



Cloud Enhancement &
Managed Services



Live Webinar

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24B 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.

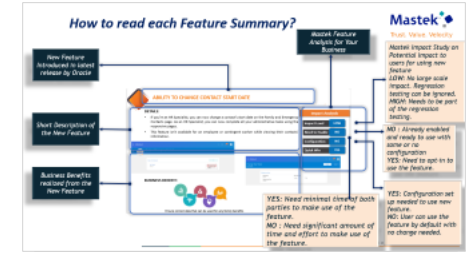
AGENDA



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

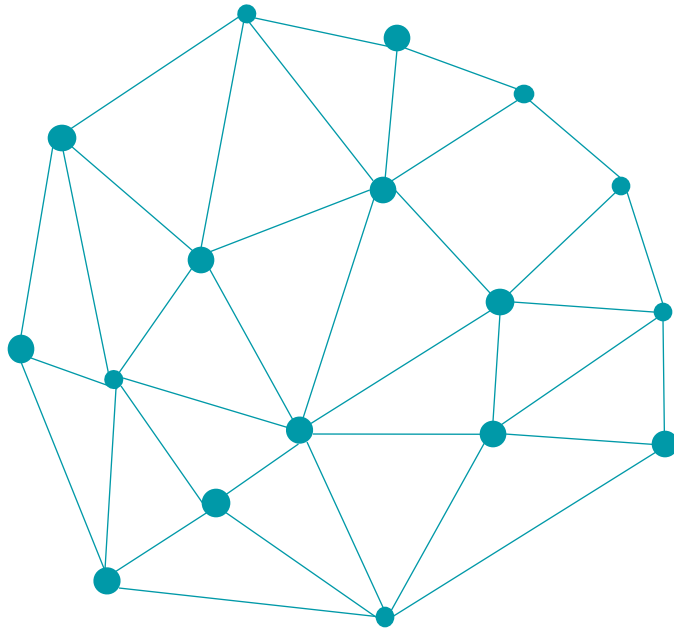
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

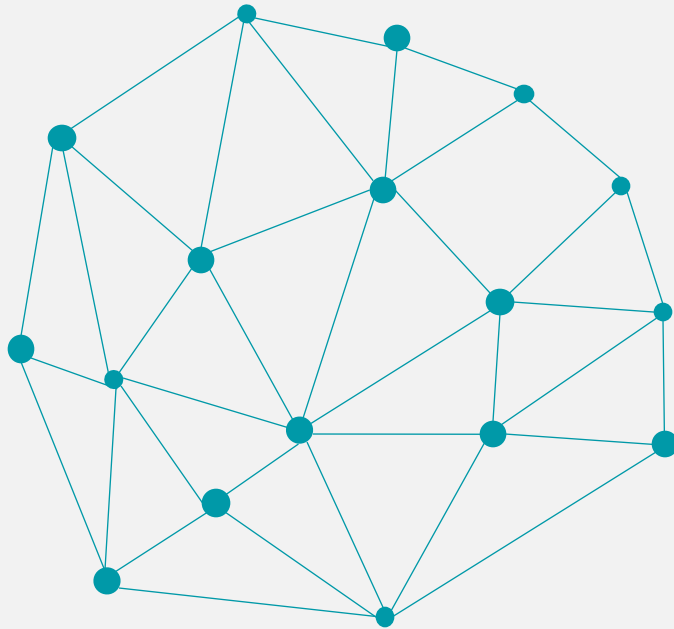
YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

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

REDWOOD EXPERIENCE FOR PERSONAL PAYMENT METHODS FOR PROFESSIONAL USERS

Global Payroll

Details:

You can now use the new Redwood personal payment method page that is enabled automatically to view and manage employee's personal payment methods.

Navigate to [My Client Groups>Payroll>Personal Payment Methods](#) page for the following Redwood experience:

- A simple overview of payment method portrayed using a card layout.
- A summary of the payment method information on each card, such as payment method name, payment amount, and bank details when applicable.
- Ability to create a payment method and associated bank account in the same transaction.
- View and manage bank accounts, such as to inactivate bank accounts that are no longer in use.
- Reorder payment methods to change the order they are processed when they start and end on the same date.
- Create exception payment methods to have certain earnings paid to a different bank account is available by extending the functionality of this page.
- Enforce double entry of bank account information to verify the details are correct and prevent keying errors is available by extending the functionality of this page.
- Create and easily view future dated payment methods.
- View the history of a payment method, including who made the change and when.

Use the new Redwood personal payment method page to search for a bank by its branch identifier for US, UK and CA when associating bank account to the payment method.

Impact Analysis

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

Business Benefit:

Use the redesigned Redwood VB Studio personal payment method page for professional users to quickly view and manage personal payment methods for your employees.

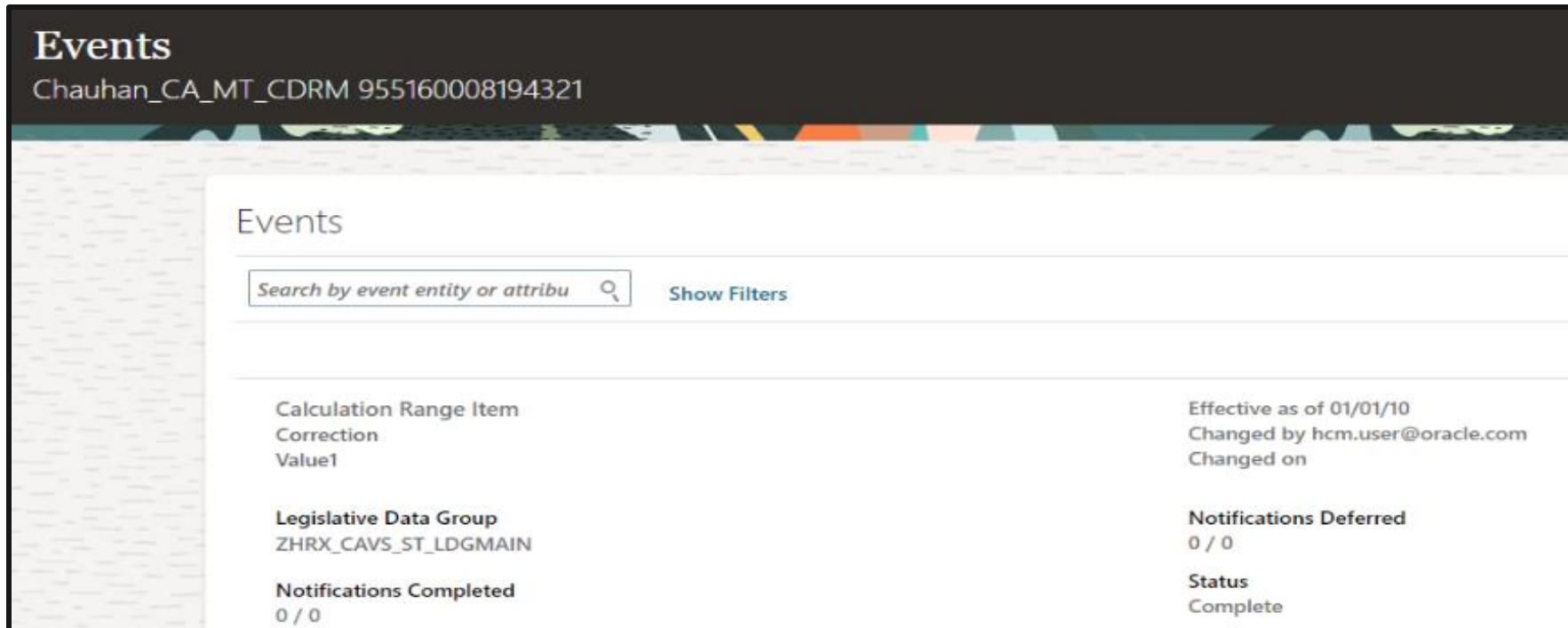
EVENTS: PAYROLL EVALUATION STATUS

Details

You can now view the status of the payroll notification processing for an event and take an action as required. When an event is triggered, the payroll application generates event notifications for features such as the retroactive recalculation of payroll and retro pay for late hires.

The Notification Status attribute supports the following values for an event:

- Not Started
- Complete
- Error
- Event Canceled



Global Payroll

Impact Analysis

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

Business Benefit:

Use the event notification status to review and take an appropriate action on an event

PAYROLL BACKGROUND PROCESS: ENHANCEMENTS

Details

The payroll background process is an ESS process that runs continuously in the background to improve the performance of payroll features.

The payroll application includes safeguards to ensure the process is running continuously, and if required it's automatically restarted if it stops for some reason.

For example: the process may stop when a customer experiences server connection issues.

The payroll background process can be used to process event notifications when entries such as compensation, time, and absence entries are loaded for an employee. The application checks the background process is running continuously when information is loaded using any of these flows:

- Load Time Card Batches
- Load Absence Batches
- Generate HCM Rates

The process is also checked and if necessary restarted, when HCM Data Loader (HDL) files are loaded to payroll for the following business objects:

- Payroll Time Card
- Payroll Absence Record
- Element Entry
- Element Entry with Costing (HDL)

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Improved payroll processing efficiency and reliability.

COMPRESSING REPORT OUTPUT FOR GLOBAL PAYROLL REPORTS

Details

- You can now compress large files of the payroll report outputs and log files before you upload them to the UCM server.
- Before you run the report, create a process configuration group and add the process configuration parameter, Compressed Output Compress the report output before uploading to UCM, to the process configuration group.
- When you run the report, select configuration group on the flow submission page. Once the flow is completed, check the 'output file' section on the checklist result UI for the compressed file.
- However, when you run the Payroll Costing Results Report, use the new **Compress Output Files** field on the report submission page to zip the report output file.
- Compress large output files of the Payroll Reports, Extract-based or BI reports, and log files of these reports, before you upload them to UCM.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Enhanced efficiency and optimized storage.

NUMBER FORMATTING IN PAYROLL GLOBAL REPORTS

Details

You can use the **Unit of Measurement (UOM)** option to define how numbers are formatted and displayed on payroll reports. You can use the UOM field to format precision or number of decimal values for the following in payroll reports:

- Hours
- Amount
- Date
- Time

Ensure consistency in output formatting across various formats(MS Excel, PDF, Text) by aligning settings on your local machine with the UOM definition.

Following standards as given here:

- Currencies are always shown as two decimal values after the separator, example, 151.25 or 130.10. The zeros shouldn't be truncated.
- Date and Time values are as per the UOM definition and they don't follow the user preference settings.
- Time is displayed as HH, HHMM, HHMMSS each representing hours, hours and minutes, and hours, minutes, and seconds, and separated by colons(:). For example, 4:15:00.

Use UOM to define how numbers are formatted and displayed on your payroll reports.

Global Payroll

Impact Analysis

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

Business Benefit:

Improved accuracy and consistency in payroll reporting.

HCM DATA LOADER USER ACCESS SECURITY SUPPORTED IN PAYROLL FLOWS



Global Payroll

Details

- You can now use the Load HCM Data File and Load HCM Data Spreadsheet tasks to load a file or spreadsheet using a payroll flow.
- Transform your data into a format that's supported by HDL (using the Load Batch from File task), and load the transformed data into the application using a payroll flow.
- The new tasks ensure the following new **HCM Data Loader security features** are enforced when you load a file or spreadsheet using a payroll flow:
 1. Control the job roles that have access to bulk-load security related data by restricting access to HCM Data Loader business objects.
 2. Control the business objects and product areas a user role can use for bulk loading data using HCM Data Loader.
- Create a new flow pattern or update your existing flow pattern to use the Load HCM Data File and Load HCM Data Spreadsheet tasks.

Impact Analysis

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

Business Benefit:

Enhanced security and efficiency in payroll data loading.

UPDATE PRIOR PERIOD PAYROLL COST RESULTS

Details

- You can use this new **Upgrade Cost Results** feature in the Run Feature Upgrade flow to upgrade the prior period payroll cost results for assignment, tax reporting unit, and calculation breakdown values from the corresponding payroll run results.
- **Note:** You must provide a 4-digit year, such as 2021, in the additional information section to identify the year that you want to upgrade the cost results.
- This feature upgrades the cost results that have a process date within the year you provide, such as a process date greater than or equal to 01-Jan-2021 and less than or equal to 31-Dec-2021.
- **Note:** If you provide an incorrect value of process date or don't provide value in the additional information section, the process will error without performing any upgrade.
- Update prior period payroll cost results created before 23B using this feature.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Improved accuracy and efficiency in updating prior period payroll cost results

REDWOOD EXPERIENCE FOR PERSONAL PAYMENT METHODS AND PAYROLL RELATIONSHIPS ENABLED AUTOMATICALLY

Global Payroll

Details

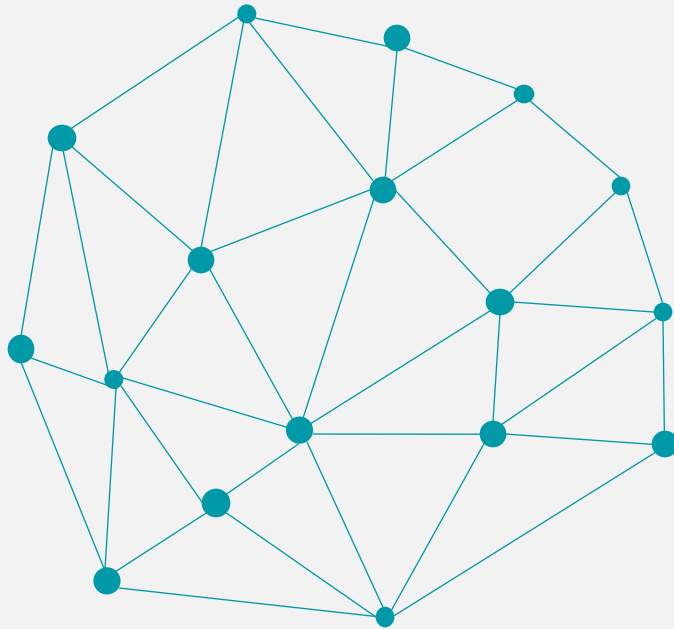
- Use the new Redwood experience Personal Payment Methods and Payroll Relationships pages that are now automatically enabled, to quickly view and manage personal payment methods and payroll relationships.
- The redesigned Redwood Personal Payment Methods and Redwood Payroll Relationships pages are available by default when the **ORA_HCM_VBCS_PWA_ENABLED** profile option is enabled.
- The new Redwood Personal Payment Methods page allows for quick views and management of personal payment methods and bank accounts.
- 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.

Impact Analysis

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

Business Benefit:

Enhanced handling of personal payment methods and payroll Relationships via the new Redwood interface, activated seamlessly.



NEW FEATURE - GLOBAL PAYROLL

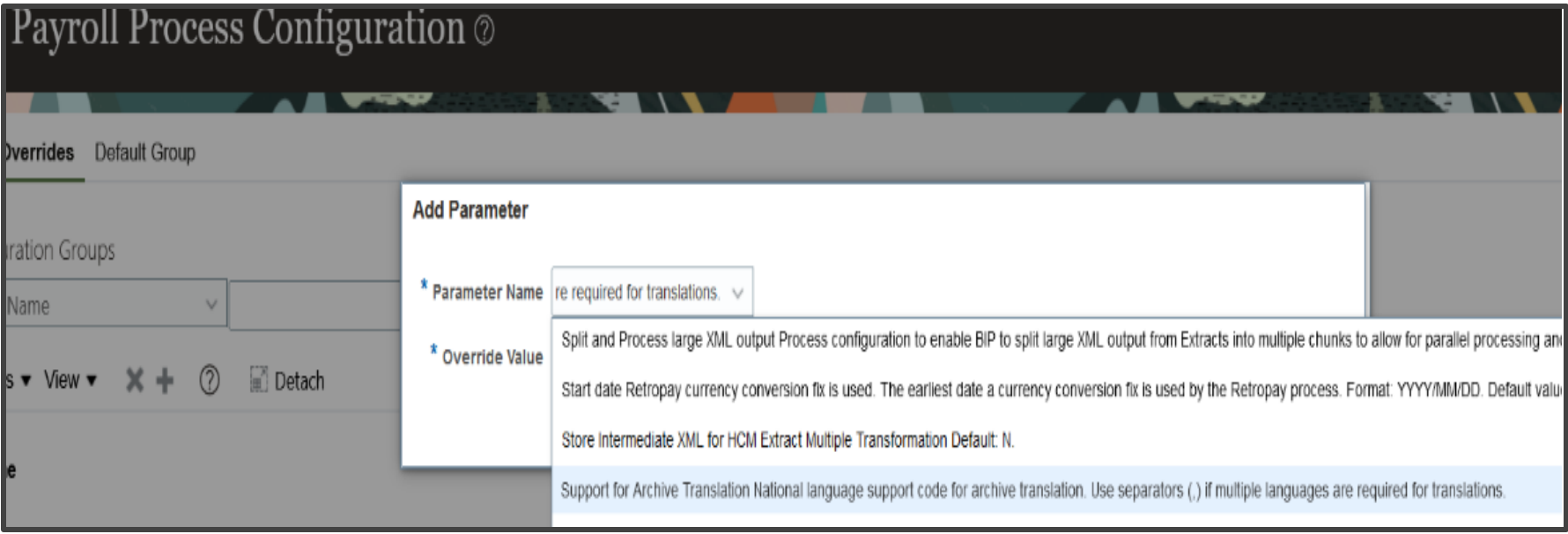
QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

TRANSLATION FIX FOR PAYMENT REGISTER AND THIRD-PARTY PAYMENT REGISTER REPORT

Global Payroll

Details

- You can now generate the archive-based Payment Register Report and Third-Party Payment Register reports in the language of your preference.
- You can configure the Payroll Archiver to store the archived payroll information in multiple languages.



Impact Analysis

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

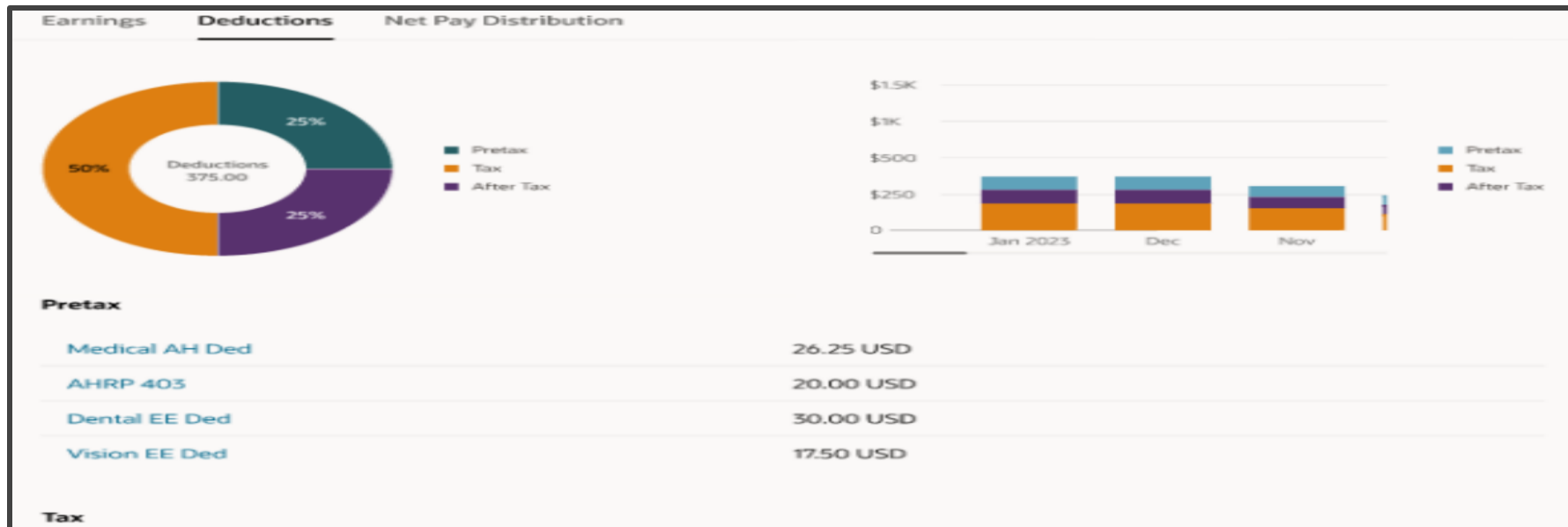
Business Benefit:

Increased user satisfaction by catering to diverse language preferences.

REDWOOD PAYSALIP: GROUP EARNINGS AND DEDUCTIONS

Details

- The earnings and deductions amount on the payslip summary page can be displayed based on the element primary classification. **For example:** deductions can now be displayed under headings such as **pretax deductions** and **voluntary deductions**.
- Group and view earnings and deductions amount on the payslip summary page based on the element primary classification.
- **Steps to Enable:** This feature is not available by default and you must configure the Payslips page using VB Studio as per the extensibility guidelines.



Global Payroll

Impact Analysis

Impact Level **Medium**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

Enhanced transparency in displaying earnings and deductions, facilitating better understanding.

NAVIGATION TO RESULTS PAGES

Global Payroll

Impact Analysis

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

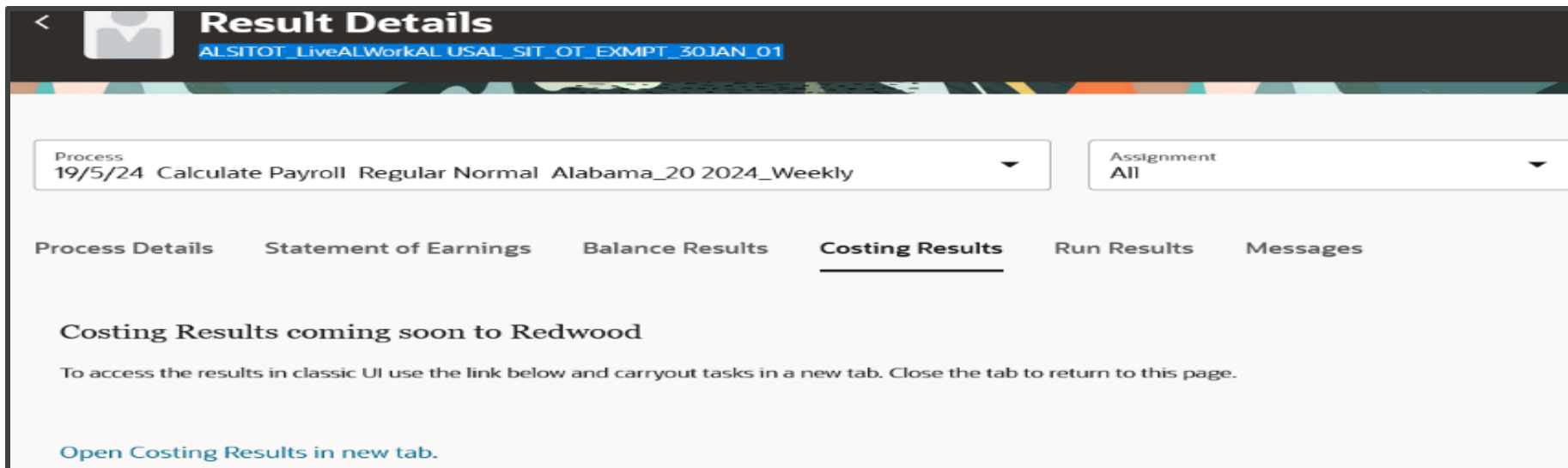
Business Benefit:

Increased productivity by allowing seamless navigation between result pages

Details

- You can navigate to the Results Details page and navigate to each of the result pages for a person, even if some of the results pages haven't yet been redesigned to the Redwood standards.
- When you click on either the Costing Results or the Messages tab, the page displays a message and a link to the page. Use the link to access the page in a new tab. Close the tab to return to the Results Details page.
- The redesigned results pages for a person are available when you enable both of these profile options:

ORA_HCM_VBCS_PWA_ENABLED and **ORA_PAY_PROCESS_RESULT_PAGES_FOR_PERSON_REDWOOD_ENABLED**



REDWOOD EXPERIENCE SEARCH FOR A BANK FROM THE PERSONAL PAYMENT METHOD PAGE

Global Payroll

Details

- You can now search for a bank using the branch identifier for United States, United Kingdom and Canada localizations on the Redwood personal payment method page.
- This feature is available for customers that preload bank branch information, have enabled the **Use Existing Banks and Branches Cash Management** profile option, and have opted-in to the feature using the **Lookup type: ORA_IBY_CONTROLLED_FEATURES**.
- For Example: For the UK, you can use the sort code as the branch identifier to search for the bank and branch when creating a bank account to map with the personal payment method.
- Use the redesigned Redwood VB Studio personal payment method page to search for a bank by its branch identifier for US, UK and CA.
- This feature works only when the CE_USE_EXISTING_BANK_BRANCH profile option is set to 'Yes' and if it is set to 'No', employee can create the bank account by entering the routing number or sort code manually.

Impact Analysis

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

Business Benefit:

Enhanced bank search functionality

ADDITIONAL PAYROLL FEATURES ENHANCED TO APPLY ELEMENT SECURITY

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

You can restrict access to certain elements based on your organizational business needs.

Details

The Element Security Profile restriction applies to these additional payroll features:

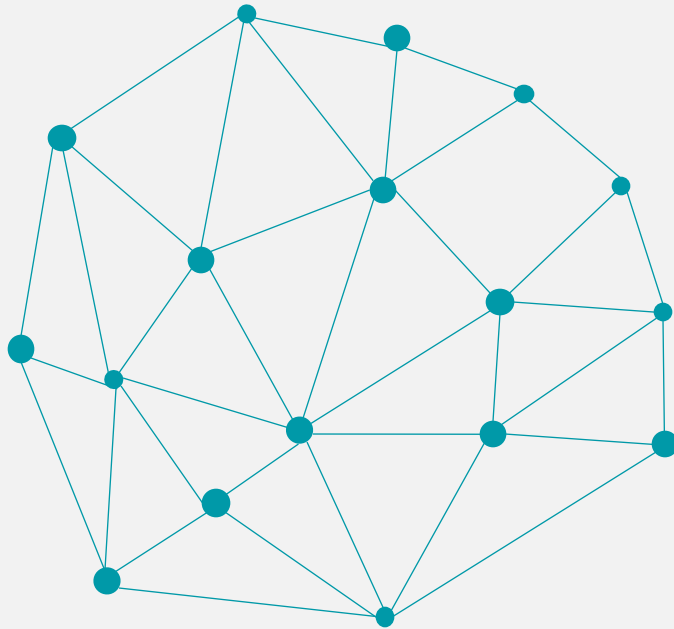
- Manage Elements
- Balance Adjustment

While using these features, you can secure and limit access to elements using the HCM Data Roles and the Elements Security Profiles task flow.

You can create a Data Role and use the default View All Elements security profile or create a new security profile to restrict the elements users with the new data role can view and use.

The complete list of features supporting element security is as follows:

- Manage Element Entries (both Manage and View-only)
- Manage Calculation Entries - Standard Entries only
- Manage Elements
- Balance Adjustment
- Use REST Service - Element Entries
- Use REST Service - Element Entries Read Only
- Payroll Element Definition List of Values REST
- Payroll Input Values List of Values REST
- HSDL - Element Entry
- HDSL - Element Entry with Costing
- Quick Pay
- View Payroll Info under the Enrollment section of the Benefits Summary page



NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH NO CONFIGURATION

ADDITIONAL ATTRIBUTES IN ABSENCE SUBJECT AREA

Absence

Details

- Improve your reporting on worker absences with the addition of columns that helps reporting on details related to generic and illness type absences.
- Assignment Absence Details dimension in **Workforce Management - Absence Real Time** is enhanced to include the following attributes:
 1. Estimated End Date
 2. Open Ended Flag

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

By this feature New attributes to report on generic and illness absences

BALANCE TRANSFER TO NEW PLAN IN SAME CATEGORY AFTER GLOBAL TRANSFER

Details

- New configuration options in the Balance Disposition Rules section under the Participation tab of the absence plan setup page. There is a new subsection called **On Transfer to New Legal Employer**. It can allow balance transfer to a target plan as long as both the source and target plans.
- Also, new check box called Retain Carryover Balance becomes editable.

The screenshot shows the 'Balance Disposition Rules' configuration page. The 'On Transfer to New Legal Employer' section is expanded, showing the following options:

- Transfer Balance To: plan or Same plan category (dropdown)
- Rollover Positive Balance
- Disburse positive balance
- Recover negative balance
- Retain Carryover Balance

The 'Transfer Rules' section includes:

- Limit Rule: Unlimited (dropdown)
- Limit: [] Hours
- Limit Formula: []
- Limit Proration Rule: None (dropdown)
- Limit Proration Formula: []

The 'Rollover Rules' section includes:

- Rollover Rule: Not applicable (dropdown)

The 'On Termination' section is partially visible at the bottom.

Absence

Impact Analysis

Impact Level Medium

Need to Enable NO

Configuration NO

Quick Win YES

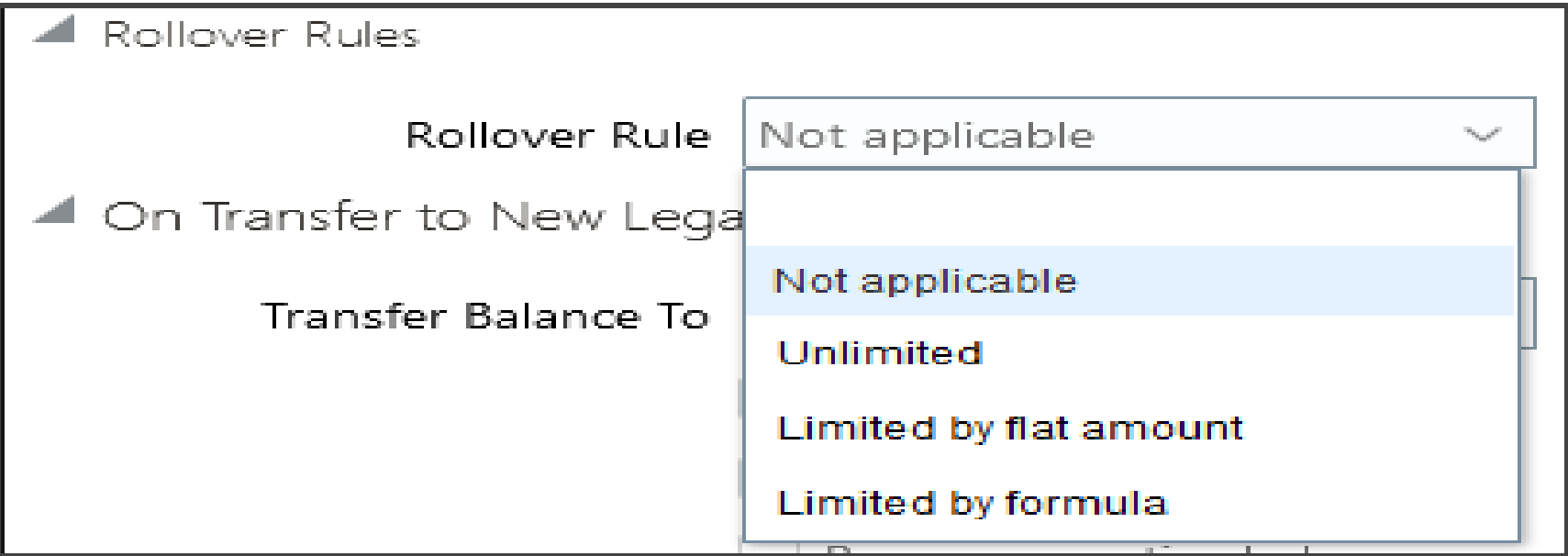
Business Benefit:

In this feature new subsection available called Transfer to New Legal Employer and new check box called Retain Carryover Balance becomes editable.

ROLLOVER SUPPORT AFTER LOSS OF ELIGIBILITY AND GLOBAL TRANSFER

Details

- There can be absence balances left in the source plan when the ceiling limit of the target plan is reached. With the new enhancement, you can configure the absence plan to allow the balances left in the source plan to be rolled over into another plan. This way the employee retains all their leaves. It is applicable in local or global transfer for employee
- You can define the rollover rules by selecting the Rollover positive balance check box under the Balance Disposition Rules section. That check box enables the Rollover Rules section.



Absence

Impact Analysis

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

Business Benefit:

By this feature enhancement absence plan to allow the balances left in the source plan to be rolled over into another plan

ABILITY TO SPECIFY WHICH SHIFT IN A HALF DAY ABSENCE WON'T BE WORKED IN

Details

- When you select the duration as half day during absence entry, the application now displays a new option where you can select the first half or the second half. This applies to both the basic and advanced absence entry mode.
- Similarly, this applies to employees with time or elapsed based schedule where the UOM of the absence type is days or calendar days.

New Absence
Lora Waters

Cancel Actions Submit

Type: Vacation Business Title: Registered Nurse

Balance As-of Today: 12 days

Dates

Start Date: 07/24/2023 End Date: 07/28/2023

Repeat: Does not repeat

Duration: 4 days Projected balance: 0 days

Calculate

Absence

Impact Analysis

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

Business Benefit:

This Feature new option available where you can select the first half or the second half for your half day leave.

ENHANCED ABSENCE TYPE DEFAULT LOGIC

Absence

Details

- You can now configure the absence type to choose how the default absence type is displayed during absence entry and absence bid entry pages.
- There is now a new option called **Absence Type Default** in the Additional Attributes section of the Configure Absence Batch Parameters page.

Impact Analysis

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

Option	Application Behavior
Most Used	The most used absence type will be the default. The display order will then follow the entry display order sequence defined on the absence type if it's defined. Or else they are listed alphabetically if no entry display order is defined on the absence type.
Last Used	The last used absence type will be the default.
Display Order	The absence type with the lowest number as defined in the Entry Display Order option on the absence type setup page will be the default.
None	There will be no default absence type.

Additional Attributes	
Integration to Time Repository	Enabled
Integration Effective Date	1/1/15
	<input type="checkbox"/> Resubmit affected time cards when absence entries are updated
Update Compensatory Plan Balance	On time card approval
Absence Type Default	Display Order
Future Absence Processing	Display Order
Balance Calculation Date	Last Absence
Hours Display Format	None

Business Benefit:

This New option called **Absence Type Default** in the Additional Attributes section of the Configure Absence Batch Parameters page.

TIME CARD VALIDATION TO HONOR COMPENSATORY TIME CEILING LIMITS

Absence

Details

- A new validation has been introduced to ensure that the ceiling limits defined on the compensatory plan are honored when a timecard includes a compensatory time earned entry.
- If the earned time exceeds the ceiling limit, the application throws an error.
- The application also takes any compensatory time expiration and deleted compensatory absences into consideration during the balance check.
- If the ceiling limit isn't exceeded, the timecard is successfully submitted. If the ceiling limit is exceeded, then an error is thrown.

Impact Analysis

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

Business Benefit:

A new validation now ensures that the ceiling limits defined on the compensatory plan are honored when a timecard includes a compensatory time earned entry.

Details

- You can now use Atom Feeds to track changes to absence cases.
- Administrators with the `HRC_ATOM_WORKSPACE_ACCESS_EVENTS_PRIV` privilege can generate the Atom feed when an absence case is:
 - Created
 - Deleted
 - An existing one updated

Impact Analysis

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

Business Benefit:

By this Feature you can use Atom Feeds to track changes to absence cases

IMPROVED SUPPORT OF CALCULATE ACCRUALS AND BALANCES ESS JOBS RUNNING IN PARALLEL

Absence

Details

- Previously, when multiple absence processes were run in parallel and they picked the same employee for processing, the application generated an error and the accrual entries for that employee were missing for some periods
- The new enhancement ensures that if two ESS jobs pick the same employee, one of them skips the person so that there is no accrual run at the same time.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature you can now run multiple ESS jobs simultaneously without the application throwing errors.

ABILITY TO VIEW ABSENCE PLAN BALANCES WHEN ENTERING A TIMECARD

Details

- You can now see your absence plan balances while entering a timecard instead of having to navigate to Absence Management to check the same.
- Through extensibility, you can display the plan balances from the Absence Balance Redwood page on the side panel of the timecard VB page.
- By clicking More Actions button and selecting Absence Plan Balances option. The absence plan balances panel will display your balance as of today as well as of last calculation date.

The screenshot shows the user interface for Liza Hernandez, Senior Program Manager. At the top, there are buttons for 'Cancel', 'Save', 'Actions', and 'Submit'. Below this, the employee's name and title are displayed, along with a 'New' badge, Employee Number (749234), and Time Card Period (9/11/2023 to 9/17/2023). The main area features a table with columns for dates (17/4/2023 to 23/4/2023, Tue, Apr 18, Wed, Apr 19, Thu, Apr 20, Fri, Apr 21) and rows for projects (1-10). A 'More Actions' dropdown menu is open, showing options: 'Copy Previous Time Card', 'Clear Time Card', 'Request Change', 'Change History', 'Attestations', and 'Absence Plan Balances' (which is highlighted).

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Absence plan balances panel will display your balance as of today as well as of last calculation date while entering a timecard.

EXPORT TO EXCEL SUPPORTED ON MANAGE ABSENCES AND ENTITLEMENTS PAGE

Absence

Details

- You can now export absence information to excel spreadsheets on the Manage Absences and Entitlements page.

You can export the details of the following to excel:

- Existing Absences
 - Accrual Plan Balance Details
 - Qualification Entitlement Details
- The Export to excel icon is added to each of the above-mentioned sections in the Manage Absences and Entitlements page.

Impact Analysis

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

Business Benefit:

This feature you can export absences information from Manage Absences and Entitlements page to excel spreadsheets.

IDENTIFY THE LAST JOB REQUEST ID THAT UPDATED A TRANSACTION

Absence

Details

- When you run multiple absence processes such as Update Accrual Plan Enrollments or Calculate Accruals and Balances in quick succession or simultaneously, there may be errors.
- Now you can easily identify the process that last updated or deleted the tables using the new **ESS_Job_Request_ID** column has been added to the following tables:
 - **ANC_PER_PLAN_Enrollment**
 - **ANC_PER_Accrual_Entries**
 - **ANC_PER_ACRL_Entry_DTLS**
- This new attribute is updated each time the Calculate Accruals and Balances process and the Update Accrual Plan Enrollment process are run.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

By This feature troubleshooting errors is easier now by identifying the last process that updated a transaction.

ABSENCE PLANNING DASHBOARD SUPPORT FOR EXTENSIBILITY

Global Payroll

Details

- Administrators can now use extensibility to personalize their experience for the Absence Planning page.
- Enrich your Redwood experience with the Absence Planning page which now has customer extensibility enabled.

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

Business Benefit:

Redwood experience with the Absence Planning page which now has customer extensibility enabled.

AUDIT CHANGES TO WORK SCHEDULE ASSIGNMENTS

Global Payroll

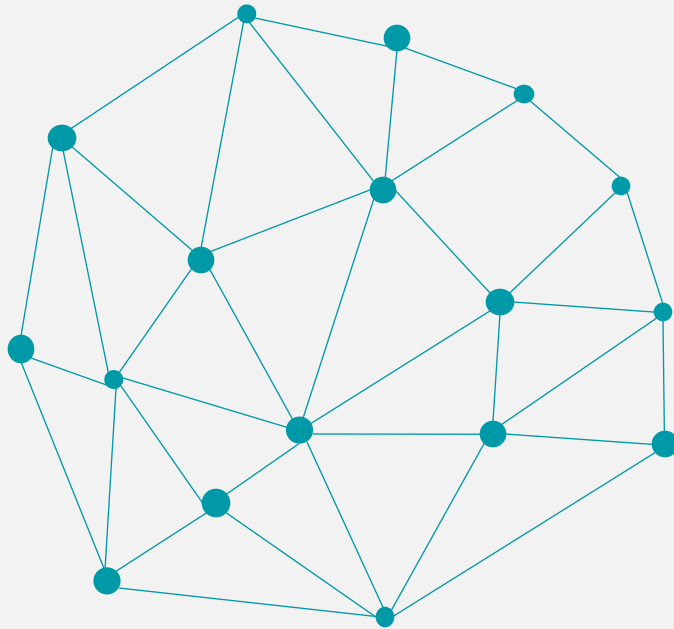
Details

- You can now allow customers to enable auditing for the following two database tables:
 - `per_schedule_assignments`
 - `per_schedule_exceptions`
- With audit enabled it becomes easier to identify how erroneous data was entered and also allows you to better meet audit requirements.
- Meet audit requirements better by identifying how erroneous data is entered.

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

Business Benefit:

This by feature audit enabled it becomes easier to identify how erroneous data was entered.



NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

REDWOOD ADD ABSENCE UI SUPPORT FOR ADDITIONAL FEATURES

Details

The Redwood absence entry page has been further enhanced to now support the following features:

1. You can associate an absence to a leave agreement.
2. The consumed entitlements are displayed after the absence transaction is saved.
3. You can now use the repeat option to schedule a multiple day absence.

New Absence Lora Waters

Type: Vacation Business Title: Registered Nurse

Balance As-of Today: 45 hours

Dates

Start Date: 08/21/2023 Start Time: 9:00 AM

End Date: 08/25/2023 End Time: 5:00 PM

Repeat: Does not repeat

Duration: 60 hours

Projected balance: 0 hours [Calculate](#)

Show individual dates:

Details

Reason: Block Leave

Assistive text: Assistive text

Comments

Required

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

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

REDWOOD EXPERIENCE FOR ABSENCES CASES

Absence

Impact Analysis

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

Business Benefit:

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

Details

- The Absence Cases page was re-created using the Redwood tool set available in Oracle Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages.
- Managers can view, create, and edit absence cases in the newly redesigned Redwood page.

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type	Work Email
Pramesh Soman	10030.Software Development Snr Manager	100000017121468	EEEE100000017121468	Suspended - No Payroll	Employee	sendmail-test-
Satish Tendulkar	AssignmentName124	8153779	EEEE8153779	Active - Payroll Eligible	Employee	sendmail-test-
Elizabeth Marvey	AssignmentName157	8153812	EEEE8153812	Active - Payroll Eligible	Employee	sendmail-test-

UPDATE COMPENSATORY TIME BALANCES ON TIMECARD SUBMISSION OR APPROVAL

Details

Absence

- You now have the option to update the compensatory plan balance upon either timecard approval or on timecard submission. You can do this using the Update Compensatory Plan Balance option in the Configure Absence Batch Parameters page.
- Based on the configuration, all compensatory time earned on a timecard will be reflected in the absence balance when the timecard is either submitted or approved.

Additional Attributes

Integration to Time Repository: Enabled

Integration Effective Date: 1/1/15

Resubmit affected time cards when absence entries are updated

Update Compensatory Plan Balance: On time card approval

Absence Type Default: On time card approval

Future Absence Processing: All Absences

Impact Analysis

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

Business Benefit:

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

ASSOCIATE A COMPENSATORY PLAN AND A QUALIFICATION PLAN TO THE SAME ABSENCE TYPE

Absence

Impact Analysis

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

Business Benefit:

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

Details

- You can now associate compensatory plans with absence types having pattern "Childbirth or placement" and "Illness and Injury", which was previously not allowed. Similarly, you can also associate compensatory plans with qualification plans in the same absence type.
- You can now associate compensatory plans, accrual plans, and qualification plans to the same absence type.

Plan Attributes Participation Plan Rules Entries and Balances Additional Details

General Attributes

*Plan !@_COMP

Description !@_COMP

Plan UOM Hours

Alternative Schedule Category

Legislative Grouping Code

Legislative Data Group Vision Corporation US LDG

*Status Active

Enable concurrent entitlement

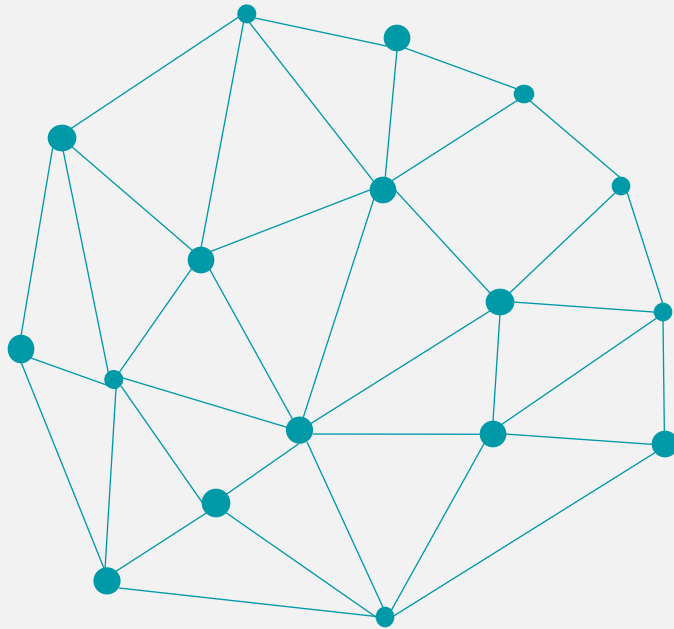
Processing Level Assignment

Earned Time Expiration Rule Acquisition date

*Expiration Limit 2

Expiration Period UOM Months

On Expiration Expire in full



NEW FEATURE - TIME AND LABOR

**QUICK WINS - DEFAULT WITH NO
CONFIGURATION**

NEW DATABASE ITEMS FOR THE WORKFORCE SCHEDULING INTEGRATION

Time and Labor

Details

- New database items are delivered to get the premium codes and types for workforce scheduling shifts in time rules.
- These enhancements let you validate time card information and calculate time entries using premium codes and types for workers' workforce scheduling shifts

Impact Analysis

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

Business Benefit:

This enhancements calculate time entries using premium codes and types for workers' workforce scheduling shifts

Details

1. View absence plan balances [More Actions > View Absence Plan Balances menu option]
2. Review of warnings when saving or submitting a time card
3. In error and incomplete time cards
4. In Error Time Card with Error Messages and the View Calculated Time Button Available.
5. Uptake of the time totals labels from the unified layout
6. Time cards loaded using HCM Data Loader appear in read-only mode
7. Export time card contents

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

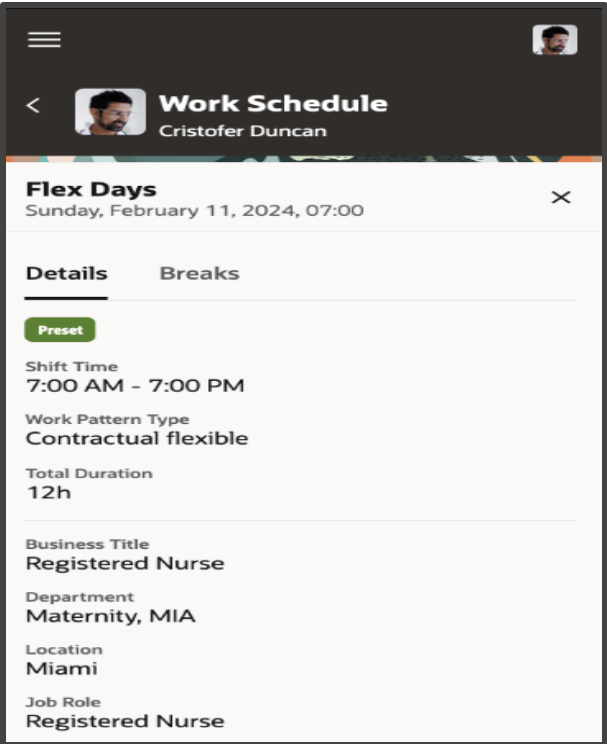
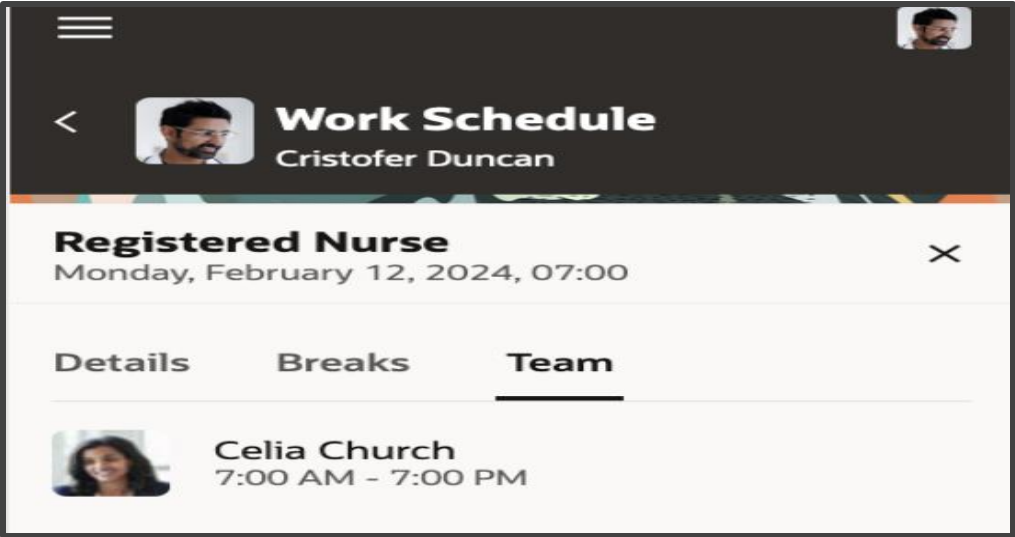
Business Benefit:

By this feature user have enhance control over redwood time card .

EMPLOYEE CALENDAR ENHANCEMENTS

Details

- You can now view team information for a shift as well as information about your flexible schedules and premium shifts. To see which coworkers in the same scheduling group or job have shifts that coincide or overlap check the Team tab on the shift details page.
- Mobile Calendar with the Shift Details Panel Drawer Open for the Selected Shift and Showing the **Team Tab Information and Flexible Work Schedule**



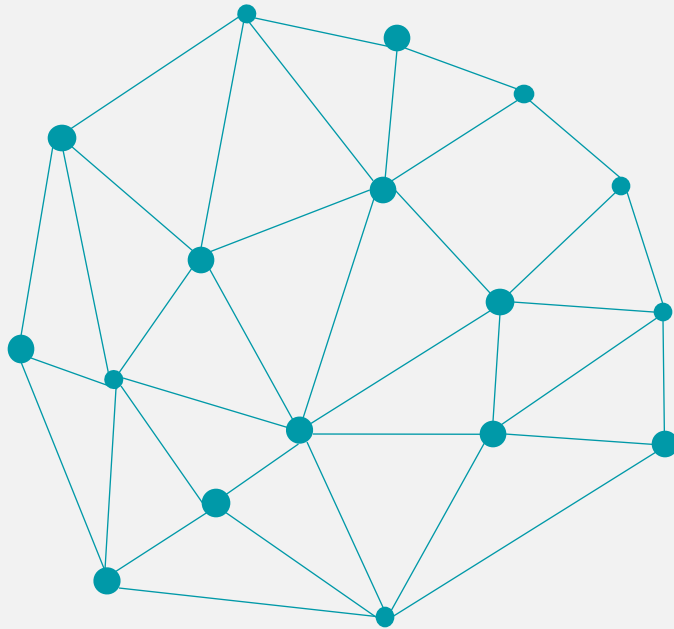
Time and Labor

Impact Analysis

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

Business Benefit:

By this feature worker can view other team member's details.



NEW FEATURE - TIME AND LABOR

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

REDWOOD EXISTING TIME CARDS PAGE ENHANCEMENTS

Details

- You can open your time cards using the row-level Edit action or by clicking the period start date link. By this enhancement worker faster ways to edit their time cards.
- Existing Time Cards Page Showing the Period Start Date Links

Period Start Date	Period End Date	Status	Reported Hours	Scheduled Hours	Absence Hours	Total Hours	Submission Date	Exception	Actions
2/5/24	2/11/24	Saved	5.000	25.000		5.000			...
1/29/24	2/4/24	Approved	25.000	25.000		25.000	2/7/24		...
1/22/24	1/28/24	Approved	15.000	25.000	10.000	25.000	2/7/24	Warning	...

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

By This feature worker can edit their timecards in faster ways.

REDWOOD TEAM TIMECARDS PAGE ENHANCEMENTS

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

This enhancement improves manager satisfaction by giving them faster ways to edit timecards and indicating when new actions on timecards are pending the completion of current processing.

Details

- You can open timecards from the Redwood Team Timecards page using the Actions > Edit menu option or by clicking the period start date link.
- a refresh icon temporarily appears on the Redwood Team Timecards page, in the Status column. The icon disappears after you manually refresh the page to see the latest status update

Person Name	Period Start Date	Period End Date	Status	Reported Hours	Scheduled Hours	Absence Hours	Total Hours	Submission Date	Exception
<input type="checkbox"/> Gail Franklin	1/29/24	2/4/24	Entered	45	45	0	45		
<input type="checkbox"/> Bryan Folley	1/22/24	1/28/24	Saved	8	42.5	0	8		
<input type="checkbox"/> Brad Cooper	2/5/24	2/11/24	Saved	15	25	0	15		
<input type="checkbox"/> Daniel James	2/5/24	2/11/24	Saved	5	25	0	5		
<input type="checkbox"/> Daniel James	1/29/24	2/4/24	Approved	25	25	0	25	2/7/24	Warning
<input type="checkbox"/> Daniel James	1/22/24	1/28/24	Approved	15	25	10	25	2/7/24	Warning
<input type="checkbox"/> Amber Rolls	1/29/24	2/4/24	Submitted	42.5	42.5	0	42.5	2/7/24	

ATTESTATIONS ENHANCEMENTS


Details

- Managers can now save, submit and approve time cards without having to wait for workers to submit pending attestations.

Time and Labor

Impact Analysis

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



Daniel James Approved
WFMTL Analyst

Person Number 955160008184360 Time Card Period 1/29/24 to 2/4/24

Cancel Save Actions Submit

⚠ The unanswered attestations need to be completed. (HWM-3750211)

[View](#)

View Calculated Time View Time Totals More Actions

		1/29/24 - 2/4/24			Monday, January 29			Tuesday, January 30			Wednesday, January 31			Thursday, Febr
Job *	Payroll Time Type *	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	
1	WFMTL Analyst	4:00 PM	9:00 PM	5	4:00 PM	9:00 PM	5	4:00 PM	9:00 PM	5	4:00 PM		25 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	
Reported Hours		5 hours			5 hours			5 hours						

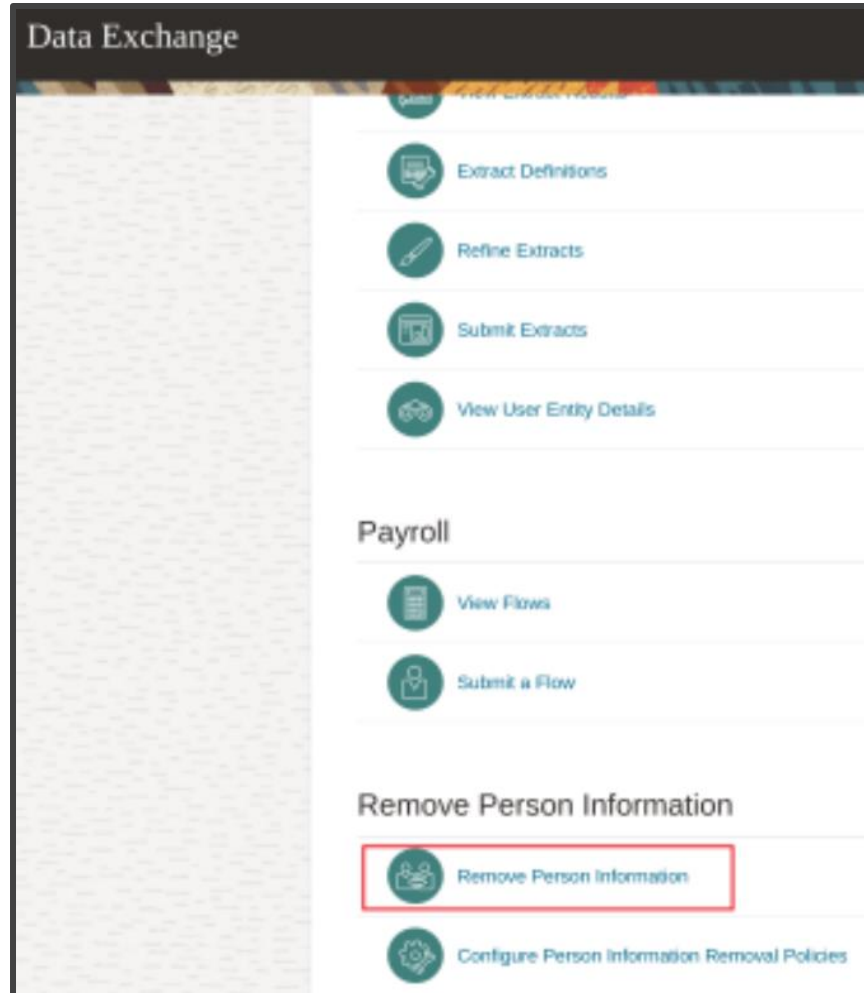
Business Benefit:

This enhancement improves the time card approval processing.

DATA DISPOSAL ENHANCEMENT FOR TIME RECORD GROUPS

Details

- If you're an Oracle Fusion Cloud Global Human Resources customer, you can now remove time card information related to workers with terminated employment or canceled work relationships from Oracle HCM Cloud.
- Do this removal using the Remove Person Information task on the [My Client Groups > Data Exchange page](#).



Time and Labor

Impact Analysis

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

Business Benefit:

This feature improves time card data retention to match company policies.

AUTOMATIC ADDITION OF ON-CALL SHIFTS ON TIME CARDS

Details

- Whenever a person or a process creates a time card for a period with worker-assigned on-call shifts, an on-call entry can be automatically defaulted to the time card. It use the hours from the person's on-call defined shifts for all their assignments.
- It support classic and responsive time cards, time totals displayed for them might not be completely accurate.

		2/12/24 - 2/16/24			Monday, February 12			Tuesday, February 13			Wednesday, February 14			Thursday, February 15			Friday, February 16			Saturday, February 17		
Job *	Payroll Time Type *	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	End	
1	WFMTL Analyst	8:00 AM	5:00 PM	9	8:00 AM	5:00 PM	9	8:00 AM	5:00 PM	9	8:00 AM	5:00 PM	9	8:00 AM	5:00 PM	9						45 hours
2																						0 hours
3																						0 hours
4																						0 hours
5																						0 hours
6																						0 hours
7																						0 hours

Time and Labor

Impact Analysis

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

Business Benefit:

Improve productivity by automating the inclusion of on-call entries on time cards. Also, reduce payroll errors and the administrative burden of fixing time cards with incorrect entries.

TIME TOTALS DRAWER TOTAL HOURS ENHANCEMENT

Time and Labor

Details

You can now display On-Call Scheduled Hours and On-Call Schedule Deviation totals on the Time Totals drawer of enhanced time cards.

Here's how the **Time Total drawer totals are calculated:**

- If the worker's time processing profile has the on-call time category populated, then any values defined in the time category are considered on-call entries and subtracted from total hours.

Time Totals					
	Totals	Monday, January 15	Tuesday, January 16	Wednesday, January 17	Thursday, January 18
	Reported	Reported	Reported	Reported	Reported
Total Hours	12	12	0	0	0
Scheduled Hours	35	7	7	7	7
Schedule Deviation	-23	5	-7	-7	-7
On-Call Scheduled Hours	0	0	0	0	0
On-Call Schedule Deviation	8	8	0	0	0
Absence Hours	0	0	0	0	0

Impact Analysis

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

Business Benefit:

This feature lets you exclude on-call entries from work time and change the Schedule Deviation time total to exclude non work on-call hours.

GEOFENCING FOR WEB CLOCK INTRODUCTION

Details

- When enabling geofencing for Web Clock, you can now specify a validation mode:
- Record and report: Shows the worker a message letting them know that their manager was notified that they reported time outside their geofence.
- Restrict: Won't allow the worker to record web clock events outside the primary assignment work location.

STEPS TO ENABLE

- Enable geofencing validation using the Worker Time Entry Profile task on the Search tab of the My Client Groups > Time Management page.

Create Worker Time Entry Profile: Profile Values

Incomplete
In error
Delete
Entered
Saved
Submitted
Rejected
Approved

Time Collection Device Integration Options

- Allow edits to times generated from device events
- Enable geolocation for Web Clock
- Enable geofencing for Web Clock

*Geofence Radius in Meters

*Geofence Validation Mode

Time and Labor

Impact Analysis

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

Business Benefit:

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

SUPPORT VALIDATION MESSAGES IN TIME AND LABOR SUBJECT AREAS

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

This enhancement lets you match the display of entry validation messages on time cards with reports.

Details

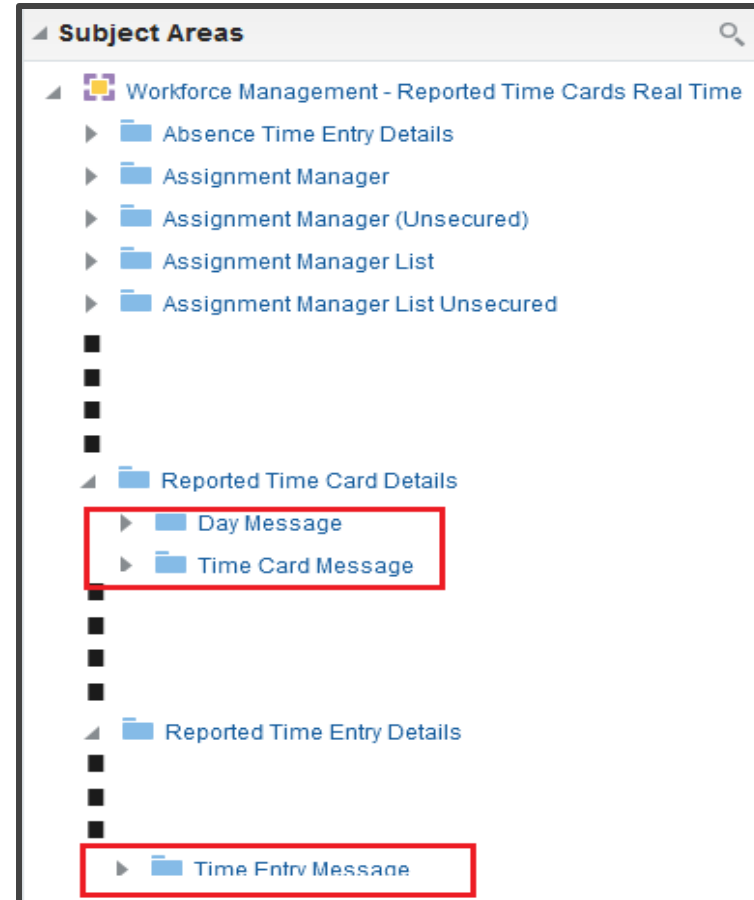
You can create Oracle Transactional Business Intelligence (OTBI) reports containing validation messages from time entry rules for the three possible message levels; Detail (entry), Day, and Time Card. These existing Workforce Management subject areas

- Workforce Management - Historical Reported Time Cards Real Time
- Workforce Management - Reported Time Cards Real Time

These new folders join the previously delivered Time Entry messages folder (which Shown In Image)

STEPS TO ENABLE

Leverage new subject area(s) by adding to existing reports or using in new reports. For details about creating and editing reports, see the Creating and Administering Analytics and Reports book (available from the Oracle Help Center > your apps service area of interest > Books > Administration).



SUPPORT APPROVAL ATTRIBUTES IN TIME AND LABOR SUBJECT AREAS

Time and Labor

Details

You can now link the Workforce Management Processed Time Cards Real Time and Workforce Management Reported Time Cards Real Time subject areas to these Human Capital Management subject areas:

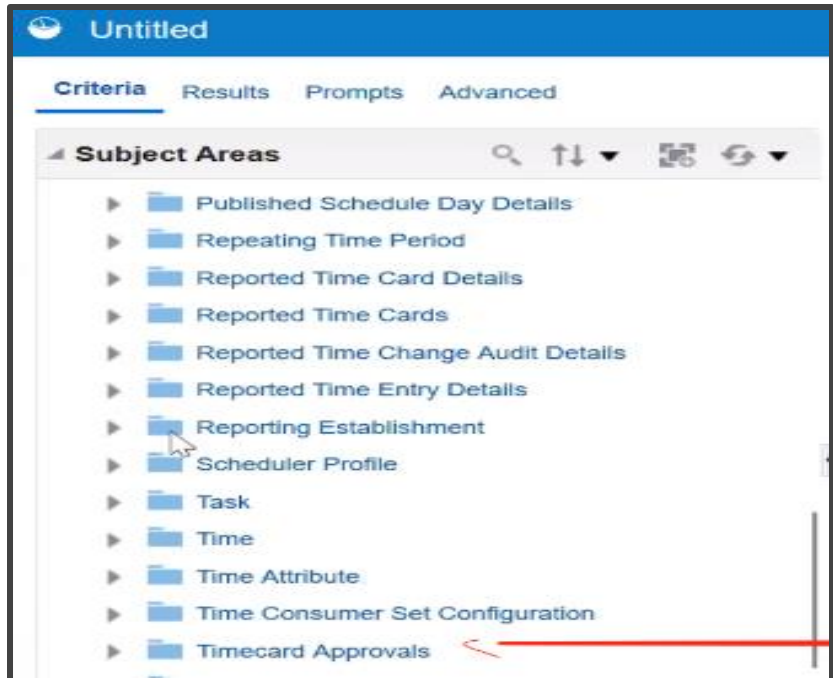
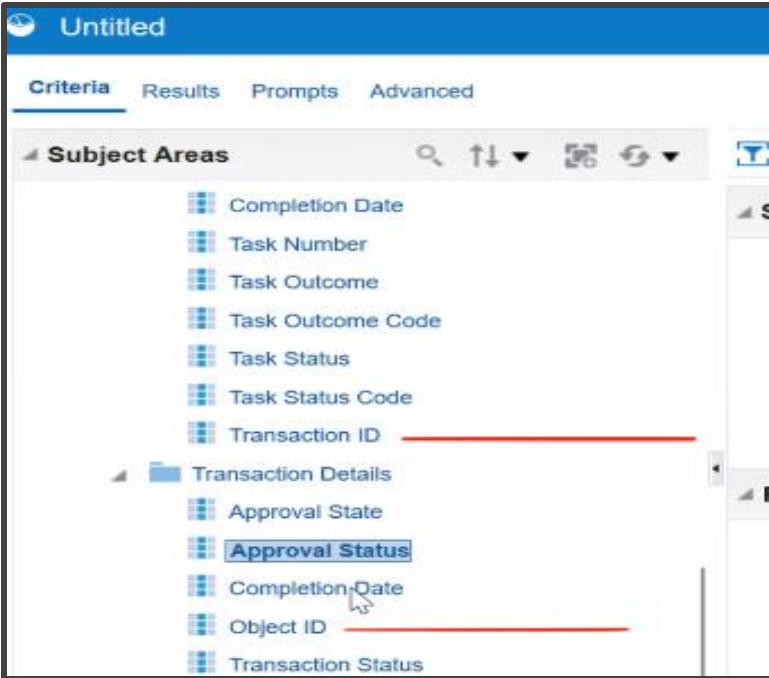
- Human Capital Management - Approval Notification Archive Real Time
- Human Capital Management - Transaction Administration Real Time

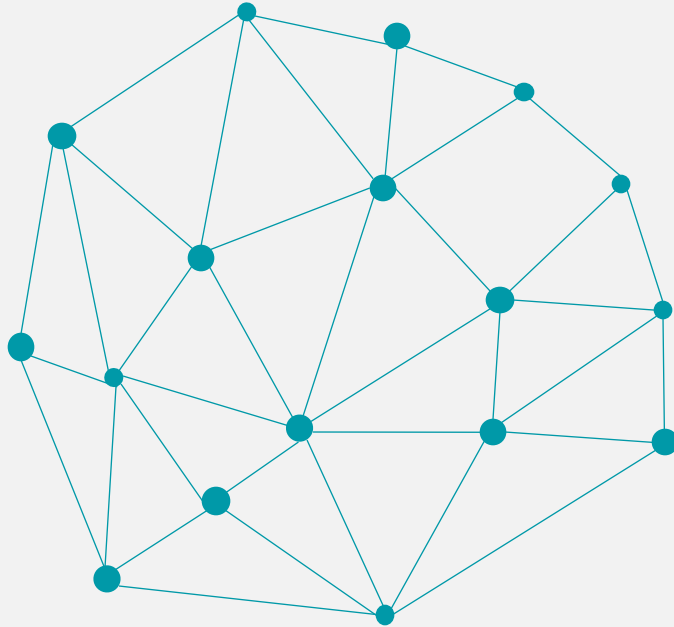
Impact Analysis

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

Business Benefit:

Thinew attributes let you report on the approval status and routing history for data not stored with the approved time card.





NEW FEATURE - HEALTH & SAFETY

QUICK WINS - DEFAULT WITH NO CONFIGURATION

ADDITIONAL DIMENSIONS AND ATTRIBUTES IN INCIDENTS SUBJECT AREAS

- Enhance your reporting on Cybersecurity Incidents Real Time and Environment Health and Safety - Incidents Real Time subject areas with the addition of dimensions and attributes that helps reporting on Investigation owners and vehicle incidents.

Health & Safety

Subject Area	New/Existing Dimension	Attributes
Cybersecurity - Incidents Real Time	Incident Investigation Owner	
Environment Health and Safety - Incidents Real Time	Incident Investigation Owner	
	Vehicle Incident > Passenger Details (existing dimension)	<p>Added the below attributes</p> <ul style="list-style-type: none"> Employee Assignment Identifier Employee Assignment Name Employee Assignment Number Employee Location Phone Number Employee Manager Assignment Primary Flag Employee Manager Email Employee Manager Name Employee Phone Extension Employee Position Business Unit Name Employee Position Department Name Employee Position Job Name Manager Name Organization Name Person Name 1 Passenger Employee Identifier <p>The following attributes are renamed:</p> <ul style="list-style-type: none"> City >> Passenger Address City Address Line 1 >> Passenger Address Line 1 Address Line 2 >> Passenger Address Line 2 Postal Code >> Passenger Zip Code State >> Passenger Address State

Impact Analysis

Impact Level **LOW**

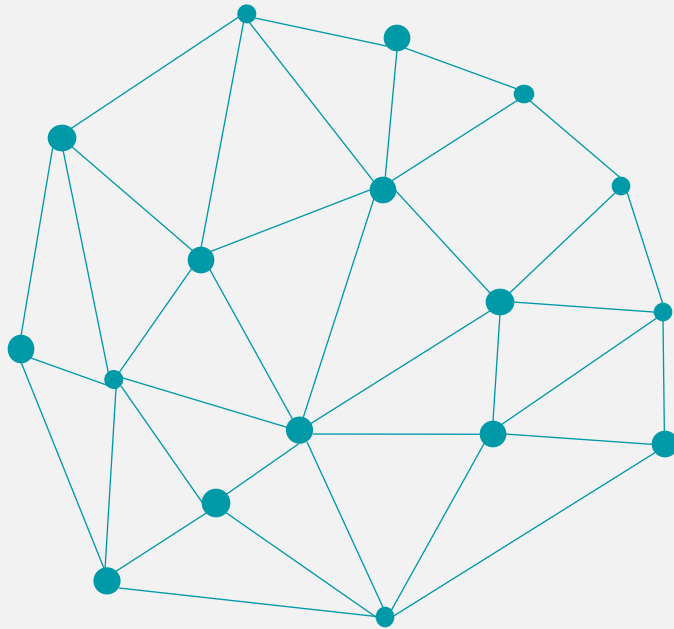
Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

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



NEW FEATURE - WORKFORCE SCHEDULING

QUICK WINS - DEFAULT WITH
NO CONFIGURATION

Details

- As an HCM integration specialist, you can import workload requirement data that provides the demand requirement for Workforce Scheduling using HCM Data Loader.
- The workload data import lets you import data over any date range and times within those ranges to establish a daily workload requirement to use as a goal for scheduling activities.
- The workload plan import supports get, create, update, and delete actions on the workload plan information.
- Each new record in the workload import for the date and times overlapping previous records is used for the workload requirement in Workforce Scheduling.

The screenshot shows the Oracle Maternity Workload Management interface. The main area displays a table with columns: Type, Job Role, Other Qualification, Shift Type, Date, Start Time, End Time, Workload Value, and UOM Code. The table contains four rows of data for Registered Nurses. A filters panel is open on the right side, showing options for Start Date, End Date, and Job Role.

Type	Job Role	Other Qualification	Shift Type	Date	Start Time	End Time	Workload Value	UOM Code
Baseline	Registered Nurse	Irish	Regular	11/8/25	12:00 AM	6:00 AM	3	Workers
Current	Registered Nurse	Irish	Regular	11/8/25	10:00 AM	12:00 AM	3	Workers
Current	Registered Nurse	Irish	Regular	11/8/25	6:00 AM	10:00 AM	6	Workers
Current	Registered Nurse	Irish	Regular	11/8/25	12:00 AM	6:00 AM	3	Workers

➤ Example Read-Only Workload Management Page Showing the Filters Panel Drawer

Workforce Scheduling

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.

CONFIGURE SELF-SCHEDULING ALERT NOTIFICATIONS

Details

- You can now configure self-scheduling alert notifications that keep workers and schedule managers informed about the self-scheduling process. [Here are the available alerts:](#)
 - Self-Scheduling Period Opening Soon (HTS_SS_SCHEDULED_TO_OPEN)
 - Self-Scheduling Period Closing (HTS_SS_SCHEDULED_TO_CLOSE)
 - Self-Scheduling Period Open (HTS_SS_OPEN)
 - Self-Scheduling Period Closed (HTS_SS_CLOSED)
 - Self-Scheduling Period Officially Closed (HTS_SS_CLOSED_SCHEDULER)
 - Additional Shift Filled (HTS_SCHEDULE_ME_OPPORTUNITY_FILLED)

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

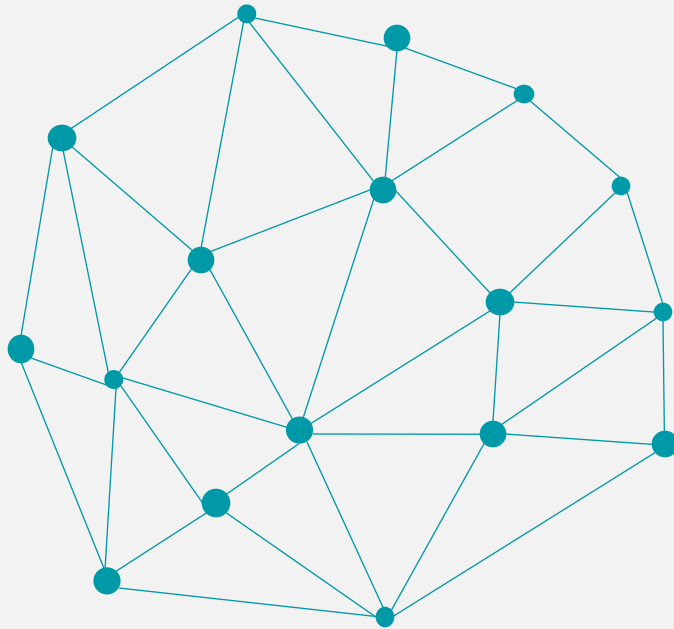
Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature improves worker satisfaction by keeping workers and schedule managers informed about key phases of the workforce scheduling cycle.



NEW FEATURE - WORKFORCE SCHEDULING

DEFAULT WITH CONFIGURATION
CHANGE

NEW SUBJECT AREA - WORKFORCE SCHEDULE REAL TIME

Details

- Augment your reporting on workforce scheduling with the new subject area Workforce Schedule Real Time that allows you to report on workforce schedules and shift details.
- As part of the advanced scheduling solution, schedules are generated. The administrator or manager should be able to build reports on schedule object through OTBI with the new subject area.
- **For example:** the report could be the schedule and shift details for particular worker or group of workers for a quarter.
- The following key metrics are available and can be aggregated for reporting by various common dimensions like business unit, department, location etc.
 - **Number of Workers Scheduled**
 - **Scheduled Hours**
- The schedule details include schedule identifier, start and end dates, status, self scheduling open and close dates, notes and so on.
- The shift details include shift type, name, shift date, schedule group, job family, and so on.

Workforce Scheduling

Impact Analysis

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

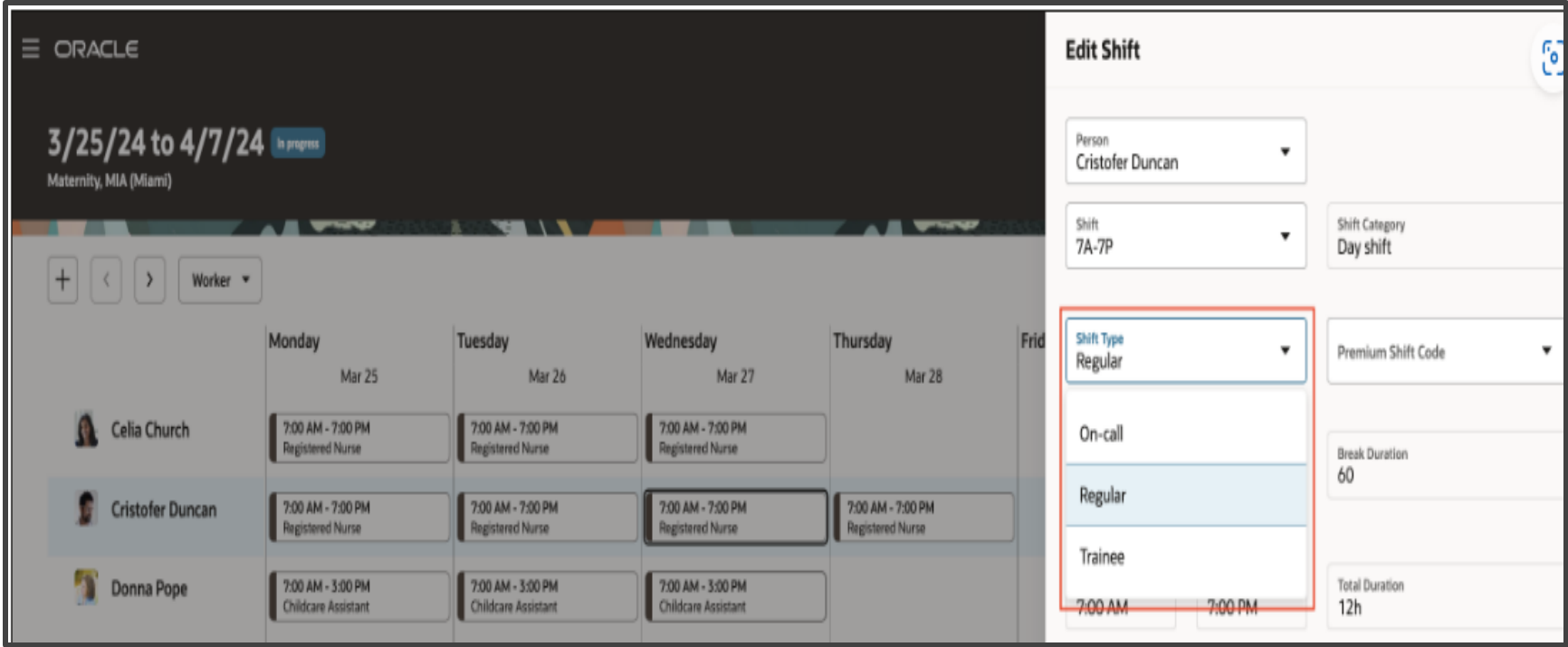
Business Benefit:

Subject area to report on workforce schedules.

SHIFT TYPES IN WORKFORCE SCHEDULES

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, for example, generating on-call schedules that have only shifts with the On-Call shift type. Schedulers can see and edit the shift type.



Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature helps schedulers generate and maintain accurate workforce schedules..

SCHEDULE GENERATION PROFILE INTRODUCTION

Details

- As a schedule administrator, you can define schedule generation profiles for staffing departments and policies governing specific scheduling processes.. Manage these profiles under [My Client Groups > Workforce Scheduling](#)
- When creating a profile, specify basic details and define schedule periods.
- You also set schedule generation and self-scheduling windows, customizing day intervals for viewing coverage details.
- Optionally, send scheduler alerts and add shifts and employees on respective tabs.
- Identify jobs and positions, enable scheduling rules, and save drafts for later finalization.
- Profiles can be duplicated, and those in Draft status or unused can be edited or deleted.
- Once used, profiles can't change existing staffing departments but can add more.

Workforce Scheduling

Impact Analysis

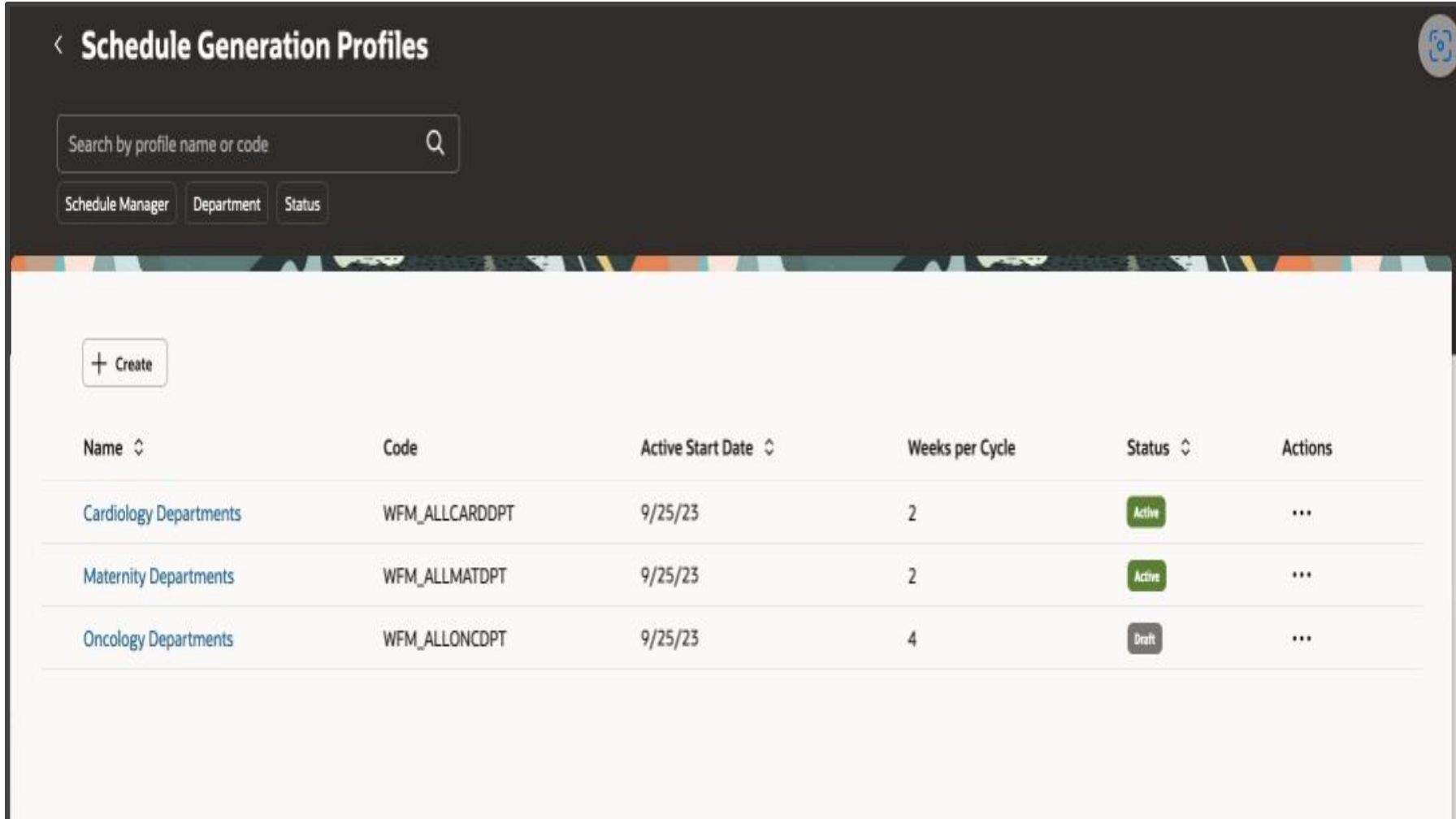
Impact Level	LOW
Need to Enable	No
Configuration	NO
Quick Win	YES

Business Benefit:

The feature enhances scheduling efficiency, customization, compliance, communication, collaboration, optimization, and scalability within the organization.

SCHEDULE GENERATION PROFILE INTRODUCTION

Details



Name	Code	Active Start Date	Weeks per Cycle	Status	Actions
Cardiology Departments	WFM_ALLCARDPT	9/25/23	2	Active	...
Maternity Departments	WFM_ALLMATDPT	9/25/23	2	Active	...
Oncology Departments	WFM_ALLONCDPT	9/25/23	4	Draft	...

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

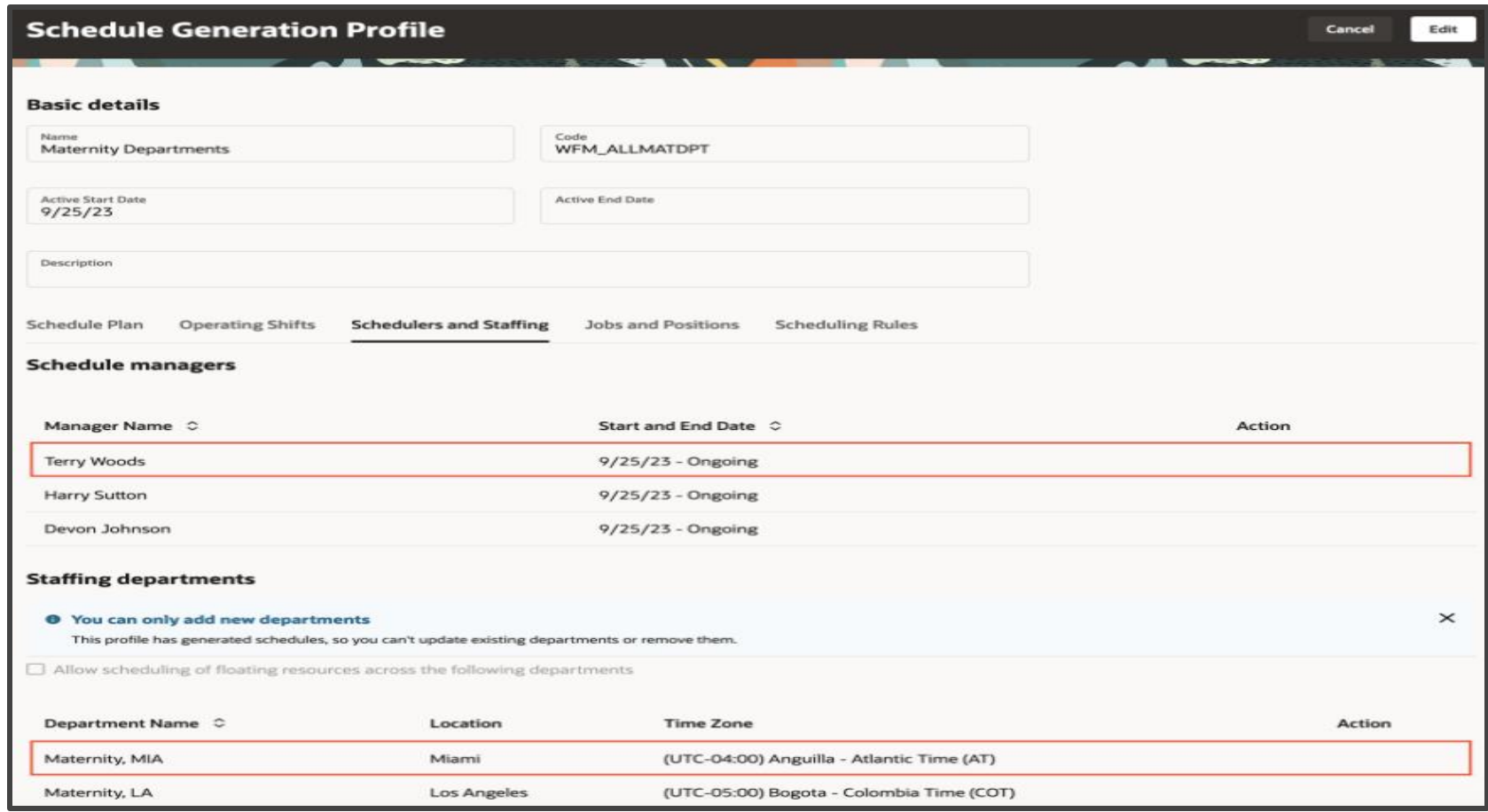
Business Benefit:

The feature enhances scheduling efficiency, customization, compliance, communication, collaboration, optimization, and scalability within the organization.

WORKFORCE SCHEDULE ACCESS

Details

- The workforce schedules that schedulers can access depends on the staffing departments for their schedule generation profiles and their area of responsibility.



Schedule Generation Profile [Cancel] [Edit]

Basic details

Name: Maternity Departments Code: WFM_ALLMATDPT

Active Start Date: 9/25/23 Active End Date:

Description:

Schedule Plan Operating Shifts **Schedulers and Staffing** Jobs and Positions Scheduling Rules

Schedule managers

Manager Name	Start and End Date	Action
Terry Woods	9/25/23 - Ongoing	
Harry Sutton	9/25/23 - Ongoing	
Devon Johnson	9/25/23 - Ongoing	

Staffing departments

You can only add new departments
This profile has generated schedules, so you can't update existing departments or remove them.

Allow scheduling of floating resources across the following departments

Department Name	Location	Time Zone	Action
Maternity, MIA	Miami	(UTC-04:00) Anguilla - Atlantic Time (AT)	
Maternity, LA	Los Angeles	(UTC-05:00) Bogota - Colombia Time (COT)	

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

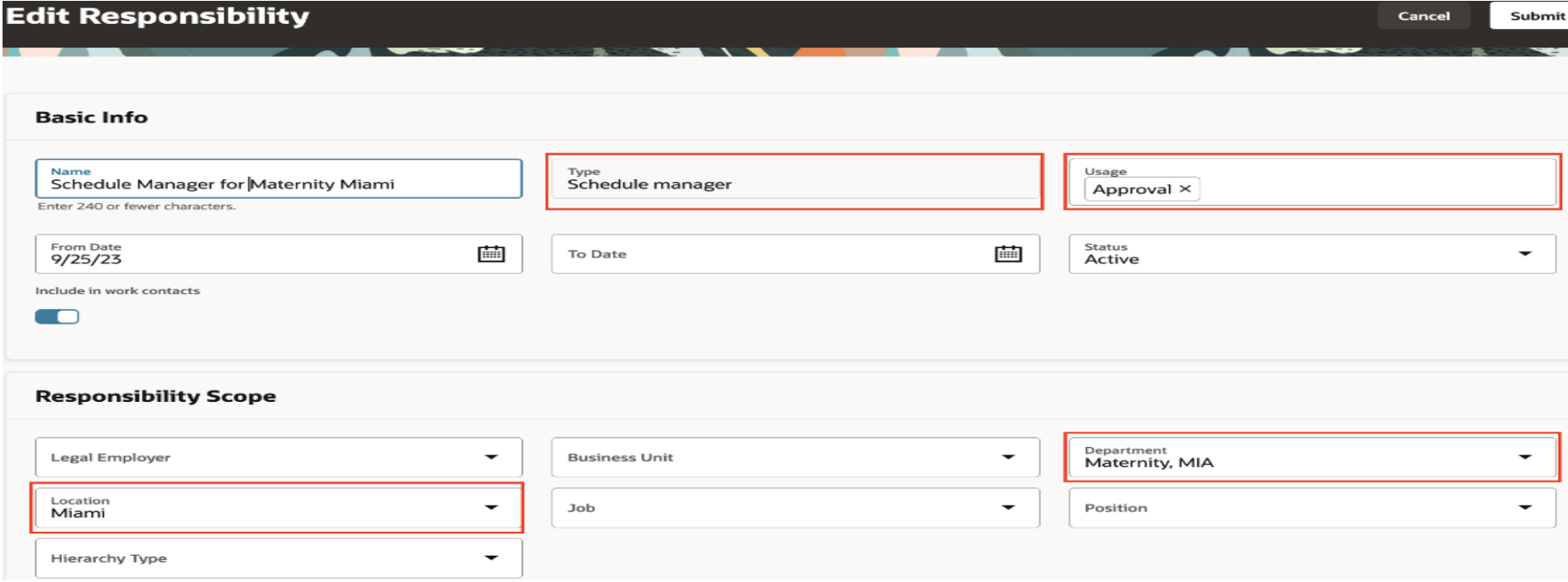
Business Benefit:

This feature lets you limit scheduler access to only the schedules they manage.

WORKFORCE SCHEDULE ACCESS

Details

- The responsibility type should be Schedule Manager, with a scope covering relevant departments and locations matching their schedule generation profiles, requiring Approval usage for self-service notifications.
- **For example:** A scheduler's profile and responsibility scope both have the Maternity department for Miami, but not Los Angeles. Thus, they can't manage the Maternity, Los Angeles schedule.



Edit Responsibility [Cancel] [Submit]

Basic Info

Name Schedule Manager for Maternity Miami <small>Enter 240 or fewer characters.</small>	Type Schedule manager	Usage Approval ×
From Date 9/25/23	To Date	Status Active
Include in work contacts <input type="checkbox"/>		

Responsibility Scope

Legal Employer	Business Unit	Department Maternity, MIA
Location Miami	Job	Position
Hierarchy Type		

Workforce Scheduling

Impact Analysis

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

Business Benefit:

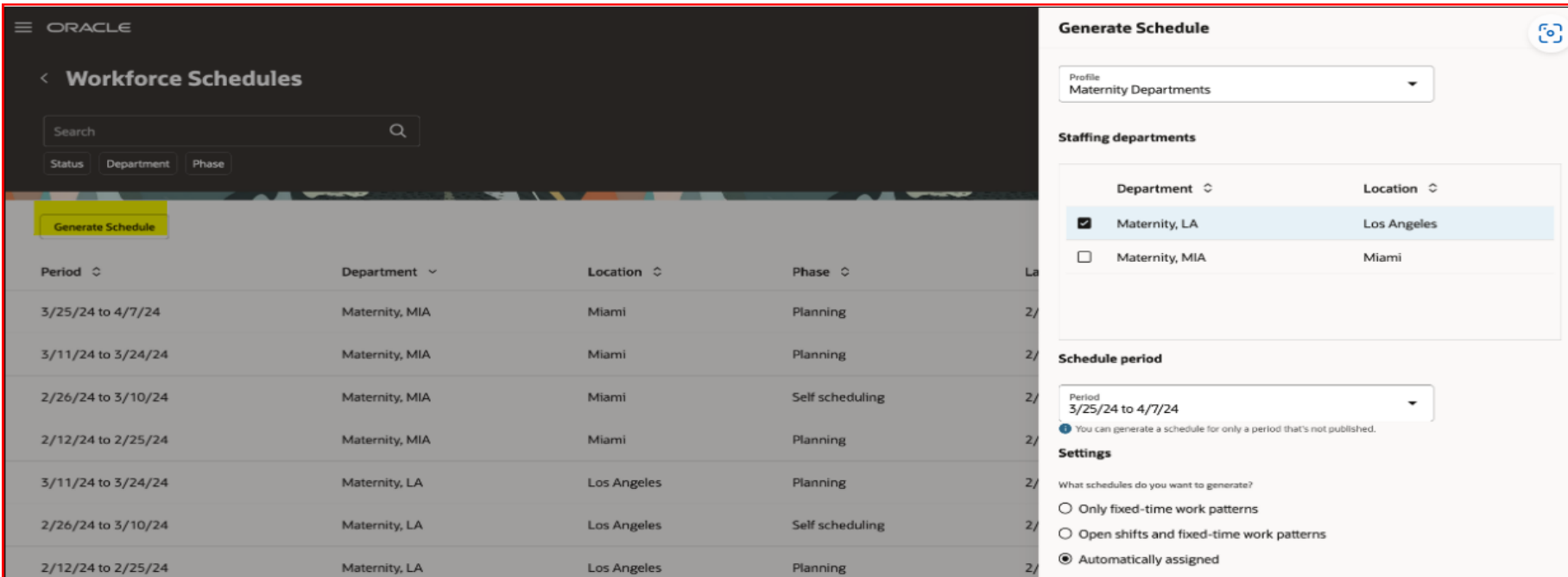
This feature lets you limit scheduler access to only the schedules they manage.

➤ Area of Responsibility for the Schedule Manager Showing the Responsibility Type and Scope

GENERATE WORKFORCE SCHEDULE INTRODUCTION

Details

- As a schedule manager, you can generate workforce schedules for workers in the specified staffing departments that you support.
- Generate schedules for only fixed-time work patterns, open shifts matching the workload and fixed-time work patterns, or automatically assigned schedules for all workers in the staffing department.



Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature lets you more effectively schedule workers to provide appropriate coverage for staffing departments while balancing workload.

➤ The Generate Schedule button opens the Generate schedule drawer where you select the appropriate schedule generation profile, staffing departments, scheduling period, and schedules.

Details

As a schedule manager, you can now generate and manage schedules for your staffing departments using the Workforce Schedules quick action under:

[My Client Groups > Workforce Scheduling](#)

- You can specify which columns to show and hide on the page to give you the only information you need.
- You can filter the listed schedules by status, such as Generated or Published, department, and phase, such as Current, Completed, Completed, Planning, Overdue, or Self-scheduling.
- And you can view a schedule and any associated notes. You can also unpublish any published future schedules.
- You can view schedules by worker or job and day-by-day, or 1 or 2 weeks at a time.
- You can hover over a shift or absence to see key details, such as the shift type. Work shift types also show productivity percentages.
- You can add open shifts to the schedule by clicking the Add icon and completing the required information on the Add shifts panel drawer.
- To view details, edit, assign or unassign, or delete the shift or view approved absence details, right-click the shift or absence.

Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature empowers schedulers to manage the full workforce scheduling lifecycle in a secure, collaborative, and efficient way.

MANAGING WORKFORCE SCHEDULES

Details

- You can edit shifts, but you can't change the eligibility criteria of an assigned shift.
- To assign an open shift, right-click the shift and complete the required fields on the Assign shift panel drawer.
- When you're ready, you can use the page-level action to publish the schedule.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

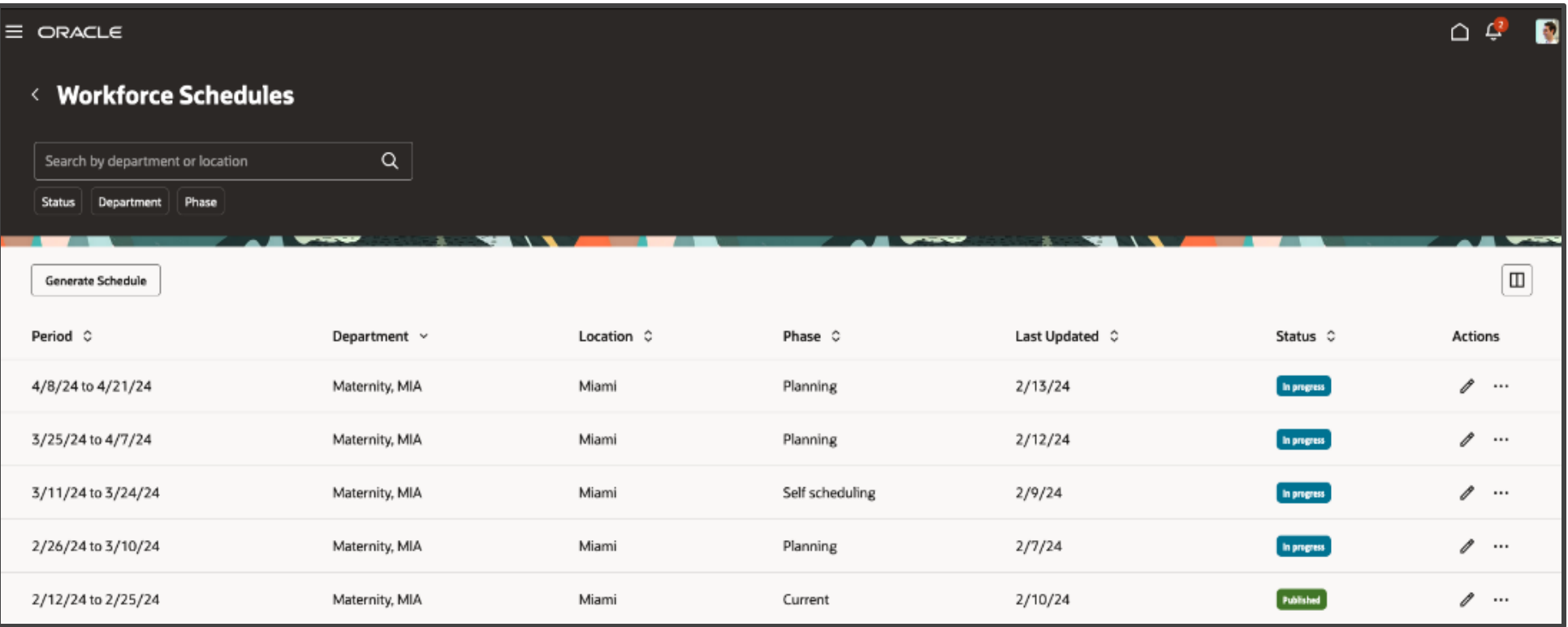
Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature empowers schedulers to manage the full workforce scheduling lifecycle in a secure, collaborative, and efficient way.



The screenshot shows the Oracle Workforce Schedules interface. At the top, there is a search bar labeled 'Search by department or location' and filter buttons for 'Status', 'Department', and 'Phase'. Below the search bar is a 'Generate Schedule' button. The main content is a table with the following columns: Period, Department, Location, Phase, Last Updated, Status, and Actions. The table contains five rows of schedule data.

Period	Department	Location	Phase	Last Updated	Status	Actions
4/8/24 to 4/21/24	Maternity, MIA	Miami	Planning	2/13/24	In progress	✎ ...
3/25/24 to 4/7/24	Maternity, MIA	Miami	Planning	2/12/24	In progress	✎ ...
3/11/24 to 3/24/24	Maternity, MIA	Miami	Self scheduling	2/9/24	In progress	✎ ...
2/26/24 to 3/10/24	Maternity, MIA	Miami	Planning	2/7/24	In progress	✎ ...
2/12/24 to 2/25/24	Maternity, MIA	Miami	Current	2/10/24	Published	✎ ...

VIEW SCHEDULE COVERAGE VARIANCE

Details

As a schedule manager, you can review coverage variances between the workload demand requirements and scheduled shifts directly from the Workforce Schedule pages.

- To access coverage variances, choose a job view to see a summary of required versus scheduled hours per job for each day of the selected schedule timeline.
- For detailed variance information, open the coverage variance panel at the bottom of the schedule, showing overstaffing or understaffing hours.
- You can further analyze coverage by workers or hours through menu options, with intervals based on the schedule generation profile.
- Clicking on a daily summary highlights corresponding variances, aiding in identifying staffing gaps easily.

Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature helps schedule manager respond more efficiently to the scheduling gaps and make necessary schedule updates to avoid overstaffing or understaffing their departments.

VIEW SCHEDULE COVERAGE VARIANCE

Details

- Additionally, hourly coverage variance details are available in the Day view, displaying required, scheduled, and variance hours for each hour of the day.

	Day Intervals	2/12/24	2/13/24	2/14/24	2/15/24	2/16/24	2/17/24	2/18/24
Childcare Assistant	7:00 AM - 11:00 AM	0h	0h	0h	0h	0h	4h	0h
	11:00 AM - 3:00 PM	0h	0h	0h	0h	0h	4h	0h
	3:00 PM - 7:00 PM	0h	0h	-4h	0h	0h	0h	0h
	7:00 PM - 11:00 PM	0h	0h	-4h	0h	0h	0h	0h
	11:00 PM - 3:00 AM	0h	0h	0h	0h	-1h	0h	0h
	3:00 AM - 7:00 AM	0h	0h	0h	0h	0h	-4h	0h
Registered Nurse	7:00 AM - 11:00 AM	0h	0h	0h	0h	-4h	0h	0h
	11:00 AM - 3:00 PM	0h	0h	0h	0h	-4h	0h	0h

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

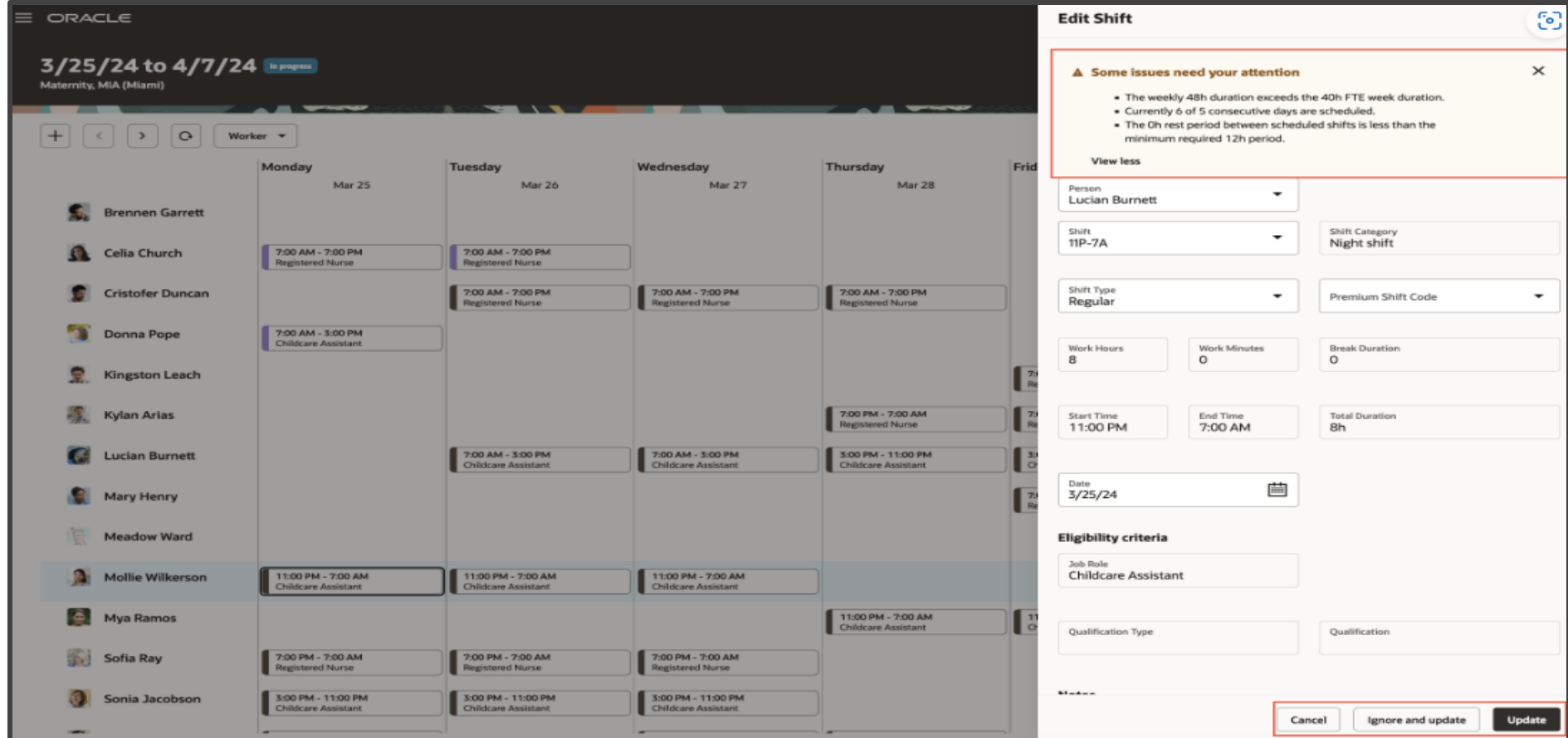
Business Benefit:

This feature helps schedule manager respond more efficiently to the scheduling gaps and make necessary schedule updates to avoid overstaffing or understaffing their departments.

VALIDATE WORKFORCE SCHEDULE INTRODUCTION

Details

- When schedulers make changes to schedules, validations check against scheduling rules and workers' FTE weekly hours and work patterns. Schedulers review warnings and can fix issues or choose to ignore them.



The screenshot shows the Oracle workforce scheduling interface. On the left is a calendar grid for the period 3/25/24 to 4/7/24, listing workers and their assigned shifts. On the right is the 'Edit Shift' modal for Lucian Burnett, showing a warning box: 'Some issues need your attention'. The warnings are: 'The weekly 48h duration exceeds the 40h FTE week duration.', 'Currently 6 of 5 consecutive days are scheduled.', and 'The 0h rest period between scheduled shifts is less than the minimum required 12h period.' The modal also displays shift details: Person (Lucian Burnett), Shift (11P-7A), Shift Category (Night shift), Shift Type (Regular), Work Hours (8), Work Minutes (0), Break Duration (0), Start Time (11:00 PM), End Time (7:00 AM), Total Duration (8h), and Date (3/25/24). At the bottom of the modal are buttons for 'Cancel', 'Ignore and update', and 'Update'.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature ensures that workforce schedules comply with organizational policies and regulatory requirements.

Details

- Workers attempting to claim shifts breaking schedule validation rules receive error messages and can't claim until resolving conflicts.
- Schedule managers can validate schedules directly from the workforce schedule page for specific departments, locations, and periods using More Actions > Validate Schedule, checking against rules, work patterns, approved absences, invalid assignments, and coverage issues.
- After validation, schedule managers receive notifications indicating errors and warnings, with an option to download the validation report.
- Before publishing, managers see the most recent validation result and may choose to publish regardless or address errors and warnings first.

Workforce Scheduling

Impact Analysis

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

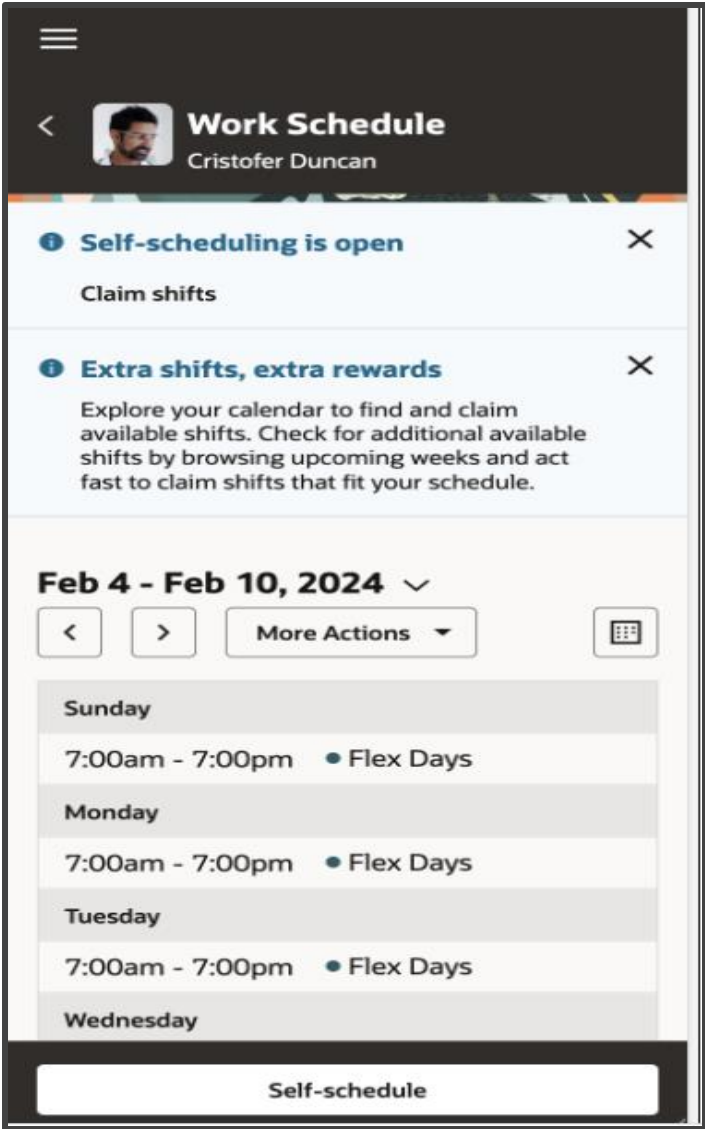
Business Benefit:

This feature ensures that workforce schedules comply with organizational policies and regulatory requirements.

WORKER SELF-SCHEDULING

Details

- You can proactively manage your workforce schedules by selecting available regular and on-call shifts that match your preferences and availability.
- Receive email notifications and calendar banners when the self-scheduling window opens and click the provided link or Self-Schedule button to access the scheduling page.
- You can choose the self-scheduling page based on business title, scheduling period, or department and location.
- View available shifts for each week and check when the self-scheduling window closes. Validate your eligibility and identify conflicts when claiming shifts, such as contracted hours or overlapping absences.
- The shift details drawer informs you if a claimed shift hasn't been assigned yet, and you can withdraw claims during the open window.
- Receive alerts for different self-scheduling phases to manage your schedule effectively.



Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature boosts workforce satisfaction and efficiency by enhancing scheduling flexibility, accommodating changing availability and maximizing earnings potential through seamless shift management. The result is a more agile and contented workforce, positively impacting overall operational performance.

Details

Manage Your Schedule:

Drop Shift:

Request to drop scheduled shifts; if denied, you must work the shift.

Cover Shift:

Ask up to three colleagues to cover your shift; if declined, you can seek replacements until filled. Otherwise, you must work the shift. Withdraw requests if no one accepts.

Claim Extra Shifts:

Receive email and calendar notifications for available shifts.

Accept additional shifts if open; upon acceptance, the shift is assigned and visible on your calendar.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature boosts workforce satisfaction and efficiency by enhancing scheduling flexibility, accommodating changing availability and maximizing earnings potential through seamless shift management. The result is a more agile and contented workforce, positively impacting overall operational performance.

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 ?

SCM (Procurement & Advanced Procurement) Oracle Quarterly Updates 24B	10-Apr-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
HR Helpdesk & ORC Oracle Quarterly Updates 24B	11-Apr-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Talent & OLC Oracle Quarterly Updates 24B	11-Apr-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
SCM (Inventory & Order Management) Oracle Quarterly Updates 24B	16-Apr-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Benefits & Compensation Oracle Quarterly Updates 24B	16-Apr-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST

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THANK YOU



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