

Oracle Fusion Cloud Human Resources

How do I set up flexible benefit plans for India?

FA Latest



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Get Help

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Get Help in the Applications

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Thanks for helping us improve our user assistance!

1 Set up flexible benefit plans for India

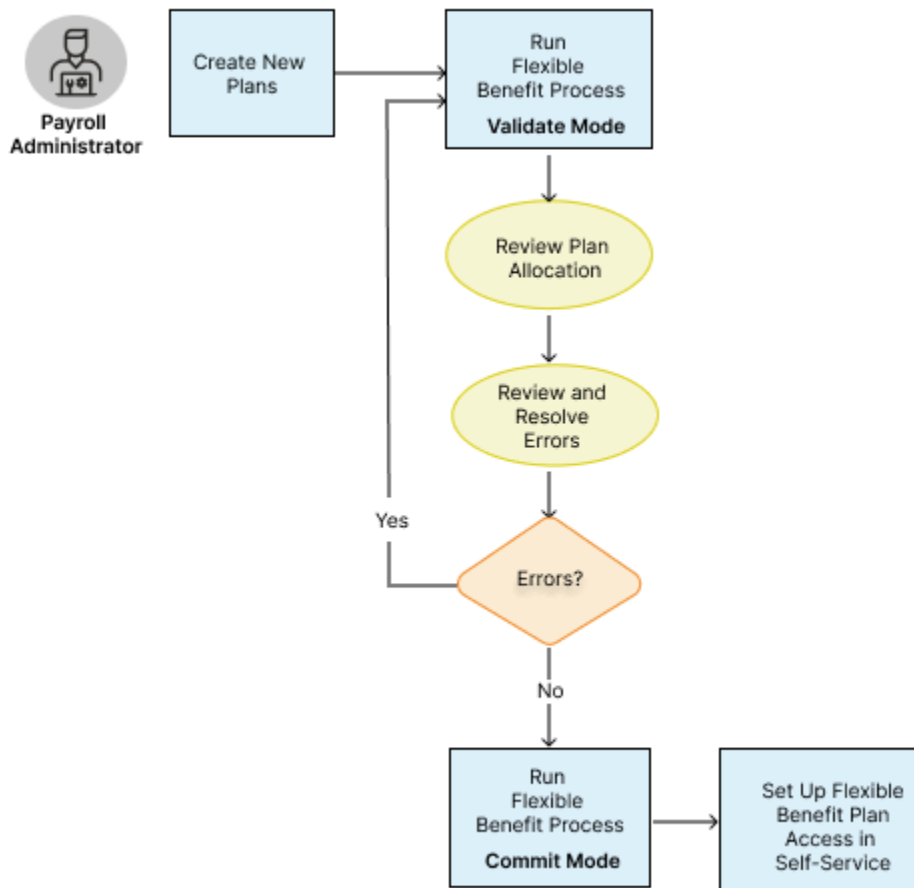
Overview

You can now administer flexible benefits plan for your organization using Cloud India Payroll.

The employees can reallocate their salary components according to their needs to get maximum tax benefits through self-service.

By default, this feature is available in the Redwood Visual Builder Studio format.

Here's the Flexible Benefit Plan Setup Process Flow.



Create Flexible Benefit Plan

You can create different plans based on the salary basis and the eligibility profiles that are monthly or annual based on the salary basis.

Every plan needs to include the Total Annual Gross Pay (AGP), Overall Fixed Salary and Overall Flexible Salary components. The frequency of the salary basis needs to match the payroll element periodicity.

You need to set the scope to the required legal employer.

Note: Navigator > My Enterprise > Setup and Maintenance > Legal Structures > Legal Entity Calculation Cards

To create the flexible benefit plans:

1. Click Add to create a new flexible benefit plan calculation card.
2. Click **Create New Plan**.
3. In the **Plan Details** section:
 - a. Select the **Plan Frequency**: monthly or annually.
 - b. Enter the **Effective Start Date**.
 - c. Select the **Salary Basis Type**.
 - d. Select the **Plan Level Eligibility Profile**.
4. In the **Components** section
 - a. Add the required fixed and flexible components to the plan specifying the sequence.
Employees will view their fixed and flexible plan components in the self-service, based on this sequence.
 - b. Specify the percentage value for percentage based components.
 - c. Specify the default values for fixed and flexible value components across the organization.
 - d. Assign rules to validate the values entered by the employee after restructuring their flexible benefits plan.
 - e. Define the component level eligibility.

Results:

You can view, edit, and set the end date for the plans. You can't delete plans that have employees allocated.

Run the Flexible Benefit Plan Process Flow

Run the flow for enrolling the employees to different plan after you've configured all the flexible benefit plans.

You need to run this flow every time there's an organizational change or salary change, and before opening the flexible benefit plan for employees. You can enroll an employee only in one flexible benefit plan.

Based on the eligibility profiles and the salary basis, employees are enrolled to different plans when you run this flow.

Note: My Client Groups > Payroll > Submit a Flow

To allocate the flexible benefits plan to employees:

1. Select the legislative data group and then select the flow Run India Flexible Benefits Plan Process.
2. Enter the **Payroll Flow** name.
3. Enter the **Flow Parameters**.

Parameter	Description
Payroll Statutory Unit	Select a PSU from the list.
Plan Effective Date	Select the date from when the flexible benefit plan is effective.
Payroll Relationship Group	Select the payroll relationship group from the list.
Person	Select a single employee or an employee group.
Evaluate Salary Changes	<p>Selecting Yes end dates the existing plan for all the employees irrespective of salary change and creates a new plan record from the plan effective date. This is the preferred option.</p> <p>Selecting No end dates the plan only for employees with a salary change and creates a new plan record from the plan effective date.</p>
Mode	<p>When you select Validate the flow calculates the component values for all employees and generates a report in a spreadsheet format. The report displays the old values and the newly computed values. Review all the plan allocation for employees along with validation messages, if there are errors in the allocation process, and resolve the errors.</p> <p>Run the flow in validate mode multiple times for a successful flexible plan allocation and no errors in the report.</p> <p>If you select Commit the flow commits all the component and the plan allocation changes.</p>
Process Configuration Group	Select a process configuration group from the list.
Schedule	Select As soon as possible to run the flow immediately. Select Allocated Schedule to run the flow at a scheduled time.

4. Submit the flow.

The flow includes two tasks India Flexible Benefits Plan and Run BI Publisher Report.

Set Up the Flexible Benefit Plan Availability

Set up the flexible benefit plan availability for all your employees to access this from **Me > Flexible Benefit Plan** by enabling these profile options.

To enable any of the Redwood pages, the central profile option **ORA_HCM_VBCS_PWA_ENABLED** (Enable VBCS Progressive Web Application User Interfaces across HCM application) needs to be set to **Yes**.

Note: Navigator > My Enterprise > Setup and Maintenance > Tasks > Search > Manage Administrator Profile Values

1. Search for the Manage Administrator task.
2. On the Manage Administrator Profile Values page, search for and select these profile options:

Profile Option	Description
ORA_HRX_IN_FBP_EMP_UPDATES_ENABLED	Enable updates to the flexible benefit plan for employees.
ORA_HRX_IN_FBP_EMP_UPDATES_NO_OF_DAYS	Number of days to enable updates to the flexible benefit plan.
ORA_HRX_IN_FBP_REL_GROUP_UPDATES_ENABLED	Enable updates to the India flexible benefit plan for payroll relationship group.
ORA_HRX_IN_FBP_SALARY_UPDATE_ENABLED	Enable updates to the India flexible benefit plan.

Results:

The employees can reallocate their salary components during this available time you've configured.

Test your Setup

You can test your setup as an administrator. You can even sign in as an employee to check the flexible benefit plan from an user's perspective.

Note: Navigator > My Enterprise > My Client Groups > Person Management

To test the set up of your flexible benefit plans:

1. Search for and select the employee you want to check.
2. Click to view Recent Actions for the employee and select **Calculation Cards**.

3. Click the flexible benefit plan card and view the fixed and flexible salary components in the Flexible Benefit Plan page.
4. Try adding different values to the flexible salary components to test the rules and validation criteria.

