

# Mastek

Cloud Enhancement Services

Live Webinar

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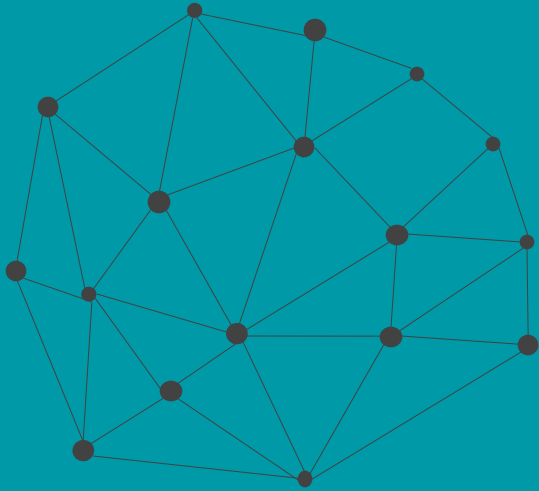
## 23C - WORKFORCE MANAGEMENT & PAYROLL

• *Empowering you for the next update*



ORACLE | Partner





## **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.

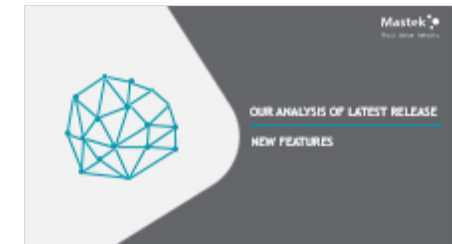
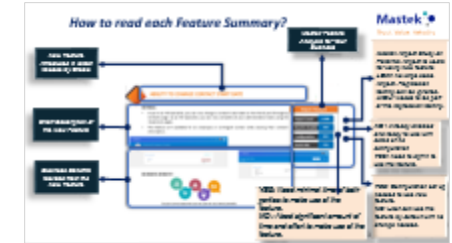
# AGENDA



● Our Approach to Oracle Update

● Our Analysis of Latest Release  
- New Features  
- Removed features

● Closing  
- Q&A



# How to read each Feature Summary?

Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

**ABILITY TO CHANGE CONTACT START DATE**

**DETAILS:**

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

**BUSINESS BENEFIT:**

Ensure correct data that can be used for any family benefits

**Impact Analysis**

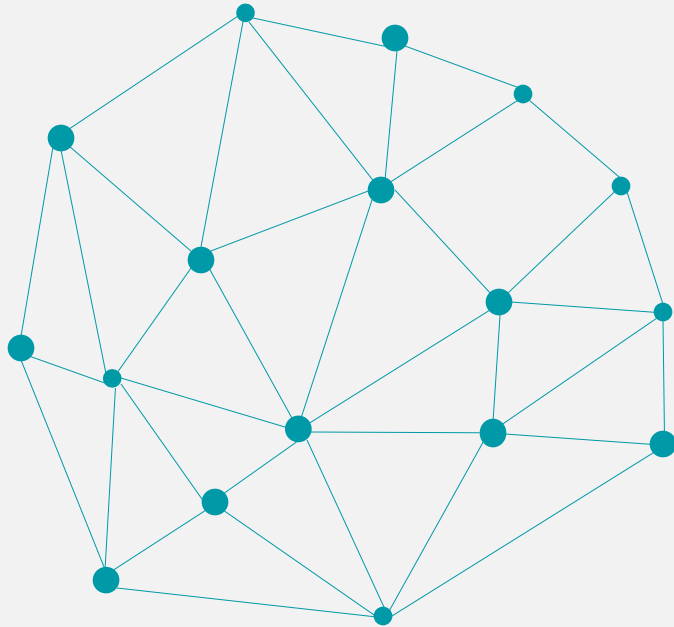
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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

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

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

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



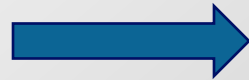
## OUR ANALYSIS OF LATEST RELEASE

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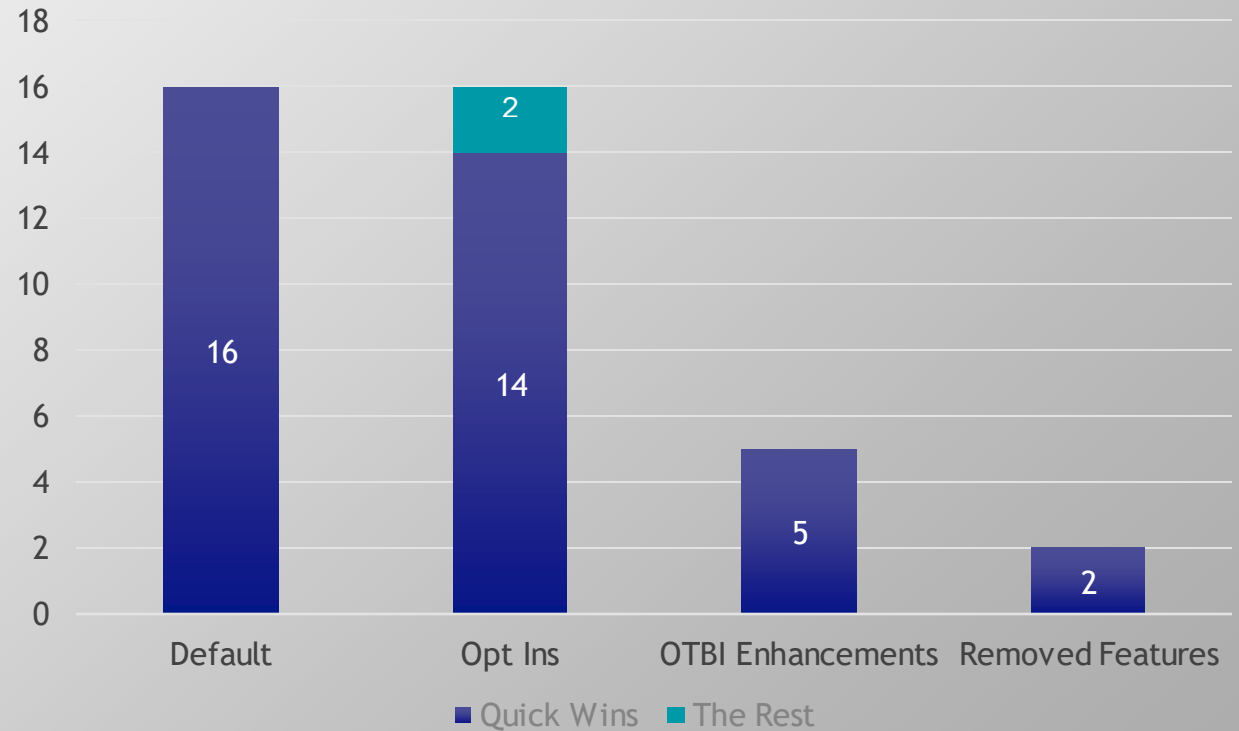
### NEW FEATURES

# MASTEK ANALYSIS- STATISTICS



**39**  
WFM & Payroll



## WFM & Payroll



# MASTEK ANALYSIS



**NEW FEATURES**

QUICK WINS - DEFAULT WITH NO CONFIGURATION





**NEW FEATURES**

QUICK WINS - OPT IMS





**NEW FEATURES**

THE BEST

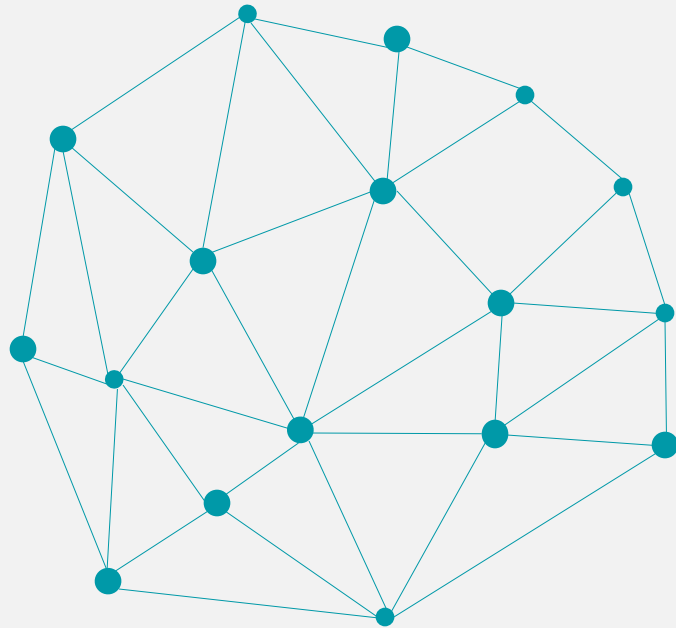


**NEW FEATURES**

OTW ENHANCEMENTS



**REPLACED OR REMOVED FEATURES**



## NEW FEATURES

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**QUICK WINS - DEFAULT WITH NO  
CONFIGURATION**



# PAYSLIP PERFORMANCE ENHANCEMENT

## Details :

- This update aims to generate payslips quickly.
- During the payslip process, payslip template files get downloaded, including files for multiple installed languages.
- The method of retrieving the payslip templates has been enhanced to better support customers with large payslip templates or multiple templates for different languages.

## Business Benefit:



The enhanced payslip process ensures better performance and quick generation of the required payslips.

Global Payroll

## Impact Analysis

Impact Level HIGH

Need to Enable NO

Configuration NO

Quick Win YES



# OFFSET COSTS ALLOCATION IN DISTRIBUTED COSTING

## Details :

- The user can now view employee assignment details for offset account in distributed costing.
- The offset cost results are distributed to all the applicable assignments and the corresponding assignment details are displayed for each record. The assignment details are displayed even in the case of single assignment scenario.
- The user can access these details in the Run Payroll Cost Results report and Costing Results page.

Global Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

Distributed costing allocates offset cost results to all the available assignments in the applicable ratio.

The respective assignment details can be viewed in the payroll costing results page for the offset side costs in distributed costing. These are also displayed in the Costing Result Report.

Assignment	Element Name	Distributed Element	Input Value	Distributed Input Value	Account	Money	
						Debit	Credit
Manager	VV Appliances Base Salary Earnings Results		Earnings Calculated		01 01 100 200001 000000 000000	USD 5,000.00	
Manager	VV Appliances Base Salary Earnings Results	VV Employee Club Contribution Results	Earnings Calculated	Pay Value	01 01 100 300001 000000 000000		USD 96.15
Manager	VV Appliances Base Salary Earnings Results		Earnings Calculated		01 01 100 900001 000000 000000		USD 5,000.00
Manager	VV Employee Club Contribution Results	VV Employee Club Contribution Results	Pay Value	Pay Value	01 01 100 900001 000000 000000	USD 96.15	
Analyst	VV Employee Club Contribution Results	VV Employee Club Contribution Results	Pay Value	Pay Value	01 01 300 900001 000000 000000	USD 3.85	
Analyst	VV Transport Allowance Earnings Results		Earnings Calculated		01 01 300 900001 000000 000000		USD 200.00
Analyst	VV Transport Allowance Earnings Results		Earnings Calculated		01 01 300 200004 000000 000000	USD 200.00	
Analyst	VV Transport Allowance Earnings Results	VV Employee Club Contribution Results	Earnings Calculated	Pay Value	01 01 300 300001 000000 000000		USD 3.85



# GENERATE CHECK PAYMENT TASK POSITIVE NUMBER VALIDATION

## Details :

- This feature places a validation on the Start Check Number and End Check Number parameters in the Generate Check Payments Task. The validation can also be configured for user-defined flows.
- The new validation ensures that these two parameters only take positive whole numbers without any decimals, alpha characters, special characters, or comma separators. This validation takes place when the parameters are submitted.

The screenshot shows the Oracle 'Submit a Payroll Flow' interface. An error dialog box is displayed in the center, stating: "Error: You need to enter a positive whole number in the Start Check Number parameter. (PAY-1636723)". The error dialog has an 'OK' button. In the background, the 'Flow Parameters' section is visible, with the '\*Start Check Number' field containing the value '123as.01', which is highlighted with a red box. Other fields include '\*Payroll Flow', '\*Process Start Date' (5/8/23), '\*Process End Date' (5/12/23), 'Payment Source' (Select), and 'Overriding Payment Date' (m/d/yy). The interface also features a 'Submit' button and a 'Cancel' button.

Global Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

The positive number validation ensures only correct check numbers are used when you submit the Generate Check Payment task.

# MASS DATA LOADING TO MATCH ON PREVIOUS HMRC PAYROLL ID

UK Payroll

## Details :

- This enhanced process loads the HMRC data into the application tables and validates the inbound data against the current data. If no match is found, then the process tries to match this against previous HMRC Payroll ID and Employer PAYE Reference combination.
- You can review the Audit report. The HCM Data Loader file is generated for records that are successfully validated.
- The following inbound processes are covered by this update
  - ❖ P9 : PAYE Tax Code / Tax Basis
  - ❖ P6 : PAYE Tax Code / Tax Basis / Previous Taxable Pay & Paid
  - ❖ SL1 : Student Loan start
  - ❖ SL2 : Student Loan stop
  - ❖ PGL1 : Post Graduate Loan start
  - ❖ PGL2 : Post Graduate Loan stop
  - ❖ NVREP : NINO Verification Reply in response to NVREQ or FPS

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

Use the enhanced process to load the data received from HMRC to match on previous HMRC Payroll ID, if there is no match on HMRC Payroll ID.

# P11D PROCESS PARAMETER TO INCLUDE LEAVERS

UK Payroll

## Details :

- You can use the new parameter Paper P11D for Leavers in the flow Run P11D Archive and Generate Reports from April 2022.
- Select this to print only a paper copy for leavers. The new parameter is set to No, by default. You can set it to Yes if you want to suppress P11D created on Documents of Record for leavers.
- Additionally, the parameter *Include Leavers* has been renamed to *Include for Paper* in the flow *Generate Paper P11D or Employee Payrolled Benefit Statement*.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

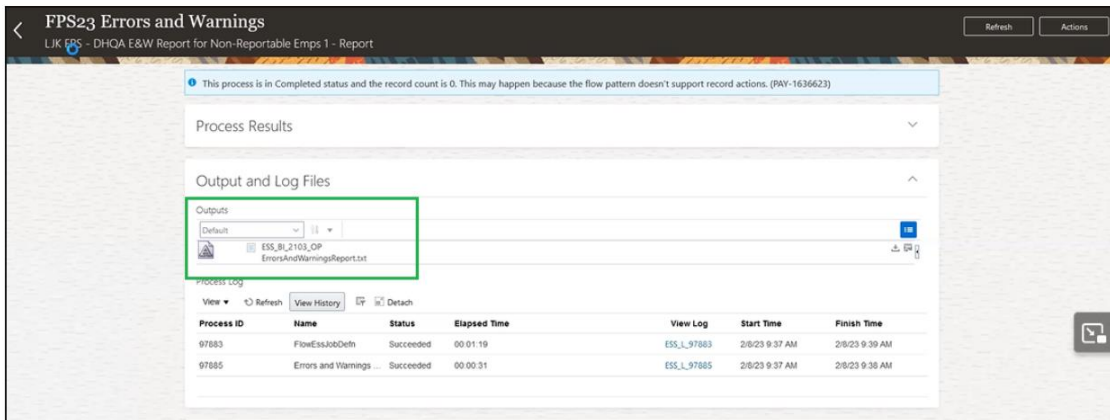
This feature gives you the flexibility to select only leavers, current employees, or both for paper P11D.



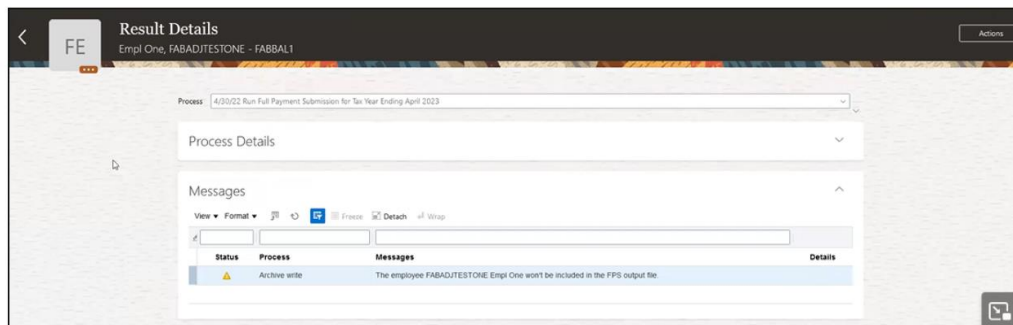
# FPS ERRORS AND WARNINGS REPORT INCLUDES ALL ERRORS

## Details :

- Through this update, the employees that are included in a prepayment flow but not reported due to not having any earnings in the period are now reported in the FPS Process Results. These employees will be reported on the Errors and Warnings report even if there are no other warnings or errors detected during the process.



- The report displays a warning message for employees who are deemed as nonreportable, and therefore not included in the FPS XML output file and the Audit Report.



## Business Benefit:

In this enhancement, the nonreportable warnings are included for easy reference in the FPS Errors and Warnings report.

UK Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

# MAKE EFT PAYMENTS PROCESS INCLUDES ENHANCEMENTS FOR FAST PAYMENTS

## Details :

- You can now make fast payments for multiple employees and multiple payments for a single employee in a single file.
- To do this, use the Submit a Flow task. Search for and select the Make EFT Payments flow pattern for a UK legislative data group. Select the report category **Fast Payment EFT**:

**Make EFT Payments**  
JAN 2023 EFT - Standard Process

Process Results

Person Name  Show Filters

Sort By Name A to Z

ID	Name	Status
AF	Fastpayment, ABC	Complete
DF	Fastpayment, DEF	Complete

Output and Log Files

Outputs: Default

ESS\_BI\_1452\_OP  
UK Faster Payments.txt

Process Log

Process ID	Name	Status	Elapsed Time	View Log	Start Time	Finish Time
88125	FlowEssJobDefn	Succeeded	00:03:33	ESS_L_88125	01/17/23 10:19:03	01/17/23 10:22:37

UK Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

Use this enhanced reporting by selecting the report category for fast payments included in the Make EFT Payments process.



# ABSENCE TRANSACTION APPROVAL DATE IN BI PUBLISHER

## Details :

- The BI Publisher records approval date when an absence is approved. When you approve an absence, the absence data is transferred to Payroll. If the approval happens after the payroll cutoff date, the employee won't be paid for that absence in that pay period.
- With the availability of the approval date, you can investigate issues related to non-payments, and determine if the approvals were the reason for the non-payment.
- The approval date is captured when you approve the absence through the responsive page or the REST services.

## Business Benefit:



The BI Publisher now captures the approval date when an absence is approved, using which we can investigate issues related to non-payments, and determine if approvals were the reason for the non payment.



Absence

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



# FUTURE ABSENCE PROCESSING OPTION FOR SAME AND IMPACTED ABSENCE TYPES ENTERED ON THE TIMECARD

## Details :

- A new configuration option called **Future Absence Processing** was introduced in the **Configure Absence Batch Parameters** page in the previous release, to process all future absences for all types or process only future absences of the same absence type, and any impacted absences that are a part of the concurrent or shared plan.
- Now, this functionality is extended to also include absences entered on a timecard.

Job Configuration
Save Done

---

Actions View

Job Name	Job Description	Total Threads	Maximum Errors	Chunk Size
Evaluate Absences	Calculates entitlements for unprocessed absences.	5	3	20
Evaluate Certification Updates	Evaluates certification due dates and updates absence details when due date is passed.	5	3	20
Update Accrual Plan Enrollm...	Evaluates employee events for enrollment and termination into accrual plans.	5	3	20
Calculate Accruals and Balan...	Generate details and balances for accrual plans or compensatory time expirations for compensatory time plans.	5	3	20
Migrate Previous Versions of ...	Transfers data, such as absence types, absence categories, accrual plans, and employee absence records from earlier versions of absence management to the current version.	0	0	0
Withdraw Accruals and Balan...	Withdraws accrual details and balances for accrual plans.	1	3	20

---

Additional Attributes

Integration to Time Repository: Enabled

Integration Effective Date: 1/1/15

Resubmit affected time cards when absence entries are updated

Absence Type Default: Defaulting Rule

Future Absence Processing: All Absences

Balance Calculation Date: All Absences

Hours Display Format: [dropdown]

Decimal Number Format: Always show | 2 decimal places

Withdrawn Record Deletion:  Enable for administrator

Basis for Accrual Calculation: Primary assignment

Absence

## Impact Analysis

Impact Level **MEDIUM**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

The application now includes absences entered on the timecard in the processing of future absences.



# ABSENCE APPROVAL NOTIFICATIONS DELIVERED REGARDLESS OF SERVER STATUS

Absence

## Details :

- Previously when the SOA server experienced a downtime during absence submission, the application wouldn't generate an approval notification for the submitted absence.
- With this feature, the application registers a severe server error in the log file and continues the approval process by generating an absence notification for the manager or approver.
- This removes all orphan records for absence transactions with attachments that are in Awaiting Approval status when the server goes down. By sending an absence notification irrespective of the server status, it eliminates the need to re-enter the absence.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

The new enhanced absence approval process now generates an absence approval notification for the manager to approve even if the SOA server goes down mid process.



# SUPPORT FOR ROLLING BACKWARD PLAN TERM TYPE AND MULTIPLE ASSIGNMENTS

## Details :

- The support for multiple assignments on qualification plans has been improved with this update.
- Now the application also supports the qualification plans where the Rolling Backward plan term type is used for entitlement calculation.



## Business Benefit:

Now the application also supports the qualification plans where the Rolling Backward plan term type is used for entitlement calculation.



Absence

## Impact Analysis

Impact Level MEDIUM

Need to Enable NO

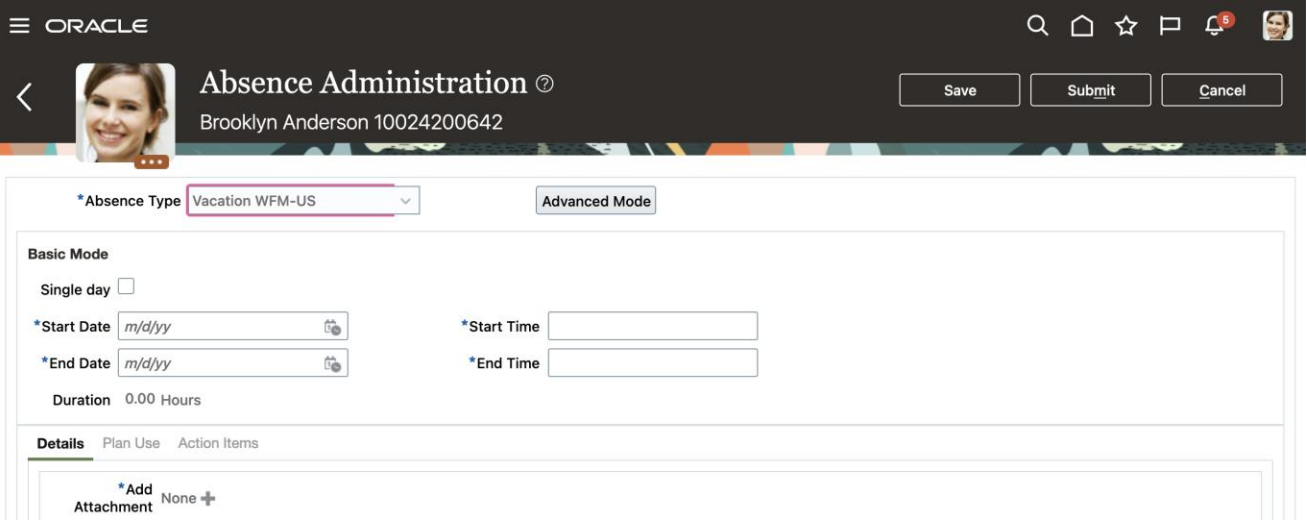
Configuration NO

Quick Win YES

# DISPLAY REQUIRED FIELD FOR ATTACHMENTS IN ADMINISTRATOR ABSENCE RECORDS PAGE

## Details :

- The enhanced absence records page for administrators now displays the required field icon when the attachments are mandatory for absence entry.



Absence

Impact Analysis

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

## Business Benefit:



With this feature, the administrators can easily see when required attachment information is needed.



# AUTOMATIC ACCRUAL RECALCULATION WITH ENROLLMENT END DATE

## Details :

- The application now automatically recalculates accruals when you perform a manual adjustment to the enrollment end date.
- When you manually perform a plan unenrollment and accruals have already been calculated until the end of the period, the accruals are automatically rerun until the unenrollment date.



### Business Benefit:

The accrual process need not be run manually when the plan enrollment end date is adjusted.



Absence

## Impact Analysis

Impact Level **MEDIUM**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

# ABSENCE PLANNING FOR MANAGERS

## Details :

Line managers can now use the **Absence Planning** page to review absences related to absence types with accrual or compensatory plans for all their direct reports, through this navigation > Home page > My Team > Under quick actions, Show More > Absence Planning in the Absences section. Managers can't approve the absence requests added using timecards on the Absence Planning page.

**Absence**

**Impact Analysis**

**Impact Level** MEDIUM

**Need to Enable** NO

**Configuration** NO

**Quick Win** YES



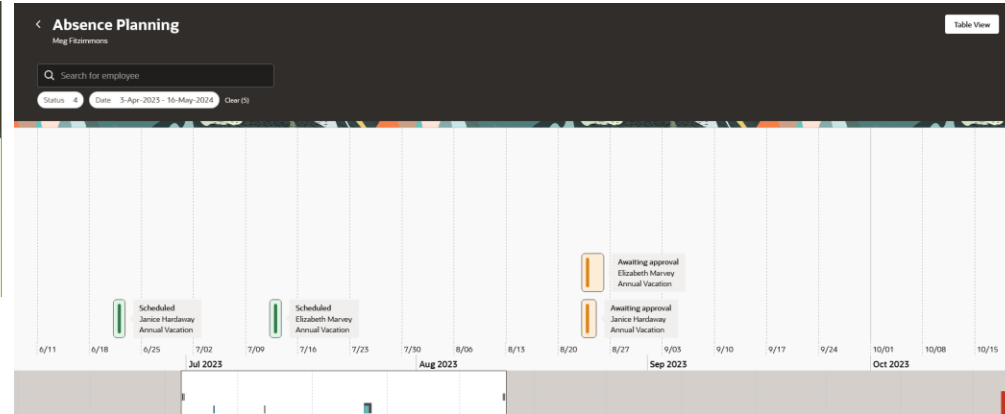
## Business Benefit:

This feature makes absence planning for managers much easier to visualize.

## Main Table View

Status	Employee	Absence Type	Start Date	End Date	Duration	Submission Date	Seniority Date	Conflict	Action
Awaiting approval	Elizabeth Marvey	Annual Vacation	22-Aug-2023	25-Aug-2023	25h 30m	1-May-2023	21-Sep-2001	Yes	View Conflict
Awaiting approval	Janice Hardaway	Annual Vacation	22-Aug-2023	24-Aug-2023	17h	1-May-2023	27-Sep-2001	Yes	View Conflict
Scheduled	Janice Hardaway	Annual Vacation	21-Jun-2023	21-Jun-2023	8h 30m	1-May-2023	27-Sep-2001	No	View Details

## Timeline View



## Conflict View



# PROVIDE FORMULA EXECUTION STATISTICS

## Details :

You can now view detailed execution statistics of fast formulas including custom fast formulas in the Enterprise Scheduler (ESS) processes output file. The output file provides information about what formulas were run, how many times they were run and how long it took for each batch run.

You can get the output file for the following scheduled processes:

- *Evaluate Absences*
- *Calculate Accruals and Balances*
- *Update Accrual Plan Enrollments*
- *Generate Daily Breakdown of Absence Details*
- *Evaluate Certification Updates*

Absence

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

```
Fast Formula Execution Statistics
=====
Formula Name                Number of Executions  Total Time                Formula Type                Formula Id
-----
ARK_Accrual_Matrix          39                   0hh:0mi:0ss:493ms (493ms)  Global Absence Accrual Matrix  300100543781871
ARK_Plan_Entl_FF_Stats      10                   0hh:0mi:1ss:46ms (1046ms)  Global Absence Plan Entitlement  300100174553901
-----
```



**Business Benefit:** You can use this statistical info to review and address performance issues with your fast formulas.

# ENHANCED PERSON SELECTION FOR ACCRUAL PROCESSING

## Details :

The Update Accrual Plan Enrollment process is now enhanced to include future hires.

When you run the Update Accrual Plan Enrollment process, the application calculates accruals for future periods automatically up to the last accrual run date for all employees active as of the effective date.

Concurrently, it now also calculates accruals for all future hires who fall within the accrual run date.



**Business Benefit:** You can use the enhanced person selection for accrual processing to ensure that future hires are also included in the process.



Absence

## Impact Analysis

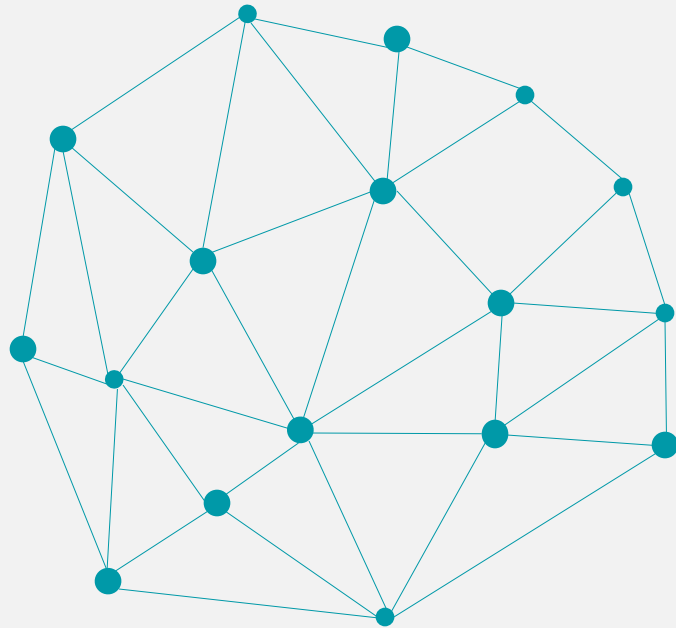
Impact Level LOW

Need to Enable NO

Configuration NO

Quick Win YES





## NEW FEATURES



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QUICK WINS - OPT INS

# UPDATE EXISTING ABSENCE ENTITLEMENT RECORDS IN PAYROLL

Global Payroll

## Details :

- This feature loads only the updated absence entitlement information into the payroll application, when the user updates an absence entitlement record.
- This enhancement is currently available only for the new absence elements created from the 23C update onwards.
- It's recommended to enable this feature when creating absence elements for a payroll implementation.



## Business Benefit:

This feature reduces the number of absences and element entries created when an absence is updated. As a result, it also reduces the volume and complexity of retropay processing for absence changes.



## Impact Analysis

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

# PAYROLL ARCHIVE REPORTS TRANSLATION

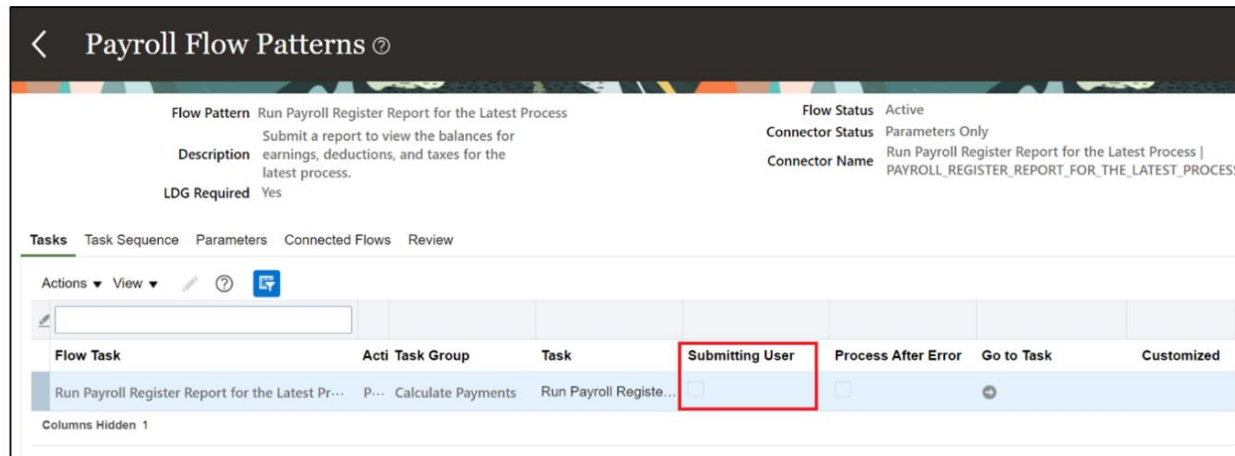
## Details :

This feature lets the user to configure the Payroll Archiver to store the archived payroll information in multiple languages such as English (by default), French and Spanish. The user can then generate the below archive-based reports in the language of the user's preference.

## Steps to Enable:

Add the **Support for Archive Translation** actions parameter in the configuration group of the report task and Select the **Submitting User** check box on the flow setup page to ensure that the report is translated in the language preference of the person submitting the report or flow.

- ❖ Payroll Register Report
- ❖ Payroll Register Report for the Latest Process
- ❖ Periodic Payroll Register Report



Global Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



## Business Benefit:

We can now generate the archive-based payroll reports in a language of our preference.

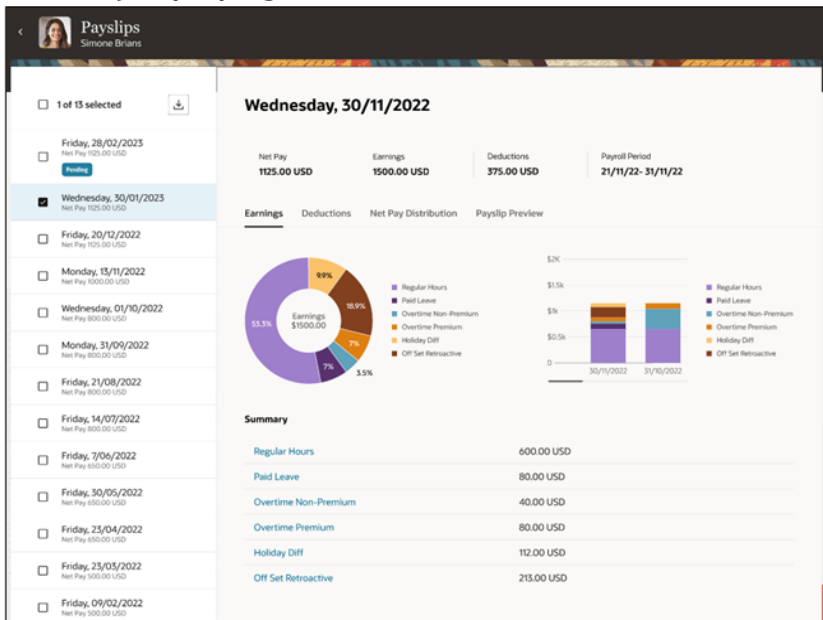
# REDWOOD EXPERIENCE FOR PAYSLEIPS

## Details :

- Access the payslip page from the Ask Oracle page, include it in a journey, or enable page nudges.
- You can now view summary payslip information, such as earnings and deduction amounts, using the new payslip page. You can also preview your full payslip document, held in document of records, embedded on the page.

## Steps to enable:

Use the **ORA\_PAY\_PAYSLEIPS\_REDWOOD\_ENABLED** profile option to enable the redesigned Redwood Payslips page.



## Business Benefit:

The features that come with the new Redwood Payslips page offer a more modern feel.

With the new page you can have the ability to search for the page on the Ask Oracle page, include the page in a journey, or enable nudge for the page.

Global Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**



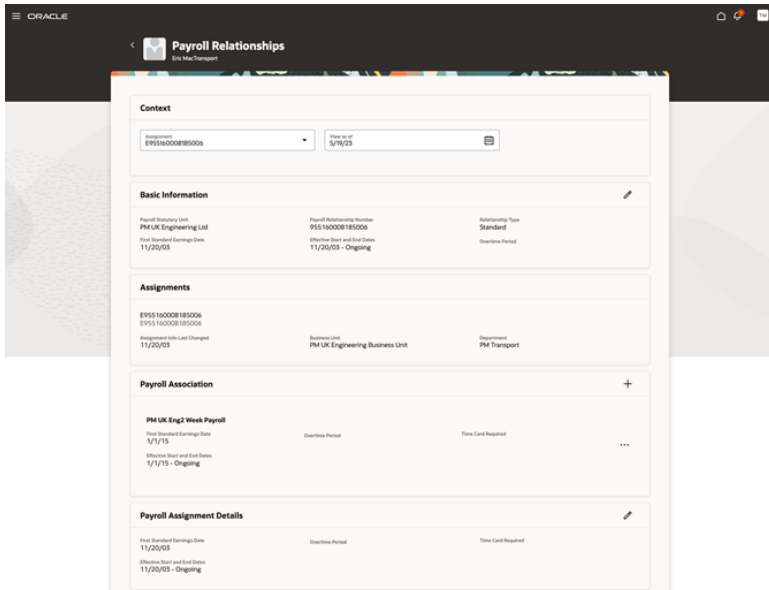
# REDWOOD EXPERIENCE FOR PAYROLL RELATIONSHIPS

## Details :

- Use the new Redwood Payroll Relationships page that was moved to the Redwood toolkit, to manage employee assignment records for payroll statutory calculation and reporting purposes. You can also include this page in a journey.

## Steps to enable:

- Use the `ORA_PAY_PAYSLIPS_REDWOOD_ENABLED` profile option to enable the redesigned Redwood Payroll Relationships page.



## Business Benefit:

The new Redwood Payroll Relationships page allows you to take advantage of the Redwood look and feel as well as the Redwood toolkit to manage employee assignment records for payroll statutory calculation and reporting purposes.



Global Payroll

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

# PAYROLL INTERFACE "UPDATE" MODE FOR TRANSFER TO PAY

## Details:

The new absence updates to payroll interface ensures that only the absence changes are updated for the payroll interface.

Previously, if the absence was modified to end one day earlier, all daily entries were deleted and recreated. This caused unnecessary net-zero retro pay transactions that complicated reconciliation and had a negative impact on the performance of payroll calculation.

When you use this mode, the application replaces only the daily entries with modifications.

## Note:

- *Absence updates feature is limited to absence entitlements. Absence disbursements and final payouts are not included in the 23C scope.*
- *Changes to UK SSP Payment Certification won't trigger an absence update.*
- *Absence updates are supported for absences entered in Cloud Absences but aren't supported for absences entered on timecard.*



Absence

Impact Analysis

Impact Level MEDIUM

Need to Enable YES

Configuration NO

Quick Win YES

Business Benefit:



Improve the performance of payroll calculation process and simplify reconciliation with the new update mode for the payroll interface.

# REDWOOD EXPERIENCE FOR EXISTING ABSENCES

## Details :

- The Existing Absences page was re-created using the Redwood tool set Oracle Visual Builder Studio, to improve the user experience by providing the same consistent functionality across Redwood pages. Access the same using Home Page > Me > Time and Absences > Existing Absences.

## Steps to enable:

Use the `ORA_ANC_EXISTING_ABSENCES_VBCS_UI_ENABLED` profile option to enable the redesigned Redwood Existing absences page.

Absence

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

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

Type	Start Date - End Date	Duration	Status	Action
DH - CD	6/1/23 - 6/6/23	6.00 Calendar Days	Scheduled	✎
DH - CD	5/29/23 - 5/31/23	3.00 Calendar Days	Awaiting approval	✎
Vacation WFM-US	5/9/23 - 5/9/23	3.50 Hours	Completed	
Vacation WFM-US	5/2/23 - 5/5/23	34.00 Hours	Completed	
Vacation WFM-US	5/1/23 - 5/1/23	8.50 Hours	Completed	



# REDWOOD EXPERIENCE FOR PLAN BALANCE SUMMARY, ACCRUAL, COMPENSATORY, AND DONATION PLAN BALANCES

## Details :

The Plan Balance Summary, Accrual, Compensatory, and Donation Plan Balances pages were re-created using the Redwood tool set Oracle Visual Builder Studio, to improve the user experience by providing the same consistent functionality across Redwood pages. Access the same using Home Page > Me > Time and Absences > Absence Balance tile.

## Steps to enable:

Use the `ORA Anc_Plan_Balance_VBCS_UI_Enabled` profile option to enable the redesigned Redwood page.

Absence

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

This update let you experience Redwood's high-fidelity interactions.



## Absence balance summary Redwood page

The screenshot shows the Oracle Absence Balance page for Brooklyn Anderson. It features a header with the Oracle logo, a navigation menu, and a title 'Absence Balance' with a user profile picture. Below the header is a table titled 'Plan balances' with columns for plan name and balance. The table includes a 'As of Today' and 'Last Calculation Date' filter. The data rows are:

Plan Name	Balance
DDT_WFM_ABS_PLN_ACC_FL_01	1,000.00 Hours
DDT_WFM_ABS_PLN_ACC_MA_01	11,200.00 Hours
Donation Plan	0.00 Days
ZANC_VISION_Incremental_Accrual_Plan	-1.00 Days



# REDWOOD EXPERIENCE FOR PLAN BALANCE SUMMARY, ACCRUAL, COMPENSATORY, AND DONATION PLAN BALANCES (Continued)

Accrual plan balance Redwood page

The screenshot shows the 'Plan Balance' page for Brooklyn Anderson, Business Title: Systems Analyst, Plan Term: 1/1/23 - 12/31/23. The plan is 'ZANC\_VISION\_Incremental\_Accrual\_Plan'. The balance as of 5/12/23 is -1.00 Days.

**Summary**

Periodic accrual	12.00
Donation	-6.00
Disbursement	-7.00

**Details**

5/12/23 Donation Donated to John Smith	-2.00
5/12/23 Disbursement	-2.00
5/5/23 Donation Donated to Susan Que	-4.00
4/30/23 Periodic accrual	3.00
3/31/23 Periodic accrual	3.00
5/7/23 Disbursement	-5.00
2/28/23 Periodic accrual	3.00
1/31/23 Periodic accrual	3.00

Compensatory plan balance Redwood page

The screenshot shows the 'Plan Balance' page for Brooklyn Anderson, Business Title: Systems Analyst. The plan is 'comp\_plan\_1'. The plan balance is 150.00 Hours. The view is set to 'Last 12 months'.

**Details**

3/7/23 Rollover adjustment Not determined	150.00 Expires on 12/31/23
---	-------------------------------

Donation plan balance Redwood page

The screenshot shows the 'Plan Balance' page for Brooklyn Anderson, Business Title: Systems Analyst, with links for 'Go to Home' and 'View More Data'. The plan is 'Donation Plan'. The balance as of 5/12/23 is 0.00 Days.

**Summary**

After there are balance transactions for this plan, you can see balance information here.

**Details**

After there are balance transactions for this plan, you can see balance information here.

# REDWOOD EXPERIENCE FOR DONATIONS AND CASH DISBURSEMENTS

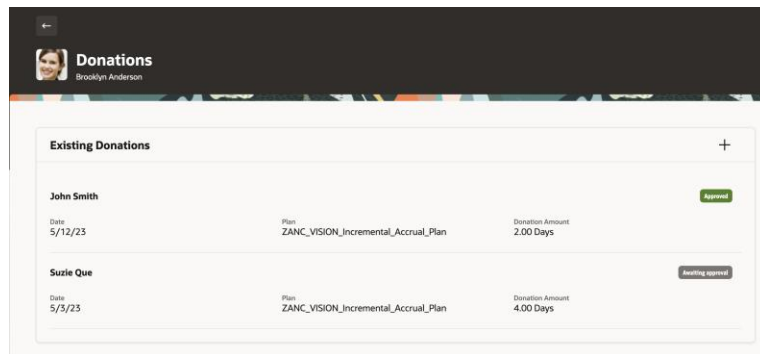
## Details :

- The Redwood pages for Cash Disbursements and Donations have been further enhanced to display a status badge that helps you easily identify different transactions.
- The transactions in the Cash Disbursements page appear in the order of the date, newest to oldest.
- In the Donations page, the transactions appear by the recipient's name that are sorted by the date, newest to oldest.

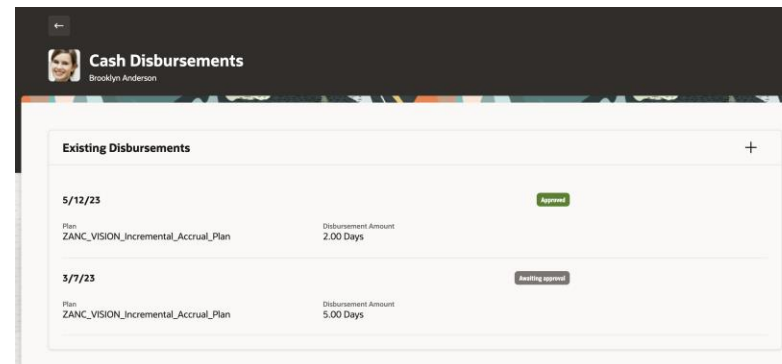
## Steps to enable:

Use the `ORA Anc DONATIONS__VBCS_UI_ENABLED` and `ORA_CASH_DISBURSEMENTS__VBCS_UI_ENABLED` profile option to enable the redesigned Redwood page.

## Status badges in Donations Redwood page



## Status badges in Cash Disbursements Redwood page



Absence

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

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



# TIME TOTALS ON ENHANCED TIME CARDS

## Details:

The enhanced time card grid of the reported time view can now show time totals, such as total hours and schedule information. The new time total for the equivalent number of hours for absences measured in days can also show in the time card grid and on the time totals drawer.

### Enhanced Time Card with Time Totals in the Bottom Rows

Job *	Hours Type *	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity
1 STAFF RN II	Regular	1:00 PM	8:00 PM	7									7 hours
2 STAFF RN II	Regular	6:00 AM	12:00 PM	6	6:00 AM	12:00 PM	6				6:00 AM	1:00 PM	12 hours
3 STAFF RN II	Regular				1:00 PM	7:00 PM	6						12 hours
4 STAFF RN II	Vacation									12			0 hours
5													0 hours
6													0 hours
7													0 hours
8													0 hours
9													0 hours
<b>Total Hours</b>							13 hours						12 hours
<b>Equivalent Hours for Day Entries</b>							0 hours						0 hours
<b>Scheduled Hours</b>							12 hours						12 hours
<b>Schedule Deviation</b>							1 hour						0 hours

### Time Totals Drawer of an Enhanced Time Card

Totals	Monday, April 10	Tuesday, April 11	Wednesday, April 12	Thursday, April 13	Friday, April 14	Saturday, April 15	Sunday, April 16
<b>Total Hours</b>	49	15	12	12	12	0	0
<b>Scheduled Hours</b>	36	12	12	12	0	0	0
<b>Schedule Deviation</b>	13	1	0	0	12	0	0
<b>Absence Hours</b>	12	0	0	12	0	0	0
<b>Equivalent Hours for Day Entries</b>	0	0	0	0	0	0	0

## Business Benefit:

You configure these time totals on the new unified layout. This enhancement adds functionality already present for classic and responsive time cards to enhanced time cards.

Time and Labor

Impact Analysis

Impact Level **MEDIUM**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



# WORKER CREATION OF ENHANCED TIME CARDS

## Details:

Individuals can now add enhanced time cards using the Add Time Card quick action. On the add time card page, they select a date in the time card period they want to add a time card for. They can pick only dates in the periods allowed by their time entry profiles.

Me > Time and Absences > Add Time Card Page Where Workers Specify the Time Card Period

After they click Add, the enhanced time card for the specified time period opens. The time card can be a new time card if it didn't already exist for the specified period. Or it can be the existing time card opened in edit mode.

Job *	Hours Type *	4/24/25 - 4/30/25			Monday, April 24			Tuesday, April 25			Wednesday, April 26		
		Transfer	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity		
1												0 hours	
2												0 hours	
3												0 hours	
4												0 hours	
5												0 hours	
6												0 hours	
7												0 hours	
8												0 hours	
9												0 hours	
10												0 hours	
<b>Total Hours</b>					0 hours			0 hours			0 hours		
<b>Scheduled Hours</b>					12 hours			12 hours			12 hours		
<b>Schedule Deviation</b>					-12 hours			-12 hours			-12 hours		

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

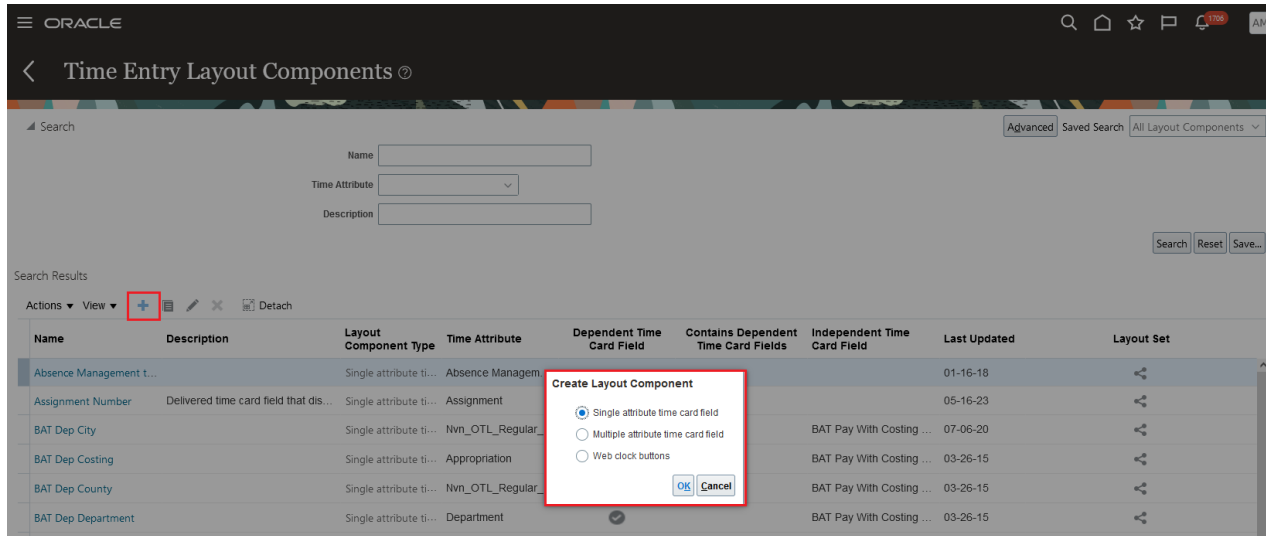
This enhancement adds functionality already present for classic and responsive time cards to enhanced time cards.



# SETUP OF TIME AND LABOR LAYOUT COMPONENTS AND LAYOUT SETS ENHANCEMENTS

## Details:

- You can now set up layout components using single pages instead of guided processes, using the same Time Entry Layout Components task as always.
- You now configure dependent time card fields as single attribute time card fields.



Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

This enhancement streamlines the quantity of time card fields you need to create and layouts that you need to configure. It also adds greater flexibility in crafting appropriate time pages according to worker, line manager, and time and labor manager roles.

# SETUP OF TIME AND LABOR LAYOUT COMPONENTS AND LAYOUT SETS ENHANCEMENTS (CONTINUED)

- You can now also create layout sets with fewer layouts and a redesigned, simpler guided process.

**Define Layout Set**

Basic Information

Name: [ ]

Description: [ ]

Time Consumer Set: Project Costing, Enable project team membership, **Payroll**

Layouts

Layout Name	Configure Layout	Last Updated	Updated By
Time Entry Layout	[⊕]		
Web Clock Layout	[⊕]		
Shift Layout	[⊕]		



**Configure Time Entry Layout**

Layout Name: Time Entry Layout

Save Cancel

Layout properties

Time Entry Format: Display hours and timer

Decimal Places: 2

Date Format: Monday, January 01

Default View for Responsive Time Cards: Reported details by emb

Enable entry of negative hours  
 Enable time to span midnight  
 Display unit of measure  
 Enable editing of hours and time with change request  
 Enable comments  
 Hide calculated time on enhanced time card

**Configure Time Entry Layout**

Layout Name: Time Entry Layout

Save Cancel

Time Card Fields

Display Sequen	Name	Display Name	Description	Time Entry Identifier	Edit with change request	Display Level on Classic Time Cards	In Additional Attributes of Nonclassic Time Cards	Users
1	Assignment	Assignment N	Delivered time card field that displays the assignment number defined for the...	<input type="checkbox"/>	<input type="checkbox"/>	Time Card Matrix	<input type="checkbox"/>	Worker , Line Manager , Time and Labor Manager
2	Payroll Tim	Payroll Time T	Delivered single-attribute time type for payroll entries of an earnings or in...	<input type="checkbox"/>	<input type="checkbox"/>	Time Card Matrix, Row Level Details, Entry Level Details	<input type="checkbox"/>	Worker , Line Manager , Time and Labor Manager

**Configure Time Entry Layout**

Layout Name: Time Entry Layout

Save Cancel

Layout Time Totals

Order	Time Category Name	Display Label	Description	Display Layer on Classic Time Cards	Show in Time Totals for Responsive and Enhanced Time Cards	Show in Reported Time Grid for Enhanced Time Card
1	Total Hours	Total Hours		Reported a	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2	Equivalent Hours to	Equivalent Hrs		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Scheduled Hours	Scheduled Hrs		Reported a	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4	Schedule Deviation	Schedule Devi		Reported a	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5	Absence Hours	Absence Hour		Reported a	<input checked="" type="checkbox"/>	<input type="checkbox"/>

# WEB CLOCK GEOLOCATION FOR OFFLINE WEB CLOCK

## Details:

Geolocation information is now recorded while individuals are using their Oracle HCM Cloud app, version 23B or later, offline.

## Steps to enable:

If you've enabled geolocation for people's Web Clock, no additional configuration is needed. Otherwise, you need to enable geolocation.



## Business Benefit:

This enhancement lets you record geolocation information as part of web clock events, at all times.



Time and Labor

Impact Analysis

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

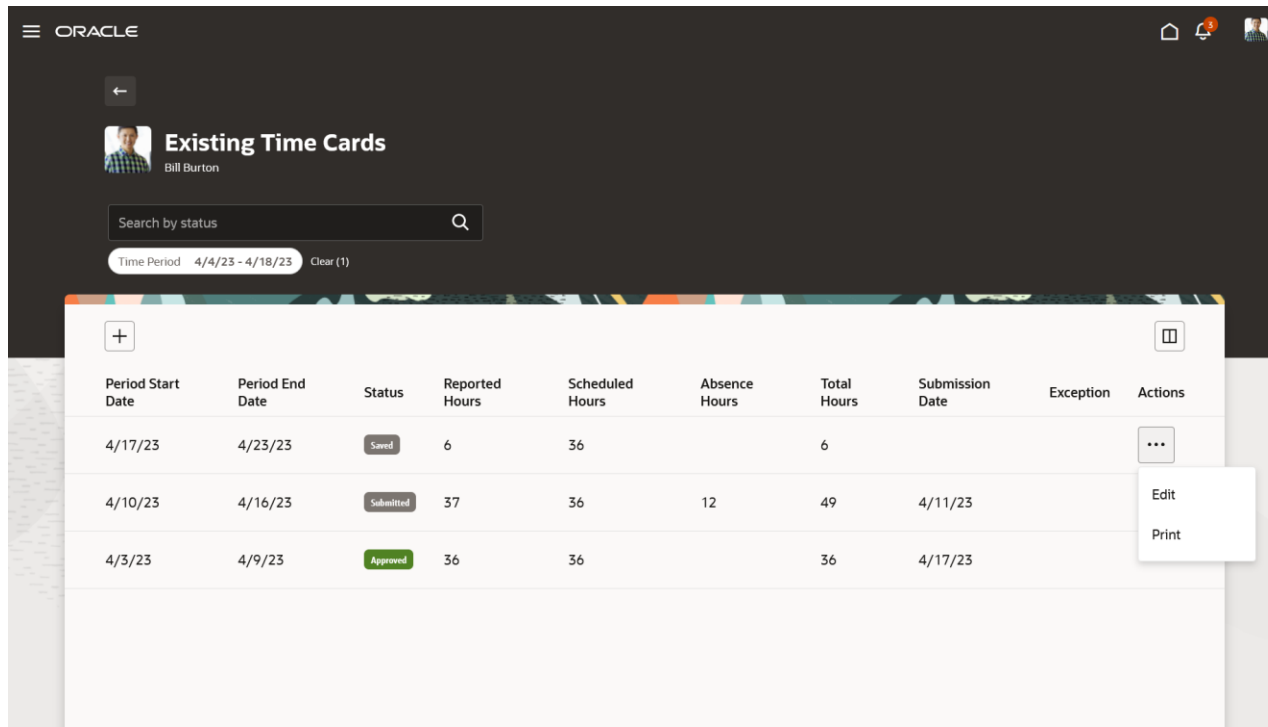
# REDWOOD EXPERIENCE: ENHANCED EXISTING TIME CARDS PAGE

## Details :

- Individuals can now manage and print their enhanced time cards from the new Redwood Existing Time Cards page.

## Steps to enable:

Use the `ORA_HXT_WORKER_VBCS_TC_UI_ENABLED` profile option to enable the redesigned Redwood enhanced existing time cards page.



Time and Labor

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

This enhancement adds functionality already present for classic and responsive time cards to enhanced time cards.





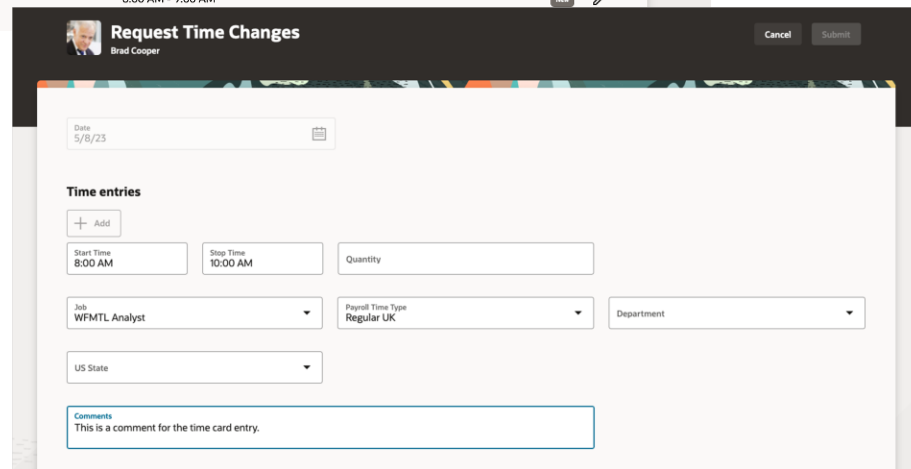
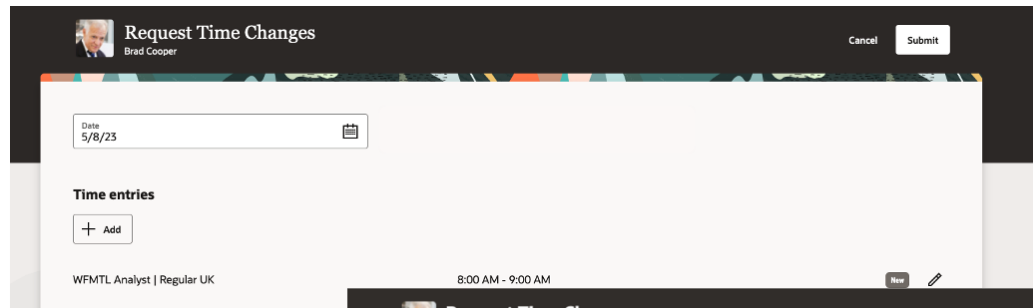
# REDWOOD CHANGE REQUESTS FOR TIME CARD ENTRIES

## Details:

- You can now let people use the Request Time Changes page re-created with the Redwood toolkit, when you enabled the Redwood experience.
- *This enhancement currently applies to only time card entries. A future release will include support for web clock events.*

## Steps to enable:

Use the `ORA_HWM_REQUEST_TIME_CHANGES_REDWOOD_PAGE_ENABLED` profile option to enable the redesigned Redwood enhanced existing time cards page.



Time and Labor

Impact Analysis

Impact Level LOW

Need to Enable YES

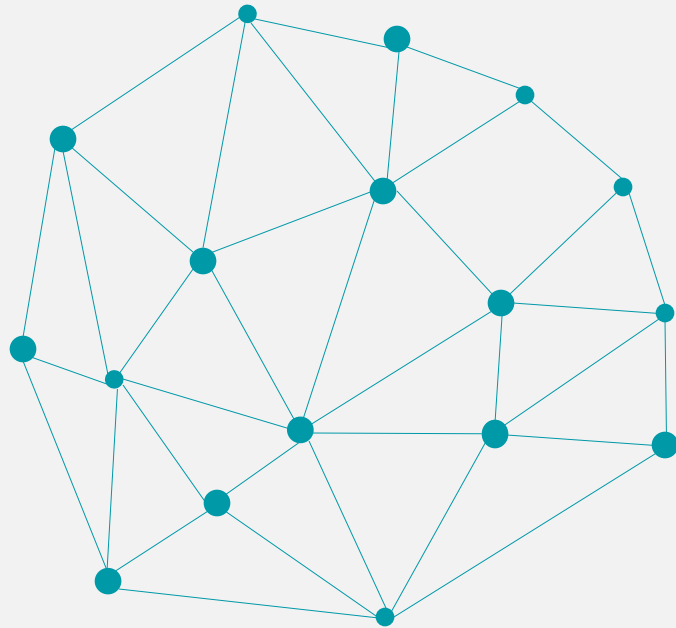
Configuration NO

Quick Win YES

## Business Benefit:

By using this new page, you can take advantage of the cohesive Redwood experience expanding throughout the application





**NEW FEATURES**



**THE REST**

# TIME ENTRIES THAT CROSS MIDNIGHT ON ENHANCED TIME CARDS

## Details:

Individuals and managers can now add time entries that cross midnight on their enhanced time cards. If the individual isn't allowed to have time crossing midnight and they or their manager enter such an entry, an error message appears.

Job *	Payroll Time Type *	Start	Stop	Quantity	Start	Stop	Quantity	Start			
1	WFMTL Analyst	Regular UK	6:00 PM	11:30 PM	5.5	6:00 PM	11:30 PM	5.5	6:00 PM	1:00 AM	0
2											0 hours
3											0 hours
4											0 hours
5											0 hours
6											0 hours
7											0 hours
8											0 hours
9											0 hours
10											0 hours
11											0 hours
12											0 hours
Total Hours				5.5 hours			5.5 hours				0 hours

Time and Labor

Impact Analysis

Impact Level HIGH

Need to Enable YES

Configuration YES

Quick Win NO



## Business Benefit:

This enhancement adds functionality already present for classic and responsive time cards to enhanced time cards.



# PROJECT COSTING VALIDATION ON TIME CARD ENTRIES ENHANCEMENT

## Details:

- The release 22B project validation enhancement let you validate entries that were updated and not yet transferred to the time consumer.
- This change ensures entries that were updated and possibly validated earlier in the entry process are re-validated on time card submission.
- This re-validation accounts for any application changes that might affect the entries sent to the time consumer.



## Business Benefit:

This enhancement reduces adjustments by accounting for changes that might affect the entries being sent to the time consumer since the entries were last validated.



Time and Labor

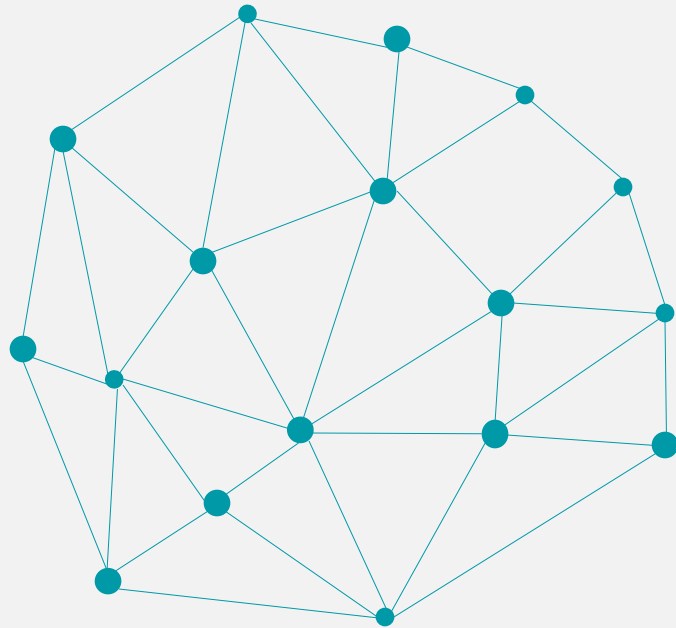
## Impact Analysis

Impact Level MEDIUM

Need to Enable YES

Configuration NO

Quick Win NO



## NEW FEATURES



---

## OTBI ENHANCEMENTS

# ADDITIONAL ATTRIBUTES IN PAYROLL COSTING SETUP DETAIL REAL TIME

## Details :

Payroll - Payroll Costing Setup Detail Real Time subject area has been enhanced to include the following attributes in the Costing Level Identifier Details folder:

- Job Code
- Job Set
- Job ID
- Position Code
- Position ID
- Department Set
- Department Location
- Department ID
- Payment Type Name
- Period Type
- Period Type Code

The attribute Element Link Name is renamed as **Element Eligibility Name**.



## Business Benefit:

You can enhance your reporting on payroll costing setup in the Payroll - Payroll Costing Setup Detail Real Time subject area.



Global Payroll

## Impact Analysis

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

# ACTUAL DIMENSION NAME IN PAYROLL BALANCES

## Details :

Payroll - Payroll Balances Real Time subject area has been enhanced to include the user dimension name of payroll balance in the Balance Dimension folder. Until now, only the base dimension name attribute was available. The new attributes include the following

- Dimension Name
- Usages Legislation Code

*Note: When you report on Dimension Name (the new attribute), it will be displayed for each legislation. You should pull Dimension Name along with Usages Legislation Code to get the name for each legislation.*

Global Payroll

### Impact Analysis

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



## Business Benefit:

With this enhancement, you can improve your reporting on payroll balances in the Payroll - Payroll Balances Real Time subject area.



# ENABLED SECURITY IN TIME AND LABOR SUBJECT AREAS

## Details :

- The existing Workforce Management - Time Change Requests Real Time and Workforce Management - Worker Compliance Results Real Time subject areas were updated to limit results based on your data security policies.
- The administrator running an OTBI report using the Time Compliance and Change Request subject areas will now see the data for only those workers that their defined data security lets them.



### Business Benefit:

This reporting enhancement improves data security for report results.



## Time and Labor

### Impact Analysis

Impact Level **HIGH**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



# EMAIL ID OF MULTIPLE PERSONAS RELATED TO INCIDENTS

## Details :

As an EHS Manager you may want to automate the sending of email alerts to owners, pre-approvers, reviewers and approvers for the incident, event, investigation and/or action in the following circumstances where:

- the target completion date is in x days
- on the target completion date
- when the target completion date is more than x days past the date.

The newly added email attributes across the relevant folders helps you to achieve the above.



## Business Benefit:

You can now automate sending notifications, reminders and escalation emails to users with assignments on incidents and inspections, with the addition of Email ID across various personas related to both Environment Health and Safety - Incidents Real Time and Cybersecurity - Incidents Real Time.

Health and Safety

### Impact Analysis

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



# RELATED INCIDENTS OF AN INCIDENT

## Details :

Incidents dimension under Environment Health and Safety - Incidents Real Time subject area is enhanced to include the related incidents folder, with the following attributes:

- Summary
- Incident Date and Time
- Incident Number
- Incident Owner



## Business Benefit:

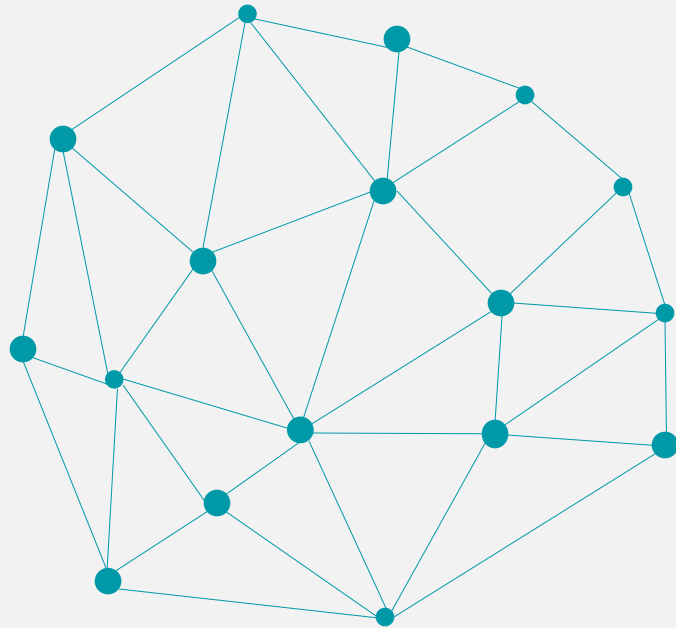
Enhance your reporting on safety incidents with the inclusion of the related incidents details.



Health and Safety

## Impact Analysis

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



## REPLACED OR REMOVED FEATURES

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# ENHANCED REPORTS AVAILABLE AND PREVIOUS VERSIONS ARE NO LONGER SUPPORTED

## Details :

### Global Payroll

- 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](#)
- The following are the replacement feature:
  - ❖ Run Payroll Activity Report for the Latest Process
  - ❖ Run Statutory Deduction Register for the Latest Process
  - ❖ Run Payroll Register Report for the Latest Process
  - ❖ Run Periodic Payroll Activity Report
  - ❖ Run Periodic Statutory Deduction Register
  - ❖ Run Periodic Payroll Register Report
  - ❖ Run Payroll Costing Results



## Business Benefit:

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

# REMOVAL OF GENERATE TIME CARD FIELD SETUP TASK

## Time and Labor

### Details :

- The feature that generates time card fields from Payroll Time Type attributes will be removed from the Workforce Deployment offering, Time and Labor functional area of the Setup and Maintenance work area in 23D.
- You can still create your own time card fields using these attributes, with the Time Entry Layout Components task.



### Business Benefit:

This feature reduces confusion for administrators by letting them configure time entry layout components using the most robust and flexible task.



# 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 ?

Benefits and Compensation	 13-Jul-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
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	



**MASTEK**  
is here to  
help you!



**THANK YOU**

