

Mastek

Cloud Enhancement Services

Live Webinar

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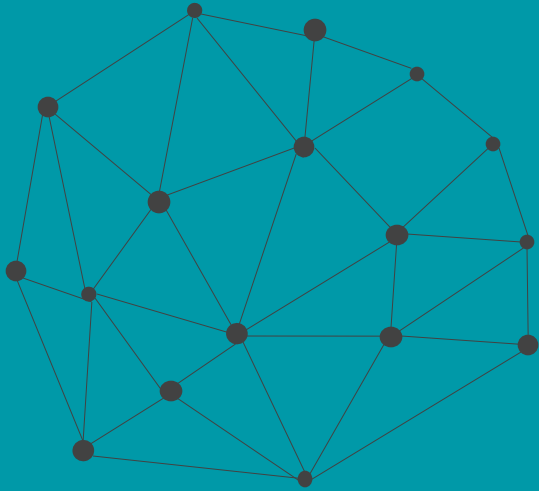
23B - WORKFORCE MANAGEMENT & PAYROLL

• *Empowering you for the next update*



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DISCLAIMER

These advisory webinars are organized to equip you 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.

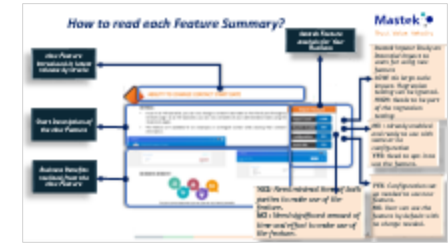
AGENDA



● 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

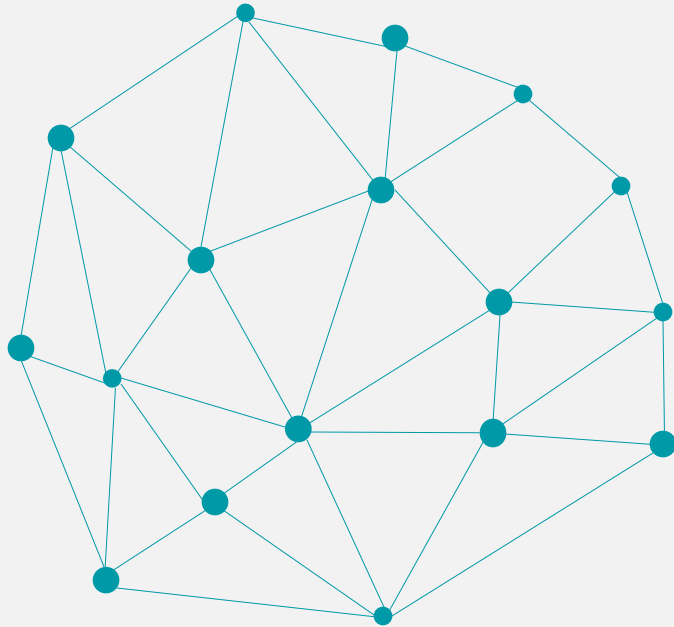
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

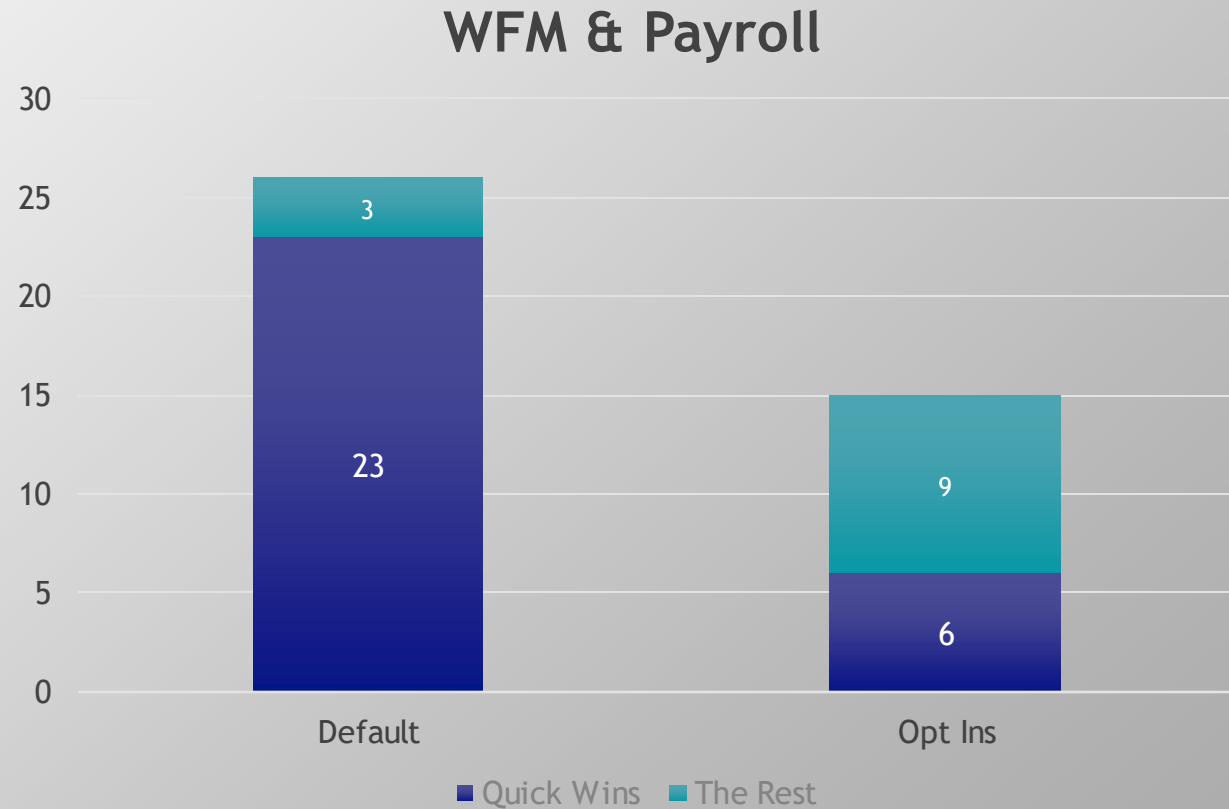
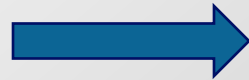


OUR ANALYSIS OF LATEST RELEASE

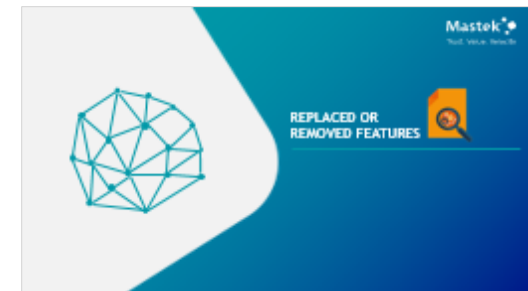
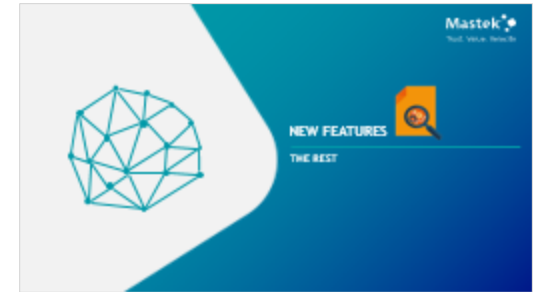
NEW FEATURES

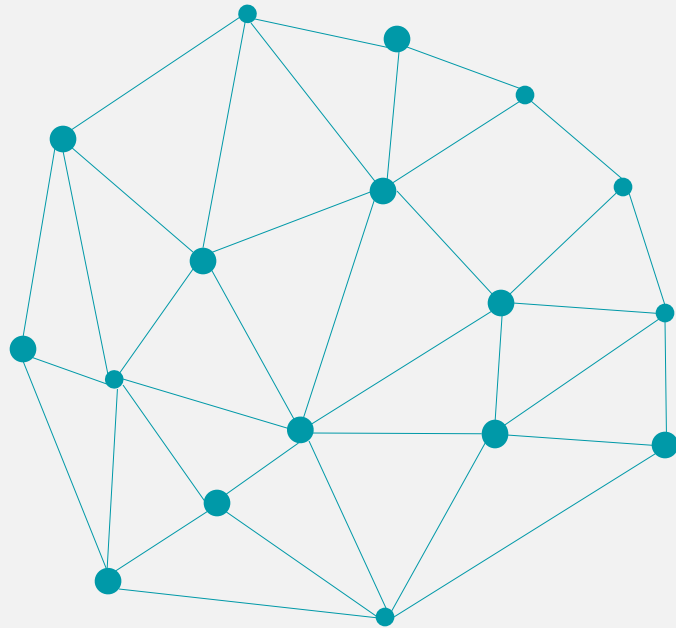
MASTEK ANALYSIS- STATISTICS

41
WFM & Payroll



MASTEK ANALYSIS





NEW FEATURES



**QUICK WINS - DEFAULT WITH NO
CONFIGURATION**

SEARCH FOR VALUES DEFINED BY CRITERIA

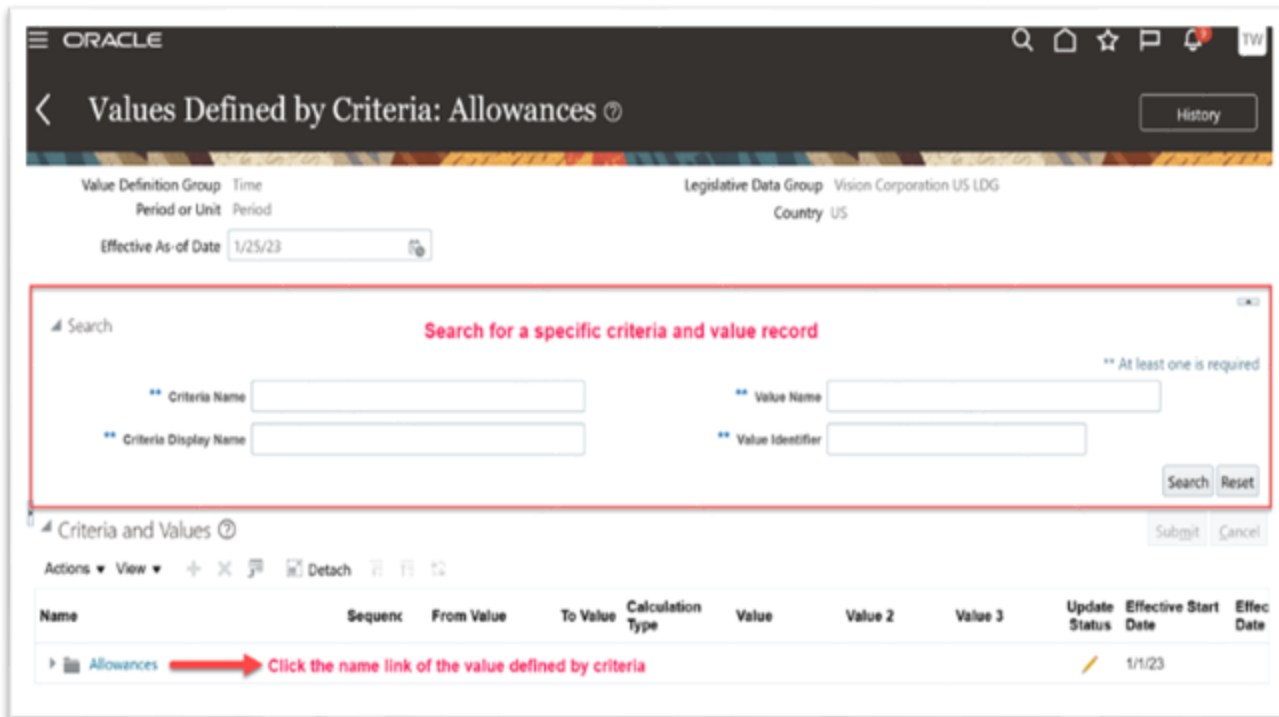
Global Payroll

Details :

- You can now search for criteria and value records, on a value defined by criteria, to quickly select a record you want to view or update
- By collapsing the hierarchy data and providing search capabilities, this feature improves the usability and performance of the Values Defined by Criteria page. It's particularly useful when you're managing large values defined by criteria that exceed the number of records that can be displayed on the page.

Impact Analysis

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



Business Benefit:



The new Search section lets you search for specific criteria and value records within the selected value defined by criteria.

TRANSLATION: REPORT FORMAT ISSUES

Details :

- Generate reports in the format of the submitting user. You can select the desired format which is now derived using the language and regional setting of the person who submitted the report.
- When you submit any of these reports, the translated report output meets all the translation requirements in the standard output formats of the report, such as MS Excel, PDF, and XML. The report output meets all the translation requirements based on your preference setup.
 - Run Payroll Messages Report
 - Run Retroactive Entries Report
 - Run Retroactive Notification Report
 - Deduction Report
 - Run Gross-to-Net Report
 - Run Payroll Activity Report
 - Run Payroll Activity Report for the Latest Process
 - Run Payroll Balance Report
 - Run Periodic Payroll Activity Report
 - Run Periodic Statutory Deduction Register
 - Run Statutory Deduction Register
 - Run Statutory Deduction Register for the Latest Process

Global Payroll

Impact Analysis

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

Business Benefit:



Submit payroll reports and generate the output in a format of your choice, such as MS Excel, PDF, or XML. The report output meets translation requirements based on your preference setup.

CANDIDATE RECORDS NO LONGER DISPLAYED IN PAYROLL

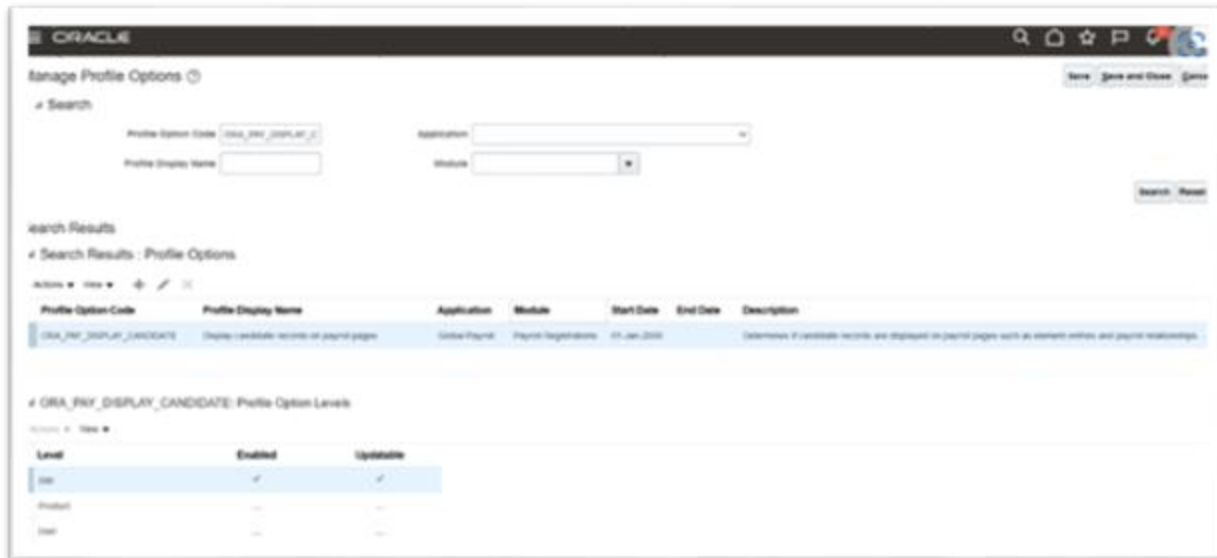
Global Payroll

Details :

- View and select only records that are managed within the Payroll product, such as employee. You can no longer select candidate records on Payroll responsive pages such as Personal Payment Methods, Payroll Relationship, and Calculation Entries
- You can use the Display Candidate Records on Payroll Pages profile option to control whether the candidate records are displayed on the Payroll pages. The default value of this profile option is No, which hides the candidate records. To display the candidate records, set this profile option to Yes.

Impact Analysis

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



Business Benefit:



This feature prevents the candidate employment records from being displayed on the Payroll application pages

NAVIGATE TO THE EVENT NOTIFICATIONS PAGE FOR A PERSON

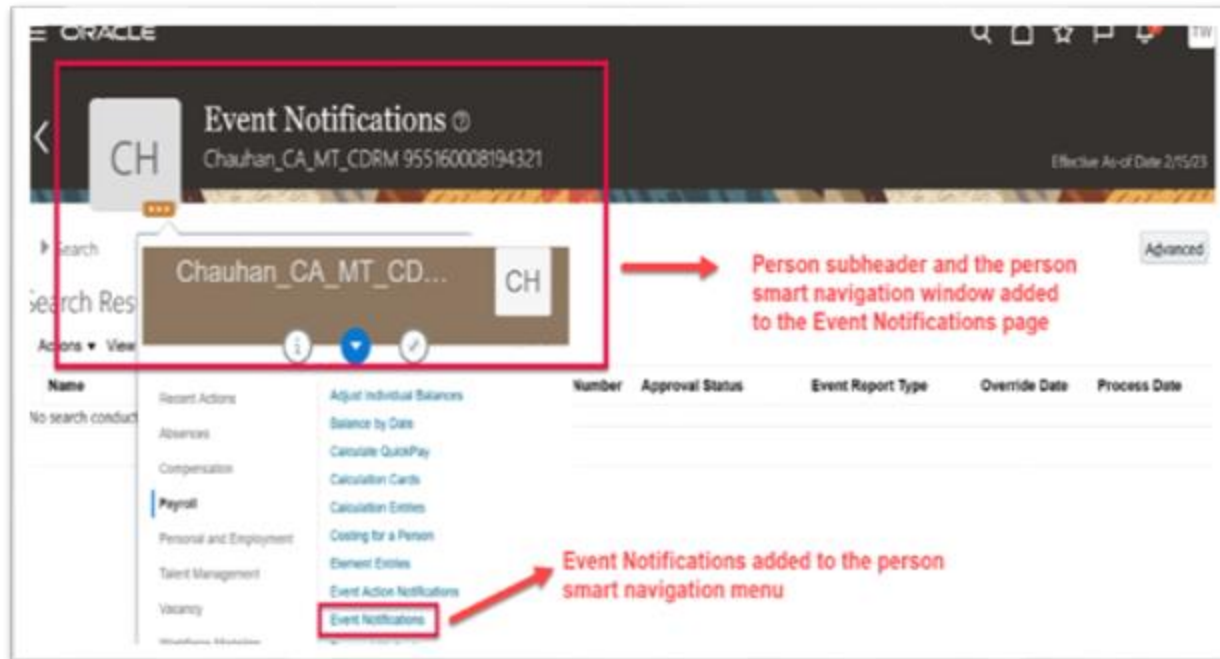
Global Payroll

Details :

- The person subheader, along with the person smart navigation window, is added to the Event Notifications page. Use the Payroll > Event Notifications menu to navigate to the Event Notifications page from any payroll person page, such as Calculation Entries and so on, while retaining the context of the selected employee.
- The back arrow on the Event Notifications page returns you to Event Action Notifications page.

Impact Analysis

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



Business Benefit:



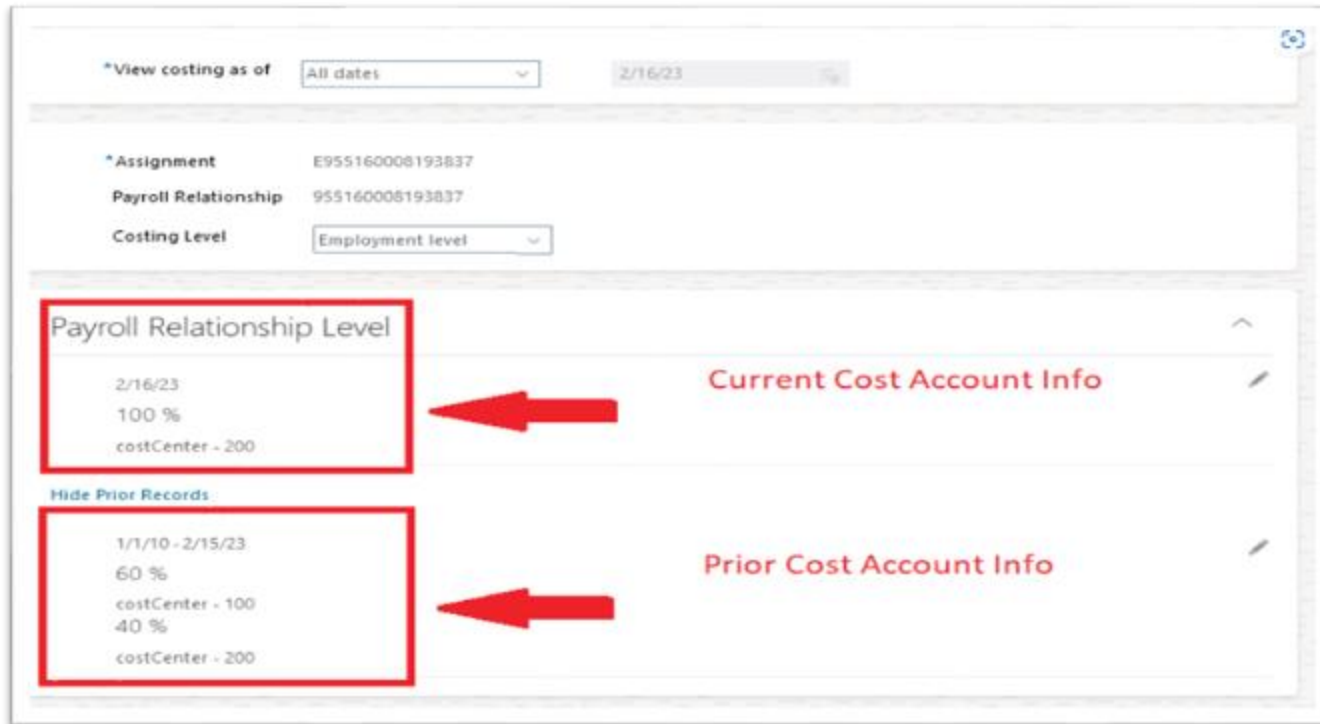
This feature lets you retain the context of the selected employee and the person search date, while you navigate across the payroll person pages.

ENHANCEMENTS TO RESPONSIVE PERSON COSTING PAGE

Global Payroll

Details :

- You can now delete individual cost accounts when an employee has multiple accounts, such as a 40% cost account and a 60% cost account. You can also view the effective date of the costing information displayed on the page
- This feature is available for all the costing levels, such as Payroll Relationship Costing, Payroll Assignment Costing, Payroll Relationship Element Costing and Payroll Assignment Element Costing.



Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



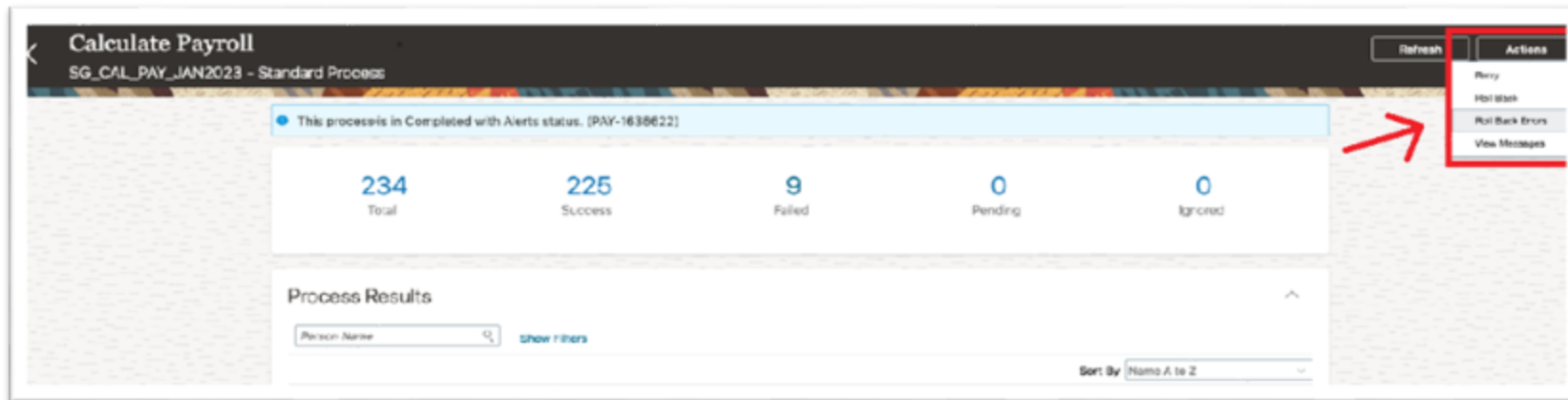
Effective date of the information viewed and the ability to manage individual cost accounts when an employee has split costing to multiple accounts from the responsive Costing for Person page.

ROLL BACK PROCESS ERRORS ACTION FROM PROCESS RESULTS PAGES

Global Payroll

Details :

- You can now access and take action on Rollback Errors from the Person Results and the Process Results Summary pages.



Impact Analysis

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

Business Benefit:



We now have more ways to access and rollback the payroll process errors.

GLOBAL UPTAKE: HDL SUPPORT OF PAYROLL ASSIGNMENT FOR CANADIAN INFORMATION

Details :

- You can now load assignment-level Canadian information, using the HCM Data Loader (HDL) for the Payroll Assignment Details object. You can add the following additional information for Canada:
 - Indian Exempt Status
 - Workers Compensation Exempt
 - Workers Compensation Override Information, such as:
 - Workers Compensation Province Override
 - Workers Compensation Account Override
 - Workers Compensation Classification Unit Override
 - Provincial Medical Exempt
 - Provincial Medical Override Information, such as:
 - Provincial Medical Province Override
 - Provincial Medical Account Override
 - Vacation Liability Province Override

Canada Payroll

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Name	Label	Required	Value Set Code	Description
FLXPRF_ASSIGNMENT_DETAILS	Payroll Assignment Details	Yes		Supply the code of the flexfield content
INDIAN_EXEMPT_STATUS	Indian Exempt Status	No	INDIAN_EXEMPT	Captures if the employee is both indian and works on a reserve
WORKERS_COMPENSATION_EXEMPT	Workers Compensation Exempt	No	WCA_EXEMPT	Captures the Workers Compensation Exempt at Assignment Level
WORKERS_COMPENSATION_OVERRIDE_INFORMATION	Workers Compensation Override Information	No	WCA_OVERRIDE	Captures the Workers Compensation Override at Assignment Level
WORKERS_COMPENSATION_PROVINCE_OVERRIDE	Workers Compensation Province Override	No	WCA_PROVINCE_OVERRIDE	List of Province Medical Province associated with the Payroll Assignment
WORKERS_COMPENSATION_ACCOUNT_OVERRIDE	Workers Compensation Account Override	No	WCA_ACCOUNT_OVERRIDE	List of Province Medical Province associated with the Payroll Assignment
WORKERS_COMPENSATION_CLASSIFICATION_UNIT_OVERRIDE	Workers Compensation Classification Unit Override	No	WCA_CLASSIFICATION_UNIT_OVERRIDE	List of Province Medical Province associated with the Payroll Assignment
PROVINCIAL_MEDICAL_EXEMPT	Provincial Medical Exempt	No	PM_EXEMPT	Captures the option for an employee assignment to be exempt from Provincial Medical calculation
PROVINCIAL_MEDICAL_OVERRIDE_INFORMATION	Provincial Medical Override Information	No	PM_OVERRIDE	List of Vacation Liability Province associated with the Payroll Assignment
PROVINCIAL_MEDICAL_PROVINCE_OVERRIDE	Provincial Medical Province Override	No	PM_PROVINCE_OVERRIDE	List of Vacation Liability Province associated with the Payroll Assignment
PROVINCIAL_MEDICAL_ACCOUNT_OVERRIDE	Provincial Medical Account Override	No	PM_ACCOUNT_OVERRIDE	Captures the Workers Compensation Account Override at Assignment Level
PROVINCIAL_MEDICAL_CLASSIFICATION_UNIT_OVERRIDE	Provincial Medical Classification Unit Override	No	PM_CLASSIFICATION_UNIT_OVERRIDE	Captures the Workers Compensation Classification Unit Override at Assignment Level
PROVINCIAL_MEDICAL_PROVINCE_OVERRIDE	Provincial Medical Province Override	No	PM_PROVINCE_OVERRIDE	Captures the Workers Compensation Province Override at the Assignment Level
VACATION_LIABILITY_PROVINCE_OVERRIDE	Vacation Liability Province Override	No	VL_PROVINCE_OVERRIDE	Captures the Workers Compensation Province Override at the Assignment Level

Business Benefit:



This feature supports the ability to load assignment-level information for the employee, using the HCM Data Loader.

INVESTMENT PROOF VERIFICATION AND APPROVALS

India Payroll

Details :

- As a Payroll user, you can now verify and approve the documents of proof for investments submitted by the employees for the current financial year.
- In addition, you can bulk upload the status of verified proof documents to the calculation cards. The employees can review the status of the submitted documents of proof by viewing the Summary Report in the employee self-service portal or using the View summary report task.
- The Summary Report displays the submitted amount, approved amount and the status with comments. You can also view the summary report from the employee calculation card, as a Payroll user.

Impact Analysis

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

Business Benefit:



Provides a single window to view, verify, and approve the documents of proof for investments, submitted by the employees. Helps to be compliant with the current legislative requirements.

STATEMENT OF EARNINGS AND PAYSリップ

Oman Payroll

Details :

- With this enhancement, you can use a fully operational Statement of Earnings and Payslip that meets your requirements to validate the results of the payroll run and prepayments for an employee as part of the payroll lifecycle.
- The Statement of Earnings can be accessed from the Person Process Result page and contains the details for: Gross to Net Earnings Deductions Pre-Statutory Deductions Other Deductions Information Employer Contributions
- The Payslip is generated automatically when the payroll and post-payroll processes are complete. The default language for the Payslip is English and can be translated based on correspondence language.

Impact Analysis

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

Business Benefit:



Validate the results of the payroll run and pre-payments for an employee as part of the payroll lifecycle.

Oman Payroll

Details :

- With this enhancement, transfer employee payments such as direct deposits to bank accounts (EFT). You can also print cheques, pay by cash, or process an international transfer.
- You can use the provided templates for EFT (based on the Oman Electronic Fund Transfer System) or cheque to create templates for your own usage.
- To process EFT within the bank, you must still specify a bank account number.

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



Transfer employee payments by their chosen method of payment.

Details :

- Real-Time Information (RTI) legislative updates include changes to the XML file output to reflect the new tax year 2023-24 for Full Payment Submission (FPS) and Employer Payment Summary (EPS). A new process for Full Payment Submission (FPS) is available for payments made from 6 April 2023 onward: **Run Full Payment Submission for Tax Year Ending April 2024**
- Here's the process for Employer Payment Summary:

Run EPS

- You need to use this for submitting tax year 2023-24 or 2022-23
- You should not use this for any tax year prior to 2022-23

Run Employer Payment Summary for Tax Year Ending April 20NN

- You need to use this for tax years prior to 2022-23

UK Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



Using the updated processes, you can comply with the legislative requirements for Real Time Information reporting to HMRC for Full Payment Submission (FPS) and Employer Payment Summary (EPS) for the tax year ending April 2024.

ANNUAL BENEFITS STATEMENT FOR BENEFITS-IN-KIND

Details :

- You can use the new process Run Employee Payrolled Benefits Statement to provide a statement showing the amount of taxable benefit for each benefit processed through payroll for your employees.
- The Annual Benefits Statement (ABS) can be for a specific TRU within the PSU with further selection available for payroll relationship group and process configuration group.
- Any benefit that is changed sometime during the tax year for P11D reporting will only show the taxable cost for the period or periods processed through payroll.

UK Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



You can use this new process to generate the Annual Benefits Statement to comply with the legislative requirements for the tax year 2023-24 .

PAYROLL OF BENEFITS IN KIND FOR TAX YEAR 2023-24

Details :

- The legislative updates for the taxable benefit processed through the Payroll effective from 6th April 2023.
- Leap Year - The calculation of the reduction for unavailability will use 366 as the number of days in the tax year as 2024 is a leap year.
- Details available in [PAYROLL OF BENEFITS IN KIND FOR TAX YEAR 2023-24](#)

UK Payroll

Impact Analysis

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

- Car, Van & Fuel Benefit

The benefit for car fuel, van & van fuel for year 2023-24 increases as follows:

Benefit	Value effective from 6 April 2023
Car fuel benefit	27,800
Van benefit	3,960
Van fuel benefit	757
Van benefit for zero emission vans	Nil

Business Benefit:



These enhancements enable you to stay legislatively compliant with the changes for tax year 2023-24

P11D EXPENSES AND BENEFITS STATEMENT FOR TAX YEAR 2022-23

UK Payroll

Details :

- P11D - Expenses and Benefits Statement 2022-23:
 - Templates
 - A new set of templates for the P11D Expenses and Benefits statement and all worksheets would be available for the tax year 2022-23
 - All the templates have been revised to reflect the headings and text with new tax year 2022-23
 - The worksheet templates reflect the revised tables, values and amounts that will be used in the calculations to derive the benefit cash equivalent amounts for tax year 2022-23
- XML File Changes
 - The XML output file created for submission to HMRC from the P11D process has all the necessary changes applied to the headers and relevant records to reflect tax year 2022-23
- More details available In:
[P11D EXPENSES AND BENEFITS STATEMENT FOR TAX YEAR 2022-23](#)

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



These changes enable you to comply with the legislative requirements.

P46(CAR) REPORT FOR TAX YEAR 2023-24

Details :

- You can use the process Run P46(Car) process to provide the information to HMRC on employee company cars.
- The XML file has been updated to reflect the new tax year.
- The process has also been enhanced with some validation checks on CO2 emissions and Zero Mileage fields to ensure that the data sent is not rejected by HMRC. Validations are added for...
 - CO2 emissions entered when the car registration date is before 1998.
 - No Approved CO2 Emissions with a value in Zero Emission Mileage
 - Make and Model fields
 - The more detail about validations is available in [P46\(CAR\) REPORT FOR TAX YEAR 2023-24](#)
- The P46(Car) output is updated to use the 2023-24 tax year requirements.

Business Benefit:



These changes enable you to comply with the legislative requirements.

UK Payroll

Impact Analysis

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

UK Payroll

Details :

- The UK payroll legislative updates for the tax year 2023-24 includes all the prescribed changes to rates, thresholds, and percentages for tax, National Insurance deductions, statutory payments, student and postgraduate loans, pensions enrolment trigger and band, Scottish earnings arrestment bands, and all other changes that apply for UK, Scotland and Wales from 6 April 2023.

Impact Analysis

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

Business Benefit:



You can stay compliant with the legislative requirements for the tax year 2023-24.

Absence

Details :

- You can now use the REST end point absences to fetch existing absence entries from Oracle Cloud HCM.
- You can filter and fetch specific absence entries using query parameters such as personNumber, employer, absenceType.

Query Parameter	Description
personNumber	Fetches all the absence entries that belong to a certain person. <i>{base_url}/absences/?q=personNumber='1410290'</i>
employer	Fetches all the absence entries that belong to employees who work in a certain legal employer. For instance, if you want to fetch all absence entries of employees who work in Vision Corporation, you need to make the following request: <i>{base_url}/absences/?q=employer='Vision Corporation'</i>
absenceType	Fetches all the absence entries of a certain type. For instance, if you want to fetch all the absence entries of Vacation absence type, you need to make the following request: <i>{base_url}/absences/?q=absenceType='Vacation'</i> <i>{base_url}/absences/?q=absenceType='Sickness' and employer='Vision Operations'</i>

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



Get more options while using the absences end-point to fetch existing absences from Global Absences. You can now fetch absence records for a specific person, or employee of a certain legal employer or even absences belonging to a particular absence type.

REVIEW WARNING MESSAGE BEFORE WITHDRAWING ACCRUALS AND DELETING ENROLLMENTS

Details :

- When you enter the parameters for the Withdraw Accruals and Balances absence process and click Submit, the application displays a warning message. The warning message allows you to review the parameters you set for the absence process before submitting.
- If you click Yes on this message, the application will close the message and allow you to review the parameters. If you click No, the application will submit the process and a new dialogue will display the process ID.



Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



The new warning message ensures that you don't accidentally submit an absence process for withdrawing accruals and deleting enrollments with incorrect parameters.

PURGE OLD UNUSED ABSENCE PROCESSING DATA

Details :

- Absence management persistently logs technical processing information in anc_process_messages and anc_per_events tables. The application now automatically purges processing log messages created in these two tables during absence processing and that aren't required anymore.
- The purge happens during every quarterly patching. This purge ensures that the processing tables contain only the relevant data for your pod.
- The following data from these two tables will be automatically purged:
 - Rows that are more than 2 years old.
 - Duplicate rows that belong to the same process key attributes value. Only the latest one will be retained.
 - Rows where event_id has no reference to per_events_id in enrollments table.
 - Rows where ref_pk_id has no reference to absence_entry_id.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



You can now keep just relevant absence data in processing tables and purge all old unused absence data.

WEB CLOCK MISSING IN ENHANCEMENT

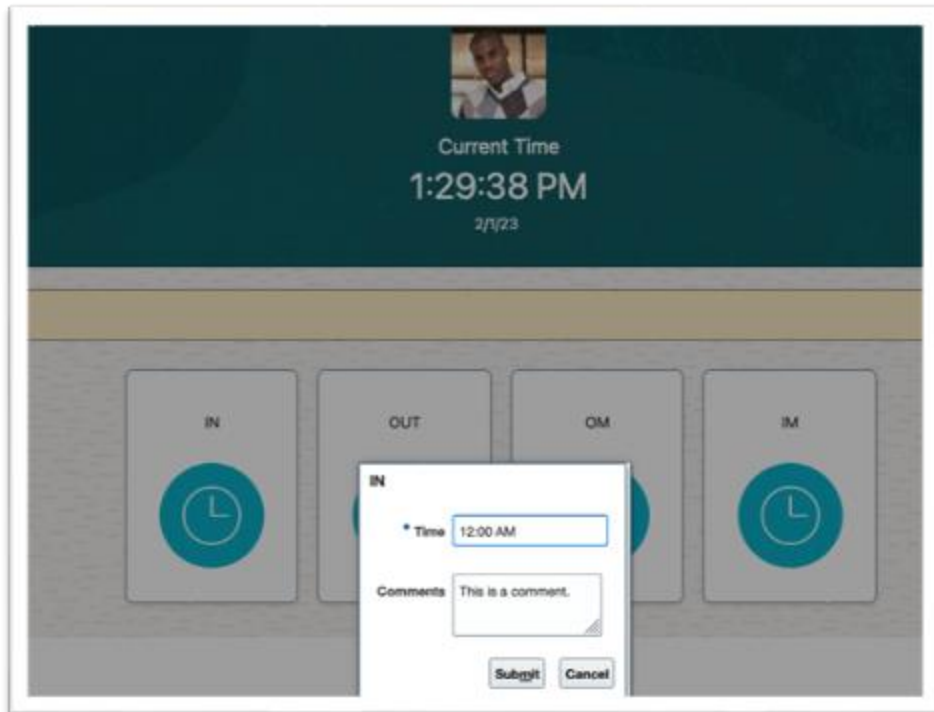
Time & Labor

Details :

- You can now let individuals optionally add comments when they're submitting missing clock in events. These comments can help expedite approver review and approval of the submissions.

Impact Analysis

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



Business Benefit:



This enhancement expedites the review and approval of missing clock in submissions.

TIME CHANGE FOR EVENTS ENHANCEMENT

Time & Labor

Details :

- You can now let individuals optionally add comments when they're requesting changes to web clock events. These comments help expedite approver review and approval of the requests. They aren't transferred to the corresponding timecard.

Impact Analysis

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

Time Events

Delete OK Cancel

*Clock Time Event

12:59 PM OUT

Comments

Business Benefit:



This enhancement expedites the review and approval of change request for web clock events.

GEOLOCATION ADDRESS FOR EVENTS WITH GEOLOCATION COORDINATES

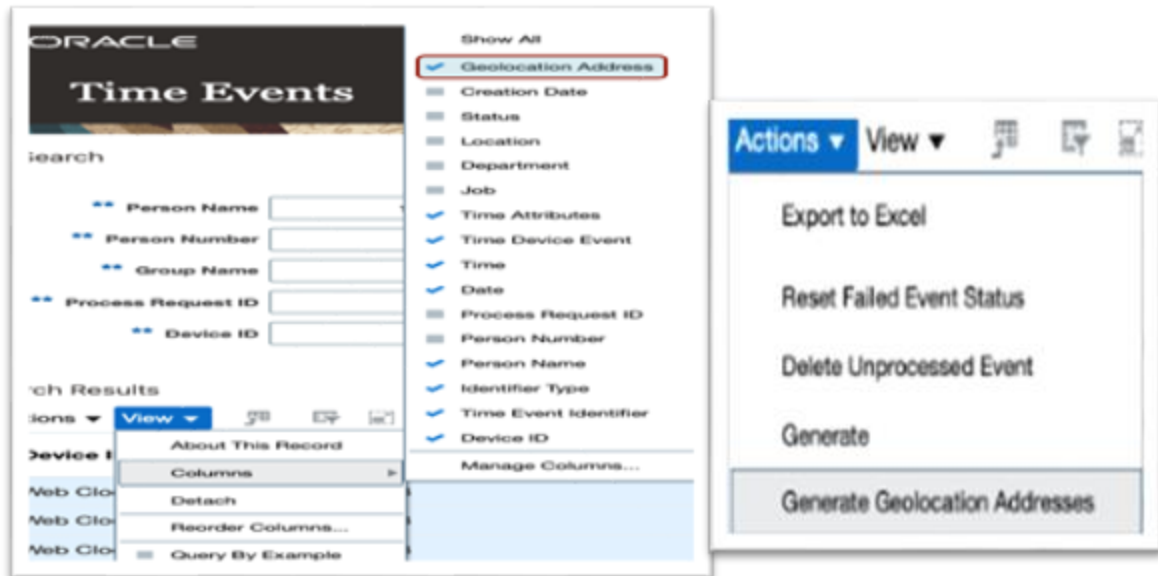
Time & Labor

Details :

- To determine the physical addresses for selected time events that have geolocation information, you can use the Generate Geolocation Address action. It's on the Time Events page in the Time Management work area.
- To see the generated addresses, add the Geolocation Address column to the search results table. Time events that don't have geolocation information won't have geolocation addresses.
- You can optionally export the time events and the corresponding geolocation addresses to Microsoft Excel.

Impact Analysis

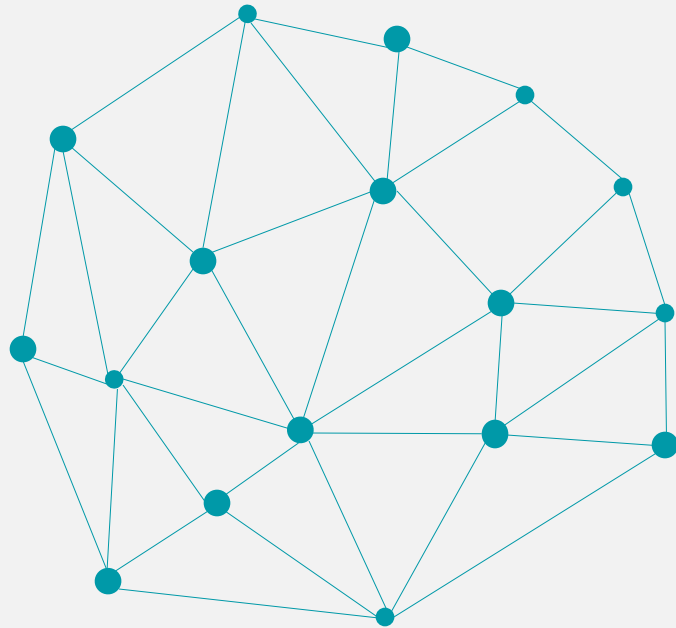
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES



Business Benefit:



This enhancement makes it easy to determine the physical location for each time event.



NEW FEATURES



**QUICK WINS - DEFAULT WITH YES
CONFIGURATION**

CONFIGURE THE ABSENCE AND TIME FIELDS ON THE CALCULATION ENTRIES PAGE

Details :

- You can use Design Studio to configure the Absence and Time fields on the Calculation Entries page. You can hide or display specific fields and make specific fields optional or mandatory.
- You can configure the following fields:
 - Calculation Entries - Absences
 - Absence Entries - Detail: **Rate Name, Factor, Periodicity**
 - Absence Entries - Summary: **Rate Name, Factor**
 - Calculation Entries - Time
 - Time Entries - Detail: **Rate Name, Rate Value, Factor, Periodicity.**

Business Benefit:



This feature lets you configure the fields displayed on the Calculation Entries page.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

DESCRIPTIVE FLEXFIELD ATTRIBUTES FOR CONFIGURING APPROVAL RULES

Details :

- You can now use Descriptive Flexfields (DFFs) in Absence Approval workflow to configure approval rules.
- These DFFs can be used to cater to your custom needs during approval configuration. They are available in Absence Rule Payload.
- You can see these attributes under the Additional information section of the Add Absence page.

Business Benefit:



One can use Descriptive Flexfields (DFFs) in Absence Approval workflow to configure custom absence approval rules.

Absence

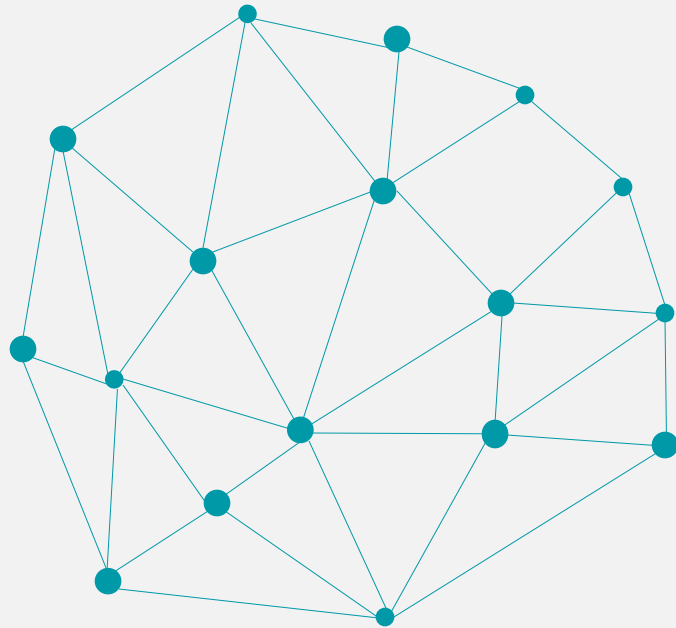
Impact Analysis

Impact Level LOW

Need to Enable NO

Configuration YES

Quick Win YES



NEW FEATURES

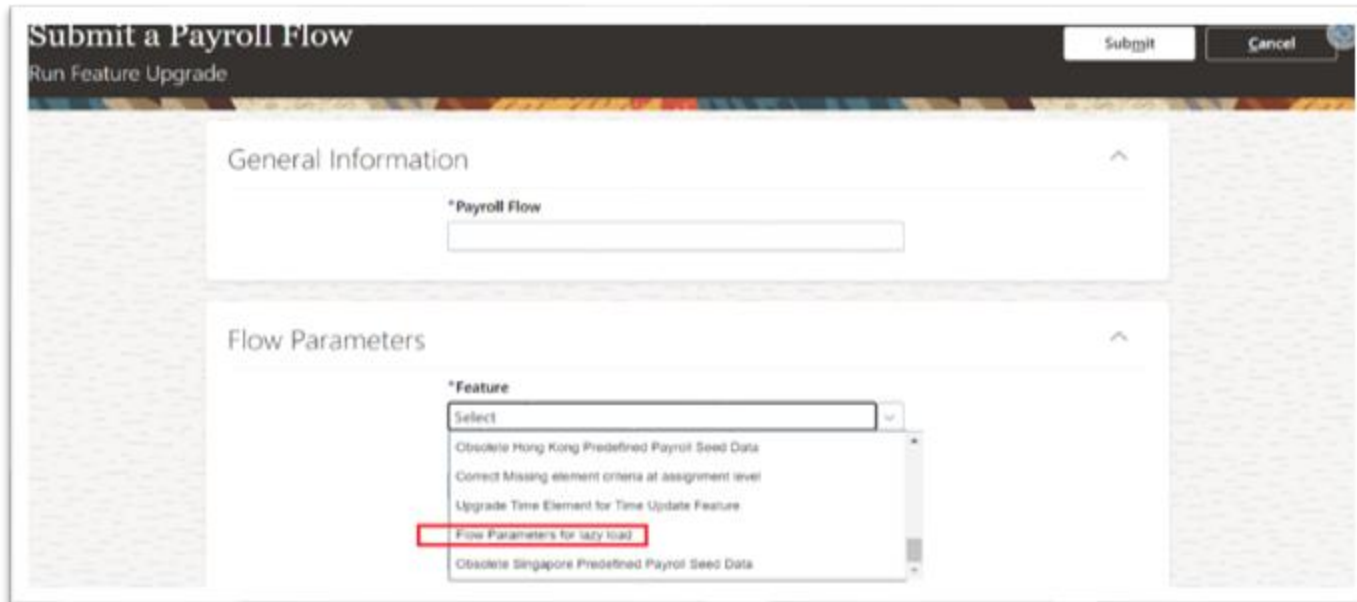


QUICK WINS - OPT INS

PARAMETER SUBMISSION ENHANCEMENT ON THE FLOW SUBMISSION PAGE

Details :

- When you submit a flow, enter part of the parameter value in the Person or Location field to quickly search for a specific person or location. These fields have 'Type to Search' text displayed on the Flow Submission page and allows you to quickly retrieve a specific value. For all seeded flows, this quick search functionality is automatically enabled for the person and location parameters on the Flow Submission page.
- For user-defined flows, use the Run Feature Upgrade flow at the enterprise level to enable this functionality for the person and location parameters. Select "Flow Parameters for lazy load" in the Feature field of the flow.



Global Payroll

Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



Enabling the quick search functionality of location and person parameters on the Flow Submission page ensures enhanced performance and usability of the page.

REDWOOD EXPERIENCE FOR YEAR-END DOCUMENTS

Details :

- Use the `ORA_PAY_YEAR_END_DOCUMENTS_REDWOOD_ENABLED` profile option to enable the redesigned Redwood VBS Year-End Documents page. All documents displayed on the redesigned Redwood VBS Year-End Documents page are held within the document of records
- The redesigned page offers you the following:
 - View by default, year-end documents for the last three years.
 - Enter a From Date and To Date, to view year-end documents for a specific date range.
 - If you have multiple payroll relationships, documents pertaining to all of your payroll relationships are displayed on the page.
 - Use the Open PDF option to view the PDF version of a document.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

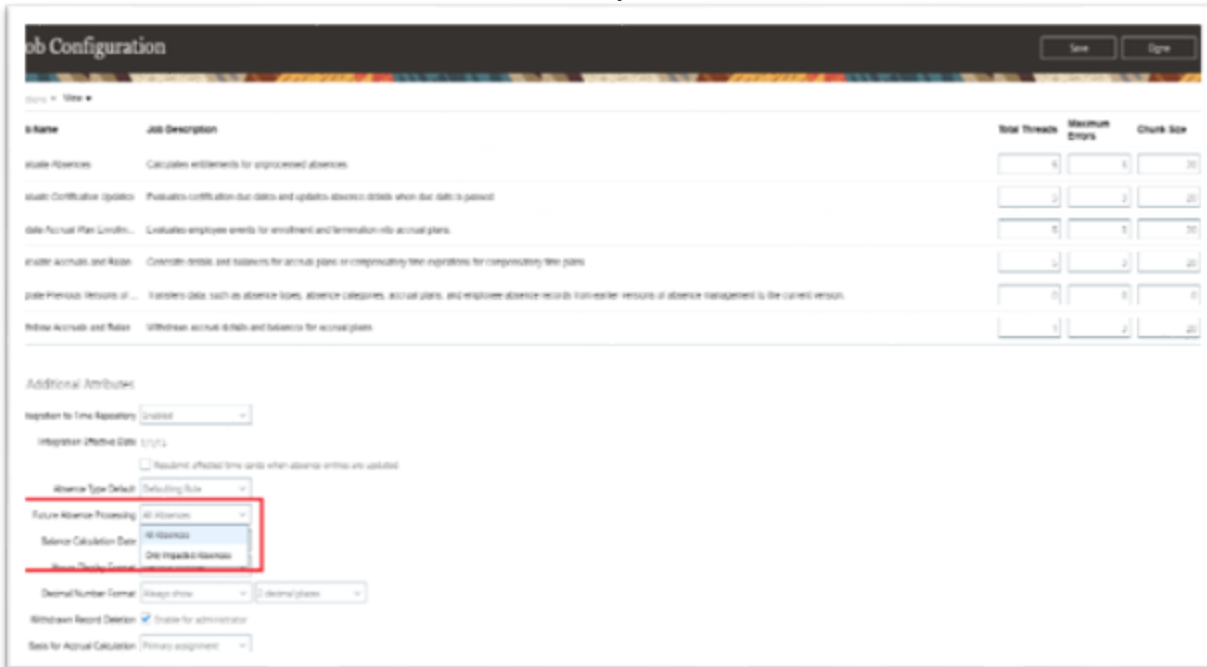


Use the redesigned Redwood VBS Year-End Documents page to quickly view and access year-end documents for a specific date range and for all of your payroll relationship

FUTURE ABSENCE PROCESSING OPTION FOR SAME AND IMPACTED ABSENCE TYPES

Details :

- You now have the option to select which future absences get processed during absence entry. There is a new field called Future Absence Processing in the Configure Absence Batch Parameters page. You can choose two options in this field:
- All Absences and Only Impacted Absence:
 - If you select **All Absences**, the application continues to function like it always used to. When you add an absence, all future dated absences are reprocessed automatically. All Absences is the default value for this option.
 - If you select **Only Impacted Absences**, the application will reprocess only the future dated absences of the same absence type, and any impacted absences that are a part of the concurrent or shared plan.



Absence

Impact Analysis

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

Business Benefit:

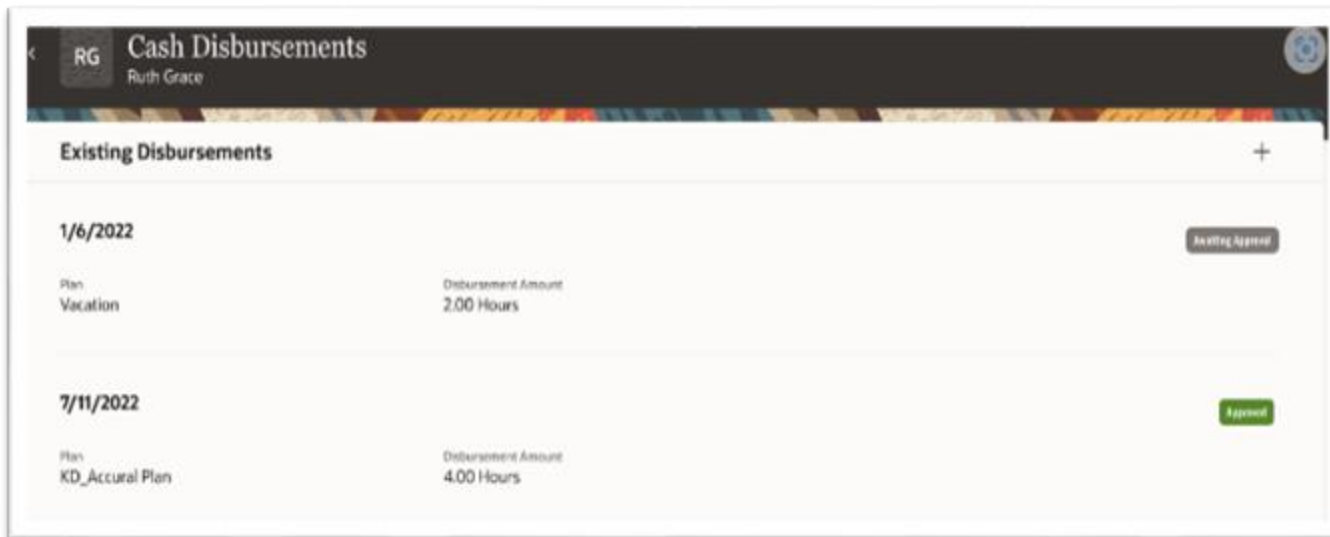


To Improve absence processing performance for future dated absences by processing only the future absences of the same absence type or any impacted absences that are part of a shared or concurrent plan.

REDWOOD EXPERIENCE FOR CASH DISBURSEMENTS

Details :

- The Cash Disbursements page was re-created using the Redwood tool set available in Oracle Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages.



Business Benefit:



The new Cash Disbursements page lets you experience Redwood's high-fidelity interactions.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

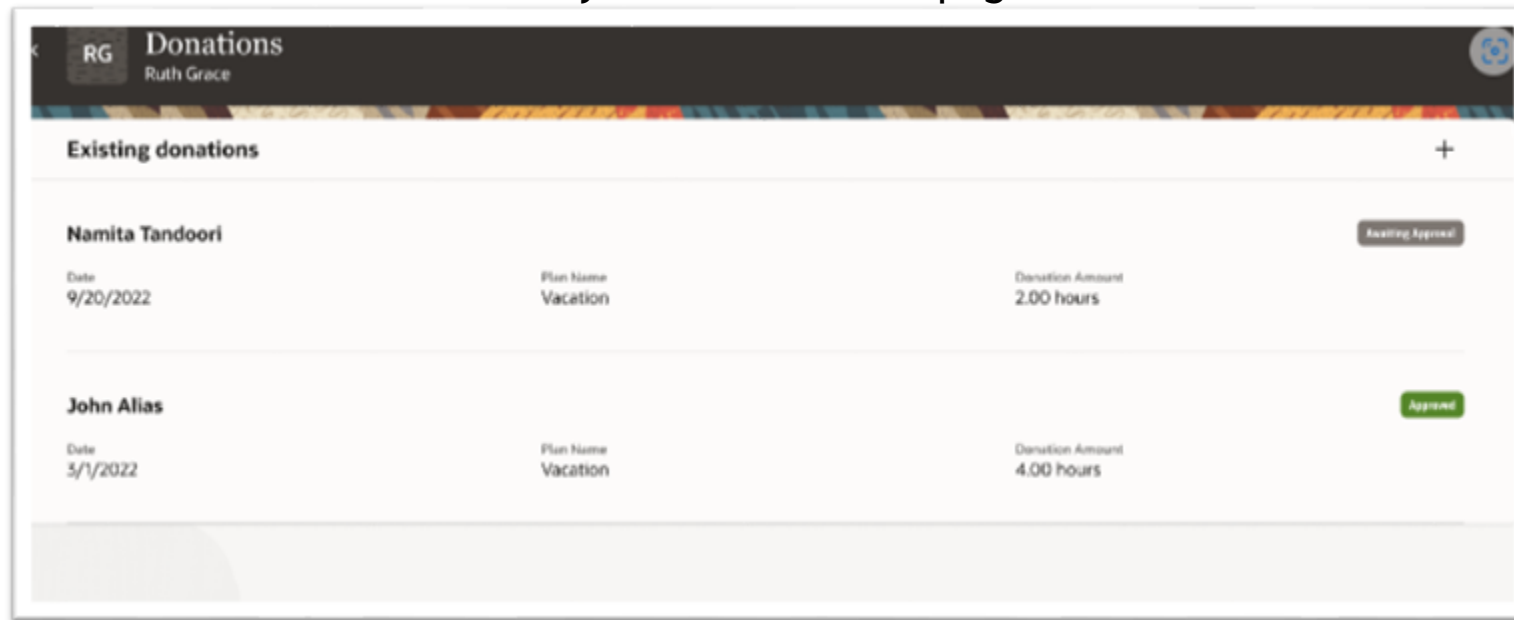
Configuration **NO**

Quick Win **YES**

REDWOOD EXPERIENCE FOR DONATIONS

Details :

- The Donations page was re-created using the Redwood tool set available in Oracle Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages.



Absence

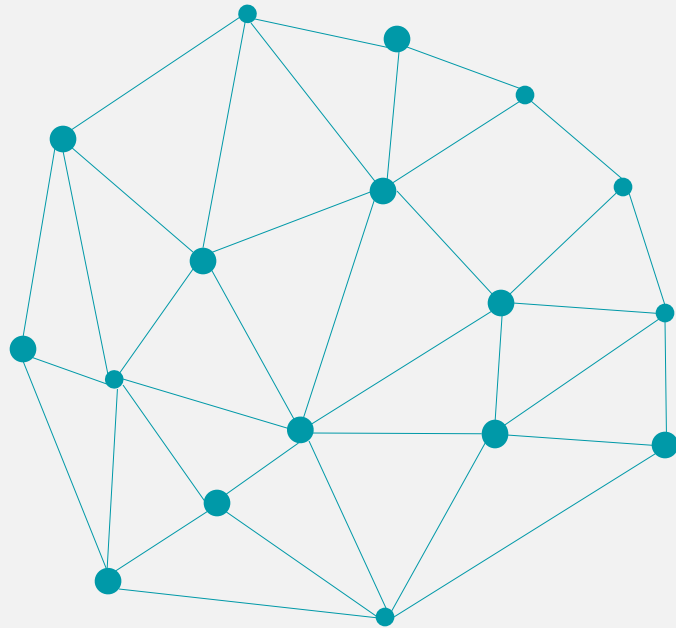
Impact Analysis

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

Business Benefit:



The new Donations page lets you experience Redwood's high-fidelity interactions.



NEW FEATURES



THE REST

Details :

- Oracle Cloud HCM expands its global footprint to support Oracle Fusion Cloud Payroll for India.
- The key features available in Cloud Payroll for India include:
 - Processing of statutory deductions with the required data capture.
 - Calculation for IT computation with the required data capture.
 - Investment declaration and submission of investment proof documents.
 - Processing previous employment information with the required data capture.
 - Processing the allowances and related tax exemptions.
 - Payroll processing, payroll flows, and archiving.
 - Payment methods, payment types, and payments processing.
 - Various payroll reports.
- More details available in [PAYROLL FOR INDIA](#)

India Payroll

Impact Analysis

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

Business Benefit:



Leverage the various features of Oracle Fusion Cloud Payroll for India to efficiently manage the different aspects of payroll in your organisation.

COMPUTE TERMINATION PAYMENTS FOR THE EMPLOYEES

Details :

- You can process the following payments for the terminated employees with income tax as applicable:
 - Leave Encashment
 - Death cum Retirement Gratuity
 - Commuted Pension
 - Voluntary Retirement Scheme (VRS) amount
 - Retrenchment Compensation.

Business Benefit:



Process the termination payments for the terminated employees and be legally compliant by providing the tax exemption as per the income tax rules.

Impact Analysis

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

ELEMENT TEMPLATE FOR ALLOWANCES

Oman Payroll

Details :

- With this enhancement, use the Oman-specific element template and calculation rules for Social Allowance, when the primary classification is standard earnings, and the secondary classification is social allowance.
- When you create a new allowance the application automatically creates the appropriate objects such as Base Element, Fast Formula, Balance, and Calculation Value Definitions. You can also use element templates to create elements with secondary classifications of Basic Salary or Overtime, when the primary classification is standard earnings, or Bonus, when the primary classification is supplementary earnings.

Impact Analysis

Impact Level	HIGH
Need to Enable	NO
Configuration	NO
Quick Win	NO

Business Benefit:



Use Oman element template for allowances, distinguishing between social and nature of work characteristics.

HIDE OR SHOW SAVE AND CLOSE OPTION IN ADD ABSENCE PAGE

Details :

- Using the HCM Transaction Design Studio, you now have the option to either hide or show the Save and Close button for the absence entry flow for employees and managers. With the save and close button hidden, employees and managers can submit or cancel an absence transaction, but cannot save the absence transaction without submitting.
- You can now experience more flexibility in configuring the Add Absence page.

Basic Details

*Name: Hide Save&Close
*Description: Hide Save&Close
Roles: [Dropdown]
Legal Employer: [Dropdown]
Business Unit: [Dropdown]
Active:

Show or Hide Regions

Page Attributes

Region: Add Absence

Basic View Repeat Option: Not visible
Business Title: Required Visible
Delete: Visible
List View Repeat Option: Not visible
Plan: Visible
Save and Close: Not visible

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:



You can either display the Save and Close button or hide it, leaving only Submit and Cancel buttons on the page.

COMPENSATORY ABSENCE PLAN UPDATED AFTER TIME CARD APPROVAL

Details :

- Previously, compensatory absence plan balances were increased as soon as time was reported on time cards and the time card was saved or submitted. If time cards were rejected, the earned time that was added to balances didn't get deducted. Now, compensatory absence plan balances are increased only after time cards are approved.

Screenshot of the 'Schedule: Run Feature Upgrade' form. The form includes sections for Flow Details, Parameter Details, and Scheduled. Key fields include: *Process Flow (Migrate absence data to new data model), *Feature (Upgrade Time Repository for), Process Configuration Group (DEFAULT GROUP), and Additional Information (1/1/2023). The Run section has radio buttons for 'As soon as possible' (selected) and 'Using a schedule'.

Business Benefit:



This enhancement ensures that compensatory absence plan balances aren't increased before approval.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

PREDEFINED PARTIAL PERIOD PRORATION AND ROUNDING RULES FOR ACCRUAL PLANS

Details :

- Previously, when the accrual had to be pro-rated for partial participation in an accrual plan, you needed to write a partial period formula. You can now replace those formulas with pre-defined pro-ration rules.
- The pro-ration rules available for you depend on whether the accrual plan is a front-loaded plan or an incremental plan. You can choose from one of the following pre-defined partial period pro-ration rules.

Session Effective Date 2/15/23

Basic Details
Effective Start Date 2/15/23 Effective End Date
Plan Type Accrual Legislation United States
Management User-defined

Plan Attributes Participation **Accruals** Entries and Balances Additional Details

Accrual Attributes

Accrual Definition Matrix Formula

Partial Accrual Period Proration Rule Based on days spent in plan

*Vesting Rule None

Plan Limits
Ceiling Rule None
 Allow negative balance

Payment Percentage 100 %

*Accrual Method Front-loaded

Accrual Proration Rule None

Rounding Rule No rounding

Balance Frequency Source Always round down
Always round up
No rounding
Standard rounding

Annual Accrual Limit Rule

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:



Setting up partial period accrual plan participation is now easier with predefined proration calculations. Similarly, you can also use predefined rounding rules for accrual calculations.

ENHANCEMENTS TO THE EVENTS FRAMEWORK FOR ABSENCE PROCESSING

Details :

- You can configure event conditions based on which when an event is triggered, an appropriate response to the event is put in action automatically. Previously, every time an event was triggered the evaluation of the event condition and the subsequent notification to absences of the event being triggered used to happen synchronously.
- But now these processes have been de-coupled.
- They are processed asynchronously so that in case of a potential failing of the notification to absences, the evaluation of the event condition process won't be affected.

Business Benefit:



The feature improves the performance and reliability of the events framework.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

COMPENSATORY ABSENCE PLAN AFTER TIME CARD APPROVAL

Details :

- Previously, compensatory absence plan balances were increased as soon as time was reported on time cards and the time card was saved or submitted.
- If time cards were rejected, the earned time that was added to balances didn't get deducted. Now, compensatory absence plan balances are increased only after time cards are approved. This enhancement ensures that compensatory absence plan balances aren't increased before approval.

The screenshot shows a web form titled "Schedule: Run Feature Upgrade" with a "Submit" button. The form is divided into sections: "Flow Details" with a "Process Flow" field containing "Migrate absence data to new data model"; "Parameter Details" with a "Feature" dropdown set to "Upgrade Time Repository for", a "Process Configuration Group" dropdown set to "DEFAULT GROUP", and an "Additional Information" field with "1/1/2023"; and "Scheduled" with radio buttons for "Run" (selected, "As soon as possible") and "Using a schedule".

Time & Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

Business Benefit:

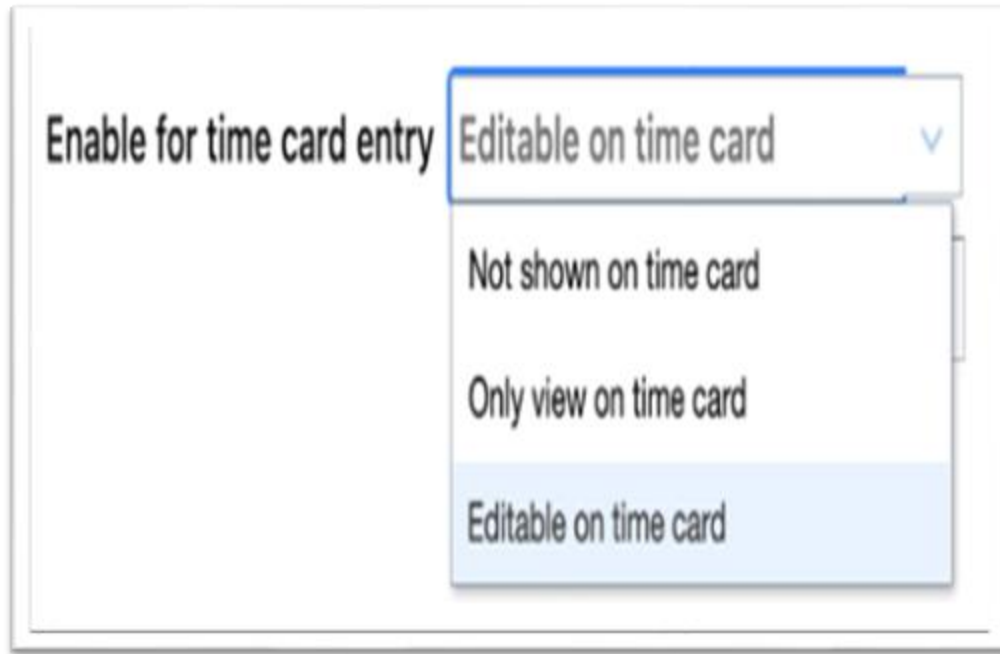


This enhancement ensures that compensatory absence plan balances aren't increased before approval.

ABSENCES MEASURED IN DAYS INCLUDED ON TIME CARDS

Details :

- You can now report on and view any absences measured in days on your time cards, as well as view the corresponding time total.



Time & Labor

Impact Analysis

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

Business Benefit:



This enhancement improves productivity because people can report absences measured in hours or days on their time cards.

TIME AND LABOR AND ABSENCE MANAGEMENT INTEGRATION ENHANCEMENTS

Details :

- You can now view open-ended absences and edit open-ended absences after they're end dated on time cards. You can also manage absences for nonwork days on time cards.
- And when the absence start or end date changes for an absence that spans time cards, only the time card with the absence date change gets reprocessed. All of these benefits come with the new integration architecture between Oracle Fusion Cloud Time and Labor and Oracle Fusion Cloud Absence Management.

Screenshot of the 'Schedule: Run Feature Upgrade' interface. The form includes sections for Flow Details, Parameter Details, and Scheduled. Key fields include: *Process Flow (Migrate absence data to new data model), *Feature (Upgrade Time Repository for), Process Configuration Group (DEFAULT GROUP), and Additional Information (1/1/2023). At the bottom, there are radio buttons for 'Run' with options 'As soon as possible' and 'Using a schedule'.

Business Benefit:



Upgrading to the new integration architecture for Time and Labor and Absence Management improves how people report on and view absences on time cards, and time card reprocessing.

Time & Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **NO**

ENHANCED TIME CARD SEARCH

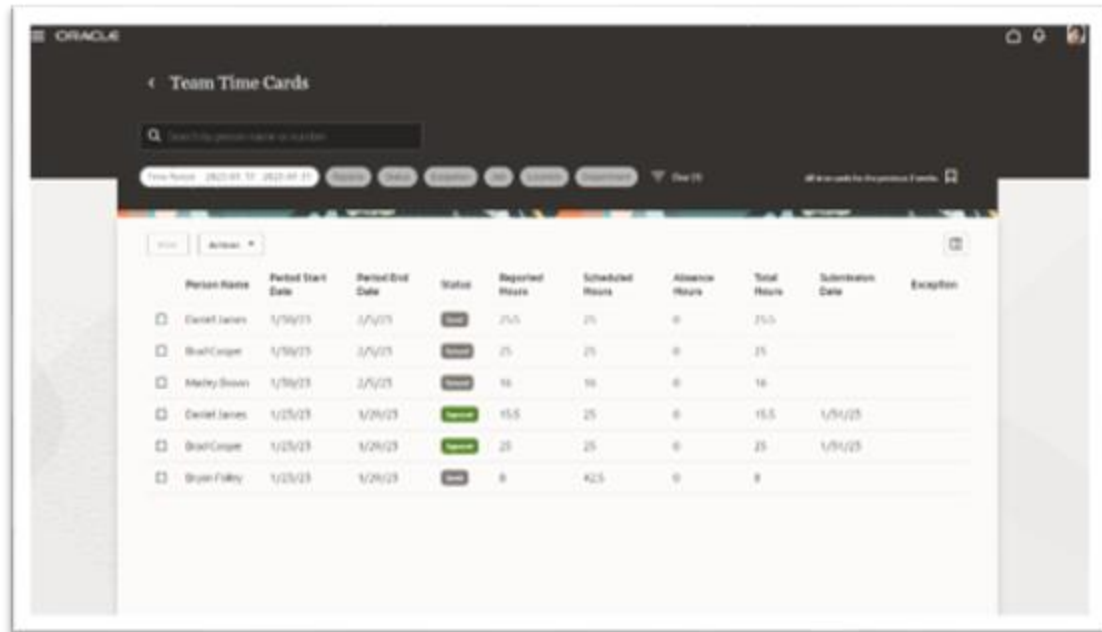
Time & Labor

Details :

- Improve the time card management experience with the enhanced Team Time Cards search page redesigned with the Redwood tool set Visual Builder Studio. Here's how time and labor managers and line managers can use this enhanced page.
- More details available in [ENHANCED TIME CARD SEARCH](#)

Impact Analysis

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



Business Benefit:

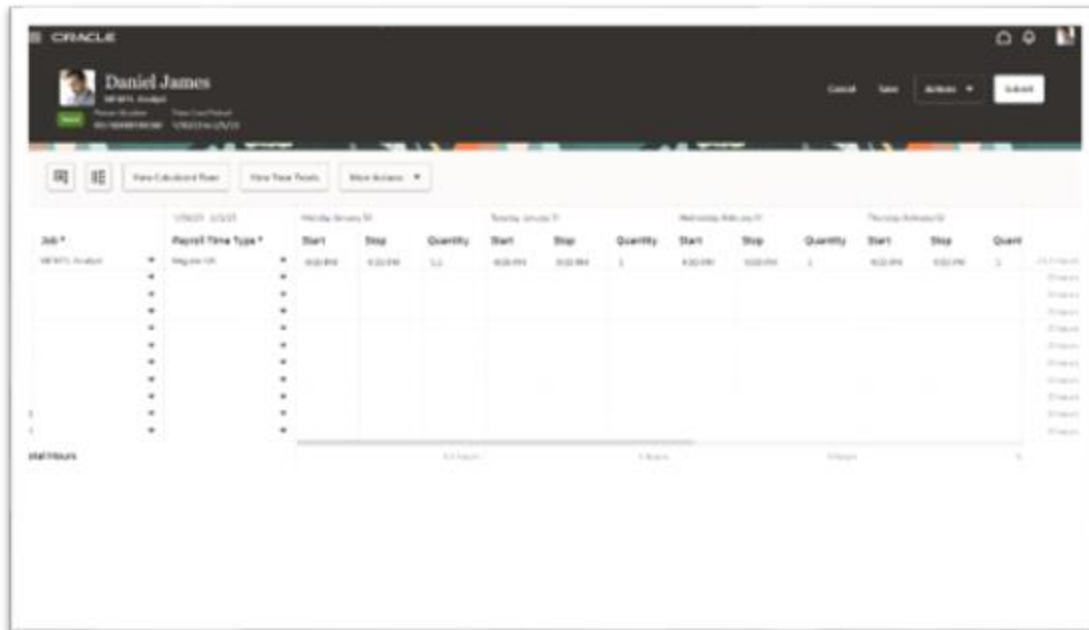


This enhanced page lets people who use time cards benefit from the new Redwood experience

ENHANCED TIME CARD

Details :

- Improve people's time card experience with the enhanced time card, redesigned with the Redwood tool set Visual Builder Studio. The page header provides important context, such as who the time card is for, the status of the time card, and the time card period. It also contains primary actions, such as Save, Submit, and Approve, and additional page-level actions, such as Print and Reject.
- The available actions depend who's accessing the time card, their time entry profile settings and the time card status.
- More details available in [ENHANCED TIME CARD](#)



Time & Labor

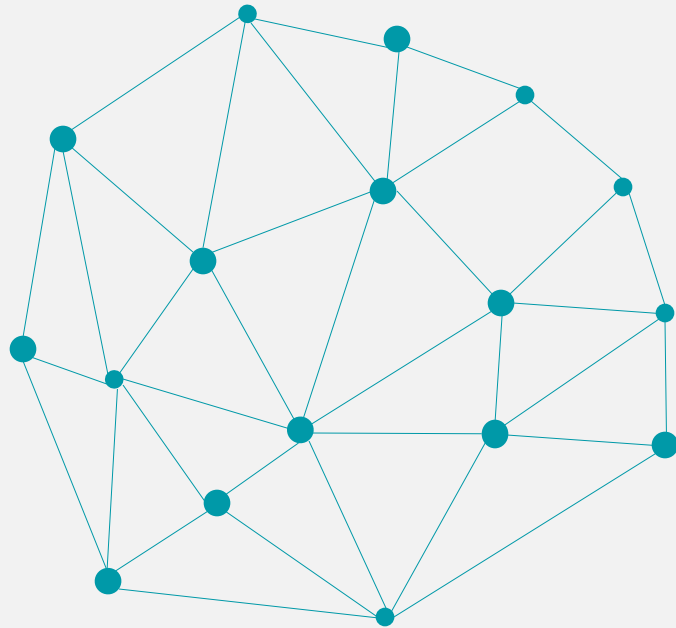
Impact Analysis

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

Business Benefit:



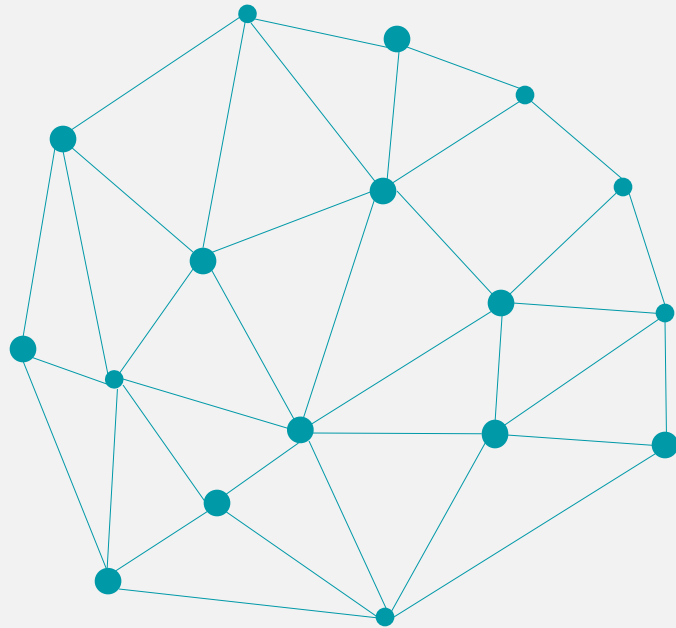
Improve people's time card experience with the enhanced time card, redesigned with the Redwood tool set Visual Builder Studio



NEW FEATURES



OTBI ENHANCEMENTS



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. 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

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

PROJECT NUMBER ADDITIONAL SEARCH FIELD NOT WORKING

Details:

- Location: My Client Groups > Time Management work area, classic Team Time Cards task. In Advanced search, When you select Add Fields > Project Number, the related list of values is always empty and you need to enter the entire project number.
- If you also add the Task Number field, the related list of values is dynamically generated, after you provide a project number, as per design.

Workaround:

- Use the default Project Number and Task Number advanced search criteria available in the Time Attribute Criteria section, Project Attributes subsection.

Oracle Reference: 34569378

ISSUE EXISTING SINCE PREVIOUS RELEASE

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

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 COSTALLOCATIONDEO

Details:

- The CostAllocationDEO 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:

- Currently there is no workaround.

Note:

- Proration and retrospective processing was never supported in other costing levels, such as Payroll, Department, Job, Position and Element Eligibility.

Oracle Reference: 32475878

ISSUE EXISTING SINCE PREVIOUS RELEASE

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

Details:

- 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

Details:

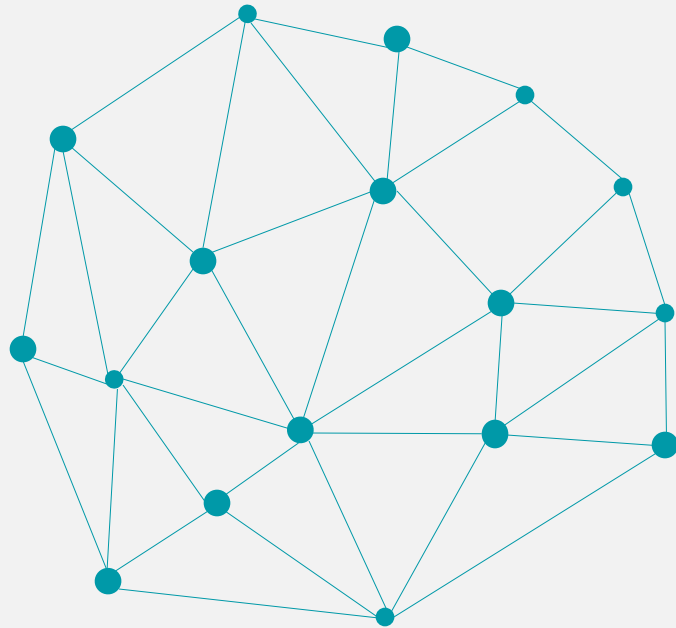
- All payroll entries, including retro entries, are allocated to a TRU for calculation and reporting purposes.
- For example, on 09/01 an employee transfers from TRU 1 to TRU 2. On 09/30 the employee is paid a backdated pay increase of \$500 that is effective from the start of August.
- The default product behavior is to allocate the \$500 to TRU 1, which is the TRU that is active when the arrears were earned by the employee in August. Customers in some legislations can allocate retro entries to the TRU that is active when the retro entries are paid to the employee.

Workaround:

- The option to allocate retro entries to the TRU that is active when the retro entries are paid is only available in the following legislations: UK, Canada, China and Mexico.
- Customers in the United Kingdom and Canada have the option to enable this feature. However, you should not enable this feature when you have payroll relationship elements with retro pay enabled.

Oracle Reference: 34784132

ISSUE EXISTING SINCE PREVIOUS RELEASE



REPLACED OR REMOVED FEATURES



REMOVAL OF EXPEDITING TIME FOR PAYROLL REPROCESSING

Global Payroll

Details :

- Starting with 23B, the following reports will no longer be supported, and enhancements will not be made. These reports will be removed from the application starting with Update 22D.
 - Run Payroll Costing Report
 - Run Payroll Activity Report
 - Run Statutory Deduction Register
 - Run Payroll Register Report
- Enhanced versions of these reports are given in [ENHANCED REPORTS AVAILABLE AND PREVIOUS VERSIONS ARE NO LONGER SUPPORTED](#)

Business Benefit:

The enhanced reports that use a much lighter report template with enhanced performance and scalability capabilities to handle high volumes of data.

Closing Q&A

CLOSING NOTE

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

Finance	20-Apr-2023 60 minutes	4:30 PM GMT 5:30 PM CEST 11:30 AM EST
Benefits and Compensation	25-Apr-2023 60 minutes	3:00 PM GMT 4:00 PM CEST 10:00 AM EST
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

