

# Mastek

Cloud Enhancement Services

Live Webinar

**Host:** Komal Abel  
Operations Executive - CES

**Speaker:** Aaditya Anand  
Consultant I

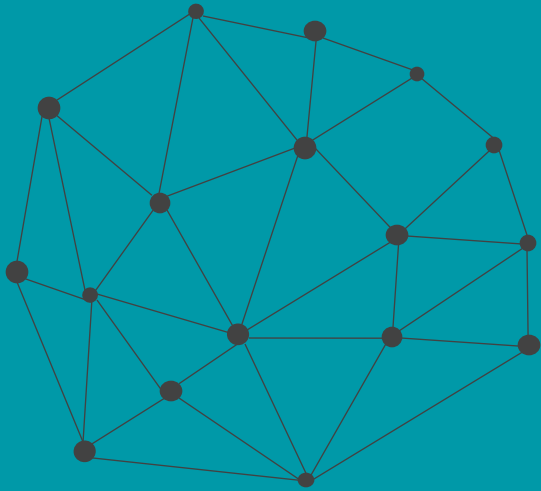
## 23B - BENEFITS AND COMPENSATION

Empowering Users for the next update



ORACLE | Partner



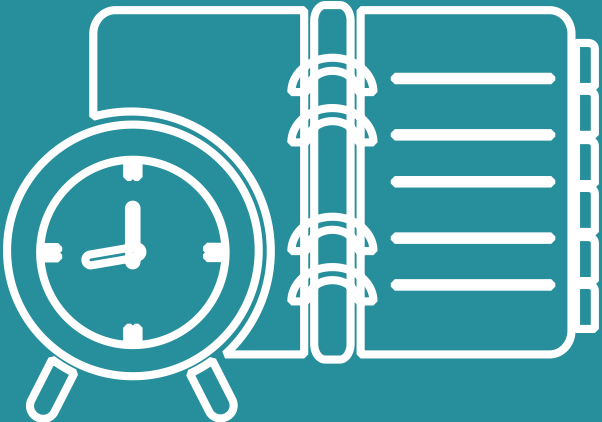


## **DISCLAIMER**

These advisory webinars are organized to equip Users with the latest updates.

The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

# 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?

Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

**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**

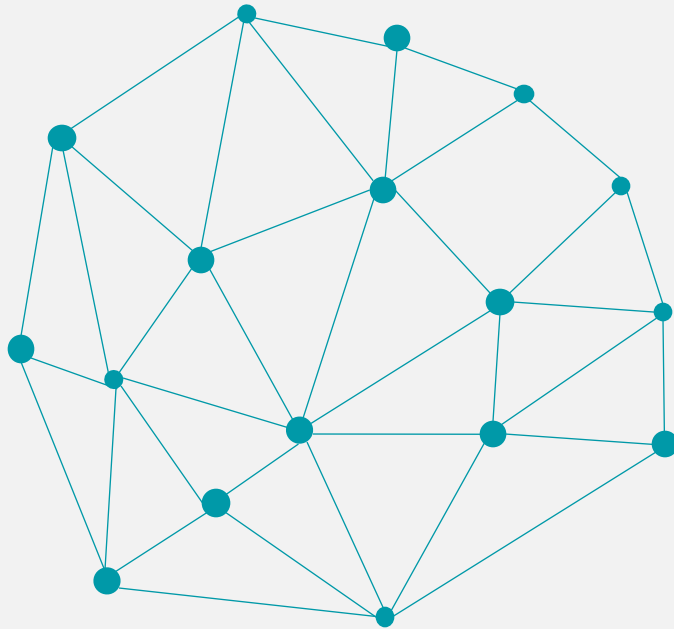
|                |     |
|----------------|-----|
| Impact Level   | LOW |
| Need to Enable | NO  |
| Configuration  | NO  |
| Quick Win      | YES |

Mastek 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:** 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.

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



## OUR ANALYSIS OF LATEST RELEASE

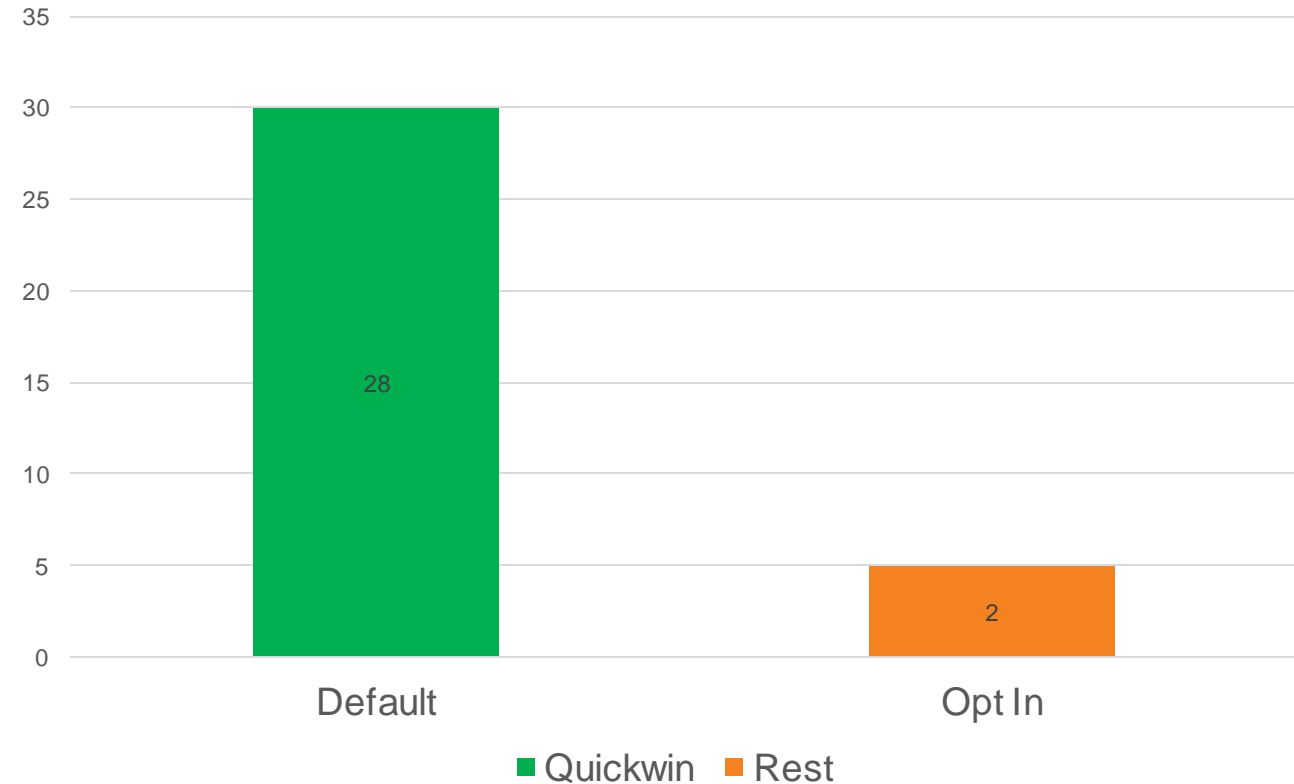
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### NEW FEATURES


# Mastek Analysis - Statistics

**30**  
**Compensation  
& Benefits**

## Benefits and Compensation New Features



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**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

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**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**

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**NEW FEATURES**

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**OPT INS - WITH CONFIGURATION**

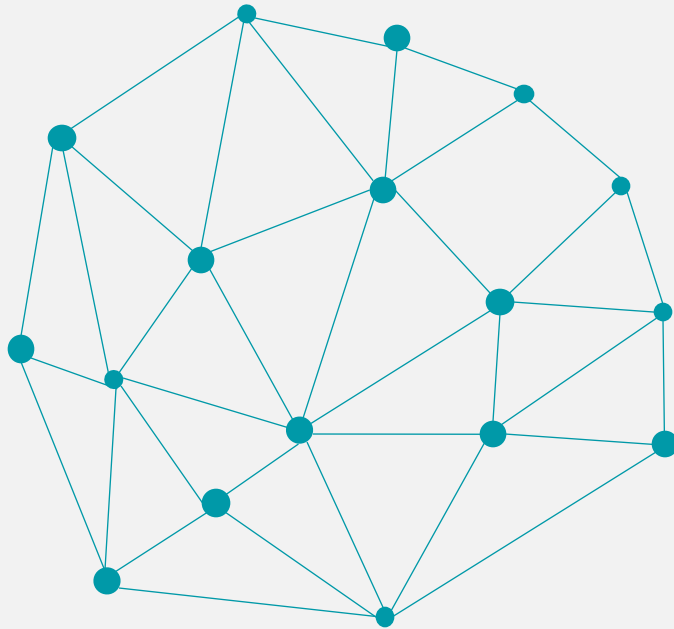
Mastek<sup>™</sup>  
Trust. Value. Velocity



**NEW FEATURES**

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**REPORTING**



## NEW FEATURES

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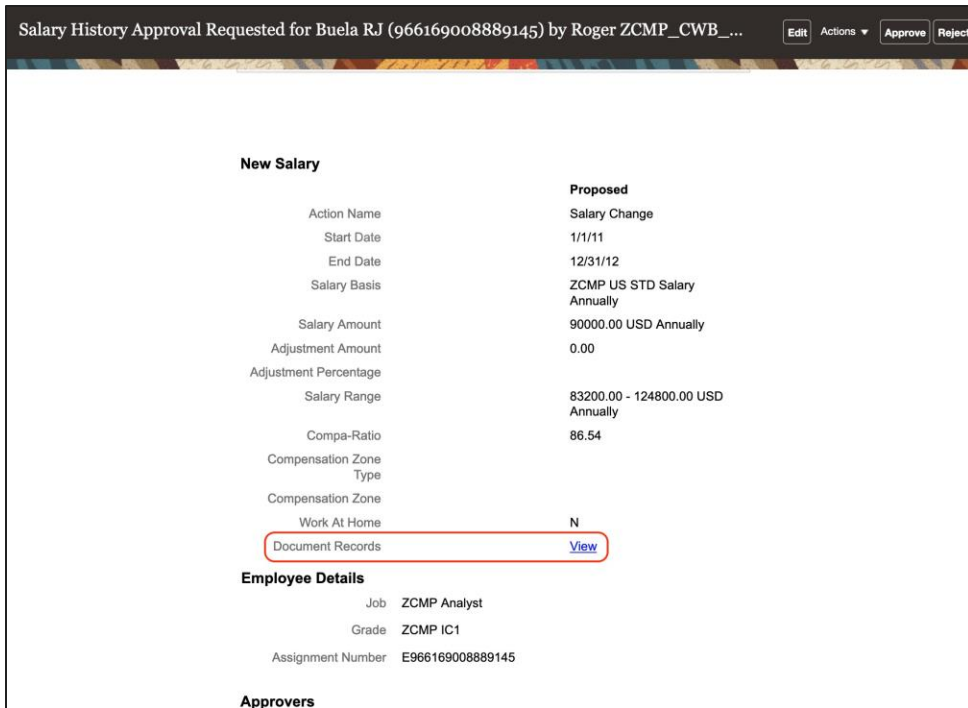
**QUICK WIN - DEFAULT WITH NO  
CONFIGURATION**



# DOCUMENT RECORDS IN SALARY HISTORY NOTIFICATION

## Details:

In Update 23A Oracle enhanced salary proposals to attach document records. As of Update 23B, users can view document record details in Oracle Business Intelligence Publisher (BI) notifications for salary history approvals. Earlier, users could view them only in manage salary and administer salary BI notifications.



## Impact Analysis

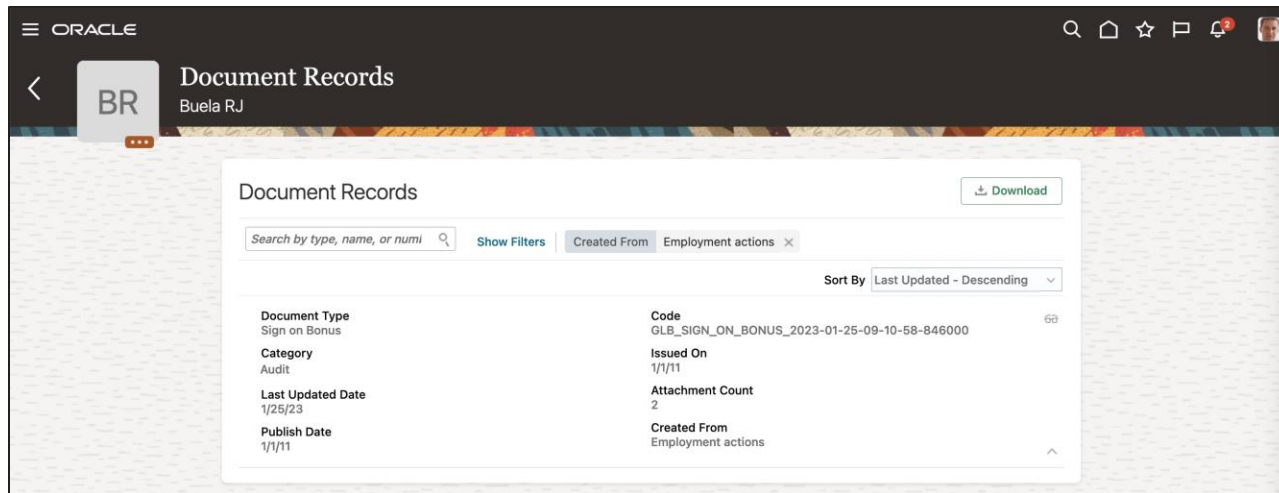
|                |     |
|----------------|-----|
| Impact Level   | Low |
| Need to Enable | No  |
| Configuration  | No  |
| Quick Win      | Yes |

## Business Benefit:



With this enhancement users can view complete details of the change to make an informed decision.

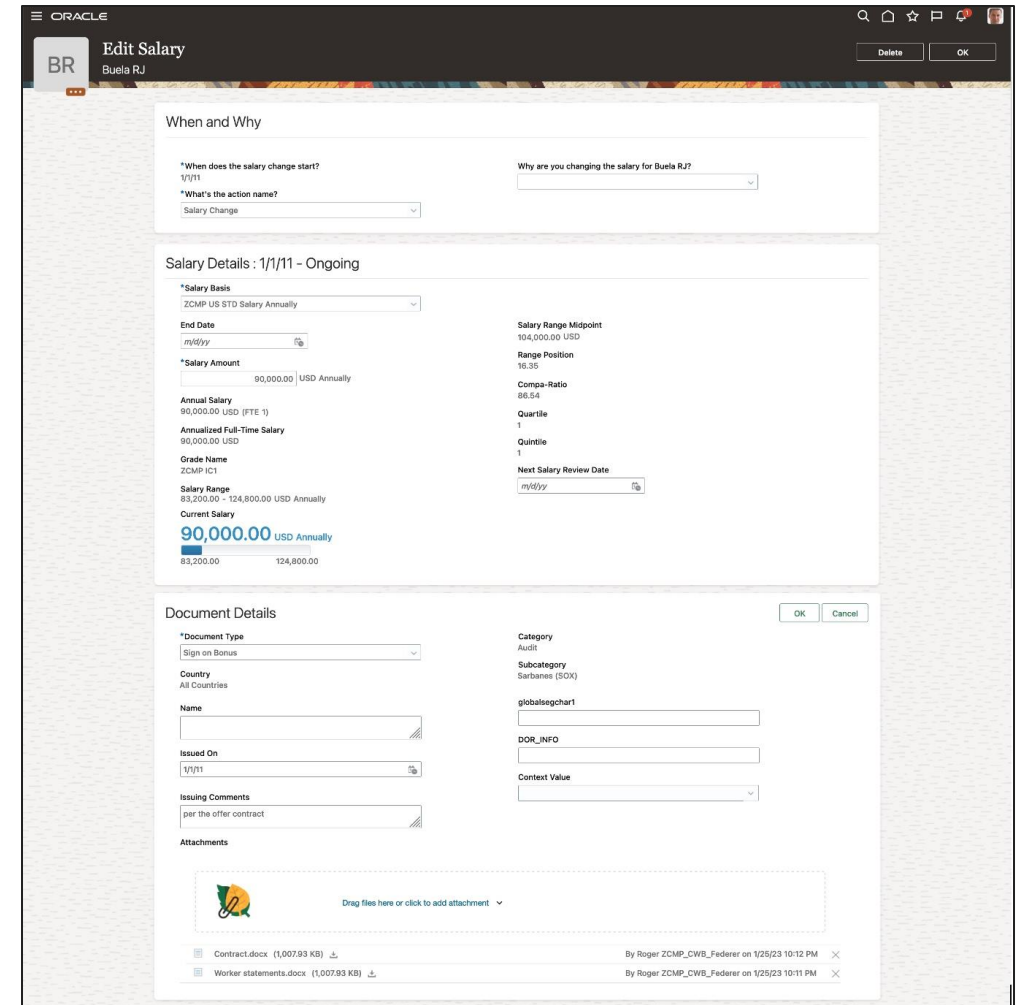
# DOCUMENT RECORDS IN SALARY HISTORY NOTIFICATION



**Document Records**

Search by type, name, or numl Show Filters Created From Employment actions Sort By: Last Updated - Descending Download

| Document Type | Code   | Category | Issued On | Last Updated Date | Attachment Count | Publish Date | Created From       |
|---------------|--|----------|-----------|-------------------|------------------|--------------|--------------------|
| Sign on Bonus | GLB_SIGN_ON_BONUS_2023-01-25-09-10-58-846000 | Audit    | 1/1/11    | 1/25/23           | 2                | 1/1/11       | Employment actions |



**Edit Salary**  
Buela RJ

**When and Why**

\*When does the salary change start?  
1/1/11

\*What's the action name?  
Salary Change

Why are you changing the salary for Buela RJ?

**Salary Details: 1/1/11 - Ongoing**

\*Salary Basis  
ZCMP US STD Salary Annually

End Date  
m/yyyy

\*Salary Amount  
90,000.00 USD Annually

Annual Salary  
90,000.00 USD (FTE 1)

Annualized Full-Time Salary  
90,000.00 USD

Grade Name  
ZCMP ICI

Salary Range  
83,200.00 - 124,800.00 USD Annually

Current Salary  
**90,000.00** USD Annually

Salary Range Midpoint  
104,000.00 USD

Range Position  
16.35

Comp-Ratio  
86.54

Quartile  
1

Next Salary Review Date  
m/yyyy

**Document Details**

\*Document Type  
Sign on Bonus

Country  
All Countries

Name

Issued On  
1/1/11

Issuing Comments  
per the offer contract

Attachments

Category  
Audit

Subcategory  
Sarbanes (SOX)

globalsechar1

DOR\_INFO

Context Value

OK Cancel

Contract.docx (1,007.93 KB) By Roger ZCMP\_CWB\_Federer on 1/25/23 10:12 PM

Worker statements.docx (1,007.93 KB) By Roger ZCMP\_CWB\_Federer on 1/25/23 10:11 PM

# INCLUDE ASSIGNMENTS TERMINATED WITH GLOBAL TRANSFER IN WORKFORCE COMPENSATION PLANS

## Details:

Compensation Admins can now include assignments terminated between plan cycle evaluation period start date and HR data extraction date that are due to a global transfer. Select the option when Users start the compensation cycle.

**Name** Start Workforce Compensation Cycle  
**Description** Builds manager worksheets with eligible workers...  Notify me when this process is complete  
**Schedule** As soon as possible **Submission Notes**

**Basic Options**

**Parameters**

\*Plan   Trial run  
 \*Cycle   Include trace statements in log file  
 Status   Launch Synchronize Hierarchy process

**Population Filters**

**Enterprise** Global Business Institute  
 Country   
 Legal Employer   
 Business Unit   
 Person Selection Formula   
 Department   
 Individual Person   
 Manager Hierarchy

Include recently terminated workers  
 Include assignments terminated with the global transfer action

## Impact Analysis

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



### Business Benefit:

This enhancement lets people include assignments terminated with global transfer

# ROLE-BASED COLUMN ACCESS IN ASSIGNMENT SEGMENTS

## Details:

Oracle added the role-based configure option for assignment segment columns similar to other worksheet columns. Previously, this option wasn't available for assignment segments. For Numeric, Text, and Date columns the 3 options are **Not Enabled**, **Updateable**, and **Read Only**. For all other columns **Not Enabled** is the only available configuration option.

The screenshot shows the 'General' configuration page for a column named 'Numeric Column 1'. The 'Role-Based Overrides' section is highlighted with a red border. In this section, the 'Override Setting' is set to 'Read Only'. The 'Condition' is 'User has any of these roles', and the role 'Line Manager' is selected in the dropdown menu. Other settings include 'Display Name', 'Default Sequence', 'Data Type', 'Column Shading', 'Rounding Rule', 'Decimal Place to Display', 'Show numeric separators', 'Monetary', 'Include in audit trail', and 'Column Width in Pixels'.

## Impact Analysis

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

## Business Benefit:

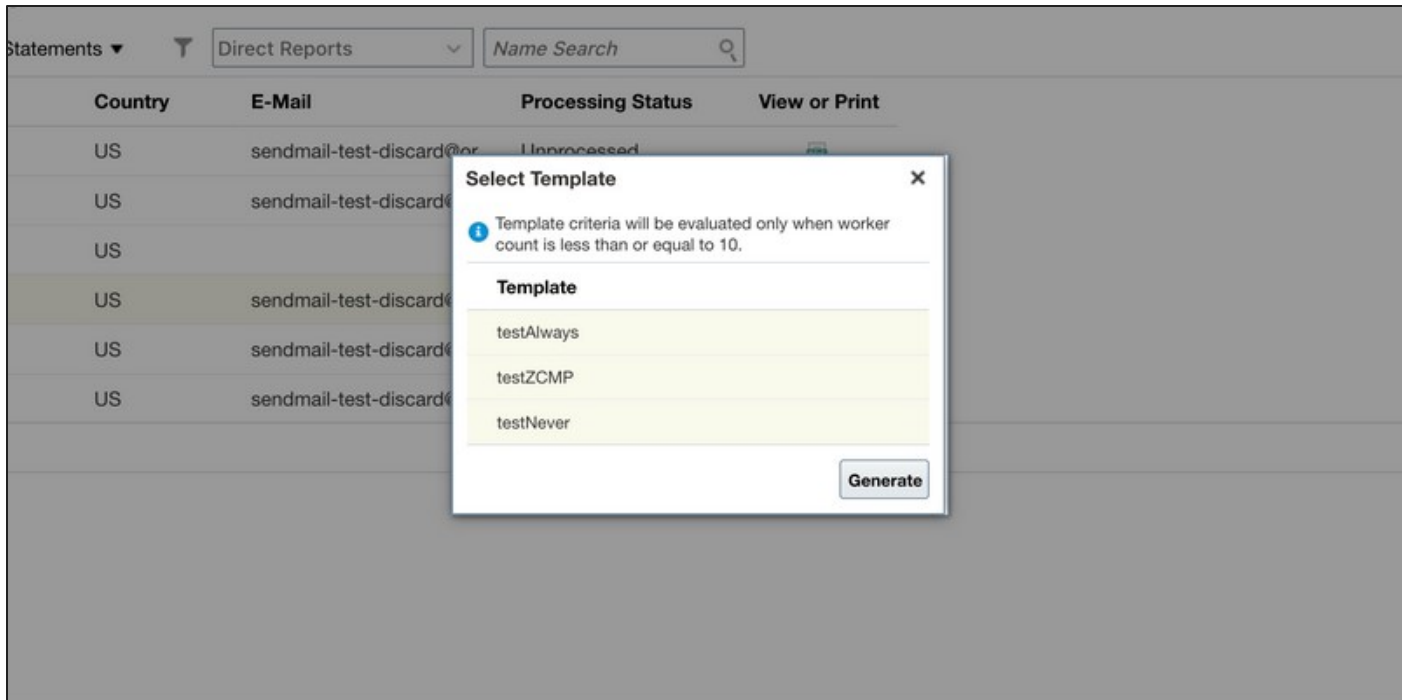


This enhancement expands configuration options for assignment segment columns.

# STATEMENT CRITERIA WHEN GENERATING ON-DEMAND STATEMENTS

## Details:

Managers can now choose up to 10 people and have statement criteria apply during generation for statements of the Printed and delivered by managers type.



## Impact Analysis

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

## Business Benefit:



This enhancement gives managers more flexibility when generating statements.

# DISCRIMINATION DETECTION REPORT FOR MANAGERS

**Details:**  
 Users can now enable the Discrimination Detection report for managers to view as a part of the Workforce Compensation plan. This report lets Users analyze classes of people who are protected from pay discrimination. For example, Users can compare compensation for men and women who work in the US.

## Impact Analysis

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

| Report Name                | Enable                              | Display Order | Display Name |
|----------------------------|-------------------------------------|---------------|--------------|
| Cycle Overview             |                                     |               |              |
| Allocation Statistics      | <input checked="" type="checkbox"/> | 10            |              |
| Workers Compensated        | <input checked="" type="checkbox"/> | 20            |              |
| Worker Count by Allocation | <input checked="" type="checkbox"/> | 30            |              |
| Promotion Overview         | <input checked="" type="checkbox"/> | 40            |              |
| Manager Status             | <input checked="" type="checkbox"/> | 50            |              |
| Discrimination Detection   | <input checked="" type="checkbox"/> | 55            | Pay Equity   |



**Business Benefit:**  
 This enhancement lets managers view the Discrimination Detection report on the worksheet.

# NEW MODEL DIAGNOSTICS REPORT

**Details:**

Oracle created a new report Users can use to help diagnose issues Users have when Users use the modeling feature in Workforce Compensation.

## Impact Analysis

|                |     |
|----------------|-----|
| Impact Level   | Low |
| Need to Enable | No  |
| Configuration  | No  |
| Quick Win      |     |



**Business Benefit:**  
This enhancement helps people easily troubleshoot modeling issues.

## TOTAL COMPENSATION STATEMENT: CALCULATED ITEM

### Details:

Now Users can use a new Compensation Item source type called Calculated Item. This feature allows Users to define the value of a compensation item as a calculation amount and displays it in descriptive text.

### Impact Analysis

Impact Level **High**

Need to Enable **No**

Configuration **No**

Quick Win **No**



### Business Benefit:

Extend Users ability to use Total Compensation with a new Compensation Item source type called Calculated Item.



## TOTAL COMPENSATION STATEMENT: CALCULATED ITEM

### Create Compensation Item

\*Item Name

\*Source Type

**Details** Test Calculated Item

\*Compensation Item

\*Item Value

Calculation

Estimated amount

### Create Compensation Item

\*Item Name

\*Source Type

**Details** Test Calculated Item

\*Operation

\*Fixed Number

Calculation

Estimated amount

# Enhanced Search in Benefits Service Center

## Impact Analysis

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

### Business Benefit:



This enhancement reduces the time Users spend in searching for information in Benefits Service Center.

Person Search

Select Person

BEN    Hide Filters

Assignment Status Active  Inactive  Worker Type Nonworker  Employee

Saved Search

Default Criteria

Filters

Expand All | Collapse All

Person Name

Person Number

National ID

Assignment Number

Assignment Status

Active  Inactive

Sort By Default Sort

- Default Sort
- Business title ascending
- Business title descending
- Name ascending
- Name descending

|    |  |                                  |
|----|--|----------------------------------|
| PB | Name<br>PT_BEN_CA_PT_BEN_UNION BEN_EMP | Person Number<br>300100010472982 |
|    | Business Title<br>E300100010472982     | Worker Type<br>Employee          |
|    | Assignment Number<br>E300100010472982  | Assignment Status<br>Active      |
| BZ | Name<br>B10 ZBEN_BEN_Auto_150          | Person Number<br>100000016661826 |
|    | Business Title<br>E100000016661826     | Worker Type<br>Employee          |
|    | Assignment Number<br>E100000016661826  | Assignment Status<br>Active      |
| BZ | Name<br>B10 ZBEN_BEN_prasad1           | Person Number<br>100000016747420 |
|    | Business Title<br>E100000016747420     | Worker Type<br>Employee          |
|    | Assignment Number<br>E100000016747420  | Assignment Status<br>Active      |
| BZ | Name<br>B11 ZBEN_BEN_prasad2           | Person Number<br>100000016749985 |
|    |  | Worker Type                      |

# Print Enrollment Document Anytime

## Impact Analysis

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

### Business Benefit:



With this enhancement, Oracle enabled the administrator to print the enrollment document even after making the elections.

Evaluated Life Events + Add ^

31 days left for enrollment Enroll

TM New Hire Enrollment window started on 12/26/22 ...  
Occurred on 12/26/22

[Show Backed Out and Voided Events](#)

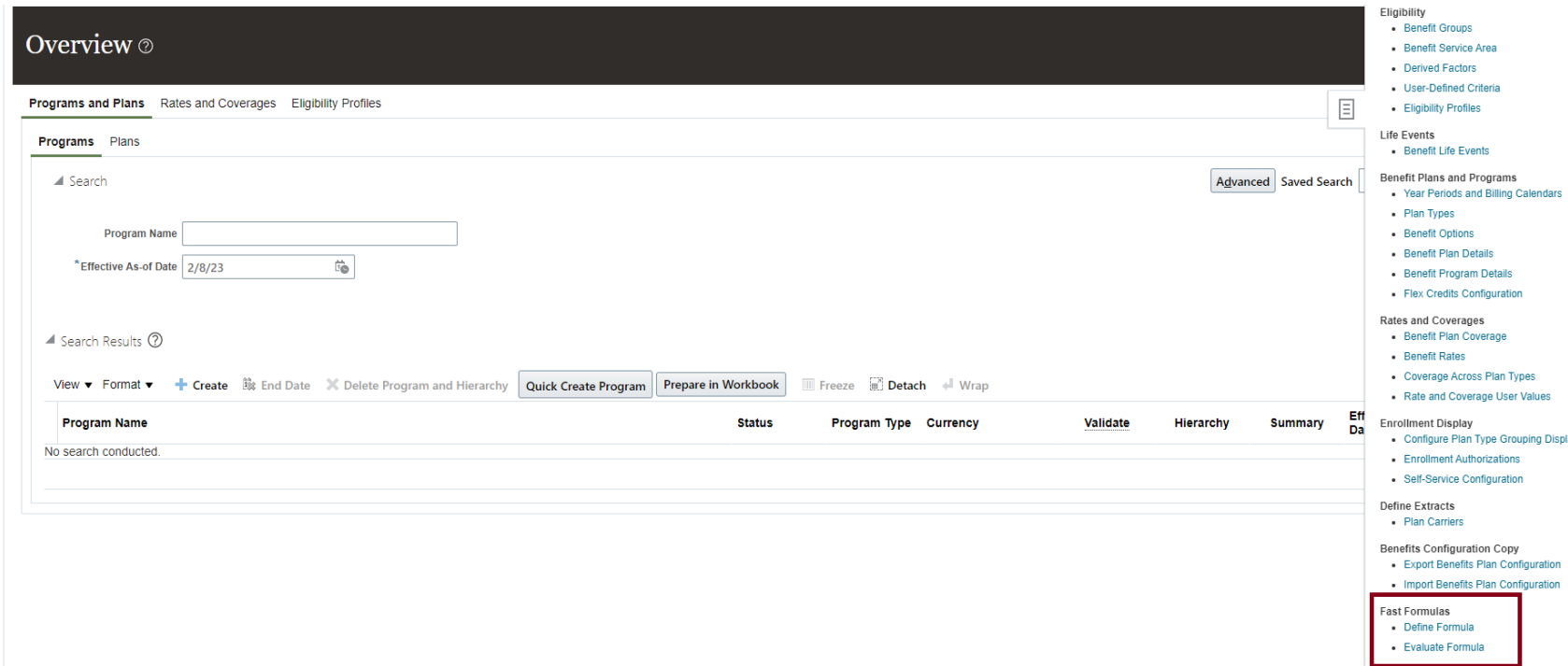
Potential Life Events

Actions ^

- Back Out Event
- Close
- View Enrollment Opportunities
- Override Eligibility
- Print Enrollment Document**

# Create and Analyze Fast Formulas in the Plan Configuration Work Area

Users can now create fast formulas from the plan design work area without having to go to the Payroll work area. Also, Oracle has moved the fast formula analyzer to the Plan Configuration work area. Previously, it was in the Evaluation and Reporting work area. The feature functionality remains the same.



**Overview** <sup>?</sup>

Programs and Plans Rates and Coverages Eligibility Profiles

Programs Plans

Search

Program Name

\* Effective As-of Date 2/8/23

Advanced Saved Search

Search Results <sup>?</sup>

View Format Create End Date Delete Program and Hierarchy Quick Create Program Prepare in Workbook Freeze Detach Wrap

| Program Name         | Status | Program Type | Currency | Validate | Hierarchy | Summary | Eff Da |
|----------------------|--------|--------------|----------|----------|-----------|---------|--------|
| No search conducted. |        |              |          |          |           |         |        |

- Eligibility
  - Benefit Groups
  - Benefit Service Area
  - Derived Factors
  - User-Defined Criteria
  - Eligibility Profiles
- Life Events
  - Benefit Life Events
- Benefit Plans and Programs
  - Year Periods and Billing Calendars
  - Plan Types
  - Benefit Options
  - Benefit Plan Details
  - Benefit Program Details
  - Flex Credits Configuration
- Rates and Coverages
  - Benefit Plan Coverage
  - Benefit Rates
  - Coverage Across Plan Types
  - Rate and Coverage User Values
- Enrollment Display
  - Configure Plan Type Grouping Display
  - Enrollment Authorizations
  - Self-Service Configuration
- Define Extracts
  - Plan Carriers
- Benefits Configuration Copy
  - Export Benefits Plan Configuration
  - Import Benefits Plan Configuration
- Fast Formulas**
  - Define Formula
  - Evaluate Formula

## Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

### Business Benefit:

This enhancement ensures easy access to fast formulas and reduces the need for additional roles to access these areas.



## Additional Attributes in BENXML Extract

By default, Fusion Benefits Extracts (BENXML Extract file) is populated with an empty original hire date when Users are using V3 seniority date, and Users need to define their own fast formula to fetch the date.

### Impact Analysis

|              |     |
|--------------|-----|
| Impact Level | Low |
|--------------|-----|

|                |    |
|----------------|----|
| Need to Enable | No |
|----------------|----|

|               |    |
|---------------|----|
| Configuration | No |
|---------------|----|

|           |     |
|-----------|-----|
| Quick Win | Yes |
|-----------|-----|

#### Business Benefit:



Users can now use the most advanced version of the seniority date feature.

# Person Number as Input Parameter for Batch Processes

Benefits batch processes can now evaluate a set of comma-separated person numbers in the Person Number field, in the Process Details page.

## Impact Analysis

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

### Process Details

*This process will be queued up for submission at position 1*

**Name** Evaluate Life Event Participation  
**Description** Determines eligibility, electable choices, and ...  
**Schedule** As soon as possible

### Basic Options

#### Parameters

|                                       |   |
|---------------------------------------|---|
| * Effective Date                      | 2/8/23                                  |
| * Detect Temporal Events              | Age, service, compensator               |
| * Validate                            | Save - database will be upc             |
| Person Name                           |   |
| Person Type                           |   |
| Program Name                          |   |
| Plan Name                             |   |
| * Plans Not in Programs               | No                                      |
| * Only Programs                       | No                                      |
| Compensation Object Selection Formula |   |
| Person Numbers                        | 1903,983,8903,2743,2408,2369,63809,7932 |
| Person Selection Formula              |   |
| Life Event                            |   |

Enter between 0 and 2000 characters.



### Business Benefit:

This enhancement reduces the need to write and maintain person selection formulas.

## Prevent Detecting Life Events for Offer Assignments

The application now doesn't trigger life events when a new offer is made to candidates. Users can disable this enhancement by adding a new lookup to the table FND\_COMMON\_LOOKUPS with these details:

- Lookup type: ORA\_BEN\_SKIP\_VALIDATION
- Lookup Value: DISABLE\_OFFER\_EVENTS\_CHECK
- ENABLED\_FLAG: Y

### Impact Analysis

|              |     |
|--------------|-----|
| Impact Level | Low |
|--------------|-----|

|                |    |
|----------------|----|
| Need to Enable | No |
|----------------|----|

|               |    |
|---------------|----|
| Configuration | No |
|---------------|----|

|           |     |
|-----------|-----|
| Quick Win | Yes |
|-----------|-----|

### Business Benefit:



This enhancement reduces the number of life events triggered for non-employee job offers. It also improves performance of batch processes by reducing the number of unnecessary life events it evaluates.

# Life Event Setup Diagnostic Report

Users can use the new Life Event Setup Diagnostic Test to see all the setup details of life events. The report provides diagnostics when Users notice issues with life events detecting when they are not expected or life events not getting detected when they are expected.

Role And Privileges needed:  
Application Diagnostics Administrator

## Impact Analysis

|              |     |
|--------------|-----|
| Impact Level | Low |
|--------------|-----|

|                |    |
|----------------|----|
| Need to Enable | No |
|----------------|----|

|               |    |
|---------------|----|
| Configuration | No |
|---------------|----|

|           |     |
|-----------|-----|
| Quick Win | Yes |
|-----------|-----|



### Business Benefit:

This enhancement helps Users view all the life event setup details in one place and troubleshoot common setup issues.



## HDL for Close Enrollment Certification Action Items

Users can now use the new Close Enrollment Certification Action Items HDL loader to update the received date or denied date for action items or certifications that will close the action item. These action items include Evidence of Insurability (EOI) documents, such as proof of good health certificates or birth certificates.

### Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

### Business Benefit:



This enhancement allows administrators to do mass updates on the received or denied certification dates.

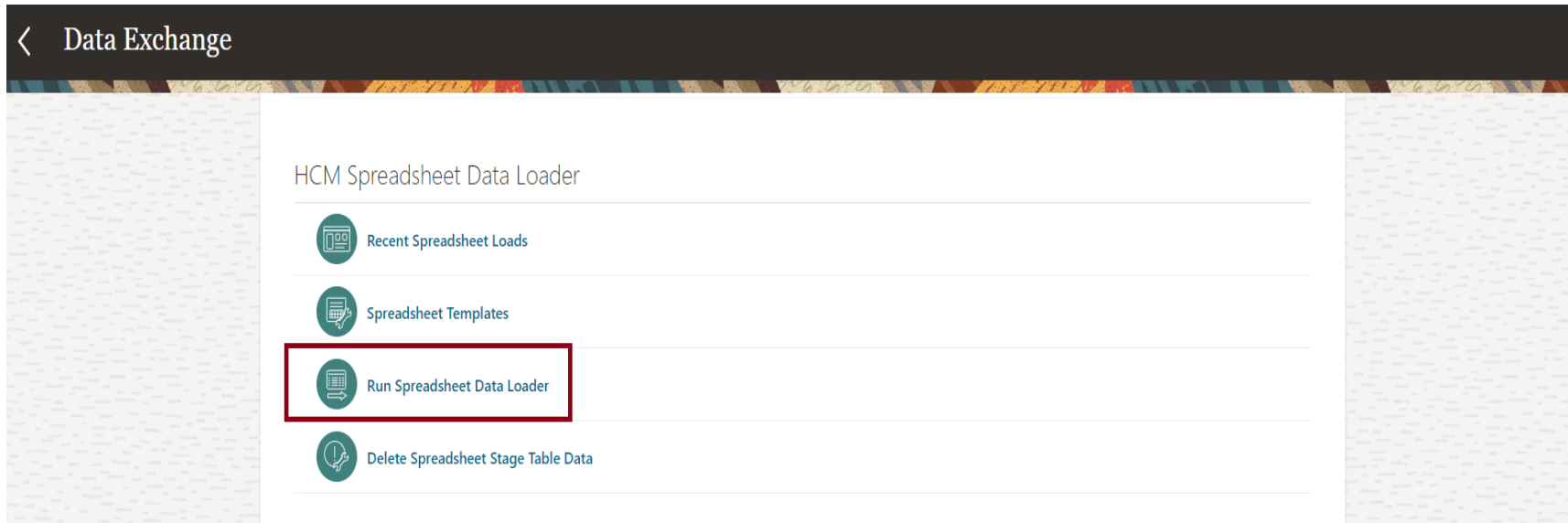
# HSDL for Enrollments and Designations

Users can now use the seeded HCM Spreadsheet Data Loader (HSDL) spreadsheets to upload participant enrollments and designate dependents and beneficiaries.

Users can now use the seeded HSDL spreadsheets to upload the Affordable Care Act (ACA) person details. Also, the existing ADFdi ACA Override Upload spreadsheet loaders will be deprecated.

## Impact Analysis


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



### Business Benefit:

This enhancement allows administrators to do mass updates on the received or denied certification dates.

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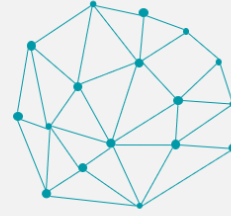


**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

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**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**

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**NEW FEATURES**

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**OPT INS - WITH CONFIGURATION**

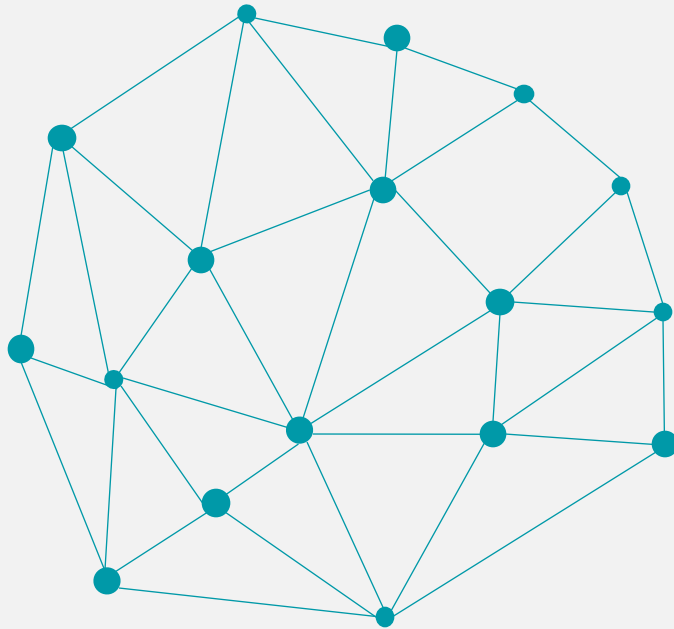
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**NEW FEATURES**

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**REPORTING**



## NEW FEATURES

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**QUICK WINS - DEFAULT WITH  
CONFIGURATION**

# ACTIONS IN GRADE STEP PROGRESSION

**Details:**

- Users can now use their own custom actions when setting up progression grade ladders and when running grade step progression batch processes. Previously Users could only use the seeded actions.

## Impact Analysis

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



**Business Benefit:**

With this enhancement Users can use actions and action reasons on User’s assignment and salary updates that are more meaningful to business.

# ACTIONS IN GRADE STEP PROGRESSION

### Create Progression Grade Ladder

Progression Grade Ladder

Grades and Steps

Progression Rules

Progression Grade Ladder Details

\*Effective Start Date: 1/1/23

Effective End Date: [calendar icon]

Action Reason: [dropdown]

\*Grade Set: Common Set

\*Name: ABC Grade Ladder

\*Legislative Data Group: GBI United States LDG

Grade Ladder Group: [dropdown]

\*Status: Active

\*Grade Type: Grade with steps

\*Progression Increment: Grade and step

\*Transaction Date: Process run date

Confirmation Type: [dropdown]

\*Assignment Action: [dropdown]

Assignment Action Reason: [dropdown]

Automated Grade Step Progression

Custom GSP Action

Custom GSP Action 2

Salary Update Details

Include Salary Updates: No

\*Currency: [dropdown]

### Create Progression Grade Ladder

Grades and Steps

Progression Rules

Progression Grade Ladder Details

\*Effective Start Date: 1/1/23

Effective End Date: [calendar icon]

Action Reason: [dropdown]

\*Grade Set: Common Set

\*Name: ABC Grade Ladder

\*Legislative Data Group: GBI United States LDG

Grade Ladder Group: [dropdown]

\*Status: Active

\*Grade Type: Grade with steps

\*Progression Increment: Grade and step

\*Transaction Date: Process run date

\*Confirmation Type: Manual

\*Assignment Action: Custom GSP Action

Assignment Action Reason: Wage Prog

Salary Update Details

Include Salary Updates: Yes

\*Currency: US Dollar

\*Frequency: Monthly

Annualization Factor: 12.00

\*Salary Calculation Method: Use grade step rate

\*Transaction Date: Grade step change date

Salary Adjustment Type: [dropdown]

Salary Action: Custom GSP Action

Salary Action Reason: [dropdown]

Automated Grade Step Progression

Custom GSP Action

Custom GSP Action 2

Rate Synchronization Details

\*Transaction Date: Process run date

\*Confirmation Type: Manual

Salary Action: [dropdown]

Salary Action Reason: [dropdown]

### Create Progression Grade Ladder

Grades and Steps

Progression Rules

Progression Grade Ladder Details

\*Effective Start Date: 1/1/23

Effective End Date: [calendar icon]

Action Reason: [dropdown]

\*Grade Set: Common Set

\*Name: ABC Grade Ladder

\*Legislative Data Group: GBI United States LDG

Grade Ladder Group: [dropdown]

\*Status: Active

\*Grade Type: Grade with steps

\*Progression Increment: Grade and step

\*Transaction Date: Process run date

\*Confirmation Type: Manual

\*Assignment Action: Custom GSP Action

Assignment Action Reason: Wage Prog

Salary Update Details

Include Salary Updates: Yes

\*Currency: US Dollar

\*Frequency: Monthly

Annualization Factor: 12.00

\*Salary Calculation Method: Use grade step rate

\*Transaction Date: Grade step change date

Salary Adjustment Type: [dropdown]

Salary Action: Custom GSP Action 2

Salary Action Reason: [dropdown]

Rate Synchronization Details

\*Transaction Date: Process run date

\*Confirmation Type: Manual

Salary Action: [dropdown]

Salary Action Reason: [dropdown]

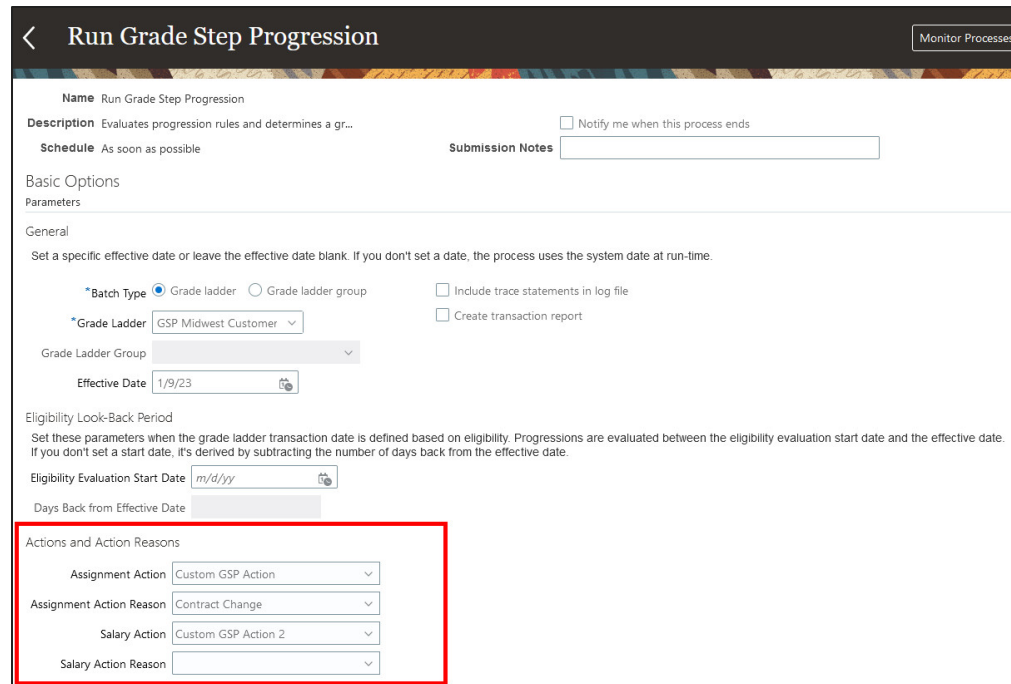
Custom GSP Action

Custom GSP Action 2

Grade Step Rate Synchronization

# ACTIONS IN GRADE STEP PROGRESSION

Salary Action fields aren't required, so Users can leave them blank and the processes behave the same as they did before this update. This image shows the Run Grade Step Progression page with custom actions selected for the Assignment Action and Salary Action parameters.



**Run Grade Step Progression** Monitor Processes

**Name** Run Grade Step Progression

**Description** Evaluates progression rules and determines a gr...  Notify me when this process ends

**Schedule** As soon as possible **Submission Notes**

Basic Options

Parameters

General

Set a specific effective date or leave the effective date blank. If you don't set a date, the process uses the system date at run-time.

\*Batch Type  Grade ladder  Grade ladder group  Include trace statements in log file

\*Grade Ladder   Create transaction report

Grade Ladder Group

Effective Date

Eligibility Look-Back Period

Set these parameters when the grade ladder transaction date is defined based on eligibility. Progressions are evaluated between the eligibility evaluation start date and the effective date. If you don't set a start date, it's derived by subtracting the number of days back from the effective date.

Eligibility Evaluation Start Date

Days Back from Effective Date

Actions and Action Reasons

Assignment Action

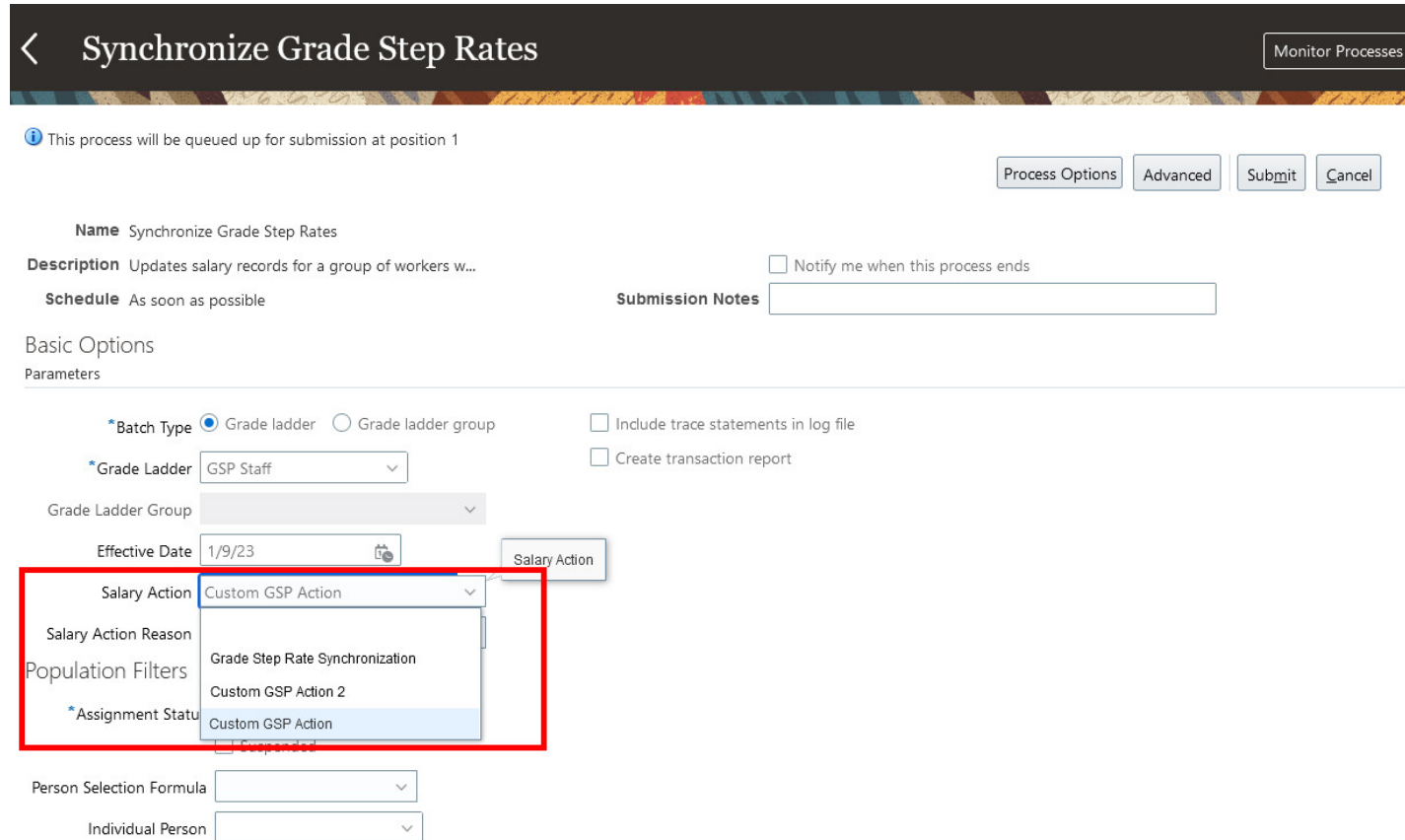
Assignment Action Reason

Salary Action

Salary Action Reason

# ACTIONS IN GRADE STEP PROGRESSION

The image shows the Synchronize Grade Step Rates page and the Salary Action choice list with delivered and custom actions



**Synchronize Grade Step Rates** Monitor Processes

*This process will be queued up for submission at position 1*

**Name** Synchronize Grade Step Rates

**Description** Updates salary records for a group of workers w...  Notify me when this process ends

**Schedule** As soon as possible **Submission Notes**

**Basic Options**

**Parameters**

\*Batch Type  Grade ladder  Grade ladder group  Include trace statements in log file

\*Grade Ladder   Create transaction report

Grade Ladder Group

Effective Date

Salary Action

Salary Action Reason

Population Filters

\*Assignment Status

Person Selection Formula

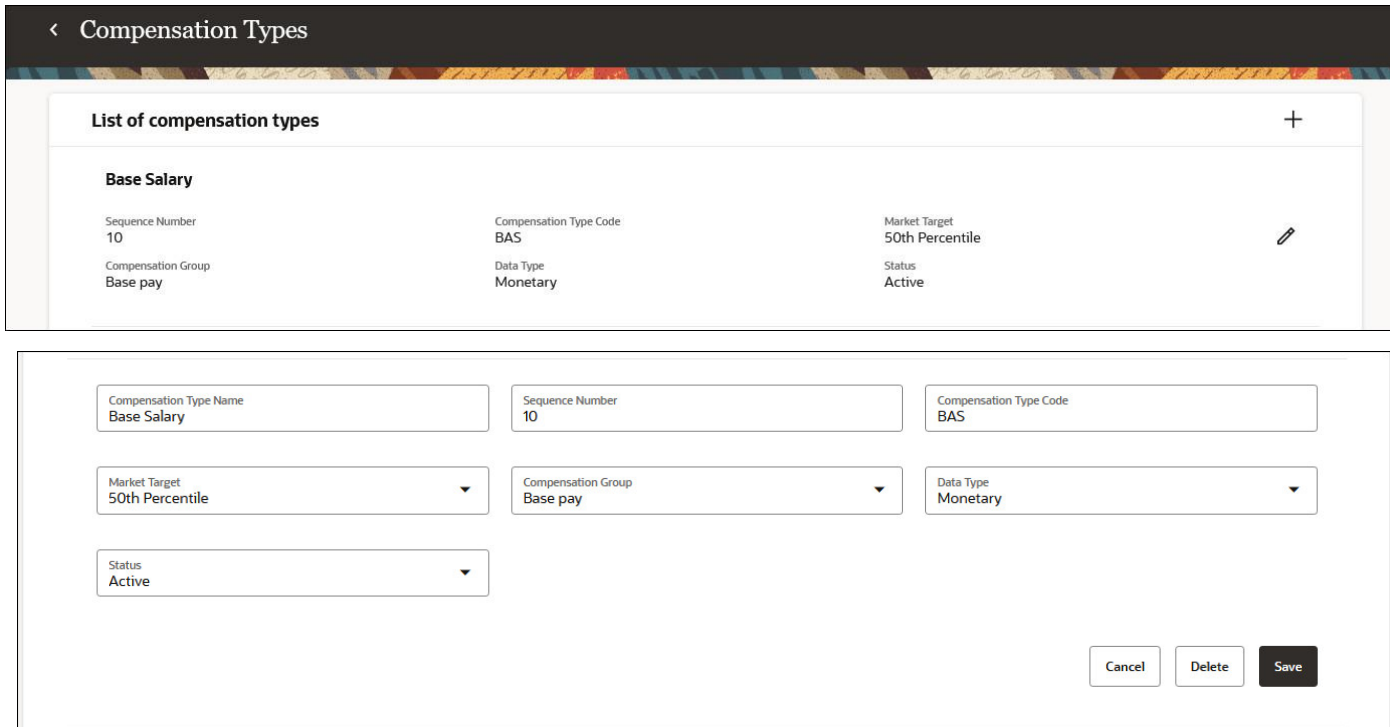
Individual Person



# REDWOOD EXPERIENCE FOR MARKET DATA COMPENSATION TYPES

## Details:

Check out the new Compensation Types page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.



## Impact Analysis

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

## Business Benefit:

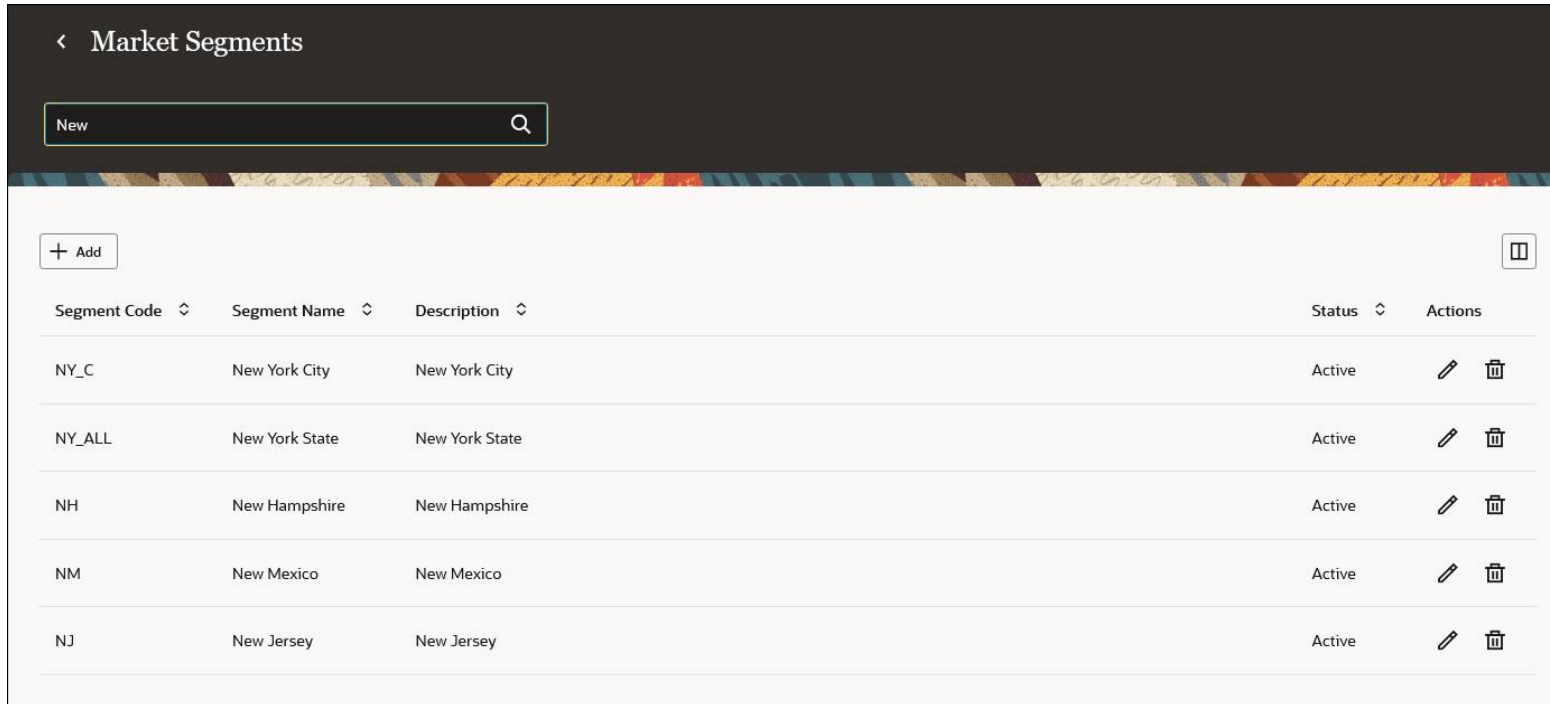


The new Compensation Types page developed using the Redwood tool set lets Users experience Redwood’s high-fidelity interactions.

# REDWOOD EXPERIENCE FOR MARKET SEGMENTS

## Details:

Check out the new Market Segments page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.



| Segment Code | Segment Name   | Description    | Status | Actions |
|--------------|----------------|----------------|--------|---------|
| NY_C         | New York City  | New York City  | Active |         |
| NY_ALL       | New York State | New York State | Active |         |
| NH           | New Hampshire  | New Hampshire  | Active |         |
| NM           | New Mexico     | New Mexico     | Active |         |
| NJ           | New Jersey     | New Jersey     | Active |         |

## Impact Analysis

- Impact Level: **Low**
- Need to Enable: **Yes**
- Configuration: **Yes**
- Quick Win: **Yes**

## Business Benefit:



The new Market Segments page developed using the Redwood tool set lets Users experience Redwood’s high-fidelity interactions

# REDWOOD EXPERIENCE FOR MARKET SEGMENTS

New York State
Cancel Update

**Segment details**

Segment Name  
New York State

Segment Code  
NY\_ALL

Status  
Active

Miscellaneous 1

Miscellaneous 2

Miscellaneous 3

Description  
New York State

**Match Internal Location**

+ Add

| Location Code               | Location Name               | Country | Region 2 | Actions   |
|-----------------------------|-----------------------------|---------|----------|---|
| ZHRX_US_Albanys_NY          | ZHRX_US_Albanys_NY          | US      | NY       | <span style="font-size: 1em;">✎</span> <span style="font-size: 1em;">🗑</span> |
| Sanjay_NY_Albanys_Bethlehem | Sanjay_NY_Albanys_Bethlehem | US      | NY       | <span style="font-size: 1em;">✎</span> <span style="font-size: 1em;">🗑</span> |

# REDWOOD EXPERIENCE FOR CONFIGURE TOTAL COMPENSATION GLOBAL SETTINGS

## Impact Analysis

**Details:**  
 Check out the new Configure Total Compensation Global Settings page that has been recreated in the Redwood tool set Visual Builder Studio (VBS). The page is turned on by default, but Users can disable it using a profile option.

|                |      |
|----------------|------|
| Impact Level   | High |
| Need to Enable | Yes  |
| Configuration  | Yes  |
| Quick Win      | Yes  |

Configure Total Compensation Global Settings
Cancel Update

---

Maximum Number of Statement Periods

Enter the default market price used to calculate the estimated value of stock awards

Currency

Default Stock Price

Show statement availability

Days on Watchlist



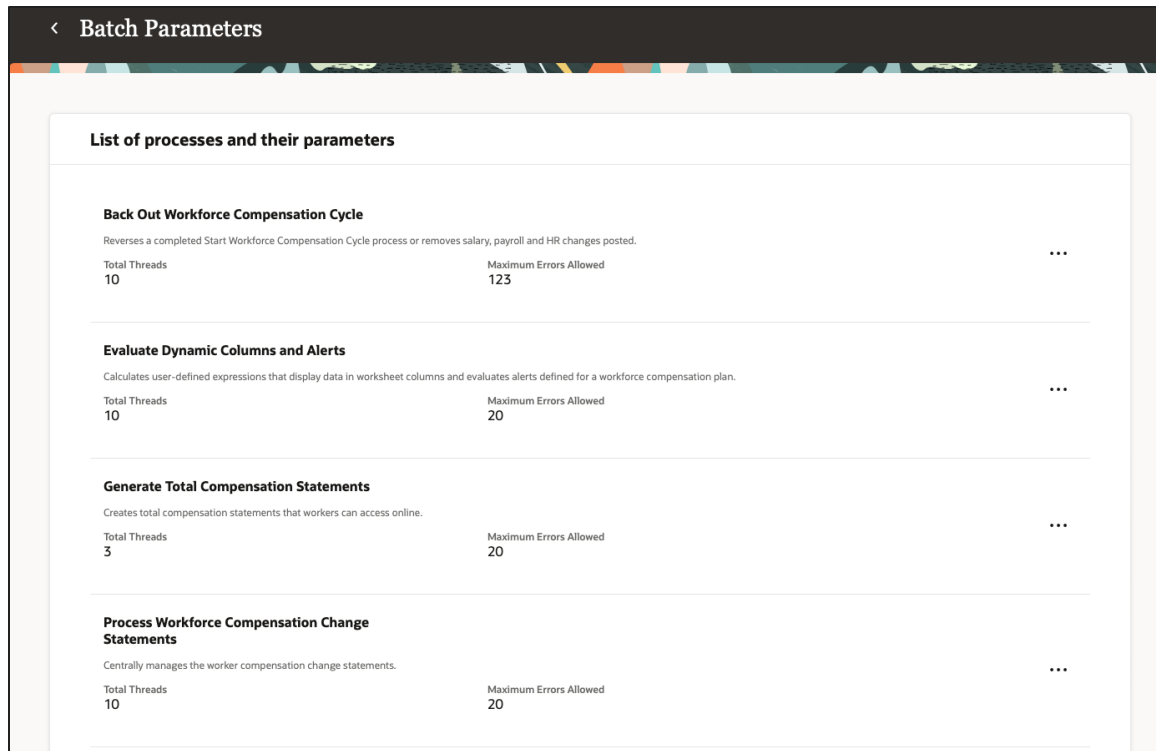
### Business Benefit:

The new Configure Total Compensation Global Settings page developed using the Redwood tool set lets Users experience Redwood’s high-fidelity interactions.

# REDWOOD EXPERIENCE FOR BATCH PARAMETERS

## Details:

Check out the new Batch Parameters page that was re-created in the Redwood tool set Visual Builder Studio. The page is turned on by default, but Users can disable it using a profile option.



## Impact Analysis

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



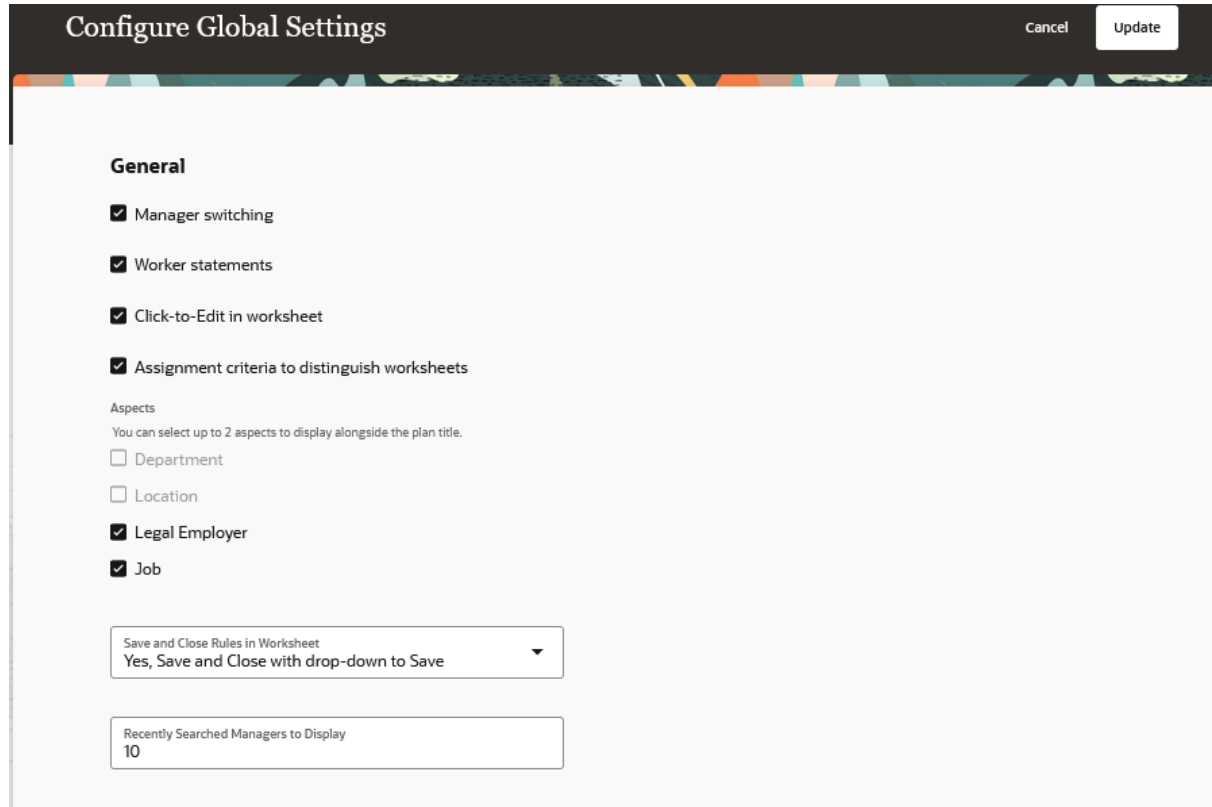
## Business Benefit:

This enhancements continue Users journey into Oracle Redwood solutions.

# REDWOOD EXPERIENCE FOR CONFIGURE WORKFORCE COMPENSATION GLOBAL SETTINGS

## Details:

Check out the new Configure Workforce Compensation Global Settings page that was re-created in the Redwood tool set Visual Builder Studio. The page is turned on by default, but Users can disable it using a profile option.



## Impact Analysis

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



## Business Benefit:

With this enhancement allows for an updated look of the Global Settings page.

# REDWOOD EXPERIENCE FOR CONFIGURE WORKFORCE COMPENSATION GLOBAL SETTINGS

**Notifications**

| Notification Type                      | Rule             |
|--|------------------|
| Budget Publication                     | ▼                |
| Budget Withdrawal                      | ▼                |
| Worksheet Submission                   | ▼                |
| Due Date Changes                       | ▼                |
| Worksheet Returned for Correction      | ▼                |
| Worksheet Overrides by Another Manager | ▼                |
| Worksheet Approved by Higher Manager   | Prompt manager ▼ |
| Worker Eligibility Changed             | Disable ▼        |
| Final Approvals                        | Disable ▼        |
| Worker Reassigned                      | Disable ▼        |
| Plan Access Changes                    | Disable ▼        |
| Worker Delegation                      | Disable ▼        |
| Worksheet Withdrawal                   | Disable ▼        |
| Worker Delegation Removal              | Disable ▼        |

**Watchlist**

**Budgets**

Show number of active budget pools

Show newly published budgets

Days on Watchlist:

**Active plans**

Show number of active plans

Show newly active plans

Days on Watchlist:

**Stock**

Currency:

Default Stock Price:

# REDWOOD EXPERIENCE FOR CONFIGURING GRADE STEP PROGRESSION

## Details:

Oracle created a dedicated page for grade step progression settings using Redwood principles and components to help create cohesiveness throughout the application.

The page is available by clicking the Grade Step Progression Settings quick action, which appears based on the value of a profile option that's enabled by default.

Grade Step Progression Settings
Cancel Update

**Default Salary from Grade Ladder Rates**

- Update salary if proposed salary is less than current salary
- Prevent salary default when salary record exists with a future date

**Batch Settings**

- Exclude assignment from synchronize rate process if excluded from grade step progression process

**Batch Error Conditions for Assignment Date**

- Error when grade step record exists with the same date
- Error when assignment record exists with a future date
- Error when a future-dated grade step or a change that end-dates the grade step exists

**Batch Error Conditions for Salary Date**

- Error when salary record exists with the same date
- Error when salary record exists with a future date

## Impact Analysis

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



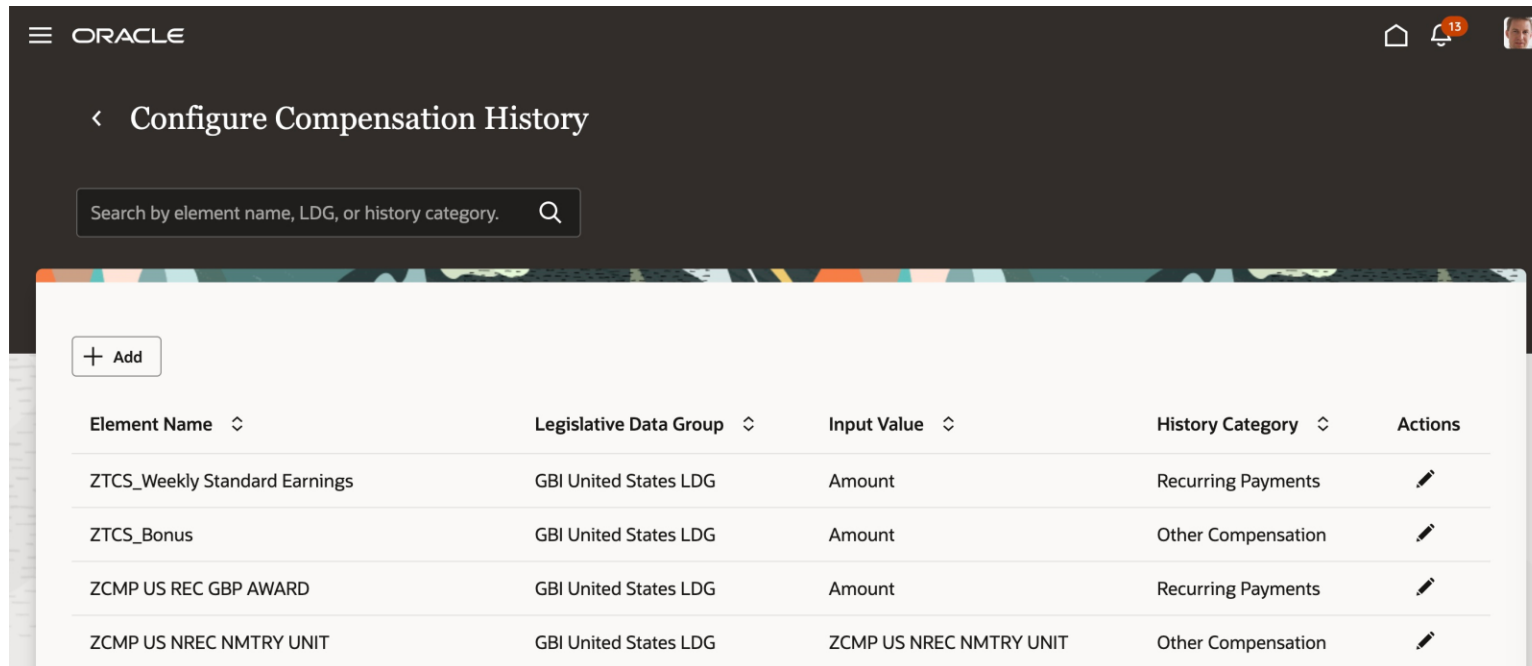
**Business Benefit:**  
 By using this new page, Users can take advantage of the cohesive Redwood experience expanding throughout the application.



# REDWOOD EXPERIENCE FOR CONFIGURE COMPENSATION HISTORY

## Details:

Users can now let people use the Configure Compensation History page re-created with the Redwood toolkit, when Users enabled the Redwood experience.



| Element Name                  | Legislative Data Group | Input Value             | History Category   | Actions |
|-------------------------------|------------------------|-------------------------|--------------------|---------|
| ZTCS_Weekly Standard Earnings | GBI United States LDG  | Amount                  | Recurring Payments |         |
| ZTCS_Bonus                    | GBI United States LDG  | Amount                  | Other Compensation |         |
| ZCMP US REC GBP AWARD         | GBI United States LDG  | Amount                  | Recurring Payments |         |
| ZCMP US NREC NMTRY UNIT       | GBI United States LDG  | ZCMP US NREC NMTRY UNIT | Other Compensation |         |

## Impact Analysis

- Impact Level: **Low**
- Need to Enable: **Yes**
- Configuration: **Yes**
- Quick Win: **Yes**



## Business Benefit:

Continue Users journey into Oracle Redwood solutions.

# REDWOOD EXPERIENCE FOR CONFIGURE COMPENSATION HISTORY

< Configure Compensation History

Search by element name, LDG, or history category. 🔍

+ Add

Element Name  
ZCMP UK REG Car Allowance Premium ▼

Input Value  
▼

Legislative Data Group  
GBI United Kingdom LDG

Reporting Name  
ZCMP UK REG Car Allowance Premium

Amount  
Pay Value

Country

Cancel Save

|            |                       |        |                    |   |
|------------|-----------------------|--------|--------------------|---|
| ZTCS_Bonus | GBI United States LDG | Amount | Other Compensation | ✎ |
|------------|-----------------------|--------|--------------------|---|

## Additional Unrestricted Processing Rule to Process Enrollments Once a week

Users can now use the new unrestricted processing rule called Once a week. Users can use this rule to process the enrollment only once a Week even if the employee visits the enrollment flow and makes changes multiple times during the week.

### Self-Service Configuration

Overview

Self-Service Effective Date

Self-Service Effective Date to Use

Primary Care Physician

Display Primary Care Physician

Unrestricted Enablement

**Unrestricted Processing Enablement**

- Never
- Not during open enrollment
- Once a day
- Once a week
- Only when person's data changes

Contacts Review

Display warning to review contacts

Frequency in Days

Display future-dated contacts

Dependent and Beneficiary Designation

### Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **Yes**

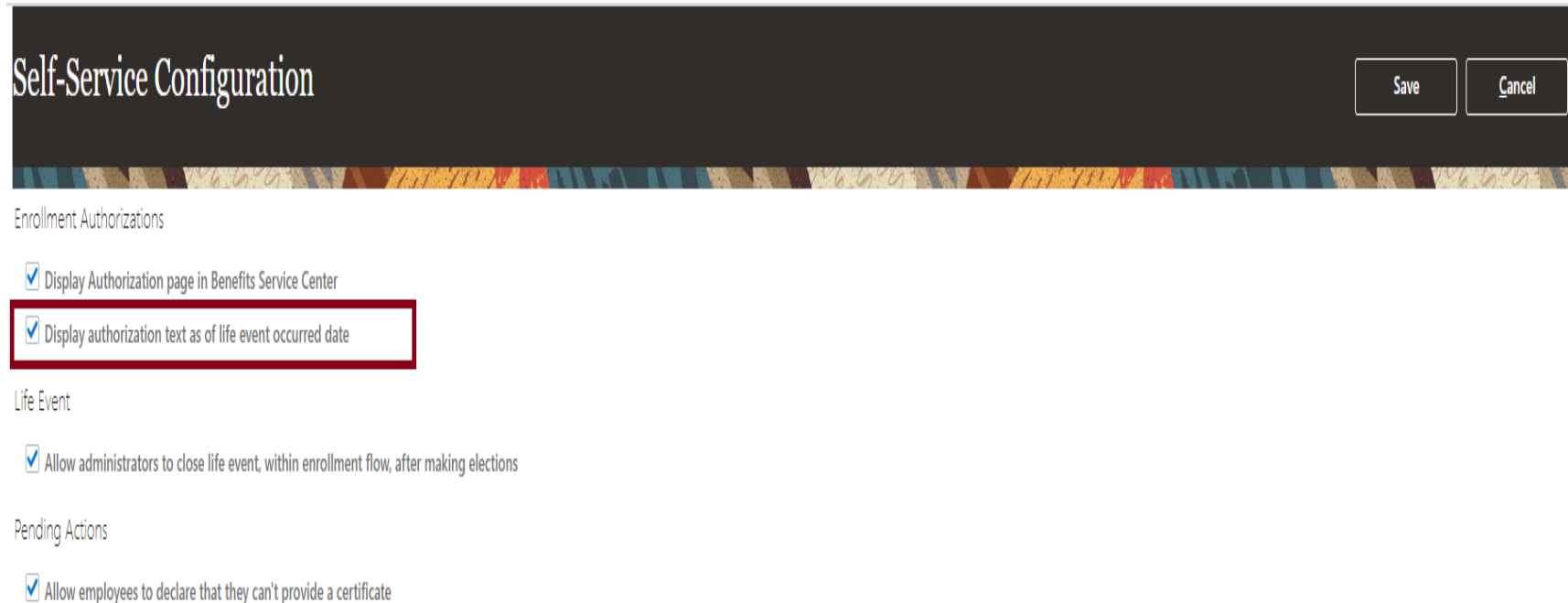


### Business Benefit:

This enhancement reduces the number of unrestricted events that are backed out by the employees. It also reduces the amount of processing required in the unrestricted model.

# Enrollment Authorization as of Life Event Occurred Date

Participants read and accept the enrollment authorization text before they get to the enrollment pages. As a Benefits administrator, Users may update this text based on the business requirements. With this enhancement, Users can display the enrollment authorization text for programs and plans not in programs as of the life event date or effective date. This text appears in the self-service pages and in Benefits Service Center based on Usersr self-service configurations.



Self-Service Configuration

Save Cancel

Enrollment Authorizations

- Display Authorization page in Benefits Service Center
- Display authorization text as of life event occurred date

Life Event

- Allow administrators to close life event, within enrollment flow, after making elections

Pending Actions

- Allow employees to declare that they can't provide a certificate

## Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **Yes**

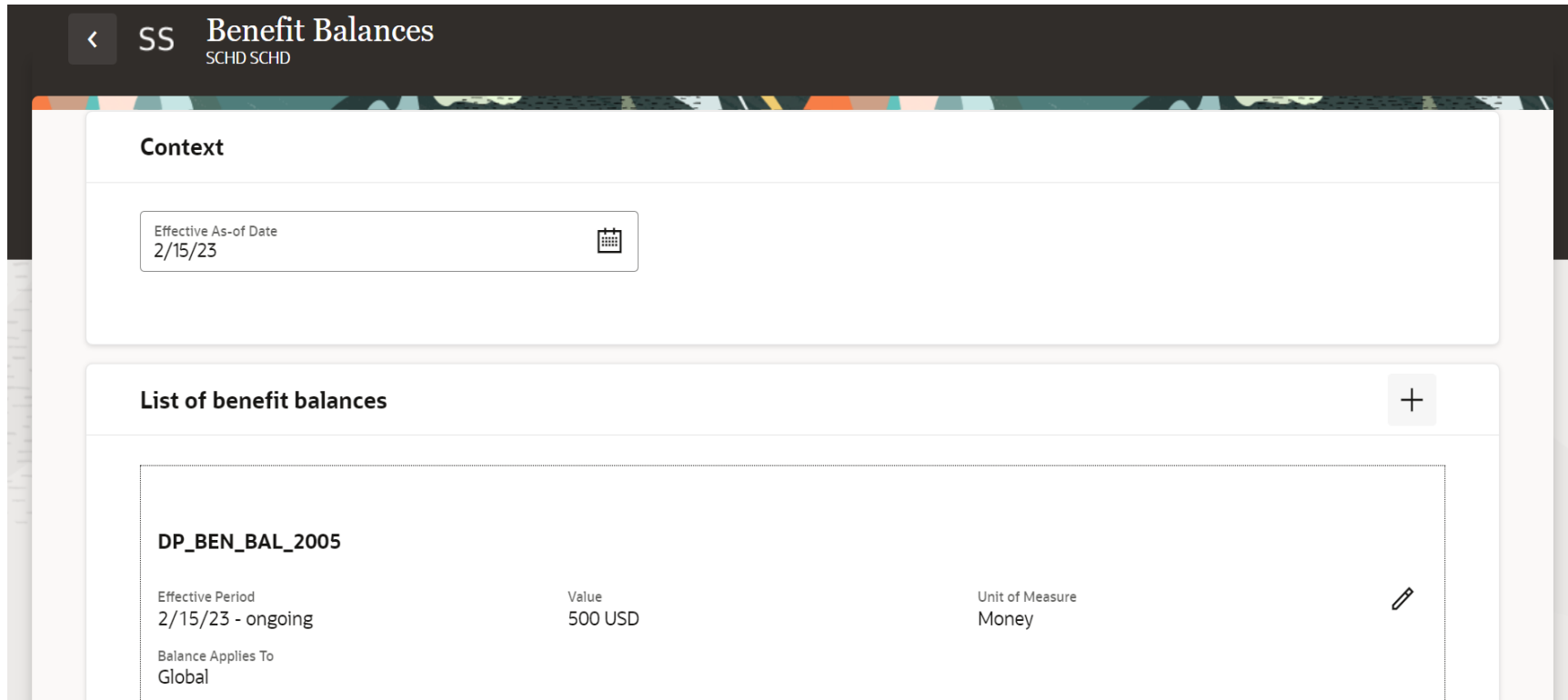


### Business Benefit:

This enhancement is useful when Users make major changes to the plans periodically and need to call out those changes in the enrollment authorization text. It helps the participants to always see the latest authorization text during open enrollment.

## Redwood Experience for Benefits Balance

The Benefit Balances page was re-created in the Redwood tool set Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. Note that the functionality of the page remains the same



< SS Benefit Balances  
SCHD SCHD

**Context**

Effective As-of Date  
2/15/23

**List of benefit balances** +

| DP_BEN_BAL_2005                       | Value   | Unit of Measure |
|---------------------------------------|---------|-----------------|
| Effective Period<br>2/15/23 - ongoing | 500 USD | Money           |
| Balance Applies To<br>Global          |         |                 |

### Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **Yes**

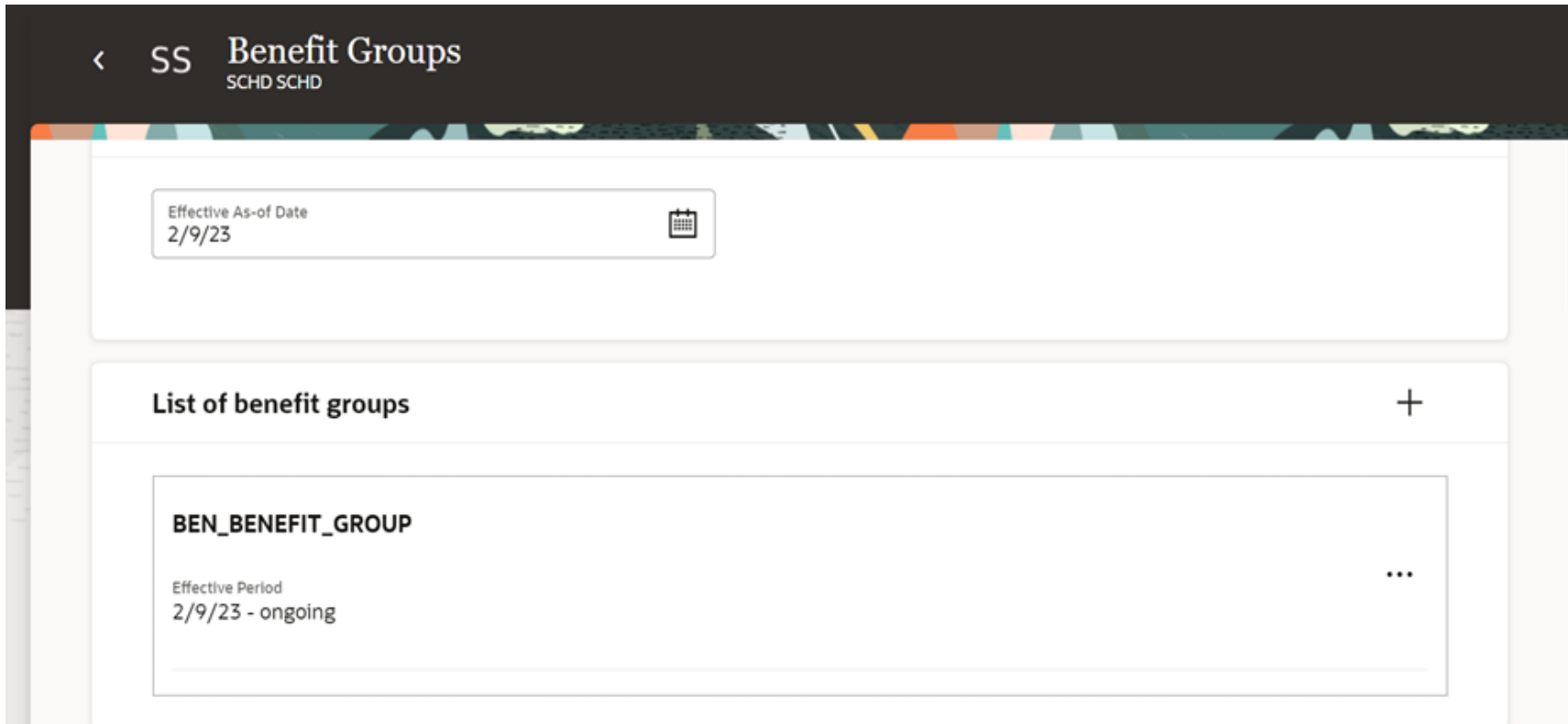


### Business Benefit:

This new feature lets Users experience Redwood's high-fidelity interactions.

## Redwood Experience for Benefit Groups

The Benefit Groups page was re-created in the Redwood tool set Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. Note that the functionality of the page remains the same.



### Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**


Quick Win **Yes**



#### Business Benefit:

This new feature lets Users experience Redwood's high-fidelity interactions.

Mastek<sup>™</sup>  
Trust. Value. Velocity

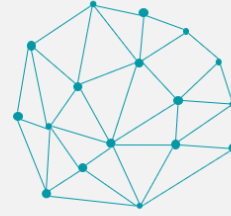


**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

Mastek<sup>™</sup>  
Trust. Value. Velocity



**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**

Mastek<sup>™</sup>  
Trust. Value. Velocity



**NEW FEATURES**

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**OPT INS - WITH CONFIGURATION**

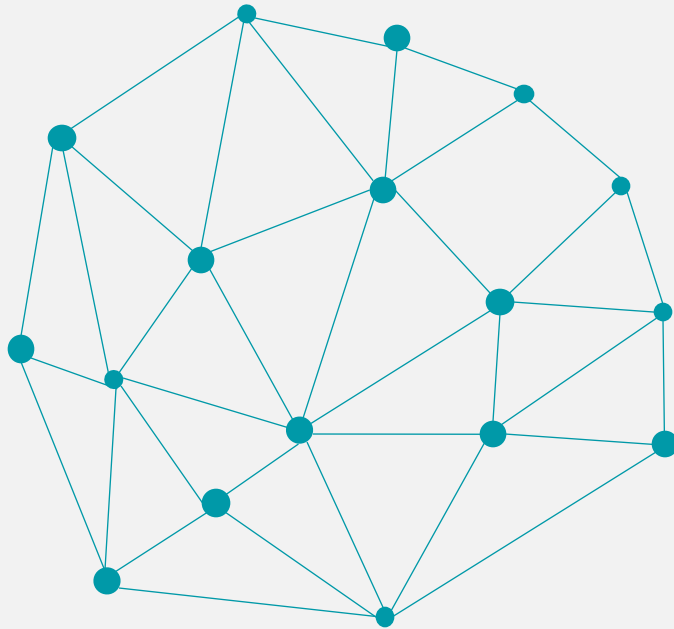
Mastek<sup>™</sup>  
Trust. Value. Velocity



**NEW FEATURES**

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**REPORTING**





## NEW FEATURES

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**OPT INS - WITH CONFIGURATION**

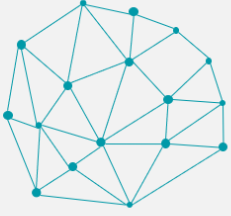
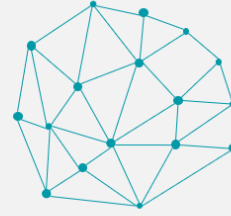




**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**



**NEW FEATURES**

---

**QUICK WINS - DEFAULT WITH CONFIGURATION**



**NEW FEATURES**

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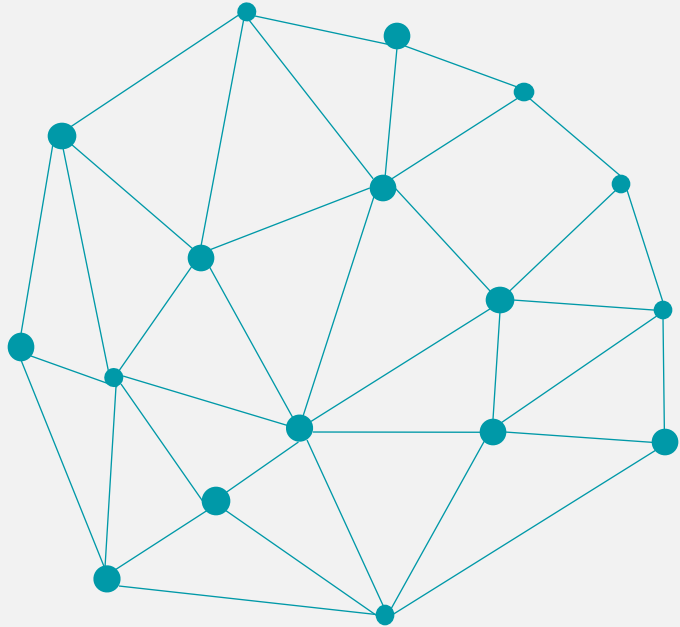
**OPT INS - WITH CONFIGURATION**



**NEW FEATURES**

---

**REPORTING**



**NEW FEATURES**

---

**REPORTING**

# MANAGER STATUS ATTRIBUTE IN COMPENSATION SUBJECT AREAS

**Details:**

Oracle introduced logic for manager status that is sensitive to cycle in OTBI to match the application. Oracle made the following changes to the manager status attribute across multiple subject areas and their respective folders.

| Subject Area(s)  | Folder                         | Sub Folder  | Modified Attribute  |
|--|--------------------------------|---|---|
| 1.Compensation - Workforce Compensation Real Time<br>2.Compensation - Workforce Compensation Budgets Real Time | Compensation Manager           | Compensation Person Worksheet Details                       | Manager Status  |
|  | Compensation Worksheet Manager | Compensation Person Worksheet Details for Worksheet Manager |   |

**Impact Analysis**

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

**Business Benefit:**

Enhance reporting on compensation worksheet details by displaying the correct value under the manager status attribute for the compensation plan cycle.

## INDIRECT ASSOCIATION OF WORKER JOB WITH THE SURVEY JOB

### Details:

The assignment job of the worker is connected to the market survey job indirectly when the assignment job is a child of or a parent to the internal benchmark job. With this enhancement, Users can report if:

- Internal Job is Parent, Child, Neither
- Survey Data has direct or indirect association with employee
- Assignment and Survey Job are connected by some parent-job, child-job, or neither category job

These attributes were added to the Compensation - Market Data Real Time, for reporting:

| Folder                     | Attributes   |
|----------------------------|--|
| Market Survey Data Details | <ul style="list-style-type: none"> <li>• Derived Parent or Child Indicator for Internal Job</li> <li>• Derived Parent or Child Indicator for Internal Job Code</li> <li>• Direct or Indirect Indicator for Worker Job</li> <li>• Direct or Indirect Indicator for Worker Job Code</li> </ul> |
| Market Survey Job          | <ul style="list-style-type: none"> <li>• Intrinsic Parent or Child Indicator for Internal Job</li> <li>• Intrinsic Parent or Child Indicator for Internal Job Code</li> </ul>  |

### Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**



### Business Benefit:

Enhance reporting on market survey job data that are associated with the worker's assignment jobs indirectly.

# Closing Q&A



CLOUD  
ENHANCEMENT  
SERVICES

# CLOSING NOTE

1. What happens next?
  1. Presentation
  2. Session Recording
2. Speak with CES Support Manager or CES Service Manager
  1. for additional services around quarterly updates
  2. Learn more about Innovation
3. Next Sessions ?

|                                    |   |              |
|------------------------------------|---|--------------|
| SCM (Inventory & Order Management) | 📅 25-Apr-2023                               | 🕒 60 minutes |
|                                    | 🕒 4:30 PM GMT   5:30 PM CEST   11:30 AM EST |              |

**MASTEK**  
is here to  
help you!



**THANK YOU**

