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Cloud Enhancement Services

Live Webinar

23C - BENEFITS AND COMPENSATION

Empowering you for the next update

Host: Sachin Mishra
HCM Consultant L1

Speaker: Saksham Shrivastava
Senior HCM Consultant

Value Based Delivery | ORACLE Partner | Mastek Glide 4.0

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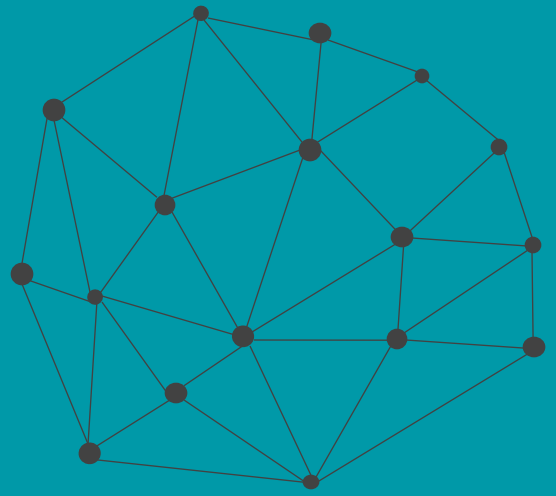
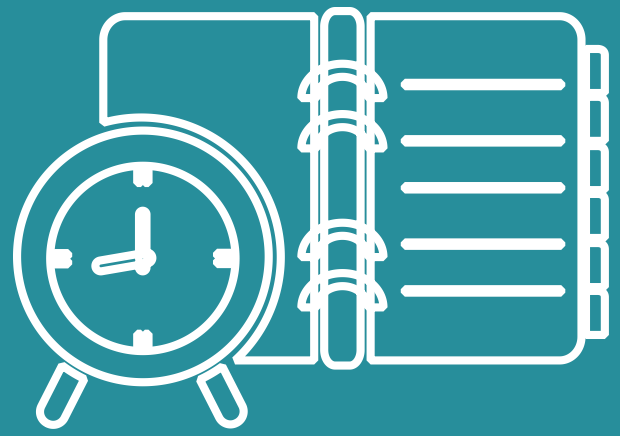


DISCLAIMER

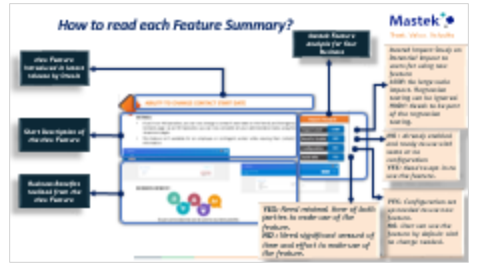
These advisory webinars are organized to equip you with the latest updates.

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

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How to read each Feature Summary?

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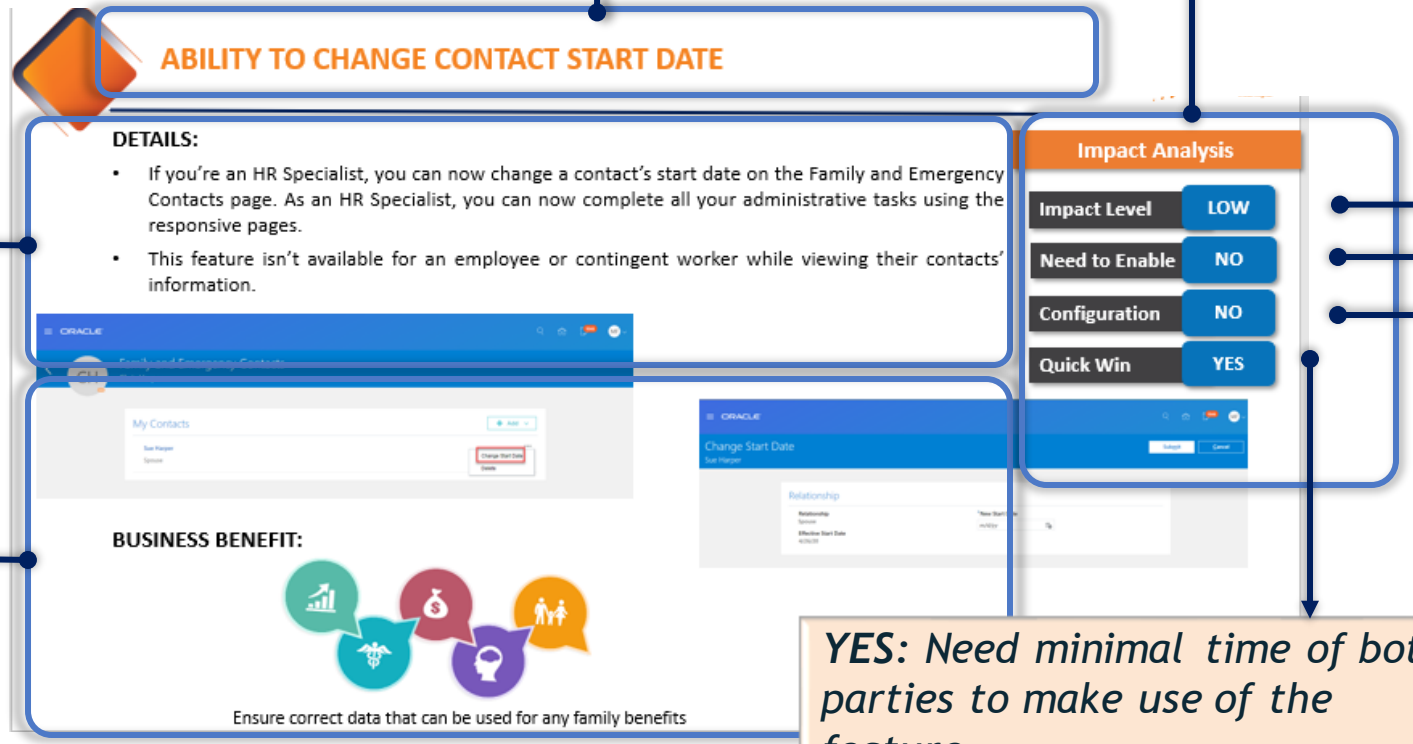
New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

Mastek Feature Analysis for Your Business



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.*

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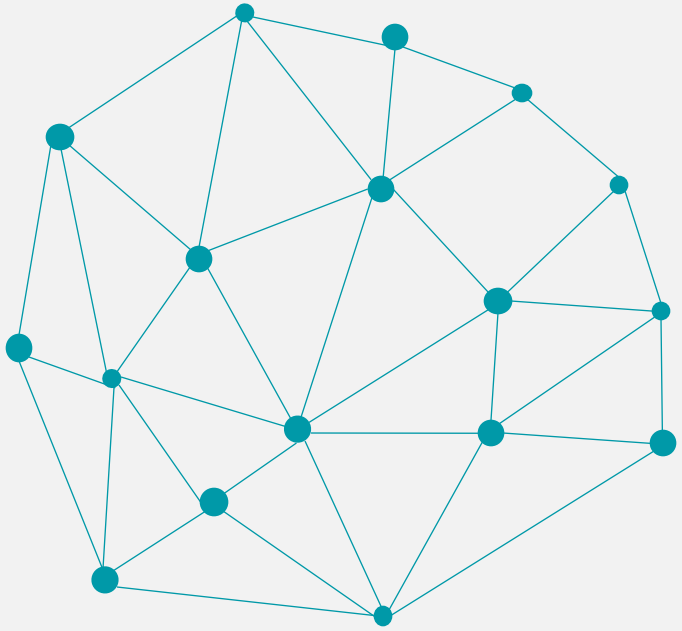

OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

Mastek Analysis - Statistics

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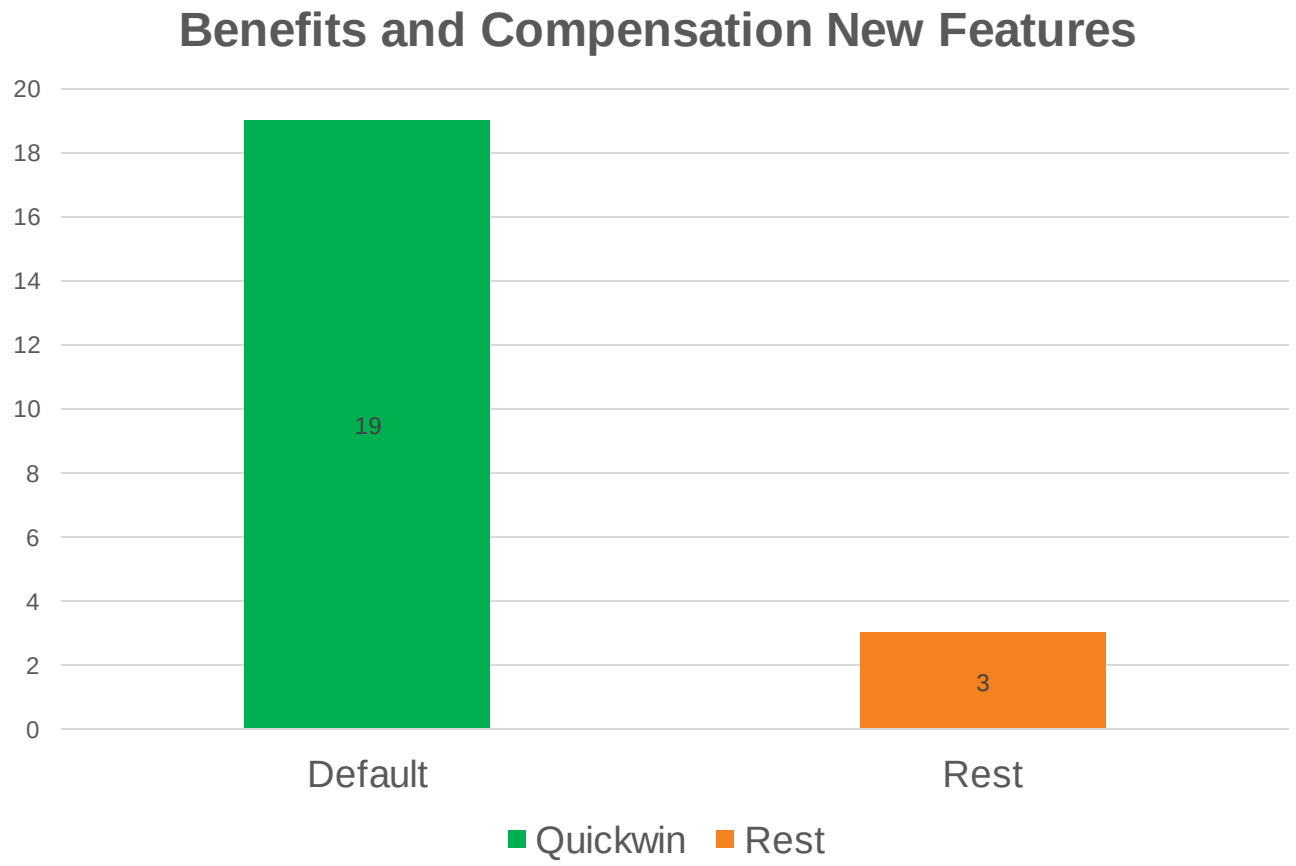
Compensation & Benefits



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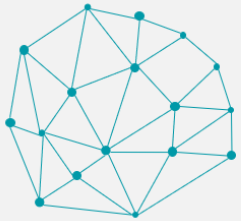

NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

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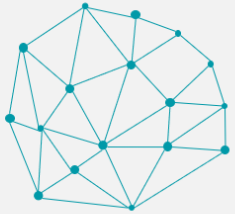

NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION

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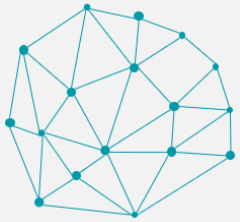

NEW FEATURES

OPT INS - WITH CONFIGURATION

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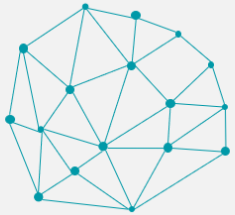

NEW FEATURES

REPORTING

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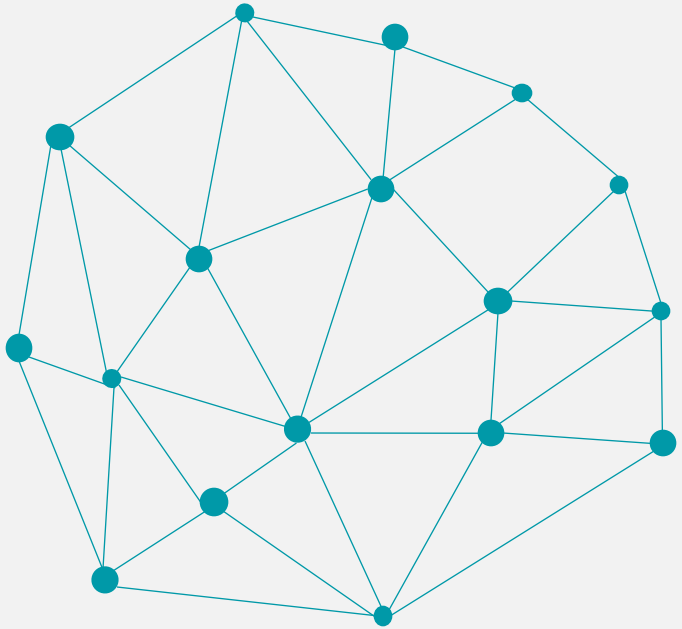

NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

TEST AND VALIDATE PARTICIPANT ELIGIBILITY PROFILES

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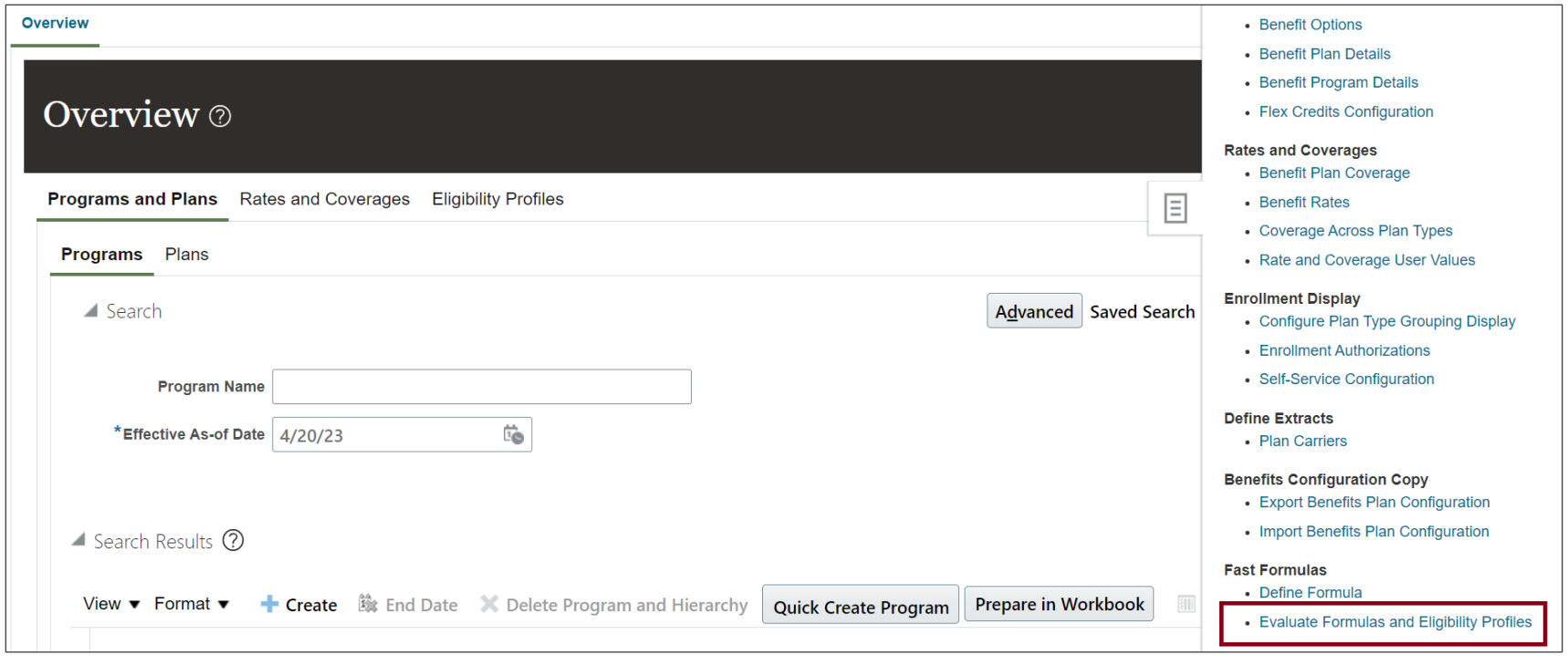
The eligibility profiles of participants can be tested, validated, and the results can be reviewed in the Plan Configuration work area.



Impact Analysis

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

Business Benefit:

This enhancement allows administrators to quickly evaluate the outcome of eligibility profiles and resolve issues.

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TEST AND VALIDATE PARTICIPANT ELIGIBILITY PROFILES

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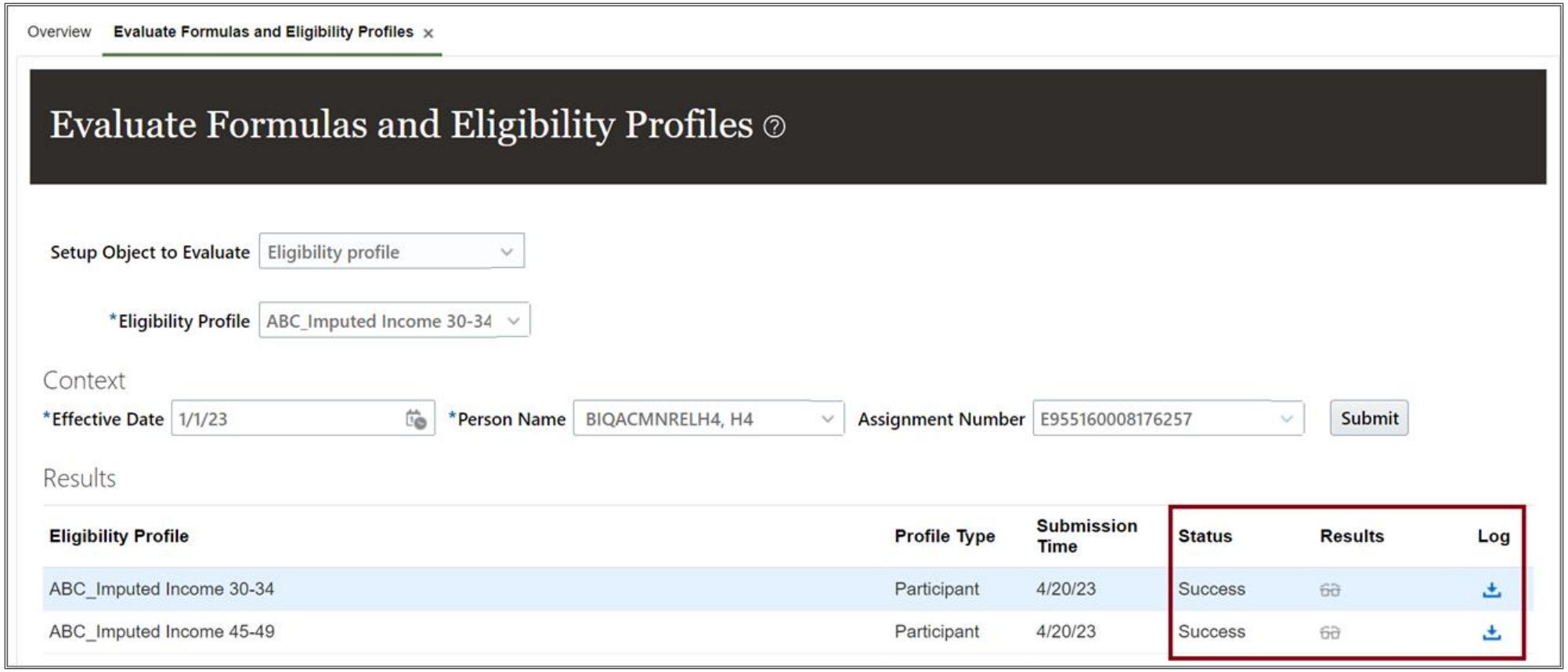
The log file can be used to identify issues and assist in fine-tuning the setup.



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COMPARE ELIGIBILITY PROFILES BEFORE AND AFTER IMPORT

The eligibility profiles in the configuration package from the source environment can be compared with the ones in the destination environment. The eligibility profiles can also be compared between two different configuration packages. The comparison can be performed before and after objects are imported using Functional Setup Manager (FSM).

During import, depending on the setup, it is possible that no issues are observed in the test environment, but issues may be discovered in the production environment. For instance, the production environment may not have been updated with the latest eligibility-related changes made in the test environment.

Impact Analysis

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

Business Benefit:

This enhancement eliminates the need to manually compare the eligibility profiles and saves time.

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HDL FOR CLOSE ENROLLMENT CERTIFICATION ACTION ITEMS

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Details:

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

To use this HDL loader, you are required to click on Navigator > My Client Groups > Data Exchange > Import and Load Data

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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USE HDL OR HSDL FOR BENEFITS STANDARD RATES

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Details:

The management of Benefits standard rates with these objects is supported by the HCM Data Loader (HDL) or HCM Spreadsheet Data Loader (HSDL). Benefits standard rates, extra input values, and variable rate profile association can be managed using these tools.

All calculation methods are supported by HDL. The HSDL templates, on the other hand, only support the create and update methods. It should be noted that the out-of-the-box delivered HSDL template does not support the delete method. This enhancement supports only flat amounts and multiple of coverage methods for HSDL.

Impact Analysis

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

Business Benefit:

This enhancement improves the flexibility and performance of the application when managing large amount of data.

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USE HDL OR HSDL FOR BENEFITS VARIABLE RATES

Details:

HCM Data Loader (HDL) or HCM Spreadsheet Data Loader (HSDL) can be used to manage variable rate profiles. Using the HDL or HSDL, we can now:

1.Variable rate profiles can be created starting from a specified date using HDL or HSDL.
2.The values of an existing variable rate profile can be updated from a specified effective date using HDL or HSDL.
3.Existing variable rate profiles can have their values corrected using HDL or HSDL.
4.Ending the date of an existing variable rate profile is possible using HDL.
5.An existing variable rate profile can be deleted using HDL.

HDL supports all calculation methods. The HSDL templates support only create and update methods. The delete method is not supported by the out-of-the-box delivered HSDL template. This enhancement supports only flat amounts and multiple of coverage methods for HSDL. The HSDL templates for Flat Amount, and Multiple of Coverage, are delivered out-of-the-box.

Impact Analysis

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

Business Benefit:
This enhancement improves the flexibility and performance of the application when managing large amount of data.

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VIEW DOCUMENT OF RECORDS ALONG WITH SALARY IN EMPLOYMENT INFO

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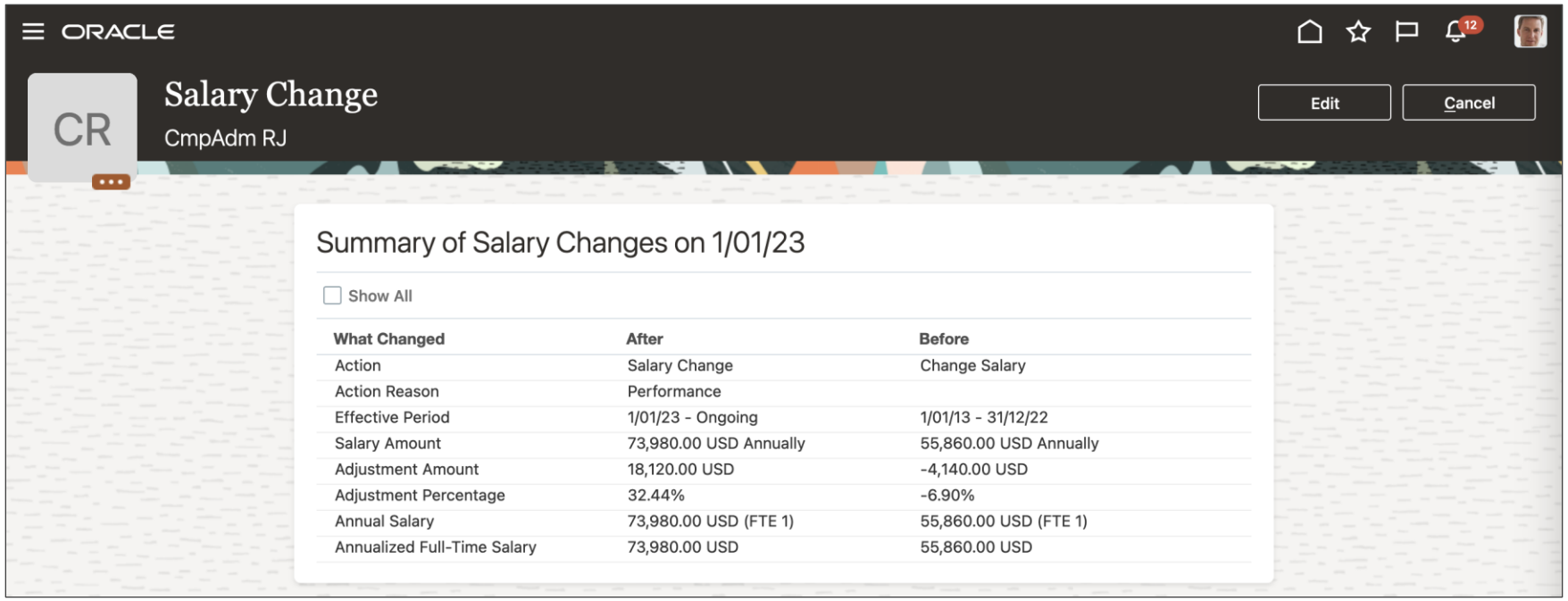
Details:

A document records section has been added to the responsive Employment Info action's standalone salary details page. This enhancement allows users to easily view and access document records within the page.



What Changed	After	Before
Action	Salary Change	Change Salary
Action Reason	Performance	
Effective Period	1/01/23 - Ongoing	1/01/13 - 31/12/22
Salary Amount	73,980.00 USD Annually	55,860.00 USD Annually
Adjustment Amount	18,120.00 USD	-4,140.00 USD
Adjustment Percentage	32.44%	-6.90%
Annual Salary	73,980.00 USD (FTE 1)	55,860.00 USD (FTE 1)
Annualized Full-Time Salary	73,980.00 USD	55,860.00 USD

Impact Analysis

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

Business Benefit: Quickly access the document records added as part of the standalone salary change.

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VIEW DOCUMENT OF RECORDS ALONG WITH SALARY IN EMPLOYMENT INFO

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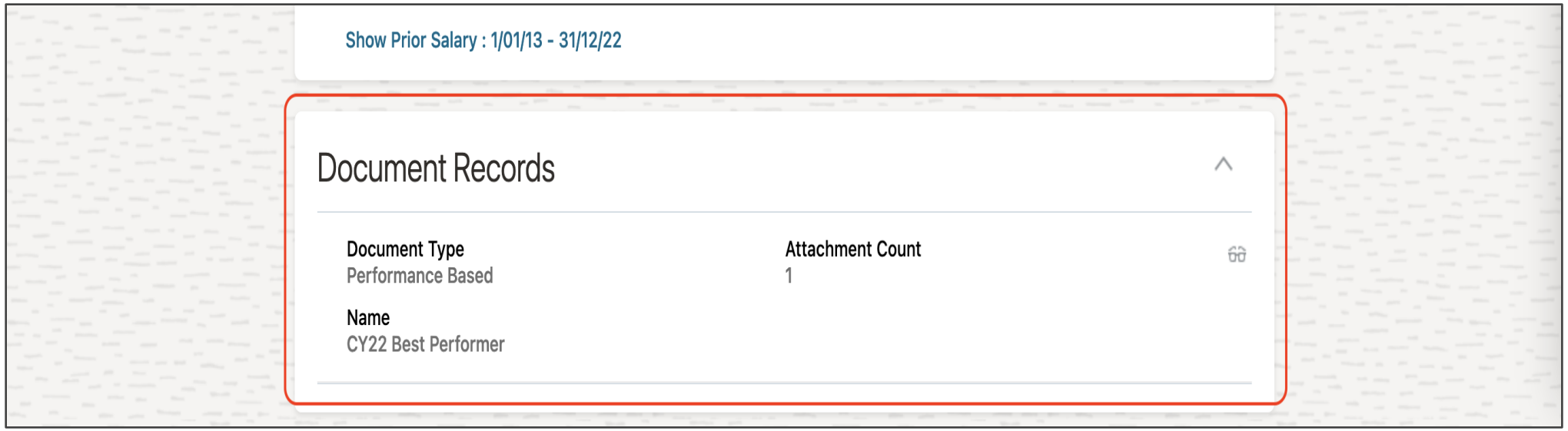

Document Record Details Shown Along with Salary

Quickly access the document records added as part of the standalone salary change.

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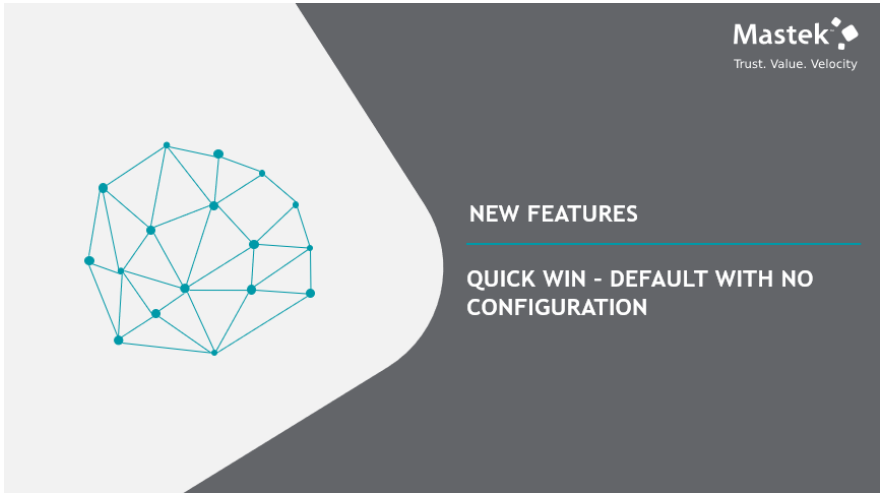

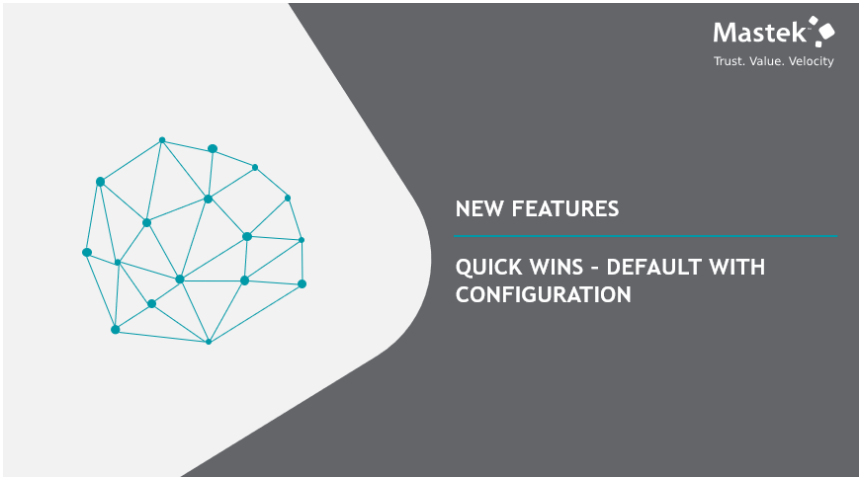

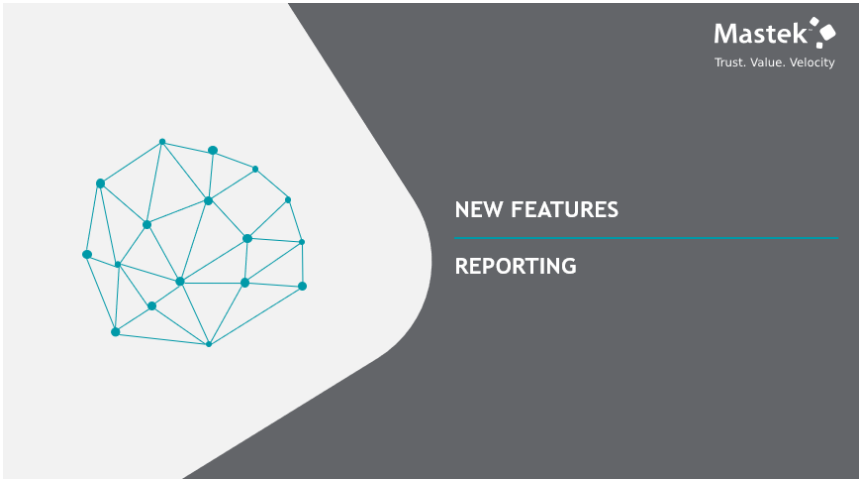

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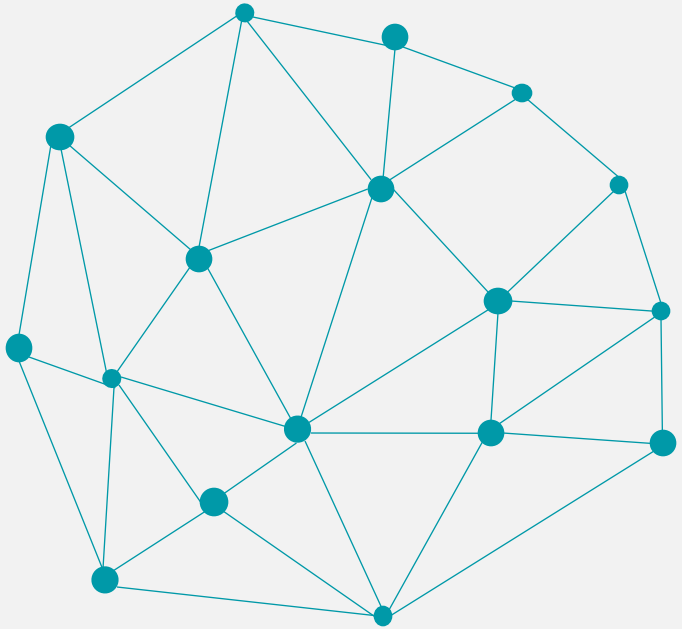

NEW FEATURES

QUICK WINS – DEFAULT WITH CONFIGURATION

SET UP QUICK ACTIONS FOR PLAN COMPARISON

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Details:
If the plan comparison feature is already being used, the plan comparison quick actions need to be deleted and recreated due to a minor architectural change in the product. It is necessary to perform these actions; however, there are no functional changes to the plan comparison feature.

The following actions need to be taken:

- The existing quick actions should be deleted.
- New quick actions should be set up

Impact Analysis

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

Business Benefit:
The Plan Comparison feature, which was already delivered, enables your participants to compare the health-related plans that you offer.

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USE ENHANCED BENEFITS SERVICE CENTER

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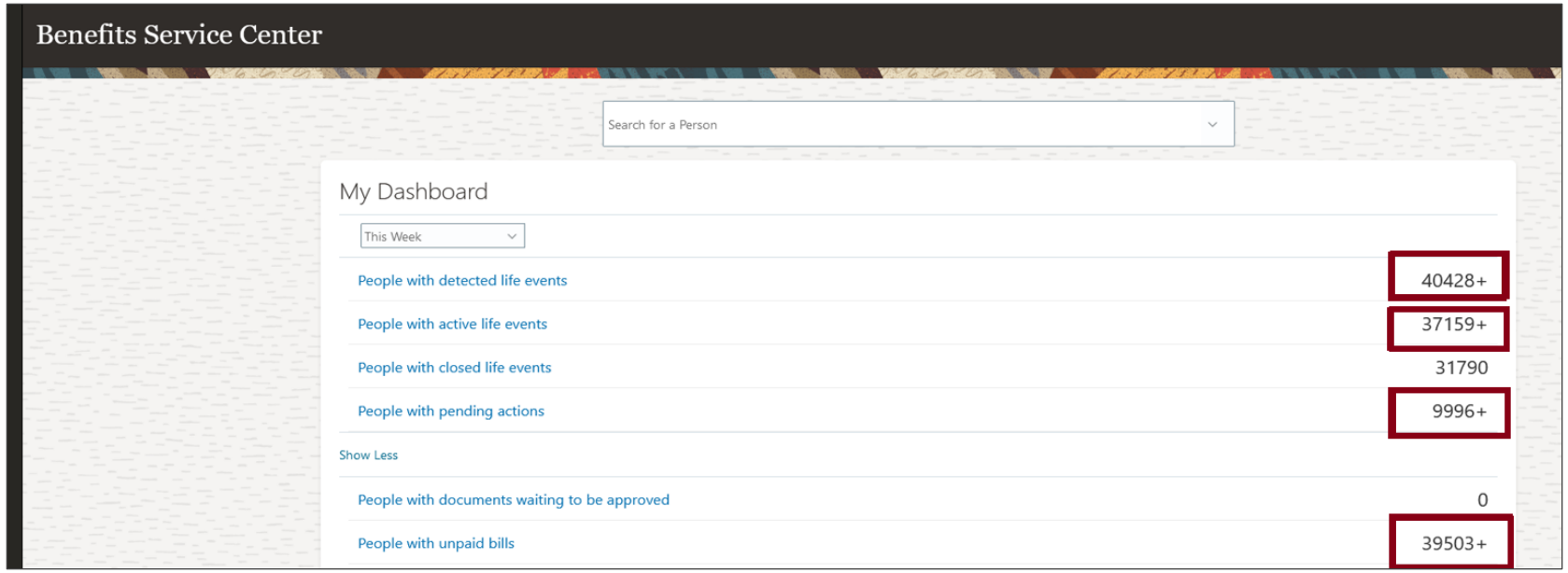
Details:

A new lookup can now be created and enabled in the Benefits Service Center to apply a row limit on Benefits dashboard counts. If errors are observed due to the high volume of data used for the calculation of activity counts, the row limit can be applied to those counts. This will limit the number of rows used for the calculation of activity counts.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:

This enhancement increases the performance of the application.

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USE ENHANCED BENEFITS SERVICE CENTER

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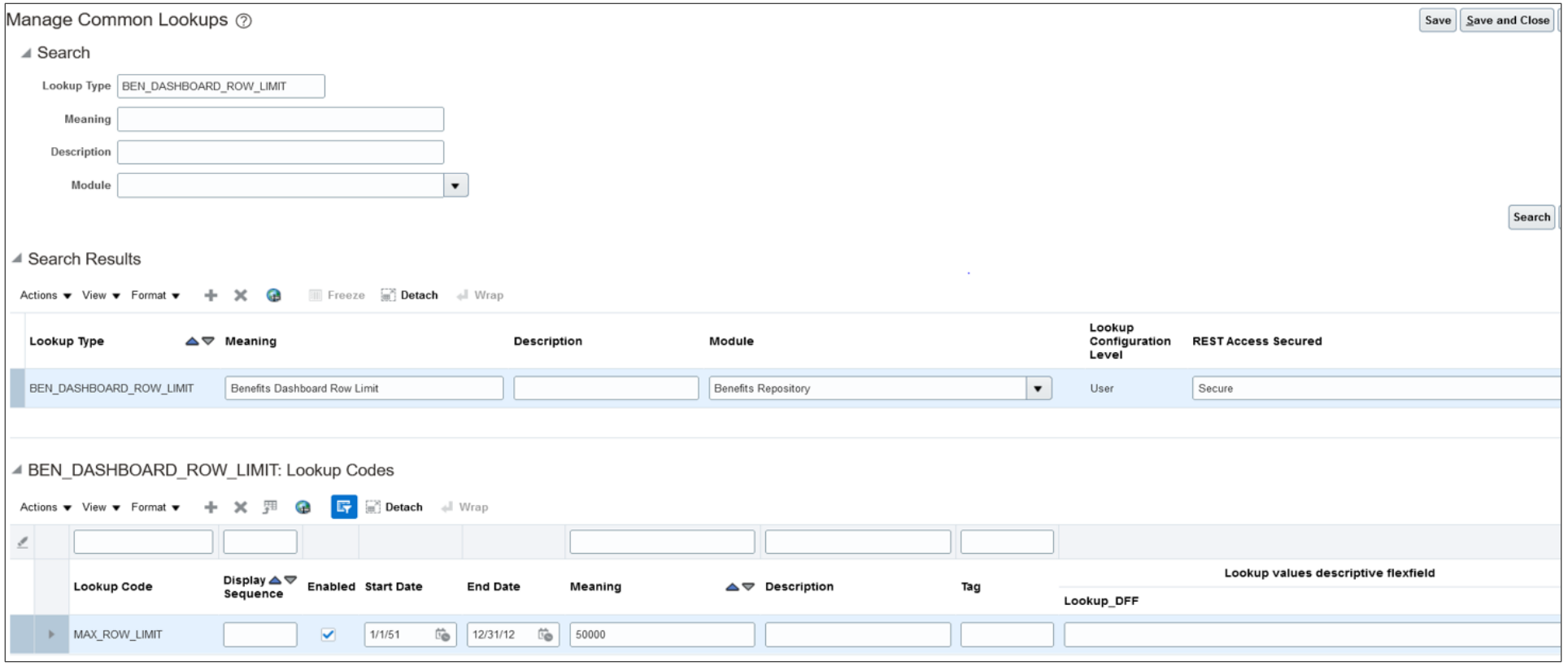
To use this enhancement, the lookup code named MAX_ROW_LIMIT should be enabled.
The maximum value used for limiting the row counts is 50000.



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ENFORCE PLAN DEPENDENCY RULES

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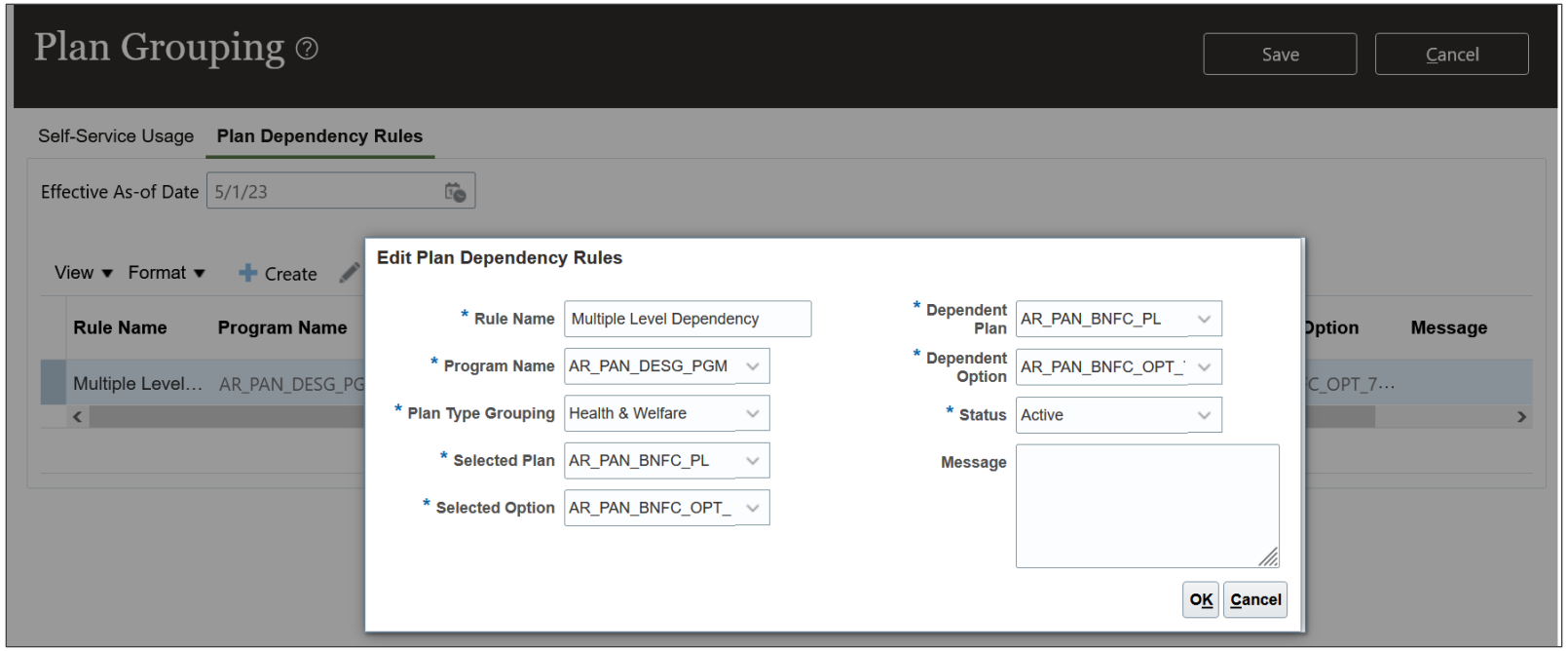
Details:

Plan dependency rules can now be defined in the Plan Type Grouping page. This ensures that offerings are not enrolled into by participants without first enrolling in relevant dependent offerings.



Impact Analysis

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

Business Benefit:

This enhancement eliminates the need to create lengthy plan design object names or page customizations to share dependency info with end users.

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ENABLE REDWOOD EXPERIENCE FOR BENEFIT PERSON INFO

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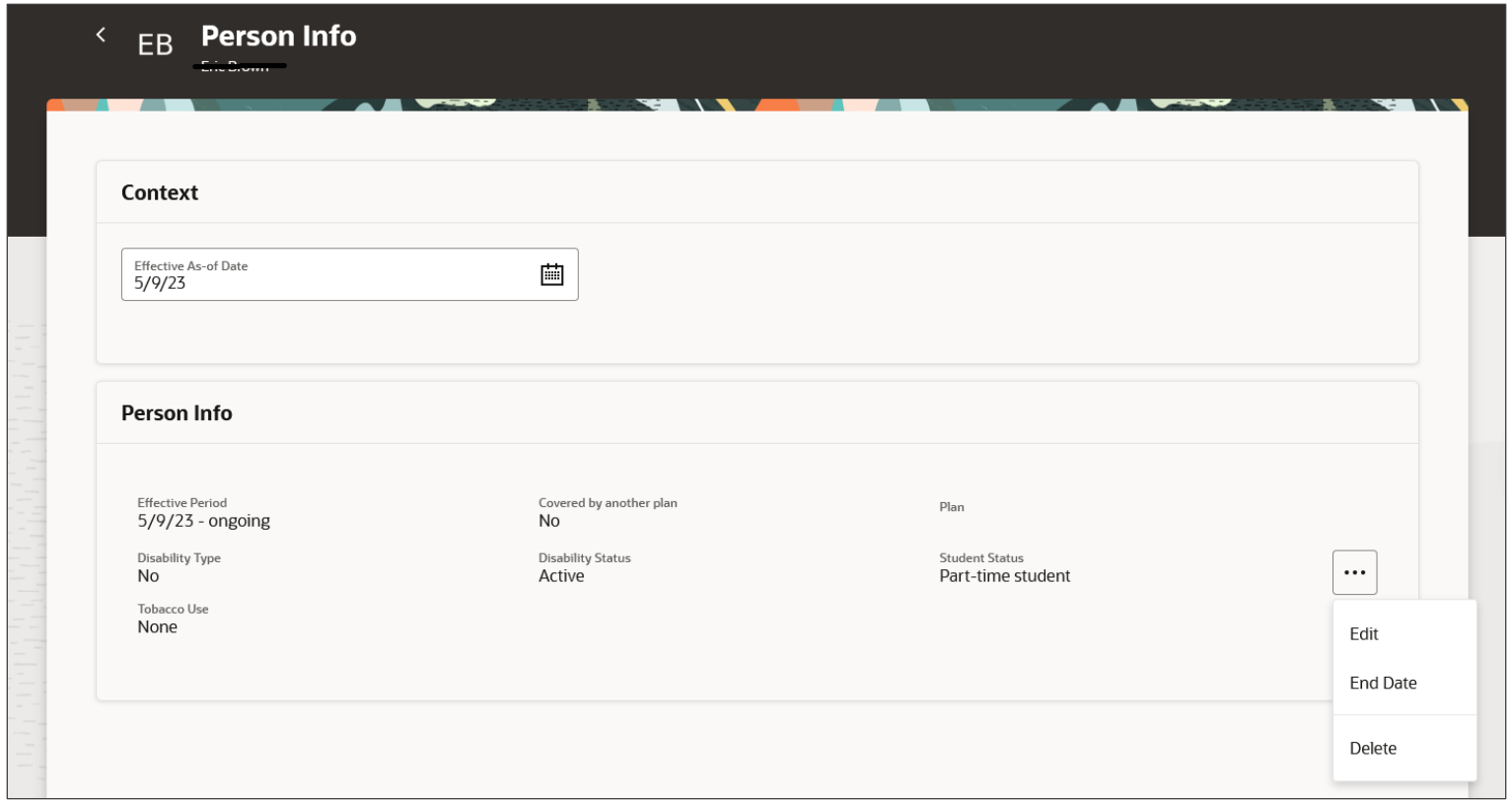
Details:

The Benefits Person Info page was recreated in the Redwood Toolset Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains unchanged.



Impact Analysis

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

Business Benefit:

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

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ENABLE REDWOOD EXPERIENCE FOR BENEFIT BATCH PARAMETERS

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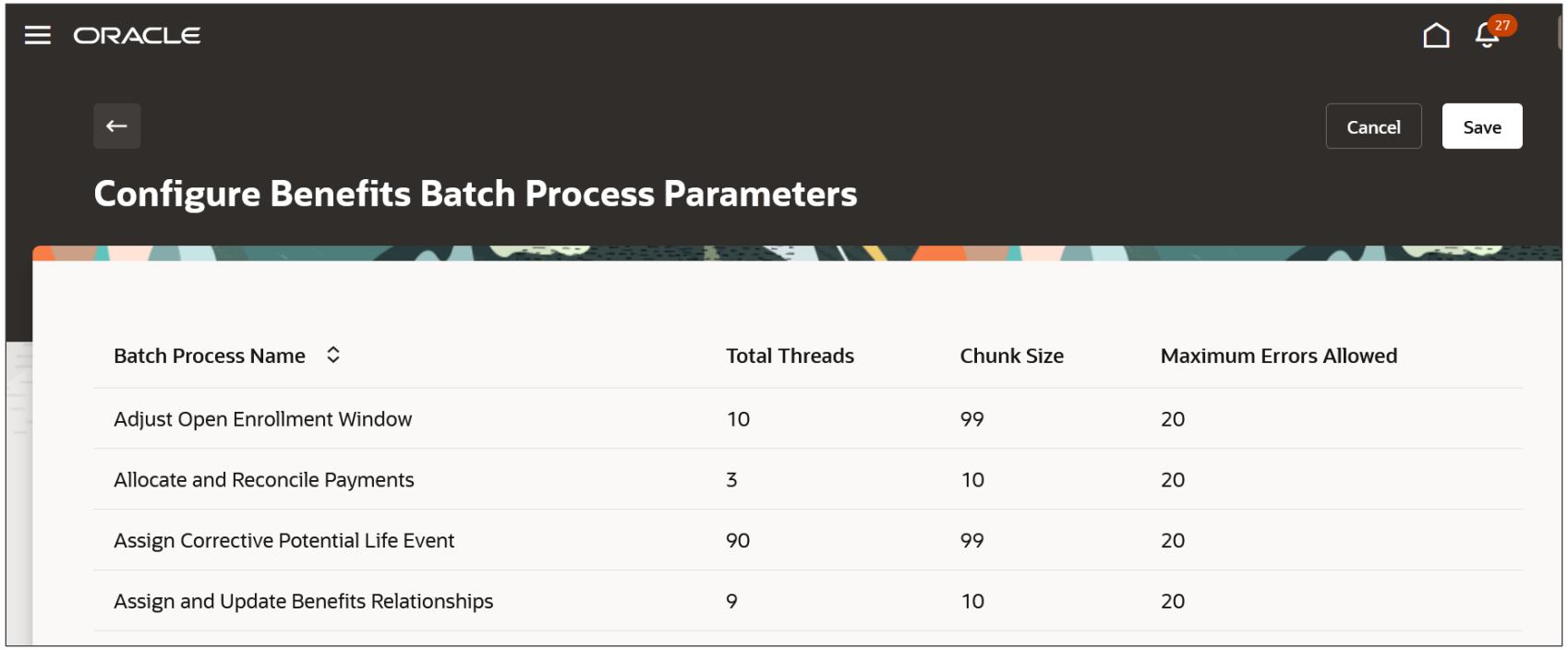
Details:

The Benefits Batch Parameters page was recreated in the Redwood Toolset Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains unchanged.



Impact Analysis

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

Business Benefit:

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

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REDWOOD EXPERIENCE FOR ACTIVE PLAN SEARCH

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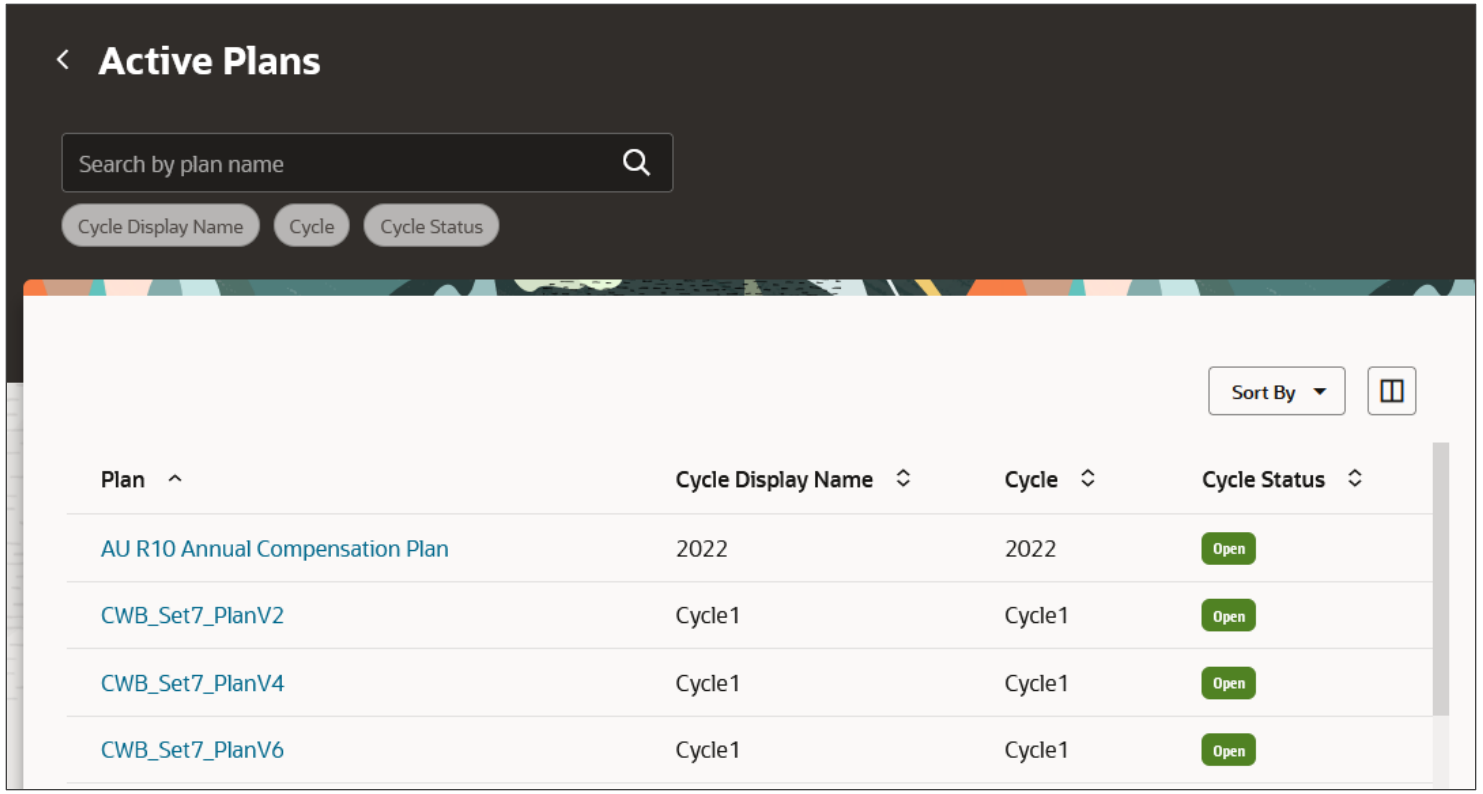
Details:

The new Active Plans Search page has been re-created in the Redwood Toolset Visual Builder Studio. By default, the page is turned on, but it can be disabled using a profile option.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:

This feature allows for an updated look of the Active Plan Search page.

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REDWOOD EXPERIENCE FOR ADDITIONAL PLAN INFORMATION

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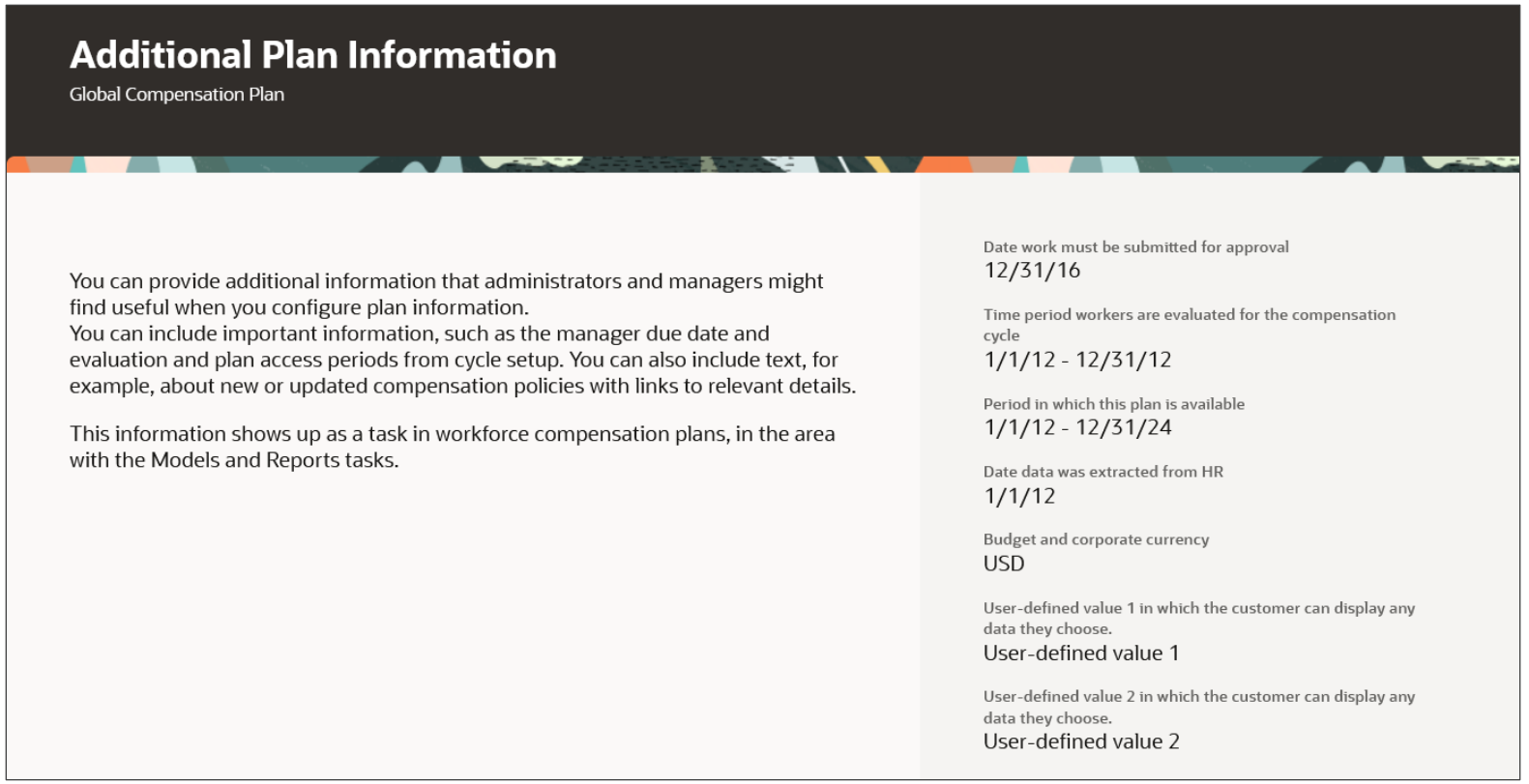
Details:

The new Additional Plan Information page has been re-created in the Redwood Toolset Visual Builder Studio. By default, the page is turned on, but it can be disabled using a profile option.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:

This feature allows for an updated look of the Active Plan Search page.

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REDWOOD EXPERIENCE FOR TOTAL COMPENSATION CATEGORIES

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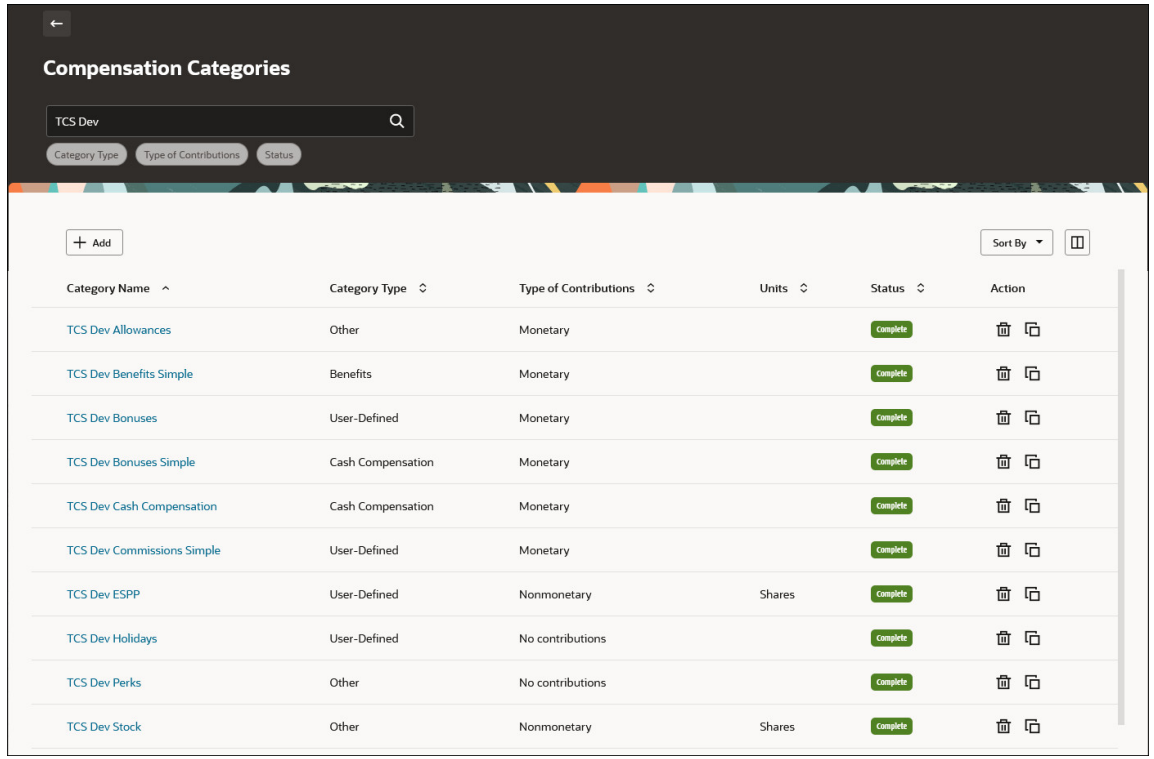
Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Details:

The new Compensation Categories page has been recreated in the Redwood Toolset Visual Builder Studio (VBS). By default, the page is turned on, but it can be disabled using a profile option.



Business Benefit:

The new Compensation Categories page developed using the Redwood tool set lets you experience Redwood's high-fidelity interactions.

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REDWOOD EXPERIENCE FOR TOTAL COMPENSATION ITEMS

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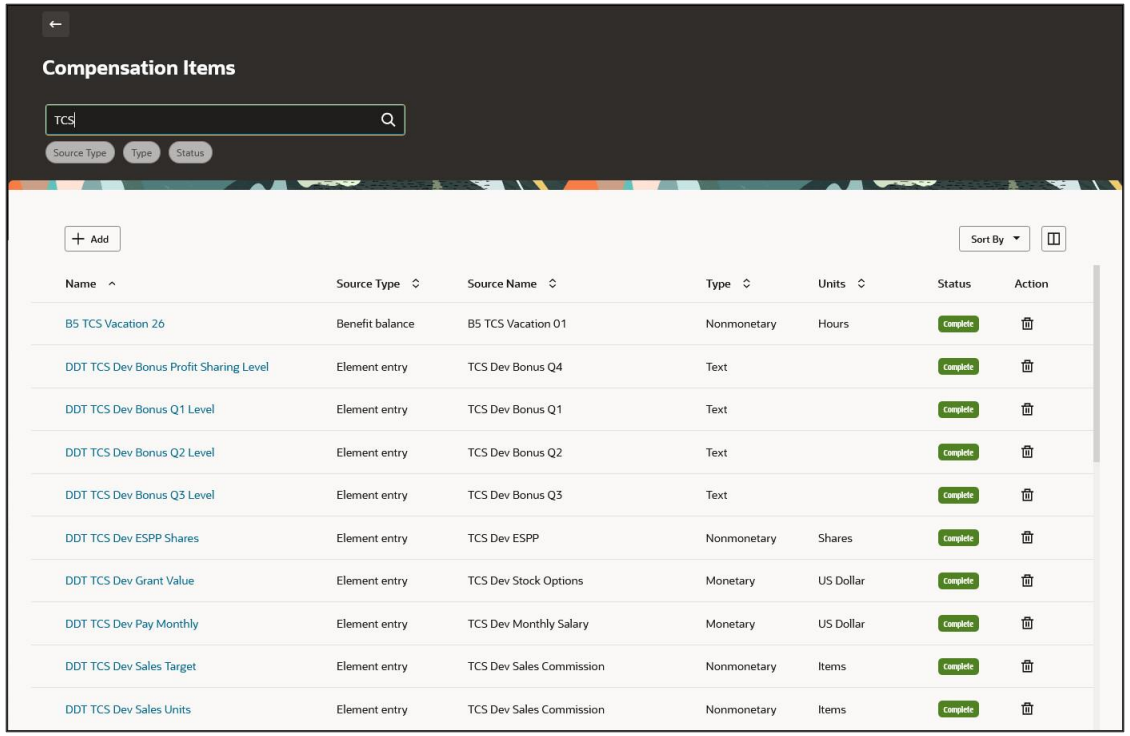
Details:

The new Compensation Items page has been recreated in the Redwood Toolset Visual Builder Studio (VBS). By default, the page is turned on, but it can be disabled using a profile option.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:

This feature allows for an updated look of the Active Plan Search page.

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REDWOOD EXPERIENCE FOR REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES OVERVIEW PAGE

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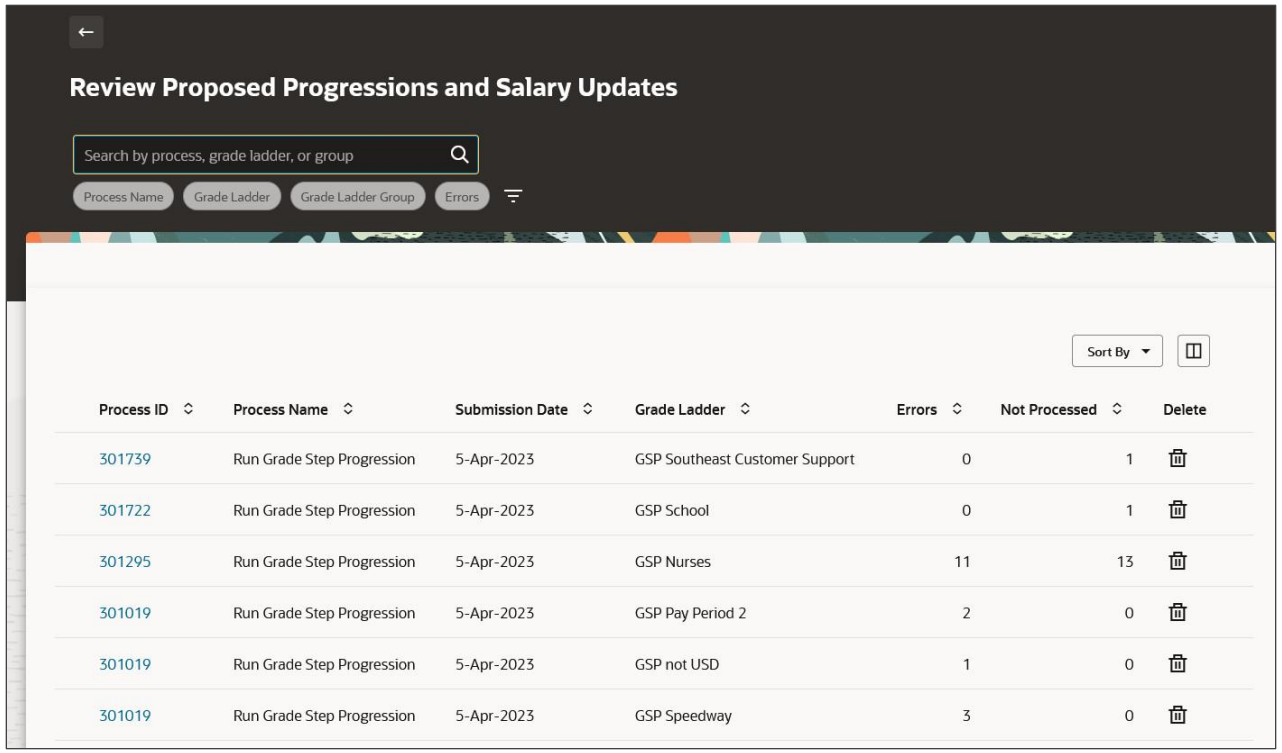
Details:

The new Review Proposed Progressions and Salary Update page, which is built using the Redwood toolkit and is available when the Redwood experience is enabled, features enhanced options for filtering and sorting. The results are sorted with the most recently submitted processes at the top.



Process ID	Process Name	Submission Date	Grade Ladder	Errors	Not Processed	Delete
301739	Run Grade Step Progression	5-Apr-2023	GSP Southeast Customer Support	0	1	
301722	Run Grade Step Progression	5-Apr-2023	GSP School	0	1	
301295	Run Grade Step Progression	5-Apr-2023	GSP Nurses	11	13	
301019	Run Grade Step Progression	5-Apr-2023	GSP Pay Period 2	2	0	
301019	Run Grade Step Progression	5-Apr-2023	GSP not USD	1	0	
301019	Run Grade Step Progression	5-Apr-2023	GSP Speedway	3	0	

Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:

With this new page you can find results more easily.

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REDWOOD EXPERIENCE FOR REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES OVERVIEW PAGE

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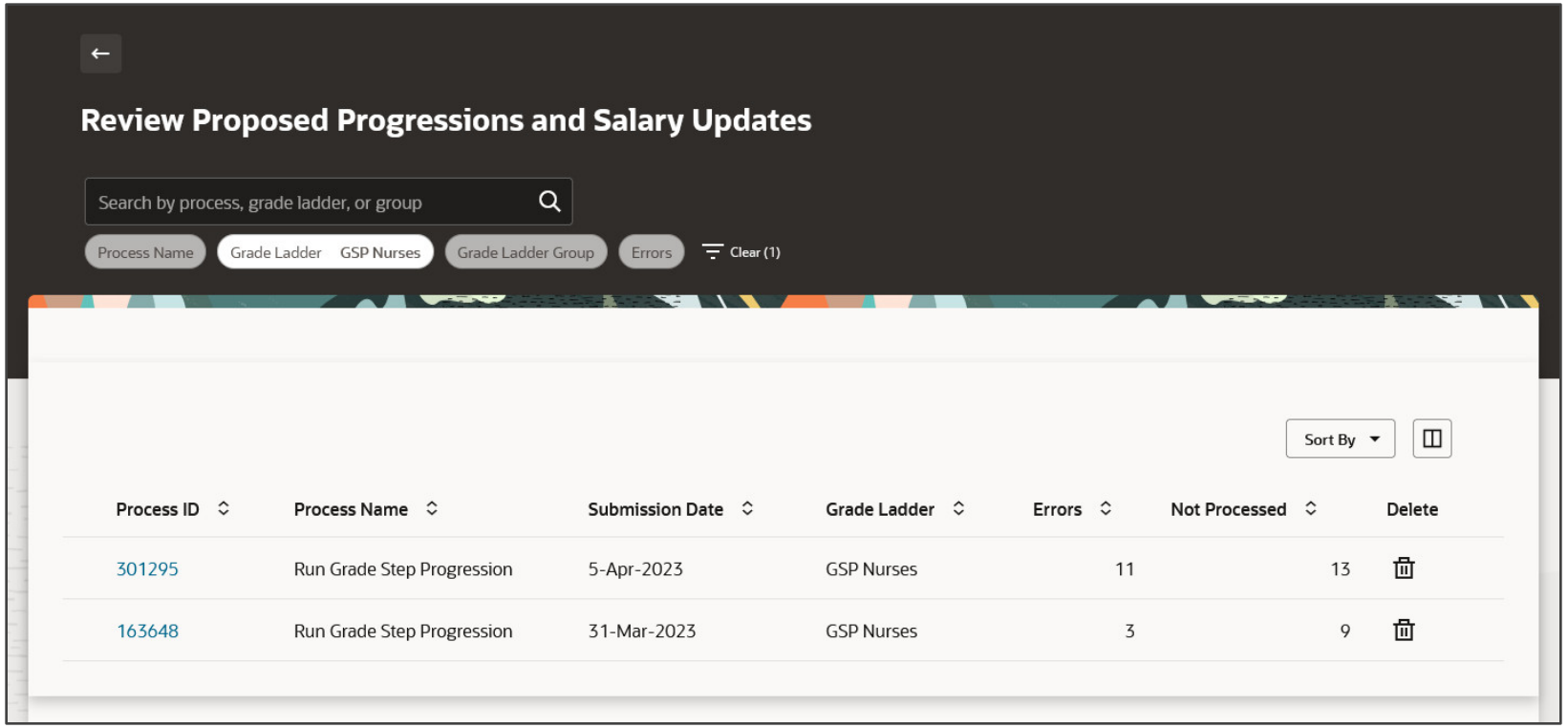
To narrow down the results, filter by Process Name, Grade Ladder, Grade Ladder Group, and Error Count. In this example, the results are filtered on the GSP Nurses grade ladder.



Review Proposed Progressions and Salary Updates Overview Page Filtered on Grade Ladder

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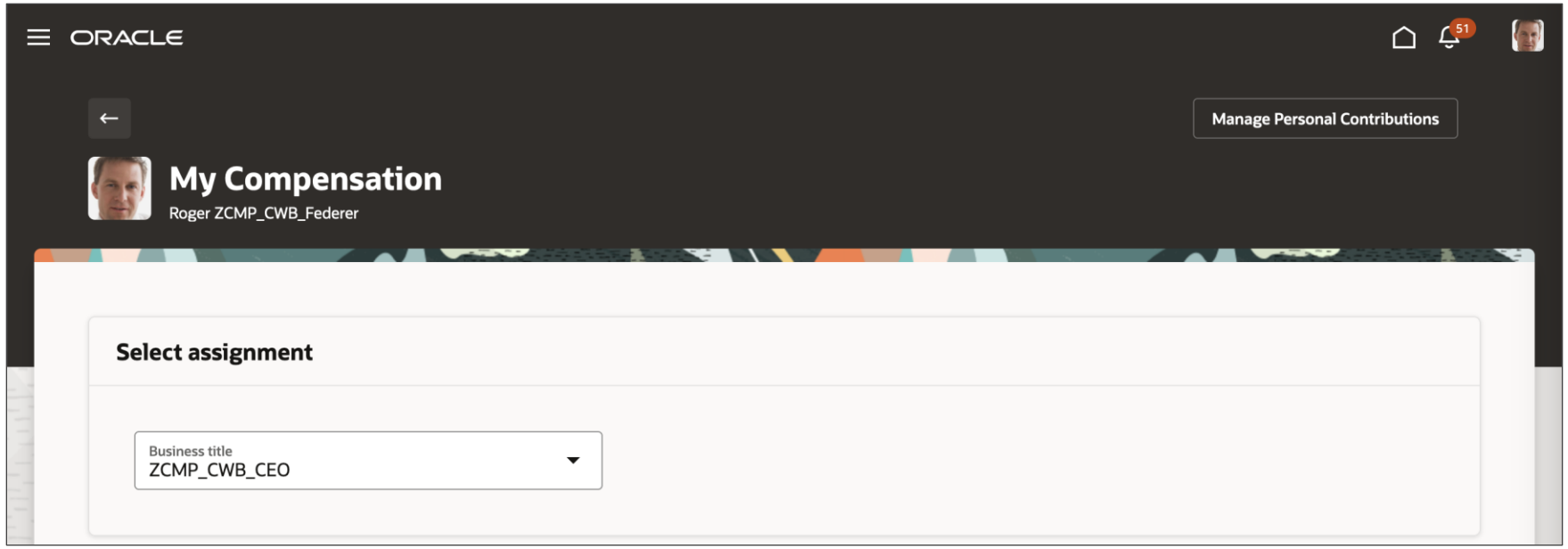
REDWOOD EXPERIENCE FOR MY COMPENSATION

Details:
The My Compensation page, re-created with the Redwood toolkit, can now be used by people when the Redwood experience is enabled.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:
With this re-created page, you're continuing your journey into Oracle Redwood solutions.

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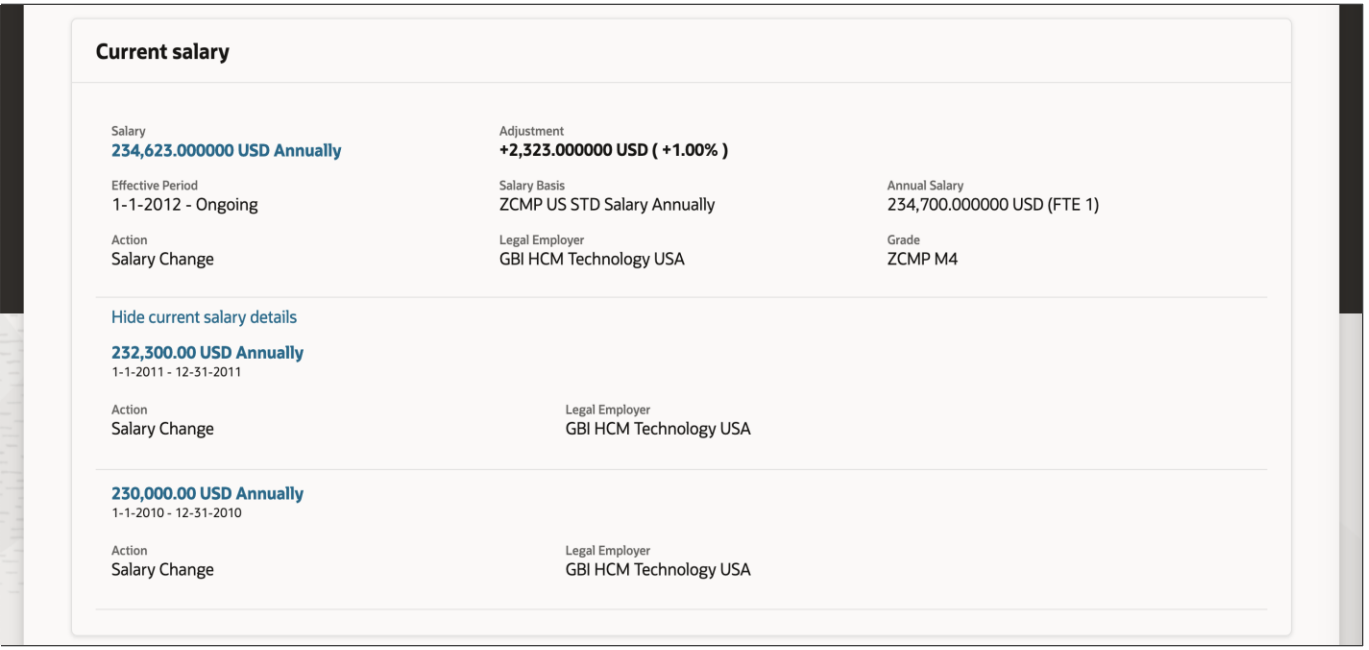
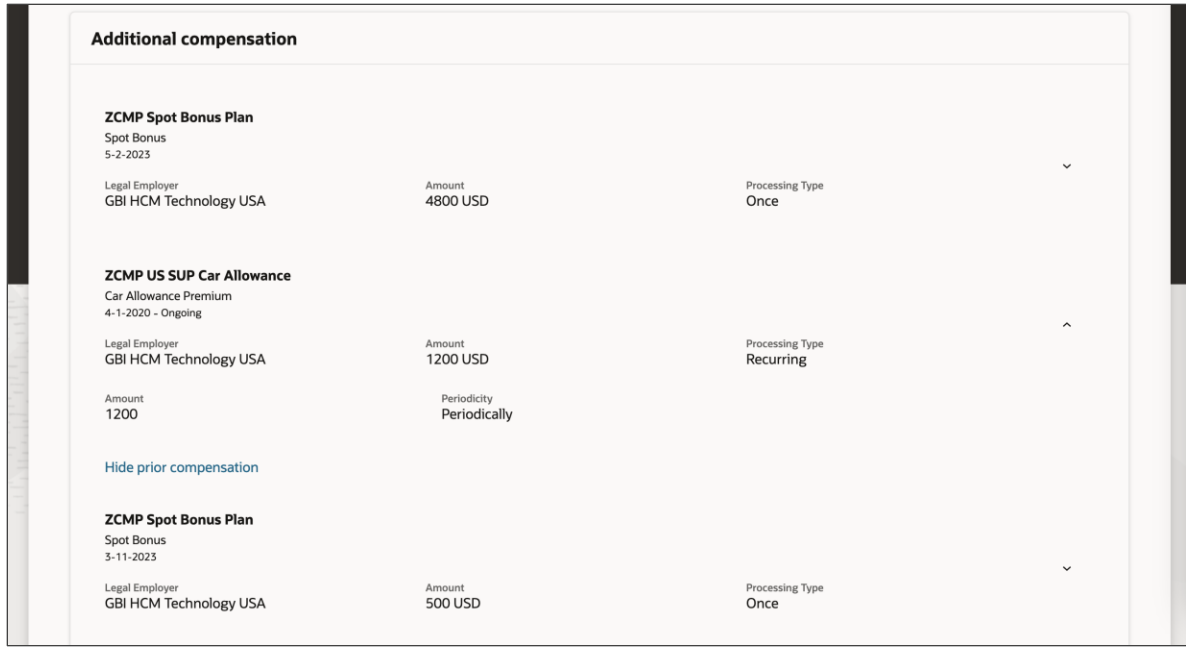
REDWOOD EXPERIENCE FOR MY COMPENSATION





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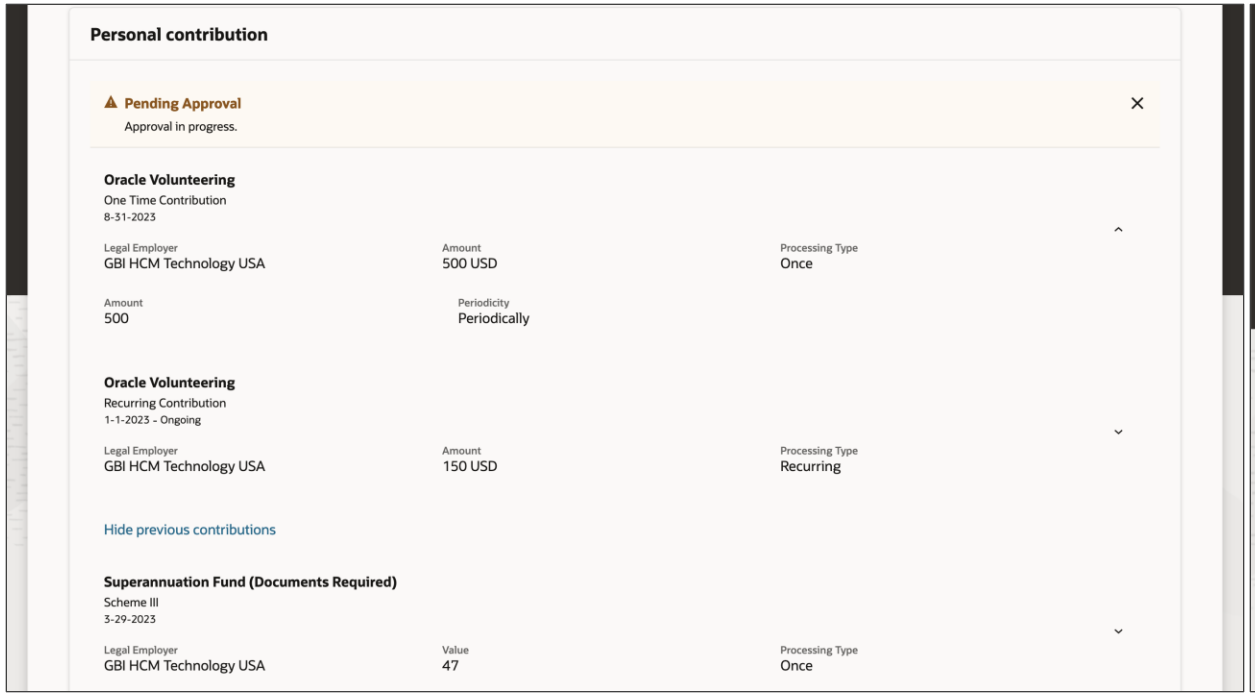
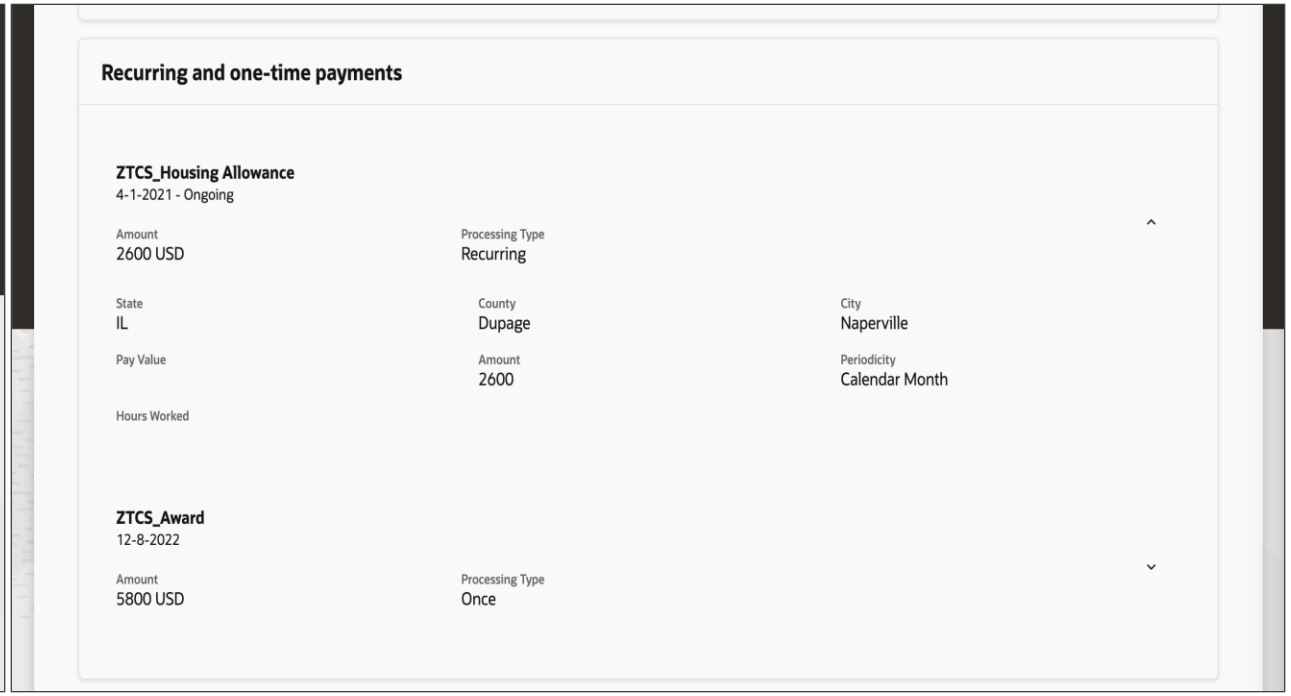
REDWOOD EXPERIENCE FOR MY COMPENSATION





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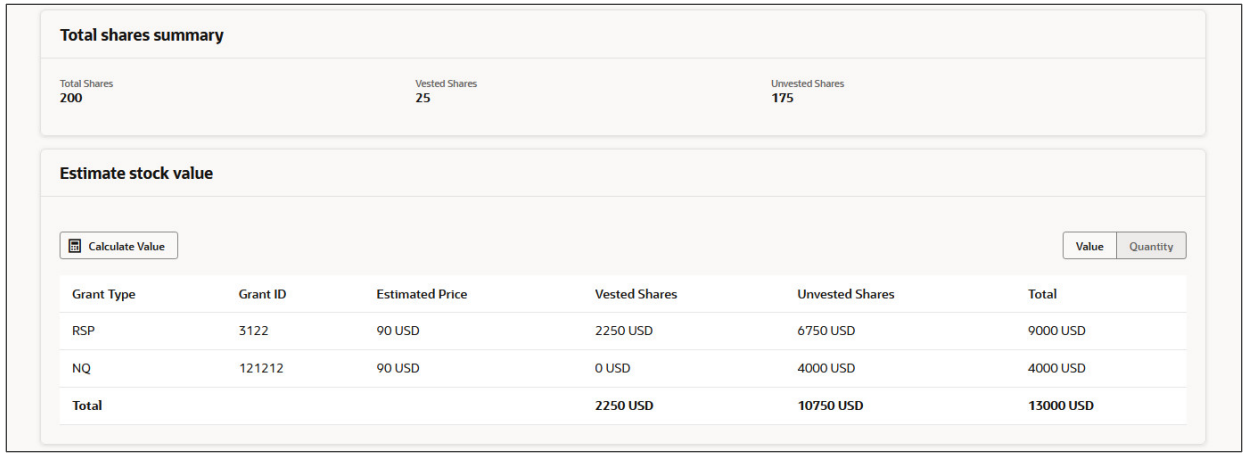
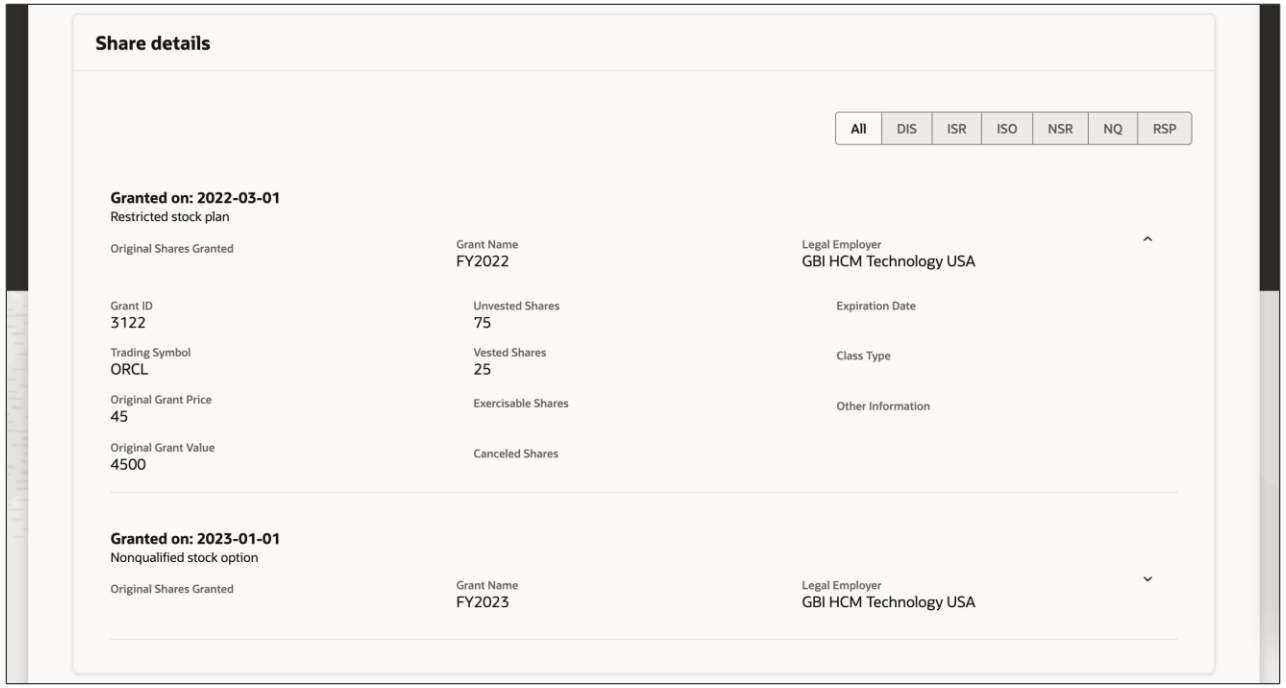
REDWOOD EXPERIENCE FOR MY COMPENSATION





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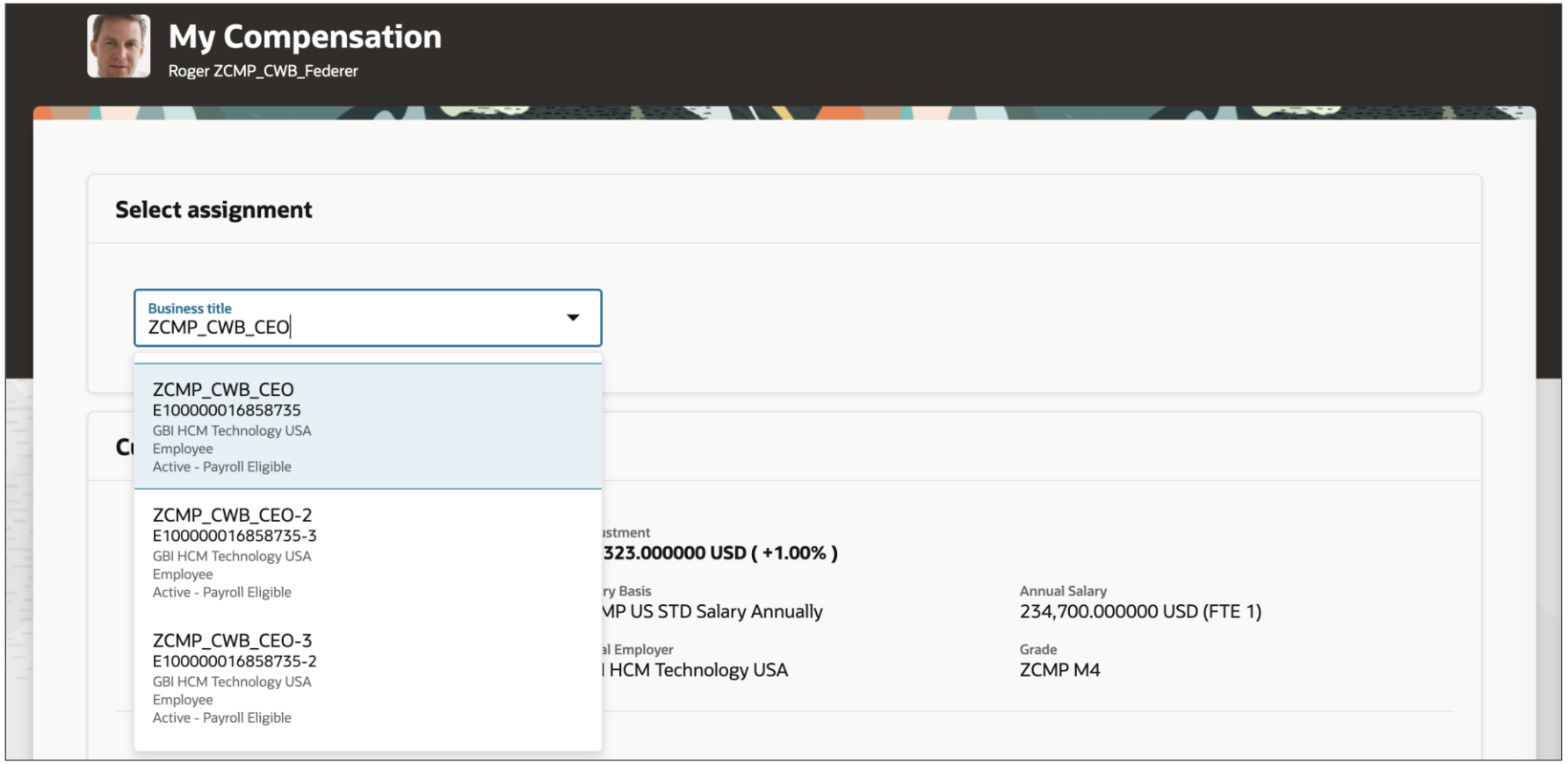
REDWOOD EXPERIENCE FOR MY COMPENSATION

Redwood My Compensation Page with All the Sections



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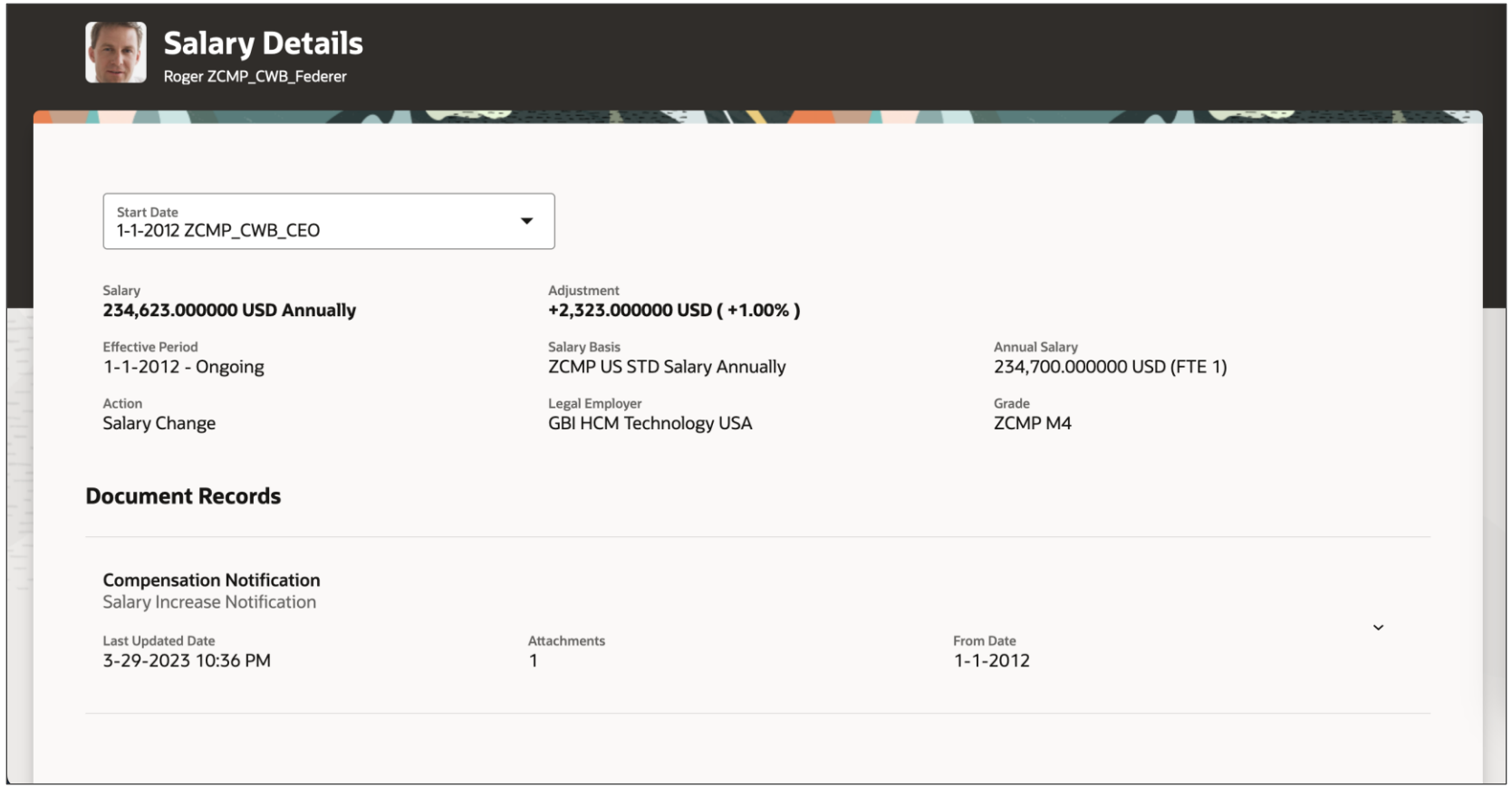
REDWOOD EXPERIENCE FOR MY COMPENSATION

Switch Among Assignments and Global Transfer Sort of Assignments Using the Business Title Switcher



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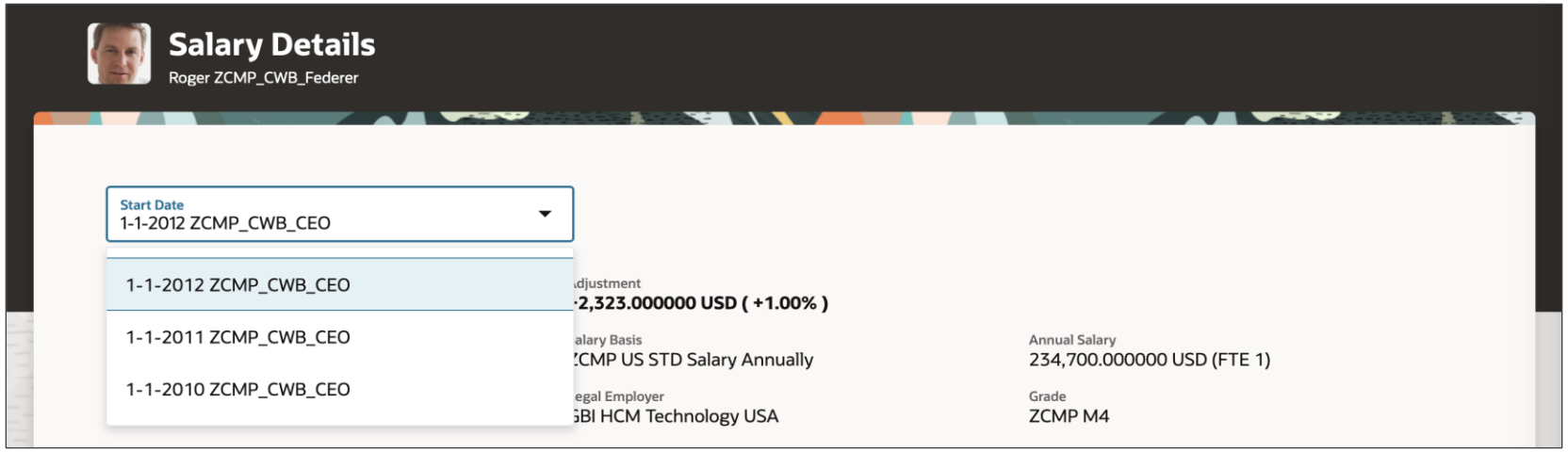
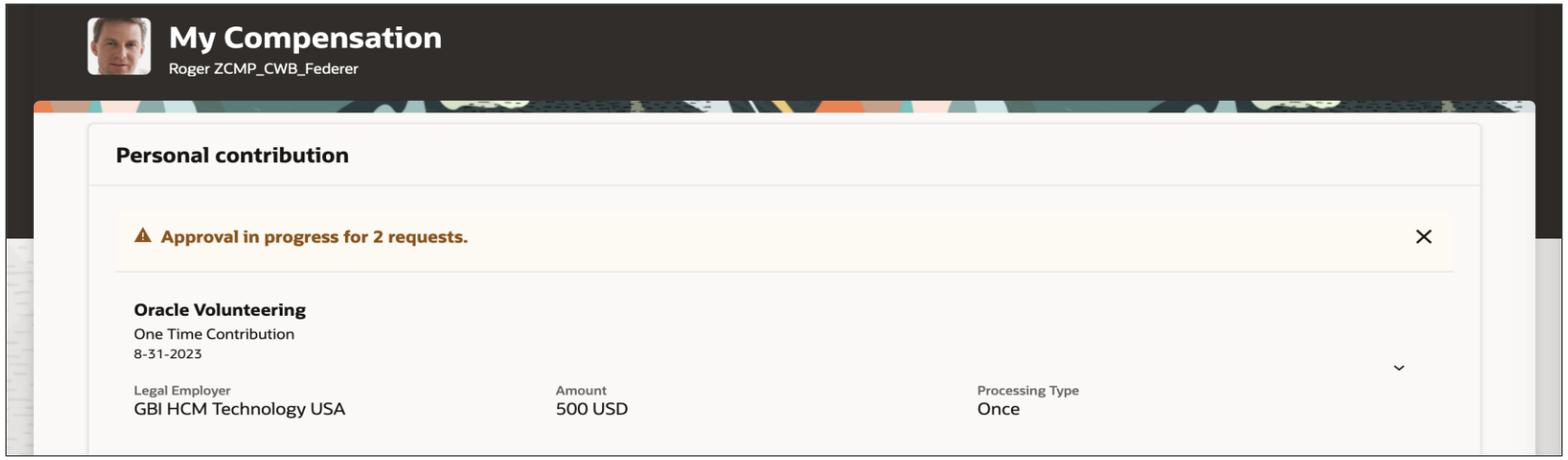
REDWOOD EXPERIENCE FOR MY COMPENSATION

Salary Details Page



Switch Among Salaries of the Assignment and Global Transfer Sort of Assignments Using the Start Date Switcher



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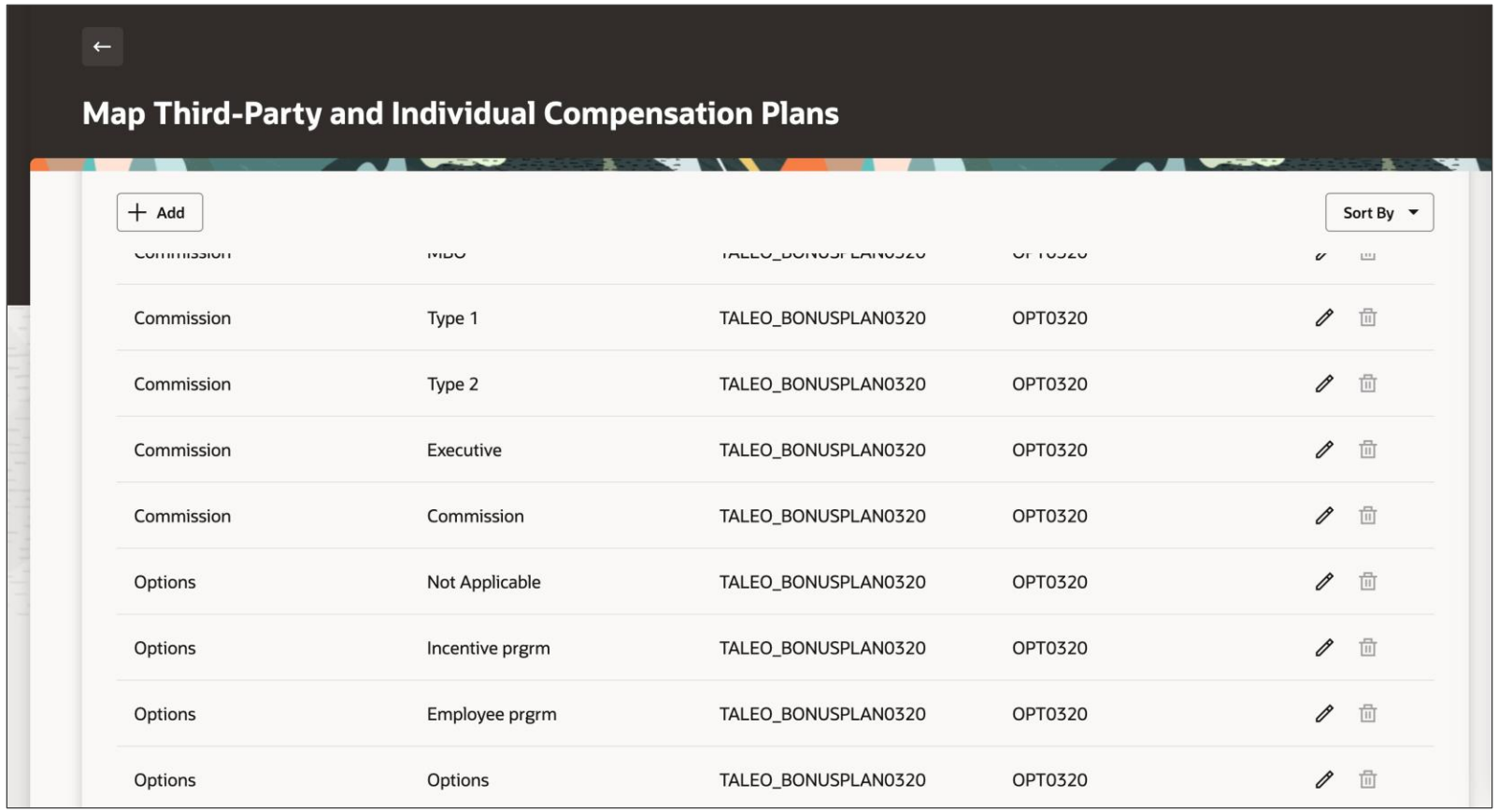
REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

Details:

We can now let Compensation Admins use the Map Third-Party and Individual Compensation Plans page re-created with the Redwood toolkit, when we enable the Redwood experience.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:
With this re-created page, you're continuing your journey into Oracle Redwood solutions.

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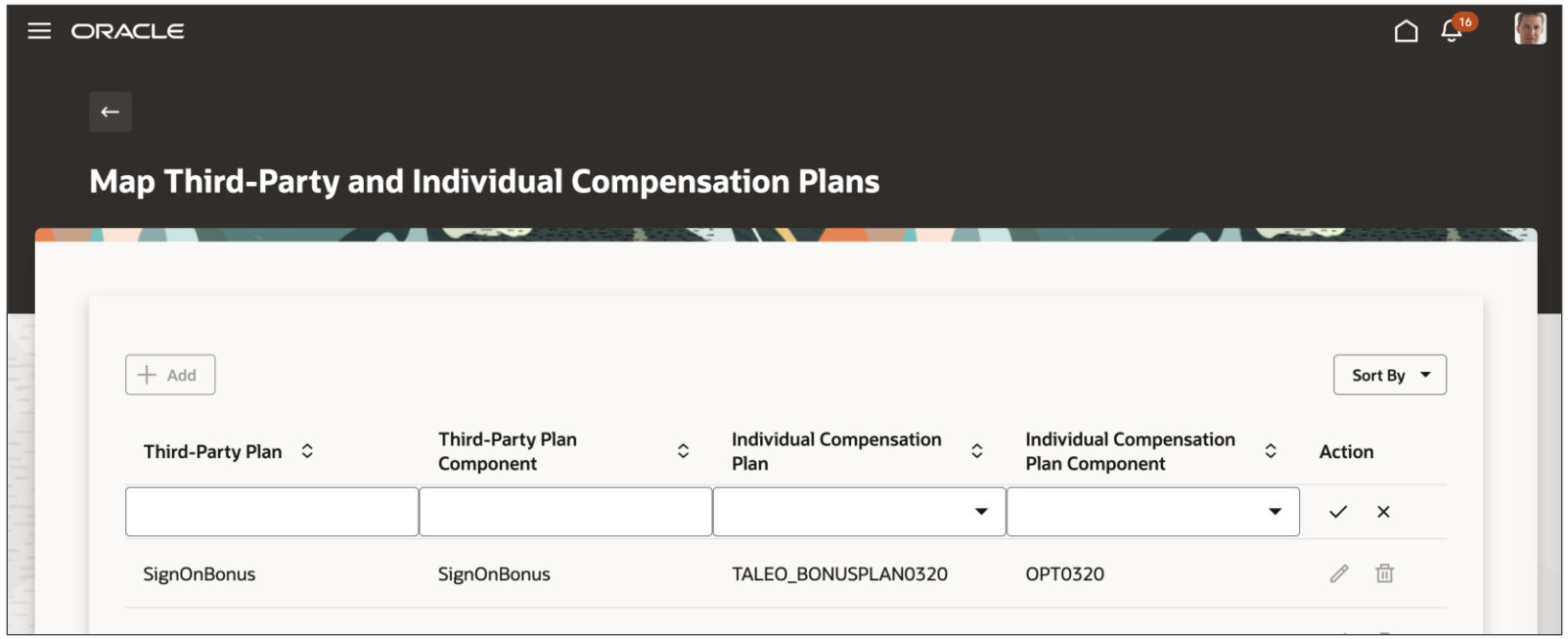
REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

Map Third-Party and Individual Compensation Plans Page Listing the Configured Mappings Between Third-Party and Individual Compensation Plans



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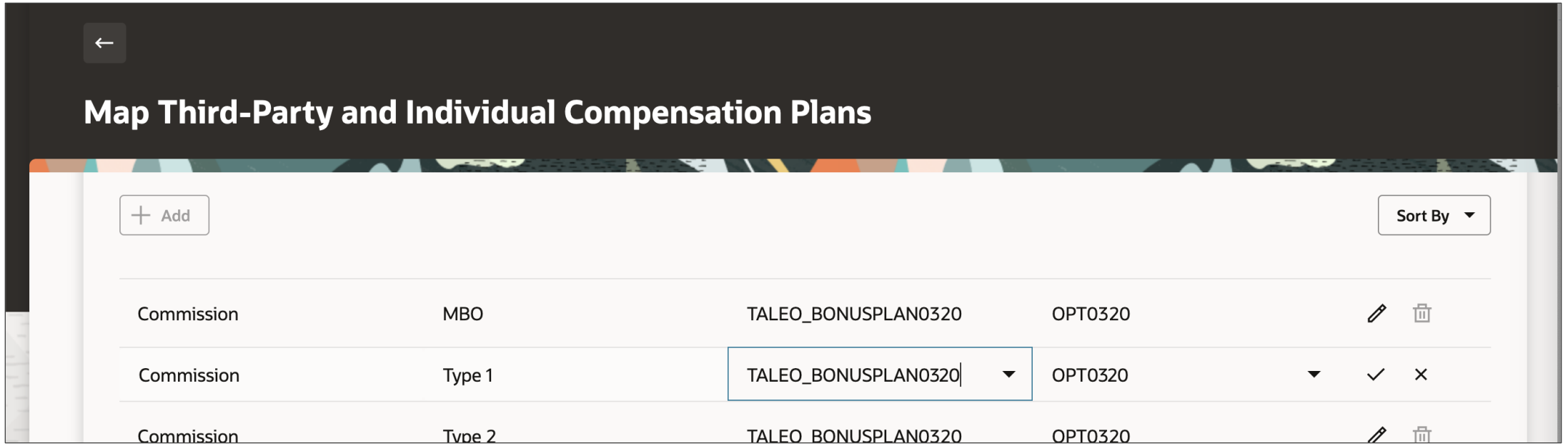
REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

Map Third-Party and Individual Compensation Plans Page Listing the Configured Mappings Between Third-Party and Individual Compensation Plans



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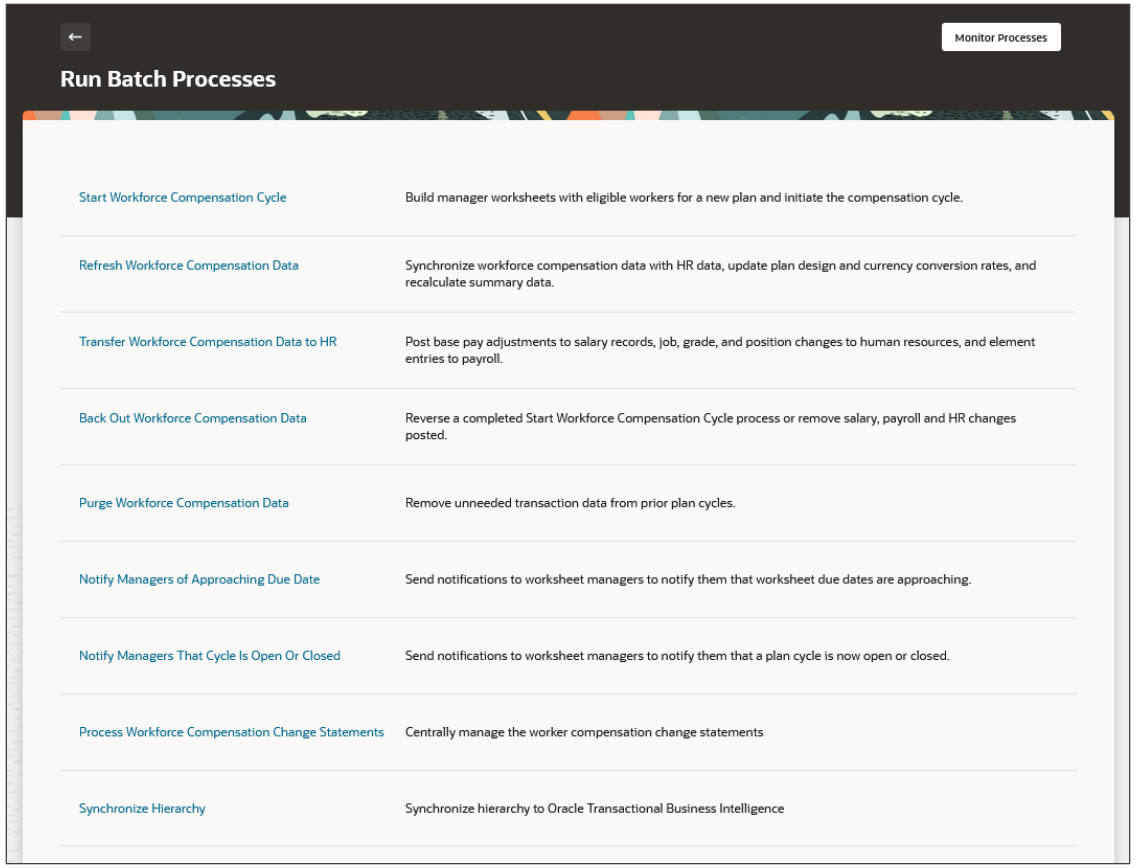
REDWOOD EXPERIENCE FOR RUN BATCH PROCESSES

Details:
The new Run Batch Processes page, re-created in the Redwood toolset Visual Builder Studio, is now accessible by default, but it can be disabled using a profile option.



Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefit:
This feature allows for an updated look of the Run Batch Processes page.

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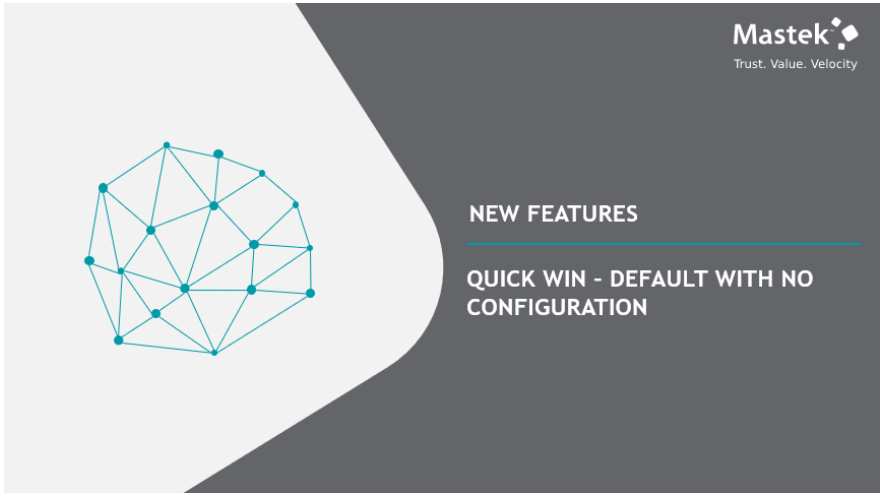

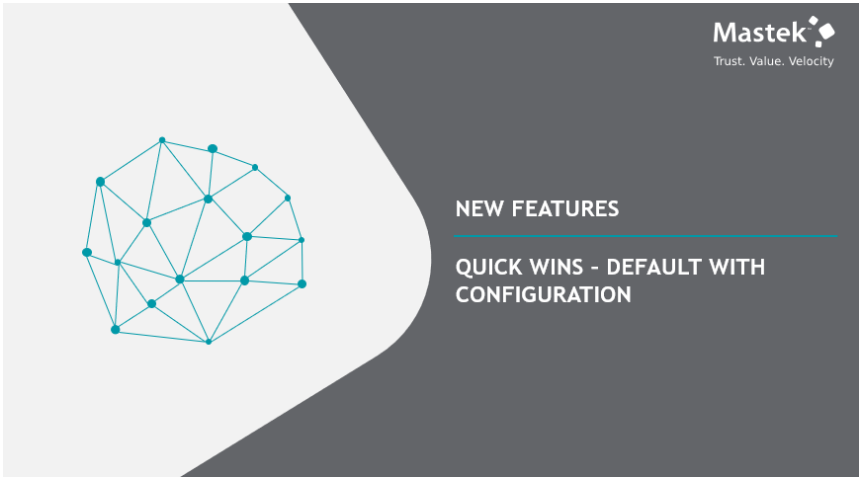

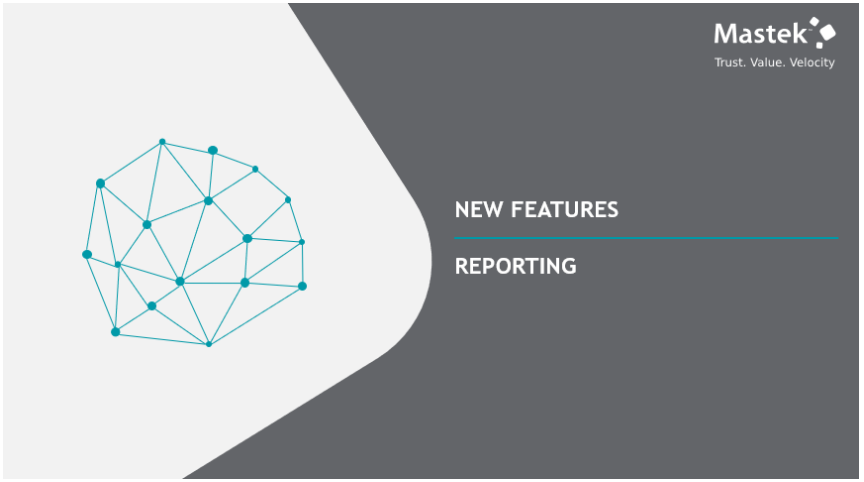

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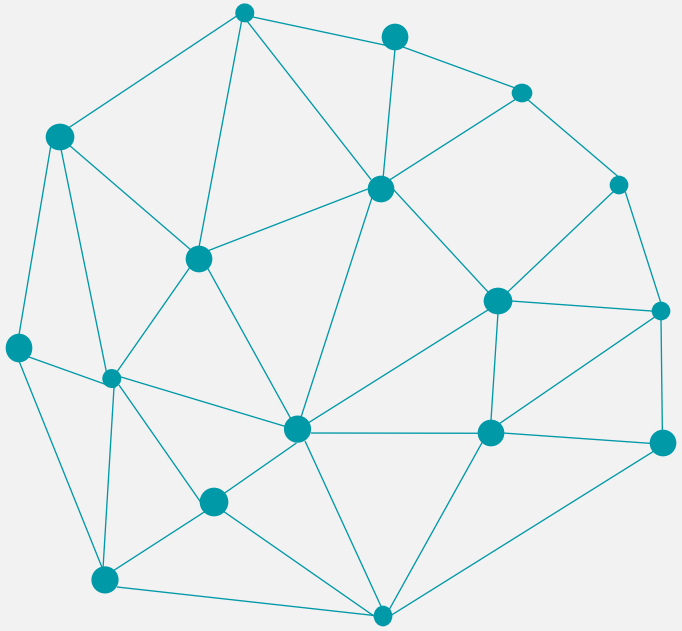

NEW FEATURES

OPT INS - WITH CONFIGURATION

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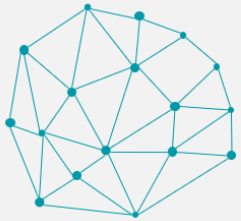

NEW FEATURES

QUICK WIN - DEFAULT WITH NO CONFIGURATION

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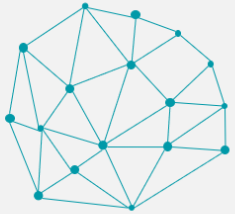

NEW FEATURES

QUICK WINS - DEFAULT WITH CONFIGURATION

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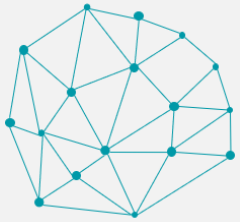

NEW FEATURES

OPT INS - WITH CONFIGURATION

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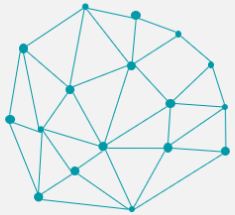

NEW FEATURES

REPORTING

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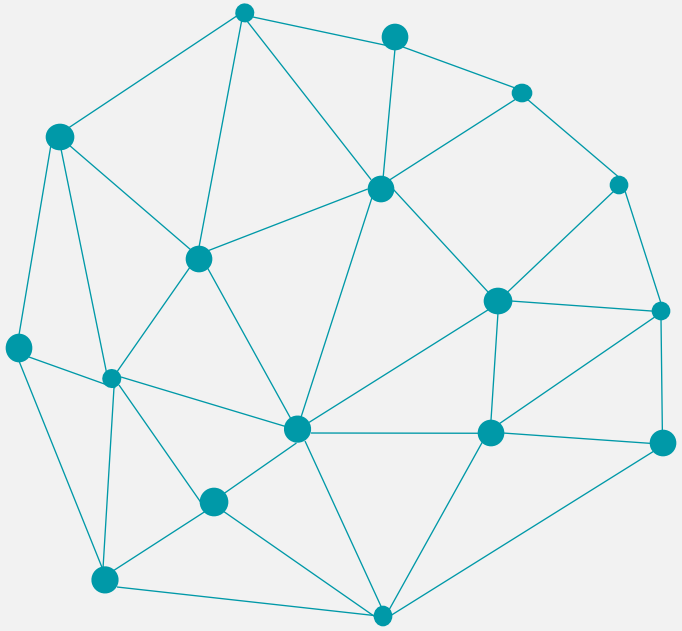

NEW FEATURES

REPORTING

DEPENDENT ORIGINAL COVERAGE START DATE IN BENEFITS ENROLLMENT SUBJECT AREA

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Details:
A new attribute, Dependent Original Plan Coverage Start Date, has been added to the Dependent Information dimension in Benefits Enrollment Real Time.

With the addition of this attribute, reporting on dependent information will be further enhanced, providing more comprehensive and detailed insights into the dependent's plan coverage start date.

Impact Analysis

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

Business Benefit:
This feature enhance the reporting on dependent information.

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NEW SUBJECT AREA - COMPENSATION - WORKFORCE ASSIGNMENT SALARY HISTORY REAL TIME

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Details:
The new subject area, Compensation - Workforce Assignment Salary History Real Time, allows reporting on the assignment event details and salary history details of the workers. Additionally, grade rate details, including grade ladder and other rate information, can also be reported on.

This enhancement integrates all the details from Workforce Management - Worker Assignment Event Real Time and Compensation - Salary History Details Real Time into a single subject area, eliminating the need for a cross-subject-area query to fetch the relevant details related to worker assignment events and salary history details.

Impact Analysis

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

Business Benefit:
This feature combines two subject areas and eliminate the need for cross subject to fetch the relevant details.

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NEW SUBJECT AREA - COMPENSATION - WORKFORCE ASSIGNMENT SALARY REAL TIME

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Details:
The new subject area, Compensation - Workforce Assignment Salary History Real Time, allows reporting on the assignment event details and salary history details of the workers. Additionally, grade rate details, including grade ladder and other rate information, can also be reported on.
This subject area is secured by the following duty roles that are inherited by the job roles specified in the table below.

Duty Role	Job Role	Comments
FBI_WORKFORCE_ASSIGNMENT_SALARY_TRANSACTION_ANALYSIS_DUTY	•ORA_CMP_COMPENSATION_MANAGER_JOB •ORA_CMP_COMPENSATION_ANALYST_JOB •ORA_PER_LINE_MANAGER_ABSTRACT •ORA_PER_HUMAN_RESOURCE_ANALYST_JOB	This duty role provides access to the subject area
ORA_FBI_WORKFORCE_ASSIGNMENT_SALARY_TRANSACTION_ANALYSIS_DUTY_HCM		This duty role provides the data security

Impact Analysis

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

Business Benefit:
This feature combines two subject areas and eliminate the need for cross subject to fetch the relevant details.

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Closing Q&A

CLOSING NOTE

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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	18-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
SCM (Procurement & Advanced Procurement)	18-Jul-2023	60 minutes
	4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	
Talent Management	19-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
HR Helpdesk and ORC	20-Jul-2023	60 minutes
	3:00 PM GMT | 4:00 PM CEST | 10:00 AM EST	
SCM (Inventory & Order Management)	20-July-2023	60 minutes
	4:30 PM GMT | 5:30 PM CEST | 11:30 AM EST	

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