Oracle Fusion Cloud Human Resources

How do I set up Benefits-in-Kind for France?

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Contents

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

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Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

Get Help

Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

Chapter -1
Benefits in Kind

-1 Benefits in Kind

About this Playbook

Employees can receive Benefits-in-Kind from their employers.

Benefits-in-Kind are set up using the Earnings Element template. They use the following secondary classifications:

In this playbook, we will take the example of the two most common Benefits-in-Kind in France:

- Food Benefits (Fr: Forfait Repas)
- Car Benefits (Fr: Voiture de Fonction)

Reconstituted Salary

All Benefits-in-Kind subject to social insurance except Benefits-in-Kind directly linked to the employee effective time at work should be part of the reconstituted salary. If the Benefits-in-Kind you have set up should be part of the reconstituted salary, then there is more configuration needed.

Refer to the *Overview of Reconstituted Salary* for more details.

Food Benefits

An employee can avail food benefit-in-kind from their employers.

A food benefit-in-kind can be created with two calculation methods:

- Flat Amount

Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

Chapter -1
Benefits in Kind

- Unit by Rate (most common method)

To create a food benefit-in-kind using a Unit by Rate calculation method:

> **Note: My Client Groups > Payroll > Elements**

1. Using the Elements task, create a new element.
2. In the Create Element window, create a Benefit-in-Kind element with the following values:

Field	Description
Secondary Classification	Food benefits
Category	**Standard**: If the element is set up with a Standard category, during the payroll run, the number of days is resolved based on the employee's work schedule. **Timecard**: If the element is setup with a Timecard category, during the payroll run, the number of days is resolved by based on the timecard entries. > **Note:** The **Processing Type** of this element should be set as Recurring, to be processed in each payroll period.
Is this element subject to proration?	No > **Note:** Typically benefits-in-kind are not prorated. Refer to *Overview of Reconstituted Salary* to configure this benefits-in-kind, if it needs to be part of the reconstituted salary.
Rule Type	Unit by Rate calculation

3. In the Element Entries page, enter the required details in the General Information tab, to associate this benefit-in-kind to the relevant payee:
    - **Periodicity**: Calendar Month
    - **Number of Meals per Day**: 1 (can be overridden)
4. Save and submit the details.

> **Note:** If the employee is an apprentice, the pay value is 75% of the daily rate. The meal value is seeded using the calculation value definition, Standard Meal Rate.

Car Benefits

An employee can avail car benefit-in-kind from their employers.

Benefits in kind (other than food benefits) are typically flat amount elements. This is the only supported calcution method.

To create a car benefit-in-kind using a Flat Amount calculation method:

Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

Chapter -1
Benefits in Kind

> **Note:** **My Client Groups** > **Payroll** > **Elements**

1. Using the Elements task, create a new element.
2. In the Create Element window, create a Benefit-in-Kind element with the following values:

Field	Description
Secondary Classificatio	Car benefits
Category	Standard > **Note:** The **Processing Type** of this element should be set as Recurring, to be processed in each payroll period.
Is this element subject to proration?	No > **Note:** Typically benefits-in-kind are not prorated. Refer to *Overview of Reconstituted Salary* to configure this benefits-in-kind, if it needs to be part of the reconstituted salary.
Rule Type	Flat amount

3. In the Element Entries page, enter the required details in the General Information tab, to associate this benefit-in-kind to the relevant payee:
   - **Amount**: As required
   - **Periodicity**: Calendar Month
4. Save and submit the details.

Input Values

Various input values are generated upon creation of a Benefit-in-Kind element.

These are the input values that are generated:

Input	Value
DSN CODE	Autogenerated, based on the element secondary classification. • 02 for Food Benefits • 03 for Housing Benefits • 04 for Car Benefits • 06 for New Technology Benefits • 06 for Other Benefits
Number of meals per day	Only used for Food Benefits; defaulted to 1

Oracle Fusion Cloud Human Resources
How do I set up Benefits-in-Kind for France?

Chapter -1
Benefits in Kind

Input	Value
Number of Rooms	Only used for housing benefits
Start of Reference Period	Used for DSN reporting in case a benefit is paid once but covers several pay periods
End of Reference Period	
Minimum Guaranteed Value for SMIC	Only used for food benefits. Results of number of days (as per employee work schedule) and the Minimum Guarantee.
Full Amount	Used to calculate the reconstituted salary (not to be entered by the user)