

# Mastek

Cloud Enhancement &  
Managed Services

Live Webinar

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Oracle HCM Consultant

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Trust. Value. Velocity

## 24C - BENEFITS AND COMPENSATION

*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.

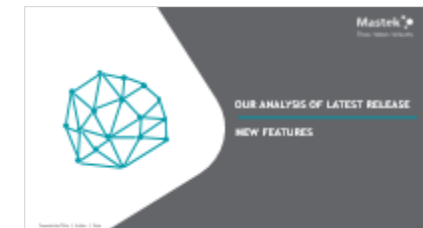
# AGENDA



● 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**

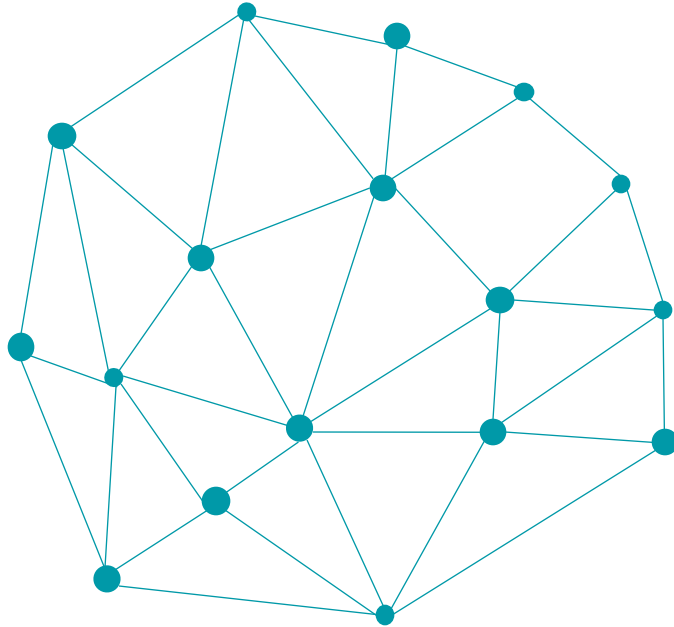
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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

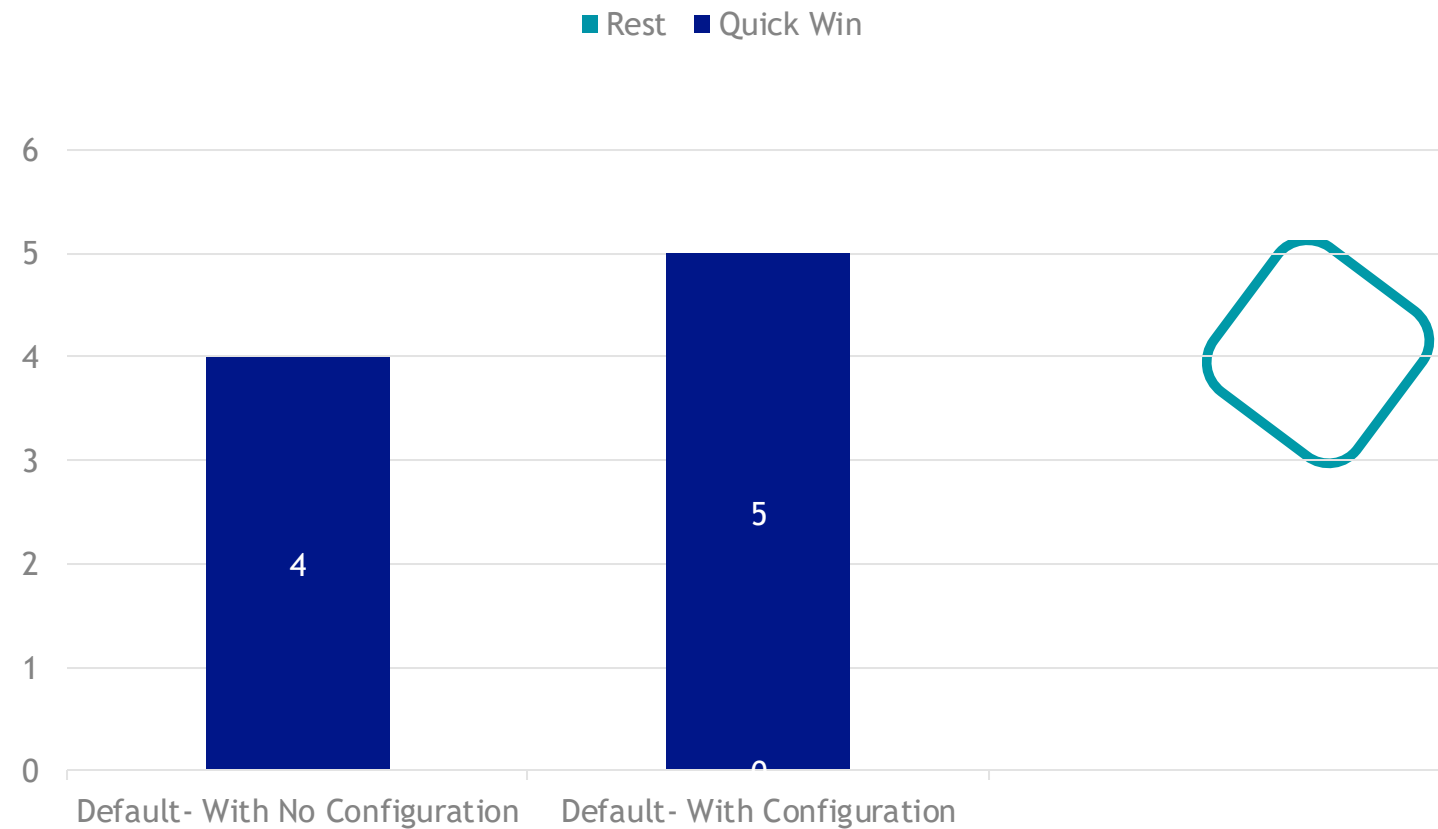
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## NEW FEATURES

09


Compensation & Benefits

### Oracle Fusion Benefits and Compensation






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**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**



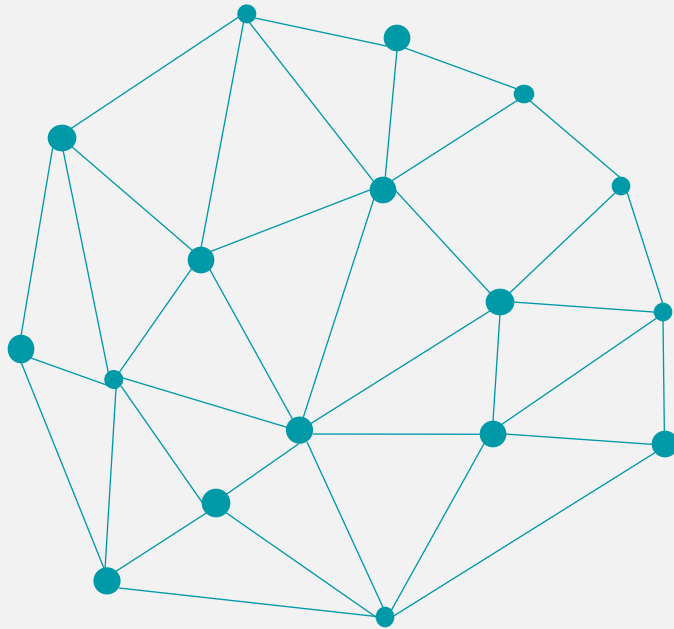
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**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**



## NEW FEATURES

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**QUICK WIN - DEFAULT WITH  
CONFIGURATION**



# MUTUALLY EXCLUSIVE PLAN RULES

## Details :

You can now enforce mutually exclusive plan rules in the Configure Plan Type Grouping Display page. For example, your enterprise has the Health Care FSA and Health Savings Account plan where employees can enroll only in one of the plans at a time. They need to disenroll from one plan to enroll in the other plan. This enhancement ensures that participants can enroll in one mutually exclusive plan at a time.

For the mutually exclusive plan rules to work well, all such plans must be in the same plan type grouping.

## Benefits

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

### Business Benefit:

This enhancement improves the self-service benefits experience. It reduces the number of fast formulas needed.

# MUTUALLY EXCLUSIVE PLAN RULES

Overview [Configure Plan Type Grouping Display](#) ×

Plan Grouping ⓘ
Save Cancel

Self-Service Usage [Plan Dependency Rules](#) **[Mutually Exclusive Plan Rules](#)**

Effective As-of Date:

View ▾ Format ▾ [+ Create](#) [Edit](#) [Delete](#) [Freeze](#) [Detach](#) [Wrap](#)

Rule Name	Program Name	Plan Type Grouping	Selected Plan	Selected Option	Mutually Exclusive Plan	Mutually Exclusive Option	Message	Status
Spouse Life w/No Employee Life	TM Benefits Program	Select Your Life Insurance & Disability Plans	TM Employee Life Insurance	Waived Enrollment	TM Spouse Life Insurance	Enrolled	You must elect coverage for employ...	Active
HSA & FSA Enrollment	TM Benefits Program	Select Your Health & Spending Account Plans	TM High Deductible Health Plan (HDHP)	Any nonwaive option	TM Health FSA	Enrolled	You cannot enroll into the Health FS...	Active

# MUTUALLY EXCLUSIVE PLAN RULES

ORACLE

## Create Profile Option

### Profile Option

\* Profile Option Code

\* Profile Display Name

\* Application

\* Module

Description

SQL Validation

\* Start Date

End Date

Overview **Configure Plan Type Grouping Display** x

## Plan Grouping

Save Cancel

Self-Service Usage Plan Dependency Rules **Mutually Exclusive Plan Rules**

Effective As-of Date

View Format + Create

Rule Name	Program
No data to display.	

### Create Mutually Exclusive Plan Rules

\* Rule Name

\* Program Name

\* Plan Type Grouping

\* Selected Plan

Selected Option

\* Mutually Exclusive Plan

Mutually Exclusive Option

\* Status

Message

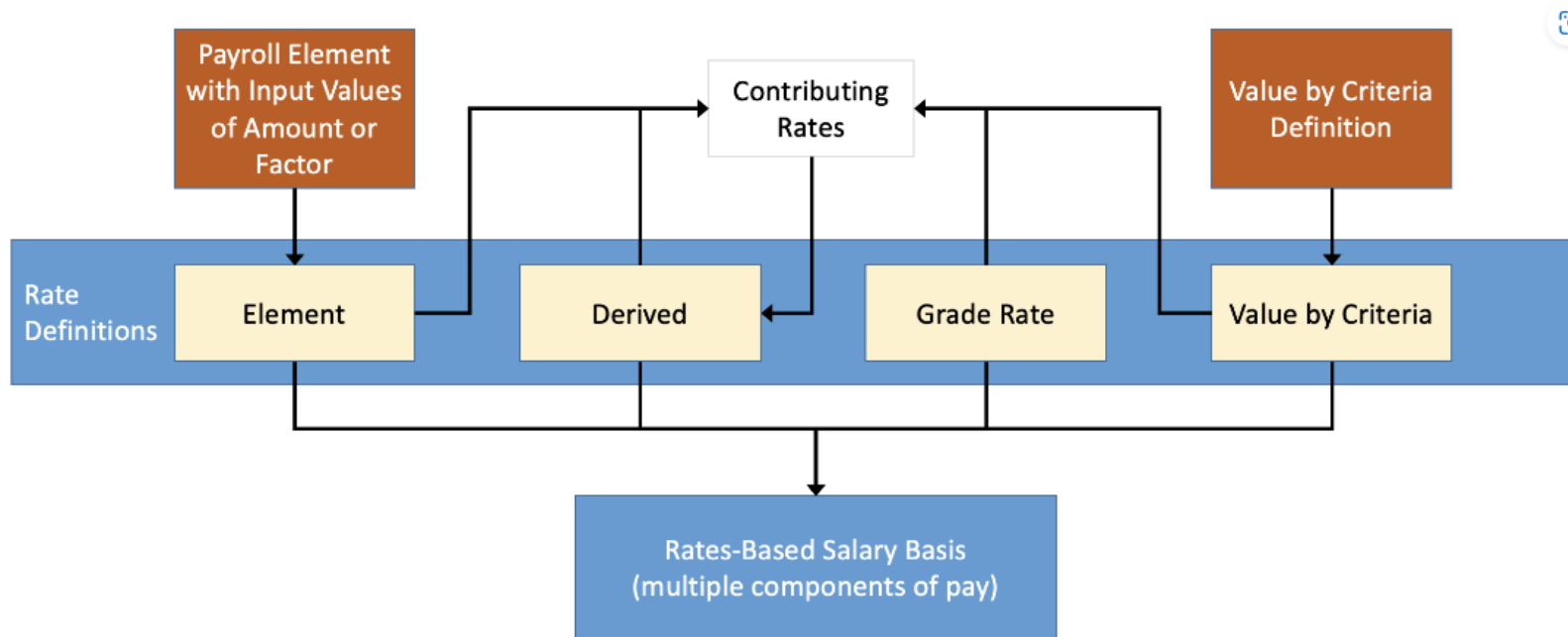
OK Cancel

# RATES-BASED SALARY BASIS TYPE INTRODUCTION

## Compensation

### Details :

You can now maintain person salary using the new rates-based salary basis type, built on the Oracle Fusion Cloud Global Payroll rates engine.



### Impact Analysis

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

### Business Benefit:

This feature lets you reduce operating costs by flexibly maintaining salary in the exact way you offer it.

# RATES-BASED SALARY BASIS TYPE INTRODUCTION

## Compensation

### Details :

The new salary basis type lets you maintain individual rate components, which can have their own characteristics, such as a periodicity and currency.

Each rate component can be added to the overall salary or subtracted from it, or be entirely independent.

### Impact Analysis

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

### Business Benefit:

This feature lets you reduce operating costs by flexibly maintaining salary in the exact way you offer it.

**RJS2\_SB\_Scenario2**  
Edit Salary Basis

Cancel Save Delete Save and Close

Salary Basis Type: Salary amount is determined by rates  
 Frequency: Annually  
 Annualization Factor: 1.00

Salary Range Violation Behavior: Warn

**Rates** Salary Ranges

+ Add Delete Validate

Rate Definition	Display Sequence	Category	Status	Base Rate	Overall Salary	Decimal Place to Display	Salary Amount Roundi...	FTE Value	Action
RJS2_Annual_Base	10	Element	Active	Yes		2		No	
RJS2_Housing_Allowance	20	Derived Rate	Active			2		No	
RJ Grade based Value	25	Value by Criteria	Active						

# CURRENCY SWITCHER INTRODUCTION IN REDWOOD COMPENSATION PAGES

## Compensation

### Details :

As a line or compensation manager, you can now switch to view details in your preferred currency using the currency switcher introduced on Redwood Compensation Info, Personal Contribution, Individual Compensation, and Administer Compensation pages.

**Compensation Info**  
Roger ZCMP\_CWB\_Federer

Actions | Administer Compensation

Currency: INR - Indian Rupee

Salary	1,505,557.45 INR Monthly	Adjustment	+0.00 INR ( +0.00% )
Effective Period	1/2/09 - Ongoing	Salary Basis	ZCMP_CWB Monthly Salary Basis Monthly Grade
Annualized Full-Time Salary	18,066,689.42 INR	Action	Change Salary
Action Reason	Job Evaluation	Grade	ZCMP M4
Quartile	Above Range	Quintile	Above Range
Annual Salary	18,066,689.42 INR (FTE 1)	Legal Employer	GBI HCM Technology USA
Compa-Ratio	112.18		

Salary and Range Info  
**1,505,557.45 INR Monthly**  
+0.00 ( +0.00% )

1,230,255.91 | 1,453,938.33

Hide prior salary  
**1,505,557.45 INR Monthly**  
Effective Period  
1/1/09 - 1/1/09

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

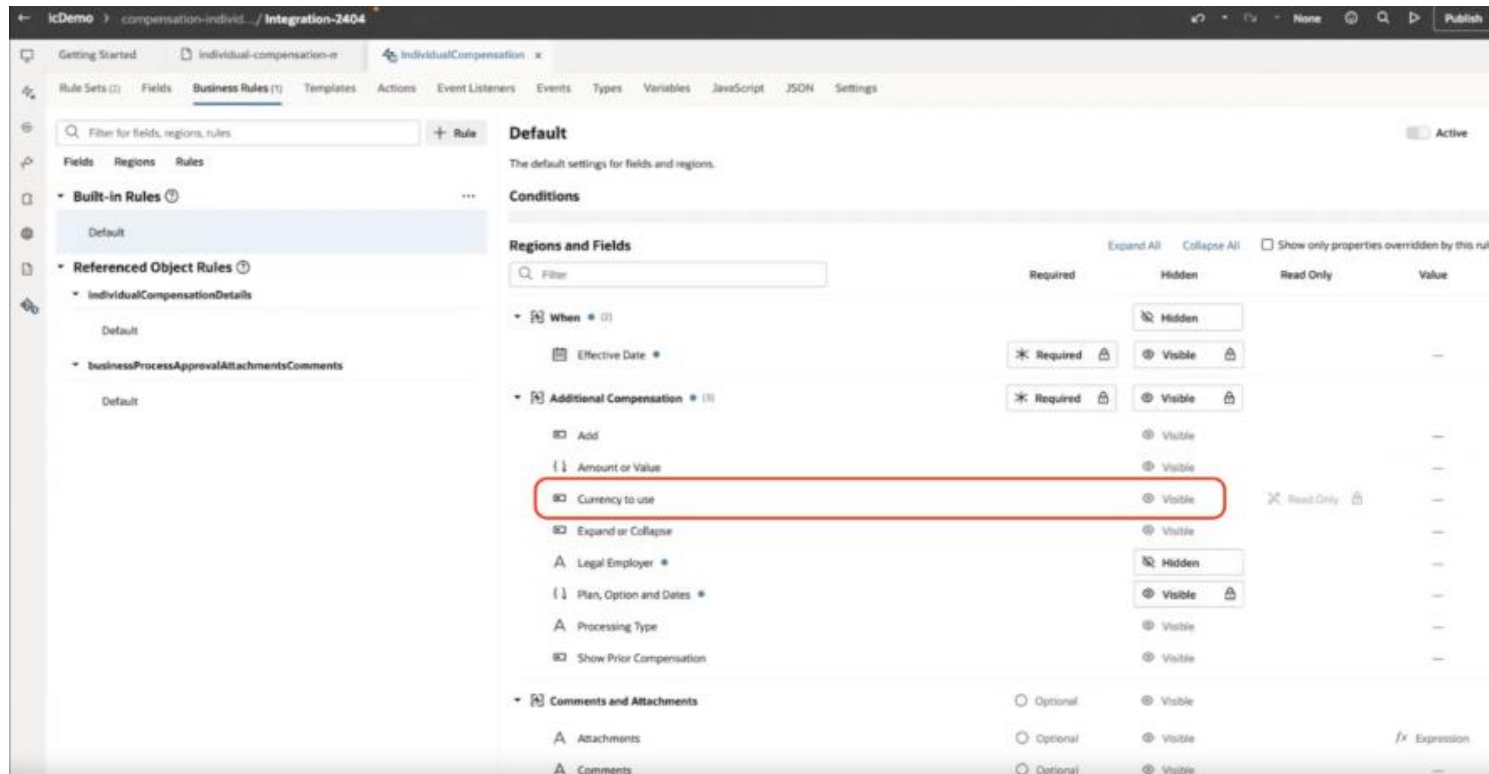
This enhancement improves satisfaction and increases productivity by letting line and compensation managers work in their local currency.

# CURRENCY SWITCHER INTRODUCTION IN REDWOOD COMPENSATION PAGES

## Compensation

### Details :

The Currency Switcher isn't visible by default. You can make it visible using Business Rules and Express mode.



### Impact Analysis

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

### Business Benefit:

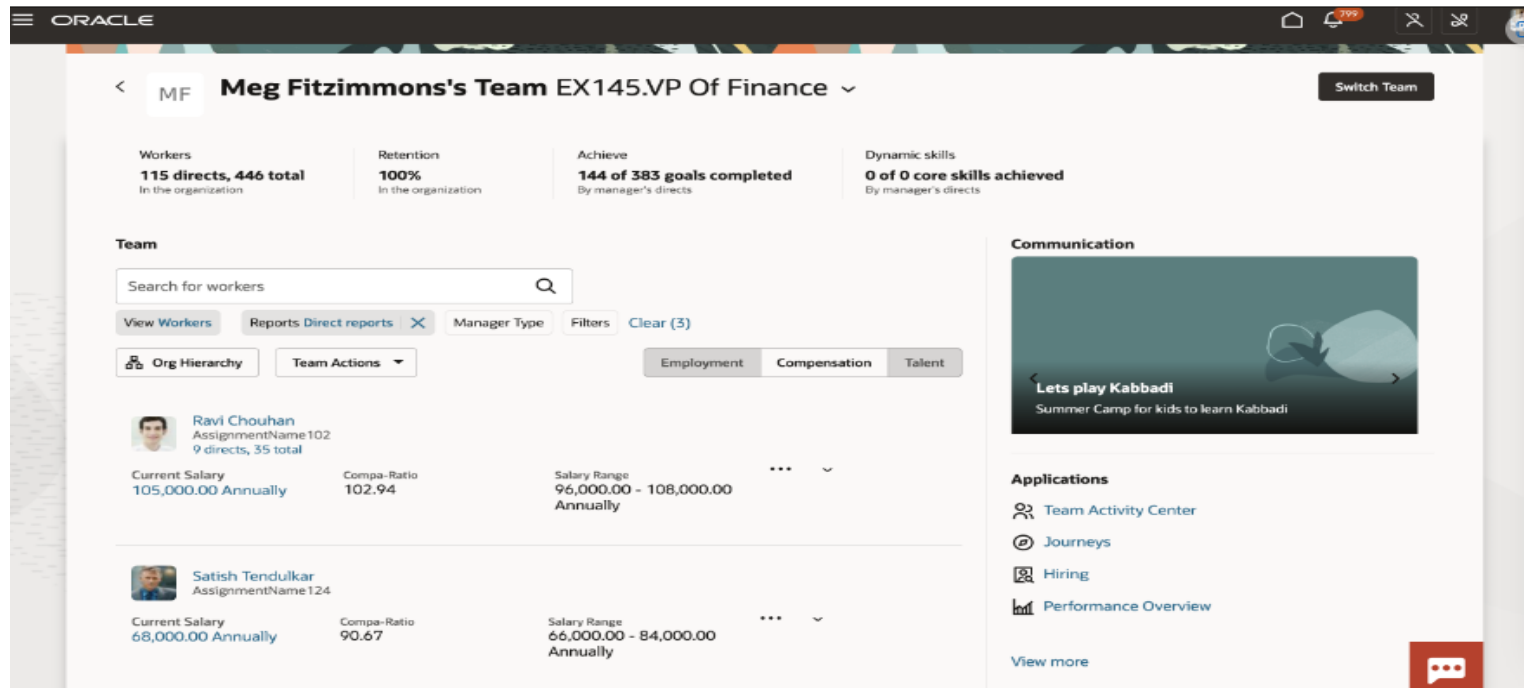
This enhancement improves satisfaction and increases productivity by letting line and compensation managers work in their local currency.

# REDWOOD EXPERIENCE FOR TEAM COMPENSATION

## Compensation

### Details :

Let line managers use the Team Compensation page re-created with the Redwood tool set Visual Builder Studio. You can enable the page and section along with the Redwood experience.



### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

With this re-created Redwood page, you continue your journey into Oracle Redwood solutions.



# FILTER ASSIGNMENTS IN REDWOOD REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES PAGE

## Compensation

### Details :

We enhanced the Redwood Review Proposed Progressions and Salary Updates page so that you can filter the assignments. Previously you could only search for assignments.

The Updates tab has new filter chips below the search box that let you filter by status, current grade code, and proposed grade code. And there's a button that lets you access additional filters. This example has the grade step progression results filtered to show all assignments with current grade code NURSE\_2.

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

With this enhancement, you can more easily find the assignments you're looking for when reviewing proposed progressions and errors.

# FILTER ASSIGNMENTS IN REDWOOD REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES PAGE

## Compensation

**Results for Process 216326**  
Review Proposed Progressions and Salary Updates

Process ID: 216326 | Process Name: Run Grade Step Progression | Grade Ladder: GSP Nurses | Legislative Data Group: GRI United States LDG

Updates(15) | Errors(0)

Accepted: 0 | Rejected: 0 | Not Processed: 15

Search by name, person number, or assignment num

Status: Current Grade Code: NURSE\_2 | Proposed Grade Code: | Filters: Clear (0)

Name	Assignment Number	Current Grade Code	Current Step	Current Salary	Proposed Grade Code	Proposed Step	Proposed Salary	Frequency	Progression Date	Salary Change Date	Status	Action
Fitzpatrick, Marvin	E966169008890309	NURSE_2	Nurse 2 Step 2	\$40.00 USD	NURSE_2	Nurse 2 Step 3	\$52.00 USD	Hourly	3/6/24	3/6/24	Not Processed	
Jobs, Martha	E966169008890323	NURSE_2	Nurse 2 Step 3	\$32.00 USD	NURSE_3	Nurse 3 Step 1	\$34.00 USD	Hourly	3/6/24	3/6/24	Not Processed	
Mason, Harper	E966169008890303	NURSE_2	Nurse 2 Step 1	\$27.50 USD	NURSE_2	Nurse 2 Step 2	\$30.00 USD	Hourly	3/6/24	3/6/24	Not Processed	
Post, Simon	E966169008890304	NURSE_2	Nurse 2 Step 3	\$32.00 USD	NURSE_3	Nurse 3 Step 1	\$34.00 USD	Hourly	3/6/24	3/6/24	Not Processed	
Wong, Charlene	E966169008890295	NURSE_2	Nurse 2 Step 1	\$28.00 USD	NURSE_2	Nurse 2 Step 2	\$30.00 USD	Hourly	3/6/24	3/6/24	Not Processed	

## Impact Analysis

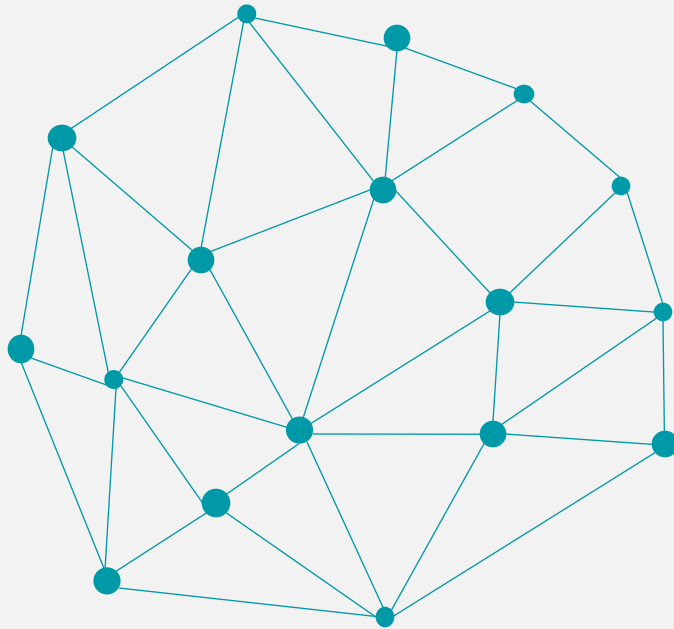
Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefit:**  
With this enhancement, you can more easily find the assignments you're looking for when reviewing proposed progressions and errors.



## NEW FEATURES

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

# REDWOOD SALARY EXPERIENCE FOR LOCAL AND GLOBAL TRANSFER

## Compensation

### Details :

Let HR and line managers use the Salary section on the Local and Global Transfer page re-created with the Redwood tool set Visual Builder Studio. You can enable the page and section along with the Redwood experience.

Local and Global Transfer

CR **Salary**  
CmpMgr RJ, ZCMP Manager

Salary Basis  
ZCMP US STD Salary Annually

Salary Amount  
180,000.00 USD Annually

Effective Period  
3/1/24 - Ongoing

Annual Salary  
180,000.00 USD (FTE 1)

Action  
Global Transfer

Grade  
ZCMP M1

Range Position  
32.69

Quartile  
2

Legal Employer  
GBI HCM Technology USA

End Date  
12/31/12

Salary Range  
166,400.00 - 208,000.00 USD Annually

Annualized Full-Time Salary  
180,000.00 USD

Salary Range Midpoint  
187,200.00 USD

Compa-Ratio  
96.15

Quintile  
2

Next Salary Review Date

Working at Home  
N

Proposed Salary and Range Info  
**180,000.00 USD Annually**  
166,400.00 208,000.00

Cancel Continue Submit

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

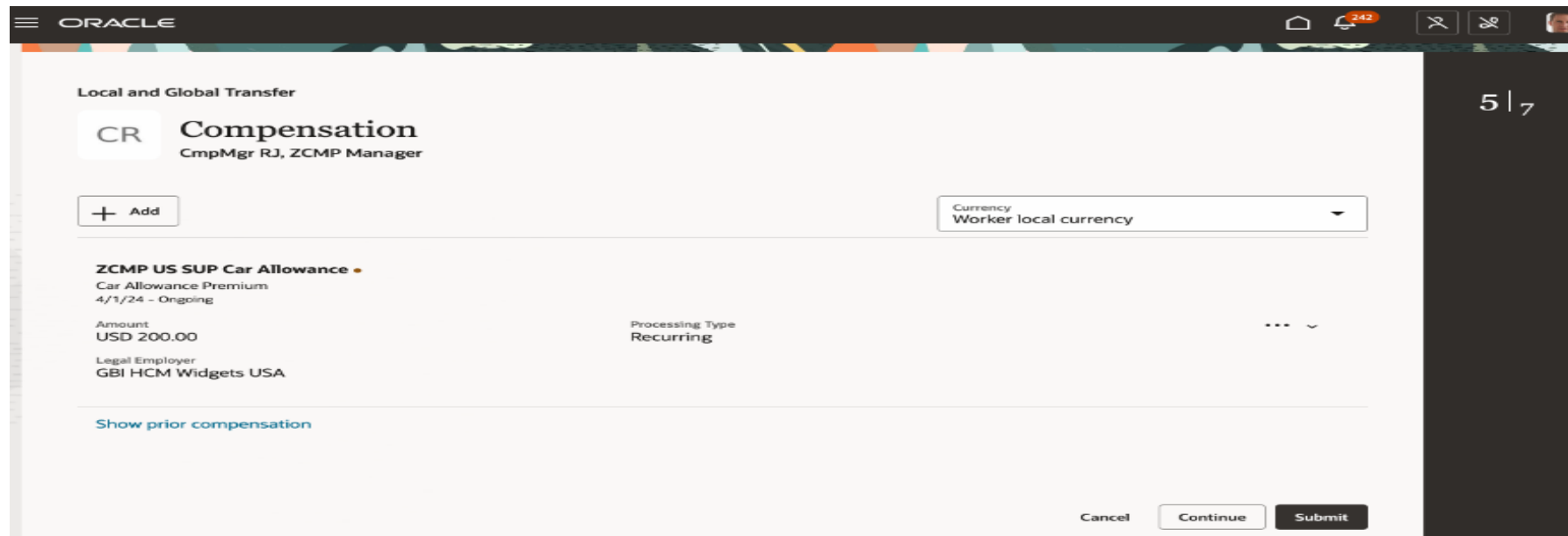
This enhancements lets you control whether to copy salary information from the source assignment.

# REDWOOD INDIVIDUAL COMPENSATION EXPERIENCE FOR LOCAL AND GLOBAL TRANSFER

## Compensation

### Details :

Let HR and line managers use the Additional Compensation section on the Local and Global Transfer page re-created with the Redwood tool set Visual Builder Studio. You can enable the page and section along with the Redwood experience.



### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

This enhancement lets you control whether to copy additional compensation information from the source assignment.

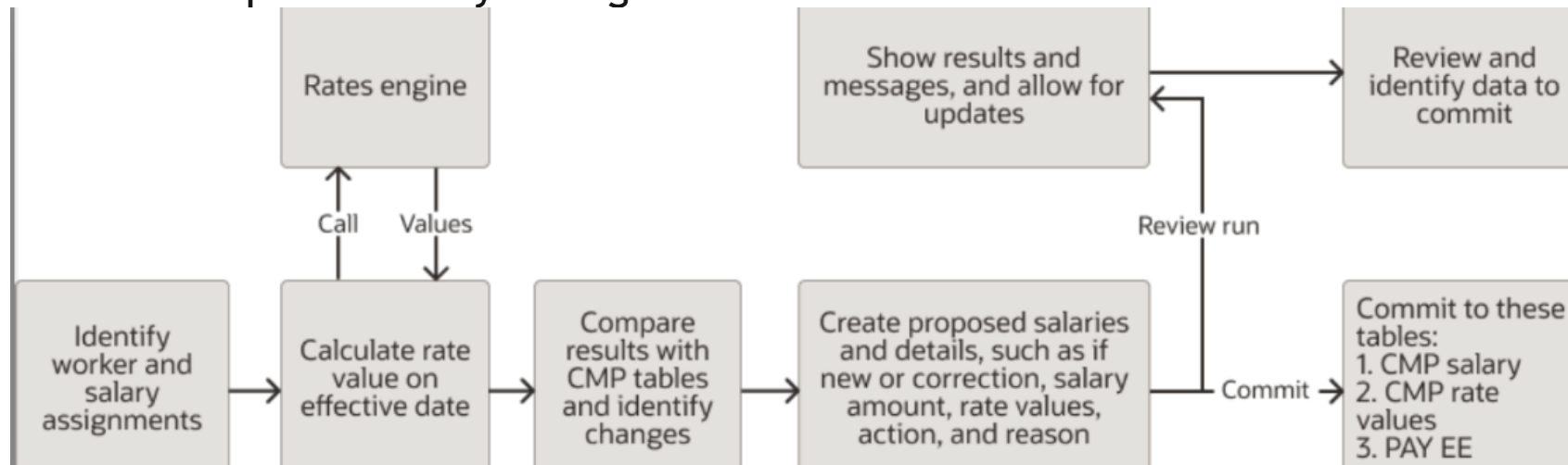
# RUN RATES-BASED SALARY JOB INTRODUCTION

## Compensation

### Details :

You can now create or recalculate rate component and salary details using Run Rates-based Salary Process when using the salary basis type of salary determined by rates. Salary structure changes or changes to the worker’s attributes can require salary changes. These tasks can detect such changes to salary and can create or modify the salary records.

- Run Rates-based Salary Process
- Review Proposed Salary Changes and Rate Values



### Impact Analysis

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

### Business Benefit:

This feature lets you improve efficiency by automatically creating or correcting salaries without manual intervention.

# RUN RATES-BASED SALARY JOB INTRODUCTION

Compensation



**i** This process will be queued up for submission at position 1

Process Options   Advanced   Submit   Cancel

**Name** Submit Rates-based Salary Process Job

**Description** Submit or schedule the rates-based salary proce...

**Schedule** As soon as possible

Notify me when this process ends

**Submission Notes**

Basic Options

Parameters

\*Process Name

\*Process Mode

Effective Date

Action

Reason

\*Run Type

Include trace statements in log file

Population Filters

Country

Legal Employer

Salary Basis

Person Name

Business Unit

Location

Department

# PAYROLL DIMENSION IN INDIVIDUAL COMPENSATION REAL TIME

## Compensation

### Details :

You can now report on payroll attributes with the addition of the Worker Payroll dimension in the Compensation - Individual Compensation Real Time subject area. This addition helps you to report on payroll details, such as worker payroll name, frequency, start and end dates.

Reporting on worker payroll details in Individual Compensation subject area.

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

We can now do reporting on worker payroll details in Individual Compensation subject area.



# 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 ?

# MASTEK

is here to  
help you!

# THANK YOU



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