earned falls in an earlier payroll period.

### What's the International Transfer payment type?

This payment type supports payment methods for electronic funds transfer (EFT) payments in a different country from the originating payment source.

As a Payroll Manager, you can create EFT payment methods for employees to transfer funds to foreign banks if an International Transfer organization payment method exists for their legislative data group.



## Can I roll back a payment after generating it?

No, you can't roll back the payment process after you generate a payment. You can void and reissue a check/cheque payment.

An exception would be if something had damaged all of the checks/cheques in a payment run. In this case, because the application generated but didn't issue payments, you could roll back and rerun the entire payment process.

## How do I generate payments to third-party payees?

The payment process generates third-party payments for all deduction elements included in the process using the flow submission parameters you specify. Payment methods for all third-party payees must already exist.

You can run the check/cheque or EFT payment process as part of the payroll cycle flow or as a standalone process using the Submit a Flow task.

## What's the difference between rolling back and reversing a payment action?

The Roll Back action deletes the process and leaves no audit trail. For example, you might roll back the prepayment process if you discover an error before generating payments.

The Reverse action reverses the payroll calculation, generates a negative run result to offset the original run result, and leaves an audit trail. For example, you might reverse the calculation for a payment that you made in error and didn't issue.

### *Related Topics*

- [Corrective Actions for Payments](#)



# 6 Payroll Results

## Payroll Run Results

### How Payroll Run Results Are Calculated

The calculation of payroll run results begins with identifying the payroll relationships and element entries to process. A series of gross-to-net calculations based on legislative requirements create run results and balances.

You can verify these results by viewing the statement of earnings and payroll reports. If you implement costing, the process also calculates the cost distributions.

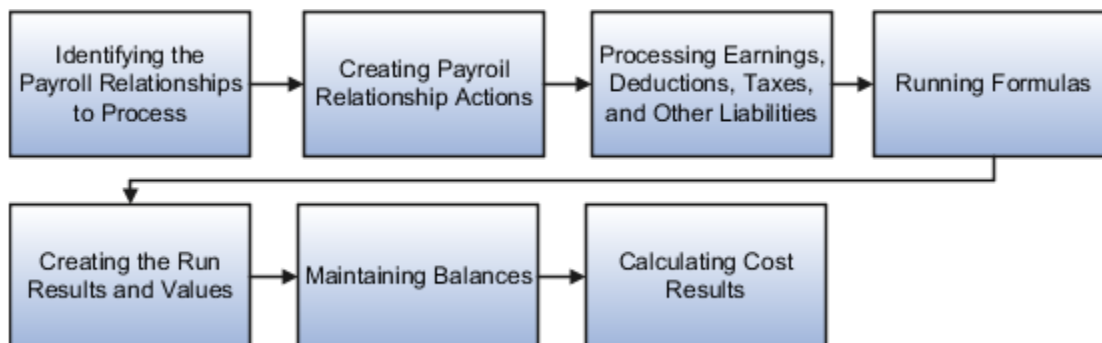
### Parameters That Affect Processing

This table lists flow submission parameters determine, which determine the records that the Calculate Payroll task processes.

| Parameters  | Required | Result  |
|---|----------|---|
| Payroll Flow Name, Payroll Name, Payroll Period, Run Type | Yes      | Determine which payroll relationships and element entries to process, and the time period dates to use for the calculations |
| Element Group, Payroll Relationship Group                 | No       | Restrict the people and elements processed by the flow  |
| Process Configuration Group                               | No       | Determine performance parameters, such as logging and chunk size  |

### How Results Are Calculated

Before submitting the Calculate Payroll flow, you submit the Recalculate Payroll for Retroactive Changes flow to process separately elements enabled for retroactive pay. Payroll calculation and recalculation occur at the payroll relationship level. They involve these actions.



The main steps of the payroll run processing:

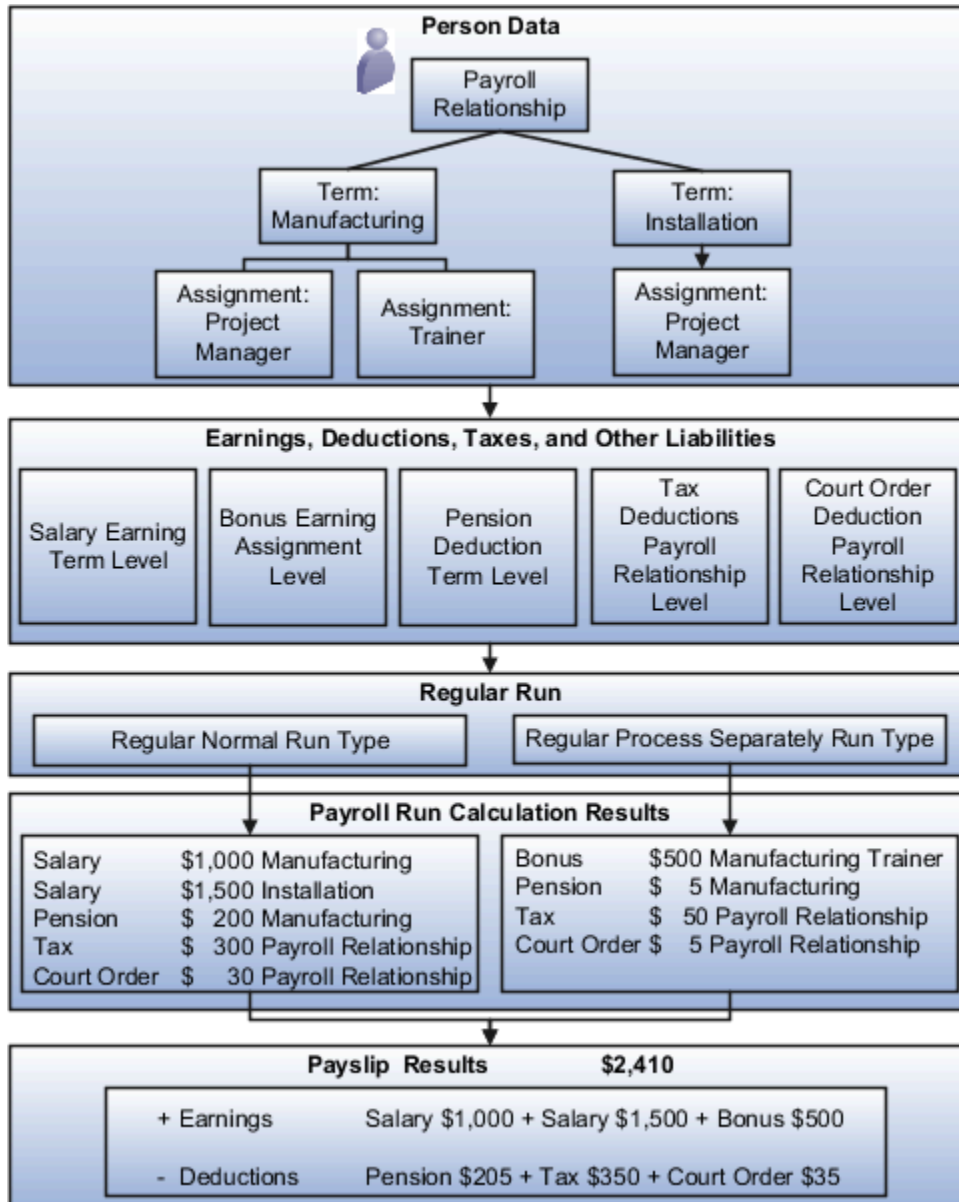
1. The calculation process:
    - o Identifies the payroll relationships to process
    - o Evaluates the assignment status of each identified payroll relationship to determine whether to include the assignment.
  2. The process creates these actions:
    - o Payroll action representing the payroll run
    - o Payroll relationship action for each relationship processed, with child actions for each run type used in the run.
  3. The calculation process loads the element entries for a payroll relationship and uses this information:
    - o Processing sequence by determining priority of the element and the subpriority of the element entry, if specified.
    - o Processing type and rules.
      - Processing calculations for:
      - Unprocessed nonrecurring entries
      - Recurring entries, in accordance with frequency rules and skip rule formulas associated with the element.
  4. If the element is associated with a calculation component, the process references information held on the calculation card, including:
    - o Calculation factors that indicate the correct values
    - o Calculation type to use in the calculation based on formula contexts
    - o Calculation value definition to use and any overriding values
  5. The process uses a proration formula to calculate elements enabled for proration if the value of the element entry changed within the payroll period.
  6. The process identifies the payroll formula to run and how to handle the results:
    - o The status processing rule associated with the element determines which formula the process uses to calculate the element entry, based on the assignment status.
    - o Formula result rules determine how to use the results generated by the formula, such as:
      - Message
      - Direct result
      - Indirect resultIndirect results affect the further processing of the current element or another element, as defined in the formula result rule.
- The formula for some payroll calculations involves multiple steps, calling other formulas. For example, the iterative formulas for calculating gross-up earnings include multiple steps. The formula for calculating a deduction could have a prerequisite step to calculate the exemption amount.
7. The calculation process ends with one run result value for each element entry value. If the element entry involves currency conversion, the payroll calculation uses the current exchange rate and rounds the monetary result based on the formula rules.
  8. For each run result, the process determines which balances the result to feed with the run result values. The process then writes and updates the balances to the database.

- 9. If you implemented costing, the process calculates the cost and offset entries for your run results.

## Example

This shows you how the results for a regular run calculate at the payroll relationship level of entries at the assignment, and payroll relationship level, including:

- Pension, tax, and court order entries processed at the payroll relationship level for the regular run
- The salary element processed and paid with other earnings
- The bonus element processed separately, and paid with other earnings



*Related Topics*

- [How Retroactive Pay Is Calculated](#)
- [Restrict Payroll Processing](#)
- [How Element Setup Affects Entries and Their Values](#)
- [How Payroll Cost Results are Calculated](#)
- [Overview of Using Formulas](#)

## View and Verify Payroll Run Results

View and Verify payroll calculations for the payroll run or a QuickPay flow ensures the accuracy of your results.



Check your results as you complete payroll tasks and processes to minimize number of problems and reduce effort required to fix them. You can review results for the entire process or one person.

**Note:** An error in the run results typically means an error in your payments.

Use the **Process Results Summary** task to locate the payroll process and view all the results processed. Drill down to view a person's payroll run results on the **View Person Process Results** page by choosing **Run Results** from the **Action** list. This table helps you decide your starting point.

| Access Run Results  | Purpose   |
|---|---|
| Person Process Results page<br>Use the Process Results Summary task<br>Select the process | View the payroll relationship records processed by the flow and view details for individual records.  |
| Person Results page<br>Use the Person Results task,<br>Select the process                 | View a list of payrolls processed for a person. Use to research results for a person over several payroll periods. For example, you need to research an outstanding balance on a loan deduction where the employee's payments were made over a series of payroll periods. |
| Use the Person Process Results task   | Query the person and view the run results.  |

You can export an employee's payroll run results into a file, such as a Microsoft Excel Workbook File. When you're viewing the run results, click the **Export** button on the page to export to a file and save.

Use the payroll run reports to view results before calculating prepayments. Reports offer different ways of showing the run results, such as by aggregate amounts or detailed listings by element for each payroll relationship. Decide which report to view based on the type of standard verifications your enterprise uses.

Review the log file for a process, report, or extract flow you submitted. The log includes detailed information about the payroll run results, such as information about an error raised while processing a task.

#### Related Topics

- [Payroll Calculation and Balancing Reports](#)
- [How to View the Statement of Earnings](#)
- [Troubleshoot Missing Elements in Payroll Run Results](#)
- [Mark for Retry, Retry, and Roll Back Payroll Results](#)
- [How can I access a log file for a payroll flow, extract, or report?](#)

## How to View the Statement of Earnings



Use the Statement of Earnings (SOE) section to view all the relevant information of an employee's payroll run in a single place so that you can view and verify the run results easily. For example, as a payroll manager of an employee who's transferred to another state or province, you can view the employee's Statement of Earnings to verify their withholding is paid to the correct state or province.

You can open an employee's Statement of Earnings using either of these tasks:

- Use the **Person Results** task to directly search for an employee and view their Statement of Earnings.
- Use the **Process Results Summary** task to search and select the flow you've submitted and view individual records processed by the flow. Use the **Actions** menu on an individual record to open the Statement of Earnings of the employee.

You can find the **Person Results** and the **Process Results Summary** tasks in the **Payroll** section under **My Client Groups** on the Home page.

### Details of the Statement of Earnings

The SOE section shows you the processing details and the breakdown of the payroll calculations by balance groups.

The SOE section displays at the top of the page, summary amounts of the calculations for the payroll run. You can view at a glance the total amounts of all the balance groups. Scroll down the page to view the calculation details for each of the amounts displayed.

For example, you can expand the Gross Pay or Employee Tax Deductions to view more details of the calculations.

The tabs and sections available to view depends on your country's implementation. The tabs at the top of the SOE section display the following:

- Net Payment
- Earnings
- Employee Tax Deductions
- Employer Contributions

The page display amounts for the payroll run and the year-to-date period.

Use the **Actions** menu at the page-level to select other results to review on the View Person Process Results page. This table lists the sections you can view in place of the Statement of Earnings.

| Sections         | Details   |
|------------------|---|
| Costing Results  | Costing details for elements processed in the payroll run that have costing information defined for them.   |
| Balance Results  | Balance results that confirm the payroll run has completed successfully. <ul style="list-style-type: none"> <li>• Verify that an employee has the correct pay and amount of tax deducted</li> <li>• Review a balance before and after adjusting it</li> </ul> |
| Messages         | Messages generated by payroll processes when they raise warnings or errors.   |
| Run Results      | Run results for each element processed in the payroll run. Use the filter options to narrow your search. For example, filter on state or province to view if the employee's balance calculation reflects values for the new state or province.                |
| Calculation Card | For example, open the transferred employee's calculation card to verify if the work address reflects the new state or province.   |

Here's an example that shows how the SOE section displays time information.

1. Consider a scenario where an employee creates this time card for the week ending 12-April-24:
  - 08-April-24: 8 hours
  - 09-April-24: 8 hours
  - 10-April-24: 8 hours
  - 11-April-24: 8 hours
  - 12-April-24: 8 hours
2. The time card details are passed to Payroll, and the employee is paid 40 hours.
3. The employee later updates this time card to reduce the time worked on 09-April-24 to 6 hours:
  - 08-April-24: 8 hours
  - 09-April-24: 6 hours
  - 10-April-24: 8 hours
  - 11-April-24: 8 hours
  - 12-April-24: 8 hours
4. The updated time for 09-April-24 is passed to Payroll. Retropay is processed, and the 2 hours overpayment is deducted from the next payroll run.

The information displayed on the SOE section varies slightly, based on whether the time is passed to Payroll from the Time and Labor or Absence application, or from a third party product using HCM Data Loader (HDL).

- When time is passed from the Time and Labor or Absence applications, the SOE section displays two entries for 09-April-24: **8 hours** and **6 hours**.
- When time is passed to Payroll using HDL, the SOE section displays **-2 hours** for 09-April-24.



However, in both instances, the employee is deducted 2 hours for the overpayment.

## Control the Details to View in the Statement of Earnings

The Person Process Results page shows the results for all the run types processed for the payroll run at the payroll relationship level. Use one of these options to control which details display in the detailed and summary sections of the Statement of Earnings.

- Use the **Process** field to view the Statement of Earnings of the employee for a previous payroll period. Also view the child processes included in the master process, such as the processes included in a QuickPay or the run types if the payroll run included more than one run type.
- If the employee has multiple assignments, use the **Assignment** field to view the appropriate earnings at the assignment level.
- Use the **Process Details** tab to view details of the process used for the calculations.
- Use the **Balance Results** tab on the page to view the balance results values for the run.
- Use the **Download to Excel** option to export the calculation details into an MS Excel worksheet.
- Click on a **Pay Run** amount to view the Reference details and the balance feeds that contribute to the balance calculations.

## Troubleshoot Missing Elements in Payroll Run Results

If you review the Periodic Payroll Activity Report and determine that the payroll run results don't include run results for an element a person should receive, you can take several steps to investigate the reason for the missing element entry.

### Troubleshooting Tips

Confirm from the Statement of Earnings section of the Person Process Results page or the Element Results Register whether the payroll calculation included the element. If you don't find it, you can try these steps:

1. Review the submission parameter on the Payroll Flow page to check whether they include a payroll relationship group or element group.

If it's included, then query these groups on the Object Groups page to confirm that the payroll relationship group includes the person, and that the element group includes the element.

2. Review the element entries for eligibility on the Element Entries page.

If the element isn't listed then the employee may not be eligible to receive the element. For involuntary and statutory deductions, review the calculation card to ensure the details are up-to-date.

3. Review the employee's assigned payrolls and element duration dates to ensure the element entry falls within the duration dates.

If you recently hired, terminated, or transferred the person to a new payroll, query the person on the Payroll Relationships page to verify dates.

4. Review the run type on the Run Types page for the payroll run matches the elements you expect.

If the run type of the expected element isn't in the payroll run, modify to include.

*Related Topics*

- [How to View the Statement of Earnings](#)
- [Mark for Retry, Retry, and Roll Back Payroll Results](#)
- [View and Verify Payroll Run Results](#)

## Mark for Retry, Retry, and Roll Back Payroll Results

Corrective actions, such as Mark for Retry, Retry and Roll Back, are to be used when payroll results contain errors. Availability depends on the type of task, its status, subsequent tasks locked the results of the task, and the cause of the errors.

Once you have determined the status of the task, corrective action to use and which corrective method to use, process the correction directly from the Payroll Checklist, Person Process Results or Process Results Summary pages.

### Determine the Status of the Task

Status icons in the checklist or payroll flow, and the Person Process Results or Process Results Summary pages show the status of tasks and records and determines the actions you can take. For example, if the last task in a flow is complete but you receive information that requires updating a person's element entry, you update the status to incomplete and select Retry or Roll Back from the Actions menu.

### Decide Which Corrective Action to Use

Some tasks involve the transfer of information to other applications and don't support roll back or retry, such as the Create Final Accounting task, but most task do support these actions.

This table helps you decide when to use the corrective actions.

| Action         | When to Use                                   | Examples  |
|----------------|---|---|
| Roll Back      | Delete all the records processed by the task  | While reviewing run results, you discover an error in a person's record that requires additional research. You do the following steps: <ol style="list-style-type: none"> <li>1. Roll back the person's record to remove it from the payroll run.</li> <li>2. Correct the error.</li> <li>3. Submit a QuickPay flow to calculate the payroll for the person.</li> </ol> |
| Mark for Retry | Indicate which records require reprocessing   | While reviewing run results, you receive late information that requires updating a person's element entry. You do the following steps: <ol style="list-style-type: none"> <li>1. Mark the record for retry.</li> <li>2. Update the element entry data.</li> <li>3. Retry the task to reprocess the record.</li> </ol>   |
| Retry          | Resubmit records marked for retry or in error | You didn't update a formula for an earnings element before calculating the payroll. You do the following steps:   |

| Action | When to Use | Examples  |
|--------|-------------|---|
|        |             | <ol style="list-style-type: none"> <li>1. Correct the formula and recompile it.</li> <li>2. Retry the Calculate Payroll task. The application calculates any records that include an entry for that earning.</li> </ol> |

## Decide Which Corrective Method to Use

You can process the entire task or individual records by using one of the methods described on the following table.

| Method             | Location   | Scope  | Comments   |
|--------------------|--|--|--|
| Actions menu       | Payroll Checklist or Processes and Reports tab of the payroll flow         | Entire task or individual records  | The action retains the context of the original process so that you don't need to enter any parameters to run it. |
| Submit a Flow task | Payroll Checklist, Person Process Results or Process Results Summary pages | Entire task or only the records included in the payroll relationship group | You must enter submission parameters to identify the payroll process and its records.                            |

## Other Corrective Actions

Some corrections require specific processes or flows to address different problems. For example, you might submit:

- Reverse a payroll calculation task to maintain an audit trail by creating negative calculation results that offset the original results
- QuickPay flow to pay a new hire not included in time for processing in the payroll run
- Void a check payment to reissue when check is lost

### Related Topics

- [Examples of the QuickPay Process](#)
- [Corrective Actions for Payments](#)
- [What's the difference between rolling back and reversing a payment action?](#)
- [Status of Flow Tasks](#)
- [Complete, Skip, or Correct Flows](#)

## FAQs for View Payroll Results

### How can I identify the payroll flow that includes a specific element for an employee?

Submit the Element Results Register report, which displays the name of the payroll flow. The report shows details for the element and the value paid to the employee.

If you don't know the person's assigned payroll, query the person's payroll details on the Payroll Relationships page.

## What's the difference between retrying a payroll process and retrying a payroll calculation?

Use the Retry Payroll Process flow to reprocess the results of any payroll process, with two exceptions: the Calculate Payroll and Recalculate Payroll for Retroactive Changes processes.

Use the Retry Payroll or Retroactive Calculation flow to reprocess the results of the Calculate Payroll and Recalculate Payroll for Retroactive Changes processes.

### *Related Topics*

- [Mark for Retry, Retry, and Roll Back Payroll Results](#)
- [Recalculate Payroll for Retroactive Changes](#)

## When does a balance display on the Statement of Earnings?

You can view balances on the Statement of Earnings section of the Person Process Results page after you calculate the payroll, a QuickPay, or gross earnings.

You may find some balances empty if you have configured your own legislative data for a country that doesn't have a predefined country extension. Balances for the information balance group and the Gross-to-Net balance group must be loaded before you can view the results in the Statement of Earnings.

## How can I access a log file for a payroll flow, extract, or report?

Locate and open the flow you submitted that includes the process, report, or extract. On the flow's Process and Reports tab, click the Process link, which is listed below the task.

On the Oracle Enterprise Scheduler Output page, click the ViewLog button for the process. In the log window, select an option to view or save the log.

### *Related Topics*

- [Status of Flow Tasks](#)

## Why is the same person listed multiple times in search results?

For some tasks, such as Element Entries and Payroll Relationships, the person search results can include multiple rows for a person when that person has more than one assignment.

You can click any of the rows for that person to perform the task on the payroll relationship record for the person.

# 7 Auditing and Reporting

## Reports

### Payroll Activity Report for Kuwait

The Payroll Activity Report shows the processing results for payroll runs, quick pays, reversals, and balance adjustments for a given date range.

This is an ad-hoc report which can be run at any time and isn't dependent on any other processes such as pre-payments. This report can be used for payroll verification, validation, and auditing purposes.

There are two options when running the report - Summary and Detail. The Summary report shows the aggregated values for PSU and TRU combinations while the Detail report shows the results within PSU and TRU combinations for individual employees. The Summary version is restricted to payroll runs and shows the totals for all the people that were reported under that same payroll run in the Detail version.

The report shows Relationship Run and Relationship Year-to-Date balance dimensions.

It also displays balances connected to the following balance groups:

- GLB\_EMPLOYER\_CHARGES\_BALANCE\_GROUP (Balance Category: Employer Charges)
- GLB\_PAYROLL\_RELATIONSHIP\_OTHER\_DEDUCTIONS\_BALANCE\_GROUP
- GLB\_PAYROLL\_RELATIONSHIP\_PRE\_TAX\_DEDUCTIONS\_BALANCE\_GROUP (Balance Category: Pre-Statutory Deductions)
- GLB\_PAYROLL\_RELATIONSHIP\_TAX\_DEDUCTIONS\_BALANCE\_GROUP (Balance Category: Tax Deductions)
- GLB\_PAYROLL\_RELATIONSHIP\_EARNINGS\_BALANCE\_GROUP
- GLB\_HOURS\_BALANCE\_GROUP (Balance Category: Hours)
- GLB\_DIRECT\_PAYMENTS\_BALANCE\_GROUP (Balance Category: Direct Payments)
- GLB\_PAYROLL\_RELATIONSHIP\_BALANCE\_CLASSIFICATION\_BALANCE\_GROUP

## Report Execution

1. Select the **Submit a Process or Report** task in the **Payment Distribution** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Payroll Activity Report**:
3. Enter the parameters required to run the report.
  - Payroll Flow: Identifier for the process being run. You can enter a value each time the process is executed. You can choose any format to describe the payroll flow.
  - Scope: Select Summary or Detail.
  - Payroll: Payroll definition for which the payroll is run.
  - Process Start Date: Start date of the process for which the payroll is run.
  - Process End Date: End date of the process for which the payroll is run.
  - Process Type: Limits the output to a specific process.

- Consolidation Group: Select the name of the consolidation group.
- Payroll Statutory Unit: Limits the output to a specific PSU.
- Tax Reporting Unit: Limits the output to a specific TRU.
- Location: Limits the output to a selected Location.
- Payroll Relationship Group: Limits the output to a predefined group of Payroll Relationships.
- Person: Limits the output to a selected person.
- Person Page Break: Select **Yes** for a page break after each person's report.
- Hide Records with Zero Value: Select **Yes** to limit the report to the non-zero balances.
- Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.

**4. Click Next.**

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.

**5. Click Submit.**

Verify the process completion and view the generated report.

**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.

**6. View the report results.**

*Related Topics*

- [Payroll Activity Reports](#)

## Overview of Statutory Reports for Kuwait

As a payroll manager, you can run a number of statutory reports that are to be submitted to external organizations such as the social insurance office.

You can run these reports from the Regulatory and Tax Reporting work area.

### Summary of Reports

| Reports Task  | Purpose   | When to Run  | Report Results  |
|---------------|---|--|---|
| Run Report 55 | Kuwaiti Detailed Salary Statement report. This is a statutory report with salary details of the insured employees in the private and oil sectors, as of January of a specific year. | Annually   | Employer information, insured details, and total earnings.  |
| Run Report 56 | Commencements and Terminations of Additional Contributions report. This is a statutory report with details of commencement and  | On hiring or termination of an employee, first month of the year, or the month in which the contribution to complementary or supplementary insurance starts. | Employer information, employee name, hire date or termination date, application type, and contribution details. |

| Reports Task            | Purpose   | When to Run | Report Results   |
|-------------------------|---|-------------|--|
|                         | termination of supplementary or complementary insurance for employees who are Kuwaiti citizens.   |             |  |
| Run Report 103          | Kuwaiti New Hires and Termination report. This is a statutory report that lists all the details of newly hired and terminated employees who are Kuwaiti citizens. This report must be submitted to the social insurance office. | Monthly     | Employer information, details of newly hired employees, terminated employees, salary details, and supplementary social insurance contribution details. |
| Run Report 166          | Kuwaiti Monthly Contributions report. This report contains details of monthly contributions of all employees to be paid to the Public Institution for Social Security (PIFSS).  | Monthly     | Employer information, employee information with details of salary, allowances and social insurance contribution.                                       |
| Run Report 168          | Monthly movements report with details of newly hired employees, salary changes of existing employees, and terminated employees.   | Monthly     | Employer information, employee information based on whether the employee is hired or terminated, and salary changes of existing employees.             |
| IPE Consolidated Report | This report consolidates information related to new hires and terminations in a calendar month.   | Monthly     | Employer information, employee information, salary details, and termination salary and reason.   |
| Disabled Workers Report | Disabled employees and contingent workers data must be submitted to the Ministry of Health.   | Monthly     | Legal employer-wise person disability details.   |

## Payroll Balance Report for Kuwait

The Payroll Balance Report is a reconciliation report. This report extracts the run balance results for a specific period and can be used to verify the values of other reports. The report is driven by Payroll, PSU, TRU and Employee Name in the

The report is meant to be run for a single employee. It is generally used when there is an issue with an employee and you need to see the results for that single employee to help diagnose the problem. The report shows all the results for an employee.

The report shows Run balance dimensions. It also displays balances connected to the following balance groups:

- GLB\_DEDUCTIONS\_BALANCE\_GROUP
- GLB\_DIRECT\_PAYMENTS\_BALANCE\_GROUP (Balance Category: Direct Payments)

- GLB\_SOE\_EARNINGS\_BALANCE\_GROUP

## Report Execution

1. Select the **Submit a Process or Report** task in the **Payment Distribution** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Payroll Balance Report**:
3. Enter the parameters required to run the report.
  - Payroll Flow: Identifier for the process being run. You can enter a value each time the process is executed. You can choose any format to describe the payroll flow.
  - Payroll: Payroll definition for which the payroll is run.
  - Process Start Date: Start date of the process for which the payroll is run.
  - Process End Date: End date of the process for which the payroll is run.
  - Consolidation Group: Select the name of the consolidation group.
  - Payroll Statutory Unit: Limits the output to a specific PSU.
  - Tax Reporting Unit: Limits the output to a specific TRU.
  - Balance Category: Limits the output to a specific Balance Category, for example Standard Earnings.
  - Payroll Relationship Group: Limits the output to a predefined group of Payroll Relationships.
  - Person: Limits the output to a selected person.
  - Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.
5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.
6. View the report results.

### Related Topics

- [Configure Information Balances in the Payroll Balance Report](#)

## Gross-to-Net Report for Kuwait

The report provides totals for the results of payroll by earnings, deductions, and employer charges for a specified period. You can generate the report independently or as a part of the Payroll process. It is used as an audit report.

The report tracks the totals for the results calculated from payroll runs, QuickPay runs, and reversals by earnings, deductions, and any other element of pay.

### Prerequisite

Ensure that payroll is run for the payroll period.



The following balance groups are added to the process:

- GLB\_GTN\_EARNINGS : Used for Global Earnings to generate the GTN Report
- GLB\_GTN\_DEDUCTIONS: Used for Global Deductions to generate the GTN Report
- GLB\_GTN\_DIRECT\_PAYMENTS: Used for Direct Payments to generate the GTN Report
- GLB\_GTN\_EMPLOYER\_CHARGES\_GROUP\_BALANCES: Used for Global Employer Charges Group Balances to generate the GTN Report

## Report Execution

1. Select the **Submit a Process or Report** task in the **Payroll Calculation** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Gross-to-Net Report**:
3. Enter the parameters required to run the report.
  - Payroll Flow: Identifier for the process being run. You can enter a value each time the process is executed. You can choose any format to describe the payroll flow.
  - Process Start Date: Start date of the process for which the payroll is run.
  - Process End Date: End date of the process for which the payroll is run.
  - Payroll: Payroll definition for which the payroll is run.
  - Consolidation Group: Select the name of the consolidation group.
  - Payroll Statutory Unit: Limits the output to a specific PSU.
  - Tax Reporting Unit: Limits the output to a specific TRU.
  - Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.
5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.
6. View the report results.

### Related Topics

- [Gross-to-Net Report](#)

## Payroll Balance Exception Report for Kuwait

The Balance Exception report tracks values that vary for the same balance dimension. The variance indicates overpayments and underpayments.

Generate this report immediately after the Payroll process so that you can track the potential mistakes that aren't tracked as errors. This process is run immediately after the Payroll or QuickPay processing, or before generating the statutory reports, such as quarterly or annual reports.

View to identify potentially incorrect payments or amounts withheld.

The process flow is as follows:

1. Pay Calculation
2. Balance Exception Report

## Prerequisite

You can generate a Balance Exception report only after you create the balance exceptions.

- Create balance exceptions. Ensure that balances and balance dimensions exist before generating the report.
- Create at least one Balance Exception Report before you run the payroll flow.
  - Attach balance exceptions in the Balance Exceptions Report

## Create Balance Exceptions

To create exceptions:

1. In the **Payroll Calculation** work area, from the **Tasks** pane, **Manage Payroll Process Configuration** task list, select the **Manage Balance Exceptions** task.
2. In the Manage Balance Exceptions page, click **Create**.
3. Select **LDG**.
4. Click **OK**.
5. In the Create Balance Exception page, specify parameter values for the following:
  - Balance Exception Name
  - Comparison Type
  - Comparison Values
  - Balance Name
  - Dimension Name: After selecting the balance name, you can specify the dimension name.
6. The Variance Type is Amount. Select the Variance Operator.
7. Specify Variance Value.
8. Set Severity Level.
9. Click **Submit**.

## Set Up a Balance Exception Report

To set up a Balance Exception Report:

1. In the **Payroll Calculation** work area, from the **Tasks** pane, **Manage Payroll Process Configuration** task list, select the **Manage Balance Exceptions and Reports** task.
2. In the Manage Balance Exceptions and Reports page, click **Create**.
3. In the Create Balance Exception and Report window, select the LDG.
4. Click **OK**.
5. In the Create Balance Exception Report page, specify parameter values for the following:
  - Exception Report Name
  - Consolidation Group
  - Payroll
6. In the Include Balance Exception Report region, click **Add** to add a balance exception.

**Note:** The balance exceptions under the LDG are made available.

7. In the Add New Balance Exception window, click the **Add** icon to attach the Balance Exception Name that you defined in the earlier task.
8. Click **OK**.

**Note:** To create a report, you must add at least one balance exception to the report. Verify the balance exceptions you have added.

## Report Execution

After creating the balance exception and setting up the Balance Exception report, you can run the process and generate the report.

1. Select the **Submit a Process or Report** task in the **Payroll Checklist** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Balance Exception Report**:
3. Enter the parameters required to run the report.
  - o Process Start Date: Start date of the process for which the payroll is run.
  - o Process End Date: End date of the process for which the payroll is run.
  - o Payroll: Payroll definition for which the payroll is run.
  - o Consolidation Group: Select the name of the consolidation group.
  - o Payroll Statutory Unit: Limits the output to a specific PSU.
  - o Tax Reporting Unit: Limits the output to a specific TRU.
  - o Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.
5. Click **Submit**.  
Verify the process completion and view the generated report.
  - Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.
6. View the report results.

## Payroll Register Report for Kuwait

The report provides an audit trail of a payroll run including hours, earnings, and deductions by PSU and TRU. Use the report for verification, validation, and audit of payroll calculations. You can generate the report in two modes.

- Summary Mode: Tracks the total amounts paid for PSU, TRU for each payroll period categorized by the balance category.
- Detail Mode: Apart from the report summary, it includes the complete details for each employee. Use this for payroll balancing and reconciliation, and to compare the payment values to previous periods.

You can generate the report independently or as a part of the Payroll process.

## Report Execution

1. Select the **Submit a Process or Report** task in the **Payroll Checklist** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Payroll Register Report**:
3. Enter the parameters required to run the report.
  - o Scope: Summary or Detail mode.
  - o Process Start Date: Start date of the process for which the payroll is run.
  - o Process End Date: End date of the process for which the payroll is run.
  - o Payroll: Payroll definition for which the payroll is run.
  - o Payroll Statutory Unit: Limits the output to a specific PSU.
  - o Tax Reporting Unit: Limits the output to a specific TRU.
  - o Person: Select a particular person for running the report .
  - o Payroll Relationship Group: Limits the output to a predefined group of Payroll Relationships.
  - o Person Page Break: Yes or No.
  - o Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.
4. Click **Next**.

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.
5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.
6. View the report results.

## Payment Register Report for Kuwait

The report is used for the verification, reconciliation, and audit of payment distributions.

You can generate the report in two modes:

- Summary Mode: Use it to verify the total amounts paid by payment category, payment type, status, and payment method.
- Detail Mode: Use it to validate payments for each employee, including the payment amount, bank, and check information.

**Note:** The reports don't include payments made to third parties. Such payments are listed on another register.

You can generate the report independently or as a part of the Payroll process.

## Report Execution

1. Select the **Submit a Process or Report** task in the **Payroll Checklist** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Payment Register Report**:
3. Enter the parameters required to run the report.

- Scope: Summary or Detail mode.
- Process Start Date: Start date of the process for which the payroll is run.
- Process End Date: End date of the process for which the payroll is run.
- Consolidation Group
- Payroll Statutory Unit: Limits the output to a specific PSU.
- Payment Category
- Payment Type
- Payment Method
- Location
- Payment Status

4. Click **Next**.

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.

6. View the report results.

## Payroll Data Validation Report for Kuwait

You can use the payroll data validation report to ensure the correct data is available before running payroll processes or reports.

### Steps to Run the Report

1. Navigate to the **Checklist** work area.
2. Select the LDG.
3. Select **Run Payroll Data Validation Report**.
4. Select the effective start date.
5. Select the legal employer.
6. Click **Submit**.
7. The validation error will be displayed once you click **Submit**.

## Worker Validation Report for Kuwait

The Worker Validation report is an ad-hoc report used to list employees for whom info is missing or inconsistent, but that are required.

Following person attributes are mandatory, that should be there before running the EFT process:

- National Identifier, if National Identifier is Civil Identifier
- National Identifier, if National Identifier is MOSAL ID
- Marital status, if single for an employee, contact type cannot be spouse
- Address
- Contract, either fixed or unlimited, but not null.

**Note:** You can add additional validation if required.

### Report Execution

1. Select the **Submit a Process or Report** task in the Checklist work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Worker Validation Report**.
3. Enter the parameters required to run the report:
4. **Effective As-of Date:** Effective date till you want to verify the employees.
5. **Legal Employer:** Legal Employer for which you want to run the report.
6. Click **Next**.

Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.

7. Click **Submit**.
8. Verify the process completion and view the generated report.
9. View the report results.

## Disabled Workers Report for Kuwait

The Disabled Workers Report is required by the Kuwait Ministry of Social Affairs. It contains information regarding a person's disability.

Only employees and contingent workers are processed in the report. Keep in mind that a person's disability status must be Active, Approved, Permanent, or Temporary. Also, the Disability Registration Date of the person must be current with the Effective Date parameter of the report.

You can use this report to view disability information broken down by legal employer.

Here's a look at the sections in this report:

- Header section for legal employer name.
- Body/detail section for person disability data.

## Parameters

### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

### Legal Employer

This isn't a mandatory field. If you leave this field blank, the report will process all legal employers with the legislation code Kuwait.

### Disability Category

This isn't a mandatory field. If you leave this field blank, the report will process all disability categories.

### Effective Date

The report will extract disability data of all employees who have a Disability Registration Date current with the Effective Date parameter.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Disabled Workers Report** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time, if required. Review the details.
5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.
6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
7. Review the report output.

## Report 168: Monthly Movements Report for Kuwait

Report 168 is the Kuwaiti Monthly Movement Report that lets you view employee movements during the month. The report provides details of newly hired employees, salary changes of existing employees, and terminated employees.

Kuwaiti companies must submit the Run Report 168 every month for each legal employer to the Public Institution for Social Security (PIFSS) in the specified format.

Here's a look at the sections in this report:

- Header section for employer information.
- Body/detail section for new hires and terminated employees.
- Body/detail section for employees with changed salaries.
- Footer section for you to manually enter data on the printed output.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments
3. Payroll Archive

## Parameters

### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

### Month

The month for which the report is to be run. The LOV displays all the months.

### Year

The year for which the report is to be run. The LOV displays all the years.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Report 168** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time, if required. Review the details.
5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.
6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
7. Review the report output.

## Report 55: Detailed Salary Statement Report for Kuwait

Kuwaiti Detailed Salary Statement Report (Report 55) is an annual report with detailed statement of the insured and their salaries in the private and oil sectors for a specific year. The details are shown as of January for that specific year.

The oil and private sector companies must submit this report for each legal employer to the PIFSS at the beginning of each year in the specified format.

You can submit this report multiple times for the same period. For each run (for January), this report must produce the same output except the PSU details which are as of the report run date. The report gets the necessary data from the archive of January for that year and the PSU details from the live transaction tables as of report run date.



Here's a look at the sections in this report:

- Header section for employer information.
- Body/detail section for employees and their salaries.
- Footer section for you to manually enter data on the printed output.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments
3. Payroll Archive

## Parameters

### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

### Year

The year for which the report is to be run. The LOV displays all the years.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Report 55** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.

Specify the flow interaction range and schedule the process date and time, if required. Review the details.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.

6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
7. Review the report output.

## Report 56: Commencement and Termination of Additional Contributions Report for Kuwait

Kuwaiti Report 56 (Commencement and Termination of Additional Contributions) is a notice of commencement and termination of subscription of an employee for complementary or supplementary insurance.

Report 56 is generated for an employee hire or termination or during the first month of the year. You can run this report for any month, that's when complementary or supplementary insurance starts or ends.

You can submit Report 56 multiple times for the same period. The report must produce the same output. The report gets the necessary data from the archive data of that period.

Here's a look at the sections in this report:

- Body/detail section for employee information related to commencement and termination of additional contribution.
- Footer section for you to manually enter data on the printed output.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments
3. Payroll Archive

## Parameters

### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

### Month

The month for which the report is to be run. The LOV displays all the months.

### Year

The year for which the report is to be run. The LOV displays all the years.

### Employee

The employee for whom the report is to be run. The LOV displays all the employees' payroll relationship numbers within the legal employer.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Report 56** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time, if required. Review the details.
5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.
6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.

7. Review the report output.

## Report 166: Monthly Contributions Report for Kuwait

You can use Report 166 or Monthly Contributions Report to track the monthly contributions paid to Public Institution for Social Security (PIFSS). The report shows the sum of the qualifying balance amounts for Kuwaiti employees associated with a payroll statutory unit.

Here's a look at the sections in this report:

- Header section for employer information.
- Body/detail section for the sum of the social insurance amounts of all employees associated with the PSU, and the sum of the social insurance amounts of the PSU.
- Trailer section for the sum of all the amounts reported in the detail section.
- Footer section for you to manually enter data on the printed output.

The report includes additional social insurance contributions, corresponding to:

- Additional social insurance as reported in Report 167.
- Additional social insurance not reported in Report 167.
- Supplementary scheme installments prior to 1st December 1997.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments
3. Payroll Archive

### Parameters

#### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

#### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

#### Month

The month for which the report is to be run. The LOV displays all the months.

#### Year

The year for which the report is to be run. The LOV displays all the years.

### Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Report 166** flow pattern.
3. Enter the parameters as described before.

You can also specify additional amounts in these parameters:

- Basic Scheme Additional Amounts
  - Supplementary Scheme Additional Amounts
  - Pension Scheme Additional Amounts
  - Unemployment Insurance Scheme Additional Amounts
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time, if required. Review the details.
  5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.
  6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
  7. Review the report output.

## Report 103: New Hires and Terminations Report for Kuwait

You can use this monthly report for new hires, rehires, and terminations to track the notice of commencement or termination of an insured person. This report is applicable for employees of Kuwaiti citizenship, as per the SI Calculation Card.

You can submit this report multiple times for the same period. The report tracks the same data because the process considers the archived data of the period.

Here's a look at the sections in this report:

- Header section that specifies if it's a termination, recommencement, or commencement.
- Body/detail section for employee information, employer information, employee salary details, and employee termination information.
- Body/detail section for statement of deduction.
- Footer section for you to manually enter data on the printed output.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments
3. Payroll Archive

### Parameters

#### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

#### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

## Month

The month for which the report is to be run. The LOV displays all the months.

## Year

The year for which the report is to be run. The LOV displays all the years.

## Employee

The employee for whom the report is to be run. The LOV displays all the employees' payroll relationship numbers within the legal employer.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Report 103** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.

Specify the flow interaction range and schedule the process date and time, if required. Review the details.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.

6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
7. Review the report output.

## IPE Consolidated Report for Kuwait

The consolidated report is a monthly payroll report that's used across all Gulf Cooperation Council (GCC) countries by the social insurance offices. The report consolidates information related to new hires and terminations in a calendar month.

You can submit this Kuwaiti IPE Consolidated Report multiple times for the same period. The report must produce the same output. The report gets the necessary data from archive data of that period.

Here's a look at the sections in this report:

- Section for employee information.
- Section for employer information.
- Section for hire salary details (income and allowances).
- Section for termination salary and reason details.
- Footer section for you to manually enter data on the printed output.

Keep in mind that the following processes are run before you generate this report:

1. Payroll Run
2. Prepayments

### 3. Payroll Archive

## Parameters

### Payroll Flow

Identifier for the process being run. You can enter a value each time the process is run. You can choose any format to describe the payroll flow.

### Legal Employer

Legal employer for which the report is to be run. The LOV displays all the legal employers.

### Month

The month for which the report is to be run. The LOV displays all the months.

### Year

The year for which the report is to be run. The LOV displays all the years.

## Run Report

1. Select the **Submit a Process or Report** task in the **Checklist** work area.
2. Select the LDG for which the process is to be run and the **Run Kuwaiti IPE Consolidated Report** flow pattern.
3. Enter the parameters as described before.
4. Click **Next**.

Specify the flow interaction range and schedule the process date and time, if required. Review the details.

5. Click **Submit**.

Verify the process completion and view the generated report.

**Note:** A message is displayed for you to verify the payroll flow. Wait for the process to complete to view the report.

6. Click the **Go to Task** icon, and then under the **Process and Reports** tab, click the **View Results** icon.
7. Review the report output.

## Payroll Reports and Analytics

Global Payroll provides various reports and extracts to meet all of your reporting requirements. As a Payroll Manager, review and validate the payroll information before you run any payroll process or reports.

You must also review and verify the payroll run results before generating the payments or initiating any other related downstream processing.

A flow pattern exists for each extract or report process. Flow patterns for extracts and reports typically contain a single flow task and they define the submission parameters. The predefined flow tasks are automatically available for you to use. You can either run them as a standalone task or include them in a flow pattern.

Payroll reports can be broadly classified under these categories.

- Payroll Calculation and Balancing, such as the Gross-to-Net Report, used to review and verify payroll calculations and payroll run results.

- Payroll Payment and Cost Distribution, such as the Payment Register, used to review and verify payment calculations and payment and cost distributions.
- Data Validation and Audit, such as the Payroll Data Validation Report, used to verify payroll information prior to running payroll processes and statutory reports.

You also have country-specific reports to meet specific legislative and statutory reporting requirements.

You can access these reports from the **Submit a Flow** page. To open this page, navigate to **Payroll** in **My Client Groups** on the Home page and click **Submit a Flow** under the Flow Submission and Results section.

*Related Topics*

- [Payroll Activity Reports](#)
- [Statutory Deduction Register Reports](#)
- [Gross-to-Net Report](#)
- [Payroll Balance Report](#)

## Payroll Calculation and Balancing Reports

### Summary of Payroll Calculation and Balancing Reports

As a payroll manager, you can use these reports to identify and verify payroll calculations and payroll run results.

| Report                   | Purpose  | When to Run   | Example of Usage   |
|--------------------------|--|---|--|
| Deduction Report         | View details of payroll deduction amounts processed every pay period.                            | Run every pay period.   | Validate the deduction amounts processed.  |
| Element Results Register | View a list of elements and their primary output values for processes that generate run results. | Usually run every pay period after running the Payroll Activity Report. | Review run results for payroll processes. Create a pivot table to obtain totals.<br><br>During implementation, reconcile run results with the results produced by your legacy payroll.   |
| Payroll Register Report  | Verify, validate, and audit payroll calculations.  | After calculating payroll and archiving periodic payroll results.       | Use the summary report to verify total payment amounts per balance category for a payroll period for a payroll statutory unit or a tax reporting unit.<br><br>Use the detail report to review the complete payroll run details for each employee to balance and reconcile payroll and to compare the payment values to previous periods. |

| Report  | Purpose   | When to Run  | Example of Usage   |
|---|---|--|--|
|   |   |  | The report lists the current and year-to-date hours worked for each person included in the report.   |
| Payroll Register Report for the Latest Process      | Verify, validate, and audit payroll calculations.   | After calculating payroll and archiving periodic payroll results.  | Use this report to extract the year-to-date (YTD) payroll balances for large volumes of data.  |
| Periodic Payroll Register Report                    | Verify, validate, and audit payroll calculations.   | After calculating payroll and archiving periodic payroll results.  | Use this report to extract the periodic payroll balances for large volumes of data.  |
| Statutory Deduction Register                        | View statutory deductions such as employee and employer tax liabilities.  | Run every pay period.  | Review and validate Period-to-Date and Year-to-Date information of deductions listed against each employee categorized by PSU, TRU and element classification. |
| Statutory Deduction Register for the Latest Process | View statutory deductions such as employee and employer tax liabilities.  | Run every pay period.  | Use this report to extract the year-to-date (YTD) payroll balances for large volumes of data.  |
| Periodic Statutory Deduction Register               | View statutory deductions such as employee and employer tax liabilities.  | Run every pay period.  | Use this report to extract the periodic payroll balances for large volumes of data.  |
| Gross-to-Net Report                                 | View summary or detail listings for the total results calculated in the payroll run.<br><br>Control which results to view by specifying a date range that includes the process dates of the payroll calculations. The report displays the balances for the payroll period in which the process date occurs. | Run after each payroll run or, at a minimum, on a quarterly basis. | Review balances generated from payroll run, QuickPay, and payroll reversal calculations before calculating prepayments.  |
| Payroll Activity Report                             | View details of the payroll run, QuickPay, such as balance adjustments, reversals, and balance initializations, taxes withheld, earnings, deductions, payment information, employer liability, and quarter and year-to-date details.  | Run the report before processing prepayments.                      | Verify, validate, and audit run results before processing payments.  |
| Payroll Activity Report for the Latest Process      |   | Run the report before processing prepayments.                      | Use this report to extract the year-to-date (YTD) payroll balances for large volumes of data.  |
| Periodic Payroll Activity Report                    |   | Run the report before processing prepayments.                      | Use this report to extract the periodic payroll balances for large volumes of data.  |
| Payroll Balance Report                              | View balance results of the payroll run. Extracts the run balance results for a specific  | Run as needed for diagnostic purposes.                             | Verify the values of other reports. You can use this report to pinpoint  |



| Report                          | Purpose  | When to Run   | Example of Usage  |
|---------------------------------|--|---|---|
|                                 | period. Supplies detailed balance information for a specific employee over a defined period of time.   |   | a problem discovered by another report.   |
| Employee Active Payroll Balance | View the current values for any given list of employee balances. Compare this data against the archived data to assist in reconciling your periodic payrolls and quarterly and year-end balances. This report also helps you to determine if you have any tax balances over the statutory limits, such as Social Security. | Run the report after successful completion of any payroll action, such as a payroll run, QuickPay, reversal, balance adjustment, or balance initialization. | View live payroll balances for matching employees, filtered by parameters and time-frames.  |
| Payroll Messages Report         | View details of error, warning, and information messages from payroll processes.   | Run the report as needed for diagnostic purposes.   | View and analyze the errors and warnings generated for a specific flow or for all processes within a specific period.<br><br>HCM Extract and/or Fusion Analytic Warehouse (FAW) are the only supported tools for payroll balance reporting. |

**Note:** HCM Extract and/or Fusion Analytic Warehouse (FAW) are the only supported tools for payroll balance reporting.

## Deduction Report

You can run the Deduction Report to view and validate the deduction amounts processed every pay period. The report lists payroll deduction details, such as the actual deductions and the amounts not taken or put into arrears.

To run this report, use **Submit a Flow** under **Payroll** in **My Client Groups** on your Home page.

### Report Parameters

**The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report:**

#### Process Start Date

Use this field to specify the first effective date of the payroll or Quick-Pay runs to include in the report. Leave this field blank to include all effective dates up to the Process End Date.

#### Process End Date

Use this field to specify the last effective date of the payroll or Quick-Pay runs to include in the report. For payroll runs, this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

#### Deduction Category

Use this field to include values for a specific balance category of deduction type. Leave this field blank to include deduction balances for all the balance categories.

## Deductions

Use this field to run this report for a specific deduction. Leave this field blank to run the report for all the deduction balances you define.

## Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

**Note:** Use the Object Groups task to define a payroll relationship group before you can use it here.

## Person

Use this field to verify deduction balances for a single person.

## Report Results

**The report provides details of payroll deductions processed for the specified period.**

## Report Fields

Report results include the following key fields:

| Report Field        | Description  |
|---------------------|--|
| Process Date        | The report includes multiple payroll processes depending on the process date range you specify when you run the report.  |
| Actual Deduction    | Amount deducted from the employee's pay for this deduction element.  |
| Deduction Not Taken | Part or entire amount of the calculated or owed deduction that isn't deducted from the employee's pay.   |
| Current Arrears     | Part or entire amount of the calculated or owed deduction that isn't deducted and is stored as arrears within the current period.  |
| Total Arrears       | Aggregated total of the arrears as of the process date.  |
| Accrued Deductions  | Aggregated total of the actual deductions as of the process date.  |
| Total Owed          | Total owed deduction amount as of the process date. For involuntary deductions such as a court order or a tax levy, this is the amount you initially enter on the employee's involuntary deduction card. In some cases, the deductions stop once the total owed amount is reached. In other cases, it's informational and the employer must wait for another order to stop the deductions. |
| Remaining Amount    | Balance of the total owed, less the amount accrued for the deduction.  |

## Related Topics

- [Payroll Calculation and Balancing Reports](#)

## Element Results Register

The Element Results Register lists the elements and their primary output for processes that generate run results, such as the Calculate Payroll and Calculate Gross Earnings tasks.

To generate the report, submit the **Run Element Results Register** flow on the Submit a Flow page. Use **Submit a Flow** under **Payroll** in **My Client Groups** on the Home page.

### Report Parameters

**The parameter values determine which records to include in the report. For example, run this report for a specific consolidation group or payroll relationship group. Predefine these groups before you can use them. Most parameters are self-explanatory, while the following have special meaning in the context of this report.**

#### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. All processes with an effective date equal to or greater than the Process Start Date is reported.

#### Process End Data

Use this field to specify the last effective date of the payroll process to include in the report. For Payroll Runs this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

**Note:** For offset payrolls, the effective date of the payroll or Quick-Pay run could be after the end date of the payroll period. In such cases, you must ensure that your Process End Date must be on or after the effective date of the process you want to include in the report.

### Payroll

Select the required payroll name. Leave blank to run against all payrolls.

### Consolidation Group

Use this field to run the report against a consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you don't select a value, the application uses the default consolidation group assigned to the payroll.

### Payroll Statutory Unit

To include all employees in a payroll statutory unit (PSU) in your report results, specify it here. Leave blank to run against all PSUs.

### Tax Reporting Unit

To include all employees in a tax reporting unit (TRU) in your report results, specify it here. Leave blank to run against all TRUs.

### Location

Use this field to view the elements results for employees who have at least one assignment for the selected location.

### Element Group

Use this field to run this report against all elements in the selected element group. Leave blank to run against all elements.

### Element

Use this field to run this report against a specific element. Leave blank to run against all elements.

### Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. Payroll relationship groups limit the persons processed for payroll, data entry, and reporting. For example, you can create a group to process the report for terminated employees.

**Note:** You must use the Object Groups task to define the payroll relationship group before you can select it here.

### Person

Select the person number to view the elements of an individual employee. If left blank, the report is generated for all active employees.

### Process Type

The options that you can select include:

- Payroll Calculation
- Quick-Pay
- Reversal
- Balance Adjustment
- Calculate Gross Earning

### Totals by Element and Person

After you run the report, use the pivot table feature in Microsoft Excel to obtain totals by element and person. For example, complete these steps to create a pivot table that displays these totals:

1. Open the Element Results Register in Microsoft Excel.
2. Select the range of cells in the spreadsheet that contain data.
3. Click **PivotTable** from the Insert menu.
4. In the Create Pivot Table dialog, select **New Worksheet**. Click **OK**.
5. Click these fields from the Pivot Table Field List:
  - Person Name
  - Payroll Statutory Unit
  - Tax Reporting Unit
  - Payroll
  - Run Type
  - Element Name
  - Value

6. Drag the fields to these areas:

| Area          | Fields  |
|---------------|---|
| Report Filter | Payroll Statutory Unit, Tax Reporting Unit, Run Type, Payroll |
| Column Labels | Element Name  |
| Row Labels    | Person Name   |
| Values        | Sum of Value  |

7. Refresh the page to display the populated columns and rows, and the summed totals.

8. Filter to view different results.

*Related Topics*

- [Payroll Calculation and Balancing Reports](#)

## Payroll Register Report for Kuwait

The report provides an audit trail of a payroll run including hours, earnings, and deductions by PSU and TRU. Use the report for verification, validation, and audit of payroll calculations. You can generate the report in two modes.

- **Summary Mode:** Tracks the total amounts paid for PSU, TRU for each payroll period categorized by the balance category.
- **Detail Mode:** Apart from the report summary, it includes the complete details for each employee. Use this for payroll balancing and reconciliation, and to compare the payment values to previous periods.

You can generate the report independently or as a part of the Payroll process.

### Report Execution

1. Select the **Submit a Process or Report** task in the **Payroll Checklist** work area.
2. Select the LDG for which the process is to be run and the flow pattern **Run Payroll Register Report:**
3. Enter the parameters required to run the report.
  - o **Scope:** Summary or Detail mode.
  - o **Process Start Date:** Start date of the process for which the payroll is run.
  - o **Process End Date:** End date of the process for which the payroll is run.
  - o **Payroll:** Payroll definition for which the payroll is run.
  - o **Payroll Statutory Unit:** Limits the output to a specific PSU.
  - o **Tax Reporting Unit:** Limits the output to a specific TRU.
  - o **Person:** Select a particular person for running the report .
  - o **Payroll Relationship Group:** Limits the output to a predefined group of Payroll Relationships.
  - o **Person Page Break:** Yes or No.

- o Process Configuration Group: Select a Process Configuration Group to generate a log file for the report.
4. Click **Next**.  
Specify the flow interaction range and schedule the process date and time if required. Review the details before you submit the process.
  5. Click **Submit**.  
Verify the process completion and view the generated report.  
**Note:** A message appears to verify the payroll flow. If the process is complete, you can view the report.
  6. View the report results.

## Statutory Deduction Register Reports

Use the Statutory Deduction Register, Statutory Deduction Register for the Latest Process, or the Periodic Statutory Deduction Register to assist employers in remitting their payroll statutory tax remittances to the various government or statutory agencies.

Use it with the statement of earnings (SOE) and other payroll reports for diagnostic purposes to verify the amounts deducted and submitted for each payroll statutory unit (PSU).

Use this report with these reports to reconcile tax calculations.

- Gross-to-Net Report
- Payroll Register Report

To generate the report, submit the Run Statutory Deduction Report Register on the Submit a Flow page. Use **Submit a Flow** in **Payroll** in **My Client Groups** on your Home page.

Use any of these tasks to run the Statutory Deduction Register and view latest process year-to-date and periodic balances.

| Report Task Name  | Purpose   |
|---|---|
| Run Statutory Deduction Register                        | Use this task to run the legacy report.   |
| Run Statutory Deduction Register for the Latest Process | Use this task to extract the year-to-date (YTD) payroll balances for large volumes of data. The report runs much faster than the legacy report and includes year-to-date totals from the last process run for a person prior to the specified end date, such as the last process run for each TRU.<br><br>The results are the same as running the legacy report with the <b>Latest Process YTD Total Only</b> parameter set to <b>Yes</b> . |
| Run Periodic Statutory Deduction Register               | Use this task to extract the periodic payroll balances for large volumes of data. The report runs much faster than the legacy report.<br><br>The results are the same as running the legacy report with the <b>Latest Process YTD Total Only</b> parameter set to <b>No</b> .   |

## Before You Begin

Run this report after completing the Calculate Payroll or any other task that impacts payroll balances.

## Report Parameters

The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

### Scope

Select the scope of this report. Select **Detail** to generate a report that includes details of deductions listed for each employee. Otherwise, select **Summary**.

### Process Start Date and End Date

Select the range of dates that capture the reporting period.

### Payroll

To run this report for a single payroll, select the required payroll name. If you leave the field blank, the report runs for all payrolls.

### Consolidation Group

Use this field to run the report against a consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you leave the field blank, the report runs for all the consolidation groups.

### Payroll Statutory Unit

Select a value to report on the balances of employees in a specific PSU. If you leave the field blank, the report runs for all PSUs.

### Tax Reporting Unit

Select a value to report on the balances of employees in a specific tax reporting unit (TRU). If you leave the field blank, the report runs for all the TRUs.

### Balance Category

Use this field to run this report for one of these balance categories.

- Employee Tax Deductions
- Employer Liabilities
- Employer Taxes
- Involuntary Deductions

If you leave the field blank, the report runs for all of the above balance categories.

### Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group. If you leave the field blank, the report runs for all the defined payroll relationship groups.

### Person

Use this field to limit the report results to a single person. If you leave the field blank, the report runs for all people included in the selected payroll run.

### Hide Records with Zero Values

Select **Yes** to skip records with null or 0 values.

### Location

Use this field to view the deduction results for employees who have at least one assignment for the selected location. The balance values might not necessarily correspond to the location parameter only. It's also dependent on the dimensions and the other associated contexts.

If you leave the field blank, the report runs for all the locations.

### Latest Process YTD Total Only

If you select **No**, the report lists the current run balances, based on what you select for **Balances Reported**. The report checks every process that's included by the report parameters. For example, if you ran three payroll calculations between the start and end dates of the report, the report lists the statutory deduction balances in three sets, one for each process.

If you select **Yes**, the report includes year-to-date totals from only the last process run before the end date. This can include the last process run for each TRU or PSU. However, for performance reasons, consider running this report for only the latest process.

### Balances Reported

Select one of these values.

- **Payment Only:** Includes balances included in the payments process.
- **Nonpayment Only:** Includes balances that aren't included in the payments process.
- If you leave the field blank, the report includes all balances.

### Process Configuration Groups

Use this field to run the report for a specific process configuration group, instead of the default one. Use process configuration groups to set rules for payroll processes, such as enabling logging or setting the number of threads. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

### Report Category

A report category is a group of delivery options. Select a value to determine the set of delivery options for this report submission. You can define your own delivery option and include it in the report category. For example, you can define a report category to use a combination of both PDF and Excel delivery options for a single submission of the report.

For further info, see [Delivery Options for Extract-Based Payroll Reports](#) in the Help Center.

### Run Mode

Use this parameter to decide if the report must retain or discard the transient data it creates during the report execution.

The default value is **Normal**. This discards the temporary data produced by the report.

Select **Debug** only to investigate an issue with the report output or when instructed by Oracle Support.



## Report Results

This process generates either a Summary or Detail output report, depending on the scope you select.

### Summary

The summary report provides a list of deductions by:

- Balance category
- PSU and TRU
- Balance name
- References

For each combination of the above, the report shows the balance for the base amount and the deduction amount. The base balance is the basis on which the statutory deduction is calculated. The summary report doesn't break down the balances by employee.

The PDF output has these summary sections with subtotals in each section as given here:

- Balances and Balance Categories Summary with subtotals for each balance category.
- Balances and Balance Categories by PSU and TRU Summary with subtotals for each balance category within each PSU and TRU.
- Balances by Payroll and Process Type Summary with subtotals for each balance category within each PSU and TRU for each payroll process.

The Microsoft Excel output displays the current base amount and the deduction amount for each balance, but it has no subtotals or higher-level summary sections. You can download the Excel and add Pivot tables to create your own groupings and subtotals as required. For example, you can find the balance amounts for each balance category within each PSU by payroll process.

### Detail Report

In addition to the summary balances shown by the Summary report, the detail report also breaks down the balances by person.

The PDF output has these summary sections with subtotals in each section as given here:

- Balances and Balance Categories Summary with subtotals for each balance category
- Balances and Balance Categories by PSU and TRU Summary  
Includes subtotals for each balance category within each PSU and TRU.
- Balances by Person Summary
- Balance Details for a Person

This section also includes:

- Subtotals for each balance and balance category within each payroll process
- Year-to-date amounts for base and deduction balances

The Microsoft Excel output displays the current and year-to-date amounts for the base and the deduction balances, but it has no subtotals or higher-level summary sections. You can download the Excel and add Pivot tables to create your own groupings and subtotals as required.

*Related Topics*

- [Delivery Options for Extract-Based Payroll Reports](#)
- [Latest Process Year-to-Date and Periodic Balances Reporting](#)
- [Year-to-Date Balances in Reports](#)
- [Report Payment and Nonpayment Balances](#)

## Gross-to-Net Report

Submit the Gross-to-Net Report to review balances generated from payroll run, QuickPay, and payroll reversal calculations before calculating prepayments. View summary or detail listings of the total results calculated in the payroll run.

The report displays the balances for the specified payroll period. Typically, you run the report after each payroll run or, at a minimum, on a quarterly basis.

Before you begin, ensure that the payroll or QuickPay is run for the period for which you're running the report. Run after each payroll run or, at a minimum, on a quarterly basis.

Use **Submit a Flow** under **Payroll** in **My Client Groups** on the Home page, and submit the **Run Gross-to-Net Report** task to run the report.

### Report Parameters

The parameter values determine which records to include in the report. These parameters have special meaning in the context of this report.

#### Payroll

The name of the payroll you use to run this report.

#### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. All processes with an effective date same or greater than the Process Start Date are reported.

#### Process End Date

Use this field to specify the last effective date of the payroll process to include in the report. For payroll runs, this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

Control which results to view by specifying a date range that includes the process dates of the payroll calculations. The results of the report depend on the number of payroll calculations completed for the payroll within the date range.

Here's an example of how you can generate a report that combines results from two payroll periods.

1. Calculate the payroll for semimonthly payrolls. Offset the process date of the first payroll run to the second payroll period. This table displays the balances for each payroll run.

| Payroll Period  | Process Date | Balance                 | Total   |
|-----------------|--------------|-------------------------|---------|
| January 1 to 15 | January 17   | Standard Earnings       | 3200.00 |
|                 |              | Employee Tax Deductions | 1106.66 |

| Payroll Period   | Process Date | Balance                 | Total   |
|------------------|--------------|-------------------------|---------|
|                  |              |                         |         |
|                  |              | Employer Liabilities    | 468.80  |
| January 16 to 31 | January 31   | Standard Earnings       | 3200.00 |
|                  |              | Employee Tax Deductions | 1391.73 |
|                  |              | Employer Liabilities    | 468.80  |

- Submit the Gross-to-Net Report with a start date of January 16 and an end date of January 31.

Both process dates fall between the selected dates, so the report displays the combined results of both payrolls as shown in this table.

| Summary                 | Totals  |
|-------------------------|---------|
| Standard Earnings       | 6400.00 |
| Total Gross Pay         | 6400.00 |
| Employee Tax Deductions | 2498.39 |
| Total Deductions        | 2498.39 |
| Total Net               | 3901.61 |
| Employer Liabilities    | 937.60  |
| Total Liabilities       | 937.60  |
| Total Cost              | 7337.70 |

### Scope

Control the results of the report by specifying the scope of the report, as given in this table.

| Scope Value | Report Results   |
|-------------|--|
| Summary     | Displays gross-to-net balances for each payroll. It doesn't display the breakdown of the balances by the process date. |
| Detail      | Provides a more detailed breakdown for different sets of process dates.  |

### Report Category

A report category is a group of delivery options. Select a value to determine the set of delivery options for this report submission. You can define your own delivery option and include it in the report category. For example, you can define a report category to use a combination of both PDF and Excel delivery options for a single submission of the report.

For more information, refer to Delivery Options for Extract-Based Payroll Reports topic in the Help Center.

### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as enabling logging or setting the number of threads. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

### Run Mode

Use this parameter to decide if the extract-based report must retain or discard the transient data created during the report execution. The default value is **Normal**, the temporary transient data produced during report execution is discarded.

Select the **Debug** option only to investigate an issue with the report output or when instructed by Oracle Support to do so.

### Display All Hours

Select **Yes** to include hours from Supplemental Earnings and other element classifications. The default value is **No** and only hours from Regular or Standard Earnings and Absence Earnings are shown in the report.

### Report Details

**Run the Gross-to-Net report in summary or detail mode.**

#### Summary Report

The Summary mode displays gross-to-net balances for each payroll. It doesn't display the breakdown of the balances by the process date. In addition to the gross-to-net balances, the report also displays employer liabilities and hours balances.

The PDF output has these summary sections with sub-totals in each section as given here:

- Balance Categories Summary
- Balances Summary section displays balances with sub-totals for each balance category.
- Balances by PSU and TRU Summary section is the same as the Balance Categories Summary but broken down for each PSU and TRU.

- Balances by Payroll section shows the same information as the prior two sections but broken down for each PSU, TRU and payroll.
  - a. Balance Categories Summary
  - b. Balances Summary

### Detail Report

Run the report in the Detail mode for a more detailed breakdown of the balances by the process date range. This breakdown is required only if you notice a discrepancy in the Gross-to-Net balances in summary mode.

For example, if you run the Gross-to-Net report for the period 01, January 2018 to 31, March 2018 for a monthly payroll. The summary version of the report displays the overall gross-to-net balances for all the processes within the three month period. The detail version of the report displays three different sections, each showing the gross to net balances for all payroll processes for that month.

In addition to the summary sections shown by the Summary report, the detail report also shows the following:

- Balance Categories Summary
- Balances Summary section displays balances with sub-totals for each balance category.
- Balances by PSU and TRU Summary section is the same as the Balance Categories Summary but broken down for each PSU and TRU.
- Balances by Payroll and Process Date Range section shows the same information as the prior two sections but broken down for each PSU, TRU and payroll process date range.
  - a. Balance Categories Summary
  - b. Balances Summary

## Dynamic Payroll Relationship Group Support for the Payroll Activity Report

Use payroll relationship groups to define a set of people for payroll processing, data entry, or reporting. For example, use the Payroll Relationship Group formula type to restrict the payroll run to a specific employee group, based on assignment and person level attributes.

Use the Fast Formulas task to first create a fast formula of the Payroll Relationship Group type. You can then create a formula with specific criteria to define this group. Use this payroll relationship group as a submission parameter when you run the Payroll Activity Report.

### Related Topics

- [Payroll Calculation and Balancing Reports](#)
- [Payroll Relationship Group Formula Type](#)

## Payroll Messages Report

Run the Payroll Messages Report to view error, warning, and information messages from payroll processes. Generate the report for a specific flow or for all processes within a specific period.

For example, run the payroll messages report to view errors and warnings for all QuickPay runs for the last month.

The report can be run by a Payroll Administrator or Manager who has security access to the payroll flow pattern for which the report is generated.

## Report Parameters

The parameter values determine which records to include in the report. The following parameters have special meaning in the context of this report.

### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. All processes with an effective date same or greater than the Process Start Date are reported.

### Process End Date

Use this field to specify the last effective date of the payroll process to include in the report. For Payroll Runs this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

### Task Name

Select a task, such as Payroll Activity Report, to view the messages generated for a specific task.

### Process Type

Select a specific process type such as Payroll Run to limit your report for a specific process type.

### Source Flow Name

Select the name of the flow for which you want to generate the messages report.

### Payroll

The name of the payroll flow you use to run this report.

### Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. A payroll relationship group limits the persons included in this report.

### Person

Select the name of the person for whom you want to generate the messages report.

### Include Information Messages

Select **Yes** to include information messages. Since the volume of information messages is high, it's recommended that if you want to view information messages, you generate the report for a specific person or process. The default value for this field is **No**.

### Person Process Status

Select a value to include only those persons with a specific processing status, such as persons **In Error**, or persons **Marked for Retry**.

### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as passwords or number of threads. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

## Run Mode

Use this parameter to decide if the extract-based report must retain or discard the transient data created during the report execution. The default value is **Normal**, the temporary transient data produced during report execution is discarded.

## Report Results

The report is generated in Excel format with separate worksheets for these two types of messages:

- Person level messages, such as error messages generated when reporting or processing a person.
- Process level messages, such as messages generated for process failures or execution errors.

After addressing the root causes, you can rerun the payroll process and regenerate the report to ensure all issues are resolved.

As a good practice, it's recommended that you use the Sort By (Z to A) option on the Messages page to sort and quickly view at a glance specific messages as per your requirement.

Sort the report using the Line Sequence field to view the order in which the messages are generated. This helps you to track when in the process the message was generated. You can then investigate and resolve issues effectively.

Similarly, use the Filters option to filter and view messages as per your requirement.

Each message has a message name and message text. Samples of messages are:

- Error Message: Formula Salary can't be executed because the formula isn't compiled.
- Warning Message: Net pay exceeds 10, 000.

The report for person level messages also includes the payroll relationship number and assignment number of the person for whom the report is generated.

- A person can have multiple payroll relationships, but each payroll process is associated with a single payroll relationship and hence the messages for a payroll process is identified with the specific payroll relationship number.
- Some messages can be specific to an assignment such as a formula issue for a salary element entry and hence is identified by the assignment number.

# Payroll Balance Report

## Configure Information Balances in the Payroll Balance Report

This topic demonstrates how you can configure a predefined balance group usage item to include information balances in the Payroll Balance Report.

Use the Balance Group Usages task from **Payroll in My Client Groups** on the Home page to add matrix items to the predefined Global Information Balances for Payroll Balance Report balance group. You can add matrix items to the group and associate them with existing balance groups for use in reports.

To configure the balance group usage:

1. Search and select the **Balance Group Usages** task.
2. Select **Global Payroll Run Result Report** (Payroll Balance Report) in the Report Type field.

3. Select the Legislative Data Group.
4. Click **Search**. The search result displays all the applicable balance group usages for the Payroll Balance Report.
5. Select the Global Information Balances for Payroll Balance Report row and click **Edit**.
6. Select **Matrix Items** on the left panel of the Global Information Balances for Payroll Balance Report page.
7. Click **Add** to create a new matrix item.
8. In the Matrix Item section, select the **Balance Dimension** matrix type.
9. Select the name of the wanted Balance Dimension and enter a position value.
10. Click **Save**.
11. Click **Submit**.

#### Related Topics

- [Balance Groups](#)
- [Examples of Balance Group Usages](#)
- [Rules for Editing Balance Groups and Their Usages](#)
- [Payroll Balance Report](#)

## Payroll Balance Report

Run the Payroll Balance Report to view the detailed balance information for a person over a defined period of time. You can compare this information with the archived data for validating and reconciling periodic payroll balances.

To run this report, use **Submit a Flow** under **Payroll** in **My Client Groups** on the Home page.

### Report Parameters

**The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report:**

#### Process Start Date

Use this field to specify the first effective date of the payroll process you want to include in the report. Leave this field blank to include all effective dates up to the Process End Date.

#### Process End Date

Use this field to specify the last effective date of the payroll process you want to include in the report.

#### Balance Category

Use this field to run this report for a specific balance category including information balances. Before you use this field, you must configure the balance group usage item to display information balances in this report.

#### Consolidation Group

Use this field to run the report against a consolidation group. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group.

#### Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

**Note:** Use the Object Groups task to define a payroll relationship group or consolidation group, before you can use it here.



## Person

Use this field to verify balance results for a single person.

## Display All Hours

Select **Yes** to include hours from Supplemental Earnings and other element classifications. The default value is **No** and only hours from Regular or Standard Earnings and Absence Earnings are shown in the report.

## Report Results

**The report provides details of payroll balance results for matching persons, filtered by the specified time frame and the selected parameters. The output file includes:**

- Payroll Statutory Unit
- Tax Reporting Unit
- Employee Name
- Employment Number
- Run Type
- Balance Category
- Balance Name
- Balance Amount

### *Related Topics*

- [Payroll Calculation and Balancing Reports](#)
- [Configure Information Balances in the Payroll Balance Report](#)

## Employee Active Payroll Balance Report

Run the Employee Active Payroll Balance report to view the current values for any given list of employee balances.

Compare this data against the archived data to assist in reconciling your periodic payrolls and quarterly and year-end balances. This report also helps you to determine if you have any tax balances over the statutory limits, such as Social Security.

Start the **Run Employee Active Payroll Balance Report** task from the Checklists or Submit a Flow page under **Payroll** in **My Client Groups** on the Home page.

Before you run the report, ensure successful completion of any payroll action, such as a payroll run, QuickPay, reversal, balance adjustment, or balance initialization.

## Report Parameters

**Here's the list of parameters that are relevant for this report.**

### **Payroll Flow**

Enter the name of your payroll flow.

### **Start Date**

If you include the Run Balance values, specify the start date. This date must coincide with the date of the selected payroll run.

### **End Date**

Specify the effective date for balance retrieval. When you capture balance values across a range of dates, this represents the end of the range.

### **Payroll**

Specify a value to run the report for a specific payroll run.

### **Consolidation Group**

Select a value to run the report for the members of a consolidation group.

### **Tax Reporting Unit**

Select a value to include all employees in a tax reporting unit (TRU) in your report results. Click **Search** to locate the TRU.

### **Payroll Relationship Group**

Select a value to run this report for a group of employees in a payroll relationship group. Click **Search** to locate the group.

### **Employee Name**

Select an employee name to run this report for a specific employee. Click **Search** to locate the correct employee.

### **Balance Dimension**

Select the balance dimension you want to review:

- Run
- Quarter
- Year
- Quarter and Year

### **Quarter**

Select the quarter you want to review.

### **Balance Group Usage**

Select the balance group to include balance values in the report output.

### **Hide Records with Zero Values**

Select if you don't want records with 0 balances to show in this report.

### **Process Configuration Group**

Select the process configuration group name, if you have defined any. This parameter is used for logging and reporting purposes.

## Report Results

This report produces a pipe-delimited text file containing all live payroll balances for matching employees, filtered by parameters and time-frames. You can open this file in Microsoft Excel for additional filtering. If no employee balances match your report parameter criteria, the report returns an output file with no data.

For example, if you don't select **Yes** for any of the **Include Balance Values** fields, the report captures no balances. The output file is empty.

The output file includes:

- Payroll balance information
- TRU
- Employee name and number
- Payroll relationship number
- Run type (Run level only)
- State, county, city, school district, and Pennsylvania locals (if applicable)

## Payroll Payment and Cost Distribution Reports

### Summary of Payroll Payment and Cost Distribution Reports

Use these reports to verify payment calculations, and payment and cost distributions.

| Report                    | Purpose  | When to Run   | Example of Usage  |
|---------------------------|--|---|---|
| Payment Register          | Verification and audit of payment distributions  | After calculating prepayments, running the payment process, and generating payslips | <p>Use the summary report to verify the total amounts paid by payment category, type, status, and method.</p> <p>Use the detail report to validate payments for each employee, including the payment amount, bank, and check information.</p> <p>Optionally, filter this report by location when reconciling payments. The report lists the payroll relationship records based on a person's assignment location. The location is listed with the other parameters, but not on the results.</p> |
| Payslips                  | Provides a record of individual payroll payments received, including pay amounts, deductions taken, and accruals | After generating payments and archiving periodic payroll results                    | <p>Generate payslips for all employees as a record of payments made.</p> <p>Payroll managers and administrators can view payslips from the Person Management work area. Employees can view or print their payslips from the Portrait page.</p>  |
| Payslip Reprinting Report | Includes payslips for an employee or a specific group of employees spanning across multiple pay periods.         | After successful completion of the Generate Payslips process.                       | The report provides a single output file and also includes employees who haven't opted for a printed payslip.   |

| Report                         | Purpose  | When to Run  | Example of Usage   |
|--------------------------------|--|--|--|
| Third-Party Payment Register   | Provides details of all payments made to a third-party person or organization, including involuntary and voluntary deductions.   | After generating payments  | Use the summary report to view a list of payments by payroll statutory unit.<br><br>Use the detail report to view the breakdown and roll-up of payments. |
| Payroll Costing Results Report | View details of the costing results from payroll calculations. View details after submitting corrective actions, such as cost adjustments and retroactive costing, or costing balance adjustments. | Run the report before transferring costing results to subledger accounting or to general ledger. | Verify results after you submit a process that generates costing results.  |

After submitting a report that uses archived data, you can resubmit the process from the Payroll Checklist page to regenerate the report. If the report supports additional delivery types, you can optionally change delivery options.

## Payment Register

Generate the Payment Register to verify, reconcile, and audit payment distributions. This report doesn't include payments made to third parties. Use the Third-Party Payment Register to view payments made to third parties.

Submit the **Run Payment Register** task using the Submit a Flow page from **Payroll** in **My Client Groups** on the Home page.

Before you run this report, successfully archive your periodic payroll data. For further information see Archive Periodic Payroll Results topic in the Help Center.

### Report Parameters

**The parameter values determine which records to include in the report. The following parameters have special meaning in the context of this report.**

#### Scope

Control the results of the report by specifying its scope.

| What you set | What it does   |
|--------------|--|
| Summary      | Provides a summary of the total amounts paid by payment category, payment type, status, and payment method.  |
| Detail       | In addition to the Summary report, it includes the complete details for each employee. Use this validate payments for each employee, including the payment amount, bank, and check info. |

#### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. The report includes all processes with an effective date on or after this date.

### **Process End Date**

Use this field to specify the last effective date of the payroll process to include in the report. For Payroll Runs this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

### **Payroll**

The name of the payroll flow you use to run this report.

### **Payment Process**

Use this field to limit the results to a specific payroll or QuickPay run.

### **Consolidation Group**

Use this field to run the report against a consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you don't select a value, the application uses the default consolidation group assigned to the payroll.

### **Payroll Statutory Unit**

Use this field to limit the results to persons belonging to a specific payroll statutory unit (PSU). Click **Search** and select a value.

### **Tax Reporting Unit**

Use this field to limit the results to persons belonging to a specific tax reporting unit (TRU). Click **Search** and select a value.

### **Payroll Relationship Group**

Use this field to verify the payments for persons belonging to a specific payroll relationship group.

### **Person**

Use this field to limit the results to a single person.

### **Payment Type**

Use this field to limit the results to a specific payment type.

Leave blank to report all of them.

### **Payment Method**

Use this field to limit the results to a specific payment type.

Leave blank to report all of them.

### **Location**

Use this field to limit the results to a specific location. The report lists the payroll relationship records based on a person's assignment location. The location is listed with the other parameters, but not on the results.

### **Payment Status**

Select the status you want to report on.

| What you select                | What it means   |
|--------------------------------|---|
| Canceled and can't be reissued | You have marked the payment as Void, rolled back the prepayment process, and reversed the calculation of the payroll run results. |
| Paid                           | You processed and issued the payment without error.   |
| Paid externally                | You processed the payment was processed but generated it externally. This includes hand-written checks for terminated employees.  |
| Unpaid                         | You processed the payment was processed, but it was incomplete or encountered errors during payment.                              |
| Void                           | You marked the payment as Void, but it's eligible for reissue. This includes replacing a lost payroll check.                      |

**Note:** You can configure these statuses in the PAY\_STATUS lookup. For further info, see Payment Statuses in the Help Center.

### Process Configuration Group

Select a value if available. Use a process configuration group to set rules for payroll processes, such as passwords or number of threads. If you don't select a process configuration group; the process uses the parameters in the default group.

**Note:** Use the Object Groups task to define a payroll relationship group before you can use it here.

### Report Category

Select a value if available. Use a process configuration group to set rules for payroll processes, such as passwords or number of threads. If you don't select a process configuration group; the process uses the parameters in the default group.

For further info, see Delivery Options for Extract-Based Payroll Reports in the Help Center.

### Run Mode

Use this parameter to decide if the report must retain or discard the transient data created during execution of the report.

Select the **Debug** option only to investigate an issue with the report output or when instructed by Oracle Support.

The default **Normal** option discards the temporary transient data.

### Report Results

The report provides details of the selected payment status for matching persons, filtered by the specified time frame and other parameters.

| Report name | What it contains   |
|-------------|--|
| Summary     | Provides sections on: <ul style="list-style-type: none"> <li>• Report parameters and sort order</li> <li>• Summary of payments</li> </ul>  |
| Detail      | Provides sections on: <ul style="list-style-type: none"> <li>• Report parameters and sort order</li> <li>• Summary of payments</li> <li>• Details of payments</li> </ul> Use this validate payments for each employee, including the payment amount, bank, and check info. |

*Related Topics*

- [Delivery Options for Extract-Based Payroll Reports](#)
- [Payment Statuses](#)
- [Archive Periodic Payroll Results](#)

## Third-Party Payment Register

Use the Run Third-Party Payment Register task to report on roll up payments and multi-deduction payments. You can view a summary or detail listing of all third-party payments.

Use Submit a Flow task under **Payroll** in **My Client Groups** on the Home page, and submit the **Run Third-Party Payment Register Report** flow to run the report.

Before you begin, run the report after calculating and verifying prepayments and generating the payments.

### Report Parameters

The parameter values determine which records to include in the report. For example, you can run this report for a specific consolidation group or payroll relationship group. You must predefine these groups before you can use them. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

### Scope

You control the results of the report by specifying the scope of the report, as given in this table.

| Scope Value | Report Results   |
|-------------|--|
| Summary     | Provides a list of payments by payee.  |
| Detail      | Provides details of employee and deduction information for third-party payments. |

### Payroll

Select the required payroll name. The report is generated for the selected payroll run.

### **Process Start Date**

Enter a start date to define the date range of this process.

### **Process End Date**

Enter an end date to define the date range of this process.

### **Consolidation Group**

Select a consolidation group to view the payments for all payrolls that are included in this consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. If you don't select a value, the application uses the default consolidation group assigned to the payroll.

### **Payroll Statutory Unit**

Select a payroll statutory unit (PSU) to view the payments for a specific PSU.

### **Tax Reporting Unit**

Select a tax reporting unit (TRU) to view the payments for a specific TRU.

### **Payroll Relationship Group**

Select the payroll relationship group name, if you have defined one. Payroll relationship groups limit the persons processed for payroll, data entry, and reporting. For example, you can create a group to process the report for terminated employees.

### **Person**

Select the person number to validate payments for each employee, including the payment amount, bank, and check information, as reported in the detailed report.

### **Process Configuration Group**

Select a value if available. Use a process configuration group to set rules for payroll processes, such as passwords or number of threads. If you don't select a process configuration group; the process uses the parameters in the default group.

**Note:** Use the Object Groups task to define the payroll relationship group or the process configuration group, before you can select it here.

### **Payee**

Select the payee for which the check payment process is run, to view the payment details of individual and rollup payments made for each payee.

Use the following parameters to view a list of individual payments, including total amounts paid by payment category, type, status, and method:

- Payment Category
- Payment Method
- Payment Process
- Payment Type



- Payment Status

## Report Results

The results of the report depend on the scope value you select while running the report, as given below. Both the formats have a page break after every payee, so you can provide the payment details separately to each payee.

### Summary Report

The Summary report displays the payments made to each payee by the payment source, payment status, and payment category. The report doesn't show PSU, TRU, and employee and deduction information. This is because the rollup payments include employees across PSUs and TRUs.

### Detail Report

The Detail report has a multiple-tier layout that includes:

- Payment details of individual and rollup payments made for each payee. Within each payee report, the payments are further segregated into:
  - Employee deduction information for individual payments, including single deductions and multiple deductions
  - Employee deduction information for rollup payments
- Consolidated totals of each multiple deduction payment and rollup payment
- Deduction reference details for involuntary deductions stored on the calculation card  
It displays a blank deduction reference if the details are not available.
- Element name of voluntary deductions

### Support for Spreadsheet Tabular Layout

You can create your own template for a tabular output of data in Microsoft Excel file format for both the summary and detail reports.

#### Related Topics

- [Third-Party Payment Rollup](#)
- [Employee and Third-Party Check Payments Overview](#)

## Payment Statuses

Payroll managers use the Payment Register to verify the total amounts paid by payment category, type, method, and status.

This table shows you the payment statuses that you might see on the Payment Register. Payment statuses are configurable values in the PAY\_STATUS lookup.

| Lookup Code | Value                          | Description  |
|-------------|--------------------------------|--|
| C           | Canceled and can't be reissued | The payment was marked as Void, the prepayment process was rolled back, and the calculation of the payroll run results reversed. |
| MR          | Paid externally                | The payment was processed, but generated externally. Examples include a hand-written check/cheque for a terminated employee.     |

| Lookup Code | Value  | Description   |
|-------------|--------|---|
| P           | Paid   | The payment was processed and issued without error.   |
| U           | Unpaid | The payment was processed, but was incomplete or errors occurred during payment.                                    |
| V           | Void   | The payment was marked as Void but is eligible for reissue. Examples include replacing a lost payroll check/cheque. |

*Related Topics*

- [Payroll Payment and Cost Distribution Reports](#)

## Payroll Costing Results Report

Use the Payroll Costing Results Report to view and verify the costing results for a costing process or the costing entries of a payroll run.

This report uses the extracts-based architecture to handle large volumes of data.

The report uses delivered user entities and database items so you can write to your own extracts to query the costing results.

Submit the **Run Payroll Costing Results Report**. Before running this report, submit one or more processes that generate costing results.

*User Entities*

A user entity is a logical entity associated with a data group defined using the HCM Extracts feature, a flexible tool for generating data files and reports. This table describes the user entities related to costing results and the type of data they extract.

| User Entity                        | Description  |
|------------------------------------|--|
| ORA_PAY_COST_RESULT_UE             | Extracts the detailed costing results.               |
| ORA_PAY_COST_SUMMARY_UE            | Extracts the summary of the costing results.         |
| ORA_PAY_COST_ALLOCATION_ACCOUNT_UE | Extracts the individual costing segment information. |

### Report Parameters

**The parameter values determine which records to include in the report. Many parameters are self-explanatory. The following parameters have special meaning in the context of this report.**

### Scope

This parameter determines the level of detail in the report. You can select one of two values for the Scope parameter, as shown in this table.

| Scope   | Description  | When to Use  |
|---------|--|--|
| Summary | Shows the account numbers and the net credit and debit amounts for transferring and posting to general ledger. | Select this scope to create a Microsoft Excel file for your third-party general ledger provider.   |
| Detail  | Shows a breakdown of the costing at the element entry, employee, and other levels where costing is calculated. | Select this scope to: <ul style="list-style-type: none"> <li>Review individual entries, such as the results of distributed or allocated costing.</li> <li>Analyze entries to an invalid account number.</li> </ul> |

### Process Start Date and Process End Date

The date parameters determine which records to process in a specified time frame. The Process Start Date specifies the first effective date of the payroll process that generates costing results to include in the report. The Process End Date specifies the last effective date.

Typically, you specify the start date and end dates of the current payroll period or accounting period. You may also specify the start and end dates of a previous payroll period to identify which payroll period to use for your partial period accruals.

To report the results you want to view, the time period defined by the start and end dates must include the effective date of the process. These processes use the process date as the effective date:

- Cost adjustments
- Costing of balance adjustments
- Partial period accruals
- Payroll calculations
- Retroactive pay calculations
- QuickPay calculations, voids, and reversals

All other processes that generate costing results use the process end date as the effective date.

### Process

The name of a process that generates costing results.

By default, the report generates results on all costing processes within a specified time period. Select a single process, such as retroactive costing, to confirm the results of updates made to costing setups before transferring the results to the general ledger.

### Process Configuration Group

Select the process configuration group, if you have defined one. A process configuration group is used to provide sets of processing parameters, primarily related to logging and performance. If you don't select a process configuration group, the application uses the parameters in the default group.

### Consolidation Group

Select the consolidation group specified for a payroll definition. Specify this parameter to view costing results for all payrolls that are included in this consolidation group. For example, if your weekly payrolls share the same consolidation group, you can review the results of cost adjustments before transferring their results to general ledger.

### Location

Select a single work location, or all work locations. The report output lists the payroll relationship records based on a person's assignment location. The location is listed with the other parameters, but not on the results.

### Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. Payroll relationship groups limit the persons processed for payroll, data entry, and reporting. For example, you can create a group to process the report for terminated employees.

**Note:** Use the Object Groups to define a process configuration group, consolidation group, or payroll relationship group, before you can select it here.

### Person Name

Select a person name to view the costing results for a specific person. This parameter is only available for detailed reports.

### Results Reported

Use this parameter to filter and view the report results for smaller volumes of data, thereby enhancing the report performance. Here are the values you can select.

| Value                                    | Description   |
|--|---|
| Payroll process costing results          | The report includes the costing results of payroll processes, such as calculate payroll, QuickPay, and reversals. |
| Payment process cost results             | The report includes the costing results of payment processes, such as costing of payments.                        |
| Payroll and payment process cost results | The report includes the costing results of both payroll and payment processes.                                    |

### Report Category

Use this parameter to generate the report output in the Excel or text format.

### Report Results

The report separates the displayed values using a pipe delimiter when:

- A person has multiple assignments, and
- The costing result for an element at the payroll relationship level includes more than one value for a parameter.

For example, if a person has one payroll relationship and two assignments to different departments, the costing report lists the costing result for the deduction. The report also shows the department names separated using a pipe delimiter.

*Related Topics*

- [Best Practices for Viewing User Entity Details](#)
- [Payroll Processes that Generate Costing Results](#)

# Payslips

## Overview of Online Payslip

A payslip is a printable record of a payment made to an employee during a payroll pay period or as a bonus or commission payment.

It includes details of the payment, such as employee and employer information, pay period, earnings, deductions and accruals, and net pay distribution details.

Use these two predefined templates to configure the payslip template to include your specific statutory requirements:

- Payslip Main Template
- Payslip Sub Template

For more information, refer to 'Configure the Payslip Report Template' topic in the Help Center.

After you configure the payslip template, and before you generate the payslips, consider the following.

| Task   | Where to find more information   |
|--|--|
| Generate the worker's payslips in a language of their choice depending on what's set as the workers correspondence language. | Refer to these topics in the Help Center: <ul style="list-style-type: none"> <li>• Multilanguage Support for Payslips</li> <li>• Generate Payslips in the Worker's Correspondence Language</li> <li>• Add Bursting to Print Delivery Option</li> </ul> |
| Mask or encrypt bank account information to prevent display of sensitive information.  | Refer to 'How Account Number Masking in Payroll Reports Work' in the Help Center.  |
| Set the precision value for the number of decimal places for the rates displayed on the payslip.                             | Refer to 'Rate Precision in Payslips' in the Help Center.  |
| Add text and input values to payslips.   | Refer to 'How to Add Text to Payslips and Checks' and 'Examples of Input Values for Payslip and Check Text' in the Help Center.  |

The **Generate Payslips** process is run once each payroll period and it generates the payslip XMLs based on the payroll archive and prepayments data. The payslip PDFs are created and stored in the **Document of Records** for future reference and retrieval.

During the payslip process, payslip template files get downloaded, including files for multiple installed languages. You can quickly retrieve payslip templates that support large templates or multiple templates for different languages.

You can preview payslips PDF documents directly from the **Payslip** page without having to download. Use options in payslip preview window to zoom, scroll, print, download, or save payslip document. Use back arrow to exit payslip preview window and return to payslip list.

## Generate Payslips

The Generate Payslips process is run once each payroll period and it generates the payslip XMLs based on the payroll archive and prepayments data. The application creates the payslip PDFs and stores them in the Document of Records for future reference and retrieval.

Before you generate the payslips, you must ensure successful completion of these post-payroll processes:

- Archive Periodic Payroll Results  
When you run the Archive Periodic Payroll Results process, use a Process Configuration Group parameter to set the precision value of rates on the payslip.
- Generate Check Payments or Direct Deposits process is completed successfully.

Information such as Employee Details, Payroll Information, Earnings, and Payment Methods are displayed in the payslip, as read-only.

### Report Parameters

**The report parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.**

#### Process Start Date

The report excludes payslips with a payment date that's earlier than the date specified

#### Process End Date

The report excludes payslips with a payment date that's later than the date specified.

#### Payroll

The name of the payroll you use to run this report.

#### Payroll Relationship Group

Use this field to generate payslips for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

**Note:** Use the Object Groups task to define a Payroll Relationship Group, before you can use it here.

#### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as setting the payslip rate precision value. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

#### Overriding Payslip Availability Date

For expedited payments, the employees don't have to wait for their payslips until the next regular payroll cycle. To process expedited payments, enter a date earlier than the regular payslip availability date that's defined in the standard payroll calendar.

## Report Results

The generated payslip includes these sections:

- Employee and Employer Details
- Payroll Details
- Summary of Payments
- Net Pay Distribution
- Earnings
- Taxable Benefits
- Tax Deductions
- Other Deductions

The Rate section of the payslip displays Days X Rate and Units X Rate elements for all rate-based elements. The Quantity column displays the number of units and the Type column displays the unit of measurement for the quantity. The unit of measurement can be hours, days, or number of units.

## Generate Payslips in the Worker's Correspondence Language

Run the Generate Payslips process just once and generate individual payslips in the worker's correspondence language of choice. Generate the payslips in different languages depending on what's set as the worker's correspondence language.

For example, if you have workers who have set their language of correspondence as Spanish, you can now generate their payslips in Spanish.

Here are the tasks you must perform to generate the payslips in the worker's correspondence language of choice.

### 1. Identify and group workers for payslip translation

Identify the workers whose Correspondence Language on the Manage Person page, under Biographical Information is given as Spanish. Create a Payroll Relationship Group for these workers, and use this group when you run the Generate Payslips task.

### 2. Enable payslip translation

Set the process configuration parameter, **Enable Payslip Translation**, to 'Y', before running the Payroll Archive process. Set this parameter only once, so that the application translates the data the Payroll Archive process archives for the payslip.

Run the Archive Periodic Payroll Results process after the payroll calculation is complete.

If you have run the Payroll Archive before setting this parameter, roll back the process, set the **Enable Payslip Translation** parameter to 'Y', and rerun the Payroll Archive process.

### 3. Install the worker's correspondence language

Although the worker sets their correspondence language to one of several languages, the application supports only the installed languages for translation. Hence, to generate the payslip, you must install every preferred

correspondence language on the environment. If the correspondence language is not one of the installed languages, the Payslip is produced in the base language.

For this example, ensure that Spanish is an installed language on the environment.

#### 4. Add bursting for paper delivery of the payslip

As only one language can be applied to all the labels on a payslip, payslips for different languages must be in their own PDF. Add the Bursting configuration onto the Print delivery option within the Payslip extract definition.

For more details on how to add the Bursting option, refer to 'Adding Bursting to Print Delivery Option: Procedure' on the Oracle Help Center.

#### 5. Set the Locale property and correspondence language

For translation of the payslip labels, set the Locale property of both Document of Records and Print delivery options within the Payslip extract definition to "Correspondence Language". If you do not want translation of the payslip labels, leave the Locale property blank or set it to the base language, for example, `en-us` for US English.

For more details on how to set the set the Locale property of both Document of Records and Print delivery options within the Payslip extract definition to "Correspondence Language", refer to 'Adding Bursting to Print Delivery Option: Procedure' on the Oracle Help Center.

For setting the Locale property of Document of Records within the payslip extract definition, follow steps 6 to 8 in the above referred topic. Select the Online Payslip Delivery Option Name row in the Extract Delivery Options section in step 7.

#### 6. Enable translation of modified text on the payslip

For the payslip data that is not delivered by Oracle (transactional data and user configurations), in addition to the base language text, enter the translated text in the application. For example, if the name of a user-created element and its associated balance definition must be translated, the translated value (for each of the installed languages that needs translation support) must be entered in the application.

For more information about how you can add translations of modified text, refer to 'Adding Translations of Modified Text: Overview' and 'Translating Existing Strings at Runtime: Worked Example' on the Oracle Help Center.

After you have completed the above mentioned settings, run the Generate Payslips task to generate the payslips. Select the Payroll Relationship Group you have created, so that the payslips are generated in Spanish for the workers you have identified.

### Related Topics

- [Multilanguage Support for Payslips](#)
- [Add Bursting to Print Delivery Option](#)

## View My Payslip and Bank Details



Watch video

You can view your payslip and bank details on the Payroll page from your home page. You can also set up your bank details.



To view the PDF of a full payslip:

1. Click **Me** on your home page.
2. Click **Pay** to open the Payroll page.
3. Click **My Payslips** to access and view your payslips.

At any given time you can view 25 payslips listed by date order. Payslips with the latest available date are displayed at the top of the page.

- Select a payslip to view the details.
- Select multiple payslips and view details of the payslip you selected last.
- Select a payslip and view within the Summary region of the payslip page the following tabs:
  - Earnings
  - Deductions
  - Net Pay Distribution
  - Payroll Preview
- Click on the **Earnings** tab to view a summary of the amounts paid on the payslip.
- Click on the **Deductions** tab to view a summary of the amounts deducted on the payslip.

These two tabs also include an analytics region that break down the payslip amounts in a pie chart and provide a bar chart to compare payslips.

**Note:** A pie-chart can't display negative values such as a salary or absence deduction. Therefore, the information displayed on the pie chart may not match the earnings and deductions listed in the earnings and deduction regions.

- By default, the bar chart displays history details for four payslips. You can use the chart to compare the details across the payslips.
- Select the **Net Pay Distribution** tab to view the net pay distribution information such as the bank account details.
- Select the **Payroll Preview** tab to view the payslip, held in the Document of Records, and embedded within the Payslips page. You can also download the document from this page.
- Select the check boxes against the payslips and use the Export option at the top of the page to export one or more payslip documents.

You can print your payslip or save it to your computer. Your payslips are stored in the application and you can retrieve them at any time.

## Set Up Personal Payment Method Example for Direct Deposit

Personal payment methods define how you want to receive your payments, such as by check or direct deposit. Follow these steps to create a direct deposit personal payment method. You must create your bank accounts before you can associate payment methods. Create your bank accounts for the majority of your payment paid to your checking account and for a small percentage paid to your savings account.

Create your checking account:

1. Choose the **Payment Methods** task in your Pay area.
2. In the **Bank Accounts** section, click Add.
3. Enter your checking bank account details.

4. Click **Save**.

Create your savings account:

1. In the **Bank Accounts** section on the Payment Methods page, click Add.
2. Enter your savings bank account details.
3. Click **Save**.

Create your personal payment method to be paid to your checking account

1. In the **My Payment Methods** section, on the Payment Methods page, click Add.
2. Enter a name for your payment method, such as 'My Checking Account'.
3. In the **Payment Type** field, select **Direct Deposit**.
4. Select your **Checking** account from the bank account list of values.
5. Click **Save**.

Create your personal payment method to be paid to your checking account:

1. In the **My Payment Methods** section, on the Payment Methods page, click Add.
2. Enter a name for your payment method, such as **My Savings Account**.
3. In the **Payment Type** field, select **Direct Deposit**.
4. In the **Payment Amount** field, select percentage and enter a value, such as 10 for 10%.
5. Select your **Savings** account from the bank account list of values.
6. Click **Save**.

## Payslip Reprinting Report

Use the Payslip Reprinting Report to generate a report to include payslips for an employee or a specific group of employees spanning across multiple pay periods.

For example, generate the report for:

- Employees who generally view their payslips online and are on long-term leave of absence, for instance on maternity leave, and hence can't view their payslips online.
- Employees who are terminated and can no longer view their payslips online and are paid severance payments after they have left the organization.
- Your legal department, who has requested for an employee's payslips for a specific financial year.

You can run this report for:

- Multiple employees
- Multiple pay periods
- Any date range
- Any number of times

To run this report, use the **Run Payslip Reprinting Report** task from the Submit a Flow page. You can open this page from **Payroll** in **My Client Groups** on the Home page.

### *Before You Begin*

Run this report after successful completion of the Generate Payslips process. The report retrieves the payslips that are already generated by the Generate Payslips task and stored in the Document of Records. Run the Generate Payslips task for the pay periods, employees, and date range for which you want to run this report.

## Report Parameters

**The report parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.**

### Process Start Date

The report excludes pay slips with a payment date that's earlier than the date specified.

### Process End Date

The report excludes pay slips with a payment date that's later than the date specified.

### Payroll

The name of the payroll you use to run this report.

### Consolidation Group

Use this field to run the report for a consolidation group. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group.

### Location

Use this field to print the payslips for employees who have at least one assignment for the selected location.

### Payroll Relationship Group

Use this field to run the report for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

### Person

Use this field to print the payslips for a specific employee.

### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as passwords or number of threads. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Object Groups task to define any of the groups mentioned, before you can use it here.

### Delivery Preference

Use this field to select any of the following options:

- Online
- Paper
- Both online and paper

You can also run this report for a specific payroll statutory unit or tax reporting unit.

## Report Results

The report provides a single output file and also includes employees who haven't opted for a printed payslip.

*Related Topics*

- [Multilanguage Support for Payslips](#)
- [Add Bursting to Print Delivery Option](#)

## Data Validation and Audit Reports

### Summary of Data Validation and Audit Reports

As a payroll manager, you can use the reports listed in this table to perform these tasks.

- Identify and correct missing statutory data, and validate payroll setup data
- Identify potentially incorrect payments or amounts withheld using balance exceptions
- Review and verify retroactive entries and values

| Report                          | Purpose   | When to Run  | Example of Usage  |
|---------------------------------|---|--|---|
| Payroll Data Validation Report  | View a listing of noncompliant or missing statutory information for a person by payroll statutory unit.   | Run before calculating payroll as needed.  | Identify any missing attributes based on statutory rules of the legislative data group, such as tax reporting unit.   |
| Balance Exception Report        | Identify values that vary for the same balance dimension. This variance could indicate overpayments or underpayments.   | Run after calculating the payroll run or QuickPay run, or before running statutory reports, such as quarterly or annual reports. | View to identify potentially incorrect payments or amounts withheld.  |
| Retroactive Entries Report      | View details of retroactive element entries created by the Recalculate Payroll for Retroactive Changes process, and compare the original result to the recalculated result. | Run every pay period.  | Review the retroactive entries for each person. For each entry, the original calculation result, if available, is shown and the corresponding retroactive entries that are created after comparing with that original result. |
| Retroactive Notification Report | View retroactive notifications for events that are awaiting processing, deferred, or both.  | Run before you submit the Recalculate Payroll for Retroactive Changes process  | Use this report to review: unprocessed retroactive events for each employee, enabling you to identify who are included in Recalculate Payroll for Retroactive Changes process.  |
| Worker Validation Report        | View a listing of the missing statutory information for workers under a legal employer.   | Run before calculating payroll as needed.  | Identify any missing attributes based on statutory rules of the legislative data group, such as document ID.  |

## Retroactive Entries Report

Run the Retroactive Entries Report to view the:

- Element entries created by the Recalculate Payroll for Retroactive Changes process
- Original calculations,
- Retroactive entries generated by comparing the original result to the recalculated result

The report displays the number of payroll relationships and total retroactive result value by each element classification and by each element. The report also displays the number of payroll relationships and total retroactive result value by the original process that the recalculated results are compared with.

Submit the **Run Retroactive Entries Report** task from the Payroll Checklist or Submit a Flow page. You can also use the delivered Retroactive Payroll flow to automatically run the Retroactive Notification report, Recalculate Payroll for Retroactive Changes process, and the Retroactive Entries Report in that order.

### Prerequisites

Run this report after you run the Recalculate Payroll for Retroactive Changes process.

### Parameters

**The parameter values determine which records to include in the report. Many parameters are self-explanatory and are similar to the parameters you submit to run the Calculate Payroll process. The parameters mentioned here have special meaning in the context of this report.**

#### Payroll

Enter the payroll flow name. This value should be the same as the flow you use to run the Calculate Payroll process.

#### Payroll Period

Enter the same value you used to run the Calculate Payroll process.

#### Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. A payroll relationship group limits the persons processed for payroll and reporting.

#### Element Group

Select the element group name, if you have defined one. The element group limits data to only those retroactive elements that are members of this group.

**Note:** Use the Object Groups task to define any of the groups mentioned above before you can select it here.

### Report Results

**The PDF output of the report has the following sections.**

#### Parameters Section

The parameters section is at the beginning of the report and displays the report parameters and the sort criteria. The sort criteria is: Original Process Date, Original Flow Name, Original Process Type, Original Run Type, Person Name,

Payroll Relationship Number, Element Classification, Original Result Element Name, Retroactive Entry Type, Assignment Number, and Retroactive Entry Creation Date.

### **Element Classifications Summary**

This section displays the number of payroll relationships and total retroactive result value by each element classification.

### **Elements Summary**

This section displays the number of payroll relationships and total retroactive result value by each element.

### **Elements by Original Process Summary**

This section displays the number of payroll relationships and total retroactive result value by the original process that the recalculated results are compared with.

### **Element Details for a Person**

This section displays the retroactive entries for each person. For each entry, the original calculation result, if available, is shown and the corresponding retroactive entries that are created after comparing with that original result.

## **Retroactive Notification Report**

Retroactive pay is the recalculation of prior payroll results due to changes that occur after the original payroll calculation is run.

Here are some examples of prior period adjustments:

- An employee receives a pay award that's backdated to a previous pay period.
- The payroll department makes a backdated correction for an error that occurred in a previous pay period.

For example, after evaluating employee performances for the previous calendar year through a three-month review cycle, an employer may backdate the pay awards to 01, January. When such entries are made in April, it triggers retroactive events for employees receiving such pay awards. These employees have already been processed by payroll for the last three months.

A retroactive notification is generated when a retroactive payroll event is generated.

Run the Retroactive Notification Report to view retroactive notifications for events that are awaiting processing, deferred, or both. Run this report before you submit the Recalculate Payroll for Retroactive Changes process.

Use the report to view:

- Unprocessed retroactive events for each employee, enabling you to identify who are included in Recalculate Payroll for Retroactive Changes process.
- Event dates that can be used to identify which payroll periods are recalculated by the retroactive process for each employee.
- Payroll relationships that are previously deferred so that you can make some or all of them available for the next retroactive payroll process.

The earliest date across all notifications for a payroll relationship determines the reprocess date. Reprocessing is done across all runs starting from the reprocess date, as payroll calculations are cumulative.

For example, suppose a monthly paid employee has unprocessed retroactive events for 15, June and 20, August. The retroactive process recalculates payroll results for the June, July and August payroll periods. You can use the report to detect payroll relationships that are previously deferred.

Submit the **Run Retroactive Notification Report** task from the Submit a Flow page. You can open this page from **Payroll** in **My Client Groups** on the Home page.

## Parameters

**The parameter values determine which records to include in the report. Many parameters are self-explanatory. Submit the same values as you would provide for the retroactive pay processing.**

**Here's the list of parameters that have special meaning in the context of this report.**

### Process Date

The process date determines which records to process and is the same date as when the retroactive change process is run.

### Payroll

Enter the same payroll flow name as the flow you use to run the retroactive process.

### Retroactive Notification Status

This table lists the values you can select to determine the type of events to include in the report.

| Status                        | Description  |
|-------------------------------|--|
| Deferred                      | Includes events for payroll relationships whose retroactive pay processing is deferred.  |
| Unprocessed                   | Includes events that are either awaiting processing or processing.   |
| Both Deferred and Unprocessed | Includes events that are either awaiting processing or processing, or deferred. This is the default value and is a combination of the other two options. |

### Person

Enter a value to limit your report to a specific employee.

### Process Configuration Group

Select the process configuration group, if you have defined one. Use a process configuration group to provide sets of processing parameters, primarily related to logging and performance. If you don't select a process configuration group; the parameters in the default group for the selected payroll is used.

### Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. Use a payroll relationship groups to limit the persons processed for payroll, data entry, and reporting.

**Note:** Use the Object Groups task to define any of the groups mentioned above before you can select it here.

## Report Results

This table shows the sections of the PDF output of the report.

| Section Name                              | Description  |
|---|--|
| Parameters Section                        | The parameters section is at the beginning of the report and displays the report parameters and the sort criteria. The sort criteria is: Notification Status, Retroactive Process Date, Person Name, Payroll Relationship Number, Entity, Batch Name, Attribute, Update Type, Assignment Number, Element Name, Change Effective Date, Actual Change Date and Changed By.   |
| Notification Status Summary               | This section shows the total payroll relationships and total events by each type of retroactive notification status. Each payroll relationship may have multiple payroll retroactive events such as assignment updates, element entry updates, and so on. The counts reflect the number of such events that require payroll to be recalculated from a different process date.  |
| Retroactive Process Date Summary          | This section shows the different reprocessing dates for the employees and payroll relationships, and the total count of workers and events for each reprocess date. This section gives a quick snapshot of how far back the retroactive reprocessing begins and for how many workers. These totals are also broken down for each retroactive notification status.  |
| Event Type Summary                        | This section shows the details of the type and number of events that cause recalculation of payroll for a particular reprocess date. You can view the number of payroll relationships and employees, and events by entity and attribute for a particular reprocess date.   |
| Event Details by Retroactive Process Date | This detail section shows the different workers and their event details for the same type of event, reprocess date and notification status, as follows: <ul style="list-style-type: none"> <li>• If the entity is related to elements, the element name is shown as part of the event details. The batch used to make the change, if any, is displayed in the header.</li> <li>• If the event is related to assignment, the assignment number is shown.</li> <li>• The old value is shown for Update, Delete and Correction events while the new value is shown for Update, Insert and Correction events.</li> </ul> |
| Event Details for a Person                | This section sorts and lists all events by each process date and worker. Each payroll relationship has one reprocess date based on the earliest event. <ul style="list-style-type: none"> <li>• The assignment number is shown only for those events that are specific to an assignment.</li> <li>• The person number and payroll relationship number are shown along with the person name, in the header.</li> <li>• Batch name, if available, and the element name is shown only when the event is related to an element. For all events based on attribute, both the old and new values are shown.</li> </ul>     |

*Related Topics*

- [How Retroactive Pay Is Calculated](#)
- [Overview of Payroll Event Groups](#)

## View Originating Pay Periods for Retroactive Earnings

View originating period dates for all retroactive earnings, including absences and supplemental earnings, on your payslip.

For example, when bonus earnings in January are retroactively paid in February, the payslip for February shows the retroactive earnings paid, alongside the dates for the January pay period.



The payslip in February shows the amount earned, time worked, rate of pay, the factor or multiple, and the pay period dates in January the bonus was earned.

## Payroll Data Validation

### Overview of Payroll Data Validation Report

Before you run payroll or any other statutory processes or reports, the required HR and payroll data setup must be complete for all your workers. Missing or noncompliant data can impact legal processes or reports.

The Payroll Data Validation Report provides details of missing or statutorily noncompliant data at the worker and organization level. Prior to running the payroll process or any other report, run the Payroll Data Validation Report. You can then take corrective action as necessary to complete the data setup and correct noncompliant data.

During the implementation phase, add the business rules and validation messages at the enterprise or legislative data group level. These validations are in addition to the country-specific validations that are predefined in the application.

### Validation Levels

The data group you select when adding validation rules to the Data Validation Report determines the level of validation. For example, you might have a validation rule at the tax reporting unit level or at the person details level. When adding a validation, you must ensure a database item exists for the attribute for which you're adding the validation.

### Set Up Validation Rules

Use the delivered formula 'Global Attribute Mandatory Check' to set up validations to identify missing data. You add the validations to the Data Validation Report extract definition. Here's the summary of the required steps to set up the validation rules:

1. Identify a suitable short name for the attribute for which you want to add the validation, for example, `ASG_JOB_CODE`. Prefix it with `CST` to mean user-defined. Therefore, the short name should be `CST_ASG_JOB_CODE`.
2. Set up a lookup code to control the validation. For mandatory validations, that you set up using the delivered formula, set up the lookup code as a short name suffixed by `>MC`. For example, `CST_ASG_JOB_CODE>MC`.
3. Based on the level at which you need the validation, you must create the records and data elements in the appropriate data group. Identify the relevant data group to add the validation and create a record in the group. For example, add assignment level validations to the Assignment Data Group.

**Note:** A database item must exist for the attribute for which you're adding the validation.

4. Add the validation and create the extract definition attributes.
5. Generate and compile the formula at the report record.
6. Run the appropriate Payroll Data Validation Report to include the validations.

### Control the Validations

Use the delivered `ORA_HRX_GLB_VALIDATION_OBJECTS` lookup type to set up a lookup code that you can use to control the validation. For example, you can use this lookup code to add multiple country tags to a validation. Alternately, if the validation is no more valid for the country, remove the previously added country tag from the lookup code.

**Note:** If you don't add a country tag, the application doesn't trigger any validation.

## Validation Types

The validations can be simple or complex.

The application triggers simple validations if you haven't provided a value for an attribute required for a report or a process. For example, the Tax Reporting Registration Number is missing at the organization level or the National Identifier value is missing for a worker. You can create a simple validation by using the delivered formula 'Global Attribute Mandatory Check' and the appropriate database item group.

The application triggers complex validations when there's more than one attribute included in the validation. For example, a value is missing for a National Identifier Type pertaining to a worker.

For coding complex validations, Oracle recommends that you use data elements of type Rule with a user-defined Rule Formula to perform the validation. You must deliver these data elements in a record of type Formula.

## User-Defined Rule Formula

For coding complex validations, Oracle recommends that you use extract attributes of type Rule with a user-defined Rule Formula to perform the validation. Consider the following for coding user-defined Rule Formula:

- Check if the formula is of type Extract Rule.
- Check that the lookup code exists for the short code of the data element, and is enabled for the legislation code, for which the report is run.
- Check if the formula is associated with the correct data element. Since this is a user-defined formula, check and run only if short code matches.
- Perform the validation to return validation message text or return a NULL value. The message text should be fewer than 240 characters or the application considers only the first 240 characters of the message.

## Data Security

By default the report is submitted through an elevated user that has full data access and is secured through the list of values on the report parameters. However, you can configure the Data Validation Report to run based on the profile of the user who submits the report. For example, if a user has access to only employees within a specific payroll or department, you can configure the report to check data only for those employees.

## Validation Rules for Data Validation Report

You can add validation rules to the Data Validation Report to identify missing data required to run a process or report. You can run the report and make relevant corrections to complete the employer or payroll-related data.

Use the **Extract Definitions** task in the **Data Exchange** area in **My Client Groups** on the Home page, to add a validation rule to the Data Validation Report extract definition.

## Rule Formula

Use the delivered formula 'Global Attribute Mandatory Check' to set up validations to identify missing data. You add the validations to the Data Validation Report extract definition.

This formula includes certain important enhancements such as supporting translated messages. It also offers the ability to control the validations without you deleting the validation already configured by you or delivered by Oracle. It's not mandatory for you to migrate your existing validations from the 'Global Null Check Rule' formula to the new one. Oracle recommends migrating to the new formula to make use of the benefits.

## Validation Levels

This table describes the validation rules at the various levels.

| Validation Level                           | Description   |
|--|---|
| Employee                                   | Add simple validations for a missing attribute at the worker level. For example, if the National Identifier value is missing for a worker.  |
| Organization                               | Add simple validations for a missing attribute at the organization level. For example, a missing Tax Reporting Registration Number.   |
| Repeating Child Entity of a Worker         | Add validations at the repeating child entity of a worker. For example, you may add a validation for a missing IBAN number for one of the multiple payment methods that a worker has. You can add a validation to specify the details of the attribute value (IBAN Number). This attribute value is missing for the Entity Type (Personal Payment Method) and for the Entity Name (Personal Payment Method Name).   |
| Repeating Child Entity of the Organization | Add validations at the repeating child entity of an organization. For example, add a validation for a missing SWIFT Code for one of the multiple organization payment methods that's valid for a payroll statutory unit. You can add a validation to specify the details of the attribute value (SWIFT Code). This attribute value is missing for the Entity Type (Organization Payment Method) and for the Entity Name (Organization Payment Method Name). |

## Data Groups

The data group you select when adding validation rules to the Data Validation Report determines the level of validation. For example, you might have a validation rule at the tax reporting unit level or at the worker details level.

The processes associated with the Data Validation Report extract definition are:

- Run Payroll Data Validation Report
- Run Worker Data Validation Report
- Data Validation Report for Payroll Interface

These reports use different data groups to report data validation. You must select a data group for any validation rules you add based on the type of data and the level you want the validation to occur.

## Payroll Data Validation Report

Add validation rules to these data groups to report payroll-related data validation:

- Payroll Statutory Units
- Tax Reporting Units
- Payroll Relationships
- Payroll Assignments

## Worker Data Validation Report

Add validation rules to these data groups to report worker-related data validation:

- Payroll Statutory Units
- Legal Employers
- Reporting Establishments
- Work Relationships
- Person Details
- Assignments

## Data Validation Report for Payroll Interface

Add validation rules to these data groups to report worker-related and payroll-related data validation for Global Payroll Interface:

- Payroll Group
- Payroll Relationship Group
- Work Relationships
- Assignments
- Payroll Relationships
- Payroll Assignments

## Usage of Tags

The report output has different sections for legal employer, reporting establishment, person, and so on. The validations reported in the different sections is based on the tag that's added for rule data element. Consider these conditions while using tags for adding validation rules for Data Validation Report.

- For reporting validations at organization level, add the validations to Organization Data Groups and the related tags, as given in the table here.

| Validation Level       | Data Group               | Tag               |
|------------------------|--------------------------|-------------------|
| Legal Employer         | Legal Employers          | LEMP_RULE_TEXT    |
| Establishment          | Reporting Establishments | REP_EST_RULE_TEXT |
| Payroll Statutory Unit | Payroll Statutory Units  | PSU_RULE_TEXT     |
| Tax Reporting Unit     | Tax Reporting Units      | TRU_RULE_TEXT     |

- For reporting validations at worker level, add the validations to the corresponding data group and the predefined tags as given in the table here.

| Validation Level                                   | Data Group  | Tag              |
|--|---|------------------|
| Employee or payroll relationship level validations | Identify appropriate data groups (Example: Assignment). | <b>RULE_TEXT</b> |

- For reporting organization validations or the validations of other entities in a separate table, add the validations to the corresponding data group and the predefined tags as given here.

| Validation Level                               | Data Group  | Tag                     |
|--|---|-------------------------|
| All levels other than employee or organization | Identify appropriate data groups (Example: Assignment). | <b>OTHERS_RULE_TEXT</b> |

*Related Topics*

- [Set Up a Lookup Code to Control the Rules for Data Validation Reports](#)
- [Overview of Payroll Data Validation Report](#)
- [Payroll Data Validation Report](#)
- [Add Rules to Data Validation Reports](#)

## Set Up a Lookup Code to Control the Rules for Data Validation Reports

Use the delivered ORA\_HRX\_GLB\_VALIDATION\_OBJECTS lookup type to set up a lookup code that you can use to control a validation for the Data Validation Report.

You can then use this lookup code to add multiple country tags to a validation. Alternately, you can remove a previously added country tag from the lookup code, if the validation is no more valid for the country.

**Note:** If you don't tag a country, the application doesn't trigger any validation.

To create a lookup code:

- In the Setup and Maintenance area, select the **HCM Extract Lookups** task.
- Search for and select **HCM Extract Lookups**.
- Click **Create**.
- Enter these lookup code details.

| Field       | Description   |
|-------------|---|
| Lookup Code | Enter a lookup code suitable for the attribute or entity to be validated. If you want to use the Oracle delivered formula for mandatory attribute validation, enter suffix as >MC n the lookup code, for example <b>CST_PERSON_ADDRESS_LINE 1&gt;MC</b> . |

| Field            | Description   |
|------------------|---|
| Display Sequence | Enter a unique value for the lookup code. It is recommended to use a sequence number, between 201 to 500, for the user-defined lookup codes.  |
| Start Date       | Enter 01/01/0001.   |
| End Date         | Enter 12/31/4712.   |
| Meaning          | Enter a suitable meaning for the lookup code, for example, Person Address Line 1 Check.   |
| Description      | Enter a suitable description, for example, Person Address Line 1 Check.   |
| Tag              | <p>Tag an appropriate country or countries, for which the validation is to be performed. For example, +FR.</p> <p><b>Note:</b><br/>If no Tag is set up, the application doesn't perform the validation for any country.</p> |

5. Click **Save**.

#### Related Topics

- [Overview of Payroll Data Validation Report](#)
- [Payroll Data Validation Report](#)
- [Add Rules to Data Validation Reports](#)

## Add Rules to Data Validation Reports

This example demonstrates how you can add a validation rule to the Data Validation Report extract definition.

Before you make changes to the extract, select a legislative data group. When you submit your changes for a new rule, the validation is available for the selected legislative data group. Depending on the validation rule and the legislative data group you add it to, the validation is included when you submit any or all of the following processes:

- Payroll Data Validation Report for identifying missing payroll data needed for processes
- Worker Validation Report for identifying missing HR data needed for processes
- Data Validation Report for Payroll Interface for identifying missing HR or payroll data of persons associated with a given object group or payroll. The primary goal of the report in this case is to validate the data before it's exported by the Global Payroll Interface process to a third-party payroll provider.

Before you add the validation rule, ensure that a database item exists to retrieve the value to be validated. The contexts required by the database item are provided by the block level to which you add the validation. For example, suppose you're adding the new validation to the Person Details data group. You are adding a rule to check whether each person's Person Address Line 1 attribute has a value. If there is no value, the report displays an error message. A database item

must exist for the person address line 1 attribute. Create the records and data elements in the appropriate data group based on the level at which you need the validation.

## How to Create the Validation

To create a validation:

1. In the Name field, enter **Data Validation Report**.
2. Select **Extract Definitions** task from the **Data Exchange** area under **My Client Groups**.
3. Search for and select the extract definition to edit as follows:
  - a. In the Type list, select **Full Profile**.
  - b. Select a legislative data group.
  - c. Click **Search**.
  - d. In the search results, click **Data Validation Report**.
4. On the Extract Definitions page, click **Switch Layout**.
5. In the **Session Effective Date** field, enter **01/01/0001**.
6. Add a new record to the Data Group to which you want to add validations as follows:
  - a. Select **Person Details** under the **Data Group** node.
  - b. In the Records section, click **Create**.
 

Ensure that the Session Effective Date is 01/01/0001.
  - c. Enter these details in the **Create Extract Record** section.

| Field        | Value   |
|--------------|---|
| Sequence     | Enter a unique value for the records within the Data Group. It is recommended to use a sequence number between 200 and 600.<br><br><b>Note:</b><br>Two records in the same Data Group can't use the same sequence number. |
| Name         | Person Address Details  |
| Type         | Detail record   |
| Process Type | Fast Formula  |

- d. Click **Save**.

7. Add the database item attribute as follows.

- a. In the **Extract Attributes** section, click **Create**
- b. Complete the fields as shown in this table. This table lists the fields and the respective values for the extract attributes.

| Field               | Description  |
|---------------------|--|
| Name                | Enter a suitable name, for example, Person Address Line 1 Attribute. This name is used in the validation message.            |
| Tag Name            | Person_Address_Line 1_Attribute  |
| Short Code          | Enter a suitable name to match the lookup code and remove the suffix, '>MC', for example, <b>CST_PERSON_ADDRESS_LINE_1</b> . |
| Start Date          | 01/01/0001   |
| End Date            | 12/31/4712   |
| Data Type           | Enter a value appropriate to the data that you want to check. For example, Text for address details.                         |
| Type                | Database item group  |
| Database Item Group | Person Address Line 1  |
| Output Label        | Person Address Line 1  |
| Output Column       | 6  |



| Field | Description |
|-------|-------------|
|       |             |

**Note:** If you don't find the Database Item Group that fetches the attribute value you want to validate, it could be that:

- The Extract Attribute is added at an incorrect level (Data Group), or
- The Database Item Group is unavailable. Verify the availability of the Database Item Groups by trying to add the extract attribute to other levels (Data Group). If the required Database Item Group is unavailable, you can contact Oracle Support.

For more information, see Database Items for Extracts and Formulas in Oracle Fusion HCM guide on My Oracle Support (1565118.1).

c. Click **Save and Close**.

8. Create another attribute for the validation rule as follows:

- a. In the **Extract Attributes** section, click **Create**
- b. Complete the fields as shown in this table. This table lists the fields and the respective values for the validation rule.

| Field      | Value  |
|------------|--|
| Name       | Person Address Line 1 Rule   |
| Tag Name   | RULE_TEXT<br><br><b>Note:</b><br>Enter this value exactly.   |
| Short Code | CST_PERSON_ADDRESS_LINE_1>MC<br><br><b>Note:</b><br>The short code must include the short code of the database item attribute you created followed by a space and the suffix: >MC. The short code is case-sensitive. |
| Start Date | 01/01/0001   |
| End Date   | 12/31/4712   |

| Field                  | Value   |
|------------------------|---|
| Data Type              | Text  |
| Type                   | Always set as Rule.   |
| Rule                   | Global Attribute Mandatory Check  |
| Output Label           | Enter a value same as the Short Code, for example, <b>CST_PERSON_ADDRESS_LINE_1-RULE.</b> |
| Output Column          | Enter a unique value within the record, 26.   |
| Results Display Option | Summary and detail  |

c. Click **Save and Close**.

9. In the **Actions** menu, select **Generate Formula**.

10. In the **Actions** menu, select **Compile Formula**.

11. Click the Extract Execution Tree node and verify that all formulas are compiled.

12. Click **Submit**.

## Payroll Data Validation Report

Run the Payroll Data Validation Report to generate a list of workers with missing or noncompliant payroll data. Use this report to verify if the required data setup for all workers for the payroll run or process is complete.

Payroll managers should run this report prior to running the payroll process.

### Parameters

Most parameters are self-explanatory, while the following have special meaning in the context of this report.

#### Payroll Flow

Select the required payroll flow name for the process that's being run. Enter a value each time the process is run.

#### Effective As-of Date

Use this field to specify the first effective date of the payroll process to include in the report. The data status is verified as of the selected effective date.

#### Payroll Statutory Unit

Select the Payroll Statutory Unit for which the report is to be run.

## Report Results

The report provides details of missing or noncompliant statutory data for the selected payroll statutory unit as of the selected effective as-of date. The details are at the worker or organization level.

You can view the PDF output of the report or the Excel output, as required.

### *Related Topics*

- [Validation Rules for Data Validation Report](#)
- [Set Up a Lookup Code to Control the Rules for Data Validation Reports](#)
- [Overview of Payroll Data Validation Report](#)
- [Add Rules to Data Validation Reports](#)

## Data Security in Payroll Data Validation Reports

Configure the Data Validation Report to run based on the profile of the user who submits the report.

For example, if a user has access to employees only within a specific payroll or department, you can configure the report to only report data for those employees. The access the user has is defined by the data security profile attached to the user's role.

Here are the tasks required to configure and run the report based on the profile of the user submitting the report:

1. Sign in as IT Security Manager and define HCM data roles and setup data security. Assign the data roles to the application user as per the requirement of your enterprise.
2. Sign in as Payroll Manager and secure the 'Payroll Data Validation Report' at the Legislative Data Group level.
3. Sign in as application user to whom the privileges are assigned and run the report.

### Define Data Roles and Assign Data Roles to the Application User

No predefined HCM data roles exist. While creating an HCM data role, include a job role. The secured HCM object types that the job role accesses are identified automatically, and sections for the appropriate security profiles appear. Select or create security profiles for those object types in the HCM data role.

For each object type, you can include only one security profile in an HCM data role, which is known as Security Profile. Consider the following to complete the setup.

- You must have the IT Security Manager Job role to perform this task.
- To create an HCM data role, use the Assign Security Profiles to Role task in the Setup and Maintenance work area.
- For more information on setting up the data security as per the requirement of the enterprise, see Oracle Human Capital Management Cloud Securing HCM.

Here are the steps required to configure the report based on the profile of the user submitting the report.

1. Search and select the **Payroll Flow Patterns** task from **Payroll** in **My Client Groups** on your Home page.
2. Search for the **Run Payroll Data Validation Report** flow pattern.
3. Select the required **Legislative Data Group**.
4. Click **Edit**.
5. Click **Go to Task** and click **Edit**.
6. Select the row and click the **Edit** on the tool bar for the row.
7. Select the **Secure Process or Report** check box and click **Save**.

**8. Alternately, you can click on Remove all Updates.**

Repeat these steps for each Legislative Data Group, where the setting must apply. This configuration, although done on the delivered flow pattern, is preserved during patching and upgrades.

### Submit Report

When you submit the report, consider the following:

- Select the Payroll Statutory Unit (PSU) from a secured list of values. If the user's data security is restricted by the PSU, then the user can only run the report for that PSU they have access to, even if the report is run as the elevated user by default.
- If the user's data access is restricted based on other attributes like department or payroll, configure the report based on the user profile. This is only if you must restrict the report to the profile of the user submitting the report and only data for the department or payroll is reported.

## Balance Exception Reports

### How to Create a Balance Exception Report

In this example, you create a balance exception and run the Balance Exception Report to compare the total payments made to your employees for the current payroll period with the payments you made in the previous payroll period.

Before you create and run the Balance Exception Report, you must create a balance exception for this example.

### Create a Balance Exception

Let's look at the steps to create a balance exception to compare the net pay amounts for the current and the previous period.

1. On the Home page, click the **Balance Exceptions** quick action under the **My Client Groups** tab.
2. Click **Create**.
3. Select a legislative data group and click **OK**.
4. Complete the fields as shown in this table:

| Field                  | Value   |
|------------------------|---|
| Balance Exception Name | Compare Net Payment Amounts to the Previous Period  |
| Comparison Type        | Previous period   |
| Comparison Value       | 1<br><br>For comparison types that begin with Previous, the application enters 1 as the default value and makes it read only. |
| Balance Name           | Net Payment   |

| Field             | Value   |
|-------------------|---|
| Dimension Name    | Relationship Period to Date   |
| Variance Type     | Percent   |
| Variance Operator | Greater than  |
| Variance Value    | 10  |
| Severity Level    | 1<br><br><b>Note:</b><br>Enter a lower value for a high priority exception. |

5. Click **Submit**.

### Create a Balance Exception Report

1. On the Home page, click the **Balance Exceptions and Reports** quick action under the **My Client Groups** tab.
2. Click **Create**.
3. Select the same legislative data group you selected in the previous task and click **OK**.
4. Complete the fields as shown in this table:

| Field                 | Value   |
|-----------------------|---|
| Exception Report Name | Compare Net Payment Amounts to the Previous Period  |
| Consolidation Group   | Select a value to restrict this exception report to a specific consolidation group. Leave blank to not restrict the output or to decide at the time of report submission. |
| Payroll               | Select a value to restrict this exception report to a specific payroll. Leave blank to decide at the time of report submission, where payroll is a required parameter.    |

5. Click **Add**.
6. Select the **Compare Net Payment Amounts to the Previous Period** balance exception name and then click **OK**.
7. Click **Submit**.

### Run the Balance Exception Report

1. On the Home page, click the **Submit a Flow** quick action under the **My Client Groups** tab.
2. Select the same legislative data group as in the previous tasks.

3. Select the **Run Balance Exception Report** flow pattern and then click **Next**.
4. Complete the fields as shown in this table:

| Field                    | Value  |
|--------------------------|--|
| Payroll Flow             | Enter an appropriate name for this instance of the report.   |
| Process End Date         | Enter a value.   |
| Balance Exception Report | Compare Net Payment Amounts to the Previous Period   |
| Payroll                  | Select a value to restrict this exception report to a specific payroll. Enter the same name as in the previous task, if one was specified. |

5. Click **Next**.  
When you enter information on the Linked Flow section of the Submit a Flow page, select Current Flow as the payroll flow and Run Balance Exception Report as the task to ensure the report uses the payroll balances results for the current payroll flow.
6. Click **Next**.
7. Click **Submit**.  
When you submit a flow, it creates an instance of the flow, the application generates a checklist by default.
8. Click **OK and View Checklist**.
9. In the task list click the **Run Balance Exception Report**. View and monitor the status of the flow on this page.
10. Click on the on the task to go to the Process Results Details page.
11. You can view the output from the Output and Log files section.

#### Related Topics

- [Examples of Balance Exceptions](#)
- [Balance Exceptions](#)
- [Balance Exception Report](#)
- [Balance Exception Formula Type](#)

## Balance Exception Report

Use the Balance Exception Report to identify potentially incorrect payments or amounts withheld. The report identifies values that vary for the same balance dimension. This variance could indicate overpayments or underpayments.

Use the **Submit a Payroll Flow** quick action under the **My Client Groups** tab to run this report.

Before you run this report:

- Use the Balance Exceptions task to create a balance exception.
- Use the Balance Exceptions and Reports task to create a balance exception report that groups together one or more balance exceptions.

- Create an Exception Report Name that you can use to run the Balance Exception Report. For instance, you can create an Exception Report Name of Monthly Car Allowances Paid in Excess of the Previous Month, to determine the monthly car allowance paid to employees in excess of 600 more than the previous month.

## Report Parameters

The parameter values determine which records to include in the report. For example, you can run this report for a specific consolidation group or payroll relationship group. Predefine these groups before you can use them. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

### Payroll Flow

The name of the payroll flow you use to run this report. The selected flow uniquely identifies a specific instance of the report execution.

### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. All processes with an effective date same or greater than the Process Start Date are reported.

### Process End Date

Use this field to specify the last effective date of the payroll process to include in the report. For Payroll Runs this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

**Note:** For offset payrolls, the effective date of the payroll or QuickPay run could be after the end date of the payroll period. In such cases, ensure that your Process End Date must be on or after the effective date of the process you want to include in the report.

## Balance Exception Report

The name of the Balance Exception Report you use to run this report.

### Payroll

Select the required payroll name.

### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as enabling logging or setting the number of threads. You can select a value only if you have a predefined process configuration group.

**Note:** Use the **Payroll Process Configuration** task to define a Process Configuration Group, before you can use it here.

## Consolidation Group

Use this field to run the report against a consolidation group. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you specified a value when defining the exception report, select the same value or leave it blank.

The value chosen while submission takes precedence over the one used while defining the report. If you leave the field blank, the report runs for all consolidation groups.

### Payroll Statutory Unit

Select a value to report on the balances of employees in a specific PSU. If you leave the field blank, the report runs for all PSUs.

### Tax Reporting Unit

Select a value to report on the balances of employees in a specific TRU. If you leave the field blank, the report runs for all the TRUs.

### Location

Use this field to view the balance results for employees who have at least one assignment for the selected location. The balance values may not necessarily correspond to the location parameter only. It is also dependent on the dimensions and the other associated contexts.

### Payroll Relationship Group

Use this field to run the report for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

**Note:** Use the **Object Groups** task to define a process configuration group, a consolidation group, or a payroll relationship group, before you can use it here.

After you have entered the above details, in the Linked Flows section, select the payroll flow as the Current Flow and the Run Balance Exception Report as the task. This ensures that the report uses the payroll balances for the current payroll flow.

### Report Results

The report provides details of payroll balance results for matching persons, filtered by the defined exception criteria, specified time frame and the selected parameters. The output report includes:

- Payroll Statutory Unit
- Tax Reporting Unit
- Person Number
- Person Name
- Payroll Relationship Number
- Employment Level
- Current Balance
- Variance Value

The report output additionally displays the Previous Balance, Difference, and Difference % columns when the Comparison Type is Previous Period or Previous Month.

#### Related Topics

- [Balance Exceptions](#)
- [Examples of Balance Exceptions](#)
- [Balance Exception Formula Type](#)



## Common Report Features

### Delivery Options for Extract-Based Payroll Reports

Use the Report Category to define multiple delivery options for the following extract-based payroll reports.

- Payroll Activity Report
- Gross-to-Net Report
- Statutory Deduction Report
- Deduction Report
- Payroll Balance Report
- Payment Register
- Third-Party Payment Register
- Payroll Register
- Balance Exception Report

A report category is a set of delivery options grouped together.

A delivery option defines where and how the report output is delivered, including the output file format, choice of template and optionally a destination such as an FTP server.

You can also define your own delivery option and include it in the report category. For example, you can define a delivery option to use a combination of both PDF and Excel outputs for a single submission of the report.

The new optional Report Category parameter is added to the payroll report flow task to show the list of delivery options defined for the report's extract definition. If left blank, the existing PDF delivery option is used.

Here are the steps required to add Delivery Options for the Payment Register:

1. Select the **Extract Definitions** task in the Data Exchange area on the Home page.
2. In the Search window, enter **Payment Register** in the **Name** field.
3. Select **Archive Retrieval** in the Type field.
4. Select a legislative data group (LDG) and click **Search**.
5. Click **Payment Register** in the Search Results region.
6. Click the **Deliver** tab in the HCM Extract Definitions: Payment Register page.
7. Select the **Extract Delivery Options** tab under the Hierarchy panel on the left, and complete the following:
  - o Click **Add** to add a row for the delivery option you're about to create.
  - o Enter these details.

| Field                | Description                            |
|----------------------|--|
| Delivery Option Name | Enter a value, example Excel Register. |
| Output Type          | Select a value, for example, Excel.    |

| Field         | Description  |
|---------------|--|
| Report        | Enter the location of the report output.                                     |
| Template Name | Enter the name of the report template for this output type.                  |
| Output Name   | Enter Name of the report output, for example, Excel Register.                |
| Delivery Type | Select the mode of delivery of the report, for example, Documents of Record. |
| Required      | Select this check box if this delivery option is a required option.          |

- o Click **Save**. The newly created delivery option is saved and you can select it when you create the Report Category.
- 8. Click **Add** in the Report Category Section.
- 9. Enter **Short Name**, **Report Category**, and **Description** of the new Report Category.
- 10. Click **Add** in the Additional Details section.
- 11. Select the name of the Delivery Option you have created.

Similarly, create additional delivery options and select it here. For example, create a delivery option to create a PDF of the register and have it delivered by email. Enter the email details in the Additional Details section.

- 12. Click **Save and Close**.

When you run the register, select the newly created report category to deliver the register in Excel in the Documents of Record.

*Related Topics*

- [Guidelines for Delivering Extracts](#)

## Default Action Parameters for Payroll Extracts

Payroll process configuration groups provide sets of processing or action parameters, primarily related to logging and performance. Many delivered extracts, especially high-volume payroll extracts, include default, best-practice process configuration settings to optimize report performance.

Run the delivered payroll extracts directly without configuring some of the process configuration parameters for the report. For example, several high-volume extracts like the Payroll Activity Report has the process configuration parameter, **Multithreaded XML Generation for Extracts (ORA\_MULTITHREADED\_XML)** set to **Y** by default. You don't have to set the process configuration parameter either at the time of report submission or on the default process configuration group.

The best-practice process configuration settings are delivered as default values for each payroll extract. This table lists the action parameters that the delivered extracts include by default.

| Parameter  | Parameter Name             | Default Value                                   | Reports  |
|--|----------------------------|---|--|
| Name of Extract Structure Block                      | EXTRACT_STRUCTURE_BLOCK    | Global Payroll Register Extract Structure Block | <ul style="list-style-type: none"> <li>Payroll Register Report</li> <li>Payroll Register Report for the Latest Process</li> </ul>  |
| Use Sub-set of Archive Extract Structure For Reports | USE_EXTRACT_STRUCTURE      | Y   | <ul style="list-style-type: none"> <li>Payroll Register Report</li> <li>Payroll Register Report for the Latest Process</li> </ul>  |
| Suppression of Null Values                           | WRITE_NULL_VALUES          | N   | <ul style="list-style-type: none"> <li>Payroll Activity Report</li> <li>Payroll Activity Report for the Latest Process</li> <li>Periodic Payroll Activity Report</li> <li>Statutory Deduction Register</li> <li>Statutory Deduction Register for the Latest Process</li> <li>Periodic Statutory Deduction Register</li> <li>Payroll Costing Results</li> </ul> |
| Multithreaded XML Generation for Extracts            | ORA_MULTITHREADED_XML      | Y   | <ul style="list-style-type: none"> <li>Payroll Activity Report</li> <li>Payroll Activity Report for the Latest Process</li> <li>Periodic Payroll Activity Report</li> <li>Statutory Deduction Register</li> <li>Statutory Deduction Register for the Latest Process</li> <li>Periodic Statutory Deduction Register</li> <li>Payroll Costing Results</li> </ul> |
| Skip BI server for online payslip                    | ORA_PAYSLIP_SKIP_BI_SERVER | Y   | Payslip  |

The delivered extracts use these default settings only if you haven't used your own values for these process configuration parameters.

Consider the following while using the action parameters for the delivered payroll extracts:

- It is recommended that you use the default settings defined for the extract and don't set your own values for these parameters. Therefore, if you have configured an enterprise-level process configuration group with a different value for any of these parameters, delete them from the group and override them only on the extracts that need the override, individually.
- If you have already copied the delivered extracts, you still need to use the process configuration group parameter on the report, unless you make a new copy of the delivered extract that now includes these default settings.

- For user-defined extracts, you can set your own default settings as hidden extract and flow parameters, just like the delivered extracts. Alternatively or additionally, you could add a process configuration group parameter on the report to allow a different setting on each report submission.
- Change the process configuration parameter values in the default process configuration group only if you're using the same values across payroll extracts, including those extracts that have their own default settings.

#### Related Topics

- [Payroll Process Configuration Groups](#)

## Display All Hours in Payroll Reports

Use the parameter Display All Hours to report hours from Supplemental Earnings and other element classifications on the following payroll reports.

- Gross-to-Net Report
- Periodic Payroll Activity Report
- Payroll Balance Report
- Payroll Register Report

Select **Yes** to include hours from Supplemental Earnings and other element classifications. The default value is **No** and only hours from Regular or Standard Earnings and Absence Earnings are included in the report to match with the standard working hours.

## Report Days and Units in Payroll Reports

You can view the days and units information for Days X Rate and Other Units elements in the following payroll reports.

- Periodic Payroll Activity Report
- Payroll Balance Report
- Payroll Register
- Payslips

You can view the rate information in the rate section of the payslip. The reported units can be hours, days, or other units. For example, an employee is paid an allowance, in addition to the regular pay, on a per unit basis. If the unit is other than time, it could be wages made on a per shift basis or payments per unit produced. In such cases, the additional allowance is captured as supplemental earnings. Enter the value on the time card or the application calculates it indirectly using an element of type 'Other Units'. A rate definition is linked to the element. The rate is defined as amount per shift or amount per unit, as the case may be.

The reports display the Other Units balances separately in various sections, just as the Hours and Days balances.

## Support for Days X Rate and Units X Rate Elements in the Payslip

The Rate section of the payslip displays Days X Rate and Units X Rate elements for all rate-based elements. The Quantity column displays the number of units and the Type column displays the unit of measurement for the quantity. The unit of measurement can be hours, days, or number of units.

For example, if your company pays a meal allowance of 10.00 USD per day and an employee is paid meal allowance payments for one week. This table displays the meal allowance payment details on the payslip.

| Field    | Value |
|----------|-------|
| Quantity | 5     |
| Type     | Days  |
| Rate     | 10.00 |
| Multiple | 1     |
| Amount   | 50.00 |

Multiple element entries for the same rate, multiple value, and elements are grouped together and shown as a single entry in the rates section. For instance, in the above example, if payments are made to the employee at:

- 1.5 times the agreed rate on Mondays when the employee comes in early to work, and
- 2 times the agreed rate on Fridays for working extra hours to meet targets

The payslip displays three different meal allowance entries for the three different multiple values and the corresponding amounts, as shown in this table.

| Meal Allowance       | Quantity | Type | Rate  | Multiple | Amount |
|----------------------|----------|------|-------|----------|--------|
| Entry 1              | 3        | Days | 10.00 | 1        | 30.00  |
| Entry 2 (for Monday) | 1        | Days | 10.00 | 1.5      | 15.00  |
| Entry 3 (for Friday) | 1        | Days | 10.00 | 2        | 20.00  |

**Note:** The number of decimal places for the rates displayed on the payslip is dependent on the precision value you set.

*Related Topics*

- [Rate Precision in Payslips](#)
- [Payroll Balance Report](#)

## Year-to-Date Balances in Reports

Some payroll reports like Periodic Payroll Activity, Payroll Register, and Statutory Deduction Register include the Report YTD Summary parameter for viewing year-to-date balance values.

When you submit the reports, you specify a value for this parameter that controls which balances are included in the total, as shown in this table.

| Parameter Value | Report Displays   |
|-----------------|---|
| Yes             | Year-to-date total from the last process run for a person in a specific PSU and TRU within a specified date range   |
| No              | Each separate transaction included in the report displays the current total, and the year-to-date total is displayed for all the processes run for a person within the date range |

### Related Topics

- [Report Payment and Nonpayment Balances](#)

## Examples of Viewing YTD Balances in Reports

Use the Report YTD Summary parameter to view year-to-date balance values in payroll reports. The reports include the Periodic Payroll Activity, Periodic Payroll Register, and Periodic Statutory Deduction Register. The parameter also controls which balances are included in the report.

### Report Results for Transfer

These scenarios illustrate how the YTD balances are reported when the Report YTD Summary Parameter value is **Yes**. Suppose you transfer Susan Smith from PSU1 /TRU1 to PSU2/TRU2, effective April 01. A new payroll relationship is created with the new tax reporting unit. You submit the Periodic Payroll Activity Report with a Process Start Date of January 1 and a Process End Date of December 31. This table shows what totals the report includes.

| Scenarios  | Year-to-Date Totals Displayed for PSU1/TRU1 From | Last Action Displayed for PSU2/TRU2   |
|--|--|---------------------------------------|
| Susan continues working in PSU2/TRU2.  | March 31   | Last action processed in December     |
| Susan continues working in PSU2/TRU2.<br>You pay her an off-cycle commission on June 30 for the previous payroll relationship (PSU1/TRU1). | June 30  | Last action processed in December     |
| You terminate Susan's employment August 30.  | March 31   | Last action processed as of August 30 |

| Scenarios | Year-to-Date Totals Displayed for PSU1/TRU1 From | Last Action Displayed for PSU2/TRU2 |
|-----------|--|-------------------------------------|
|           |  |                                     |

If instead of terminating Susan on August 30, you transfer her from PSU2/TRU2 back to PSU1/TRU1 on October 1, the previous payroll relationship for PSU1/TRU1 is reused with a new assignment ID. This table shows the results the report includes.

| Scenarios                                       | Report Results PSU2/TRU2 Display as of | Last Action for PSU1/TRU1         |
|---|--|-----------------------------------|
| You transfer Susan from PSU2/TRU2 to PSU1/TRU1. | September 30                           | Last action processed in December |

## Report Payment and Nonpayment Balances

When you process a reversal or balance adjustment, you decide whether to include or exclude the balances from the payment. When you submit a report that includes the Balances Reported parameter, your selection determines which balances to display.

Select Nonpayment Only or Payment Only options, or leave the parameter blank to display both payment and nonpayment balances. The Payroll Activity, Payroll Register, and Statutory Deduction Register include the Balances Reported parameter.

When you submit the report, you can optionally specify the Scope and Report YTD Summary parameters. These parameters determine how the balances are reported and whether you can select a value for the Balances Reported parameter, as shown in this table.

| Report Parameter   | Parameter Value   | Report Results   |
|--------------------|-------------------|--|
| Scope              | Summary           | Total includes payment and nonpayment balances   |
| Scope              | Detail            | Include in Payment report section lists payment and nonpayment balance details   |
| Report YTD Summary | No or blank value | Balances are based on the value selected for the Balances Reported parameter   |
| Report YTD Summary | Yes               | Report lists payment and nonpayment balance information<br><br>Balances reported parameter values aren't available for selection |

## Latest Process Year-to-Date and Periodic Balances Reporting

This topic explains the separate tasks you can use for reporting latest process year-to-date and periodic balances for these three payroll reports:

- Payroll Activity Report
- Statutory Deduction Register
- Payroll Register Report

### Latest Process Year-to-Date Reporting

Run these three reports to extract the year-to-date (YTD) payroll balances for large volumes of data.

- Payroll Activity Report for the Latest Process
- Statutory Deduction Register for the Latest Process
- Payroll Register Report for the Latest Process

For large volumes of data, the enhanced report runs much faster

and includes year-to-date totals from the last process run for a person prior to the specified end date, such as the last process run for each TRU.

### Periodic Balances Reporting

Run these three reports to extract the periodic payroll balances for large volumes of data:

- Periodic Payroll Activity Report
- Periodic Statutory Register
- Periodic Payroll Register Report

For large volumes of data, the enhanced report runs much faster.

In addition to reporting YTD balances, you can also configure the report to extract payroll balances for these balance dimension types:

- Month-to-Date (MTD)
- Period-to-Date (PTD)
- Quarter-to-Date (QTD)
- Inception-to-Date (ITD)

Before you run the report for the above balance dimension types, complete the following:

1. Determine which of the four balance dimension types you want to include in the report and for which balances. Determine the balance group for each balance by looking up the balance groups for the relevant Global Archive report type under the Balance Group Usages page. The report types for the new reports are the same as those of the existing reports. .
2. For each balance group usage, determine the appropriate balance dimension name that has the relevant contexts. Use the existing balance group usage item for YTD as a reference. For example, if the balance dimension name used for YTD is Relationship Tax Unit Year to Date, you should use Relationship Tax Unit Period to Date for PTD.
3. Ensure that the defined balances exist. Use the Balance Definitions page to ensure the balance is associated with the required balance dimensions.
4. On the Balance Groups page, ensure that the defined balance is part of the determined balance group.



5. Add Balance Group Usage Items for the dimension within each Legislative Data Group and the determined balance group usage.

These reports use a much lighter report template with enhanced performance and scalability capabilities to handle high volumes of data. The reports run much faster for large volumes of data. You can now run the reports to produce CSV/text output that you can easily import into the Excel format. This is in addition to the PDF and Excel outputs we already support.

For very large data sets, it's preferable to run the report for the text output and then converting it to the Excel format. It is much faster than generating the report output directly in the Excel format.

If you have configured changes to your existing extract definition, including but not limited to delivery options, report templates, and so on, then those must be reapplied to these reports, if required.

#### *Related Topics*

- [XML Data Chunking](#)

## XML Data Chunking

Use the XML Data Chunking feature of BI Publisher while running these reports for large volumes of data.

- Payroll Activity Report for the Latest Process
- Statutory Deduction Register for the Latest Process
- Payroll Register Report for the Latest Process
- Costing Results (Extract-based) Report

Large volumes of report output data are split into smaller, manageable chunks to enable parallel processing. These chunks are later merged into a single report output.

XML data chunking reduces time and the memory used for processing large volumes of data.

Create a payroll process configuration group to enable the BI Publisher to split high volume XML extract output into multiple, smaller chunks. Use this configuration group to run the report.

Excel is the preferred output layout. Although the output for each chunk is merged into a single Excel workbook, the output for each chunk is in a separate worksheet in that workbook.

**Note:** You can't use this functionality for PDF and text output of the report.

It is recommended that you use this functionality only for report size larger than 1 GB.

#### *Related Topics*

- [Latest Process Year-to-Date and Periodic Balances Reporting](#)

## Employer Taxes in Payroll Reports

Capture and report on balances of 'Employer Taxes' category in all payroll reports that normally report Employer Charges or Liabilities.

These are the reports that support Employer Taxes:

- Payroll Activity Report
- Gross-to-Net Summary Report
- Statutory Deduction Report
- Deduction Report
- Payroll Balance Report
- Payroll Register

For Employer Tax elements delivered by Oracle, no steps are necessary to enable this feature. For elements that you have defined, the reports automatically display the balances for specific balance dimensions. If those balance dimensions aren't attached to your balance or aren't the ones you want to report on, use the **Balance Groups** and **Balance Group Usages** tasks under **Payroll** in **My Client Groups** to enable your preferred balance dimensions within each report.

## Account Number Masking in Payroll Reports

### Account Number Masking in Payroll Reports

You can mask bank account information to prevent display of sensitive information on the following payroll reports.

- Payslips
- Payment Register
- Third-Party Payment Register

Masking enables display of only a few specific characters of the account number or IBAN number, usually characters at the start or end of the number. The remaining characters are obfuscated and you can't see them on the reports. For example, you may decide to display only the last four characters of the account number. In such cases, an account number ABC123456 displays as XXXXX3456 in reports that support masked account numbers.

Use the new **Extract Unmasked Bank Information** process configuration parameter to display either the masked or full bank account numbers in the reports. By default or when set to *No*, the bank account information on the reports is masked. Set it to *Yes* to see the unmasked bank account information. For example, if you mail a copy of the Third-Party Payment Register to the payee, you may want to mask the sensitive bank account information. If the same report is shared securely within the Payroll Department to verify the bank account details, you may run the report with the process configuration parameter set to *Yes*.

This table shows how the bank account number ABC123456 is stored in the application tables depending on how you configure masking.

| Actual Account Number | Masking Enabled | Masked Number |
|-----------------------|-----------------|---------------|
| ABC123456             | No              | ABC123456     |
| ABC123456             | Yes             | XXXXX3456     |

**Note:** The above table assumes that the masking setup displays only the last four characters of the bank account number.

## FAQs for Reports

### Why don't I see the new delivery option when I redeliver the report?

When you submit the Redeliver Output process from the Payroll Checklist work area, you can only select delivery options that were available when you originally submitted the report.

If you add a delivery option to the report's extract definition, you must submit a new report to view and select the additional delivery option.

### How can I display employee work location and department on their payslip or check?

Define a check or payslip template to include the archived payroll information, including the employee's work location and department details.

Use this template in the BI Publisher Report and add the report to the Generate CheckPayments or Generate Payslips flow. When you submit the flow, the flow output is automatically generated based on the template included in the BI Publisher Report.

#### *Related Topics*

- [Add a BI Publisher Report to a Flow](#)

### How can I view transient data in extract-based payroll reports?

Use the Run Mode parameter to control whether the extract-based payroll report must retain or discard the transient data created during the report execution to produce the output file.

Select the **Debug** option only to investigate an issue with the report output or when instructed by Oracle Support to do so.

The default **Normal** option discards the temporary transient data produced during report execution.

# Archive

## Overview of Payroll Archive

Archive payroll results before you submit processes that use the archived data, such as Run Payroll Register or the Generate Payslips task.

The payroll archive process is part of your payroll cycle flow. If you submit standalone payroll processes, use the Archive Periodic Payroll Results task to archive payroll information.

Run the Payroll Archive process to archive the earnings, deductions, tax calculation details, accruals, payment methods, and so on, before generating payments. Run this process after the payroll calculation is complete.

Before you run the Archive Periodic Payroll Results task, consider the following.

### Enable Payslip Translation

Open the default process configuration group and set the process configuration parameter, **Enable Payslip Translation Values to allow payslip translation** to **Y**, before running the Payroll Archive process. Set this parameter only once, so that the application translates the data the Payroll Archive process archives for the payslip.

Use the Payroll Process Configuration task to edit the default configuration group and set the parameter.

If you have run the Payroll Archive before setting this parameter, roll back the process, set the **Enable Payslip Translation Values to allow payslip translation** parameter to **Y**, and rerun the Payroll Archive process.

### Set the Payslip Rate Precision Values

The precision value defines how many decimal points the payslip uses when showing rate amounts. To change the default payslip rate precision value, you must change how the rates are captured in the periodic payroll archive.

Create a process configuration group or edit the default process configuration group, and add the **Payslip Rate Precision** parameter and enter an override value to set the number of decimal points to display the rates on the payslip. Use this configuration group when you run the payroll archive process.

1. Navigate to the Payroll Process Configuration task from **Payroll** in **My Client Groups**.
2. Create a configuration group, and give it a meaningful name.
3. Select the **Details** tab, add a row, and select **Payslip Rate Precision**.
4. Set the number of decimal places in the **Override Value** field.
5. Click **Save**.

When you run the Archive Periodic Payroll Results process, use the Process Configuration Group parameter to select this configuration group.

You can modify the precision value set on the report template itself, and this value would override the value you set on the archive process. For example, suppose you want your hourly employees to see four decimal places for rates on their payslips and the salaried employees to see only two decimal places. In this case, perform these tasks:

1. Set the **Payslip Rate Precision** process configuration parameter to four decimal places.
2. Modify the payslip report template to display the rates with two decimal places only for salaried employees.

To modify the payslip report template, refer to 'Configure the Payslip Report Template' in the Help Center.

#### Related Topics

- [Generate Payslips in the Worker's Correspondence Language](#)
- [Rate Precision in Payslips](#)
- [Multilanguage Support for Payslips](#)

## Archive Periodic Payroll Results

Use the Archive Periodic Payroll Results task to archive payroll information such as earnings, deductions, tax calculation details, accruals, payment methods, and so on, before generating payments. Run this process after the payroll calculation is complete.

### Report Parameters

**The report parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.**

#### Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. All processes with an effective date same or greater than the Process Start Date are reported.

#### Process End Date

Use this field to specify the last effective date of the payroll process to include in the report. For Payroll Runs this is the 'Payroll Run Date'. All processes with an effective date equal to or prior to the Process End Date are reported.

**Note:** For offset payrolls, the effective date of the payroll or QuickPay run could be after the end date of the payroll period. In such cases, ensure that your Process End Date must be on or after the effective date of the process you want to include in the report.

#### Payroll

The name of the payroll you use to run this report.

#### Consolidation Group

Use this field to run the report for a consolidation group. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group.

**Note:** Use the Object Groups task to define a Consolidation Group, before you can use it here.

#### Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as setting the payslip rate precision value. You can select a value only if you have a predefined process configuration group.

**Note:** Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

## Report Results

Use the Archive Results section on the View Person Process Results page to view a summary of archived results and drill down to view individual archived records.

You can edit the archived data and rerun processes before you run the year-end reports. For example, run the Employee Active Payroll Balance report to view the current values for any given list of employee balances. Compare this data against the archived data to assist in reconciling your periodic payrolls and quarterly and year-end balances.

After you have reconciled your payroll data, run the Archive End-of-Year Payroll Results process to archive employee and employer information for end-of-year reporting.

## View and Edit Archive Results

Because payslips and the payroll register use archived data, it's critical that the archive process completes successfully and it include complete and accurate information.

You can view the results of the Archive Periodic Payroll Results process on the View Person Process Results page. You can also edit archived data, if your user privileges and the restrictions are in place for your system enable it.

### View the Archive Results

Use the Archive Results section on the View Person Process Results page to view a summary of archived results and drill down to view individual archived records.

**Note:** The data archived by this process may vary depending on your legislation and your organization's reporting requirements.

Archive payroll data is typically one of these types:

- HR data, such as employee and employer address details, employee work location and department, accruals, and assignment details
- Element information, such as earnings and deductions
- Balance sets
- Messages

Archive results include prepayment information used to generate payslips as well as prepayment information for external payments. Use archive results to determine errors, unprocessed assignments or missing records. If errors or issue are found, review the employee's HR or payroll data, determine the cause and correct. Once errors and issues are resolved, roll back the affected processes and rerun.

### Edit the Archive Results

By default, the extract definition for the payroll archive doesn't allow editing of the output. However, if your environment and your security privileges enable this task, you can use the Edit button in the Archive Results section of the View Person Process Results page. The application stores any changes to the archived results in the archive table, which the payroll register and payment processes then use.

**Note:** Updates made to the archive results will no longer match the originally generated archive. For this reason, avoid manually updating the archive unless necessary.

*Related Topics*

- [Payroll Payments Distribution](#)
- [When should I archive payroll data?](#)

## FAQ for Archive

### When should I archive payroll data?

You must archive payroll results before you submit processes that use archived data, such as Run Payroll Register and Generate Payslips.

Your payroll cycle flow should reflect the proper sequence of tasks. If you submit standalone payroll processes, you can archive the results using Archive Periodic Payroll Results.





# 8 Load Payroll Data Using Transformation Formula

## Data Loader

### Load Objects with HCM Data Loader

Use HCM Data Loader for bulk-loading and maintaining payroll data. You can navigate to the HCM Data Loader pages directly from the Payroll Checklist page. On the Checklist page, select the Initiate Data Loader task to open the HCM Data Loader object status page.

You can use HCM Data Loader to load these payroll objects.

- Balance Definitions
- Element Entries
- Object Groups
- Organization Payment Method
- Payroll Consolidation Groups
- Payroll Costing
- Payroll Definitions and Time Periods
- Payroll Element Run Usage
- Payroll Elements
- Payroll Relationship
- Personal Payment Method
- Time Definitions
- User-Defined Tables
- Wage Basis Rules

For more info on how to load these business objects, refer to the Integrating with HCM guide.

### Payroll Transformation Formula for HCM Data Loader

Your existing data or the data that you upload might not be in the format recognized by HCM Data Loader. In such cases, use the Payroll Transformation formula for HCM Data Loader to transform your data into a format that's supported by HCM Data Loader.

### Payroll Transformation Formula for HCM Spreadsheet Data Loader

You can use HCM Spreadsheet Data Loader to load all payroll objects that HCM Data Loader supports. As the first step, you create a spreadsheet template for the required object from the Data Exchange work area and further download the template in CSV format. The Payroll Transformation Formula for HCM Spreadsheet Data Loader transforms the raw delimited file to a format that suits the template.

*Related Topics*

- [Example of Loading Organization Payment Methods](#)
- [Example of Loading Payroll Balance Attribute Definitions](#)
- [Overview of Loading Payroll Costing](#)
- [Overview of Loading Payroll Details](#)
- [Overview of Loading User-Defined Tables](#)

## Payroll Transformation Formula for HCM Data Loader

### Overview of Payroll Transformation Formula For HCM Data Loader

Often times, your existing data or the payroll data that you upload might not be in the format recognized by HCM Data Loader.

In such cases, you can use a payroll transformation formula to transform your data into a format that's supported by HCM Data Loader.

Let's consider these examples.

- An inbound file contains data that needs to be loaded using different payroll business objects in HCM Data Loader. Here, the content of the file needs to be split across more than one HCM Data Loader file.
- You might create a transformation formula to convert an attribute value in the file to another value that you derive using value sets.
- You want to change a person number into an assignment number. In this case, you will use a more complex formula to convert the attributes.

You use the **Load Data From File** flow to transform your data into the HCM Data Loader file format using your transformation formula.

As this table shows, the two flow patterns are secured using these privileges:

| Flow Pattern        | Privileges                   |
|---------------------|------------------------------|
| Submit Payroll Flow | PAY_SUBMIT_PAYROLL_FLOW_PRIV |
| Load HCM Data       | HRC_LOAD_HCM_DATA_PRIV       |

This example specifies the file name in the formula as `PersonalPaymentMethod`, the file discriminator as `PersonalPaymentMethod`, and the business operation as `MERGE`.

```

/*HDL Related Outputs*/
FileName = 'PersonalPaymentMethod'
BusinessOperation = 'MERGE'
FileDiscriminator = 'PersonalPaymentMethod'

```

To view details about the file name, file discriminator, and a list of supported business operations, use the **View Business Objects** task in the Data Exchange work area.

1. On the View Business Objects page, search for and select your business object. In this example, the business object is Personal Payment Method.
2. On the Component Details page, you can find the name of the file, and the file discriminator and a list of supported actions for the object.

#### *Related Topics*

- [How You Transform Data Using Payroll Transformation Formula for HCM Data Loader](#)
- [How To Create A Program for Automation](#)
- [Submit the Load Data From File Flow](#)

## How You Transform Data

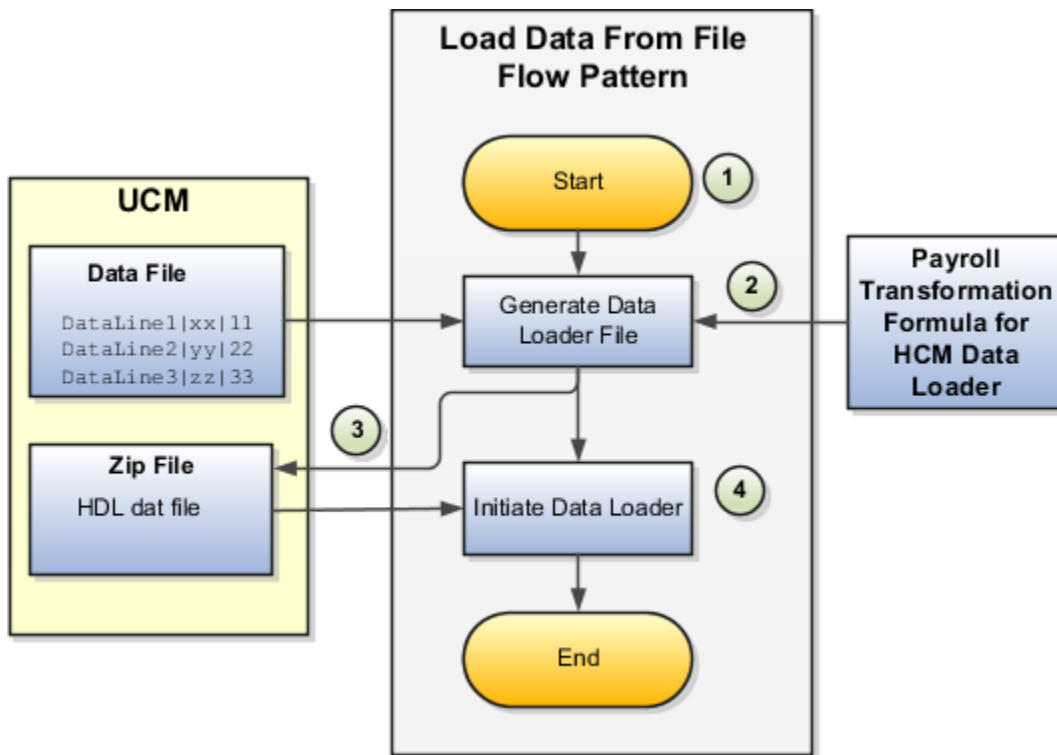
Use the **Load Data From File** flow to transform data in the source file into a format that's supported by HCM Data Loader.

You can submit this flow independently or include it in a flow that you create for automating data loads on a periodic basis. When you submit the flow, either manually or using a web service, you must specify a transformation formula to transform the data, as needed.

The flow contains these two tasks that help you to transform data into a HCM Data Loader format:

- Generate Data Loader File
- Initiate Data Loader Task

As this figure shows, the first step is to submit the **Load Data From File** flow. This flow takes data from the flat file and generates an equivalent file format for the data present in the input file.



Perform these steps to transform data using Payroll Transformation Formula for HCM Data Loader:

1. On the Home page, click the **Submit a Flow** quick action under the **My Clients Groups** tab. On the Flow Submission page, search for, select, and submit the **Load Data From File** flow pattern.
2. The flow invokes the Payroll Transformation Formula for the Content ID. Typically, you create your transformation formula for HCM Data Loader on the Manage Fast Formulas page. The type of the formula should be HCM Data Loader.
3. The **Generate Data Loader File** task reads the data file line by line, producing an equivalent HCM Data Loader format for each line. Finally, it creates a compressed file of all of the transformed data files and uploads to the Oracle WebCenter Content server. Also, the task records the Content ID.
4. The **Initiate Data Loader** task takes the Content ID for the file generated by the **Generate Data Loader File** task. And it invokes HCM Data Loader. HCM Data Loader validates the data and creates valid records in the HCM cloud.

The table shows the tasks and the privileges that they're secured with:

| Task                | Privilege                    |
|---------------------|------------------------------|
| Submit Payroll Flow | PAY_SUBMIT_PAYROLL_FLOW_PRIV |
| Load HCM Data       | HRC_LOAD_HCM_DATA_PRIV       |

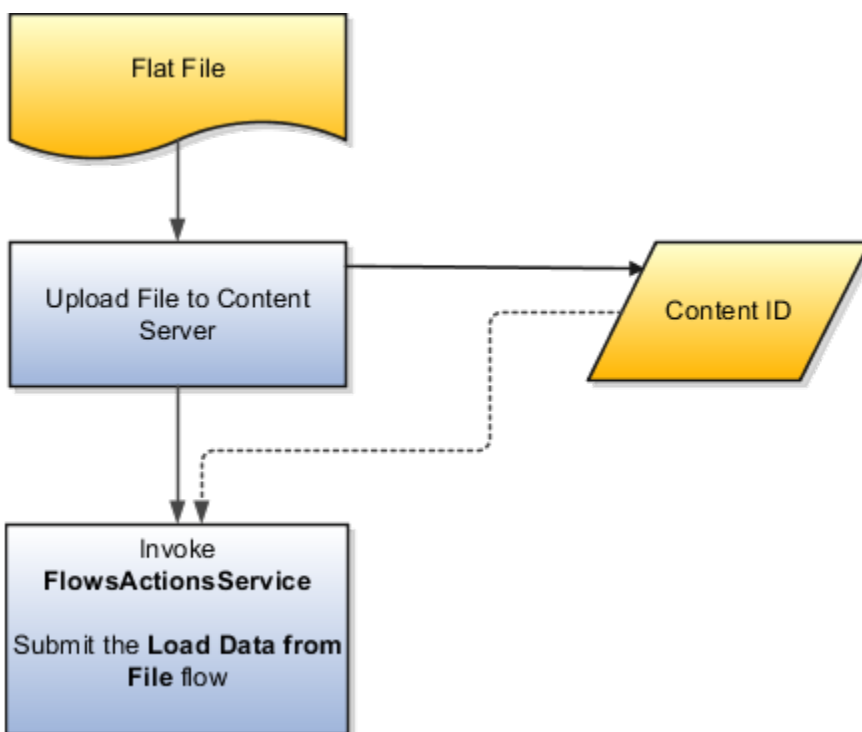
### Related Topics

- [How To Create A Program for Automation](#)
- [Submit the Load Data From File Flow](#)
- [Transformation Formula Input Variables](#)

## How To Create A Program for Automation

You can submit the **Load Data from File** flow by using a web service.

As this figure shows, your program uploads the source file to content server, and retrieves the content ID for the Flow Actions Service web service. Then, the program calls the Flow Actions web service by supplying certain parameters.



When calling the web service, your program supplies these parameters.

- Name of the flow pattern, which is **Load Data from File**
- Content ID of the uploaded file
- Unique name to identify the flow instance being submitted
- Process configuration group ID for special processing (optional)
- Transformation formula ID (mandatory)

For more information about the Flow Actions Service web service, refer to the SOAP Web Services for Oracle HCM Cloud guide. For examples of its usage for automating file uploads, refer to the attachment for HCM Data Loader User Guide (1664133.1) on My Oracle Support at <https://support.oracle.com>.

*Related Topics*

- [Submit the Load Data From File Flow](#)
- [Transformation Formula Input Variables](#)
- [Payroll Transformation Formula Operations](#)
- [Sample Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Submit the Load Data From File Flow

On the Home page, click the **Submit a Flow** quick action under the My Clients Groups tab. On the Flow Submission page, submit the **Load Data from File** flow pattern to transform data in your source file into the HDL format.

### Assumptions

This procedure has these assumptions.

- You have the Human Capital Management Integration Specialist role.
- You have the source file ready to upload to Oracle WebCenter Content.
- If you have already uploaded the source file, you have the content ID handy.

**Note:** To upload files to the content server, browse to the source file on your file system, check it in to the content server, and retrieve its Content ID. For more information, see Oracle Fusion Middleware Using Oracle WebCenter Content guide.

### Before You Begin

Before you submit the flow, ensure that you meet these prerequisites.

| Characteristics             | What You Should Do  |
|-----------------------------|---|
| Data transformation         | <p>If the data in the source file requires transformation, create and compile a transformation formula using the HCM Data Loader formula type.</p> <p>On the Home page, click the <b>Fast Formulas</b> quick action under the <b>My Clients Group</b> tab.</p> <p>You can now specify the processing parameters for your process configuration group.</p>   |
| File encryption             | <p>Before loading encrypted files, ensure that the encryption keys exist for the secure file transfer. This process involves creating a service request, generating PGP key pairs, and sharing the encryption keys.</p> <p>Specify the <b>Payroll Batch Loader Encryption Type</b> parameter value for the process configuration group you select when running the flow or the web service. Valid values are <b>PGPSIGNED</b>, <b>PGPUNSIGNED</b>, and <b>NONE</b>.</p> <p>On the Home page, click the <b>Process Payroll Configuration</b> quick action under the My Clients group tab. Now, you can specify the processing parameters for your process configuration group.</p> |
| Other processing parameters | Use the <b>Payroll Process Configuration</b> task to add parameters for the process configuration group.  |

| Characteristics | What You Should Do   |
|-----------------|--|
|                 | Examples of processing parameters include Batch Error Mode, Logging Area, Logging Category, and Threads. |

1. On the Home page, click the **Submit a Payroll Flow** quick action under the **My Clients Groups** tab.
2. In the **Legislative Data Group** option, select a legislative data group.
3. Search for and select the **Load Data from File** flow pattern.
4. Click **Next**.
5. Enter the parameters, as shown in this table.

| Field                       | Value  |
|-----------------------------|--|
| Payroll Flow                | Descriptive name for this specific flow process.   |
| Content Id                  | Enter the Content Id. The source file must already exist on the content server.                        |
| Transformation Formula      | Select the required transformation formula. The type of the formula should be <b>HCM Data Loader</b> . |
| Process Configuration Group | Select your process configuration group.   |

6. On the Enter Parameters page, click **Next**.
7. On the Enter Flow Interaction page, click **Next**.
8. On the Schedule page, click **Next**.
9. On the Review page, click **Submit**.
10. In the confirmation dialog box, click **OK and View Checklist**.
11. On the Payroll Flow page, Task Details tab you should see a green check mark in the **Generate Data Loader File** and **Initiate Data Loader** rows, Task Type column. If not, on the toolbar, click the **Refresh** icon intermittently until you do.
12. Close the Payroll Flow page.
13. On the Overview page, search for and click your payroll flow.
14. View the process results.
15. Check for any errors or warnings.

#### Related Topics

- [Transformation Formula Input Variables](#)
- [Payroll Transformation Formula Operations](#)
- [Return Values for Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Transformation Formula Input Variables

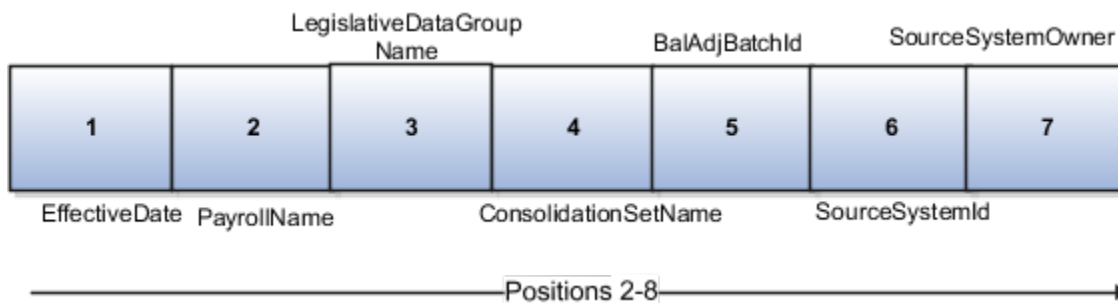
Variables, such as `FileName`, `FileDiscriminator` and `LINEREPEATNO`, are available for all formulas of HCM Data Loader Transformation formula type. Additional variables may be available depending on the selected business object.

### Positions

Using the transformation formula, you can assign attributes to the required position. Positions can range from 1 to N. Depending upon the business object, the positions can be either optional or mandatory.

Example:

This figure shows the different attributes for positions 2 through 8 for Balance Adjustments.



In this example, you assign attributes to positions 2 through 8.

- `POSITION2: EffectiveDate`
- `POSITION3: PayrollName`
- `POSITION4: LegislativeDataGroupName`
- `POSITION5: ConsolidationSetName`
- `POSITION6: BalAdjBatchId`
- `POSITION7: SourceSystemId`
- `POSITION8: SourceSystemOwner`

### FileName, FileDiscriminator, and BusinessOperation

`FileName`, `FileDiscriminator`, and `BusinessOperation` variables are required for all transformations.

Here are the details of these variables.

- `FileName` is the name of the file for the business object.
- `FileDiscriminator` is the file discriminator for the business object.
- `BusinessOperation` refers to the operation, such as Merge or Delete that are performed by the HCM Data Loader process on the transformed file.

Here's an example of values that you can supply for the input variables: `FileName`, `FileDiscriminator`, and `BusinessOperation`.

```
FileName = 'BalanceAdjustmentHeader'
BusinessOperation = 'MERGE'
```



```
FileDiscriminator = POSITION1
```

## LINEREPEAT And LINEREPEATNO

**LINEREPEAT** allows a single line of input to be processed multiple times. And **LINEREPEATNO** indicates the number of repetitions.

For example, for time entry, there might be a regular time entry wage followed by a premium time entry wage.

**Example:** The Element Entry file contains these details.

```
Update|ElementEntryValue|Vision Corporation US LDG|WLM_Salary|2019/04/15|4712/12/31|E955160008191355-2|
Amount|1002|2|E
Update|ElementEntryValue|Vision Corporation US LDG|WLM_Salary|2019/04/15|4712/12/31|E955160008191355-2|
Amount|1003|3|E
```

The input line can be processed twice. The output file contains the element entry and element entry value as shown in this sample code snippet.

```
ELSE IF OPERATION='MAP' THEN
(
  LegislativeDataGroupName=POSITION3
  ElementName=POSITION4
  EffectiveStartDate=POSITION5
  EffectiveEndDate=POSITION6
  AssignmentNumber=POSITION7
  InputValueName=POSITION8
  ScreenEntryValue=POSITION9
  MultipleEntryCount=POSITION10
  EntryType=POSITION11
  IF LINEREPEATNO=1 THEN
  (
    BusinessOperation='MERGE'
    BusinessObject='Element Entry'
    FileName = 'ElementEntry'
    FileDiscriminator = 'ElementEntry'
    LINEREPEAT = 'Y'
    RETURN BusinessOperation,FileDiscriminator,FileName
  )
  ELSE
  (
    BusinessOperation='MERGE'
    BusinessObject='Element Entry Value'
    FileName = 'ElementEntry'
    FileDiscriminator = 'ElementEntry'
    LINEREPEAT = 'N'
    RETURN BusinessOperation,FileDiscriminator,FileName
  )
)
```

### Note:

- The length of a line in the incoming raw file can't be more than 1000 characters
- The length of an attribute between two delimiters can't be more than 255 characters

*Related Topics*

- [Payroll Transformation Formula Operations](#)
- [Return Values for Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Payroll Transformation Formula Operations

The transformation formula is invoked several times to derive different components that are required for processing the incoming data.

This table explains the various operations that you can do with the formula.

| Operation Type          | Return Value               | Example   |
|-------------------------|----------------------------|-----------|
| FILETYPE                | OUTPUTVALUE                | DELIMITED |
| DELIMITER               | OUTPUTVALUE                |           |
| READ                    | OUTPUTVALUE                | NONE      |
| MAP                     | Business Object Attributes | NA        |
| NUMBEROFBUSINESSOBJECTS | OUTPUTVALUE                | 2         |
| METADATALINEINFORMATION | METADATAN                  | METADATA1 |

**Note:** Remember that only 'Delimited' file type is supported.

### Delimiter

The default delimiter that separates values is a pipe character. If your file uses a different delimiter, you must set the delimiter you want your formula.

This example specifies a comma character as the delimiter.

```

/* Calculations */
IF OPERATION='FILETYPE' THEN
  OUTPUTVALUE='DELIMITED'
ELSE IF OPERATION='DELIMITER' THEN
  OUTPUTVALUE=', '

```

**Note:** Ensure that the delimiter you enter in the formula is a single non-ASCII character and not part of any of the values to upload.

## MAP

The MAP operation defines the return values related to a particular object. The return values must have the same names as the attributes specified in the application for that object.

For example, these RETURN values can be used to generate an Element Entry dat file.

### RETURN

```
BusinessOperation, FileDiscriminator, FileName, AssignmentId, AssignmentNumber, CreatorType, DateEarned, EffectiveEndDate,
```

Here, the `BusinessOperation` is set to MERGE and the `BusinessObject` is set to Element Entry.

## METADATALINEINFORMATION

The application generates the file either with all defined attributes or with only specified attributes, depending on whether you specify a value for `METADATALINEINFORMATION` or not.

1. If you don't specify a value for `METADATALINEINFORMATION`, then the application generates `METADATLINE` in the transformed file with all defined attributes for the business object.
2. If you specify a value, then the transformed file will contain only the attributes that you specified.

For the `METADATALINEINFORMATION` operation, you specify an array per business object being processed in the formula. The number of arrays should match the number specified in the `NUMBEROFBUSINESSOBJECTS` operation. The name of the array should be `METADATA` with the number as suffix. For example, `RETURN METADATA1, METADATA2` when the `NUMBEROFBUSINESSOBJECTS` is 2.

Note: The first two entries in the array are reserved to specify the `FileName` and `FileDiscriminator` of the business object.

Additionally, for `METADATALINEINFORMATION`, you can specify attributes with special characters for that business objects.

Notice that in this example `Ba1AdjBatchId(SourceSystemId)` has parenthesis.

If the file contains either Flexfield or `SourceSystem` references, then the application can't resolve the default mapping of output parameter names and attributes.

Let's consider this syntax: `jobEffSegment1(PER_JOBS_EIT_EFF=context)`. To allow this construct to be generated in the HCM Data Loader file, you define the `METADATA` line in the transformation formula. For each business object that appears in the output, you must define the `METADATA` content in an array.

Example:

```
METADATA2[1] = 'Job' /*FileName*/
METADATA2[2] = 'JobExtraInfo' /*FileDiscriminator*/
METADATA2[3] = 'EffectiveStartDate'
METADATA2[4] = 'EffectiveEndDate'
METADATA2[5] = 'JobCode'
METADATA2[6] = 'SetCode'
METADATA2[7] = 'FLEX:PER_JOBS_EIT_EFF'
METADATA2[8] = 'EFF_CATEGORY_CODE'
METADATA2[9] = 'InformationType'
METADATA2[10] = 'JeiInformationCategory'
METADATA2[11] = 'LegislationCode'
METADATA2[12] = 'SequenceNumber'
METADATA2[13] = 'jobEffSegment1(PER_JOBS_EIT_EFF=job-eff-context)'
```

Here's how the generated HCM Data Loader file looks like.

```
METADATA|JobExtraInfo|EffectiveStartDate|EffectiveEndDate|JobCode|SetCode|FLEX:PER_JOBS_EIT_EFF|
EFF_CATEGORY_CODE|InformationType|JeiInformationCategory|LegislationCode|SequenceNumber|
jobEffSegment1(PER_JOBS_EIT_EFF=job-eff-context)
```

## NUMBEROFBUSINESSOBJECTS

This operation indicates the number of business objects being processed in the formula.

### Related Topics

- [Return Values for Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Return Values for Payroll Transformation Formula for HCM Data Loader

The return values for HCM Data loader formulas vary based on the business object and task action.

They are the same as the attribute names and must include `BusinessOperation`, `FileName`, and `FileDiscriminator`.

Here's an example of return values.

```
/*Return Values*/
RETURN BusinessOperation,FileName,FileDiscriminator,Attribute1,Attribute2,...,Attributen
/*Attributes for a particular Business Object can be found from the View Business Objects UI under the HCM
Data Loader task in the Data Exchange Work Area */
```

For the `NUMBEROFBUSINESSOBJECTS` and `METADATALINEINFORMATION` operations, the `RETURN` statement is as follows.

```
/*Return Values for NUMBEROFBUSINESSOBJECTS and METADATALINEINFORMATION Operation*/
IF OPERATION='FILETYPE' THEN
  OUTPUTVALUE='DELIMITED'
ELSE IF OPERATION='DELIMITER' THEN
  OUTPUTVALUE='|'
ELSE IF OPERATION='READ' THEN
  OUTPUTVALUE='NONE'
ELSE IF OPERATION = 'NUMBEROFBUSINESSOBJECTS' THEN(
  OUTPUTVALUE = '2'
  RETURN OUTPUTVALUE
)
ELSE IF OPERATION = 'METADATALINEINFORMATION' THEN
(
  METADATA1[1] = 'BalanceAdjustmentHeader' /*FileName*/ /*Reserved*/
  METADATA1[2] = 'BalanceAdjustmentHeader' /*FileDiscriminator*/ /*Reserved*/
  METADATA1[3] = 'LegislativeDataGroupName'
  METADATA1[4] = 'BatchName'
  METADATA1[5] = 'SourceSystemId'
  METADATA1[6] = 'SourceSystemOwner'

  METADATA2[1] = 'BalanceAdjustmentHeader' /*FileName*/ /*Reserved*/
  METADATA2[2] = 'BalanceAdjustmentGroup' /*FileDiscriminator*/ /*Reserved*/
  METADATA2[3] = 'EffectiveDate'
  METADATA2[4] = 'PayrollName'
  METADATA2[5] = 'LegislativeDataGroupName'
  METADATA2[6] = 'ConsolidationSetName'
  METADATA2[7] = 'BalAdjBatchId(SourceSystemId)'
  METADATA2[8] = 'SourceSystemId'
  METADATA2[9] = 'SourceSystemOwner'
  RETURN METADATA1, METADATA2 /*Only two as Return value for NUMBEROFBUSINESSOBJECTS is 2*/
)
```

You can define variables with special characters. For example, use this structure to return the `BalAdjBatchId(SourceSystemId)` Source ID.

```
/*Return Values for the MAP Operation*/
FileName = 'BalanceAdjustmentHeader'
BusinessOperation = 'MERGE'
FileDiscriminator = POSITION1
EffectiveDate = POSITION2
PayrollName = POSITION3
LegislativeDataGroupName = POSITION4
ConsolidationSetName = POSITION5
"BalAdjBatchId(SourceSystemId)"= POSITION6
SourceSystemId = POSITION7
SourceSystemOwner = POSITION8

RETURN BusinessOperation, FileDiscriminator, FileName, EffectiveDate, PayrollName,
LegislativeDataGroupName, ConsolidationSetName, "BalAdjBatchId(SourceSystemId)", SourceSystemId,
SourceSystemOwner

/*Note BalAdjBatchId(SourceSystemId) is enclosed by double quotes while assigning value as well as while
putting it in the return values list */
```

### Related Topics

- [Overview of Payroll Transformation Formula For HCM Data Loader](#)
- [How You Transform Data Using Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Sample Payroll Transformation Formula

In this example, the transformation formula specifies the transformation mechanism for an incoming comma separated delimited file. The formula's return values are the same as the list of attributes for the personal payment method object.

Here's the sample raw file for personal payment method, with comma as the delimiter.

```
2018/04/04,1,ZHRX_VS_US_TPPI_LDG_ONE,E955160008191423,ZHRX_VS_US_TPPI_Check,PPM1,M,10
```

And this code snippet has the formula for this example.

```
/******
FORMULA NAME: Load Personal Payment Method
FORMULA TYPE: HCM Data Loader
******/
/* Inputs */
INPUTS ARE OPERATION (text), LINENO (number), LINEREPEATNO (number),POSITION1 (text), POSITION2 (text),
POSITION3 (text), POSITION4 (text), POSITION5 (text), POSITION6 (text), POSITION7 (text), POSITION8 (text)

DEFAULT FOR POSITION1 IS 'NO DATA'
DEFAULT FOR POSITION2 IS 'NO DATA'
DEFAULT FOR POSITION3 IS 'NO DATA'
DEFAULT FOR POSITION4 IS '2'
DEFAULT FOR POSITION5 IS '100'
DEFAULT FOR POSITION6 IS 'NO DATA'
DEFAULT FOR POSITION7 IS 'NO DATA'
DEFAULT FOR POSITION8 IS 'NO DATA'
DEFAULT FOR LINEREPEATNO IS 1

IF OPERATION='FILETYPE' THEN
```

```

OUTPUTVALUE='DELIMITED'
ELSE IF OPERATION='DELIMITER' THEN

(
  OUTPUTVALUE=', '
  RETURN OUTPUTVALUE
)
ELSE IF OPERATION='READ' THEN
  OUTPUTVALUE='NONE'
ELSE IF OPERATION='MAP' THEN
  /*HDL Related Outputs*/
  (
    FileName = 'PersonalPaymentMethod'
    BusinessOperation = 'MERGE'
    FileDiscriminator = 'PersonalPaymentMethod'
    EffectiveStartDate=POSITION1
    ProcessingOrder=POSITION2
    LegislativeDataGroupName=POSITION3
    AssignmentNumber=POSITION4
    OrganizationPaymentMethodCode=POSITION5
    PersonalPaymentMethodCode=POSITION6
    PaymentAmountType=POSITION7
    Amount=POSITION8
    RETURN
    BusinessOperation, FileName, FileDiscriminator, EffectiveStartDate, PersonalPaymentMethodCode, AssignmentNumber, Amount, P
  )
ELSE
  OUTPUTVALUE='NONE'
RETURN OUTPUTVALUE
/* End Formula Text */

```

### Related Topics

- [Overview of Payroll Transformation Formula For HCM Data Loader](#)
- [How You Transform Data Using Payroll Transformation Formula for HCM Data Loader](#)
- [Sample Payroll Transformation Formula for Multiple Business Objects](#)

## Sample Payroll Transformation Formula for Multiple Business Objects

In this example, the formula uses the user defined tables and personal payment method business objects. It converts the Person Number in the flat file into Assignment Number and uses the `METADATALINEINFORMATION` and `NUMBEROFBUSINESSOBJECTS` operations.

Here's the sample of the raw input file.

```

PPM|2018/04/04|1|ZHRX_VS_US_TPPI_LDG_ONE|955160008191423|ZHRX_VS_US_TPPI_Check|PPM1|M|10
UDT|SM_UDT_4|Range|Number|Test UDT|USA LDG

```

And this code snippet has the formula for this example.

```

/*****
FORMULA NAME: Load User Defined Table and Personal Payment Method
FORMULA TYPE: HCM Data Loader
*****/
/* Inputs */
INPUTS ARE OPERATION (text), LINENO (number), LINEREPEATNO (number), POSITION1 (text), POSITION2 (text),
POSITION3 (text), POSITION4 (text), POSITION5 (text), POSITION6 (text), POSITION7 (text), POSITION8
(text), POSITION9 (text)

```

```
DEFAULT FOR POSITION1 IS 'NO DATA'
DEFAULT FOR POSITION2 IS 'NO DATA'
DEFAULT FOR POSITION3 IS 'NO DATA'
DEFAULT FOR POSITION4 IS '2'
DEFAULT FOR POSITION5 IS '100'
DEFAULT FOR POSITION6 IS 'NO DATA'
DEFAULT FOR POSITION7 IS 'NO DATA'
DEFAULT FOR POSITION8 IS 'NO DATA'
DEFAULT FOR POSITION9 IS 'NO DATA'
DEFAULT FOR LINEREPEATNO IS 1
IF OPERATION='FILETYPE' THEN
  OUTPUTVALUE='DELIMITED'
ELSE IF OPERATION='DELIMITER' THEN
  OUTPUTVALUE='|'
ELSE IF OPERATION='READ' THEN
  OUTPUTVALUE='NONE'
ELSE IF OPERATION = 'NUMBEROFBUSINESSOBJECTS' THEN
  (
    OUTPUTVALUE = '2'
    RETURN OUTPUTVALUE
  )
ELSE IF OPERATION = 'METADATALINEINFORMATION' THEN
  (
    METADATA1[1] = 'UserDefinedTable' /*FileName*/
    METADATA1[2] = 'UserDefinedTable' /*FileDiscriminator*/
    METADATA1[3] = 'UserTableCode'
    METADATA1[4] = 'RangeOrMatch'
    METADATA1[5] = 'UserKeyUnits'
    METADATA1[6] = 'UserRowTitle'
    METADATA1[7] = 'UserTableName'
    METADATA1[8] = 'LegislativeDataGroupName'
    METADATA2[1] = 'PersonalPaymentMethod' /*FileName*/
    METADATA2[2] = 'PersonalPaymentMethod' /*FileDiscriminator*/
    METADATA2[3] = 'EffectiveStartDate'
    METADATA2[4] = 'PersonalPaymentMethodCode'
    METADATA2[5] = 'AssignmentNumber'
    METADATA2[6] = 'Amount'
    METADATA2[7] = 'ProcessingOrder'
    METADATA2[8] = 'OrganizationPaymentMethodCode'
    METADATA2[9] = 'PaymentAmountType'
    METADATA2[10] = 'LegislativeDataGroupName'
    RETURN METADATA1, METADATA2
  )
ELSE IF OPERATION='MAP' THEN

  IF POSITION1='UDT' THEN
    (
      FileName = 'UserDefinedTable'
      BusinessOperation = 'MERGE'
      FileDiscriminator = 'UserDefinedTable'
      UserTableCode = POSITION2
      IF POSITION3='Range' THEN
        (
          RangeOrMatch = 'R'
        )
      IF POSITION4='Number' THEN
        (
          UserKeyUnits = 'N'
        )
      UserRowTitle = POSITION5
      UserTableName = POSITION2
      LegislativeDataGroupName = POSITION6
      RETURN
      BusinessOperation, FileDiscriminator, FileName, UserTableCode, RangeOrMatch, UserKeyUnits, UserRowTitle, UserTableName, Leg
    )
  IF POSITION1='PPM' THEN
```

```
(
  FileName = 'PersonalPaymentMethod'
  BusinessOperation = 'MERGE'
  FileDiscriminator = 'PersonalPaymentMethod'
  EffectiveStartDate=POSITION2
  ProcessingOrder=POSITION3
  LegislativeDataGroupName=POSITION4
  AssignmentNumber=GET_VALUE_SET('SAMPLE_GET_ASG_NUM','|=PERSON_NUMBER=''||POSITION5||''')
  OrganizationPaymentMethodCode=POSITION6
  PersonalPaymentMethodCode=POSITION7
  PaymentAmountType=POSITION8
  Amount=POSITION9
  RETURN
  BusinessOperation,FileName,FileDiscriminator,EffectiveStartDate,PersonalPaymentMethodCode,AssignmentNumber,Amount,P
)
ELSE
  OUTPUTVALUE='NONE'
RETURN OUTPUTVALUE
/* End Formula Text */
```

**Note:** To debug value sets, create a BI report with this query to return the required data.

```
SELECT pay_ff_functions.gvs ('SAMPLE_GET_ASG_NUM','|=PERSON_ID=10000012092216') value FROM dual;
```

#### Related Topics

- [Overview of Payroll Transformation Formula For HCM Data Loader](#)
- [How You Transform Data Using Payroll Transformation Formula for HCM Data Loader](#)
- [How To Create A Program for Automation](#)

## Payroll Transformation Formula for HCM Spreadsheet Data Loader

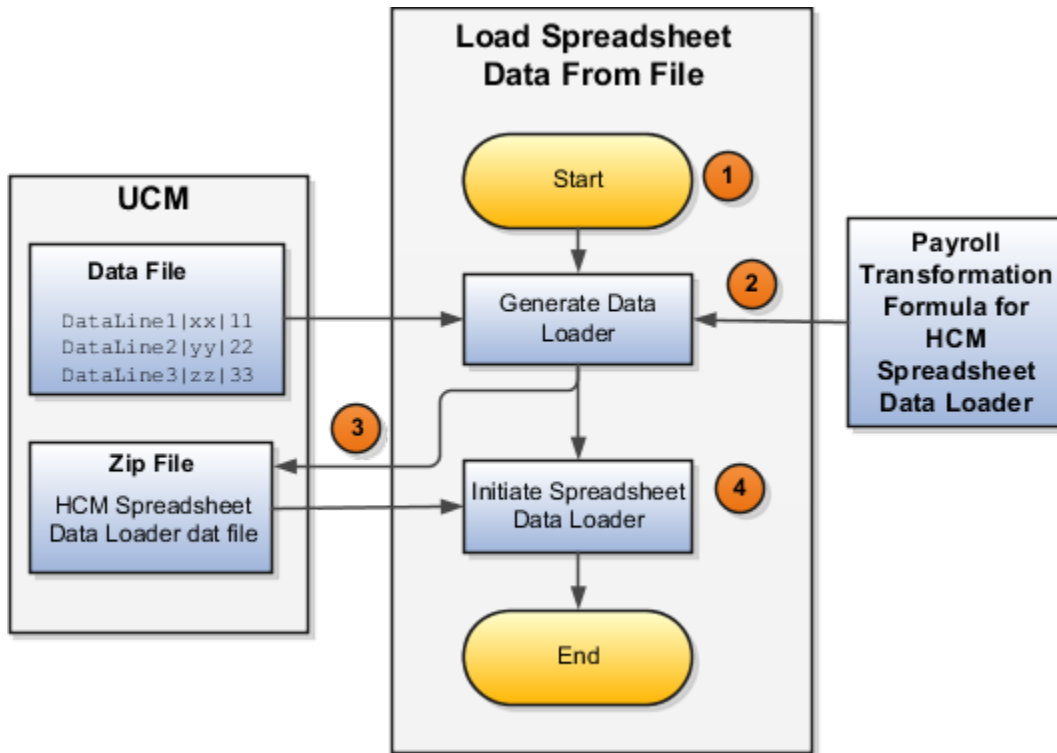
### Overview of Payroll Transformation Formula for HCM Spreadsheet Data Loader

You can use HCM Spreadsheet Data Loader to load all payroll objects that HCM Data Loader supports.

As the first step, you create a spreadsheet template for the required object from the Data Exchange Work area and further download the template in CSV format. You can download CSV and XML file templates from a spreadsheet template. The Payroll Transformation Formula for HCM Spreadsheet Data Loader transforms the raw delimited file to a format that suits the template.

This figure summarizes the process of transforming data that's uploaded using HCM Spreadsheet Data Loader.





Here's a summary of how the transformation process works.

1. On the Home page, click the **Submit a Flow** quick action under the **My Clients Groups** tab. Submit the **Load Spreadsheet Data File** flow pattern.

The flow is secured using these privileges:

| Flow  | Privilege                     |
|---|-------------------------------|
| Submit Payroll                              | PAY_SUBMIT_PAYROLL_FLOW_PRIV  |
| Load Data using HCM Spreadsheet Data Loader | HRC_LOAD_DATA_USING_HSDL_PRIV |

2. This flow pattern invokes the transformation formula for the Content ID and has these tasks:
  - a. Generate Data Loader File
  - b. Initiate Spreadsheet Data Loader
3. The **Generate Data Loader File** task reads the data file line by line, producing an equivalent HCM Spreadsheet Data Loader format for each line. Finally, it creates a compressed file of all of the transformed data files and uploads it to Oracle WebCenter Content server.
4. The **Initiate Spreadsheet Data Loader** task takes the compressed file generated by the **Generate Data Loader File** task and invokes the HCM Spreadsheet Data Loader. The HCM Spreadsheet Data Loader creates the required data in the HCM Cloud.

### Related Topics

- [Guidelines for Using HCM Spreadsheet Data Loader](#)
- [How Data Is Uploaded Using HCM Spreadsheet Data Loader](#)
- [HCM Spreadsheet Data Loader Templates](#)
- [Create and Edit Spreadsheet Templates](#)
- [Guidelines for Designing Spreadsheet Templates](#)

## Sample Payroll Transformation Formula

In this example, the transformation formula specifies the transformation mechanism for an incoming pipe separated delimited file. The formula's return values are the same as the list of attributes in the template file for the User Defined Table business object.

And this code snippet has the formula for this example.

```
/* Inputs */
INPUTS ARE OPERATION (text), LINENO (number), LINEREPEATNO (number), POSITION1 (text), POSITION2 (text),
POSITION3 (text), POSITION4 (text), POSITION5 (text), POSITION6 (text), POSITION7 (text), POSITION8 (text)
DEFAULT FOR POSITION1 IS 'NO DATA'
DEFAULT FOR POSITION2 IS 'NO DATA'
DEFAULT FOR POSITION3 IS 'NO DATA'
DEFAULT FOR POSITION4 IS 'NO DATA'
DEFAULT FOR POSITION5 IS 'NO DATA'
DEFAULT FOR LINEREPEATNO IS 1
IF OPERATION='FILETYPE' THEN
OUTPUTVALUE='DELIMITED'
ELSE IF OPERATION='DELIMITER' THEN
OUTPUTVALUE='|'
ELSE IF OPERATION='READ' THEN
OUTPUTVALUE='NONE'
ELSE IF OPERATION = 'NUMBEROFBUSINESSOBJECTS' THEN
(
OUTPUTVALUE = '1'/*Always be 1*/
RETURN OUTPUTVALUE
)
ELSE IF OPERATION = 'METADATALINEINFORMATION' THEN
(
METADATA1[1] = 'SMUDT' /*TemplateCode*/
METADATA1[2] = 'UserDefinedTable' /*FileDiscriminator*/
METADATA1[3] = 'UserDefinedTable_UserTableCode'
METADATA1[4] = 'UserDefinedTable_LegislativeDataGroupName'
METADATA1[5] = 'UserDefinedTable_UserTableName'
METADATA1[6] = 'UserDefinedTable_RangeOrMatch'
METADATA1[7] = 'UserDefinedTable_UserRowTitle'
METADATA1[8]= 'UserDefinedTable_UserKeyUnits'
RETURN METADATA1 /*You can return only one METADATA for the respective template*/
)
ELSE IF OPERATION='MAP' THEN
(
FileName = 'SMUDT'
BusinessOperation = 'HSDL'
FileDiscriminator = 'UserDefinedTable'
UserDefinedTable_UserTableCode = POSITION1
UserDefinedTable_LegislativeDataGroupName = POSITION2
UserDefinedTable_UserTableName = POSITION1
UserDefinedTable_RangeOrMatch = POSITION3
UserDefinedTable_UserRowTitle = POSITION4
```

```
UserDefinedTable_UserKeyUnits = POSITION5
RETURN
  BusinessOperation, FileDiscriminator, FileName, UserDefinedTable_UserTableCode, UserDefinedTable_LegislativeDataGroupNA
)
ELSE
OUTPUTVALUE='NONE'
RETURN OUTPUTVALUE
/* End Formula Text */
```

**Note:** The template code needs to be used in the Fast Formula.

#### *Related Topics*

- [Guidelines for Using HCM Spreadsheet Data Loader](#)
- [How Data Is Uploaded Using HCM Spreadsheet Data Loader](#)
- [HCM Spreadsheet Data Loader Templates](#)
- [Create and Edit Spreadsheet Templates](#)
- [Guidelines for Designing Spreadsheet Templates](#)

