



Cloud Enhancement &
Managed Services



Live Webinar

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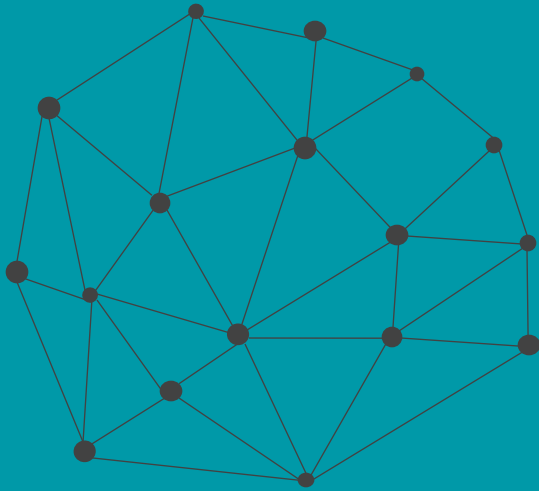
24A WORKFORCE MANAGEMENT & PAYROLL

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.

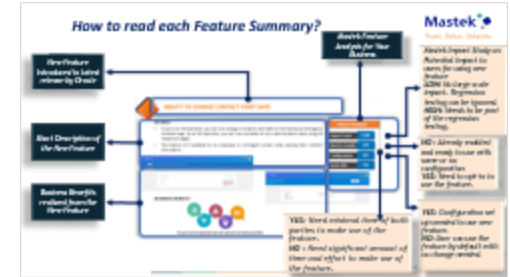
AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release
- New Features
- 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

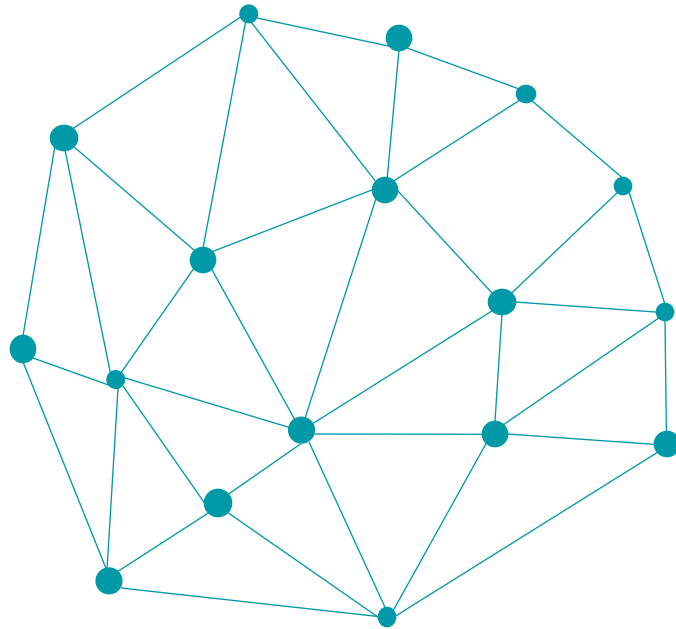
| | |
|----------------|-----|
| Impact Level | LOW |
| Need to Enable | NO |
| Configuration | NO |
| Quick Win | YES |

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.

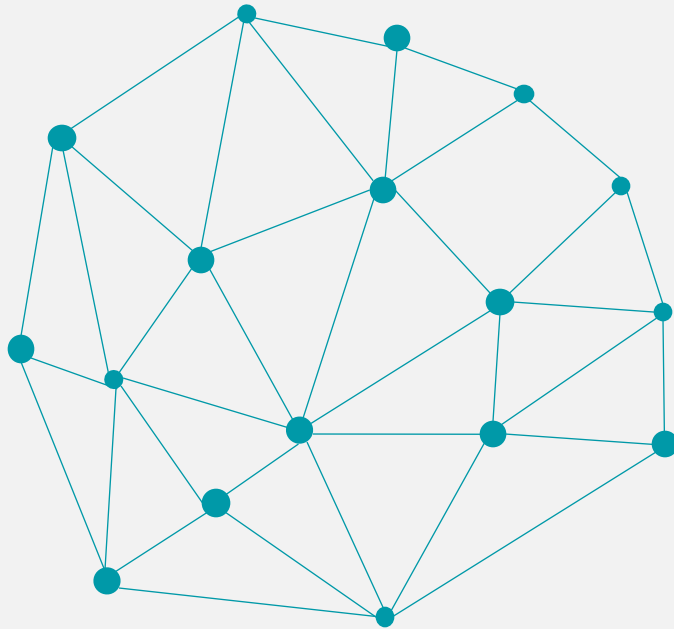
YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

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



NEW FEATURE - GLOBAL PAYROLL

QUICK WINS - DEFAULT WITH NO CONFIGURATION

TAX OVERRIDES FOR A LEGISLATIVE DATA GROUP

Details

- Override the calculation values defined for your legislation at the Legislative Data Group (LDG) level. The LDG overrides you enter on the Value Definition page are now only active between the start and end dates you specify. When the override expires, the calculation values defined for your legislation will again be used for payroll calculation purpose.
- The type of value definitions that support the entry of overrides for an LDG vary by country or territory.
- This feature enhances the existing Value Definition LDG override functionality to support date-effective updates.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



Global Payroll

Details

- Retrieve information for value definitions and range items using the supplied database views.
- It's highly recommended that you update all user defined features to use these new views. For example, all Value Sets and Business Intelligence Publisher (BI Publisher) reports that retrieve information directly from the PAY_VALUE_DEFINITIONS_F or PAY_RANGE_ITEMS_F tables should be updated to use these views.

| Table | View | View Description |
|-------------------------|-----------------------|---|
| PAY_RANGE_ITEMS_F | PAY_RANGE_DEFS_V | Retrieves definition (set-up) details for the range item. |
| PAY_RANGE_ITEMS_F | PAY_RANGE_INST_V | Retrieves range item details for an individual employee. This includes employee level overrides such as tax overrides. |
| PAY_VALUE_DEFINITIONS_F | PAY_VALUE_DEFS_V | Retrieves details of a value definition. For example, retrieve set-up details for a value definition such as a timecard, absence, pension, or tax definition. |
| PAY_VALUE_DEFINITIONS_F | PAY_VALUE_INSTANCES_V | Retrieves value definition details for an individual employee. |

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



PAYROLL COSTING INTEGRATION WITH LABOR DISTRIBUTION

Global Payroll

Details

- You can now distribute payroll cost results to the Project Financial Management offering using labor schedules.
- Using *Import Payroll Costs* process to import the payroll costs results once properly accounted and they have been transferred to sub ledger accounts. If the payment haven't been issued, you can run the *Reverse Transfer to sub ledger accounting* process and correct the payroll run
- Distribute payroll costs using the labor schedule defined for the employee. With the Import Payroll Costs process, transfer payroll costs directly to Project Financial Management. View distribution status of the payroll costs are available using Process Result Summary and Person Result pages.

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



CORRECT THE STATUS OF A CANCELLED FLOW

Global Payroll

Details

- The flow status will be 'In Progress' once submitted, and cancel action changes the flow task status to either Completed with Alerts or Critical Alerts depending on partially completed task.
- Sometimes Cancel action doesn't cancel the flow task and the flow continues to be in 'In Progress' status
- The task owner can manually recover the correct status of the flow in the checklist page.

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



SEARCH FOR A BANK USING THE BRANCH IDENTIFIER ON THE PERSONAL PAYMENT METHOD PAGE

Global Payroll

Details

- This feature is available for all customers that preload bank branch information and have enable the *Use Existing Banks and Branches* Cash Management profile option.
- If you are in a country where the branch identifier is mandatory, this feature enabled, the checkbox is selected by default.
- If you are in country where the branch identifier is optional and you have this feature enabled, the checkbox is deselected by default

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



REDWOOD PAYSLIP BAR CHART ENHANCEMENT

Global Payroll

Details

- View payslip history details for 4 payroll periods. The bar charts on the payslip earnings and deduction tabs now display details for 4 payslips.

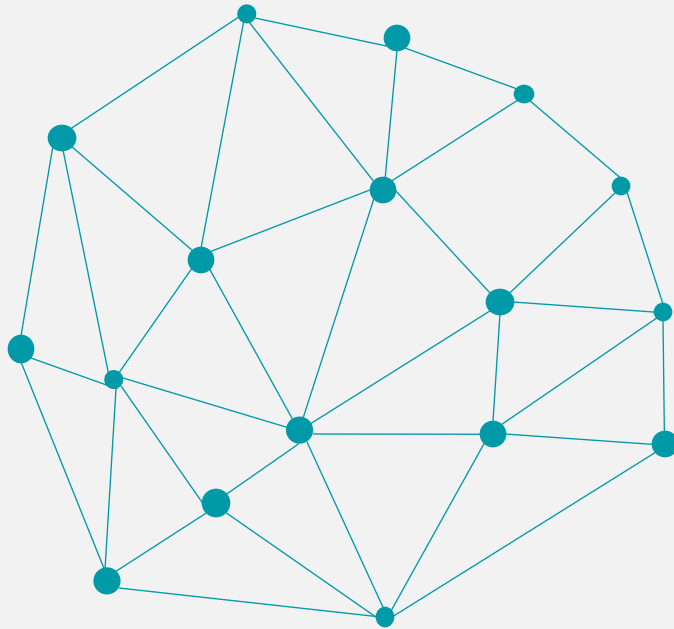
Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.





NEW FEATURE - GLOBAL PAYROLL

**QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE**

SUPPORT FOR UPDATING ABSENCE ENTERED ON TIME CARD

Details

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

STEPS TO ENABLE:

- Set the profile option **ORA_PAY_INTFC_ABSENCE_IN_PLACE_UPDATE** to Yes. By default, the profile option is set to **No**, which means that absence records are deleted and recreated when updated absence information is loaded. To disable this action, set the profile option to **Yes**, so that only the updated absence information is passed to Payroll.
- When absence information is loaded into the Payroll application, the details including costing, are held in the calculation information tables. Expand the retro pay event group to include changes to these absence details.
 1. Navigate to **My Client Groups** and select the **Event Group** task.
 2. Add the **Calculation Range Item** entity to the **Entry Change for Retro** event group for each type of update such as correction, insert, remove.
- Take the same action if you have defined your own event group for retro pay purposes.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



SECURE ELEMENTS THROUGH HCM DATA ROLES

Details

You can now secure and limit access to elements using the HCM Data Roles and the new Element Security Profiles task flow.

Navigation :

Go to **Manage Element Entries** page, The elements can be restricted to those in your element security profile. You can enter, view, and edit certain earnings and deductions elements that are meant for your respective usage.

The Element Security Profile restriction applies to these payroll features:

- Manage Element Entries (both Manage and View-only)
- Manage Calculation Entries - Standard Entries only
- Use REST Service - Element Entries
- Use REST Service - Element Entries Read Only
- HSDL - Element Entry
- HDSL - Element Entry with Costing
- Manage Elements
- Quick Pay

It also applies to the following Benefits feature:

- View Payroll Info under the Enrollment section of the Benefits Summary page.



Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

SECURE ELEMENTS THROUGH HCM DATA ROLES

Details

This feature includes these changes:

- A new Element Security Profile page.
- A new predefined View All Elements security profile.
- A new Element Security Profile selection under Security Criteria when you create or edit a Data Role on the HCM Data Roles and Security Profiles page.
- A new Element sub-train stop on the Assign Security Profiles to Role page.
- Support for the new profile under Preview HCM Data Security page.
- A new parameter for the element security profile in the Regenerate Data Security Profiles scheduled process.
- Data roles migration support.

STEPS TO ENABLE :

- You can opt-in to this functionality by defining more restrictive element security profiles. You can create a new Element Security Profile to include or exclude elements as per your specific requirements and add this profile to a specific data role.
- By default, all your existing data roles are automatically updated with the View All Elements element security profile as part of the post-upgrade process. If you don't wish to enable this feature, there's no further action for you to take.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



SECURE ELEMENTS THROUGH HCM DATA ROLES

Details

Element Security Profile

Legislative Data Groups

Legislative Data Groups

PM US Sun Power

Classifications

Classifications

- Absences
- Balance Initialization
- Employee Tax Credits
- Employee Tax Deductions
- Employer Liabilities
- Employer Taxes
- Imputed Earnings
- Information
- Involuntary Deductions
- Nonpayroll Payment
- Pretax Deductions
- Standard Earnings
- Supplemental Earnings
- Voluntary Deductions

Elements

Element Security Profile

PM US Sun Power

Classifications

Classifications

- Absences
- Balance Initialization
- Employee Tax Credits
- Employee Tax Deductions
- Employer Liabilities
- Employer Taxes
- Imputed Earnings
- Information
- Involuntary Deductions
- Nonpayroll Payment
- Pretax Deductions
- Standard Earnings
- Supplemental Earnings
- Voluntary Deductions

Elements

| Element Name | Primary Classification | Effective Start Date | Effective End Date | Inclusion Status |
|------------------------|------------------------|----------------------|--------------------|------------------|
| PM US Imputed GU Award | Taxable Benefits | 1-1-01 | | Include |
| PM US Dependent Life | Voluntary Deductions | 1-1-01 | | Exclude |

Create Data Role: Security Criteria

Security by area of responsibility

Security by position hierarchy

Security by department

Security by business unit

Security by position list

Countries

Country Security Profile

Legislative Data Group

LOB Security Profile

Person

Person Security Profile

Security by business unit

Security by legal employer

Security by position

Security by legislative data group

Security by payroll

Security by global name range

Security by custom criteria

Document Type

Document Type Security Profile

Payroll

Payroll Security Profile

Payroll Flow

View Name Security Profile

Element

Element Security Profile

Name: US Compensation Elements

Assign Security Profiles to Role: Element Security Profile

Data Role: US Benefit

Job Role: Benefits administrator

Basic Details

Name: US Compensation Elements

Enabled

View All

Legislative Data Groups

Legislative Data Group

No data to display

Classifications

Classifications

Elements

Elements

| Element Name | Primary Classification | Effective Start Date | Effective End Date | Inclusion Status |
|--------------------------|------------------------|----------------------|--------------------|------------------|
| US Compensation Elements | | | | |



Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

Global Payroll

Details

- Oracle Payroll Core is a high-performance, graphical, rules-based payroll management application. It's designed to keep pace with the changing needs of your enterprise and workforce to reduce setup costs, administration, and processing time. It uses a highly scalable processing engine that takes advantage of the features of the Oracle database for parallel processing, resulting in optimal performance. It enables the automation and integration of countries with minimal legislative requirements where Oracle does not provide payroll extensions. In these countries payroll extensions are configured and maintained by local partners with country specific expertise.

The countries in which Payroll Core is available include:

1. Bahamas
2. Egypt
3. Jordan
4. Kenya
5. Philippines
6. Singapore

Impact Analysis

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

Business Benefit:



This feature provides performance enhancements for high volume payroll processes and reports.

UPGRADE ABSENCE OR TIME ELEMENT FOR UPDATE FEATURE

Details

This enhancement send only the updated absence and time information to the payroll application, whenever there is any changes to the absence and timecard

STEPS TO ENABLE :

1. Upgrade your absence and time elements using the Run Feature Upgrade payroll flow.
2. In the Feature field, select Upgrade Absence or Time Element for Update Feature.
3. Optionally, you can select a Process Configuration Group.
4. Enter the name of your absence and time element to be updated in the Additional Information field. Alternatively, you can enter % to run the upgrade process for all your absence and time elements.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



REDWOOD EXPERIENCE FOR PERSONAL PAYMENT METHODS FOR SELF-SERVICE USERS : GUIDED JOURNEY SUPPORT

Details

Global Payroll

- You can navigate to Me > Pay > Payment Methods to use the Redwood payment methods page. This page was developed in the new Redwood toolkit to better your experience with viewing and managing personal payment methods.

The redesigned Redwood Payment Methods page offers you the following:

- Ability to add the personal payment methods region to employee guided journeys such as new hire journeys.
- An overview of payment method using a card layout.
- A summary of the payment method information on each card, such as payment method name, payment amount, and bank details if applicable.
- Panel drawer experience to view payment method details, such as bank information, if applicable.
- Ability to create a payment method and associated bank account in the same transaction.
- Reorder payment methods to change the order they are processed when they start and end on the same date.

Impact Analysis

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

Business Benefit:



REDWOOD EXPERIENCE FOR BALANCE BY DATE

Details

- The Balance by Date page displays balances for an effective date. Since the page calculates and displays balances for an effective date, the page only displays balance dimensions that can be calculated based on a date such as, month-to-date (MTD), period-to-date (PTD), quarter-to-date (QTD), year-to-date (YTD), and inception-to-date (ITD). Unlike the Balance Results page, it doesn't display balances for a specific process and other types of dimensions, such as run balances.

The redesigned Redwood page offers you the following:

- View an employee's balance results for a selected date. This includes results generated for payroll runs such as Calculate Payroll and QuickPay and the balances generated by processes such as Balance Adjustments and Balance Initialization.
- Use the filter chip option to select filter options that are relevant, such as keywords, field selections, and categories. At any given time, the page displays only six fields of filter chips. However, the administrators can change the filter selection by choosing what can be displayed by default. You can select the required fields from filter drawers even if it isn't displayed. Effective As of Date field is static, and you can't change it.
- Use the Include Zero Balances option to exclude or include zero balances. Zero balances are excluded by default.
- View the process information like calculation breakdown, tax reporting unit, payroll, and assignment number for a balance. You can also view the balance dimensions and employment level balances, such as balance amounts for a payroll relationship or for an assignment.
- Use the Export option to export all the balance results to an MS Excel worksheet and further filter and sort as per your requirement.
- Use the Context Switcher to view the balances by Balance Group or Balance Name.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:



REDWOOD EXPERIENCE FOR RUN RESULT

Details

- The Run Results page has been moved to the Redwood toolkit, giving the page the look of Redwood, along with the backend functionality that Redwood has to offer. With this new page you can quickly view and manage calculated run results from Payroll and Quick Pay processes.

You can access the Run Results page by using any of these navigations:

- Use the Person Results task to directly search for an employee and view the Run Results page.
- Use the Process Results Summary task to search and select the flow you've submitted and view individual records processed by the flow. Use the Actions menu on an individual record to open the Run Results page of the employee.

The redesigned page offers you the following:

- Select an element entry and view the calculated run results.
- If the employee has multiple assignments, use the Assignment field to view the calculated run results at the assignment level.
- Use the Process field to view the calculated run results of the employee for a previous payroll period.
- Use the Statement of Earnings tab on the page to view the calculated results from Payroll and QuickPay processes.
- Use the Process Details tab to view details of the process.
- Use the Export option to export the calculated run results details into an MS Excel worksheet.
- Use Expand All or Collapse All to expand or collapse records in the run results table as required.
- Use operands such as '>' or '<' to search for values greater than or less than a specific amount. You can also search by terms such as 'Tax' to search through the table.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:



REPLACED OR REMOVED FEATURES

Details

Global Payroll

| Product | Removed Feature | Target Removal | Replacement Feature | Replaced In | Additional Information |
|----------------|--|----------------|--|---------------------|------------------------|
| Global Payroll | Enhanced Reports Available and Previous Versions Are No Longer Supported | 23D | <ul style="list-style-type: none"> Run Payroll Activity Report for the Latest Process Run Payroll 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 Report | Exists prior to 22D | |

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:



ISSUE P45 WHEN FINAL PAY IN OR AFTER TERMINATION PERIOD

Details

- You can set the P45 Action to issue when the final pay is in or after the period of termination. The P45 will be issued either latest payroll process effective date or the period end date is after the termination date. There's no change in processing when the P45 Action is set to other values such as Do Not Issue or Manual Issue.

Below table contains changes for P45 action:

| P45 Action | Description |
|--|--|
| Issue when final pay in or after the period of termination | Generates a P45, provided that a payroll run has successfully completed in or after the period of termination. |
| Issue when final pay in previous period | Generates a P45, provided that a payroll has run successfully. |

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



Details

The format of the MyCSP files for Payment History, Control Totals and Service History have been updated where data is no longer required and is replaced with a filler, in the following fields:

Payment History:

- WPS contributions (WPSCNT)
- Contracted Out Earnings (COEARN)
- Contracted Out Earnings at a reduced rate (COEARNE)

Control Totals:

- WPSRTECNT
- WPSPCTOT
- EARNHCNT
- EHWPSTOT
- PPEREND: The instruction has been updated to show that this field is mandatory

Service History

The feature update is now compliant with the legislative requirements.

UK Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



REDWOOD EXPERIENCE FOR NEW STARTER DECLARATION FOR SELF-SERVICE USER

Details

Using this option, your employees can quickly view and manage their new starter declaration. You can search for this page from Ask Oracle and enable guided journeys or nudges. This user interface form replicates the HMRC paper form and is an employee statement to their employer regarding their tax and student or postgraduate loan status.

The new page offers a rich user experience, fewer clicks, and better performance.

STEPS TO ENABLE:

Here are the steps to enable the redesigned Redwood GB New Starter Declaration ESS page:

1. Navigate to the **Setup and Maintenance** area and search for the **Manage Administrator Profile Values** task.
2. On the **Manage Administrator Profile Values** page, search for and select the **ORA_HRX_GB_VBCS_ESS_NSD** profile option.
3. Select **Yes** in the **Profile Value** field.
4. Click **Save** and **Close**.

UK Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:



REDWOOD EXPERIENCE FOR PENSION SCHEME ENROLMENT FOR SELF-SERVICE USER

Details

The new redwood pages for employee self-service pensions enrollment provide an enhanced user experience to employees while enabling them to do several tasks such as:

- Enroll into an eligible pension scheme.
- Make changes to their contributions depending on the scheme that is set up for either flat amount or a percentage.
- Leave a pension scheme if they are already enrolled into one. In doing this, they can elect to not be in a pension scheme at all. Or enroll into a different scheme that they are eligible to enroll.

The pension schemes need to be mutually exclusive for selection to ensure that the employee can only be enrolled in one scheme at any point in time. If they need to enroll into another scheme, their previous scheme can't be active, and the employee needs to first unenroll from that scheme.

The new pages offer improved visual appeal, fewer clicks, and better performance for your employees.

STEPS TO ENABLE:

The quick action menu **My Pensions** isn't automatically enabled for employees. To make this feature available for your employees in the quick action's menu **Me > Benefits**, you need to make this user interface visible.

UK Payroll

Impact Analysis

Impact Level **LOW**

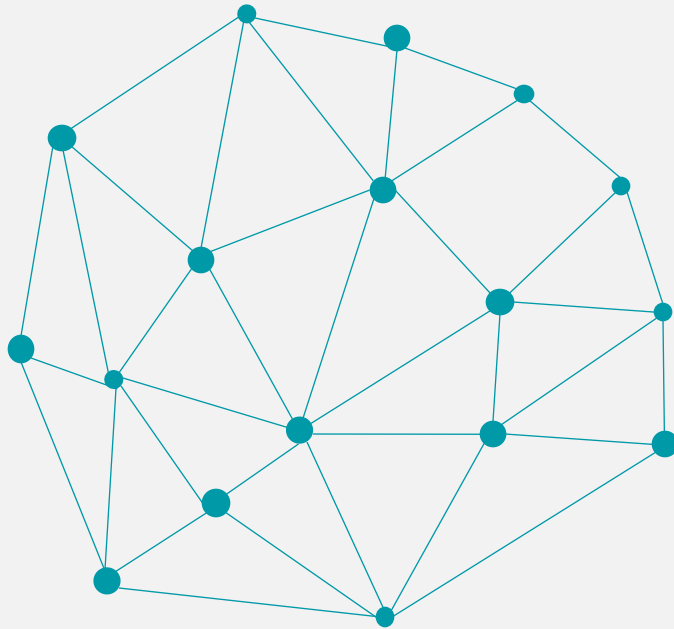
Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:





NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH NO CONFIGURATION

CALCULATE AND POST ACCRUALS AT START OF REPEATING PERIOD

Details

- While configuring an accrual absence plan, if you select the accrual method to be incremental, a new Accrue on option is now enabled. It has two options called **Start of repeating period** and **End of repeating period**.
 1. If you select **Start of repeating period** option, the application will post the accrual at the beginning of the repeating period.
 2. If you select **End of repeating period** option, the application will post the accrual at the end of the repeating period. This is currently the default value.

Absence Management

Impact Analysis

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



Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

ENHANCED MESSAGE FOR ABSENCE ON A SCHEDULED NONWORKING DAY

Details

- When an employee's the start date of a future scheduled absence falls on a nonworking day due to a schedule change and an administrator tries to enter an absence, the application displays an error message. This message has been enhanced to display the absence type and start date of the absence in error for the greater ease of the administrator.

Absence Management

Impact Analysis

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



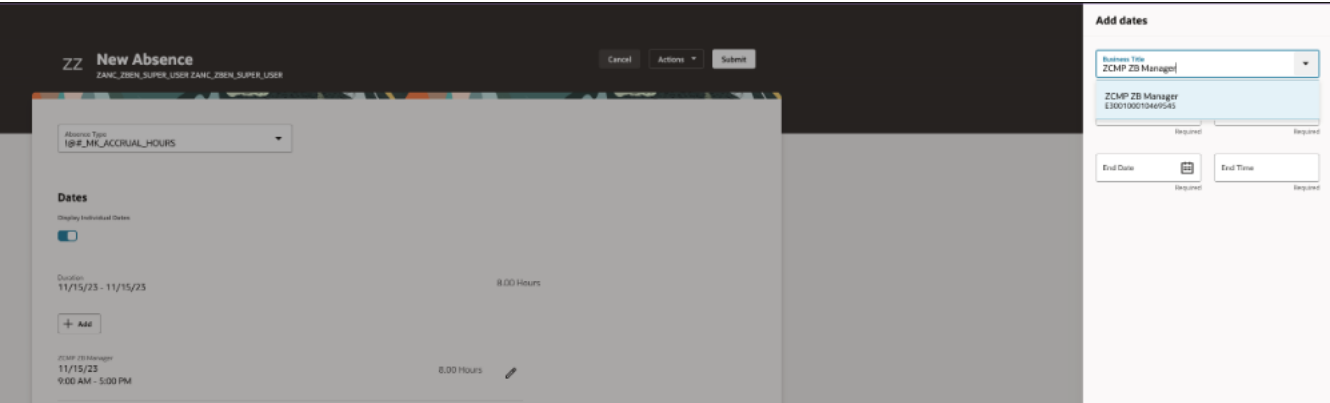
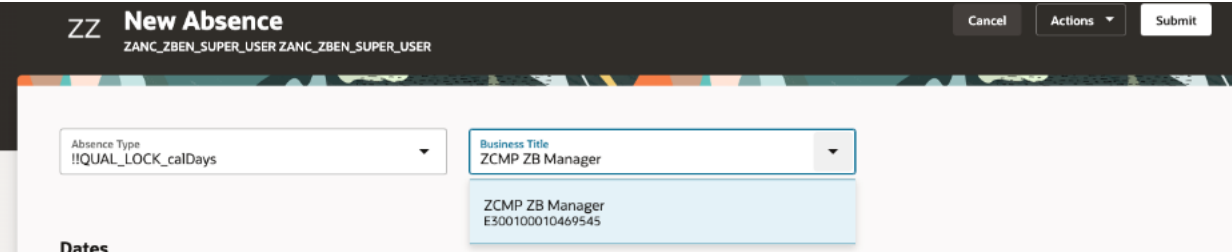
Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

ASSIGNMENT NUMBER DISPLAYED WITH BUSINESS TITLE (ASSIGNMENT NAME)

Details

- The application now displays the assignment number along with the business title during an absence transaction. This is helpful for workers who have the same business title across different assignments because it enables them to differentiate between the assignments. It applies to the Redwood pages for absence entry, absence bidding, donations, and disbursements.



Absence Management

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

PAYROLL CALCULATION CARD ENHANCEMENTS TO EVALUATE EARNED DATE

Details

- The new Payroll calculation card enhancements helps in evaluating proper earned date and ensure correct payment for absences which have shifts that cross midnight.
- workers who have shifts that cross midnight, the parent calculation card in payroll for absence entries can now have an effective start date that is one day prior to the absence start date, provided the work day definition assigned to the worker is using the Start Day rule.

Absence Management

Impact Analysis

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



Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

SUPPORT FOR FLEXFIELDS IN ABSENCE ENTITLEMENT CASE REAL TIME SUBJECT AREA

Details

- You will find it easier to report with the enhanced Entitlement Case Details dimension in the Workforce Management - Absence Entitlement Case Real Time subject area. This dimension now supports the Developer Descriptive Flexfields and Descriptive Flexfields.

Absence Management

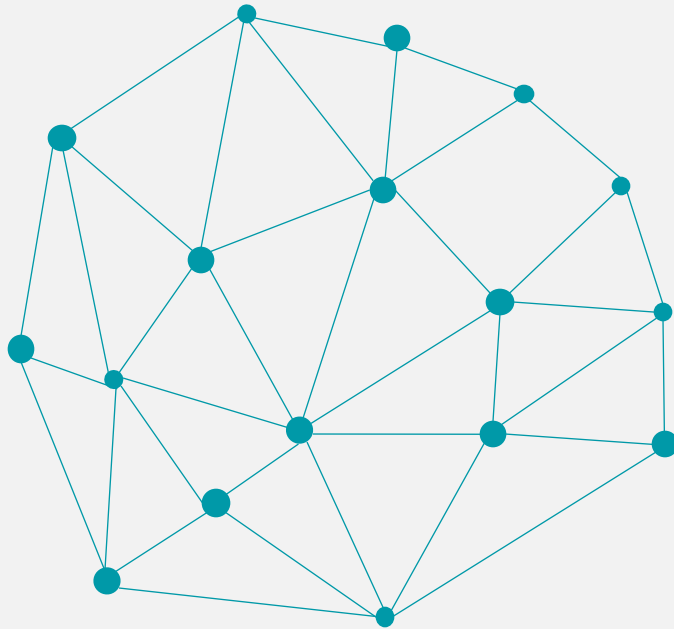
Impact Analysis

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



Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.



NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

AVAILABILITY API ROUNDING OPTIONS

Details

- Get returning values rounded up to 9 decimals using the new enhanced availability API to allow consuming applications to have greater control

STEPS TO ENABLE

To use this feature, you need to enable the `ORA_HWM_DECIMAL_ROUNDING_LIMIT` profile and set the desired decimal value.



Absence
Management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

ABSENCE DURATION ROUNDING OPTIONS

Details

- You can now round up to 9 decimal positions in Absence Management for absence duration and entitlement calculations. Payroll can round to a lower precision during absence transaction processing.

STEPS TO ENABLE:

To use this feature, you need to enable the **ORA_HWM_DECIMAL_ROUNDING_LIMIT** profile and set the desired decimal value.



Absence Management

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

PAYROLL UPDATE MODE

Details

- The enhanced Update mode for payroll processing now supports all absence transactions including absences entered on the time card in Time and Labor.
- You need to enable the time and absence integration to use this feature.

STEPS TO ENABLE

1. Navigate to the Setup and Maintenance work area.
2. Search for and click the Manage Profile Options task.
3. Search for and select the ORA_PAY_INTFC_ABSENCE_IN_PLACE_UPDATE profile option.
4. Select the Level as Site.
5. Enter Y in the Profile Value field.
6. Click Save and Close.



Absence Management

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

Details

- Transfer absence data to payroll without creating a cache for each absence record using a new internal API. This enhancement improves the performance of the application.

STEPS TO ENABLE:

- Navigate to the Setup and Maintenance work area.
- Search for and click the **Manage Common Lookups** task.
- Search for lookup type lookup type **ANC_PROC_CONFIGS**.
- Add and enable the lookup code **ANC_PAY_PERF_INTEGRATION**.
- Click **Save and Close**.



Absence
Management

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

REDWOOD EXPERIENCE FOR ABSENCE ENTRY

Details

how you use the Redwood page for absence entry:

1. On the Home page, click Me.
2. Click Time and Absences.
3. Click the Add Absence tile.

New Absence
Lora Waters

Type: Vacation Business Title: Registered Nurse

Balance As-of Today: 45 hours

Dates

Start Date: [Required] Start Time: [Required]

End Date: [Required] End Time: [Required]

Duration: 0 hours

Projected balance: 0 hours Calculate

Show individual dates: [Off]

Details

Reason: [Required] Block Leave: [Required]

Comments: [Text Area]

Cancel Actions Submit

STEPS TO ENABLE

1. Navigate to the Setup and Maintenance work area.
2. Search for and click the Manage Administrator Profile Values task.
3. Search for and select the ORA_ANC_ADD_ABSENCE_VBCS_UI_ENABLED profile option.
4. In the Level list, select Site.
5. Enter Y in the Profile Value field.
6. Click Save and Close.



Absence Management

Impact Analysis

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

Business Benefit:

This feature provides performance enhancements for high volume payroll processes and reports.

REPLACED OR REMOVED FEATURES

Details

| Product | Removed Feature | Target Removal | Replacement Feature | Replaced In | Additional Information |
|---------|-----------------------|----------------|---------------------|-------------|------------------------|
| | Nothing at this time. | | | | |

Absence Management

Impact Analysis

Impact Level **LOW**

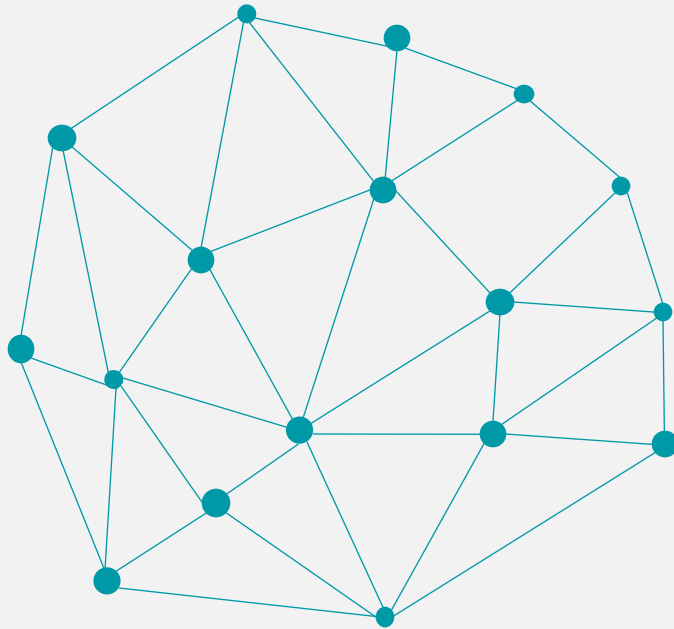
Need to Enable **NO**

Configuration **NO**

Quick Win **NO**



Business Benefit:



NEW FEATURE - TIME AND LABOR

**QUICK WINS - DEFAULT WITH NO
CONFIGURATION**

TIME CARD APPROVAL ENHANCEMENT

Details

Time and Labor's delivered approval tasks have been updated to display additional information that should be useful to complete the approval task. Here are the updated approval tasks:

- TimeCardApproval - Cloud Payroll approval task flow
- TimeCardApprovalELA - Cloud Payroll approval task flow that incorporates entry level approval functionality
- ProjectTimecardApproval - Cloud Project Costing approval Task
- ProjectTimecardApprovalELA - Cloud Project Costing approval task flow that incorporates entry level approval functionality

The information displayed with the Approval Task now consists of these 10 attributes:

- Total Hours Reported
- Job
- Position
- Person Number
- Absence Hours Reported
- Non Absence Hours Reported
- Scheduled Hours
- Previously Approved or Rejected
- Resubmitted
- Time Card level Comments

The screenshot displays the 'Approvals Tasks' interface for 'Approval of Payroll Time Entries for Nt BAT_PAY_TL_Joel from 2023-09-11 to 2023-09-17'. It is divided into three main sections: 'Task Details', 'Activity', and 'View More Details'. The 'Task Details' section includes: Total Hours Reported (55.0), Scheduled Hours (45.0), Nonabsence Hours Reported (55.0), Job (WFM TL Analyst), and Previously Approved or Rejected (NO). The 'Activity' section includes: Submitter (Nt BAT_PAY_TL_Joel), Created (9/13/23), Assignee (Nt BAT_WFM TL_Uzzair), Assigned (9/13/23), and Status (In Progress). The 'View More Details' section includes: Person Number (955160008176017), Time Card Level Comment (TC comments), Absence Hours (0.0), Position (WFM TL P3C Analyst), and Resubmitted (NO).



Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

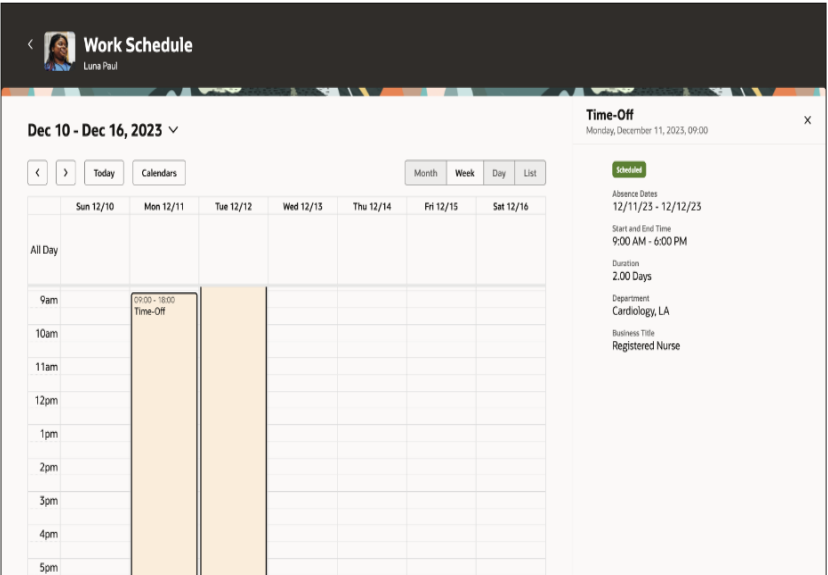
Business Benefit:

This feature provides performance enhancements to HR team

EMPLOYEE CALENDAR ENHANCEMENTS

Details

- You can now view partial, all day, multiday and maternity absence on your calendar
- You can also track the approval status of your absence request
- You can view your assigned shifts or work pattern and access break information



Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

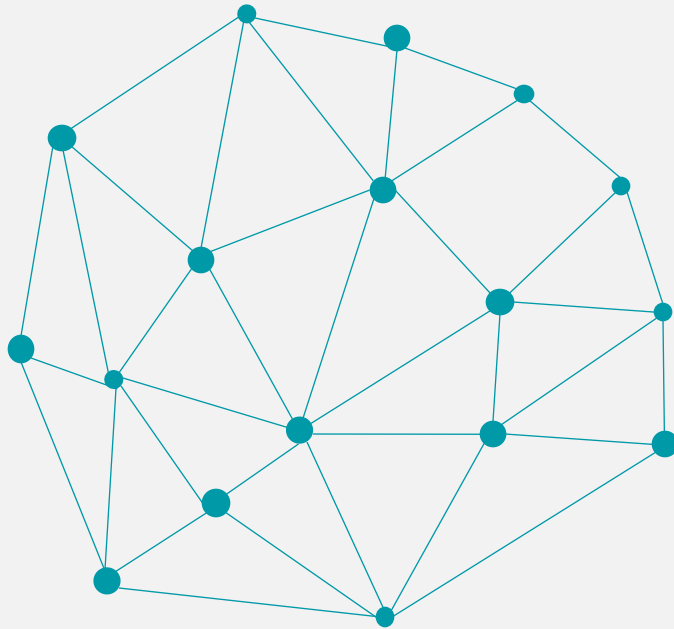
Configuration **NO**

Quick Win **YES**



Business Benefit:

This feature provides performance enhancements to employees



NEW FEATURE - TIME AND LABOR

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

ATTESTATIONS ENHANCEMENTS

Details

- Attestations defined at the detail and day levels display only once. After workers submit any detail-level and day-level attestations, the attestations are viewable only in attestation history.

| *Processing Sequence | *Questionnaire | Initiating Events | *Time Category | *Display Level |
|----------------------|-----------------------------|-------------------|-------------------------|----------------|
| 2 | Time Submission Attestation | Initiating Events | All Payroll Entries | Time Card |
| 1 | Meal Break Attestation | Initiating Events | Time Cat for Meal Break | Detail |

STEPS TO ENABLE:

When creating an attestation set, for attestations that apply to the whole timecard, set the display level to Time Card.

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



Business Benefit:

This feature provides performance enhancements to HR

ATTESTATIONS FROM THE ENHANCED TIME CARD

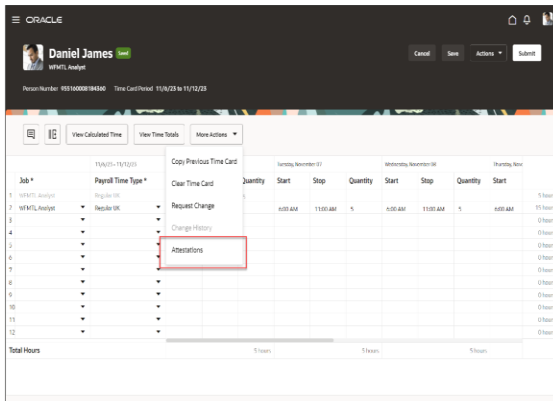
Details

With your enhanced time cards, you view any attestations in a dedicated Attestations panel drawer. The drawer includes a count of the total attestations requiring your attention for the time card, and navigation buttons to move among the attestations. The drawer also shows these details:

- The date and time the attestation was generated
- The time card period, day, or time entry details the attestation applies to
- The attestation title
- The questions and your answers

With each attestation, you have the option to submit your attestation and close the drawer, submit the current attestation and go to the next attestation, or cancel the attestation. Attestations are set to Pending status on the time card for these conditions:

- If you use the navigation button to go to the next attestation before submitting the current attestation
- If you cancel the attestation without discarding any changes



STEPS TO ENABLE

1. Create your attestations using the Question Library, Questionnaire Templates, and Questionnaires tasks.
2. Create time categories using the Time Categories task. For more complex logic, you can create an advanced time category rule and link it to the time category. Use the Time Rule Templates and Time Rules tasks.
3. Create groups of related attestations using the Time Attestation Sets task.
4. Link the time attestation set to people on their time entry profiles using the Worker Time Entry Profiles task.



Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements to HR

TIME CARD ENHANCEMENT

Details

Duration calculations display the difference between start and stop times, by default with 3 decimal places. With this added optional functionality, you can now define the number of places to the right of the decimal from 2 to 9 places.

Effect on Existing Layout Set Action:

| Action | What Happens |
|-----------|--|
| Create | Copies the available translated labels for all default time card fields while creating the layout set. Ensures all delivered fields have translated labels. |
| Duplicate | Copies the translated labels available for time card fields to the new layouts. Overrides any updated labels on the layouts with the available translated labels. You'll need to update relevant labels on the destination layout set. |
| Edit | Edits and saves to the layout copy the translated label values only for the delivered time card fields on that layout. Nondelivered time card fields are ignored, so you'll need to remove them from the layouts and add them again for label translation. The last_updated_date is updated for the layouts when the administrator opens the Edit Layout dialog box, then clicks Save and Close without making any changes. |

STEPS TO ENABLE

You set a site-level decimal precision for Workforce Management apps using the `ORA_HWM_DECIMAL_ROUNDING_LIMIT` profile option.

1. Search for and click the **Manage Administrator Profile Values** task.
2. Search for and select the profile option.
3. Set the Level to **Site**.
4. In the Profile Value field, select a value.



Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature provides performance enhancements to HR

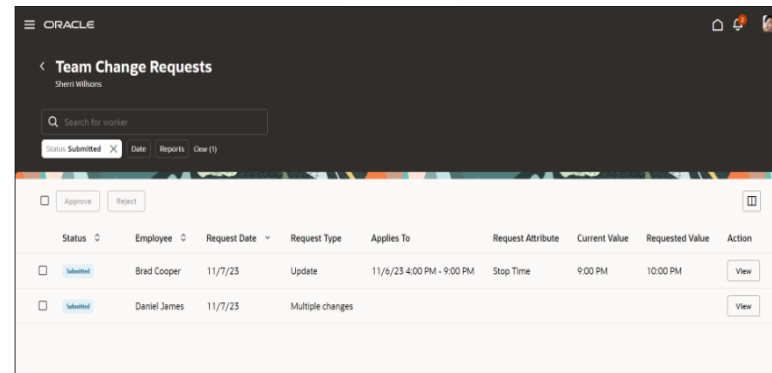
ENHANCED TEAM CHANGE REQUESTS PAGE

Details

- As a line manager or time and labor manager, you can now review and approve change requests from the new Redwood Team Change Requests page.

The new Redwood page includes these columns:

- Status (possible values are Submitted, Approved, Rejected, In Error, and Canceled)
- Employee (name)
- Person Number (hidden column)
- Request Date
- Request Type
- Applies To
- Request Attribute
- Current value
- Requested Value



| Status | Employee | Request Date | Request Type | Applies To | Request Attribute | Current Value | Requested Value | Action |
|-----------|--------------|--------------|------------------|---------------------------|-------------------|---------------|-----------------|--------|
| Submitted | Brad Cooper | 11/7/23 | Update | 11/6/23 4:00 PM - 9:00 PM | Stop Time | 9:00 PM | 10:00 PM | View |
| Submitted | Daniel James | 11/7/23 | Multiple changes | | | | | View |

STEPS TO ENABLE

To enable the new Redwood page for both line managers and time and labor managers, set the site-level profile value to Yes for the ORA_HXT_TEAM_CHANGE_REQUESTS_REDWOOD_PAGE_ENABLED profile option.

- Search for and click the **Manage Administrator Profile Values** task.
- Search for and select the profile option.
- Set the Level to **Site**.
- In the Profile Value field, select **Yes**.

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



Business Benefit:

This feature provides performance enhancements to HR

REPLACED OR REMOVED FEATURES

Details

Time and Labor

| Product | Removed Feature | Target Removal | Replacement Feature | Replaced In | Additional Information |
|----------------|--|----------------|---------------------|-------------|-----------------------------------|
| Time and Labor | Removal of Generate Time Card Field Setup Task | 23D | | | Time Entry Layout Components task |

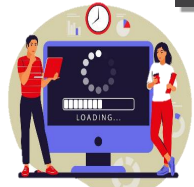
Impact Analysis

Impact Level **LOW**

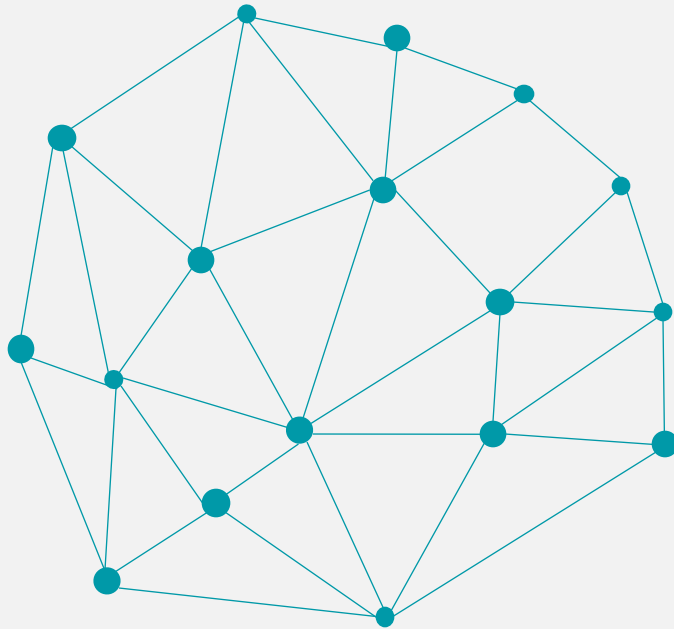
Need to Enable **NO**

Configuration **NO**

Quick Win **NO**



Business Benefit:



NEW FEATURE - WORKFORCE SCHEDULING

DEFAULT WITH CONFIGURATION
CHANGE

WORKER SELF-SCHEDULING

Details

- You can now proactively manage your work schedules by selecting available regular and on-call shifts that align with your preferences and availability. When a self-scheduling window opens, you get an email notification and a banner message on your calendar. Click the link provided in the notification or message to open the Self-Scheduling page. You can also click the Self-Schedule button in the page header. If you have multiple assignments or schedule periods, you can choose the self-scheduling page you want to open based on the business title, scheduling period, and department and location.
- The employee get alerts when a self-scheduling period is about to open, is open, is closing soon, and has closed. These alerts ensure that an employee can better manage the calendar and claim the shifts want for the schedule period.

Workforce
Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



Business Benefit:

This feature provides performance enhancements to HR

SCHEDULE GENERATION PROFILE ENHANCEMENT

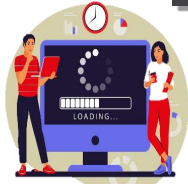
Details

- These enhancements let schedulers more efficiently and effectively manage the schedules for their staffing departments and ensure the schedules comply with regulatory requirements.

Workforce
Scheduling

Impact Analysis

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

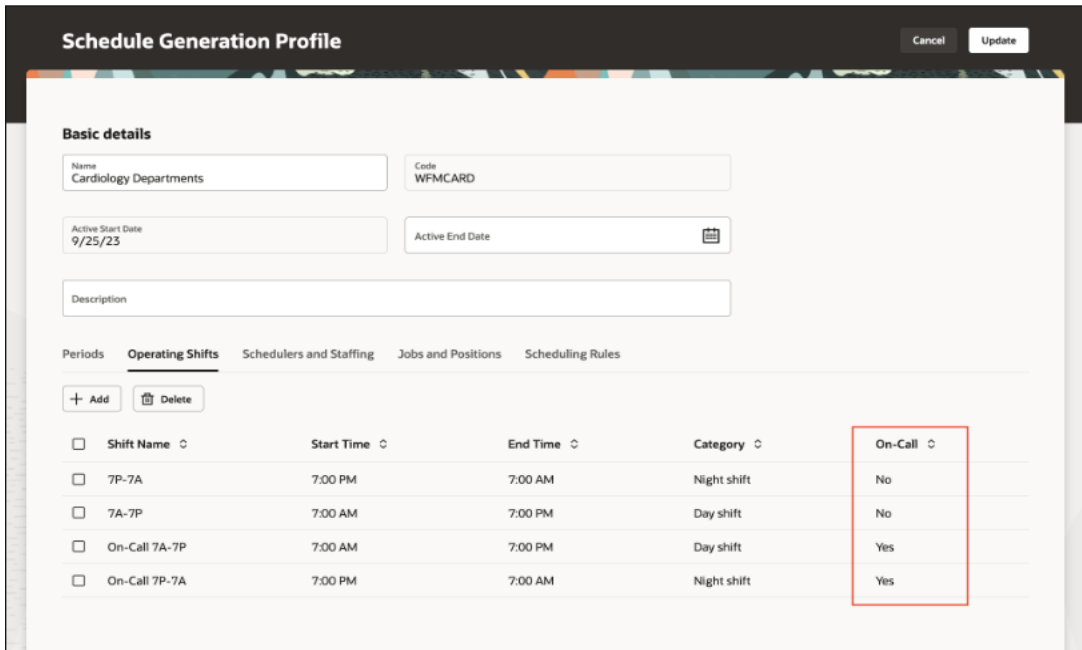


Business Benefit:

This feature provides performance enhancements to HR

Details

- The workforce schedules that schedulers can access depends on the staffing departments for their schedule generation profiles and their area of responsibility. The responsibility type needs to be Schedule Manager and their responsibility scope needs to include the departments and locations that correspond to the staffing departments in their schedule generation profiles.
- In the below, you can identify which operating shifts to use when generating on-call schedules. You use shifts with an On-Call of No to generate all other work schedules



| Shift Name | Start Time | End Time | Category | On-Call |
|---------------|------------|----------|-------------|---------|
| 7P-7A | 7:00 PM | 7:00 AM | Night shift | No |
| 7A-7P | 7:00 AM | 7:00 PM | Day shift | No |
| On-Call 7A-7P | 7:00 AM | 7:00 PM | Day shift | Yes |
| On-Call 7P-7A | 7:00 PM | 7:00 AM | Night shift | Yes |

Workforce
Scheduling

Impact Analysis

Impact Level

LOW

Need to Enable

YES

Configuration

YES

Quick Win

NO



Business Benefit:

This feature provides performance enhancements to HR

GENERATE AND VALIDATE WORKFORCE SCHEDULE ENHANCEMENT

Details

- While generating automatically assigned schedules, the process matches the workload for all workers according to their work patterns and their weekly FTE hours, and applies the configured scheduling rules. These are the rules that you can configure:
- Maximum consecutive working days
- Minimum rest duration between shifts
- Maximum weekends worked over the schedule period, applies when the worker works both weekend days
- When schedulers edit schedules, the scheduling rules and the FTE weekly hours also validate their changes. Schedulers can review the validation warnings and fix the issue or decide to ignore the warnings and apply their changes.

Workforce
Scheduling

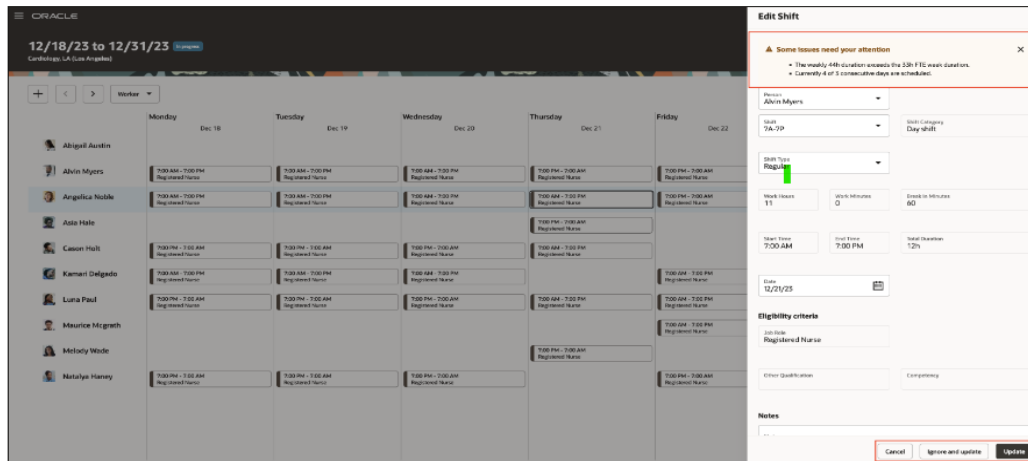
Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



Business Benefit:

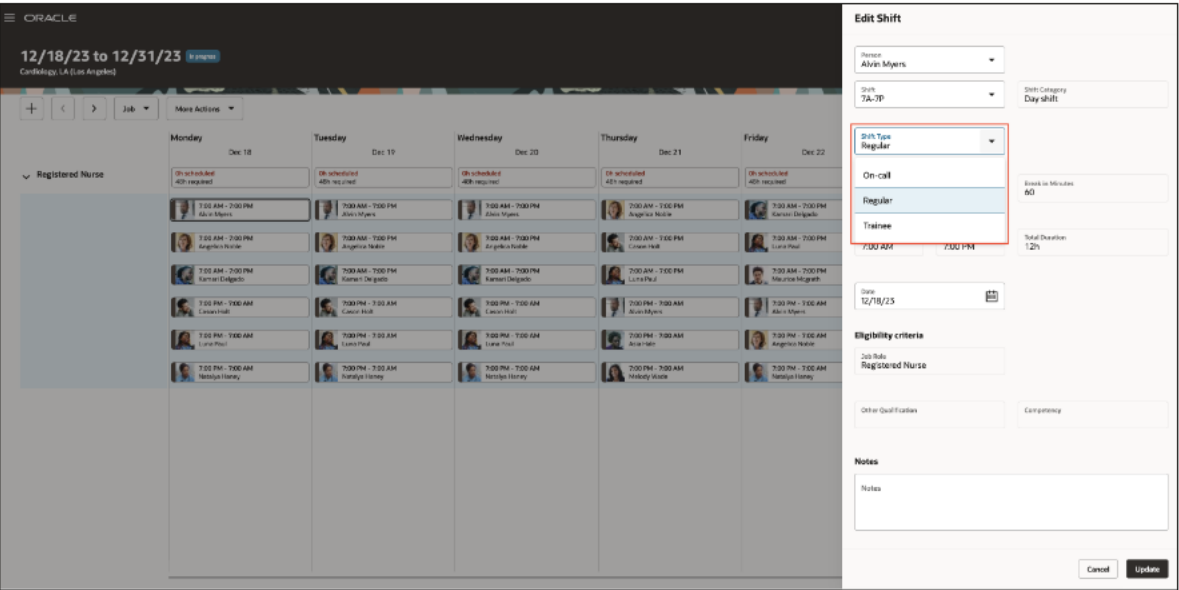
This feature provides performance enhancements to HR

SHIFT TYPES IN WORKFORCE SCHEDULES

Details

You can ensure the accuracy of your workforce schedules by defining and managing shift types for your workloads and shifts. Shift types can be on-call or work, and work shift types also have productivity percentages.

- HCM integration specialists can import workload with shift types.
- Schedulers can generate schedules based on shift type



Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



Business Benefit:

This feature provides performance enhancements to HR

Details

- Schedule Manager can now review the detailed workload requirements on the new read-only workload management page. Can see consolidated workload data for the baseline and current real time workload requirements for each job, competency, and shift type.
- This feature helps schedule managers appropriately staff their departments

Cardiology
Los Angeles, CA

Search by job role

Start Date: 1-Jul-23 | Job Role: All 2 | Competency: All 2 | Clear

| Type | Job Role | Competency | Shift Type | Date | Start Time | End Time | Workload Value | Unit of Measure | Workload Hours | Last Updated |
|----------|---------------|------------|------------|-------------|------------|----------|----------------|-----------------|----------------|--------------|
| Baseline | Cardiac Nurse | | | Jul 1, 2023 | 12:00 AM | 7:00 PM | 12 | Workers | 144 | Dec 2, 2022 |
| Baseline | Cardiac Nurse | | | Jul 1, 2023 | 7:00 PM | 12:00 AM | 10 | Workers | 120 | Dec 2, 2022 |
| Baseline | Cardiac Nurse | PALS | | Jul 1, 2023 | 7:00 AM | 7:00 PM | 1 | Workers | 12 | Dec 2, 2022 |
| Baseline | Cardiac Nurse | | On-Call | Jul 1, 2023 | 7:00 AM | 7:00 PM | 1 | Workers | 24 | Dec 2, 2022 |
| Baseline | TECH | | | Jul 1, 2023 | 12:00 AM | 7:00 PM | 2 | Workers | 24 | Dec 2, 2022 |
| Baseline | TECH | | | Jul 1, 2023 | 7:00 PM | 12:00 AM | 1 | Workers | 12 | Dec 2, 2022 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 12:00 AM | 7:00 AM | 9 | Workers | 45 | Dec 2, 2022 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 7:00 AM | 8:00 AM | 10.3 | Workers | 10.3 | Jul 1, 2023 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 8:00 AM | 9:00 AM | 10.4 | Workers | 10.4 | Jul 1, 2023 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 9:00 AM | 10:00 AM | 10.5 | Workers | 10.5 | Jul 1, 2023 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 10:00 AM | 11:00 AM | 11.2 | Workers | 11.2 | Jul 1, 2023 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 11:00 AM | 7:00 PM | 12 | Workers | 96 | Dec 2, 2023 |
| Current | Cardiac Nurse | | | Jul 1, 2023 | 7:00 PM | 12:00 AM | 10 | Workers | 50 | Dec 2, 2023 |
| Current | Cardiac Nurse | PALS | | Jul 1, 2023 | 7:00 AM | 7:00 PM | 1 | Workers | 12 | Dec 2, 2023 |
| Current | Cardiac Nurse | | On-Call | Jul 1, 2023 | 12:00 AM | 12:00 AM | 1 | Workers | 24 | Dec 2, 2023 |
| Current | Tech | | | Jul 1, 2023 | 12:00 AM | 7:00 AM | 1 | Workers | 7 | Dec 2, 2023 |

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



Business Benefit:

This feature provides performance enhancements to HR

VIEW SCHEDULE COVERAGE VARIANCE

Details

- Schedule Manager can now review coverage variances between the workload demand requirements and scheduled shifts directly from the workforce schedule pages. To access the coverage variances, select a job view. He can then see a summary of required versus scheduled hours for each listed job, for every day of the week or 2 weeks, depending on the schedule timeline you select.
- This feature helps schedule manager respond more efficiently to the scheduling gaps and make necessary schedule updates to avoid overstaffing or understaffing their departments.

Workforce
Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

The screenshot shows the Oracle Workforce Scheduling interface for 'Registered Nurse' in 'Cardiology, LA (Los Angeles)'. The schedule is displayed for the week of 1/1/24 to 1/14/24. A red box highlights the '41h scheduled 48h required' for Monday, Jan 01. Below the schedule is a 'Coverage variance' table.

| Day Intervals | 1/1/24 | 1/2/24 | 1/3/24 | 1/4/24 | 1/5/24 | 1/6/24 | 1/7/24 |
|--------------------|--------|--------|--------|--------|--------|--------|--------|
| Registered Nurse | | | | | | | |
| 12:00 AM - 4:00 AM | -4h | 0h | 0h | 0h | 0h | 0h | 0h |
| 4:00 AM - 8:00 AM | -3h | 0h | -1h | 0h | 0h | 0h | 0h |
| 8:00 AM - 12:00 PM | 0h | 0h | -4h | 0h | 0h | 0h | 0h |
| 12:00 PM - 4:00 PM | 0h | 0h | -4h | 0h | 0h | 0h | 0h |
| 4:00 PM - 8:00 PM | 0h | 0h | -3h | 0h | 0h | 0h | 0h |
| 8:00 PM - 12:00 AM | 0h | 0h | 0h | 0h | 0h | 0h | 0h |



Business Benefit:

This feature provides performance enhancements to HR

SCHEDULE MANAGER GRANT ENHANCEMENTS

Details

- Schedule Manager can now review coverage variances between the workload demand requirements and scheduled shifts directly from the workforce schedule pages. To access the coverage variances, select a job view. He can then see a summary of required versus scheduled hours for each listed job, for every day of the week or 2 weeks, depending on the schedule timeline you select.
- This feature helps schedule manager respond more efficiently to the scheduling gaps and make necessary schedule updates to avoid overstaffing or understaffing their departments.

Workforce
Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

The screenshot shows the Oracle Schedule Manager interface for a 'Registered Nurse' job. The main view displays a weekly schedule from Monday (Jan 01) to Sunday (Jan 07). Each day's column shows a summary of hours (e.g., '41h scheduled 40h required' on Monday) and a list of individual shifts with employee names. Below the schedule is a 'Coverage variance' table.

| Day Intervals | 1/1/24 | 1/2/24 | 1/3/24 | 1/4/24 | 1/5/24 | 1/6/24 | 1/7/24 |
|--------------------|--------|--------|--------|--------|--------|--------|--------|
| Registered Nurse | | | | | | | |
| 12:00 AM - 4:00 AM | -4h | 0h | 0h | 0h | 0h | 0h | 0h |
| 4:00 AM - 8:00 AM | -3h | 0h | -1h | 0h | 0h | 0h | 0h |
| 8:00 AM - 12:00 PM | 0h | 0h | -4h | 0h | 0h | 0h | 0h |
| 12:00 PM - 4:00 PM | 0h | 0h | -4h | 0h | 0h | 0h | 0h |
| 4:00 PM - 8:00 PM | 0h | 0h | -3h | 0h | 0h | 0h | 0h |
| 8:00 PM - 12:00 AM | 0h | 0h | 0h | 0h | 0h | 0h | 0h |



Business Benefit:

This feature provides performance enhancements to HR

NEW SUBJECT AREA TO REPORT ON WORKLOAD CONSOLIDATION

Details

- The new subject area Workforce Scheduling - Workload Consolidation Real Time provides real time information on the consolidated workload in order to determine the staffing requirements for the scheduling system. This allows the user to see the baseline and current values of Consolidated Workload Type data and the calculated plan information stored in the Workloads table.
- This subject area helps answering business questions like below:
 1. What is the baseline value provided for a time period so I can see my budget?
 2. What is the current value for my scheduling period so I can see adjusted or actual workload?
 3. How does the baseline value of my workload compare to current workload required from forecasts and real time imports?
- This enhancement allows you to report on consolidated workload data.

ACCESS REQUIREMENTS:

- This subject area is secured by the duty role
FBI_ADVANCED_WORKFORCE_SCHEDULING_TRANSACTION_ANALYSIS_DUTY.
- By default, the following job roles inherit this duty role:
 1. Schedule Administrator
 2. Schedule Manager.

Workforce
Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



Business Benefit:

This feature provides performance enhancements to HR

REPLACED OR REMOVED FEATURES

Details

| Product | Removed Feature | Target Removal | Replacement Feature | Replaced In | Additional Information |
|---------|--------------------|----------------|---------------------|-------------|------------------------|
| | None at this time. | | | | |

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

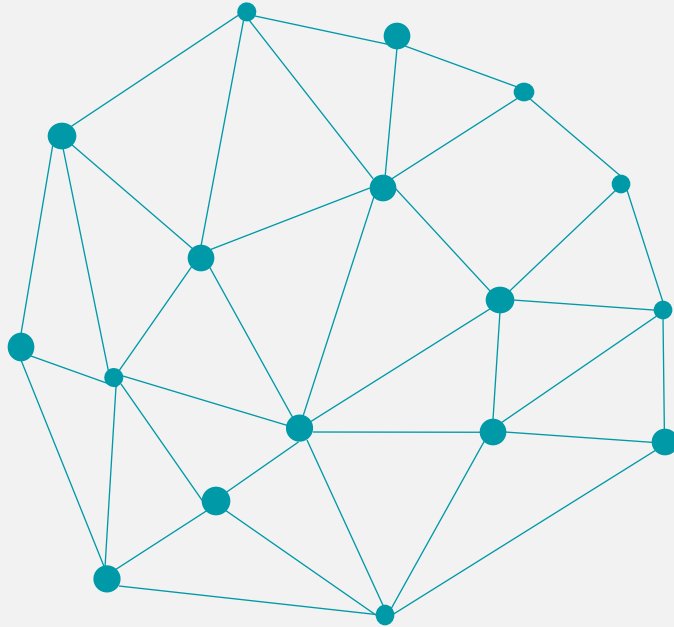
Need to Enable **NO**

Configuration **NO**

Quick Win **NO**



Business Benefit:



NEW FEATURE - HEALTH & SAFETY

QUICK WINS - DEFAULT WITH NO CONFIGURATION

NEW DIMENSIONS IN EHS AND CYBERSECURITY SUBJECT AREAS

Health & Safety

Details

- Incidents Real Time subject areas with the addition of new dimensions to report on the Core HR attributes.
- The enhancements to the subject area are listed in the table:

| Subject Area | Parent Folder | New Dimensions |
|---|--------------------------------|--|
| Cybersecurity - Incidents Real Time | Incident Investigation Details | <ul style="list-style-type: none"> •Investigation Preapprover •Investigation Approver •Investigation Reviewer |
| Environment Health And Safety - Incidents Real Time | Incident Investigation Details | <ul style="list-style-type: none"> •Investigation Preapprover •Investigation Approver •Investigation Reviewer |



Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement allows you to report on Health & Safety Incident

Closing Q&A



**CLOUD
ENHANCEMENT &
MANAGED SERVICES**

CLOSING NOTE


















1. What happens next?

1. Presentation
2. Session Recording

2. Speak with your CEMS Support Manager or CEMS Service Manager

1. for additional services around quarterly updates
2. Learn more about Innovation

3. Next Sessions ?

| | | |
|--|--|---|
| <p>SCM (Procurement & Advanced Procurement) Oracle Quarterly Updates 24A</p> | <p> 24th-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 4:30 PM GMT 5:30 PM CEST 11:30 AM EST</p> | | |
| <p>Benefits & Compensation Oracle Quarterly Updates 24A</p> | <p> 25th-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 3:00 PM GMT 4:00 PM CEST 10:00 AM EST</p> | | |
| <p>Finance Oracle Quarterly Updates 24A</p> | <p> 25th-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 4:30 PM GMT 5:30 PM CEST 11:30 AM EST</p> | | |
| <p>Talent & OLC Oracle Quarterly Updates 24A</p> | <p> 30th-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 3:00 PM GMT 4:00 PM CEST 10:00 AM EST</p> | | |
| <p>SCM (Inventory & Order Management) Oracle Quarterly Updates 24A</p> | <p> 30th-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 4:30 PM GMT 5:30 PM CEST 11:30 AM EST</p> | | |
| <p>HR Helpdesk & ORC Oracle Quarterly Updates 24A</p> | <p> 31st-Jan-2024</p> | <p> 60 minutes</p> |
| <p> 3:00 PM GMT 4:00 PM CEST 10:00 AM EST</p> | | |

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help you!

THANK YOU



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