LIVE
26/10/2021

Evosys • Live

Advisory Webinar

21D – Workforce Management & Payroll

Empowering you for the next update

Value Based Delivery | ORACLE Partner | Evosys Glide On-Prem to Cloud Transformation

Host: Hardik Patel
Operations Manager – Managed Services

Speakers: Yaagni Raolji
Associate Consultant

Evosys
A Mastek Company

Oracle's Global Partner of Year (2017, 2019)

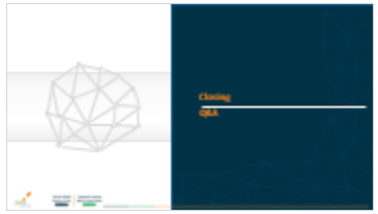
Featured in Gartner MQ for Oracle Cloud (2019, 2020)

AGENDA

- Our Approach to Oracle Update

- Our Analysis of Latest Release
  - New Features
  - Known Issues (If any)

- Closing
  - Q&A



How to read each Feature Summary?

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

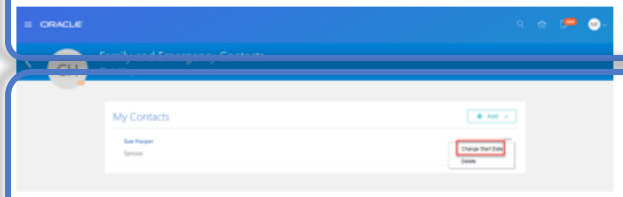
Business Benefits realized from the New Feature

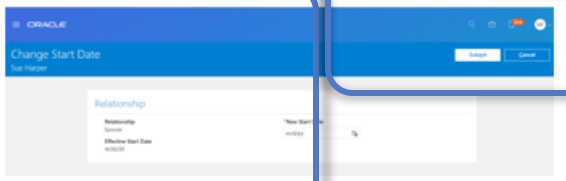
Evosys Feature Analysis for Your Business

ABILITY TO CHANGE CONTACT START DATE

DETAILS:

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.





BUSINESS BENEFIT:

Ensure correct data that can be used for any family benefits

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Evosys Impact Study on Potential Impact to users for using new feature
***LOW:** No large-scale impact. Regression testing can be ignored.*
***HIGH:** Needs to be part of the regression testing.*

***NO :** Already enabled and ready to use with some or no configuration*
***YES:** Need to opt-in to use the feature.*

***YES**: Configuration set up needed to use new feature.*
***NO**: User can use the feature by default with no change needed.*

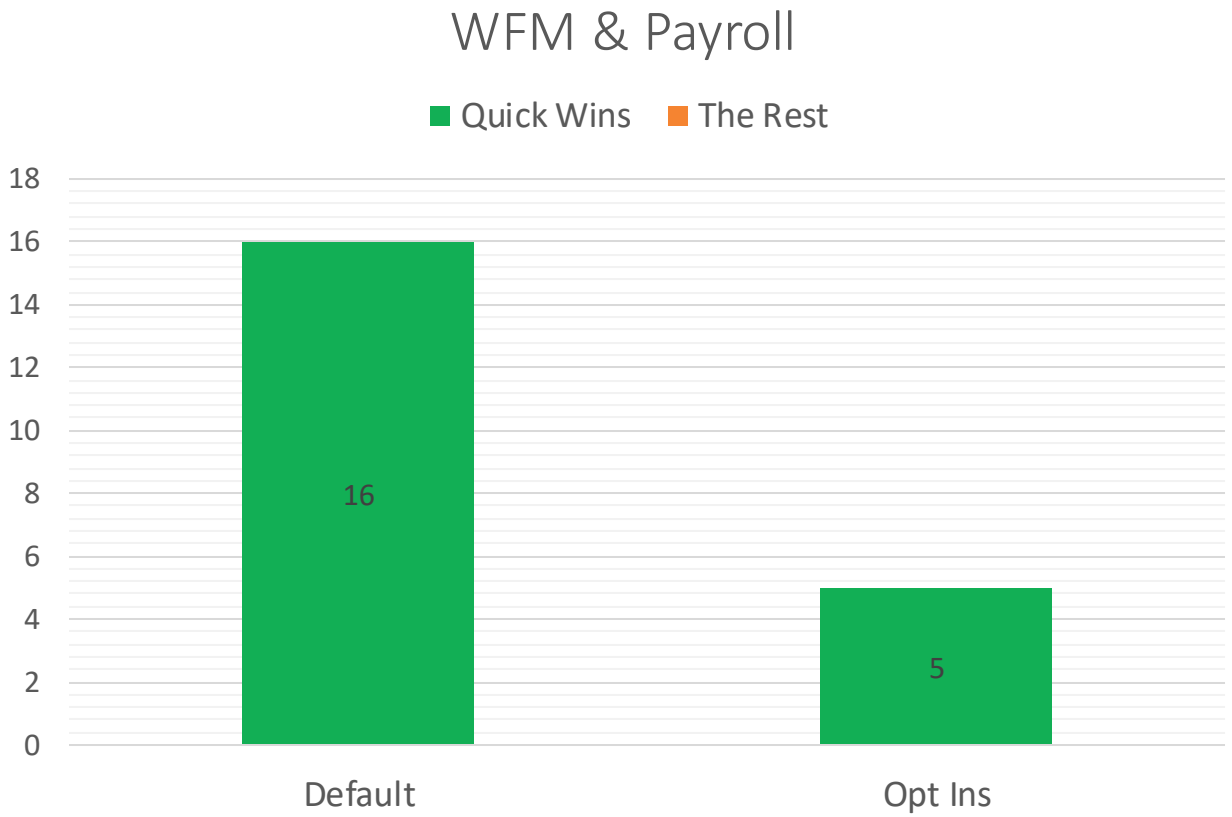
***YES:** Need minimal time of both parties to make use of the feature.*
***NO :** Need significant amount of time and effort to make use of the feature.*

Our Analysis of Latest Release New Features

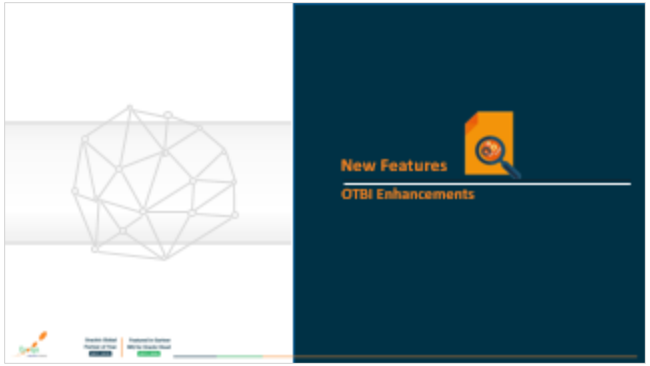
Evosys Analysis- Statistics

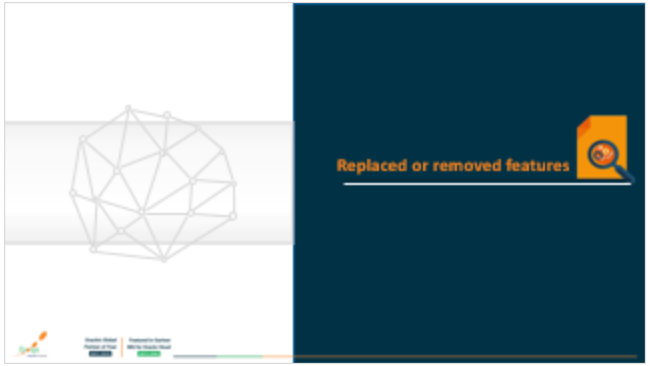
21

WFM & Payroll



Evosys Analysis





New Features

Quick Wins – Default with No Configuration

Multiple assignment support for qualification plans

Details:

- When an employee with multiple assignments submits an absence that consumes from a qualification plan, the absence processing now calculates the plan consumption independently for each assignment of the employee.
- It considers all absences taken within a rolling backwards, rolling forwards, or calendar year plan term.
- However, if you want to retain the previously existing processing behavior, you can do so by adding the **ANC_QUAL_PERSON_LEVEL_PLAN_USE** lookup code to the user-extensible lookup type **ANC_PROC_CONFIGS**.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

Calculate absence plan consumption accurately for employees with multiple assignments.

HCM experience design studio for time and labor

Details:

You can configure the fields to show and hide, for display only, on time-cards and team schedules. This way, you can show frequently used fields and hide the fields people don't use as much.

Attribute	Default Value
Role	All
Business Unit	All
Legal Employer	All

Attribute	Visible by Default
Status	Yes
Total Hours	Yes
Absence Hours	Yes

Attribute	Visible by Default
Person Number	Yes
Total Hours	Yes
Scheduled Hours	Yes
Absence Hours	Yes
Submission Date	Yes
Manager	Yes
Job	No
Location	No
Position	No
Department	No

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

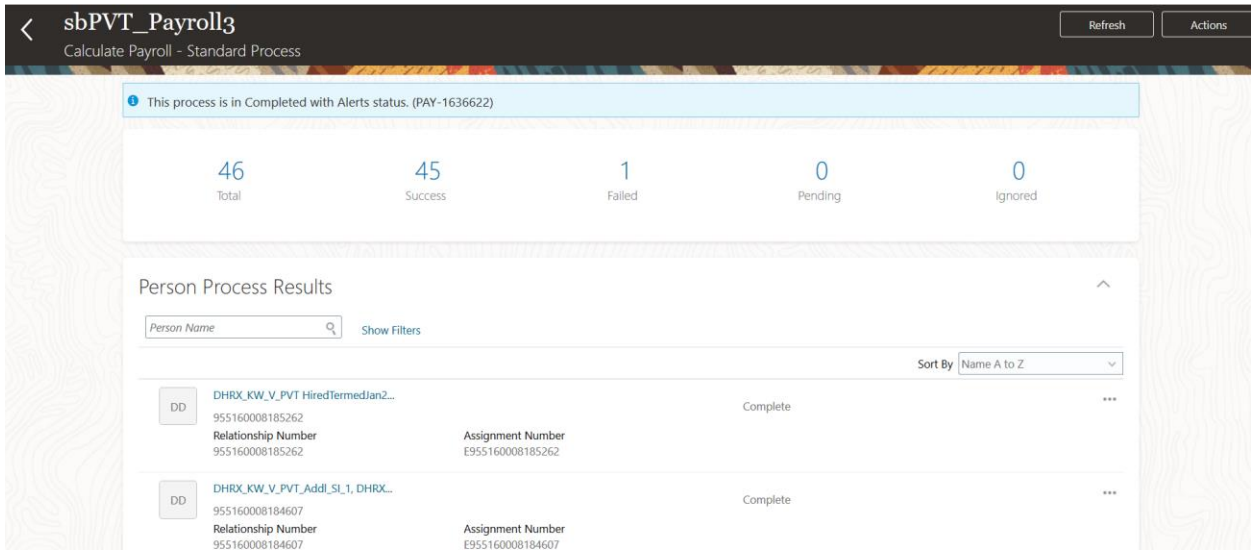
Business Benefit:

These enhancements improve productivity by ensuring that team schedules and time-cards display only relevant informational fields.

Records Counts

Details:

- View at a glance the number of records by status for a given process in the Process Results Details page. The number of records for each status is shown at the top of the page.
- Review and monitor the status of records for a given process in the Process Results Details page.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

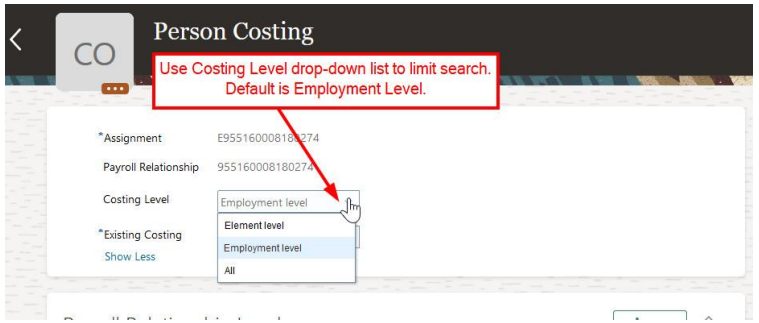
Status	Meaning
Total	Sum of all the other statuses and also indicates the total number of records.
Failed	Total number of records in error. Use this tile to navigate to the 'Errors and Warnings' page and view the details of all errors and warnings for all the records (not just on the failed record) in that process.
Pending	Total number of records that are pending and have a status of 'Marked for Retry' or 'Not Started'.
Ignored	Total number of records that are skipped or retroactively added to the process.
Success	Total number of records processed successfully.

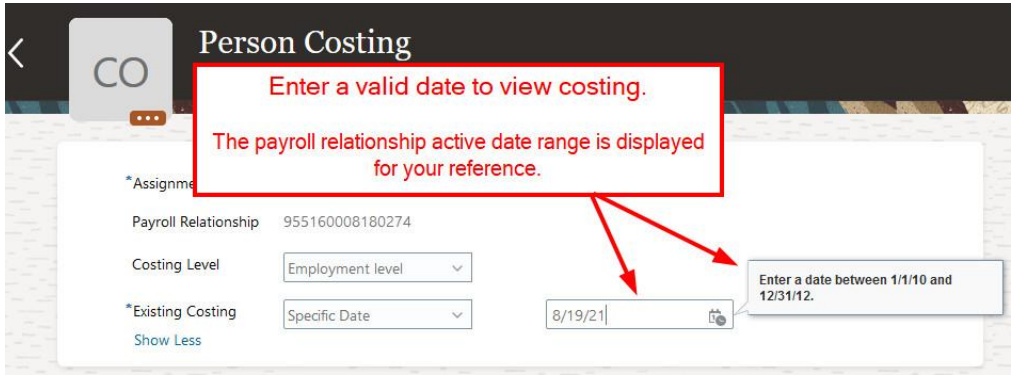
Simplify payroll costing information entry for an employee

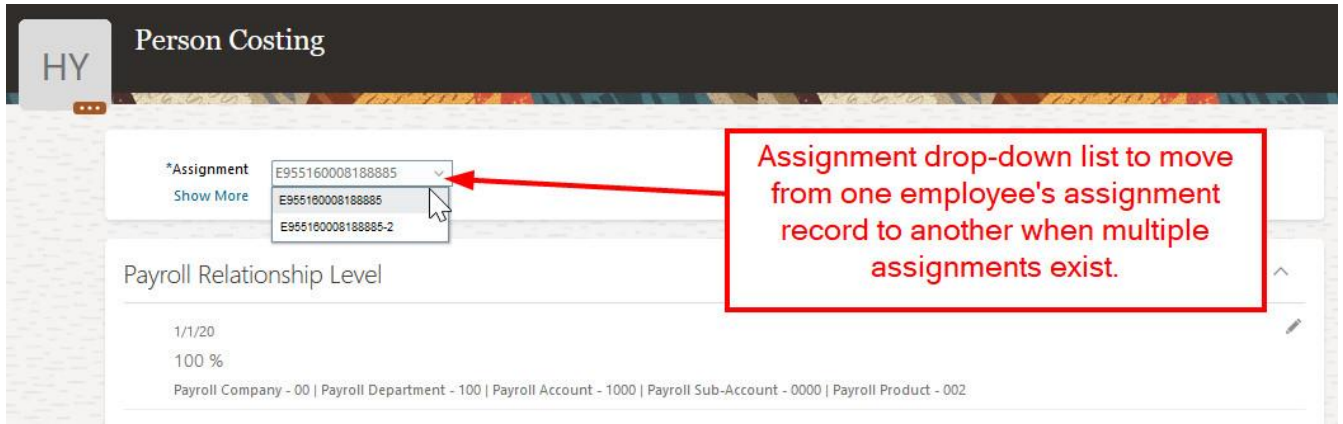
Details:

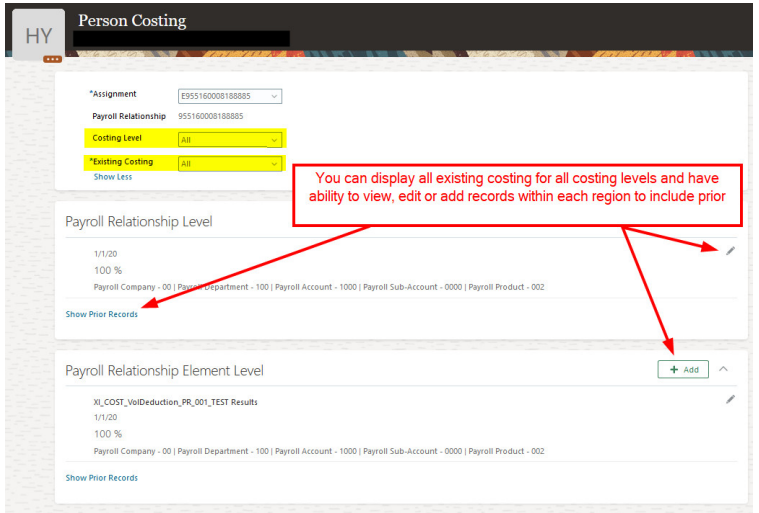
You can now enter cost account details for payroll relationship and assignment records or for a specific element for the employee using the Person Costing responsive page. Use top region of page to search for costing records.

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes





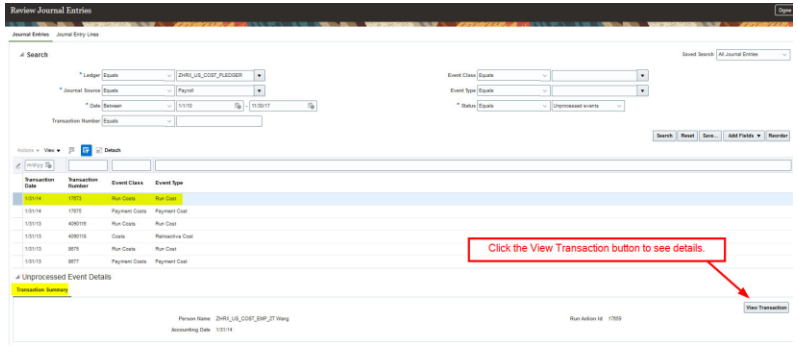


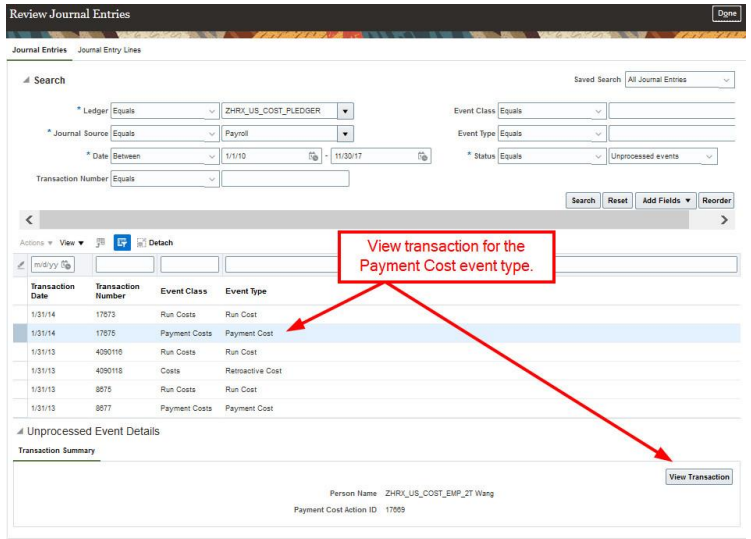


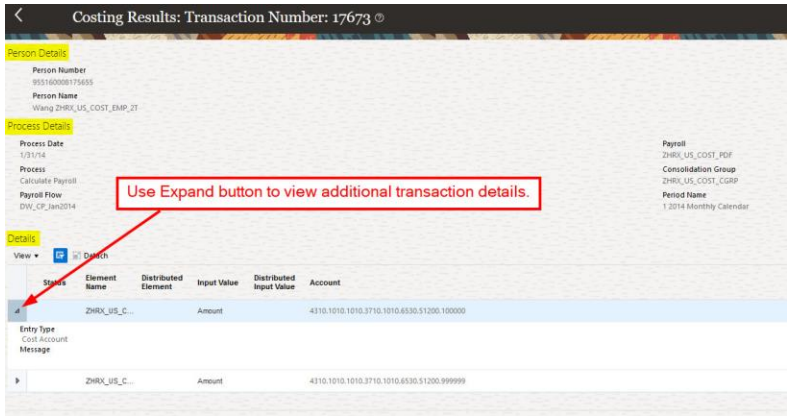
Access payroll costing information for a subledger journal entry

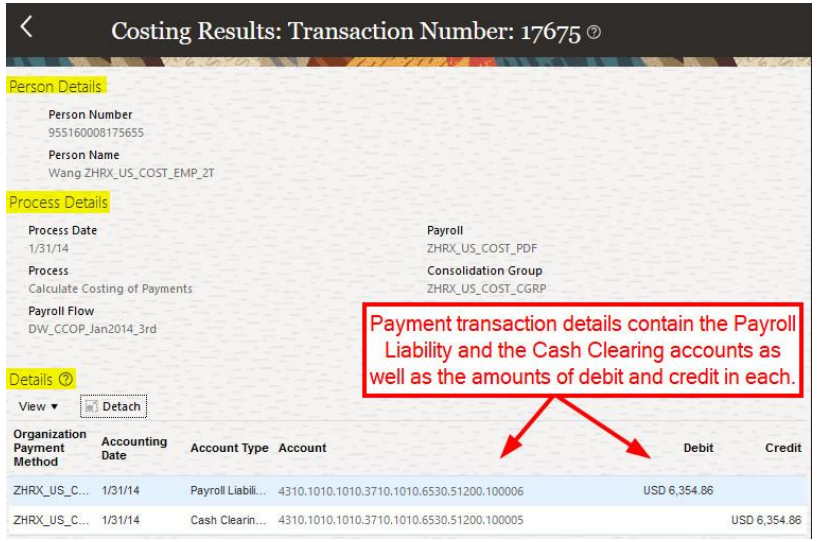
Details:

You can now verify the payroll costing results for a subledger journal entry from the Review Journal Entry Lines page. Use this detailed payroll information for the costing results transaction to help troubleshoot accounting discrepancies.









Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Values defined by criteria: extended salary rates support

Details:

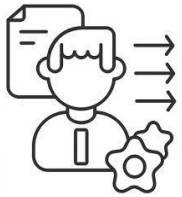
- With this enhancement, you can perform salary rate calculations before you submit assignment information for the employee on flows such as new hire and promotion. Additional database items have been added to enable salary to support calculations where assignment information hasn't been submitted for the employee.
- You can use the list of supported database items which have been extended to include assignment attributes such as union name, collective agreement, and standard working hours when you're defining a values by criteria to be used for Salary Rates.

Database Item	Description
PER_ASG_ESTABLISHMENT_ID	Establishment
PER_ASG_UNION_ID	Worker Union ID
PER_ASG_UNION_NAME	Worker Union Name
PER_ASG_JOB_MANAGER_LEVEL	Job Manager Level
PER_ASG_JOB_MANAGER_LEVEL_NAME	Job Manager Level Name
CMP_ASSIGNMENT_SALARY_BASIS_NAME	Salary Basis
PER_ASG_COLLECTIVE_AGREEMENT_ID	Collective Agreement
PER_ASG_BARGAINING_UNIT_CODE_NAME	Bargaining Unit Name
PER_ASG_BARGAINING_UNIT_CODE	Bargaining Unit Code
PER_ASG_ACTION_CODE	Action Code
PER_ASG_ACTION_REASON_CODE	Action Reason

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

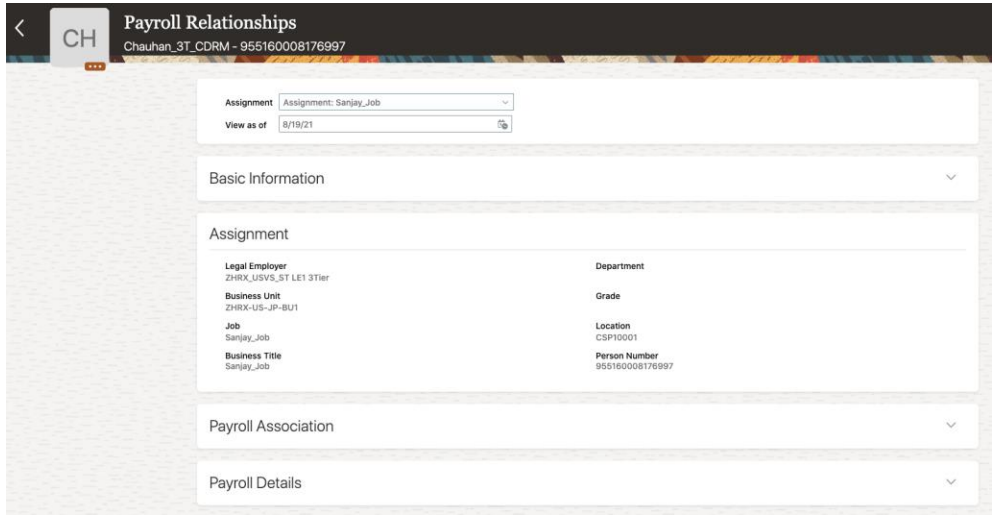


Support salary rates calculation on flows such as new hire and promotions.

Responsive page for payroll relationships

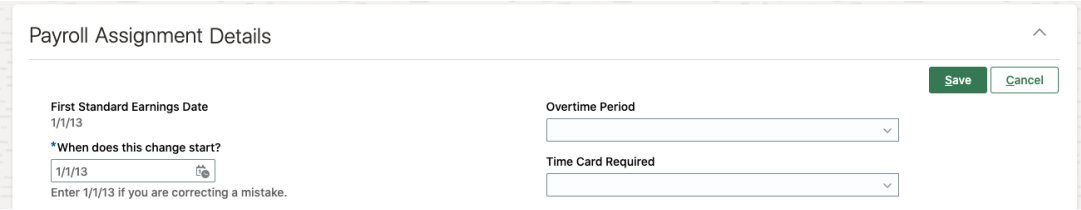
Details:

With this enhancement, you can manage a worker's payroll relationships on a new responsive page. View and manage details such as Payroll Associations and Payroll Assignment Details.

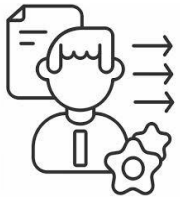


Impact Analysis

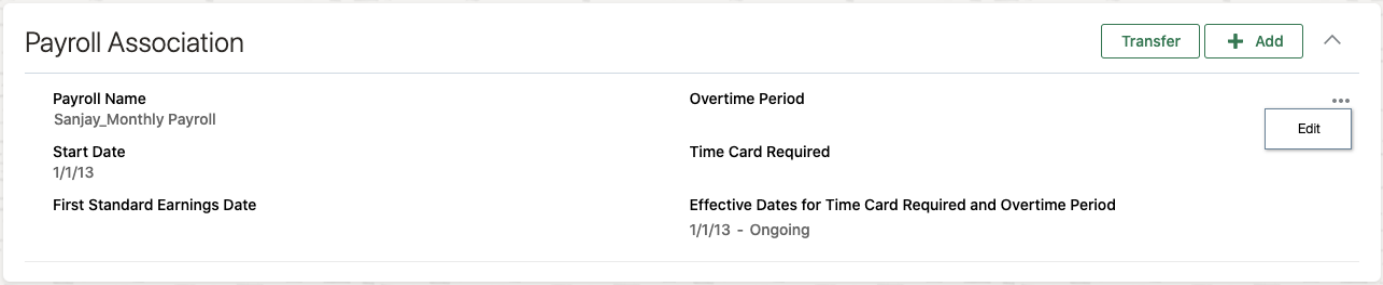
Impact Level	High
Need to Enable	No
Configuration	No
Quick Win	Yes



Business Benefit:



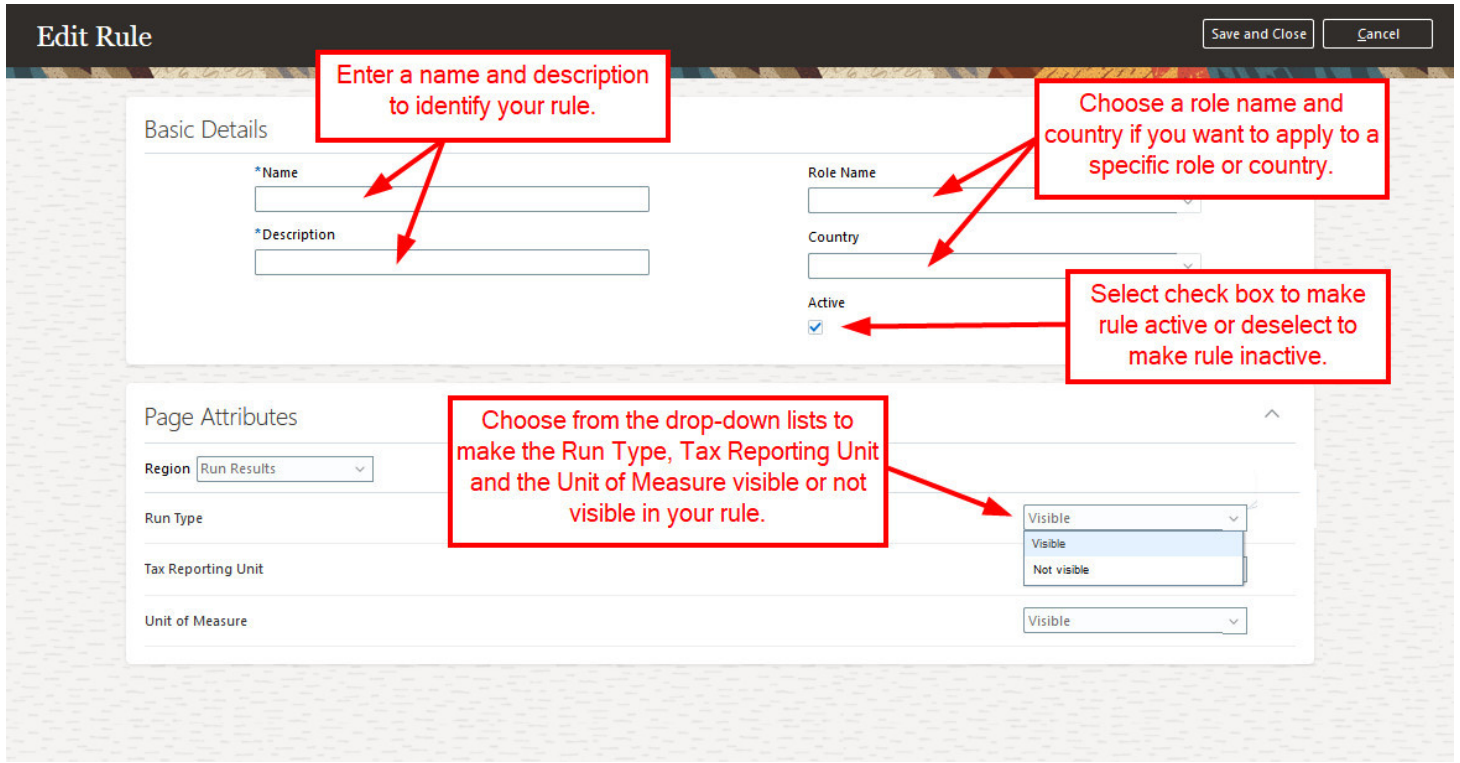
View and manage payroll relationships and associated payrolls on a responsive page.



HCM experience design studio for run results

Details:

You can now create rules for the run results page available using the new page attributes in HCM Transaction Design Studio (TDS) to hide or display supported regions. For example, create a rule for specific roles and/or countries to hide different search results fields, such as Run Type, TRU, and Unit of Measure.



Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

Control visibility of fields on the Run Results page using HCM Experience Design Studio.

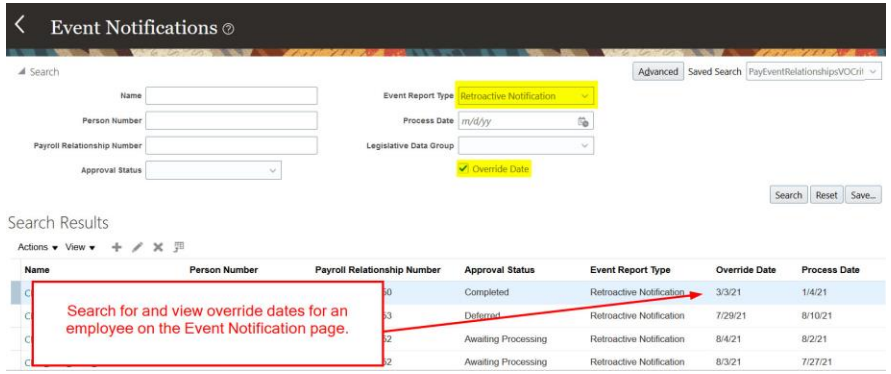
Control the start date of the retroactive payroll period

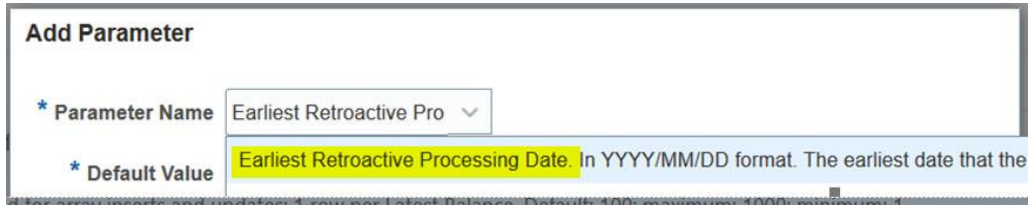
Details:

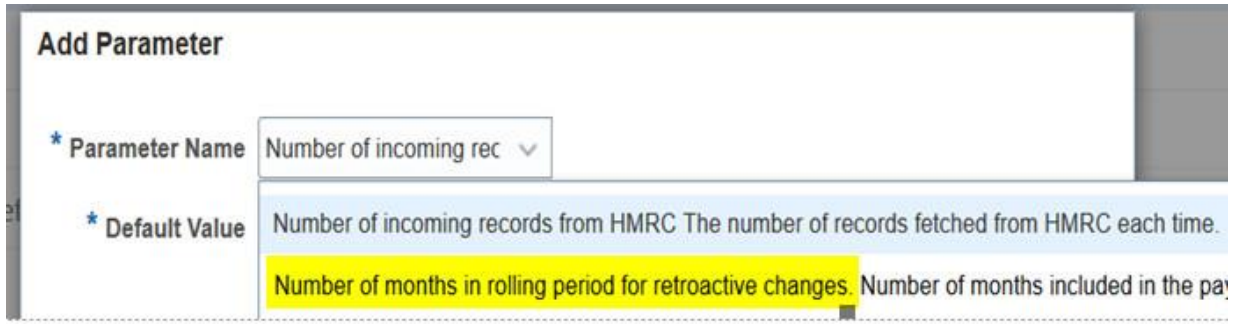
- You now have the flexibility to control the start date for retroactive purposes at different levels.
- In addition to being able to enter a retro start date for all retro notifications using the Earliest Retroactive Processing Date parameter, you can also now use the new Number of months in rolling period for retroactive changes payroll process configuration group parameter, or set an override start date for a specific unprocessed retroactive event notification for an employee.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes







Business Benefit:

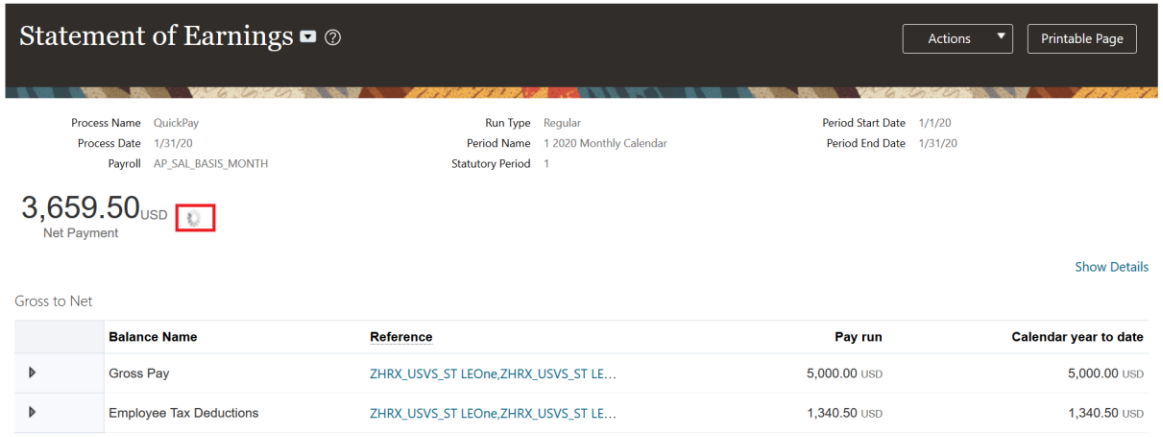
Control the start date of the retroactive period for the Calculate Payroll for Retroactive Changes flow (retropay) as well as for an individual employee.

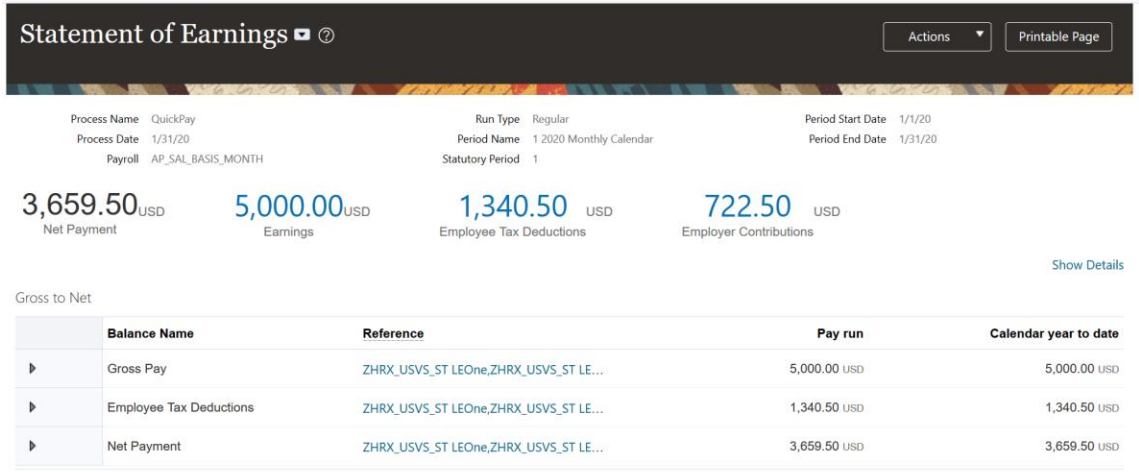
Improved page performance for statement of earnings

Details:

- After you submit a QuickPay flow and open the Statement of Earnings (SOE) page for an employee, the page first loads the Net Pay amount of the employee. You can view at a glance the Net Pay amount for the employee.
- This enhancement improves the performance of the SOE. You can quickly open the SOE and view at a glance the Net Pay amount of the employee and also navigate to other regions of the SOE, while more information is getting loaded on the page.

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes



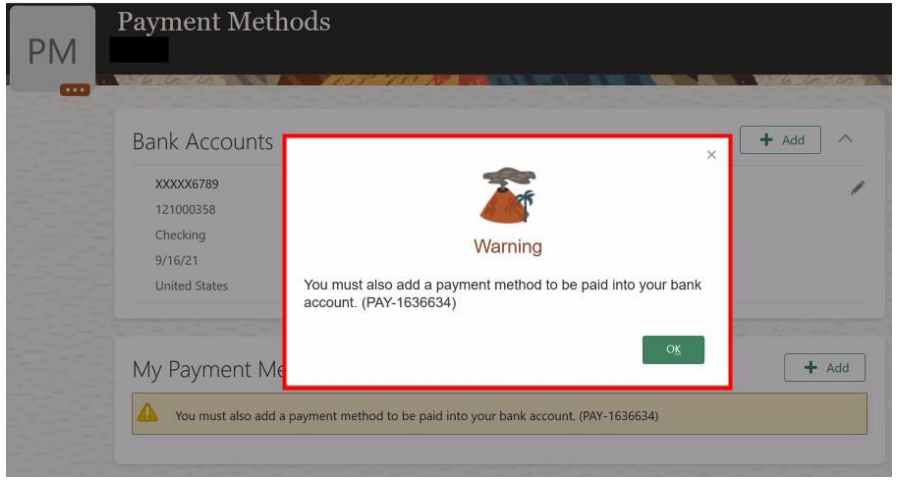


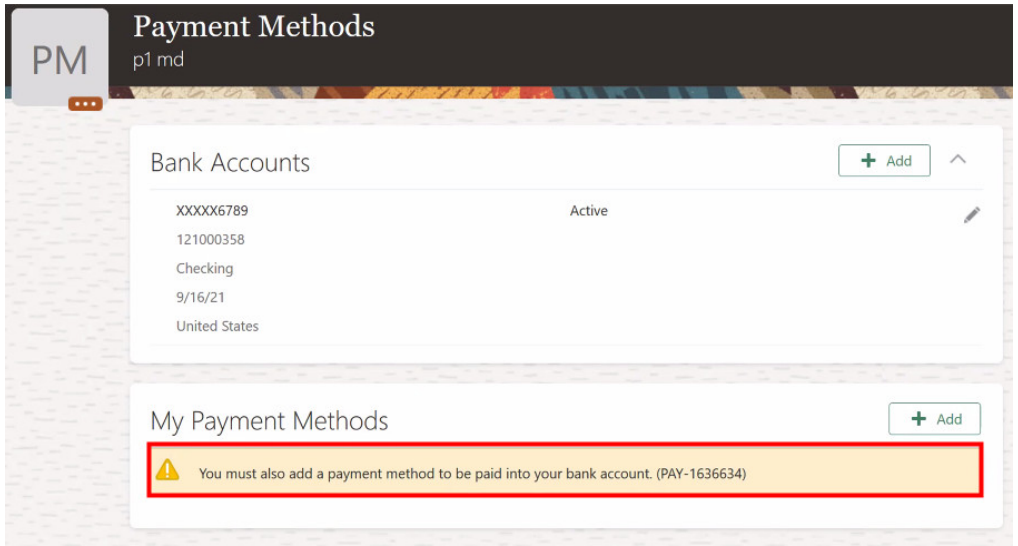
Added guidance for payment method creation

Details:

- Your employee must create a bank account and associate it to a payment method in order to be paid by direct deposit. You now have a warning to remind employees to associate their bank account to a payment method so they can be paid by direct deposit. When your employee creates a bank account, they receive this warning message to remind them to add a payment method to be paid into the new bank account. This warning message appears each time an employee creates a bank account.
- In addition to the new warning message, you now have a banner in the My Payment Methods area when bank accounts exist but there aren't any payment methods. When your employee has created bank accounts but has no payment methods, they will see this banner. This banner will remain until at least one payment methods is associated to an existing bank account.

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes





Global transfer for student loan and postgraduate loan components

Details:

You can run the Global Transfer process to copy data for the Student Loan and Postgraduate Loan components in the Court Order and Student Loans calculation card. You can use the mass legal employer transfer process for transfers within the same legislative data unit.

Here's what's copied for:

Student Loans	Postgraduate Loans
Plan Type	Postgraduate Loan Deduction Start Date
Student Loan Deduction Start Date	Start Notice Date of Issue PGL1
Start Notice Date of Issue SL1	Postgraduate Loan Deduction Stop Date
Student Loan Deduction Stop Date	Stop Notice Date of Issue PGL2
Stop Notice Date of Issue SL2	Override Amount
Eligibility for repayment of teachers' loans	Last Update Process Sequence
Last Update Process Sequence	

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

The transfer process automatically copies the values for student loans and postgraduate loans from the Court Order and Student Loan calculation cards. This eliminates the need to create the calculation card for the new record manually.

LGPS stakeholder pension

Details:

You must now create the Stakeholder Pension using the enhanced element template for Voluntary Deductions:

- Create the element with primary classification Voluntary Deductions.
- Select the secondary classification Additional Pension Contributions After Tax classification.
- Select parent pension scheme Local Government Pension Scheme.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

This enhancement changes the way in which you create the stakeholder pension scheme. You must no longer use the Pre-statutory Pension element template to do this.

Teachers' pension MCR diagnostic reports

Details:

- Run the HCM UK TPS Generic Setup Diagnostics report to validate your Teachers' Pension initial setup.
- The report includes a list of the organization structures that have Local Authority Number, MAT or Payroll Provider Number, or Establishment Number recorded and validates the format of each.

Impact Analysis	
Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

This feature enables you to ensure accuracy in the teachers' pension MCR submissions by tracking issues in the initial set up and validating the MCR submissions and assignments.

New Features

Quick Wins – Default with Yes Configuration

Changed security for year-end documents task

Details:

The Year-End Documents task is now secured using the **ORA_PAY_VIEW_YEAR_END_DOCUMENTS** aggregate privilege.

Task	Aggregate Privilege	Job Role
Year-End Documents	View Year-End Documents - ORA_PAY_VIEW_YEAR_END_DOCUMENTS	Employee

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	No
Quick Win	Yes

Steps to enable:

1. Make the feature accessible by assigning or updating privileges and/or job roles.
2. If you are using the predefined employee roles, no action is necessary. However, if you are using your own versions of these roles, you must ensure that your employee job roles have the following aggregate privileges to access pay slips and year end documents:

- View Payslip - ORA_PAY_VIEW_PAYSLIP_MANAGEMENT_DUTY
- View Year-End Documents - ORA_PAY_VIEW_YEAR_END_DOCUMENTS

3. After you add the aggregate privilege you should regenerate your employee role.
4. The new aggregate privilege provides security to the Year-End Documents task.

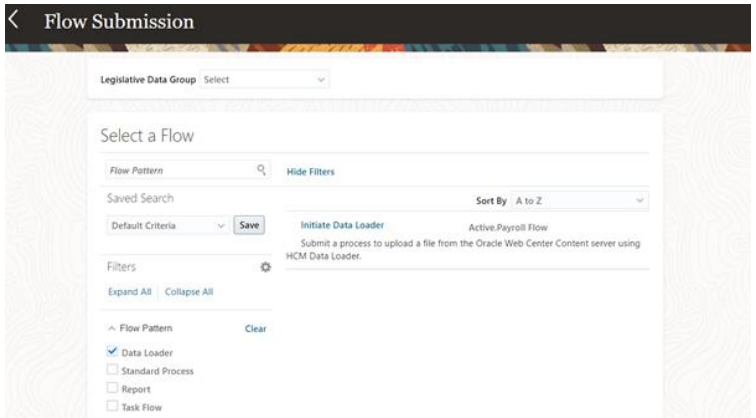
Navigation to loader processes results

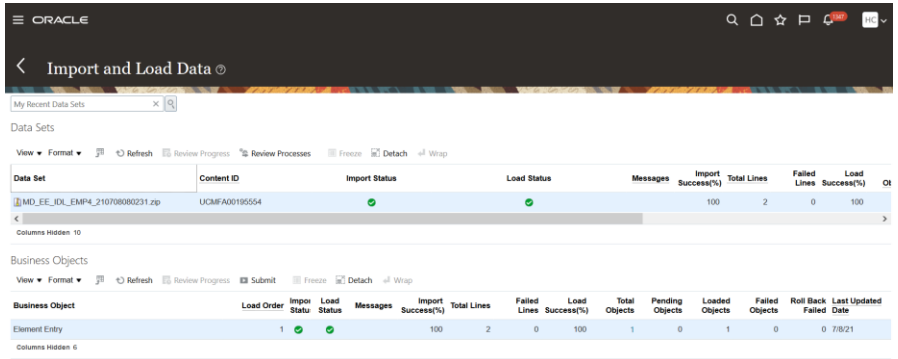
Details:

After you submit a Data Loader type of flow pattern, for example, the Load Batch from File or Initiate Spreadsheet Loader flow, you can view the loader process results on the "Import and Load Data" page.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	No
Quick Win	Yes





Privilege Name and Code	Duty Role Name and Code	Job Role Name
View HCM Import and Load Results HRC_VIEW_DL_IMPORT_AND_LOAD_RESULTS_PRIV	Payroll Batch Load Management ORA_PAY_BATCH_LOAD_MANAGEMENT_DUTY	Payroll Administrator, Payroll Manager, Payroll Coordinator, and Compensation Manager

Steps to enable:

1. Make the feature accessible by assigning or updating privileges and/or job roles. Details are provided in the Role section below.

2. If you are using predefined payroll job roles, then no action is necessary. If you are using custom payroll job roles, then you might need to grant the View HCM Import and Load Results function security privilege to your custom role to use this feature.

3. If the custom job role inherits the predefined duty role you'll pick up the new privilege, so no action to take.

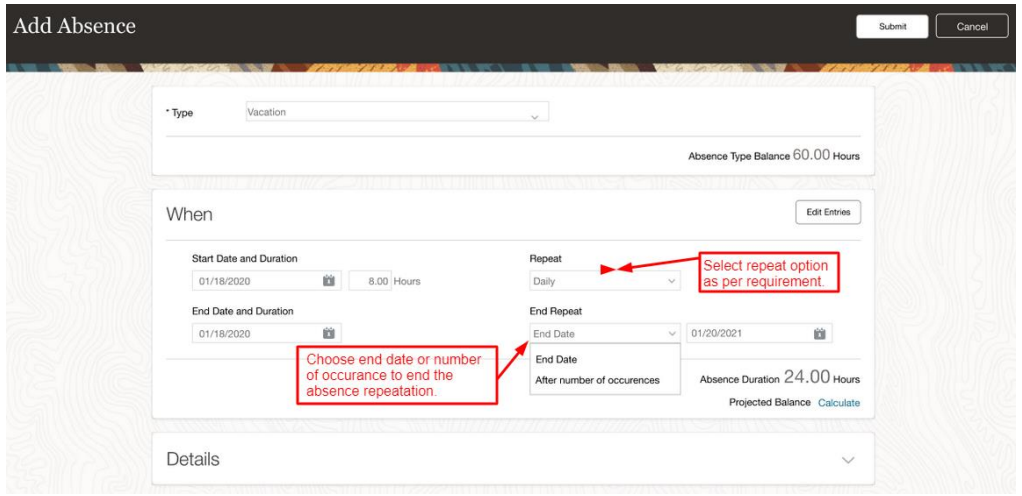
New Features

Quick Wins – Opt Ins

Enter repeating absences

Details:

You can now schedule repeating absences. For example, if you need to schedule absences for weekly doctor appointments, use the new Repeat option during absence entry.



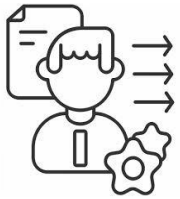
Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Steps to enable:

1. Click the HCM Experience Design Studio quick action in My Client Groups. This will automatically create a sandbox.
2. Click the Transaction Design Studio tab.
3. Select Absences in the Action list and click Add.
4. Enter the desired name and description. You can also apply additional criteria like roles and legal employer.
5. Enable the Active check box.
6. Select Add Absence from the Region list in the Page Attributes section.
7. Select Add Absence from the Region list in the Page Attributes section.
8. Click Publish. Then, click Yes in the Sandbox Details page to publish the sandbox.

Business Benefit:

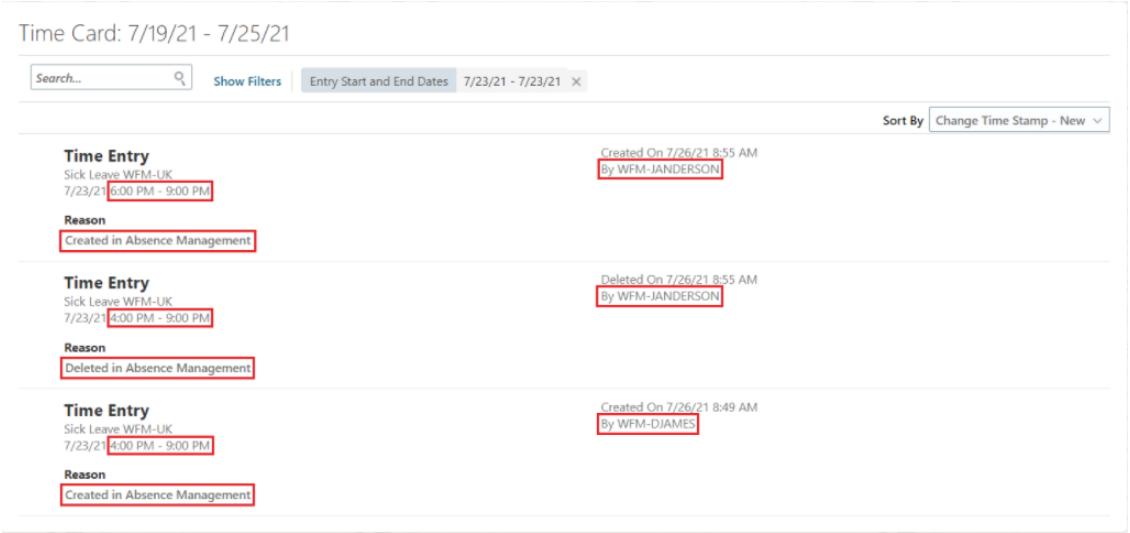


Enables employees and managers to schedule repeating absences

Time-card audit data for absence reprocessing

Details:

You can now keep all audit information related to an absence before reprocessing in the change history for the appropriate time-card. You can also gather the audit information related to its reprocessing in that same change history.



Steps to enable:

1. Add the change audit reasons that support your time policies to the ORA_HWM_CA_REASONS lookup type using the Workforce Management Lookups task.
2. Select the time-card fields that enable people to identify a time entry that changed using the Time Layout Sets task. For example, on one set of layouts, the Job and Pay Type fields together uniquely identify time entries.
3. Enable the appropriate change audit options using the Worker Time Processing Profiles task.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefit:

This enhancement improves productivity by giving people the information they need to more quickly resolve discrepancies in absence balances.

Team schedule self-service pages enhancements

Details:

- As a line manager or time and labor manager, you can now view multiple assignments on your responsive team schedule.
- You can also edit shifts for people with multiple assignments on your responsive team schedule. First select the person you're creating the shift for. This exposes the Assignment field where you can select the appropriate assignment for the shift.

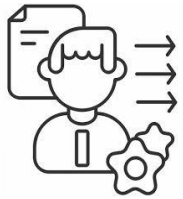
Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

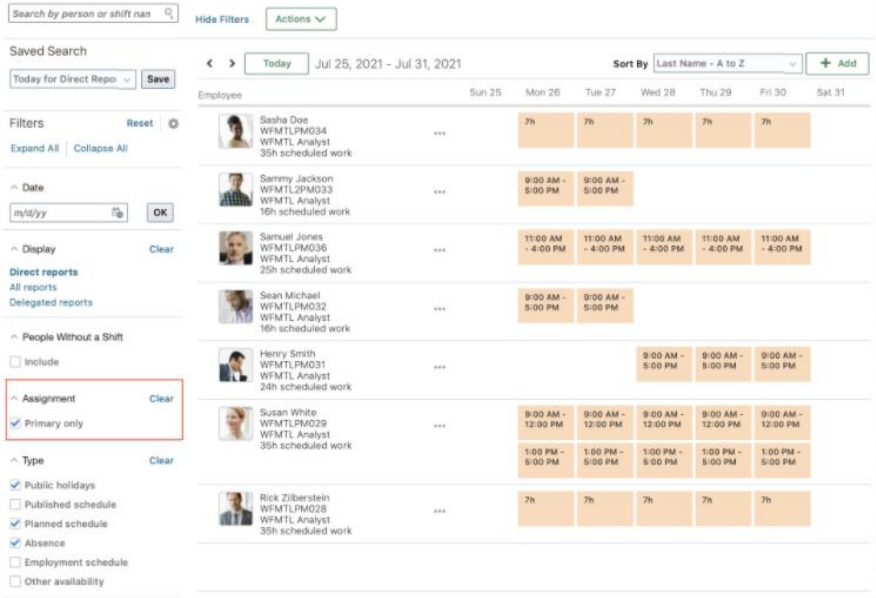
Steps to Enable:

- Search for and click the Manage Administrator Profile Values task.
- Search for **ORA_HTS_MULTIPLE_ASSIGNMENTS_ENABLED** profile option code and select the profile option.
- In the Profile Value section, click the Add icon.
- Set the Level to Site.
- In the Profile Value field, enter Y.
- Click Save and Close.

Business Benefit:



Improve productivity by letting managers schedule appropriate shifts for people with multiple assignments.

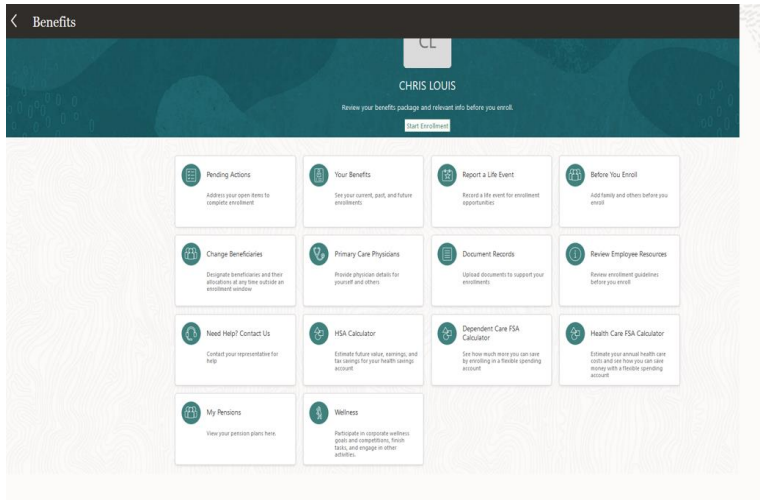


Benefits and pension integration

Details:

- Employees can access My Pensions from the Benefits work area in the employee self-service to enroll, un-enroll, change contributions, and even change to another pensions scheme.
- The employee can change the contribution and further edit other information. Where the employee has already been enrolled to a pensions scheme, they can edit to change their contribution.

Impact Analysis	
Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes



Steps to enable:

1. Under Pension Schemes, you can set up the rates for individual schemes and link to eligibility profile.
2. Under Pensions and Benefits Information, you can enable single scheme or multiple scheme enrolment. This default value is set to Enable single scheme enrolment. You must set up the pension scheme information for each legal employer.
3. Once you have enabled security for My Pensions using the new duty role UK Pensions Enrolment for the employees to access the new user interface, any data entered or updated by the employee will automatically update the relevant calculation card (Benefits and Pensions, and Pensions Automatic Enrolment) and components.

Oracle time and payroll reconciliation extract

Details:

You can now more easily reconcile worked time with paid time by extracting a data file that includes people's hours reported in Oracle Fusion Time and Labor Cloud Service versus Oracle Fusion Global Payroll Cloud Service.

Header	Request I	Flow Nam	Legislati	Effective D	Start Date	Department	HCM_Group	Include_retro	Location	Payroll_Name	Payroll_Period				
Person_an	Person_a	UniqueID	Parent_I	Person_ID	**Legal_Employer_Name**	**Business_Unit_Name**	**Employee_Name**	**Person_Number**	**Assignment_Number**	**Business_Title**	**Time_Card_Required**	**Manager_Name**	**Location_Name**	**Department_Name**
Time_Sum	Time_Car	UniqueID	Parent_I	Person_ID	**Time_Card_Start_Date**	**Time_Card_End_Date**	**Time_Card_Status**	**Transfer_to_Payroll_Status**	**OTL_Hours**	**OTL_Hours_in_Payroll**	**OTL_Hours_Difference**			
Header	######	Time_Payroll_Reco		18/05/21										
Person_an	Person_a	29597175		3.00E+14	VISION_GHR_2TMA	Vision Operations	Mark Smith	9551600081	E9551600081	WFMTL Project Leader	Y	Manny Xavier	Texas Branch	Vision Operations
Time_Sum	Time_Car	29597177	3E+07	3.00E+14	**2020-12-21**T00:00:00.000Z	**2020-12-27**T00:00:00.000Z	Approved	Transferred	22	22	0			
Person_an	Person_a	29597143		3.00E+14	VISION_GHR_2TMA	Vision Operations	Cindy Nguyen	WFMTLQA101	EWFMTLQA101	WFMTL Analyst	Y	Rafael Uzair	Texas Branch	Vision Operations
Time_Sum	Time_Car	29597149	3E+07	3.00E+14	**2021-01-18**T00:00:00.000Z	**2021-01-24**T00:00:00.000Z	Approved	Transferred	45	45	0			
Time_Sum	Time_Car	29597147	3E+07	3.00E+14	**2021-01-11**T00:00:00.000Z	**2021-01-17**T00:00:00.000Z	Approved	Transferred	40	40	0			
Time_Sum	Time_Car	29597151	3E+07	3.00E+14	**2021-01-25**T00:00:00.000Z	**2021-01-31**T00:00:00.000Z	Approved	Transferred	43	43	0			
Time_Sum	Time_Car	29597145	3E+07	3.00E+14	**2021-01-04**T00:00:00.000Z	**2021-01-10**T00:00:00.000Z	Approved	Transferred	42	42	0			
Person_an	Person_a	29597171		3.00E+14	VISION_GHR_3TSTMA	Vision Operations	Brad Harvey	WFMTLQA275-1	EWFMTLQA275-1	WFMTL Project Leader	Y	Mark Anthony	Redwood Shores	Vision Operations
Person_an	Person_a	29597155		3.00E+14	Vision Corporation	Vision Operations	Susan	9551600084	E9551600084	WFMTL Senior Analyst	Y	Leslie Markle	Texas Branch	Vision Operations
Time_Sum	Time_Car	29597157	3E+07	3.00E+14	**2021-01-04**T00:00:00.000Z	**2021-01-10**T00:00:00.000Z	Approved	Transferred	43	43	0			
Time_Sum	Time_Car	29597163	3E+07	3.00E+14	**2021-01-25**T00:00:00.000Z	**2021-01-31**T00:00:00.000Z	Submitted	Transferred	42	42	0			
Time_Sum	Time_Car	29597161	3E+07	3.00E+14	**2021-01-18**T00:00:00.000Z	**2021-01-24**T00:00:00.000Z	Approved	Not transferred	41		-41			
Time_Sum	Time_Car	29597159	3E+07	3.00E+14	**2021-01-11**T00:00:00.000Z	**2021-01-17**T00:00:00.000Z	Approved	Transferred	44	44	0			
Person_an	Person_a	29597165		3.00E+14	VISION_GHR_2TMA	Vision Operations	Daniel Martinez	9551600088	E9551600088	WFMTL Analyst	N	Peter Daniels	Texas Branch	Vision Operations
Time_Sum	Time_Car	29597167	3E+07	3.00E+14	**2021-01-04**T00:00:00.000Z	**2021-01-10**T00:00:00.000Z	Approved	Transferred	12	12	0			
Time_Sum	Time_Car	29597169	3E+07	3.00E+14	**2021-01-11**T00:00:00.000Z	**2021-01-17**T00:00:00.000Z	Approved	Transferred	40	40	0			
Person_an	Person_a	29597173		3.00E+14	VISION_GHR_3TMTMA	Vision Operations	Megan Park	WFMTLQA273-2	EWFMTLQA273-2	WFMTL Senior Analyst	Y	James Ponder	Redwood Shores	Vision Operations
Person_an	Person_a	29597153		3.00E+14	VISION_GHR_3TMTMA	Vision Operations	Angelo Jose	9551600082	E9551600082	WFMTL Analyst	Y	James Ponder	Redwood Shores	Vision Operations

Steps to enable:

1. At the end of the payroll period, run the Load Time-Card Batches process to transfer approved time entries to Payroll. Additionally, if applicable to your organization, run the Prepare Unapproved Time Entries for Payroll Transfer process to transfer unapproved time entries to Payroll.
2. Open the My Client Groups > Data Exchange > HCM Extracts > Submit Extracts page and search for Time and Payroll Info for Reconciliation.
3. Select your extract criteria and submit the instance. Note that the Payroll Name, Payroll Period, and Retroactive Update parameters are required fields. If you select Yes for retroactive updates, then the extract includes old time-cards that were modified after the payroll period start date you selected.
4. Open the View Extract Results page and under Extract Delivery Options, download the extract as a CSV file.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Business Benefit:

Improves productivity and accuracy by reconciling data between Time and Labor and Payroll to ensure that people are correctly paid for the time they worked.

New Features

OTBI Enhancements

Project award attributes in time and labor subject areas

Details:

The time entries that include the additional project award (contract) attributes is now added to the existing Workforce Management subject areas.

With this enhancement you can report on all of the project attributes available on someone's time - card.

Existing Subject Area	Existing Folder	New Attributes
Workforce Management - Change Audit Reported Time Cards Real Time	Change Audit Time Entry Details	• Project Capitalization Identifier • Project Contract Number • Project Expenditure Organization • Project Funding Source
Workforce Management - Historical Processed Time Cards Real Time	Historical Processed Time Entry Details Historical Reported Time Entry Details	
Workforce Management - Historical Reported Time Cards Real Time	Historical Reported Time Entry Details	
Workforce Management - Processed Time Cards Real Time	Processed Time Entry Details Reported Time Entry Details	
Workforce Management - Reported Time Cards Real Time	Reported Time Entry Details	
Workforce Management - Time Change Requests Real Time	Change Request Time Entry Details	
Workforce Management - Worker Compliance Results Real Time	Reported Time Entry Details	

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Known Issues

Absences OTBI subject areas hide certain absences for multi-assignment employees

Details:

- All managers of an employee with multiple-assignments can view all person-level absences on the page and in OTBI reports, unless a person-level absence is entered using the advanced mode.

- The advanced mode entries do not refer to all the assignments of the employee. Even though all managers of the employee can view all person-level advanced-mode absences through the pages, they won't see the absence in OTBI, if the assignment they manage isn't specified in the advanced mode entries.

- The subject areas affected by this issue are Workforce Management - Absence Real Time, Workforce Management - Absence Calendar Details Real Time.

Workaround:

- To prevent this discrepancy in OTBI, employees need to avoid creating person-level absences in advanced mode if they intend to charge only one assignment.

- Oracle Reference: 32106775

Issue existing since previous release

HCM calendars can't display overlapping resource exceptions

Details:

- When you assign multiple, overlapping resource exceptions to an employee at the same level, they will not show correctly on the HCM calendar pages.

Workaround:

- This issue won't be resolved, because there isn't a functional reason for creating multiple resource exceptions that overlap each other at the same level, see example below. The application can't prevent the creation of these exceptions, so, we're advising you to avoid creating them.
- Oracle Reference: 27959843

Issue existing since previous release

Responsive professional payslip page smartnav issues

Details:

- The responsive professional pay-slip page uses the responsive Smart Nav component. The responsive Smart Nav component does not contain payroll professional tasks, such as Element Entries or Payment Methods, meaning you cannot easily move to one of these tasks in the context of the same person.

Workaround:

- To navigate to another task for the same employee, the user can either: - Return to the Payroll work area, select another task and search for the employee - Use global search to search for the task and then search for the employee - Use Quick Actions to select a task and then search for the employee

- Oracle Reference: 32713601

Issue existing since previous release

Payroll global transfer business objects usability in autocomplete

Details:

- Payroll Global Transfer business object displays attributes that should be hidden.

Workaround:

- We recommend users not to use the business object until the fix to hide the attributes is delivered.

- Oracle Reference: 32565887

Issue existing since previous release

Task iterations status

Details:

- Use the Task Iterations page to review flow instances of the "Submit Another Task" flow iterations. We are currently experiencing some issues whereby the statuses for task iteration in the new Task Iterations page are not accurate.
- For example, after you submit a flow and perform a page-level Roll Back action and roll back the flow iterations, the status of the rolled back iterations are shown as Succeeded. It should show Rolled-Back.

Workaround:

- There is no workaround at the moment. This issue will be corrected in a future release, so that the Task Iterations page reflects the same statuses as the Checklist page.
- In the meantime, we advise users to drill down from the Task Iterations page to the Process Results Details page, in order to get more detailed information.
- Oracle Reference: 31243903

Issue existing since previous release

Automatic element entries issue when using worker HCM data loader

Details:

- Automatic entries are not always created when an employee is hired using the Worker in HCM Data Loader.
- This issue occurs if the worker record is loaded with multiple historic records. What happens is automatic entries are created for the first worker record loaded in a file, but not for the subsequent records.

Workaround:

- If an employee is hired using the Worker in HCM Data Loader without history records, then automatic entries are created as expected.
- A future enhancement will deliver a new process that will automatically run after the Worker in HCM Data Loader to load and create auto entries on all eligible records.
- Oracle Reference: 27145265

Issue existing since previous release

Incorrect warning message appears during duplicate bank account entry

Details:

- In the payment method page, if a user tries to enter the same bank account for themselves, twice, the application gives the following warning message: A bank account with given details already exists and owned by another person. Do you want to become joint owner of that bank account? This is incorrect, instead an error message should appear to alert the user that they have already created this bank account.

Workaround:

- There is no workaround for this issue.
- Oracle Reference: 31954801

Issue existing since previous release

Data loader tasks results

Details:

- HCM Data Loader (HDL) related tasks, such as the "Initiate Data Loader" process, are currently not returning all of the HDL process results data on the Process Results Details page.
- You will see limited results data when you try to view the HDL process results from these pages: Process Results Details and Process Results Summary.
- To see results use the 'Submit Another Task' and navigate to Checklist from the Task Iterations page and then drill down to the HDL page.

Workaround:

- It is advised that you refrain from reviewing data loader results from the Process Details page.
- The recommended navigation is to access from the Checklist page using the View Flows task, from either the Payroll or Data Exchange areas. You can then drill down to the HDL page to view the HDL results
- Oracle Reference: 32002437.

Issue existing since previous release

Submit related flow with errors or corrections

Details:

- When a flow status is in error (Critical Errors, Stopped) or with corrections (Full Roll Back, Mark for Retry, Skipped), a user should not be able to Submit a Related Flow.

- However, as it stands, this action is available which is not appropriate.

Workaround:

- We recommend users not to submit a related flow that is in error or corrected.

- Oracle Reference: 32158188

Issue existing since previous release

Not able to create events using cost allocation deo

Details:

- The Cost Allocation DEO is not available to create events to prorate and retrospective process the costing results based on the costing setup changes. Users won't be able to create events to prorate and retrospective processing of the cost results based on costing setup changes in date effective modes at payroll relationship, payroll assignment, payroll relationship element, payroll assignment element and element entry level.

Workaround:

- Please note that the proration and retrospective processing was never supported in other costing levels, such as Payroll, Department, Job, Position and Element Eligibility. At this time there is no workaround.

- Oracle Reference: 32158188

Individuals can view all of their responsive time-cards

Details:

- An individual can always view their time-cards on responsive pages regardless of the days before and days after settings in their time entry profile.
- The settings of Days Before and Days After do affect what an individual can see on their classic time-card pages.
- On the classic pages they can't view any time-cards that are outside the period defined by the Days Before and Days After settings.

Workaround:

- This issue will be fixed when customers raise a related concern and need the ability to restrict the view of responsive time-cards for people.
- Oracle Reference: 31625038

Issue existing since previous release

Replaced or removed features

Work-day definition rules and enhancement of the start day rule

Details

Know that these earned days spanning rules were removed as of Update 21B:

- Day with most hours
- Scheduled shift reference day

Also, the start day rule was improved for people who have a 24-hour schedule that helps determine the earned day if they report to work late. The rule now determines the earned day using the time entry start time rather than the schedule start time.

Business Benefit:

Improve productivity by removing unused rules from the work-day definition and providing better support for 24-hour schedules.

Payroll dashboards discontinued

Details

Take note that the following dashboards based on Payroll are removed from the OTBI seeded catalog:

- Payroll Flow Details Dashboard
- Active Processes Dashboard

Note:

If you need to continue working on these dashboards, these are published here on Customer Connect.
You will need to download and unarchive the catalog to the following path - \\Shared folders\Custom\Human Capital Management

Closing

Q&A

Closing Note

1. What happens next?
    1. Presentation
    2. Session Recording
2. Feedback Form
3. Speak with your Project Manager or business@evosysglobal.com
    1. for additional services around quarterly updates
    2. Learn more about Innovation
4. Next Sessions

19th October 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Finance

Recording available

20th October 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Global Human Resource

Recording available

21st October 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Talent Management

Recording available

22nd October,2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Benefits & Compensation

Recording available

22nd October, 2021
4:30 PM BST | 5:30 PM CEST | 11:30 AM EST

SCM Procurement & Advanced Procurement

Recording available

25th October, 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

HR Helpdesk & ORC

Recording available

26th October,, 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Workforce Management & Global Payroll

Recording available

28th October, 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

SCM Inventory & Order Management

Register Now

29th October, 2021
3:00 PM BST | 4:00 PM CEST | 10:00 AM EST

Project Portfolio Management

Register Now

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It is always best to clear your doubts

Thank You!

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