Oracle Fusion Cloud Human Resources

How do I initialize payroll balances for Ireland?

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Chapter 1
Overview of Payroll Balances

1 Overview of Payroll Balances

This playbook covers the concepts and tasks that are required to initialize balances.

When migrating payroll data from another application into Oracle Fusion Cloud Human Resources and Payroll, you might need to set the initial balance values.

Before performing balance initialization, make sure you've completed these tasks:

1. Set up your organization and organization structures.
2. Create your employee definitions.
3. Attach payrolls to your employees.
4. Define all employee calculation cards and their associations.
5. Understand how to load balance values into batch views using the HCM Data Loader. For more information, see *Initializing and Adjusting Balances.*

There are several steps involved in the balance initialization process.
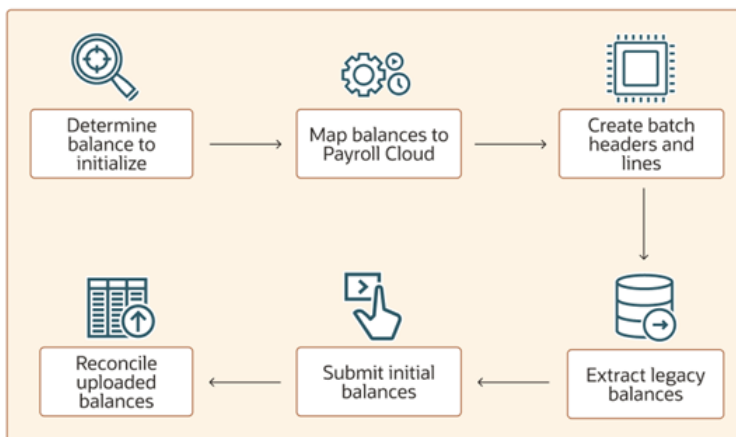
- Identify the balances you want to initialize.

  You can initialize legislative and user-defined balances. Each balance has its own initialization requirements.

- Map the legacy balances to payroll.

  Once you've identified the balances you want to initialize, you must perform a mapping exercise from the legacy payroll to Oracle Fusion Cloud. Consider these points during this mapping activity:

  - One legacy balance can feed one or more Fusion balances.
  - Multiple legacy balances can feed one Fusion balance.
  - Your legacy balances can come from many sources (such as a payroll , benefits , or absence application)

- Load balance values to `PAY_BAL_BATCH_HEADERS` and `PAY_BAL_BATCH_LINES` interface tables by using these two separate HDL files.

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- o **InitializeBalanceBatchHeader.dat**

  Includes information for the batch header.
- o **InitializeBalanceBatchLine.dat**

  Includes details of the balance values to be initialized. Each line contains the balance type and associated contexts for a specific initial balance value.

- Submit the **Load Initial Balances** process and check the balance load results to identify and correct any errors in the balances.
- Use the **View Person Process Results** and **View Payroll Process Results** tasks to reconcile the loaded balances.

Load Initial Balances

You need to load the initial balance values before you process the employee in a payroll. Use the HCM Data Loader to load balance values into batch views.

This process uses initial balance feed elements to initialize each balance.

1. Automatically creates the balance feed elements before processing the upload.
2. Validates the batch data.
3. Processes the batch to load the balance data.
4. Creates balance adjustments to set the required balance values.

> **Note:** **My Client Groups** > **Show More** > **Payroll** > **Submit a flow**

1. Select the **Legislative Data Group**.
2. Search for and select the **Load Initial Balances** flow
3. Enter a payroll flow name and select the operation mode.

   > **Note:** : If you've earlier ran the Validate operation mode, you must run this process in Transfer mode to transfer the batch.

4. Provide the batch name that you created in HCM Data Loader to validate and transfer data from the batches into payroll.

   > **Note:** You can also use the process to roll back the batch if you need to correct and reprocess errors. This process creates date-effective balance entries, or adjustments to ensure that the balances are correct from the upload date.

5. After you load the balance values, submit the **Load Initial Balances** process.

Results:

The process validates the batch data, and then processes the batch to load the balance data. It then creates balance adjustments to set the required balance values.

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For each balance to initialize, the Load Initial Balances process defines these elements automatically with Balance Initialization classification. And adds them to the balance as balance feeds.

> **Note:** You can't initialize balances after the payroll is run for the employee. In such a case, you must roll back the payroll run or do a balance adjustment.

View Payroll Process Results

> **Note:** My Client Groups > Payroll > Flow Submissions and Results > View Payroll Process Results

1. Select Balance Initialization in the Process list of values and search.
2. Select the appropriate **Balance Initialization** process in the search results section to navigate to View Person Process Results page.
3. Select the employee name to navigate to the **View Person Process Results** page.
4. Select **Balance Results** in the Go to Task drop-down button.
5. Select the balance name from the list of values by choosing the **Balance Name** option.
6. Search and view the results.

Legislative Balances

Predefined balances are used to perform correct tax reporting and payroll tax calculations.

These sections describe balances in these categories.

- Statutory Deduction
- Court Orders
- Taxable Benefits
- Permanent Health Insurance

Statutory Deductions

Statutory Deductions Balances

Balance Name	Dimension Name
IE_GROSS_TAXABLE	ASG
IE_TOTAL_EARNINGS	ASG

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Balance Name	Dimension Name
IE_PAYE_RATE1	REL
IE_PAYE_RATE2	REL
IE_PAYE_TOTAL	REL
IE_SARP_INCOME	ASG
IE_SARP_RELIEF	REL
IE_SHADOW_STATUS	REL
IE_SHADOW_WITHHOLD	ASG
IE_SRCOP	REL
IE_TAX_CREDIT	REL
IE_EMERGENCY_TAX_PRD	REL
IE_FTC	REL
IE_USC	REL
IE_USC_BB	REL
IE_USC_BB_PAY	REL
IE_USC_PAY	REL
IE_LPT	REL
IE_LUMP_SUM_PAY_FOR_PRSI	ASG

Court Orders

Court Order Balances

Balance Name	Dimension Name
IE_ATTACHABLE_PAY	ASG
IE_CO_AOEF	REL
IE_CO_AOEF_ARREAR	REL
IE_CO_AOEM	REL
IE_CO_AOEM_ARREAR	REL

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Balance Name	Dimension Name
IE_CO_NOAD	REL
IE_CO_NOAD_ARREAR	REL
IE_CO_NOAR	REL
IE_CO_NOAR_ARREAR	REL
IE_CO_PROC_ARREAR	REL
IE_THIRD_PARTY_PAY	REL

Taxable Benefits

Taxable Benefits Balances

Balance Name	Dimension Name
IE_BEN_ACCOM	ASG
IE_BEN_ASSET_TRNF	ASG
IE_BEN_AWARDS	ASG
IE_BEN_CAR	ASG
IE_BEN_DENTAL	ASG
IE_BEN_DISCOUNT	ASG
IE_BEN_FURNITURE	ASG
IE_BEN_GOODS_PROVIDE	ASG
IE_BEN_LOAN	ASG
IE_BEN_MEDICAL	ASG
IE_BEN_MISC	ASG
IE_BEN_PAYMENTS	ASG
IE_BEN_SUBSCRIPT	ASG
IE_BEN_USE_OF_ASSET	ASG
IE_BEN_VAN	ASG
IE_BEN_VOUCHER	ASG

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Balance Name	Dimension Name
IE_BIK_NTG_EMPLOYER_PAID	ASG
IE_BIK_PAYE_STATUTORY_ARR	ASG
IE_BIK_PRSI_STATUTORY_ARR	ASG
IE_BIK_TOTAL_STATUTORY_ARR	ASG
IE_BIK_USC_STATUTORY_ARR	ASG

Permanent Health Insurance

Permanent Health Insurance

Balance Name	Dimension Name
IE_NOTIONAL_PAY	ASG
IE_NOTIONAL_PAY_PAYE	ASG
IE_NOTIONAL_PAY_PAYE_NTG	ASG
IE_NOTIONAL_PAY_PRSI	ASG
IE_NOTIONAL_PAY_PRSI_NTG	ASG
IE_NOTIONAL_PAY_USC	ASG
IE_NOTIONAL_PAY_USC_NTG	ASG

User-Defined Elements to Feed Predefined Balances

There are no elements delivered for Ireland that can be used to feed predefined balances. Instead, you need to set up an information element at the assignment level with the required inputs, contexts, and balance feeds.

Element Assignment Level

User-defined elements to feed predefined balances.

Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
PHI Unapproved Employer Notional Pay				

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Add	PHI Unapproved Employer Notional Pay
Pay Value	Money	-	Add	Notional Pay subject to PAYE
Pay Value	Money	-	Add	Notional Pay subject to PRSI
Pay Value	Money	-	Add	Notional Pay subject to USC
PHI Approved Employer USC Information				
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Add	PHI Approved Employer USC Information
Pay Value	Money	-	Add	USC Pay
PHI Approved Employer Notional Pay				
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Add	PHI Approved Employer Notional Pay
Pay Value	Money	-	Add	Notional Pay subject to PAYE
Pay Value	Money	-	Add	Notional Pay subject to PRSI
Pay Value	Money	-	Add	Notional Pay subject to USC
Free or Subsidized Accommodation Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Free or Subsidized Accommodation Benefit

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Furniture Provided Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Furniture Provided Benefit
Notional Pay Value	Money		Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay
Subscriptions or Other Payments Results				
Unique Reference	Character	Reference Code	-	
Notional Pay Value	Money	-	Add	Subscriptions or Other Payments Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay
Van Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Van Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Assets Transferred Results				
Unique Reference	Character	Reference Code	-	-

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Assets Transferred Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Staff Awards Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Staff Awards Benefit
Car Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Car Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Dental Insurance Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Dental Insurance Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Staff Discounts Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Staff Discounts Benefit
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Use of Assets Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Use of Assets Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Goods Provided Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Goods Provided Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Preferential Loan Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Preferential Loan Benefit
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Medical Insurance Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Medical Insurance Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Miscellaneous Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Miscellaneous Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Payments Made on Behalf of Employee Results				
Unique Reference	Character	Reference Code	-	-

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Payments made on behalf of Employee Benefit
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Vouchers Results				
Unique Reference	Character	Reference Code	-	-
Notional Pay Value	Money	-	Add	Notional Pay subject to PRSI
Notional Pay Value	Money	-	Add	Notional Pay subject to USC
Notional Pay Value	Money	-	Add	Notional Pay subject to PAYE
Notional Pay Value	Money	-	Add	Notional Pay
Notional Pay Value	Money	-	Add	Vouchers Benefit
PHI Approved Employee Prestatutory Deductions				
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Prestatutory Deductions
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	PHI Approved Employee Prestatutory Deductions
Pay Value	Money	-	Subtract	Gross Taxable Pay
Override Insurable Weeks				
Number of Insurable Weeks	Integer	-	Add	Override Insurable Weeks
SARP				
Tax Unit ID	Integer	Tax Reporting Unit	-	-

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
SARP Relief	Money	-	Subtract	Gross Taxable Pay
SARP Relief	Money	-	Add	SARP Relief
PRSI Employee				
Subclass	Character	PRSI Subclass	-	-
Main Subclass PRSI Employee	Money	-	Add	Adjust Main Subclass Employee PRSI Paid
Main Subclass Insurable Weeks	Integer	-	Add	Adjust Insurable Weeks
Insurable Weeks	Integer	-	Add	Insurable Weeks
PRSI Employee Total	Money	-	Subtract	Attachable Pay
PRSI Employee Total	Money	-	Add	Total Deductions
PRSI Employee Total	Money	-	Add	Employee PRSI Paid
PRSI Employee Total	Money	-	Subtract	Net
PRSI Employee Total	Money	-	Subtract	Net Payment
Adjust Insurable Weeks				
Subclass	Character	PRSI Subclass	-	-
Number of Insurable Weeks	Integer	-	Subtract	Insurable Weeks
Number of Insurable Weeks	Integer	-	Subtract	Adjust Insurable Weeks
BIK PAYE Paid By Employer				
Pay Value	Money	-	Add	Net Payment
Pay Value	Money	-	Add	Net
Pay Value	Money	-	Add	BIK Taxes Paid by Employer
PAYE				
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Emergency Tax Periods	Integer	-	Add	Emergency Tax Periods
Rate 1 Cut Off	Money	-	Add	Rate 1 Cut Off

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Tax Credits	Money	-	Add	Tax Credits
PAYE at Rate 1	Money	-	Add	PAYE at Rate 1
PAYE at Rate 2	Money	-	Add	PAYE at Rate 2
PAYE Total	Money	-	Subtract	Attachable Pay
PAYE Total	Money	-	Subtract	Net Payment
PAYE Total	Money	-	Add	PAYE Total
PAYE Total	Money	-	Subtract	Net
PAYE Total	Money	-	Add	Total Deductions
Foreign Tax Credits	Money	-	Add	Foreign Tax Credits
Shadow Payroll Status	Integer	-	Add	Shadow Payroll Status
BIK PRSI Statutory Arrears				
Unique Reference	Character	Reference Code	-	-
Adjust Net Pay Value	Money	-	Add	BIK PRSI Statutory Arrears
Adjust Net Pay Value	Money	-	Add	Total BIK Statutory Arrears
Adjust Net Pay Value	Money	-	Add	Net
Adjust Net Pay Value	Money	-	Add	Net Payment
BIK PRSI paid by employer				
Unique Reference	Character	Reference Code	-	-
Adjust Net Pay Value	Money	-	Add	BIK PAYE Statutory Arrears
Adjust Net Pay Value	Money	-	Add	Net Payment
Adjust Net Pay Value	Money	-	Add	Net
Adjust Net Pay Value	Money	-	Add	Total BIK Statutory Arrears
BIK USC Paid by Employer				
Pay Value	Money	-	Add	Net
Pay Value	Money	-	Add	BIK Taxes Paid by Employer
Pay Value	Money	-	Add	Net Payment
BIK USC Statutory Arrears				

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Unique Reference	Character	Reference Code	-	-
Adjust Net Pay Value	Money	-	Add	Net
Adjust Net Pay Value	Money	-	Add	Total BIK Statutory Arrears
Adjust Net Pay Value	Money	-	Add	Net Payment
Adjust Net Pay Value	Money	-	Add	BIK USC Statutory Arrears
USC				
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
LPT Total	Money	-	Add	LPT Taken
LPT Total	Money	-	Subtract	Net
LPT Total	Money	-	Subtract	Net Payment
LPT Total	Money	-	Add	Total Deductions
PRSI Employer				
Employer Subclass	Character	PRSI Subclass	-	-
PRSI Employer Total	Money	-	Add	Employer PRSI Paid
Main Subclass PRSI Employer	Money	-	Add	Adjust Main Subclass Employer PRSI Paid
Notice of Attachment Department of Social Protection				
Reference	Character	Reference Code	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Component ID	Integer	Deduction Card Component	-	-
Payee	Integer	Third Party Payee	-	-
Pay Value	Money	-	Subtract	Attachable Pay
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Pay Value	Money	-	Add	Notice of Attachment Department of Social Protection
Pay Value	Money	-	Add	Third Party Payment
Pay Value	Money	-	Add	Total Deductions
Arrears Carried Forward	Money	-	Add	Notice of Attachment Department of Social Protection Arrears
Arrears Deducted	Money	-	Subtract	Notice of Attachment Department of Social Protection Arrears
Arrears Deducted	Money	-	Add	Court Order Processed Arrears
Attachment of Earnings Maintenance				
Payee	Integer	Third Party Payee	-	-
Reference	Character	Reference Code	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Component ID	Integer	Deduction Card Component	-	-
Arrears Carried Forward	Money	-	Add	Attachment of Earnings Maintenance Arrears
Arrears Deducted	Money	-	Subtract	Attachment of Earnings Maintenance Arrears
Arrears Deducted	Money	-	Add	Court Order Processed Arrears
Pay Value	Money	-	Add	Third Party Payment
Pay Value	Money	-	Subtract	Attachable Pay
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	Attachment of Earnings Maintenance

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Attachment of Earnings Fines				
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Component ID	Integer	Deduction Card Component	-	-
Payee	Integer	Third Party Payee	-	-
Reference	Character	Reference Code	-	-
Arrears Deducted	Money	-	Add	Court Order Processed Arrears
Arrears Deducted	Money	-	Subtract	Attachment of Earnings Fines Arrears
Pay Value	Money	-	Add	Attachment of Earnings Fines
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	Third Party Payment
Pay Value	Money	-	Subtract	Attachable Pay
Arrears Carried Forward	Money	-	Add	Attachment of Earnings Fines Arrears
Notice of Attachment Revenue				
Payee	Integer	Third Party Payee	-	-
Reference	Character	Reference Code	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Component ID	Integer	Deduction Card Component	-	-
Arrears Carried Forward	Money	-	Add	Notice of Attachment Revenue Arrears
Arrears Deducted	Money	-	Subtract	Notice of Attachment Revenue Arrears

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Arrears Deducted	Money	-	Add	Court Order Processed Arrears
Pay Value	Money	-	Subtract	Attachable Pay
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	Notice of Attachment Revenue
Pay Value	Money	-	Add	Third Party Payment
PHI Approved Employee Voluntary Deductions				
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	PHI Approved Employee Voluntary Deductions
PHI Unapproved Employee Voluntary Deductions				
PHI Reference	Character	Reference Code	-	-
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	PHI Unapproved Employee Voluntary Deductions
BIK Statutory Arrears Recovery				
Tax Unit ID	Integer	Tax Reporting Unit	-	-
Unique Reference	Character	Reference Code	-	-
Calculation Breakdown ID	Integer	Calculation Breakdown	-	-
Pay Value	Money	-	Subtract	Total BIK Statutory Arrears
Pay Value	Money	-	Subtract	Net Payment

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Pay Value	Money	-	Subtract	Net
Advance Pay Results				
Deduction Reference	Character	Reference Code	-	-
Pay Value	Money	-	Subtract	Net
Pay Value	Money	-	Subtract	Net Payment
Pay Value	Money	-	Add	Total Deductions
Pay Value	Money	-	Add	Advance Pay
Holiday Period	Integer	-	Add	Advance Period Counter
Accrued	Money	-	Add	Advance Pay Accrued
Arrears	Money	-	Add	Advance Pay Arrears
Not Taken	Money	-	Add	Advance Pay Not Taken
Shadow Payroll Withholding Amount				
Shadow Payroll Withholding Amount	Money	-	Subtract	Net
Shadow Payroll Withholding Amount	Money	-	Subtract	Net Payment
Shadow Payroll Withholding Amount	Money	-	Add	Shadow Payroll Withholding Amount
Shadow Payroll Withholding Amount	Money	-	Add	Total Deductions
Advance Adjustment				
Reference Code	Character	Reference Code	-	-
Pay Value	Money	-	Add	Net Payment
Pay Value	Money	-	Add	Advance Carry Forward
Pay Value	Money	-	Add	Advance Adjust
Advance Payment				
Reference Code	Character	Reference Code	-	-
Pay Value	Money	-	Add	Net Payment
Pay Value	Money	-	Add	Advance Payment

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Input Name	Unit of Measure	Context Name	Balance Feed Scale	Balance Name
Advanced Periods	Integer	-	Add	Advanced Periods

Example of Loading Initial Balances

In this example, you create balance initialization records to initialize an employee's gross taxable pay, PAYE at rate 1, insurable weeks, car benefit, and attachment of earnings maintenance balances.

When initializing year-to-date balances, you might also need to initialize any related balances, if required.

Load the Balance Batch Header

Use the InitializeBalanceBatchHeader.dat file to create the `NewIEInitialBatch` batch.

```
METADATA|InitializeBalanceBatchHeader|BatchName|UploadDate|LegislativeDataGroupName
MERGE|InitializeBalanceBatchHeader|NewIEInitialBatch|2025/01/01|Ireland Sun Power
```

Load Batch Lines Data

Load these details to initialize the gross taxable pay balance.

Gross taxable pay balance

Data Column	Value
Line Sequence	1
Payroll Relationship Number	IEWRKSFXVPBI001
Balance Name	Gross Taxable Pay
Dimension Name	Relationship, Tax Unit, Year to Date
Balance Value	100

Load these details to initialize the PAYE at Rate balance.

PAYE at rate balance

Data Column	Value
Line Sequence	2
Payroll Relationship Number	IEWRKSFXVPBI001
Balance Name	PAYE at Rate 1

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Data Column	Value
Dimension Name	Relationship, Tax Unit, Year to Date
Balance Value	10

Load these details to initialize the Insurable Weeks balance.

Insurable weeks balance

Data Column	Value
Line Sequence	3
Payroll Relationship Number	IEWRKSFXVPBI001
Balance Name	Insurable Weeks
Dimension Name	Payroll Relationship, PRSI, Year to Date
Balance Value	100

Load these details to initialize the Car Benefit balance.

Car Benefit balance

Data Column	Value
Line Sequence	4
Payroll Relationship Number	IEWRKSFXVPBI001
Balance Name	Car Benefit
Dimension Name	Relationship Tax Unit, Reference Code Year to Date
Balance Value	100

Load these details to initialize the Attachment of Earnings Maintenance balance.

Attachment of Earnings Maintenance balance

Data Column	Value
Line Sequence	5
Payroll Relationship Number	IEWRKSFXVPBI001
Balance Name	Attachment of Earnings Maintenance

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Data Column	Value
Dimension Name	Relationship Tax Unit, Reference Code Inception to Date
Balance Value	100

In the InitializeBalanceBatchLine.dat file, you initialize these balances.

```
METADATA|InitializeBalanceBatchLine|LineSequence|PayrollRelationshipNumber|BalanceName|DimensionName|
Value|ContextOneName|ContextOneValue|ContextTwoName|ContextTwoValue|ContextThreeName|ContextThreeValue|
ContextFourName|ContextFourValue|UploadDate|LegislativeDataGroupName|BatchName|PayrollName|TermNumber|
AssignmentNumber|TaxUnitName|SourceSystemOwner|SourceSystemId
MERGE|InitializeBalanceBatchLine|1|IEWRKSFXVPBI001|Gross Taxable Pay|Relationship, Tax Unit, and Year to
 Date|100|||||||||2025/01/01| Ireland Sun Power|NewBIIEInilizationBatch|ZHRX_IE_Regression_Monthly_VP|
ETIEWRKSFXVPBI001|EIEWRKSFXVPBI001|ZHRX_IE_Regression_OrgQA|HCMQA-001|BIIEWRKSFXVPBIV001SID
MERGE|InitializeBalanceBatchLine|2|IEWRKSFXVPBI001|PAYE at Rate 1|Relationship, Tax Unit, and Year to
 Date|10|||||||||2025/01/01| Ireland Sun Power|NewBIIEInilizationBatch|ZHRX_IE_Regression_Monthly_VP|
ETIEWRKSFXVPBI001|EIEWRKSFXVPBI001|ZHRX_IE_Regression_OrgQA|HCMQA-001|BIIEWRKSFXVPBIV002SID
MERGE|InitializeBalanceBatchLine|3|IEWRKSFXVPBI001|Insurable Weeks|Payroll Relationship, PRSI,
 Year to Date|100|PRSI Subclass|AL|||||||2025/01/01| Ireland Sun Power|NewBIIEInilizationBatch|
ZHRX_IE_Regression_Monthly_VP|ETIEWRKSFXVPBI001|EIEWRKSFXVPBI001|ZHRX_IE_Regression_OrgQA|HCMQA-001|
BIIEWRKSFXVPBIV003SID
MERGE|InitializeBalanceBatchLine|4|IEWRKSFXVPBI001|Car Benefit|Relationship Tax Unit, Reference
 Code Year to Date|100|||Reference Code|CARBENFITIEWRKSFXVPBI001|||||2025/01/01| Ireland Sun
 Power|NewBIIEInilizationBatch|ZHRX_IE_Regression_Monthly_VP|ETIEWRKSFXVPBI001|EIEWRKSFXVPBI001|
ZHRX_IE_Regression_OrgQA|HCMQA-001|BIIEWRKSFXVPBIV004SID
MERGE|InitializeBalanceBatchLine|5|IEWRKSFXVPBI001|Attachment of Earnings Maintenance|Relationship
 Tax Unit, Reference Code Inception to Date|100|||Reference Code|EARNMAINTIEWRKSFXVPBI001|||||| Ireland
 Sun Power|NewBIIEInilizationBatch|ZHRX_IE_Regression_Monthly_VP|ETIEWRKSFXVPBI001|EIEWRKSFXVPBI001|
ZHRX_IE_Regression_OrgQA|HCMQA-001|BIIEWRKSFXVPBIV005SID
```

Reconcile Uploaded Balances

Your implementation team and payroll administrator need to reconcile the loaded balances to ensure complete consistency between the legacy and Fusion balances.

You need to ensure that any variations are accounted for, especially the tax related balances, because these are used for tax year end reporting.

It's recommended that you start your review by inspecting the balances for a few employees that represent a good statistical sampling of both loaded balances and a good representation of the company itself.

You can use the **View Person Process Results** task to aid your balance reconciliation process.

What happens when I validate a batch?

When you select the Validate batch operation mode, the Load Initial Balances process:

1. Validates the header and detail lines of the batch.
2. Confirms that a transfer would be successful.
3. Confirms the entities referenced in the batch data exist, including:

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- Balances
- Balance dimensions
- Tax reporting units
- Payroll definitions
- Payroll relationships
- Assignments

4. If all required entities exist, it creates the structure that includes the balance initialization element itself, and its input values, balance feeds, and eligibility links.
5. Checks that values are available for the contexts used by each balance dimension.
6. Sets the status of valid batch lines to V, validated.

The batch isn't transferred until you complete the Transfer Batch operation.

> **Note:** You can also use this process to roll back the batch if you need to correct and reprocess errors. The **Load Initial Balances** process contains a batch operation mode where you can select the mode of operation.

What happens when I transfer a batch?

When you select the Transfer batch operation mode, the Load Initial Balances process performs the actual transfer of the batch lines into payroll by creating the balance adjustments to initialize the balances.

It creates these adjustments as element entries for the employee. For every batch line it successfully processes, it:

1. Sets the status to T, transferred.
2. Updates the PAYROLL_REL_ACTION_ID to point to the balance adjustment.
3. Validates any lines that haven't already been validated.

   If you run the Transfer operation without first validating, it performs the full Validate operation, validating data and creating missing balance initialization entities.

   If there are any errors that require correction, you must either:
   a. Correct the rejected entries for the impacted employees.
   b. Do one of the following.
      - Perform a batch transfer to load the rejected employees.
      - Load the rejected employees in a separate batch process.

If you find errors after transferring the batch, perform these steps.

1. Correct the batch data.
2. Transfer the batch.

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What happens when I undo a batch transfer?

When you select the Undo batch operation mode parameter, the Load Initial Balances process:

1. Performs an undo action of the batch transfer.
2. Rolls back any balance initializations.
3. Returns the status of each batch line to an unprocessed state.

You can now perform corrections and reprocess the batch.

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