Oracle Fusion Cloud Human Resources

How do I set up salary sacrifice for Ireland?

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

G32670-03

Author: Srividya Balasubramanian

Contents

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Get Help

Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons ⑦ to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

Get Support

You can get support at *My Oracle Support*. For accessible support, visit *Oracle Accessibility Learning and Support*.

Get Training

Increase your knowledge of Oracle Cloud by taking courses at *Oracle University*.

Join Our Community

Use *Cloud Customer Connect* to get information from industry experts at Oracle and in the partner community. You can join forums to connect with other customers, post questions, suggest *ideas* for product enhancements, and watch events.

Learn About Accessibility

For information about Oracle's commitment to accessibility, visit the *Oracle Accessibility Program*. Videos included in this guide are provided as a media alternative for text-based topics also available in this guide.

Share Your Feedback

We welcome your feedback about Oracle Applications user assistance. If you need clarification, find an error, or just want to tell us what you found helpful, we'd like to hear from you.

You can email your feedback to *oracle_fusion_applications_help_ww_grp@oracle.com*.

Thanks for helping us improve our user assistance!

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Get Help

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 1
Salary Sacrifice for Ireland

1 Salary Sacrifice for Ireland

Introduction

This playbook provides a sample solution to administer salary sacrifice for employees who might want to use it partially, fully, or abstain from it.
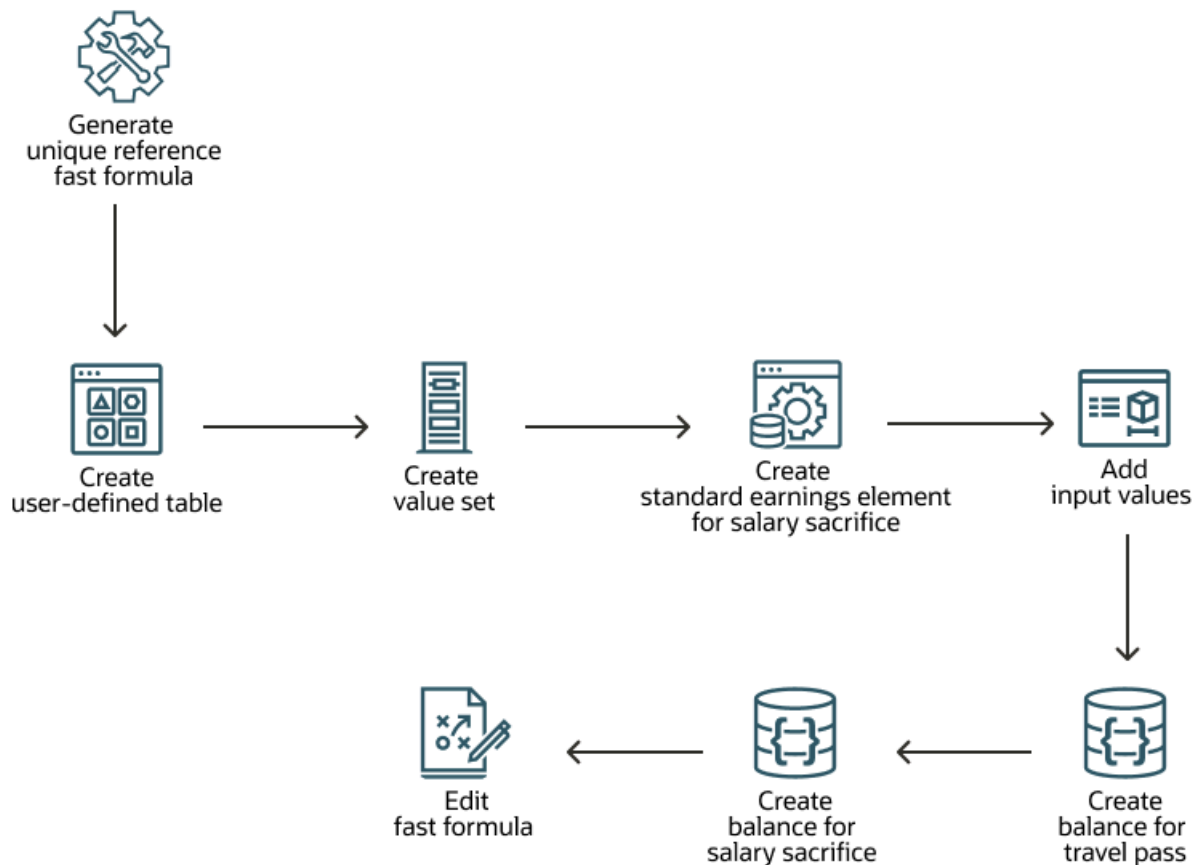
Using this sample configuration, you can set up salary sacrifice for earnings such as Travel Pass and Cycle to Work.

- Set up fast formulas to generate unique reference.
- Create user-defined table and value set.
- Create the required salary sacrifice element using the earnings element template.
- Ensure that it contains an input value of **Amount** (or similar) and **Unique Reference**.

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 1
Salary Sacrifice for Ireland

- The priority of the salary sacrifice earnings element should be such that it runs after all other earnings elements.
- Even though the element is an earnings element, it's behavior is like a Loan element. You need to track the opening balance, partial recoveries (in case of insufficient earnings), recovery total earnings from a termination period and STOP rule when the total amount is paid off.
- Use the sample changes recommended to the template generated fast formulas while creating the element.
- It handles overlapping salary sacrifice elements in a given period.
- The Pay Value must be negative.
- This element doesn't feed the Gross Pay balance. This element feeds these balances:
  - Gross Taxable Pay
  - Pay for Employee PRSI
  - Pay for Employer PRSI
  - USC Pay
  - Own primary balance, which is referenced by the corresponding earning element's fast formula.

Generate a Unique Reference Fast Formula

You need to set up a fast formula to generate unique reference from the database sequence.

> **Note:** **My Client Groups** > **Show More** > **Fast Formulas**

1. Create a new fast formula.
2. Enter the fields as shown below:

Field	Value
Legislative Data Group	Select the required LDG
Formula Name	Get Unique Reference Code from DB Sequence
Type	Element Input Validation
Effective As-of Date	Enter the relevant date

3. The formula text should be as described here:

```
FORMULA NAME: Get Unique Reference Code from DB Sequence
FORMULA TYPE: Element Input Validation
DESCRIPTION : A formula that returns the next value of the reference code. The reference
code is generated using a database sequence
*******************************************************************/

inputs are Unique_Reference(text)

l_rc = GET_REF_CODE_FROM_DB_SEQ()
Unique_Reference = to_char(l_rc)
```

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 1
Salary Sacrifice for Ireland

```
return Unique_Reference
```

Create a User-Defined Table

You need to create a user-defined table to hold various annual travel pass choices.

> **Note:** **My Client Groups** > **Show More** > **User-Defined Table**

1. Create a table on the **User-Defined Table** page.
2. Select a relevant Ireland **Legislative Data Group**.
3. In the **Effective As-of Date** field, enter the effective date and continue. The main components of the user-defined table are the definition, columns, rows, and values.

Field	Value
Name	Enter a relevant name such as IE_Travel Pass Choices
Unit of Measure	Text
Column Name	Rate
Data Type	Text

4. Add the user-defined table values as shown here along with their effective start and end dates.

User-defined table values

Sequence	Travel pass choices	Value
10	Annual Dublin City Bus Only	1150
20	Annual Dublin City and Rail Short Hop and Dart	1400
39	Annual Dart/Commuter Rail, Dublin City Bus, and LUAS	1550
40	Annual Dart/Commuter Rail	1400
50	Annual Dublin City Bus and LUAS	1400
60	Annual LUAS Ticket	1050
70	All CIE Services	5200

5. Save your changes.

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 1
Salary Sacrifice for Ireland

Create a Value Set

You need to create a value set to reference the user-defined table.

> **Note:** **Home** > **My Enterprise** > **Setup and Maintenance** > **Search** > **Tasks** > **Manage Value Sets**

1. Select **Actions > Create** and select the Table validation type to define a value set that filters values from an existing table using a SQL statement.
2. Enter the required values as shown here:

Field	Value
Value Set Code	RG_TRAVEL_PASS_CHOICES
Module	User defined module, for example, Ireland Payroll
Validation Type	Table
Value Data Type	Character
FROM Clause	`ff_user_rows_vl`
Value Column Name	row_name
ID Column Name	row_name

WHERE Clause	`user_table_id = (select user_table_id from ff_user_tables_tl where user_table_name = 'RG_TRAVEL_PASS_CHOICES' and language = 'US')`
	
	`and trunc(sysdate) between effective_start_Date and effective_end_date`

> **Note:** To enable the **Value Set** field on the Manage Elements page, select **Character** as the Unit of Measure for the input value.

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

2 Set Up Travel Pass

Create a Standard Earnings Element for Travel Pass

You need to create a standard earnings element for travel pass.

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

1. Create the element and complete the fields as shown:

Field	Value
Element Name	IE Travel Pass
Legislative Data Group	Your legislative data group
Element Classification Name	Standard Earnings
Reporting Name	IE Travel Pass
Description	Element for travel pass
Effective Date	Relevant date

2. Respond to the questions as shown here:

Field	Value
Input Currency	Euro
Should every person eligible for the element automatically receive it?	No
What is the earliest entry date for this element?	First Standard Earnings Date
What is the latest entry date for this element?	Last Standard Earnings Date
At which employment level should this element be attached?	Assignment Level
Does the element recur each payroll period, or does it require explicit entry?	Recurring
Process the element only once in each payroll period?	Yes
Can a person have more than one entry of the element in a payroll period?	No
Process and pay element separately or with other earnings elements?	Process and pay with other earnings

3. On the Additional Details page, complete the fields as shown in the table below:

Field	Value
What is the calculation rule?	Flat Amount

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

Field	Value
What is the default periodicity of this element?	Annually
Periodicity Conversion Rule	Standard Rate Annualized
How do you want to work units to be reported?	None
Is this element subject to proration?	No
Is this element subject to retroactive changes?	No
What is the PRSI class for this element?	Class A

4. Review and verify that the information is correct and submit the template.

   1. 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. To use a formula:

5. Ensure that you select the defaulting formula as **Get Unique Reference Code from DB Sequence** in the default entry values and validation.
6. Update the priority to 4000 in the **Priority** field.
7. Save your changes.

Add Input Values for Travel Pass

When you create an element, some input values are created automatically depending on the element classification. You can create additional input values for any element, as needed.

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

1. Search for and select the element.
2. Delete the **Amount** input value.
3. Add a new input value Choice for travel pass and enter the fields as shown here:

Field	Value
Name	Choice
Display Sequence	1
Special Purpose	Primary input value
Unit of Measure	Character
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Selected
Required	Selected

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

Field	Value
Create a Database Item	Selected

4. The default is set to Apply default at runtime.
5. Under Default Entry Values and Validation, enter a value in the Value Set field such as IE_TRAVEL_PASS_CHOICES.
6. Save your changes.
7. Add a new input value **Override Amount**. Enter the fields as shown:

Field	Value
Name	Override Amount
Display Sequence	10
Unit of Measure	Money
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Selected
Required	Unselected
Create a Database Item	Selected

8. The default is set to **Apply default at runtime**.
9. Save you changes.
10. Add a new input value **Unique Reference**. Enter the fields as shown:

Field	Value
Name	Unique Reference
Display Sequence	5
Unit of Measure	Character
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Unselected
Required	Unselected
Create a Database Item	Selected

11. The default is set to Apply default at runtime
12. Under Default Entry Values and Validation, enter **Reference Code** in the **Reference** field to track balances with a reference code.
13. Save your changes.
14. Add a new input value **Opening Balance**. Enter the fields as shown:

Field	Value
Name	Opening Balance

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

Field	Value
Display Sequence	40
Unit of Measure	Money
Effective Start Date	Relevant date
Displayed	Unselected
Allow User Entry	Unselected
Required	Unselected
Create a Database Item	Unselected

15. The default is set to **Apply default at runtime**.

16. Save you changes.

Create a Balance for Travel Pass

When you create an element, the element template creates the element and associated objects, such as input values, formulas, and balances.

> **Note: My Client Groups** > **Show More** > **Balance Definitions** Here's how you can create a balance for travel pass.

1. Create a balance to track the Opening Balance of Travel Pass. In Basic Information, provide the name, LDG, and the effective as-of date.

2. In the Balance Details section, ensure that the **Balance Category** is set to **Miscellaneous**.

3. Add the Balance Dimension **Assignment Reference Code Inception to Date**.

4. In Balance Feeds by Element, ensure that the balance feed is added as shown:

Field	Value
Element Name	IE Travel Pass
Element Classification	Standard Earnings
Employment Level	Payroll Assignment
Input Value	Opening Balance
Add or Subtract	Add
Effective Start Date	Relevant date

5. To end date the balance feed from the Gross Pay balance (Input Value – Pay Value), you need to set the effective end date, for example 01-Jan-1951.

6. Save your changes.

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

Create a Balance for Salary Sacrifice

You need to create a balance to track the total salary sacrifice amounts.

> **Note:** **My Client Groups** > **Show More** > **Balance Definitions** Here's how you can do this.

1. Create a balance to track the Opening Balance of Travel Pass. In Basic Information, provide the name, LDG, and the effective as-of date.
2. In the Balance Details section, ensure that the **Balance Category** is set to **Miscellaneous**.
3. Select the unit of measure **Money**.
4. Add the Balance Dimension **Relationship Tax Unit Run**.
5. In Balance Feeds by Element, ensure that the balance feed is added as shown:

Field	Value
Element Name	IE Travel Pass
Element Classification	Standard Earnings
Employment Level	Payroll Assignment
Input Value	Pay Value
Add or Subtract	Add
Effective Start Date	Relevant date

6. Save your changes.

Edit the Fast Formula for Travel Pass

You need to change the fast formula that was automatically generated from the element creation.

> **Note:** **My Client Groups** > **Show More** > **Fast Formulas**

1. Search for and select the fast formula **IE Travel Pass Earnings**.
2. Add the default values as shown here:

```
DEFAULT FOR Unique_Reference is '0'
DEFAULT FOR Override_Amount is 0
DEFAULT FOR Choice is 'ABC'
DEFAULT FOR RG_TRAVEL_PASS_OPENING_BALANCE_ASG_RC_ITD IS 0
DEFAULT FOR RG_TRAVEL_PASS_ASG_RC_ITD IS 0
DEFAULT FOR GROSS_PAY_REL_TU_RUN is 0
DEFAULT FOR RG_IE_SALARY_SACRIFICE_REL_TU_RUN is 0
```

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

3. Make these changes to the formula.

- Add new input values.

```
, Unique_Reference(text)
, Override_Amount
, Choice
```

- Initialize the local variables.

```
l_opening_bal = 0
l_repaid = 0
l_initial_debt = 0
l_stop = 'N'
l_cb_id = GET_CONTEXT(CALC_BREAKDOWN_ID, 1)
l_gross_pay = 0
l_salsac = 0
l_amount = 0
if Override_Amount was not defaulted then
 l_amount = Override_Amount
else
 l_amount = to_number(get_table_value('RG_TRAVEL_PASS_CHOICES','RATE',Choice,PAY_EARN_PERIOD_END))
l_log = PAY_INTERNAL_LOG_WRITE(' Choice/Override Amount: '||to_char(l_amount))
```

- If there's an override amount, you need to get the amount from the user-selected choice.

```
l_opening_bal = 0
l_repaid = 0
l_initial_debt = 0
l_stop = 'N'
l_cb_id = GET_CONTEXT(CALC_BREAKDOWN_ID, 1)
l_gross_pay = 0
l_salsac = 0
l_amount = 0
if Override_Amount was not defaulted then
 l_amount = Override_Amount
else
 l_amount = to_number(get_table_value('RG_TRAVEL_PASS_CHOICES','RATE',Choice,PAY_EARN_PERIOD_END))
l_log = PAY_INTERNAL_LOG_WRITE(' Choice/Override Amount: '||to_char(l_amount))
```

- To set the context to the current unique reference.

```
CHANGE_CONTEXTS (REFERENCE_CODE = Unique_Reference )
(
 l_opening_bal = RG_TRAVEL_PASS_OPENING_BALANCE_ASG_RC_ITD
 l_repaid_bal = RG_TRAVEL_PASS_ASG_RC_ITD * -1
)
```

- To get the opening and accrued balance values.

```
(
 l_opening_bal = RG_TRAVEL_PASS_OPENING_BALANCE_ASG_RC_ITD
 l_repaid_bal = RG_TRAVEL_PASS_ASG_RC_ITD * -1
)
```

- To get the gross earnings for the current calculation breakdown ID.

```
CHANGE_CONTEXTS (CALC_BREAKDOWN_ID = l_cb_id)
(
 l_gross_pay = GROSS_PAY_REL_TU_RUN
 l_salsac = RG_IE_SALARY_SACRIFICE_REL_TU_RUN
)
```

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

○ To identify the correct amount to use.

```
if l_opening_bal = 0 then
 l_initial_debt = l_amount
else
 l_amount = l_opening_bal
```

○ To avoid a negative net amount.

```
l_log = PAY_INTERNAL_LOG_WRITE('(GLBEARN) Derived value : '||TO_CHAR(l_value))

if GET_PLED_LSED <= PAY_EARN_PERIOD_END then
l_value = l_opening_bal + l_initial_debt - l_repaid_bal

if l_value > l_gross_pay + l_salsac then
(
l_value = l_gross_pay + l_salsac
mesg = 'Not enough earnings, so Travel Pass (Ref: '||Unique_Reference||') deducted partially'
```

○ To check if the outstanding amount is paid off.

```
l_log = PAY_INTERNAL_LOG_WRITE('l_value v1: '||TO_CHAR(l_value))

if l_value + l_repaid_bal > l_opening_bal + l_initial_debt then
(
l_value = l_opening_bal + l_initial_debt - l_repaid_bal
)

if l_value + l_repaid_bal = l_opening_bal + l_initial_debt then
(
l_stop = 'Y'
mesg = 'Travel Pass (Ref: '||Unique_Reference||') has been fully repaid'
)

else if GET_PLED_LSED <= PAY_EARN_PERIOD_END and l_value + l_repaid_bal < l_opening_bal +
l_initial_debtthen
(
mesg = 'Employee terminated, please process outstanding Travel Pass (Ref: '||Unique_Reference||')
amount offline'
```

○ Convert the earnings to negative because it's a salary sacrifice.

```
l_log = PAY_INTERNAL_LOG_WRITE('l_value v2: '||TO_CHAR(l_value))

l_value = l_value * -1
```

○ Return various result values based on the scenario.

```
if l_stop = 'Y' and l_initial_debt <> 0 then
 return
 l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
 l_stop, l_initial_debt
 if l_stop = 'Y' then
 return
 l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
 l_stop
 if l_initial_debt <> 0 then
 RETURN
 l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
 l_initial_debt

 RETURN
 l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
 )
```

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 2
Set Up Travel Pass

```
ELSE /* Grossup Processing Begin */
```

4. Save your changes.

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

3 Set Up Cycle to Work

Create a Standard Earnings Element for Cycle to Work

You need to create a standard earnings element for cycle to work.

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

1. Create the element and complete the fields as shown:

Field	Value
Element Name	IE Cycle to Work
Legislative Data Group	Your legislative data group
Element Classification Name	Standard Earnings
Reporting Name	IE Cycle to Work
Description	Element for cycle to work
Effective Date	Relevant date

2. Respond to the questions as shown here:

Field	Value
Input Currency	Euro
Should every person eligible for the element automatically receive it?	No
What is the earliest entry date for this element?	First Standard Earnings Date
What is the latest entry date for this element?	Last Standard Earnings Date
At which employment level should this element be attached?	Assignment Level
Does the element recur each payroll period, or does it require explicit entry?	Recurring
Process the element only once in each payroll period?	Yes
Can a person have more than one entry of the element in a payroll period?	No
Process and pay element separately or with other earnings elements?	Process and pay with other earnings

3. On the Additional Details page, complete the fields as shown in the table below:

Field	Value
What is the calculation rule?	Flat Amount

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

Field	Value
What is the default periodicity of this element?	Annually
Periodicity Conversion Rule	Standard Rate Annualized
How do you want to work units to be reported?	None
Is this element subject to proration?	No
Is this element subject to retroactive changes?	No
What is the PRSI class for this element?	Class A

4. Review and verify that the information is correct and submit the template.

   1. 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. To use a formula:

5. Ensure that you select the defaulting formula as Get Unique Reference Code from DB Sequence in the default entry values and validation.

6. Update the priority to 4000 in the **Priority** field.

7. Save your changes.

Add Input Values for Cycle to Work

You need to create additional input values for cycle to work.

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

1. Search for and select the element.
2. Delete the **Amount** input value.
3. Add a new input value **Purchase Cost** for cycle to work and enter the fields as shown here:

Field	Value
Name	Purchase Cost
Display Sequence	1
Special Purpose	Primary input value
Unit of Measure	Character
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Selected
Required	Selected

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

Field	Value
Create a Database Item	Selected

4. The default is set to Apply default at runtime.
5. Under Default Entry Values and Validation, enter a value in the Value Set field such as IE_TRAVEL_PASS_CHOICES.
6. Save your changes.
7. Add a new input value **Unique Reference**. Enter the fields as shown:

Field	Value
Name	Unique Reference
Display Sequence	5
Unit of Measure	Character
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Unselected
Required	Unselected
Create a Database Item	Selected

8. The default is set to Apply default at runtime.
9. Save you changes.
10. Add a new input value **Opening Balance**. Enter the fields as shown:

Field	Value
Name	Opening Balance
Display Sequence	40
Unit of Measure	Money
Effective Start Date	Relevant date
Displayed	Unselected
Allow User Entry	Unselected
Required	Unselected
Create a Database Item	Unselected

11. The default is set to Apply default at runtime
12. In Default Entry Values and Validation, enter **Reference Code** in the **Reference** field to track balances with a reference code.
13. Save your changes.
14. Add a new input value **Number of Periods**. Enter the fields as shown:

Field	Value
Name	Number of Recovery Periods

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

Field	Value
Display Sequence	41
Unit of Measure	Number
Effective Start Date	Relevant date
Displayed	Selected
Allow User Entry	Selected
Required	Selected
Create a Database Item	Selected

15. The default is set to **Apply default at runtime**.
16. Save you changes.

Create a Balance for Cycle to Work

When you create an element, the element template creates the element and associated objects, such as input values, formulas, and balances.

> **Note:** **My Client Groups** > **Show More** > **Balance Definitions** Here's how you can create a balance for travel pass.

1. Create a balance to track the opening balance of cycle to work.
2. In Basic Information, provide the name, LDG, and the effective as-of date.
3. In the Balance Details section, ensure that the **Balance Category** is set to **Miscellaneous**.
4. Add the Balance Dimension **Assignment Reference Code Inception to Date**.
5. In Balance Feeds by Element, ensure that the balance feed is added as shown:

Field	Value
Element Name	IE Cycle to Work
Element Classification	Standard Earnings
Employment Level	Payroll Assignment
Input Value	Opening Balance
Add or Subtract	Add
Effective Start Date	Relevant date

6. To end date the balance feed from the Gross Pay balance (Input Value – Pay Value), you need to set the effective end date, for example 01-Jan-1951.
7. Save your changes.

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

Create a Balance for Salary Sacrifice

You need to create a balance to track the total salary sacrifice amounts.

> **Note:** **My Client Groups** > **Show More** > **Balance Definitions** Here's how you can do this.

1. Create a balance to track the total salary sacrifice amounts.
2. In Basic Information, provide the name, LDG, and the effective as-of date.
3. In the Balance Details section, ensure that the **Balance Category** is set to **Miscellaneous**.
4. Select the unit of measure **Money**.
5. Add the Balance Dimension **Relationship Tax Unit Run**.
6. In Balance Feeds by Element, ensure that the balance feed is added as shown:

Field	Value
Element Name	IE Cycle to Work
Element Classification	Standard Earnings
Employment Level	Payroll Assignment
Input Value	Pay Value
Add or Subtract	Add
Effective Start Date	Relevant date

7. Save your changes.

Edit the Fast Formula for Cycle to Work

You need to change the fast formula that was automatically generated from the element creation.

> **Note:** **My Client Groups** > **Show More** > **Fast Formulas**

1. Search for and select the fast formula **IE Cycle to Work Earnings**.
2. Add the default values as shown here:

```
DEFAULT FOR purchase_cost is 0
DEFAULT FOR Number_of_Recovery_Periods is 1
DEFAULT FOR Unique_Reference is '0'
DEFAULT FOR RG_CYCLE_OF_WORK_OPENING_BALANCE_ASG_RC_ITD is 0
DEFAULT FOR RG_CYCLE_OF_WORK_ASG_ITD is 0
DEFAULT FOR GROSS_PAY_REL_TU_RUN is 0
DEFAULT FOR RG_IE_SALARY_SACRIFICE_REL_TU_RUN is 0
```

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

3. Make these changes to the formula.

- Add new input values.

```
, Unique_Reference(text)
, Number_of_Recovery_Periods
```

- Initialize the local variables.

```
l_opening_bal = 0
l_repaid = 0
l_initial_debt = 0
l_stop = 'N'
l_cb_id = GET_CONTEXT(CALC_BREAKDOWN_ID, 1)
l_gross_pay = 0
l_salsac = 0
```

- Set the context to the current unique reference.

```
CHANGE_CONTEXTS (REFERENCE_CODE = Unique_Reference)
(
 l_opening_bal = RG_CYCLE_OF_WORK_OPENING_BALANCE_ASG_RC_ITD
 l_repaid_bal = RG_CYCLE_OF_WORK_ASG_ITD * -1
)
```

- Comment out the predefined periodicity rule.

```
PERIODICITY_CONVERSION_RULE> 'method',
 l_source_periodicity > 'SOURCE_PERIODICITY',
 l_target_periodicity > 'TARGET_PERIODICITY',
 l_date_earned > 'effdate',
 l_actual_start_date > 'start_date',
 l_actual_end_date > 'end_date',
 l_convert_amount < 'TARGET_AMOUNT' DEFAULT 0
 )*/
```

- Derive the period value from the input, instead.

```
l_convert_amount = (l_opening_bal + l_initial_debt) / Number_of_Recovery_Periods
 l_value=l_convert_amount
 l_log = PAY_INTERNAL_LOG_WRITE('(GLBEARN) Convert amount :'||TO_CHAR(l_convert_amount))
 )
```

- To avoid a negative net amount.

```
l_log = PAY_INTERNAL_LOG_WRITE('(GLBEARN) Derived value : '||TO_CHAR(l_value))

if GET_PLED_LSED <= PAY_EARN_PERIOD_END then
l_value = l_opening_bal + l_initial_debt - l_repaid_bal

if l_value > l_gross_pay + l_salsac then
(
l_value = l_gross_pay + l_salsac
mesg = 'Not enough earnings, so Cycle to Work (Ref: '||Unique_Reference||') deducted partially'
```

- Convert the periodic amount to negative

```
l_log = PAY_INTERNAL_LOG_WRITE('l_value v2: '||TO_CHAR(l_value))

l_value = l_value * -1
```

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

○ Return various result values based on the scenario.

```
if l_stop = 'Y' and l_initial_debt <> 0 then
 return
l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
l_stop, l_initial_debt
if l_stop = 'Y' then
 return
l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
l_stop
if l_initial_debt <> 0 then
RETURN
l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
l_initial_debt

RETURN
l_value,l_hours,l_days,l_reduce,l_reduce_hours,l_reduce_days,l_reduce_abs,l_reduce_abs_hours ,l_reduce_abs_
)
```

4. Save your changes.

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 3
Set Up Cycle to Work

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 4
Set Status Processing Rules

4 Set Status Processing Rules

Formulas return formula results, such as the amount to be paid, or a message.

> **Note:** **My Client Groups** > **Show More** > **Elements**

1. After compiling the formula with the changes, you need to add the formula results rules in status processing rules for as shown:

Field	Value
Stop	
Result Returned	L_STOP
Result Rule	Stop
Target Element Name	IE Travel Pass
Effective Start Date	Relevant date > **Note:** This rule uses the Date Earned of the payroll run to stop the processing of a recurring entry. A stop rule can be based on reaching a specified accumulator, such as a balance owed of zero. The date upon which the total owed is reached appears on the Element Entries page as Settlement Date. The entries aren't end dated but stopped from future processing.
Direct Result	
Result Returned	L_INITIAL_DEBT
Result Rule	Direct Result
Target Input Value	Opening Balance
Unit of Measure	Money
Effective Start Date	Relevant date

2. You need to create the element eligibility. For more information, see *Create an Eligibility Record for Ireland*

ORACLE

Oracle Fusion Cloud Human Resources
How do I set up salary sacrifice for Ireland?

Chapter 4
Set Status Processing Rules