



Cloud Enhancement &
Managed Services

Live Webinar

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Mastek™
Trust. Value. Velocity

24x7 WORKFORCE MANAGEMENT & GLOBAL PAYROLL

Empowering you for the next update



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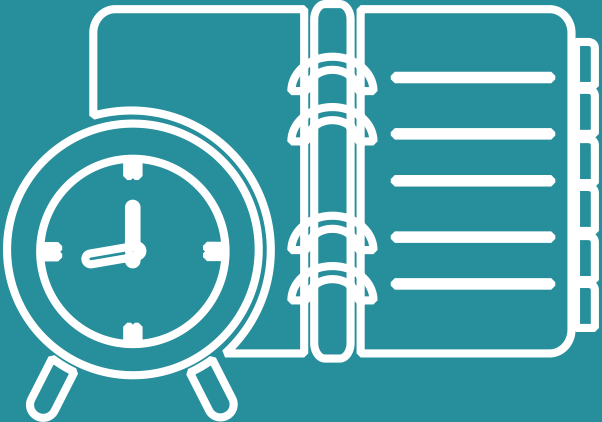




DISCLAIMER

These advisory webinars are organized to equip you with the latest updates. The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release
- New Features
- Known Issues (If any)

Closing
- Q&A



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

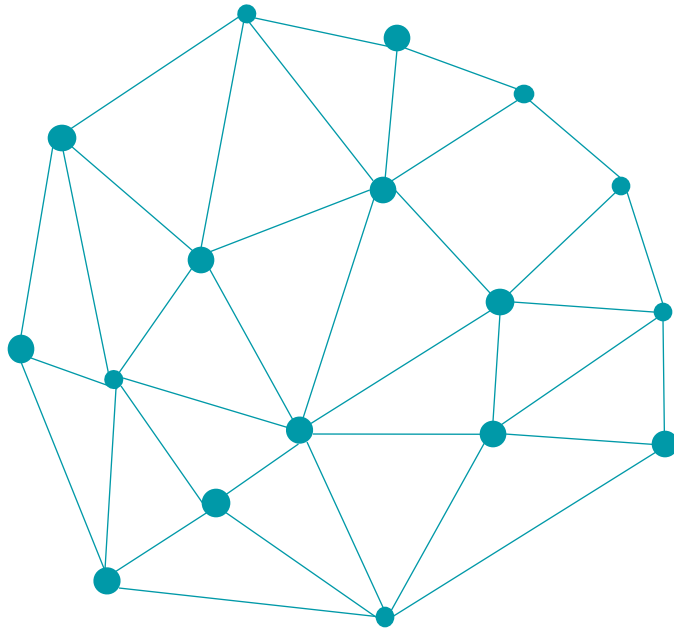
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

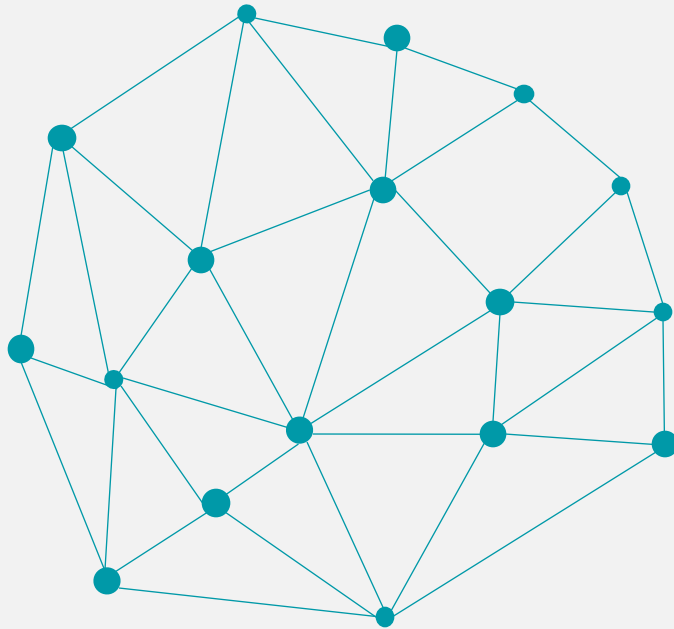
YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

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

DELETION OF TIME AFTER TERMINATION DATE OF EMPLOYEE

Details

When an employee is terminated, all time entries held in the Payroll application that are dated after the employee's termination date, are now automatically deleted. For example, when an employee is terminated on 15/07/24, all time entries held in Payroll for 16/07/24 or a later date, are automatically deleted. So, a HR user can now terminate an employee on 15/07/24, and Payroll won't display any error message to stop the termination transaction, even if the employee has time entries beyond 15/07/24.

Payroll application deletes the time loaded from both HCM Data Loader (HDL) and Time and Labor application.

- Payroll application deletes the time as soon as the termination transaction is entered in the application.
- Time and Labor application deletes the time only after the termination date has passed.

HR users and line managers now don't need to manually delete the time entries that exist after the employee's termination date, nor run a script to delete these time entries.

Global Payroll

Impact Analysis

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

Business Benefit:

Eliminates the need to delete future time entries, preventing users from being unable to perform termination actions.

Details

Global Payroll

- On the Payslip page, when you download one or more payslips using the Export icon, you can select the folder to save these payslips, and download them in a compressed (zip) file. This feature lets you to utilize less storage space and transfer the payslips to other devices easily.

Using extensibility, you can also do the following:

- Hide the Export icon, if your company doesn't need the ability to download multiple payslips.
- Reorder the tabs on the page. For example, you can select to display the Payslip Preview page first, followed by the Earnings, Deductions, and Net Pay Distribution pages.
- This feature lets you configure the Payslips page according to your business requirement.

Impact Analysis

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

Business Benefit:

Allows professional users to download multiple payslip and provides flexibility to reorder tabs of payslip page

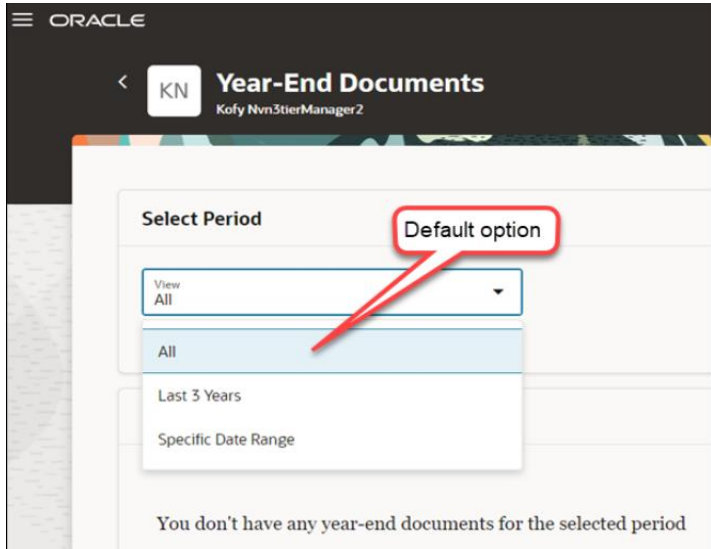
VIEW YEAR END DOCUMENTS

Global Payroll

Details

View all year-end documents for an employee on the Year-End Documents page. This page displays all documents that have a publish date that's the same as, or earlier than today's date. You can also search for a document using the Specific Date Range search option. This search option returns all documents with an end date that falls within the start date and end date of the search period.

- Let's take an example of a year-end document, such as a W4, which has the following dates:
 - Start Date: 01-JAN-24, End Date: 31-DEC-24 and Publish Date: 14-FEB-24
 - When you view the page on 07-APR-24, the document is displayed because the publish date of the document falls before the session (current) date.
- In the View drop-down list, the option **All** is selected by default.



Impact Analysis

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

Business Benefit:

Allows users to view all published documents as of the current date, improving the user experience.

ADDITIONAL INFORMATION IN COSTING RESULTS UI AND COSTING RESULTS REPORTS

Global Payroll

Details

You can now view the status of the **Transfer to Subledger Accounting** process and the status of the **Import Payroll Costs** process for each payroll costing result. Following attributes are added to Costing Pages and reports

Attribute	Costing Results Page	Costing Results Detail Report	Costing of Payment Results Page
Subledger Event Details	Yes	Yes	Yes
Transfer to Project Status	Yes	Yes	Yes
Cost Identifier	Yes	Yes	No
Source Identifier	Yes	Yes	No

- The following new parameters have also been added to the detail and the summary versions of the **Costing Results Report**.
- You can select the relevant parameters when you submit the **Costing Results Report**, You can also display the new attributes on the Costing Results UI by selecting the check box against each attribute using View -> Columns navigation.

Impact Analysis

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

Parameter Name	Value
Show SLA and Project Transfer Status	Blank value (no value selected)
	Not transferred
	Unprocessed
	Draft
	Final
	Invalid
	Incomplete

Parameter Name	Value
SLA Transfer Status	Blank value (no value selected)
	Not transferred
	Unprocessed
	Draft
	Final
	Invalid
	Incomplete

Parameter Name	Value
Projects Transfer Status	Blank value (no value selected)
	Not transferred
	Transferred to Projects
	Processed in Projects
	Reversed in Projects
	Ignored in Projects

Business Benefit:

Additional fields and parameters allow users to view more details and report accurately.

ISO 2022: GLOBAL PAYMENTS XML SUPPORT

Global Payroll

Details

You can use the global payments XML file that now supports additional attribute requirements around ISO 2022, a global XML standard used by financial institutions for electronic payment messages. You can build or update your country-specific electronic payments messages templates using this enhanced global payments XML that consolidates all the information relating to electronic payments.

The global payments XML now includes these new attributes:

- Requested Execution Date
- Business Identifier Code (BIC) for the financial institution
- Structured Creditor and Debtor address for third-party persons, third-party organizations, and person

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Allows business to manage country specific electronic messages.

CATEGORY CODE IN PAYROLL SUBJECT AREA

Global Payroll

Impact Analysis

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

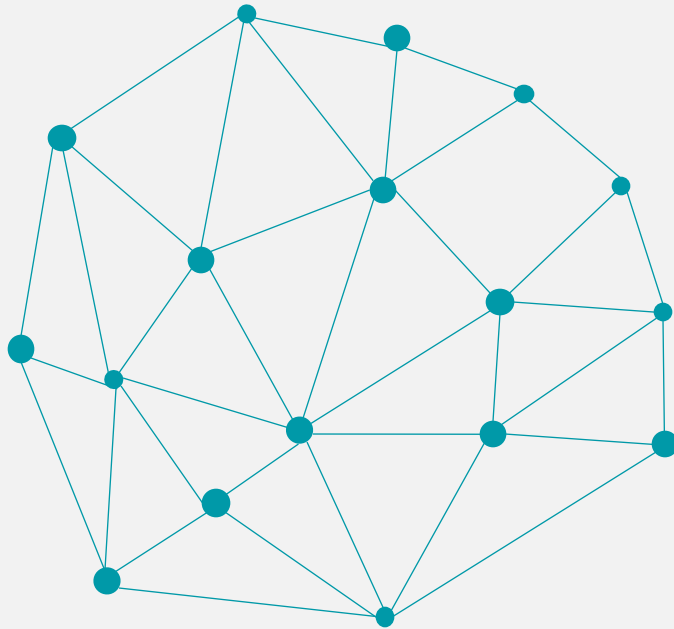
Business Benefit:

This enhancement lets you report payroll information with category code field.

Details

The new attribute "Category Code" is added under the Element folder in the following subject Areas.

- Payroll - Element Entries Real Time
- Payroll - Element Entries History Real Time
- Payroll - Payroll Run Costing Real Time
- Payroll - Payroll Run Results Real Time
- Payroll - Retroactive Pay Real Time
- Compensation - Individual Compensation Real Time



NEW FEATURE - GLOBAL PAYROLL

**QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE**

REDWOOD EXPERIENCE FOR PERSON MESSAGES

Global Payroll

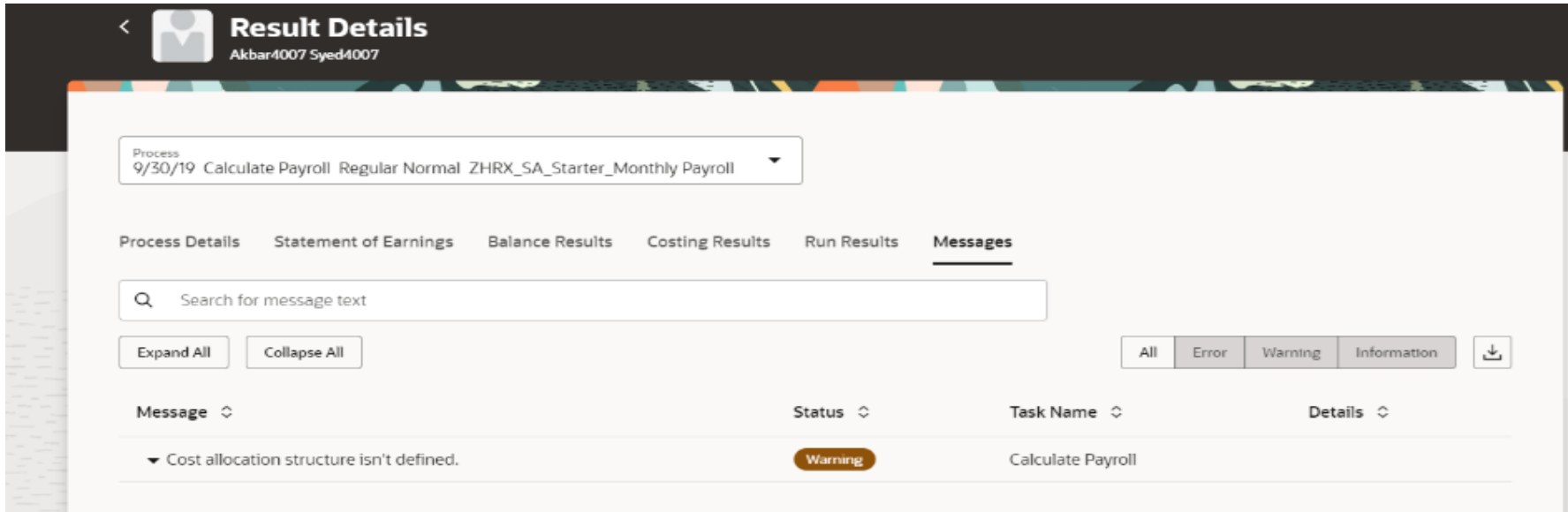
Details

You can access the Redwood Messages page using any of the following navigation:

- Use the Person Results task to directly search for an employee and use the Actions menu to open the Messages page for the employee.
- Click on a person name while viewing records processed in a flow to go to the Results page and click on the Messages tab.
- The redesigned results pages for a person are available when you enable both profile options: [ORA_HCM_VBCS_PWA_ENABLED](#) and [ORA_PAY_PROCESS_RESULT_PAGES_FOR_PERSON_REDWOOD_ENABLED](#)

Impact Analysis

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



Business Benefit:

The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

REDWOOD EXPERIENCE FOR PAYMENT RESULTS

Details

Global Payroll

You can access the Payment Results page by using navigations such as:

- Use the Person Results task to directly search for an employee and view the Prepayment or Payment Results, for example, Generate Check Payment, rollback, void a paid payment, record external payment information against unpaid/voided prepayment record.
- Use the Process Results Summary task to search and select the flow you've submitted, (for example, Calculate Prepayment Flow), and view individual records processed by the flow. Use the Actions menu on an individual record to open the Payment Results page of the employee.
- The redesigned results pages for a payment results are available when you enable both profile options: **ORA_HCM_VBCS_PWA_ENABLED** and **ORA_PAY_PROCESS_RESULT_PAGES_FOR_PERSON_REDWOOD_ENABLED**

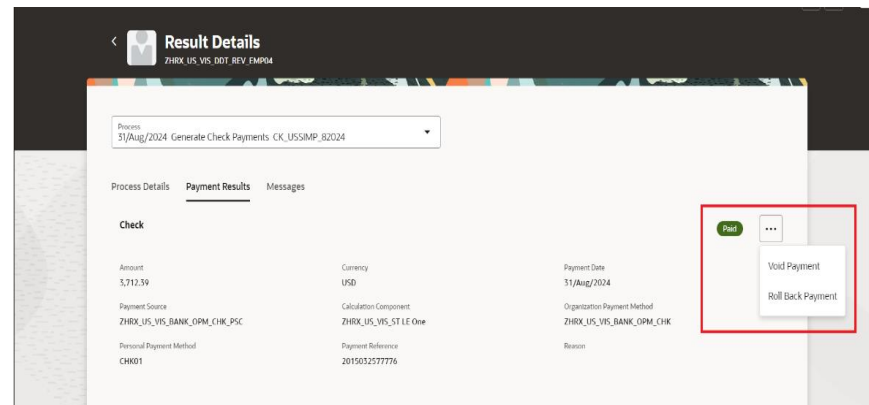
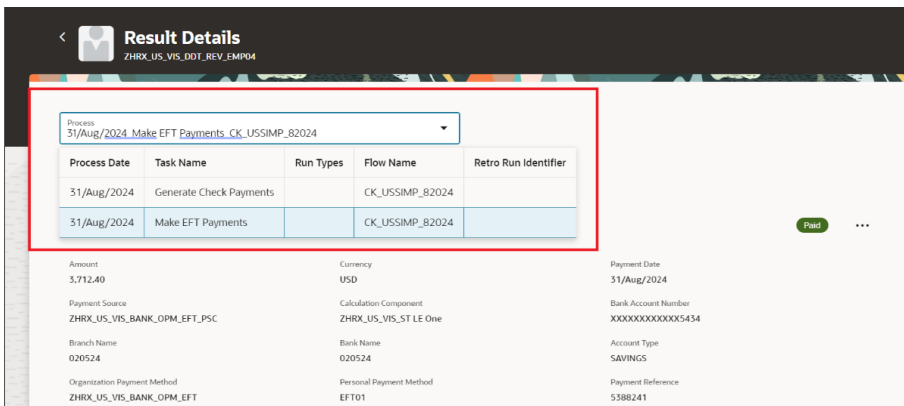
The Payment Results page is viewed in the context of an employee and a process. Use the Process field at the top of the page to view the prepayments and payments processes run for the employee.

Impact Analysis

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

Business Benefit:

The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.



REDWOOD EXPERIENCE FOR PERSONAL PAYMENT METHODS : VIEW CORRECTIONS

Details:

You can now view all the corrections made to a personal payment method in the Redwood Summary of Changes page available to the professional users. The history section on the Personal Payment Method page lists all the effective-dated updates to the personal payment method since it was created. When you have auditing on personal payment methods enabled, you can drill down into an effective-dated personal payment method record to view all the corrections made to that record in the Summary of Changes page.

Steps to Enable : This feature is not available by default, and you must configure the audit policies of Global Payroll product for personal payment methods table with required attributes.

Navigate to [My Client Groups>Payroll>Personal Payment Methods>Drill down into any payment method > View History > Drill down into any of the effective-dated update records](#)

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefit:

A professional user can view historical changes to employees' personal payment methods on the same screen.

DISTRIBUTED ELEMENT NAME AS SUBLEDGER ACCOUNTING SOURCE

Details

- You can now view the name of the distributed element in the results for the subledger accounting process. When the costs for an element is distributed, the name of the distributed element is now displayed on the journal line, such as the name of the employer costs element is now displayed on the salary cost result.
- View the name of the distributed element in the subledger accounting process results.
- **Steps to Enable**
- To display the name of the distributed costs element in the subledger journal lines, you need to create a description rule with the Distributed Costs Element Name as the source and attach this new rule to the Subledger Journal Entry Rule sets.

Global Payroll

Impact Analysis

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

Business Benefit:

Provides more information to the professional user while validating journal entries.

AUDIT ELEMENT SECURITY PROFILES

Global Payroll

Impact Analysis

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

Business Benefit:

The element security object is supported by the audit framework, allowing users to view changed information.

Details

- You can enable auditing for element security profiles and their associated attributes. You can also view audit reports using the audit report functionality.
- Follow below steps to enable auditing for element security profiles
 - Search for and use the Manage Audit Policies task from Setup and Maintenance.
 - On the Manage Audit Policies page, select Auditing as the Audit Level for Oracle Fusion Applications. This setting turns on the auditing functionality.
 - Click Configure Business Object Attributes.
 - On the Configure Business Object Attributes page, select Global Payroll as the Product. The business objects associated with that product appear in the Objects section.
 - Select the check boxes for the Element Security Profile and its attributes Legislative Data Group, Element, and Element Classification.
 - Click Save and Close.
- When an element is removed from the Element Security Profile, it is tracked in the Audit Report. However, when an element that is included in a security profile is deleted from the Manage Element page, it is automatically removed from the security profile. This deletion isn't shown in the Audit Report.

ABSENCE DONATION PLAN

Details

Global Payroll

- You can create absence accrual elements and enable them for donating to donation pools. When an employee donates leave from an accrual-based absence plan to a donation pool, the plan's element processes the donation in the payroll run, where it calculates the monetary value of the donations, and transfers that value to the nominated donation pool.
- You can create donation pool absence elements that are associated with a donation pool absence plan. When an employee's claim from a donation pool is approved in Absences, the donation pool element processes the claim in the payroll run, where it calculates the monetary value of the claims, and transfers that value out of the nominated donation pool.

Impact Analysis

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

Business Benefit:

Allows organization to configure Donation plan and process payments as per business rules.

Create Element: Additional Details

Element Name: Vacation | Element Classification Name: Absences
 Reporting Name: Vacation | Legislative Data Group: NI Legislative Data Group
 Description: | Effective Date: 1.Jan.2024

Absence Payments

How do you want to reduce earnings for employees not requiring a time card?
 Reduce regular earnings by absence payment
 Select rate to determine absence deduction amount

Which rate should the absence payment calculation use? [Dropdown]

Does this plan enable entitlement payments after termination?
 Yes
 No

Accrual Liability and Balance Payments

Calculate absence liability?
 No
 Yes

Which rate should the liability balance calculation use? [Dropdown]

Does this plan enable balance payments when enrollment ends?
 No
 Yes

Does this plan enable partial payment of balance?
 No
 Yes

Does this plan enable absence donation to donation pools?
 No
 Yes

Which rate should the donation pool calculation use? **Absences Donation Pool**

Create Element

* Legislative Data Group: NI Legislative Data Group

* Primary Classification: Absences

Secondary Classification: **Donation Pool**

Category: Absence

Continue | Cancel

REDWOOD EXPERIENCE FOR FLOW SUBMISSION

Details

You can now submit a flow, data load, or report using Submit a Flow page.

- Navigate to [My Client Groups>Quick Actions>Submit a Flow](#)
- It will allow you to submit a flow by selecting LDG , flexibility to schedule a flow, view recently submitted flows using search option.
- Provides flexibility to user to view all required and optional parameters which are grouped together for quicker submission.
- Allows user to link flow using [Linked Flow](#) tab.
- The redesigned Submit a Flow page are available when you enable profile options: [ORA_HCM_VBCS_PWA_ENABLED](#), [ORA_PAY_SUBMIT_FLOWS_REDWOOD_ENABLED](#) and [ORA_PAY_DE_SUBMIT_FLOWS_REDWOOD_ENABLED](#)

Global Payroll

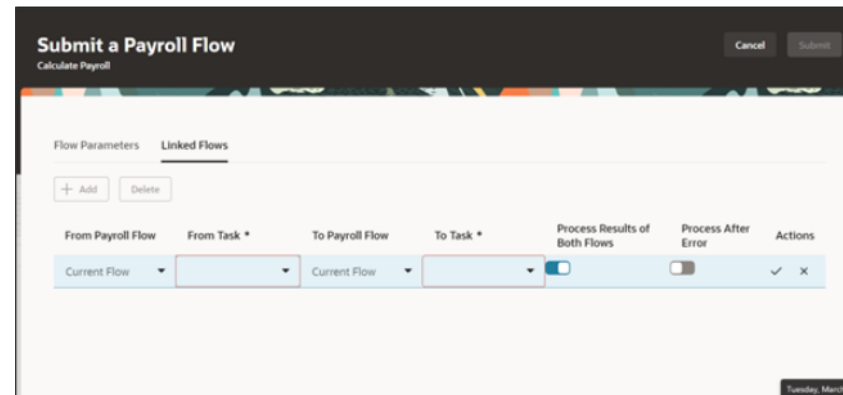
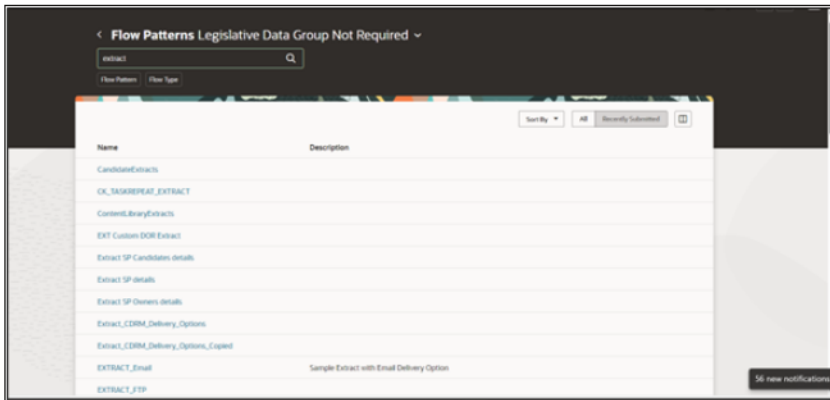
Impact Analysis

Impact Level **HIGH**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



Business Benefit:

The new page offers a fewer number of clicks and better performance. You can take advantage of the cohesiveness through the application with the new page.

BALANCE EXCEPTION REPORT ENHANCEMENT

Details

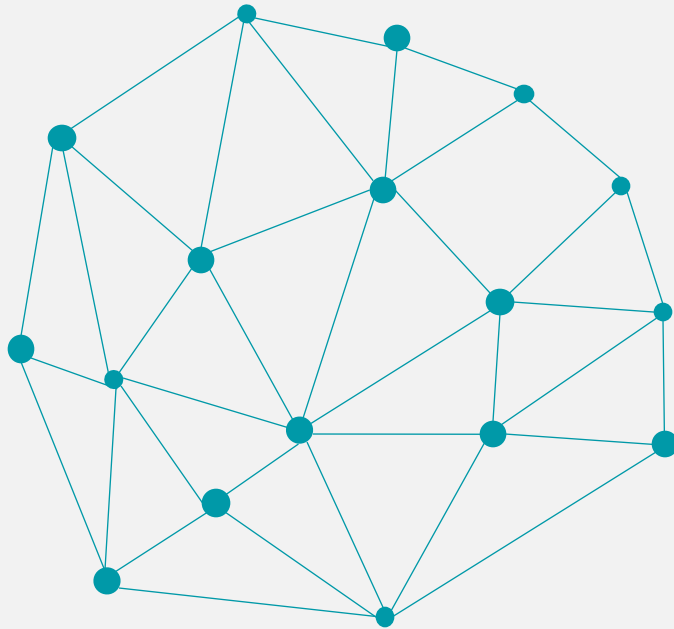
Global Payroll

- You can now track balance exceptions for a specific payroll run. This enhancement ensures run dimension support on balance exceptions allowing you to define exceptions based on a balance value for a run.
- Balance Exception Report supports flow connector rules. For example, during a payroll period, you run several off-cycle QuickPay runs to accommodate ad-hoc late or bonus payments to your employees or payment settlements for terminated employees. You also run the usual on-cycle payroll runs for the same payroll period.
- For example, use these values to define an exception to track employees with salary greater than \$2,000 in the current run.
 - Comparison Type: Current Run
 - Dimension: Relationship Tax Unit Run
- To support this exception rule you must define the following:
 - Balance Name: e.g. Salary
 - Variance Type: Amount
 - Variance Operator: Greater Than
 - Variance Value: 2,000
 - Severity: 1
- When you run the Balance Exception Report, the generated report shows employees having salaries greater than \$2000 for the current run only.

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

Business Benefit:

Additional support with run dimension to manage exception reporting.



NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH NO CONFIGURATION

CAPTURE PLAN AND TYPE SETUP CHANGE HISTORY

Absence

Details

- You can now track changes to absence plans and absence types by enabling auditing for them. The following base tables can be audited for absence plans:
 - anc_abs_agreement_plans_f
 - anc_plan_elig_profiles_f
 - anc_entl_bands_f
 - anc_entl_bands_dtl_f
 - anc_accrual_bands_f
 - anc_absence_plans_f
 - anc_plan_events_f

- Similarly, the following base tables can be audited for absence types:
 - anc_absence_types_f
 - anc_absence_type_reasons_f
 - anc_absence_type_regions_f
 - anc_absence_type_plans_f
 - anc_abs_type_rgn_usages_f
 - anc_abs_type_certs_f
 - anc_type_events

Impact Analysis

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

Business Benefit:

In this feature you can now track setup changes to absence plans and absence types by enabling auditing.

APPROVAL COMMENTS ENTRY ON ABSENCE PLANNING

Details

- Managers can now enter a comment when approving or rejecting a single or multiple absence requests from the Absence Planning Redwood page. The approver comment is passed to the BPM Approval Tasks for the newly created and submitted absences, and are seen in the notification sent to the approver.

Absence

Impact Analysis

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

Business Benefit:

Line managers can now enter a comment when approving or rejecting a single or multiple absence requests from the Absence Planning page

ENHANCED HALF-DAY ABSENCE OPTION

Details

- The ability to specify which half of the shift a worker won't work during a half day absence has been enhanced further. You can now use the half day option to specify the shift for the following:
 - Repeating absences
 - Absence bids
 - Absence entry by an administrator

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This Feature allow ability to select which half of the shift a worker won't work during a half day absence

REDWOOD UI SUPPORT FOR ADDITIONAL FEATURES

Details

Absence

- The Redwood absence entry page has been further enhanced to now support the following features:
 - You can now display multiple warning messages in the Redwood pages for absence entry and absence bid entry.
 - You can display multiple warning messages when approving absences in the Absence Planning Redwood page.
- There are 3 types of warnings that can appear on these pages. They are as follows:
 - Warnings from validation fast formula
 - Concurrent absence warning
 - Low balance warning

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

Business Benefit:

The Redwood absence pages can now display multiple warning messages at once, thus improving the ease of use.

EVALUATE IN-PROGRESS OPEN ENDED ABSENCES

Details

- You can now include in-progress open ended absences when evaluating all in progress and future dated absences using the Evaluate Absences process. There is a new parameter in the process called **Include in progress open ended absence**. You get this check box only when you select the **Evaluate All Absences** option in Record Selection.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This Feature allow to include in-progress open ended absences when evaluating all in progress and future dated absences.

SCHEDULED SHIFT BREAKDOWN AVAILABLE FOR ALL UOMS

Details

- If you enable the new Time-Absence integration, then the application creates absence shifts data for all UOMs. For every absence, shift breakdown data is written in the following tables:
 - `anc_per_abs_shift_breakdown`
 - `anc_per_abs_shift_calc_ent`
- This shift data is useful for time integration and for scheduling engine.

Absence

Impact Analysis

Impact Level **LOW**

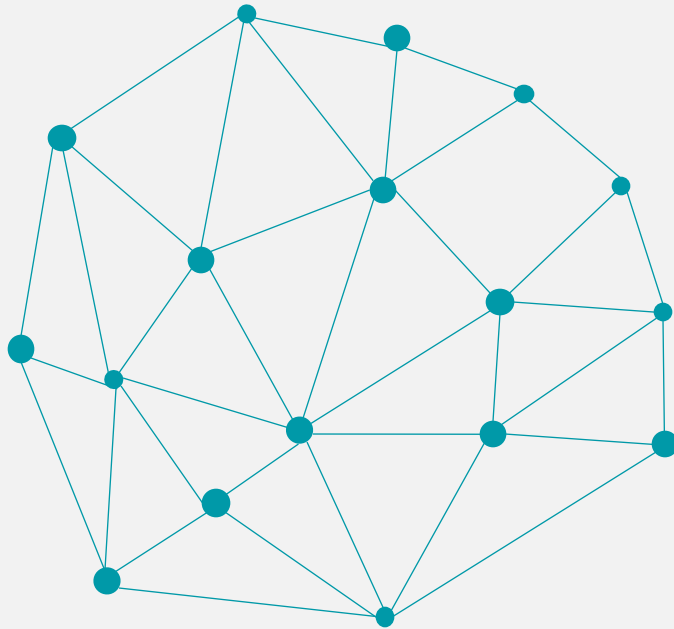
Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This Feature allow shift data for all UOMs which is useful for time integration and for scheduling engine



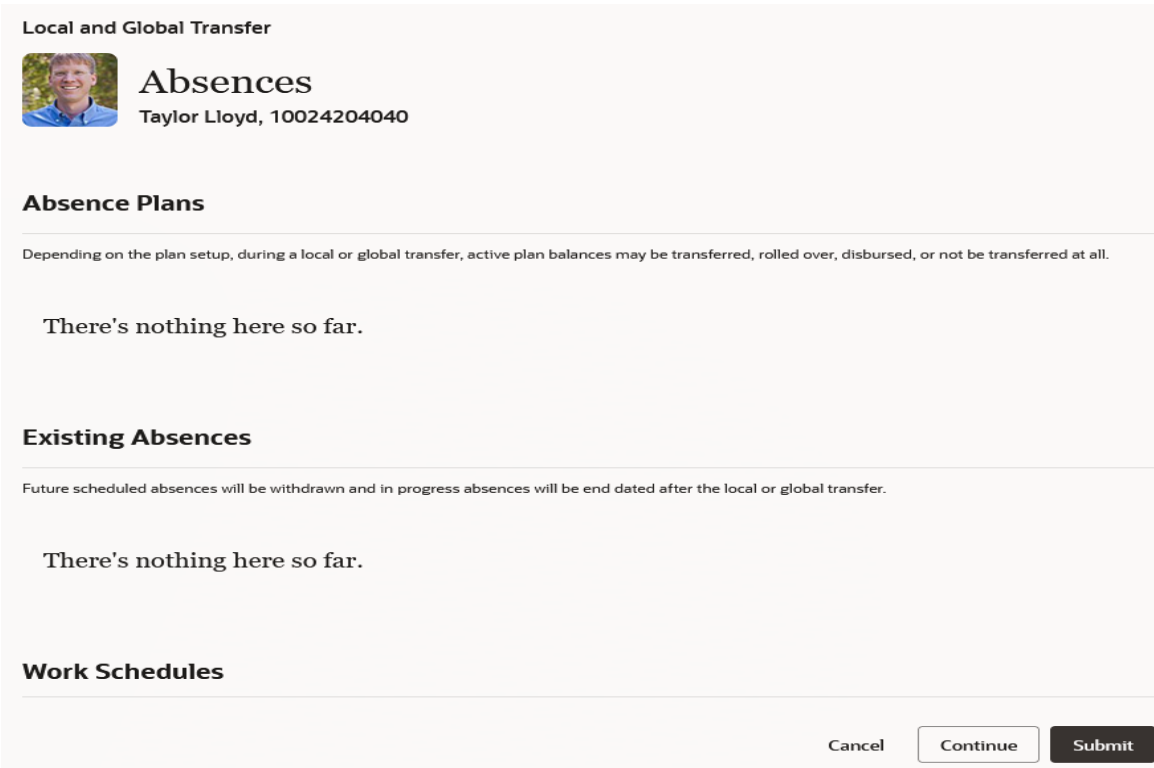
NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE


REDWOOD EXPERIENCE FOR ABSENCES REGION IN GLOBAL TRANSFER

Details

- The absences region in the local and global transfer 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. Profile option - **ORA_PER_EMPL_LGT_REDWOOD_ENABLED**



Local and Global Transfer

 **Absences**
Taylor Lloyd, 10024204040

Absence Plans

Depending on the plan setup, during a local or global transfer, active plan balances may be transferred, rolled over, disbursed, or not be transferred at all.

There's nothing here so far.

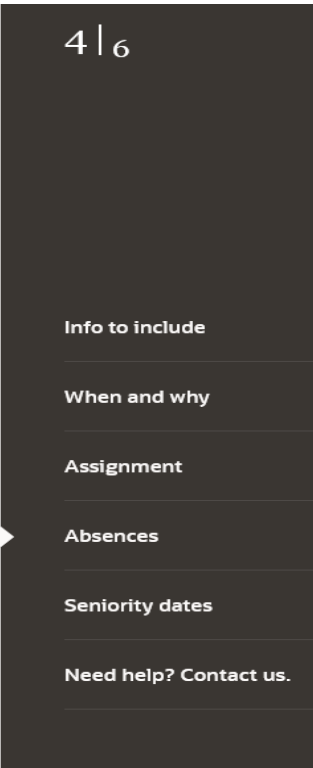
Existing Absences

Future scheduled absences will be withdrawn and in progress absences will be end dated after the local or global transfer.

There's nothing here so far.

Work Schedules

Cancel Continue Submit



4 | 6

- Info to include
- When and why
- Assignment
- Absences**
- Seniority dates
- Need help? Contact us.

Absence

Impact Analysis

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

Business Benefit:

The new Redwood absences region in the local and global transfer page lets users experience Redwood's high-fidelity interactions

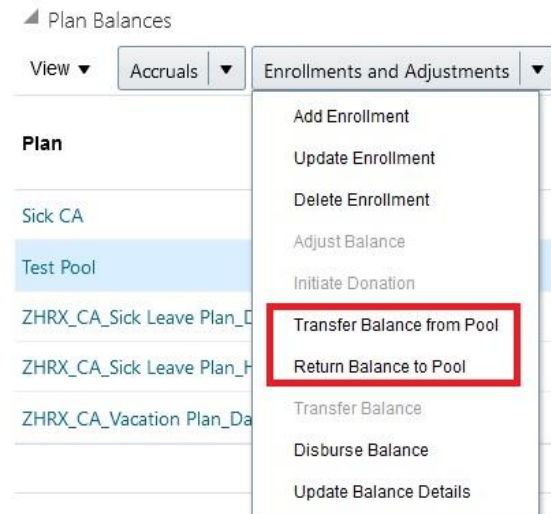
Details

Absence

- You can now configure an absence plan of the Donation plan type as a donation pool plan. Employees can donate accrued hours or days to the pool which are maintained as monetary fund by the payroll. When the employees require additional PTO hours, they can request for more hours from this pool.
- Their claim must be approved by an HR Administrator, who then manually enrolls the employee into the donation pool plan and transfers the approved hours or days into their enrollment.
- If the worker loses eligibility or doesn't consume the donated hours in the period specified by company policy, the HR administrator can manually return the remaining balance from worker's pool plan enrollment back into the donation pool fund. To do so, click **Enrollments and Adjustments > Return Balance to Pool**.

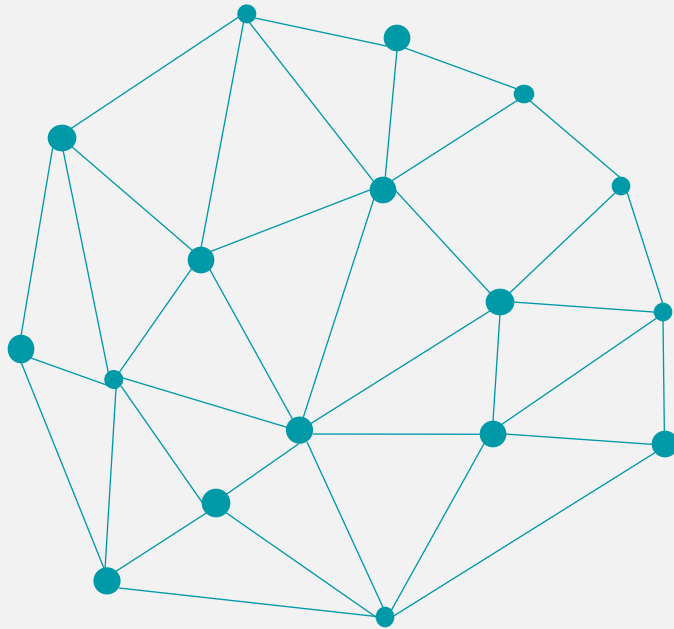
Impact Analysis

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



Business Benefit:

Using this feature workers can now donate balances to a donation pool plan which is managed as a monetary fund by payroll, and request for more hours from the same pool.



NEW FEATURE - TIME AND LABOR

**QUICK WINS - DEFAULT WITH NO
CONFIGURATION**

NEW DATABASE ITEMS FOR THE WORKFORCE SCHEDULING INTEGRATION

Details

- New database items are delivered to get the incentive amounts and overtime allowed attribute values for workforce scheduling shifts in time rules.
- These enhancements let you validate time-card information and calculate time entries using these attributes for workers' workforce scheduling shifts.

KEY RESOURCES

For a complete list of Workforce Management database items, including the new items for Workforce Scheduling integration, see the Workforce Management (WFM) Database Items spreadsheet attachment for [Time and Labor Fast Formula References \(Doc ID 1990057.1\)](#) on My Oracle Support.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature enhances various ways towards validating time-card information with workforce scheduling integration in time and labor module.

TIME CARD ADDITIONAL STATUSES ON THE REDWOOD TEAM TIME CARDS PAGE

Time and Labor

Details

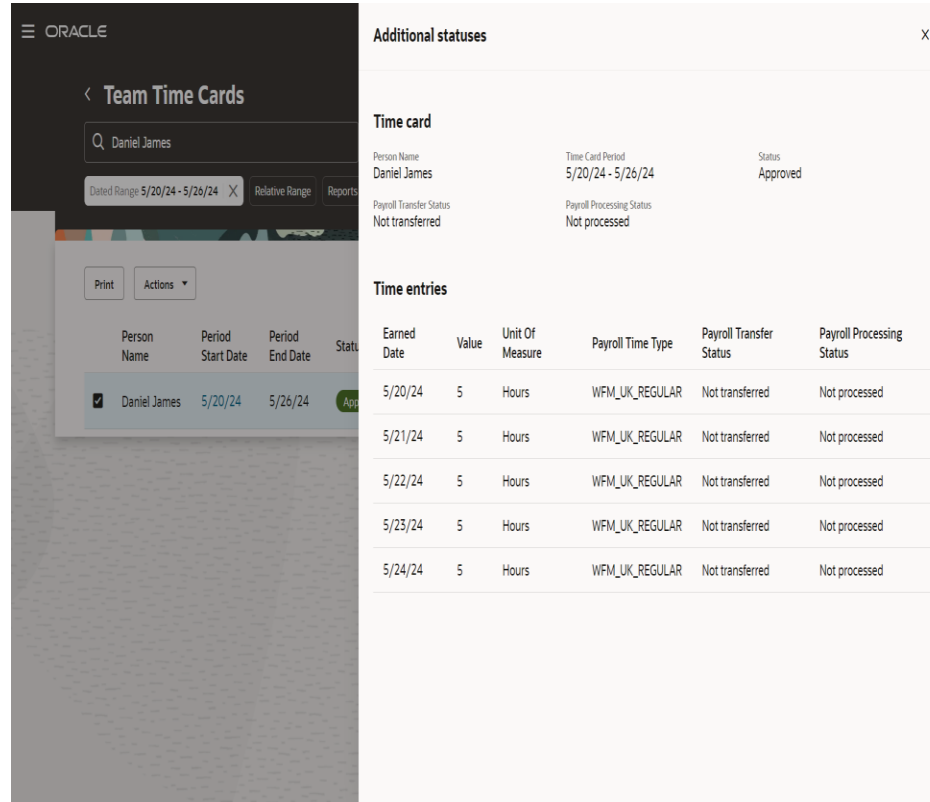
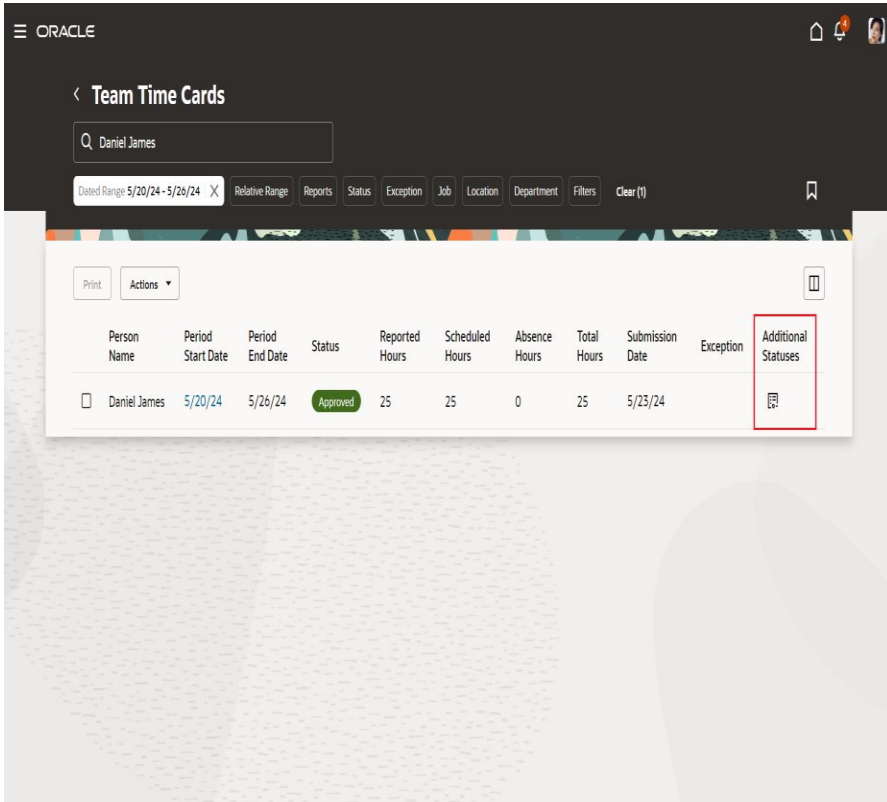
1. You can now review the processing and transfer statuses for a time card and its entries by time consumer, such as payroll and project costing, from the Redwood Team Time Cards page.
2. Additional statuses display in a dedicated drawer opened using the row-level icon in the Additional Statuses column.

Impact Analysis

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

Business Benefit:

This enhancement aligns Redwood team time cards with classic time card functionality.



TIME CARD DELETION FROM THE REDWOOD EXISTING TIME CARDS PAGE

Details

1. If your worker time entry profile allows it, you can now delete unaudited time cards and time cards with no pending change requests. Use the row-level action on your Existing Time Cards page.

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement aligns enhanced time cards with classic and responsive time card functionality.

The screenshot shows the Oracle 'Existing Time Cards' page for Daniel James. It features a search bar, a time period filter for 5/13/24 - 5/19/24, and a table of time cards. The table has columns for Period Start Date, Period End Date, Status, Reported Hours, Scheduled Hours, Absence Hours, Total Hours, Submission Date, Exception, and Actions. A 'Delete' option is highlighted in the Actions column for the first row.

Period Start Date	Period End Date	Status	Reported Hours	Scheduled Hours	Absence Hours	Total Hours	Submission Date	Exception	Actions
5/13/24	5/19/24	Saved	20	25		20			...

DEFAULT ON-CALL ENHANCEMENT

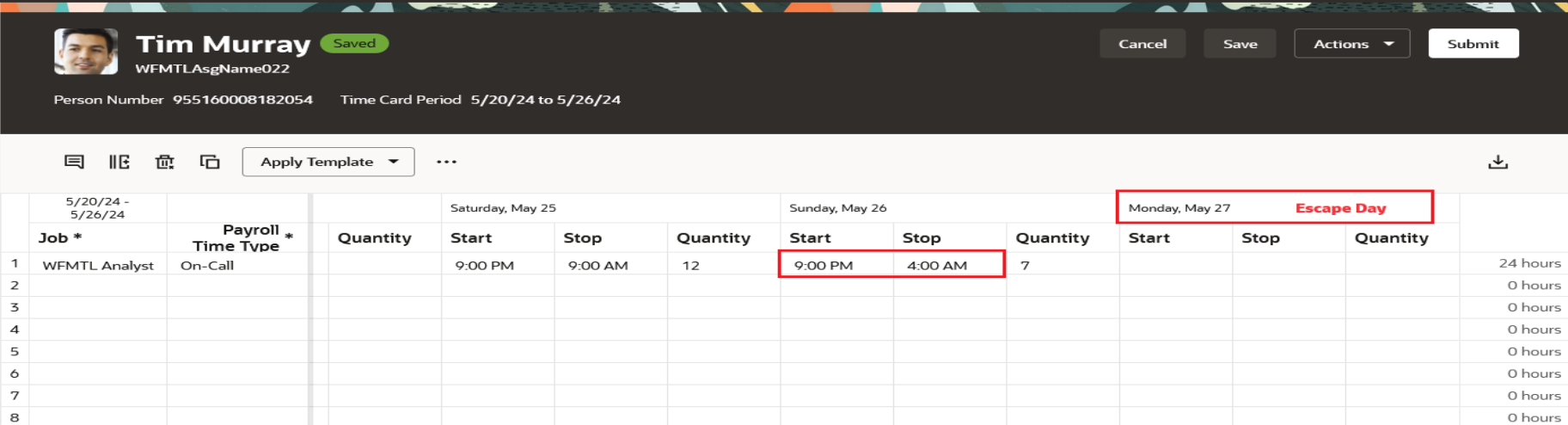
Details

1. You can now apply previously delivered defaulting of Workforce Scheduling on-call shifts with assigned workday definitions. Workday definition rules now apportion the on-call shift to the correct days. The parts of the shifts that aren't in the current time card period are now applied when the next time card period is created.
2. For example, a worker is assigned the 9:00 PM - 9:00 AM on-call shift for Saturday and Sunday. Their work day definition is to split entries at day start time, which is 4:00 AM. The time card will show an escape day at the end of the Monday to Sunday time card period, and split the Sunday entry at 4:00 am. The current time card will have an entry for the 9:00 PM to 4:00 AM portion of the on-call shift. The 4:00 AM to 9:00 AM portion will be on the time card for the next time card period. You don't see in on the escape day because the time card period ends at the day start time, 4:00 AM.

Time and Labor

Impact Analysis

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



5/20/24 - 5/26/24		Saturday, May 25			Sunday, May 26			Monday, May 27 Escape Day			
Job *	Payroll Time Type *	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity
1	WFMTL Analyst		9:00 PM	9:00 AM	12	9:00 PM	4:00 AM	7			
2											24 hours
3											0 hours
4											0 hours
5											0 hours
6											0 hours
7											0 hours
8											0 hours

Business Benefit:

This enhancement aligns time cards and workday definitions to correctly default on-call shifts as time card entries according to your time and labor policies.

TIME CARD ENHANCEMENT

Details

1. You can now save a Redwood time card as a named template. You can apply the template to your Redwood time cards with the same assignment ID and layout set ID as the template.
 2. Currently, you can save up to 6 templates. After that, you get a warning and need to overwrite an existing template or cancel the template.
- As soon as you have at least 1 template, you'll see the Apply Template action above the time card grid. When you apply a template, it's appended to the time card starting at the next blank row. Templates won't overwrite any existing entries on the time card. Because templates are appended, you can apply multiple templates to a single time card.
 - You can always clear any changes to the time card since the most recent save by clicking the Clear Time Card icon.

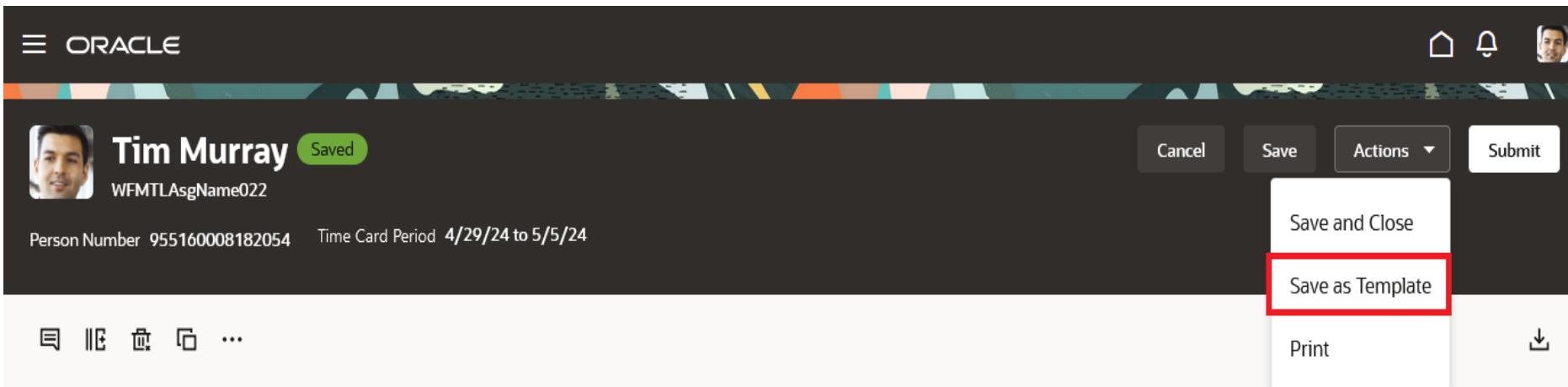
Time and Labor

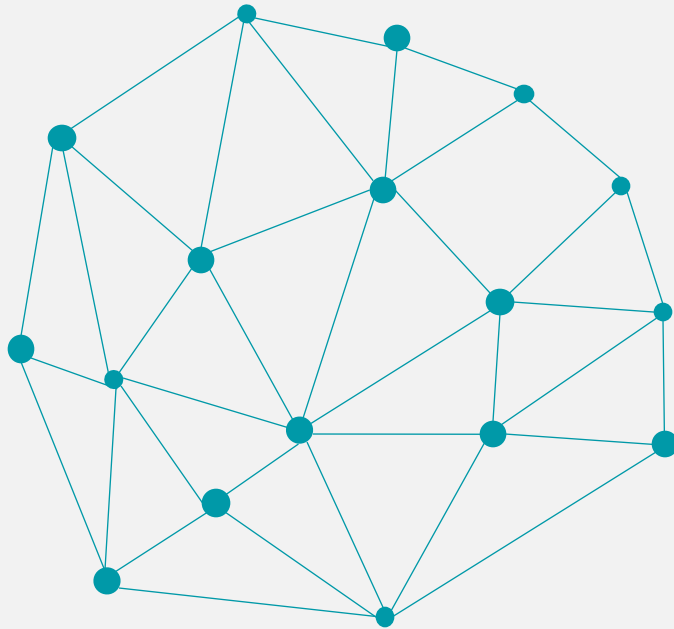
Impact Analysis

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

Business Benefit:

This feature helps workers streamline their time entry process. worker overwrite existing templates so that the application





NEW FEATURE - TIME AND LABOR

QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE

EMPLOYEE CALENDAR INTEGRATION

Time and Labor

Details

- When ICS file inclusion is enabled, workers will get an ICS file with their schedule details whenever a new schedule is published.
- They can import the file into their personal calendars so that all of their schedule information is easily accessible and up to date.
- Workers will also get an updated ICS file whenever their schedules change. Changes include approved shift drops, cover requests, and swaps. They also include newly assigned shifts, unassigned shifts, and updated details for assigned shifts.
- This feature empowers workers to effortlessly sync their work schedules with their preferred calendars , improving convenience and ensuring that all schedule-related information is easily accessible and up to date.
- **STEPS TO ENABLE**
 - In the **Setup and Maintenance** work area, on the Tasks panel tab, click Search.
 - On the search page, search for and select the **Manage Administrator Profile Values** task.
 - On Manage Administrator Profile Values page, search for the **ORA-HTS-INCLUDE-ICS-FILE** profile option code.
 - In the Site level row, select **Yes**.
 - You need to schedule the Process **Workforce Scheduling Alerts process** to run for these alerts to be sent out. Schedule the process using Tools > Scheduled Processes.

Impact Analysis

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

Business Benefit:

This syncing helps reduce miscommunication, enhances productivity, and supports better time management within the organization.

REDWOOD TIME CARD ENHANCEMENTS

Time and Labor

Details

Row level comments

- You can now enter a comment that applies to each entry in a row by right-clicking the row number.
- A comment added at a row level is stored against each entry of the row and identified with a blue triangle icon in the quantity fields. You can review and edit row-level comments on each entry and in the Comments drawer.

Sort the grid time entries

- You can now sort time entries in ascending or descending order using any of the grid columns. An arrow icon appears when you hover over the column header to show you the available sort direction.

Display scheduled hours

- Depending on your shift types and time card setup, you can now see a header row between the period days and attributes that shows your scheduled times and hours, or scheduled hours for each day.

Resize grid columns and rows

- You can now resize grid columns and rows. And this resizing remains if you reopen the time card using the same device.
- These enhancements provide a better experience with enhanced time cards.

Impact Analysis

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

Business Benefit:

These enhancements provide a better experience with enhanced time cards.

ROLLING PERIOD FILTER ON THE REDWOOD TEAM TIME CARDS PAGE

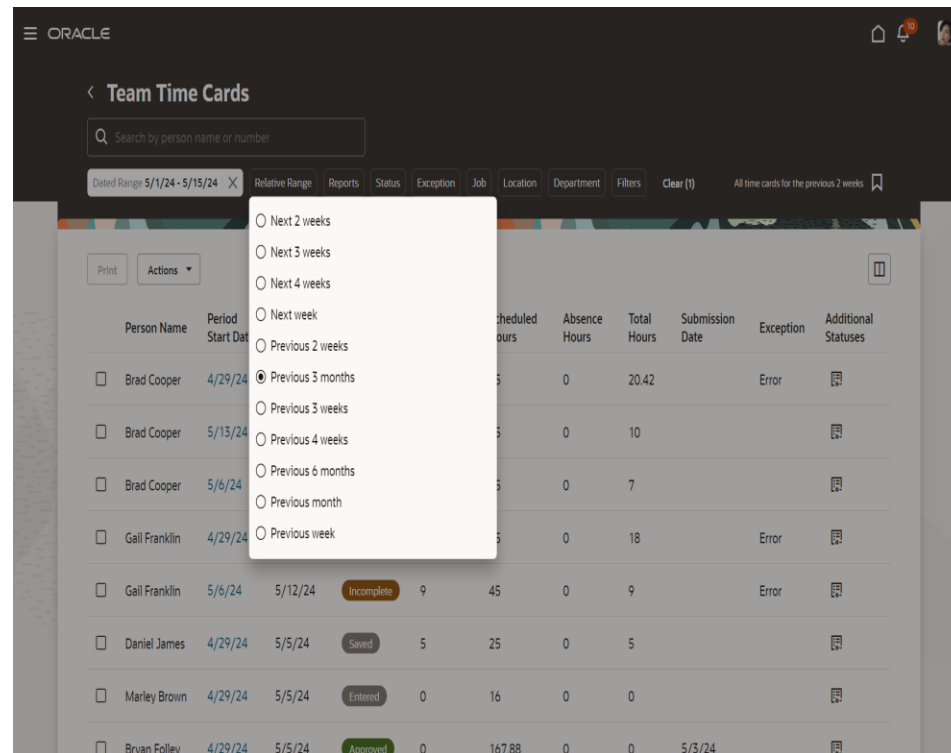
Details

Time and Labor

1. You can now filter time cards based on a relative period. A new Relative Range filter has a list of periods enabled from the setup.
2. The default saved search still shows you all time cards for the previous 2 weeks. The start and end dates of the Dated Range (previously named Time Period) filter chip reflect this relative period.

STEPS TO ENABLE

1. In the Setup and Maintenance work area, on the Tasks panel tab, click **Search**.
2. On the search page, search for and click the **Manage Common Lookups** task.
3. On the Manage Common Lookups pages, search for the **ORA_HXT_RELATIVE_RANGES** lookup.
4. Enable the lookup codes that you want to show for the Relative Ranges filter chip on the Team Time Cards page.



Impact Analysis

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

Business Benefit:

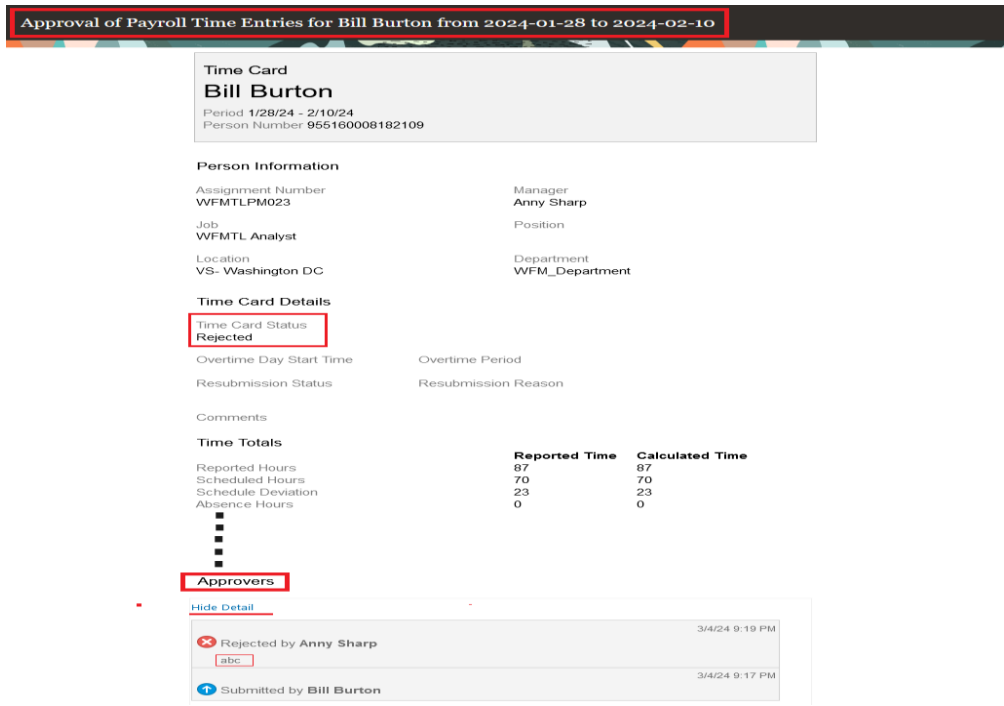
This enhancement gives line managers and time and labor managers another way to quickly filter results to show only the relevant time cards.

TIME CARD APPROVAL ENHANCEMENT

Time and Labor

Details

1. You can view approval comments for each completed Redwood time card approval task only from either the Bell icon in the top-right area of the app or the email notification. Your worklist notification won't include the approval comments.
2. If the submitted time card contains both project costing and payroll data and both approval tasks are configured to complete, you'll need to view the approval comments from both completed tasks.



Impact Analysis

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

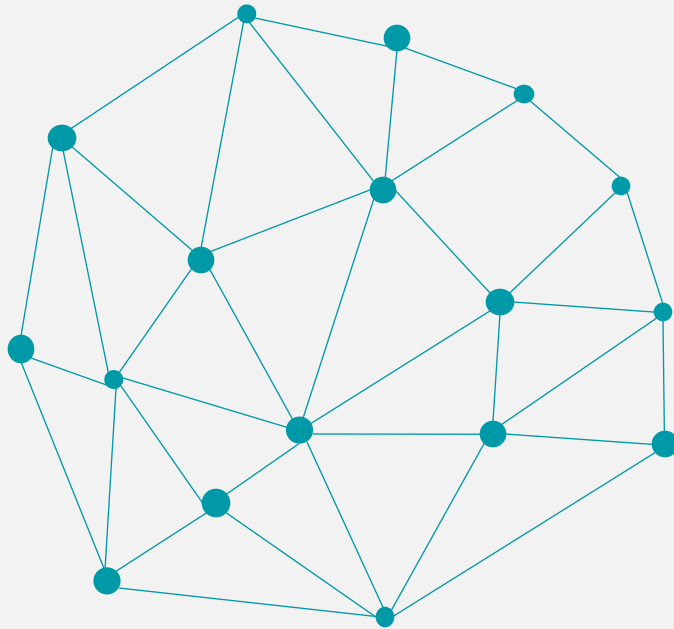
Steps to Enable

- In the Setup and Maintenance work area, on the Tasks panel tab, click Search.
- On the search page, search for and click the Manage Task Configurations for Human Capital Management task.
- On the BPM Worklist page, make sure Task Configuration is selected.
- In the Search field, enter Time

Other BPM related steps are mentioned in Test Script

Business Benefit:

This enhancement aligns enhanced time cards with classic and responsive time card functionality.



NEW FEATURE - WORKFORCE SCHEDULING

**QUICK WINS - DEFAULT WITH
NO CONFIGURATION**

ADDITIONAL SHIFTS ATTRIBUTES

You can now let workers exceed their FTE when they work shifts marked as overtime allowed. There won't be any validation warnings. Also schedule managers can encourage workers to work certain shifts by offering them incentives.

Workforce Scheduling

Add shifts

How Many Shifts to Add: (Enter a number between 1 and 10.)

Shift Type:

Shift: Shift Category:

Work Hours: Work Minutes: Break Duration: (Required)

Start Time: End Time: Total Duration: (Required)

Apply To Date Range: Start Date: End Date:

Premium Shift Code: Incentive Amount:

Allow Overtime: Approval Required to Claim:

Eligibility criteria

Job: (Required)

Qualification Type: Qualification:

Notes

What else do people need to know about this shift?

Shift Category	Shift	Shift Type	Worker	Job
BG	Brennen Garrett		Celia Church	Registered Nurse
BW	Brennen Wilkerson		Productivity Percentage	100
			Shift Duration	11h
			Break in Minutes	60
			Floating Resource	No
			Shift Source	Automatic
			Assignment Source	Automatic
			Shift Type	Regular
			Incentive Amount	100
			Allow overtime	Yes
CC	Celia Church			

Work Schedule
Celia Church

Registered Nurse
5/20/24, 7:00 AM

Details | Breaks | Team

Assigned

Shift Time: 7:00 AM - 7:00 PM

Shift Type: Regular

Total Duration: 12h

Allow Overtime: **Yes**

Incentive Amount: **100**

Business Title: Registered Nurse

Department: Maternity, SD

Location: San Diego

Impact Analysis

Impact Level: **LOW**

Need to Enable: **No**

Configuration: **NO**

Quick Win: **YES**

Business Benefit:

The additional attributes on scheduled shifts help you respond more efficiently to the scheduling gap by authorising overtime and encouraging work on specific critical shifts.

GENERATE AND VALIDATE WORKFORCE SCHEDULE ENHANCEMENT

Details

- When the generate schedule process runs, it matches worker workloads according to their work patterns and weekly FTE hours. It also applies the scheduling rules from the schedule generation profile. So that the process applies these rules correctly, it now also considers the previous and next schedules for the affected workers. For example, while checking that the rest period between work shifts is honored, the process needs to see if the worker was scheduled to work the day before this schedule period starts. The same is applied while validating workforce schedule.
- The same enhancement applies to workforce schedule validation.

Workforce Scheduling

Impact Analysis

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

Business Benefit:

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

SCHEDULE VALIDATION REPORT

You can now validate the schedule for a given department, location and scheduling period directly from the workforce schedule page. On the Job view, select More Actions > Validate Schedule. The schedule validation process checks the schedule against these items:

- Scheduling rules configured on the schedule generation profile
- Workers' work patterns
- Overlapping shifts
- Approved or pending approval absences
- Assignments for the department
- Overstaffing and understaffing coverage variances

Workforce Scheduling

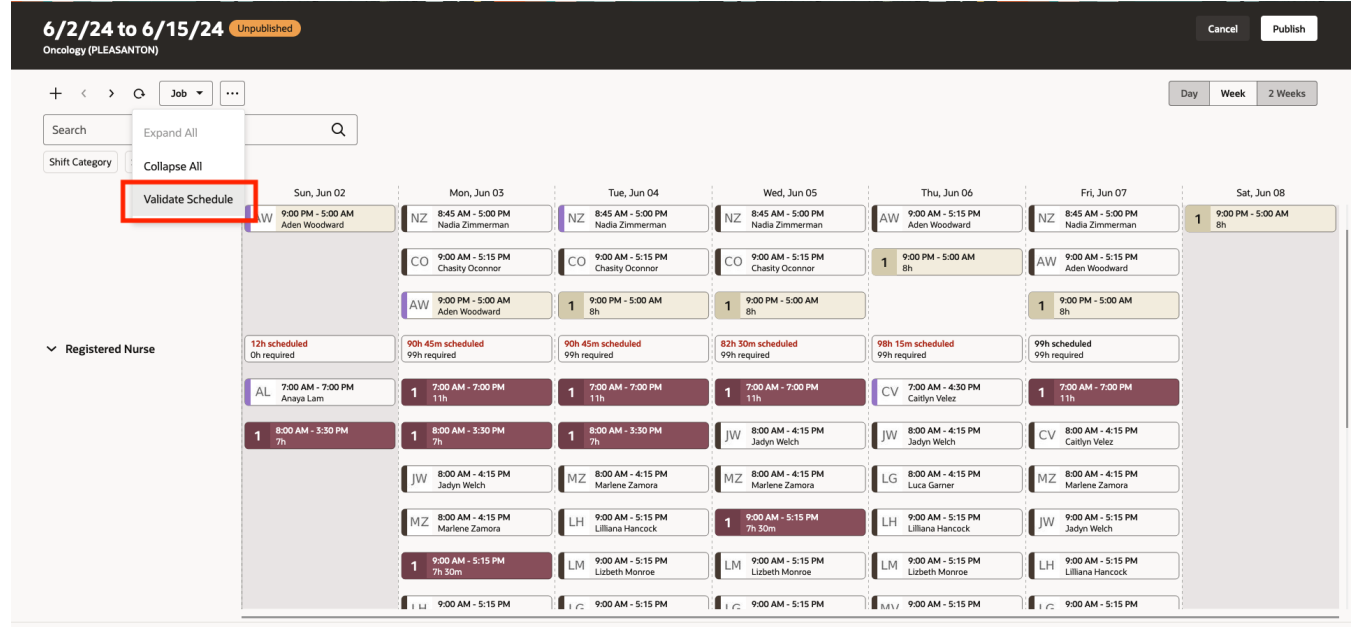
Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**



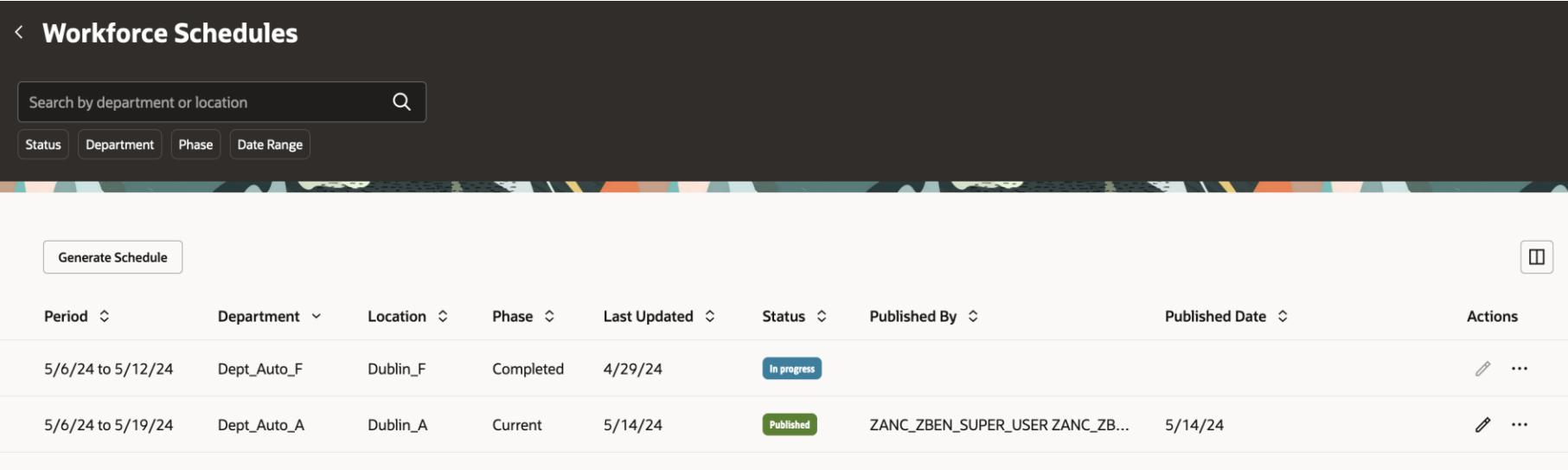
Business Benefit:

This feature helps schedule managers more efficiently publish workforce schedules that comply with organizational policies and regulatory requirements.

WORKFORCE SCHEDULE ENHANCEMENTS

Details

- You can now filter workforce schedules to show only schedules with periods that start and end during the specified date range. You can now see the Published By and Published Date columns and sort the schedules by these values.



Workforce Schedules

Search by department or location

Filters: Status, Department, Phase, Date Range

Generate Schedule

Period	Department	Location	Phase	Last Updated	Status	Published By	Published Date	Actions
5/6/24 to 5/12/24	Dept_Auto_F	Dublin_F	Completed	4/29/24	In progress			✎ ...
5/6/24 to 5/19/24	Dept_Auto_A	Dublin_A	Current	5/14/24	Published	ZANC_ZBEN_SUPER_USER ZANC_ZB...	5/14/24	✎ ...

Workforce Scheduling

Impact Analysis

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

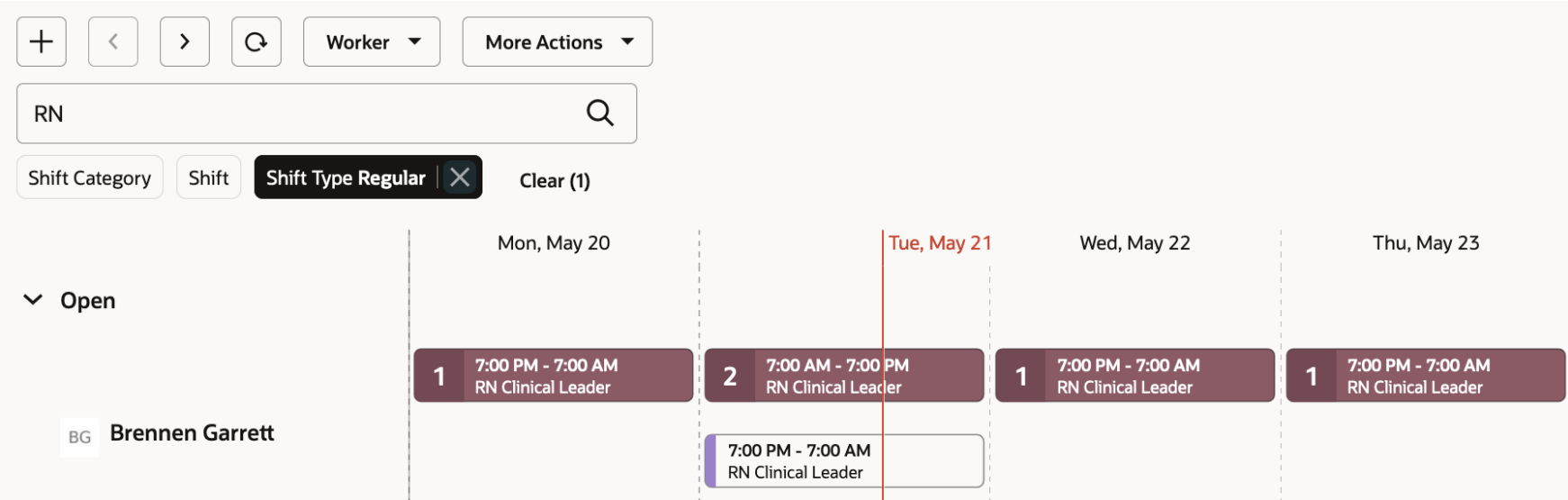
Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS CONT..

Details

On the schedule pages, you can now filter shifts by category, shift, and shift type. You can also search for shifts for specific worker or job name. When you switch between Job and Worker views, the current search criteria are applied. For example, if I search for RN shifts on the Worker view and then switch to the Job view, I see only RN shifts.



The screenshot shows a scheduling interface with the following elements:

- Navigation: +, <, >, Refresh icons, Worker dropdown, More Actions dropdown.
- Search: Search bar containing 'RN'.
- Filters: Shift Category, Shift, Shift Type Regular (with a close icon), Clear (1).
- Calendar: Days Mon, May 20; Tue, May 21; Wed, May 22; Thu, May 23.
- Worker: BG Brennen Garrett.
- Shifts: 1 7:00 PM - 7:00 AM RN Clinical Leader (Mon, Wed, Thu); 2 7:00 AM - 7:00 PM RN Clinical Leader (Tue); 7:00 PM - 7:00 AM RN Clinical Leader (Tue, highlighted).

Workforce Scheduling

Impact Analysis

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

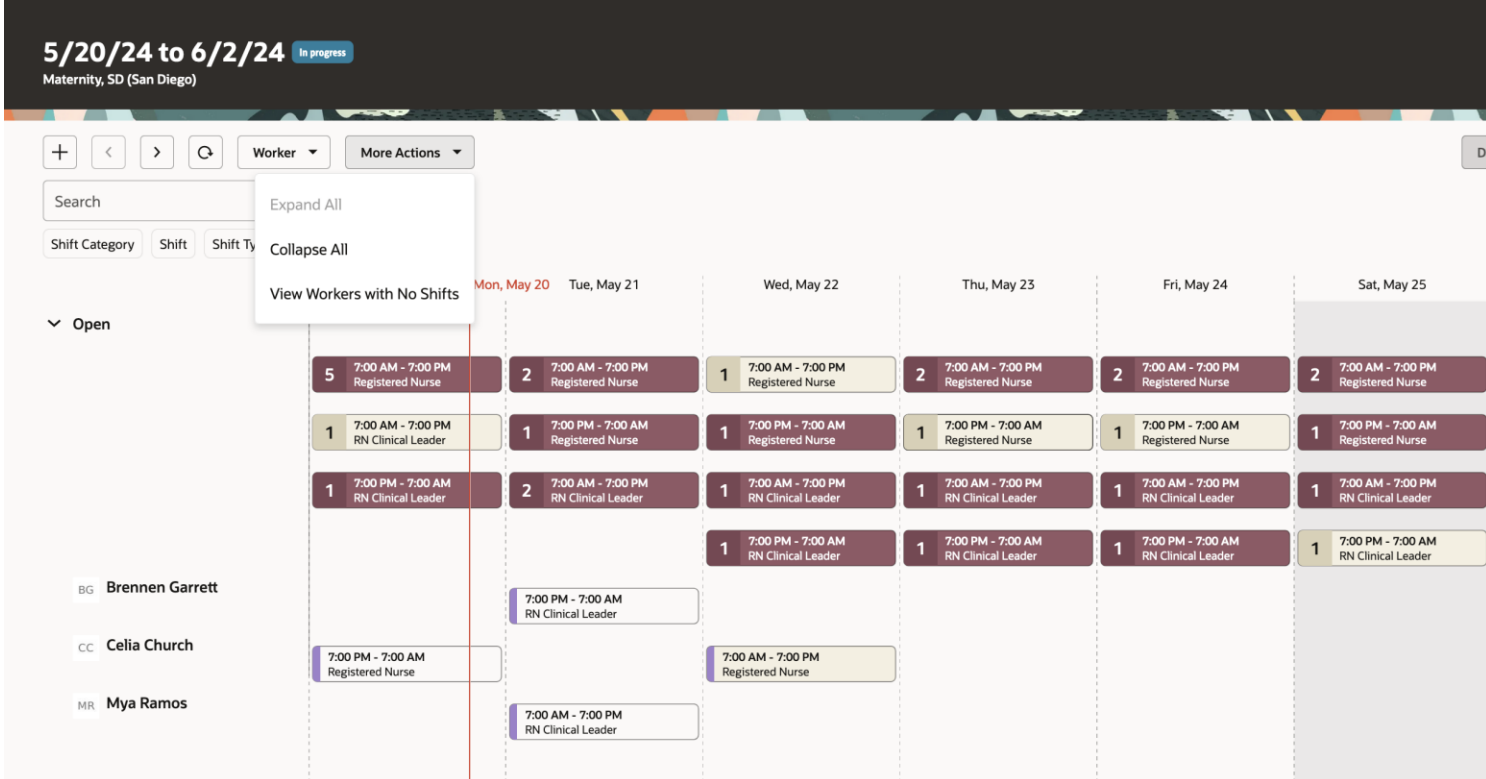
Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS CONT..

Details

When you're in the Worker view, you can also use the More Actions to show or hide workers with no shifts. The workers with no shifts always show after the open and assigned shifts.



5/20/24 to 6/2/24 In progress
Maternity, SD (San Diego)

Worker More Actions

Search

Shift Category Shift Shift Type

Expand All
Collapse All
View Workers with No Shifts

Mon, May 20 Tue, May 21 Wed, May 22 Thu, May 23 Fri, May 24 Sat, May 25

5 7:00 AM - 7:00 PM Registered Nurse
1 7:00 AM - 7:00 PM RN Clinical Leader
1 7:00 PM - 7:00 AM RN Clinical Leader

BG Brennen Garrett
CC Celia Church
MR Mya Ramos

2 7:00 AM - 7:00 PM Registered Nurse
1 7:00 PM - 7:00 AM Registered Nurse
2 7:00 AM - 7:00 PM RN Clinical Leader
7:00 PM - 7:00 AM RN Clinical Leader

1 7:00 AM - 7:00 PM Registered Nurse
1 7:00 PM - 7:00 AM Registered Nurse
1 7:00 AM - 7:00 PM RN Clinical Leader
7:00 AM - 7:00 PM Registered Nurse

2 7:00 AM - 7:00 PM Registered Nurse
1 7:00 PM - 7:00 AM Registered Nurse
1 7:00 AM - 7:00 PM RN Clinical Leader
7:00 PM - 7:00 AM RN Clinical Leader

2 7:00 AM - 7:00 PM Registered Nurse
1 7:00 PM - 7:00 AM Registered Nurse
1 7:00 AM - 7:00 PM RN Clinical Leader
7:00 PM - 7:00 AM RN Clinical Leader

2 7:00 AM - 7:00 PM Registered Nurse
1 7:00 PM - 7:00 AM Registered Nurse
1 7:00 AM - 7:00 PM RN Clinical Leader
7:00 PM - 7:00 AM RN Clinical Leader

Workforce Scheduling

Impact Analysis

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

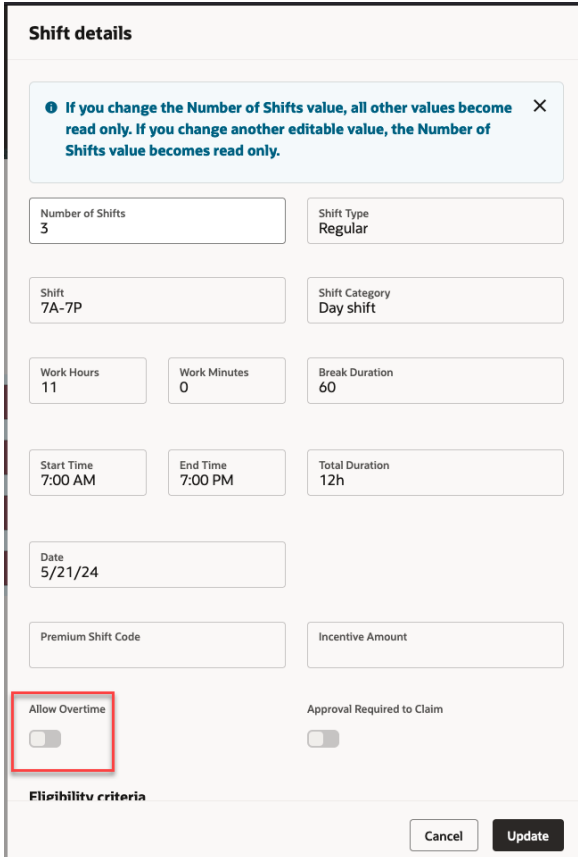
Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS CONT..

Details

You can also now edit open shift groups and either increment or decrement the number of shifts, or change shift properties. And the new Allow Overtime switch lets workers who've reached their FTE be assigned the shift without causing business validation issues.



The screenshot shows a 'Shift details' form with the following fields and values:

- Number of Shifts: 3
- Shift Type: Regular
- Shift: 7A-7P
- Shift Category: Day shift
- Work Hours: 11
- Work Minutes: 0
- Break Duration: 60
- Start Time: 7:00 AM
- End Time: 7:00 PM
- Total Duration: 12h
- Date: 5/21/24
- Premium Shift Code: (empty)
- Incentive Amount: (empty)
- Allow Overtime: (highlighted with a red box)
- Approval Required to Claim:

At the bottom of the form are 'Cancel' and 'Update' buttons.

Workforce Scheduling

Impact Analysis

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

Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS CONT..

Details

Shifts with day start times that fall on the previous or next day are marked on the calendar day with an * (asterisk)..

Sun, May 12	Mon, May 13
1 4:00 AM - 3:00 PM* Angel Investor	1 4:00 AM - 3:00 PM* Angel Investor
1 6:00 AM - 5:00 PM* Registered Nurse	1 6:00 AM - 5:00 PM* Registered Nurse
	7:00 AM - 3:15 PM Registered Nurse
6:30 AM - 3:00 PM* Registered Nurse	6:30 AM - 3:00 PM* Registered Nurse

Workforce Scheduling

Impact Analysis

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

Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS CONT..

Details

Public holidays defined for locations and using geographical trees now appear on workforce schedules, as do pending and approved absences. Shifts with swap, drop, and cover requests also now appear on the schedule. You can access pending approval details from the shift details drawer.

Workforce Scheduling

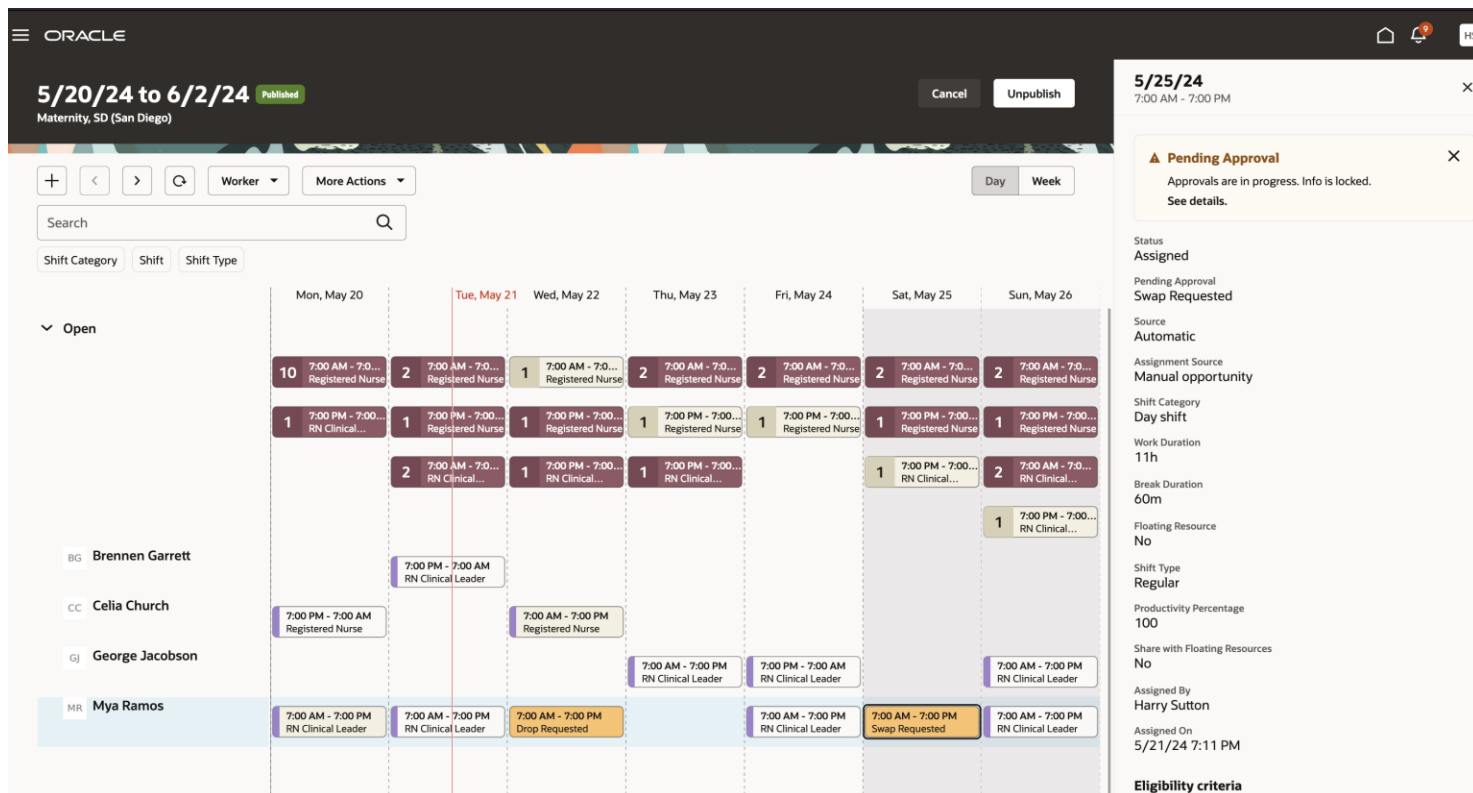
Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**



ORACLE
5/20/24 to 6/2/24 Published
Maternity, SD (San Diego)
Cancel Unpublish

Worker More Actions
Day Week

Search

Shift Category Shift Shift Type

Open

	Mon, May 20	Tue, May 21	Wed, May 22	Thu, May 23	Fri, May 24	Sat, May 25	Sun, May 26
BG Brennen Garrett		7:00 PM - 7:00 AM RN Clinical Leader					
CC Celia Church	7:00 PM - 7:00 AM Registered Nurse		7:00 AM - 7:00 PM Registered Nurse				
GI George Jacobson				7:00 AM - 7:00 PM RN Clinical Leader	7:00 PM - 7:00 AM RN Clinical Leader		7:00 AM - 7:00 PM RN Clinical Leader
MR Mya Ramos	7:00 AM - 7:00 PM RN Clinical Leader	7:00 AM - 7:00 PM RN Clinical Leader	7:00 AM - 7:00 PM Drop Requested		7:00 AM - 7:00 PM RN Clinical Leader	7:00 AM - 7:00 PM Swap Requested	7:00 AM - 7:00 PM RN Clinical Leader

5/25/24
7:00 AM - 7:00 PM

Pending Approval
Approvals are in progress. Info is locked.
See details.

Status
Assigned
Pending Approval
Swap Requested

Source
Automatic

Assignment Source
Manual opportunity

Shift Category
Day shift

Work Duration
11h

Break Duration
60m

Floating Resource
No

Shift Type
Regular

Productivity Percentage
100

Share with Floating Resources
No

Assigned By
Harry Sutton

Assigned On
5/21/24 7:11 PM

Eligibility criteria

Business Benefit:

These enhancements let schedulers more efficiently manage their schedules.

NEW SUBJECT AREA - SCHEDULE GENERATION PROFILE SETUP REAL TIME



Details

- You can now use the subject area Workforce Scheduling - Schedule Generation Profile Setup Real Time to report on various details associated to the schedule generation profiles that are setup. The details include name, code, active start and end dates, description, schedule periods, including weeks in the schedule cycle, the day start time for the staffing departments, and the 2 consecutive days marked as the weekend.
- You can also report on Schedule managers, Staffing departments, the jobs and positions filter, various scheduling rules that are setup, the operating shifts and so on.

Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature lets you Report on various details associated to the schedule generation profiles that are setup.

THE ENHANCEMENTS TO THE TWO SUBJECT AREAS ARE SUMMARIZED AS BELOW.

Details

The enhancements to the two subject areas are summarized as below.

Subject Area	Dimension	Attributes	Changes Done
Workforce Scheduling - Workload Real Time	Workload Detail	Schedule Group Code	New Attributes added
		Schedule Group	
		Job Family Name	
	Other Qualification		New dimension added
	Shift Type		New dimension added
	Job	Job Family Name	Attribute Hidden
Competency		Dimension Hidden	
Workforce Scheduling - Workload Consolidation Real Time	Workload Consolidation	Schedule Group Code	New Attributes added
		Schedule Group	
	Other Qualification		New dimension added
	Shift Type		New dimension added
Competency		Dimension Hidden	

Workforce Scheduling

Impact Analysis

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

Business Benefit:

This feature provides enhancement on mentioned subject area to improve reporting capabilities of the module.

NEW SUBJECT AREA FOR SCHEDULING - SCHEDULE COVERAGE REAL TIME



Details

You can now use the subject area Workforce Scheduling - Schedule Coverage Real Time to view real time information on schedule coverage. This subject area provides information to ensure proper staffing coverage for each shift. Schedule Coverage Variance provides the difference between the Workload requirement and the actual amount scheduled.

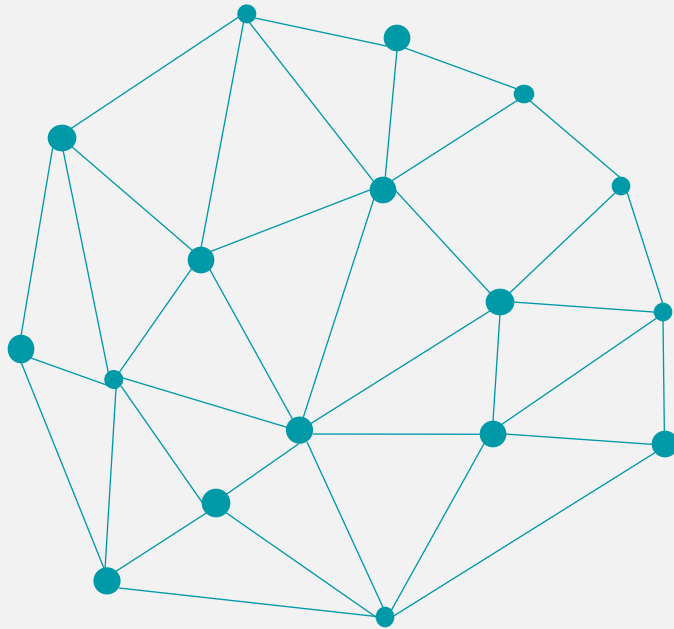
Workforce Scheduling

Impact Analysis

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

Business Benefit:

This subject area is necessary to drive the organization's preparedness for scheduling gaps and surpluses for upcoming schedules.



NEW FEATURE - WORKFORCE SCHEDULING

DEFAULT WITH CONFIGURATION
CHANGE

WORKER SELF-SCHEDULING: SWAP SHIFT

Workforce Scheduling

Impact Analysis

Impact Level **MEDIUM**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

Business Benefit:

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

Details

- You can swap your assigned shift with up to three other shifts, as needed. If your request gets declined and there's still time, you can try again with different shifts. Otherwise, you need to work your original shift. You can also withdraw each swap shift request separately.
- This feature boosts workforce satisfaction and efficiency by enhancing scheduling flexibility and accommodating changing availability. The result is a more agile and contented workforce, positively impacting overall operational performance.

TIPS AND CONSIDERATIONS

- Workers can request shift swaps only if the shift start time is at least 72 hours away. Also, they see only shift options scheduled during the work week of the original shift. Both of these constraints will be configurable in a future release.
- Managers with area of responsibility for the department associated with the requested shift swap get the approval notifications.

SELF-SCHEDULING: APPROVAL CONFIGURATION

Details

- You can now configure the approval workflow for drop shift requests, cover requests, and swap requests so they align with your organization's policies.
- Here's what workforce schedule administrators authorized to manage drop, cover, and swap shift requests can do:
 - Use BPM Workflow rules and payload data to manage the approval process.
 - Customize the default workflow using these available payload attributes.
 - Test the workflow using the simulation feature.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **YES**

Quick Win **NO**

Business Benefit:

This feature lets workforce schedule administrators create tailored approval workflows that align with organizational policies.

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 24C	3-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
HR Helpdesk & ORC Oracle Quarterly Updates 24C	9-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Talent & OLC Oracle Quarterly Updates 24C	10-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
SCM (Inventory & Order Management) Oracle Quarterly Updates 24C	10-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Benefits & Compensation Oracle Quarterly Updates 24C	11-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST

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THANK YOU

