



Cloud Enhancement &
Managed Services

Live Webinar

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24D 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

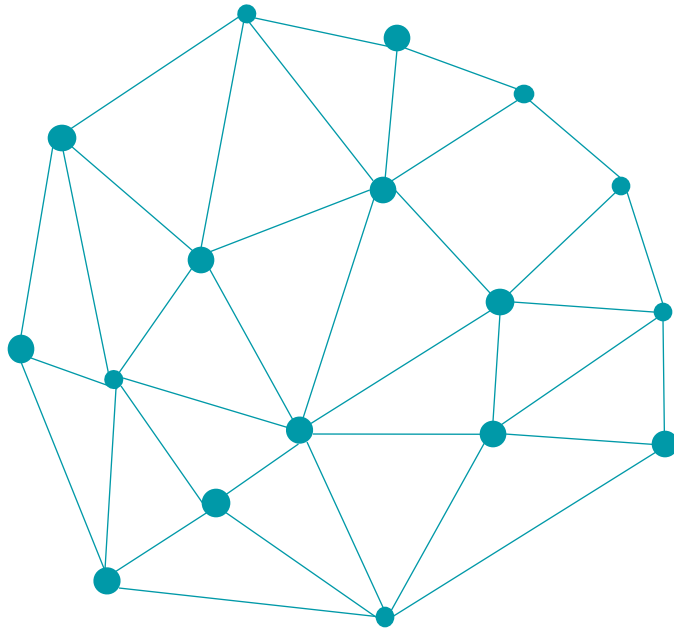
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

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.

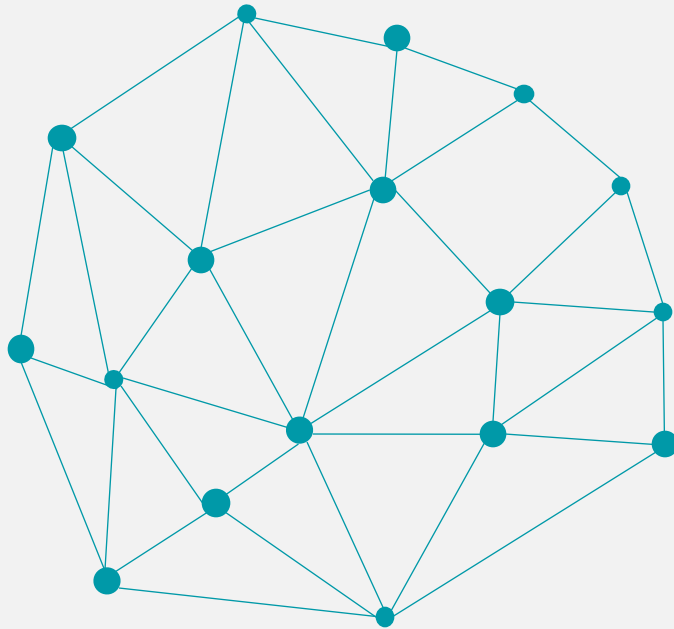
YES: Need minimal time of both parties to make use of the feature.
NO : Need significant amount of time and effort to make use of the feature.

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

CHANGE HIRE DATE: PAYROLL CALCULATION ENTRIES

Global Payroll

Details:

You can now change the hire date when the employee has a calculation entry such as an absence entry or time card entry.

- When the hire date is moved to a later date, any calculation entries that are dated prior to the new hire date will be deleted from the payroll application.
- When the hire date is moved to an earlier date there is no impact on the calculation entries held in payroll.

For example : an employee is hired on 22, January 2024 and has an absence that has a start date of 22, January 2024 and an end date of 28, January 2024. When the hire date is changed to 29, January 2024, the time entries prior to 29, January 2024 is deleted from the payroll application.

When a hire date changes to a later date, calculation entries is deleted only from the payroll product. This information isn't deleted from the source application. For example, time entries aren't deleted from Oracle Time and Labor application, similarly absence entries aren't deleted from the Oracle Absence application.

Change the new hire date of an employee irrespective of the component definition start date.

You don't need to do anything to enable this feature.

Impact Analysis

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

Business Benefit:

This new feature will allow payroll managers to Change the new hire date of an employee irrespective of the component definition start date

OVERRIDE ACCOUNTING DATE USING TRANSFER TO SUBLEDGER ACCOUNTING PROCESS

Details

You can now control the date that's used by the **Transfer to Subledger Accounting** process to transfer payroll costs to the general ledger. Use the new **Accounting Date Override** parameter to enter the date that's to be used for the payroll costs included in the transfer to subledger process. This date also overrides the accounting date entered as a parameter for the following processes: Transfer to General Ledger, Reversal and Balance Adjustment.

For example, you want your salary arrears of July 2024 to be paid on August 31, 2024, and the costs for the salary arrears to be posted in the August accounting period. To meet this requirement, you can enter 31-AUG-2024 as the Accounting Date Override to ensure the July salary arrears are properly posted in the August accounting period.

You don't need to do anything to enable this feature.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature allows you to transfer previous period costing results to an accounting period of your choice.

REDWOOD EXPERIENCE FOR VIEW FLOWS

Global Payroll

Details

The View Flows page has been moved to the Redwood toolkit, giving the page the look of Redwood. With this new page you can now view high level information of submitted and scheduled flows.

- Use the standalone View Flows task from Quick Actions or from My Client Group > Payroll to access this page.
- Use the Filters option to view flows as per your choice and for a wide range of filter choices such as Legislative Data Group, payroll, process date, flow pattern name, individual flow status, and so on.
- Use the My Submissions filter to view flows submitted by the signed-in user.

Steps to Enable

The View Flows page is enabled by default (the Redwood Payroll Activity Enabled profile option is set to Yes).

In case this page isn't enabled, use these steps to enable it:

Navigate to the Setup and Maintenance area and search for the Manage Administrator Profile Values task.

On the Manage Administrator Profile Values page, search for and select the Redwood Payroll Activity Enabled profile option. The code for this profile option is **ORA_PAY_PAYROLL_ACTIVITY_REDWOOD_ENABLED**. In the Profile Values section, click Add.

Specify the level at which the profile value is to be set, select Site. Click Save and Close.

Similarly, enable the **ORA_PAY_DE_FLOWS_REDWOOD_ENABLED** profile option to view flows from the Data Exchange work area.

NOTE: The **ORA_HCM_VBCS_PWA_ENABLED** central profile option must also be enabled.

Impact Analysis

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

Business Benefit:

Payroll managers can view the payroll flow in the new redwood view flow page.

REDWOOD EXPERIENCE FOR VIEW FLOWS CONT...

Global Payroll

Details

The screenshot shows the 'View Flows' interface with a search bar and filter tabs. Below is a table of flow details:

Flow Name	Status Group	Status	Flow Pattern	Actions
QuickPay_FRPaySlpSPX1, ApprenticeP45Monthly_2024-08-22	Completed with Alerts	0 of 2 completed	QuickPay Simplified	...
Daemon_2	Completed	2 of 2 completed	Run Feature Upgrade	...
Daemon_1	Completed	2 of 2 completed	Run Feature Upgrade	...
QuickPay_SIT_MS_RSCA_DPTE_JULY08EMP76, 28050_SIT_MS_RSCA_251076_5_LiveMSWorkRImpEam_2024-08-22	Corrected processes	0 of 2 completed	QuickPay Simplified	...
QuickPay_SIT_MT_SPA_DPTE_D4MAYEMP_73, 31772_LiveMT_WorkND_SortMsep_CreditResbyWork_AlwaysAccWage_NonResY_2024-08-22_2	Completed	2 of 2 completed	QuickPay Simplified	...
QuickPay_Walter, Duell_2024-08-22	Completed	2 of 2 completed	QuickPay Simplified	...

Impact Analysis

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

Business Benefit:

Payroll managers can view the payroll flow in the new redwood view flow page.

REDWOOD EXPERIENCE FOR COSTING RESULTS AND ADJUST COST FOR A PERSON

Details

The Costing Results page has been moved to the Redwood toolkit, giving the page the look of Redwood with the new back end functionality. With this new page, you can quickly view and manage calculated cost results from Payroll, QuickPay, Retroactive Costing, Partial Period Accruals and Costing of Balance Adjustment processes, to include adjusting one or more employee's cost results.

The redesigned Costing Results page offers you the following:

- View all the payroll cost results generated for an employee.
- View the cost results grouped together now to show debit and credit together for a specific cost result.
- Use the Account Type field to view Suspense Account, Default Account or Regular Account.
- Use the Entry Type field to view Cost Account or Offset Account.
- Use the Status field to view costing results by these statuses:
- Use the Export option to export the calculated cost results details into an MS Excel worksheet,
- View the debit and credit totals.
- Search for a specific cost result using terms. such as 'tax', or an amount, such as '2,000.00'.
- You can add additional columns from available columns list to view additional cost result information.
- Use the Process field to view the calculated cost results of the employee for a previous payroll period.
- Use the Process Details tab to view details of the process.

Global Payroll

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Take advantage of all the features that come with the new Redwood Cost Results page for a more modern feel.

REDWOOD EXPERIENCE FOR COSTING RESULTS AND ADJUST COST FOR A PERSON CONT...

Details

Global Payroll

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

- Person Results task>Search for an employee>Costing Results page of the employee.
- Process Results Summary task>Search for and select the flow you've submitted>View individual records processed by the flow>Actions menu on an individual record>Open Costing Results page of the employee.

You can access the [Adjust Cost for a Person](#) from the [Costing Results](#) page. Click on the check box to select the individual cost results that you need to adjust and click on [Adjust Cost for a Person](#). You can select multiple rows to adjust multiple cost results at the same time.

Steps to Enable

Use these steps to enable the redesigned Redwood VBS Run Results page:

- Navigate to the Setup and Maintenance area
- Search for the Manage Administrator Profile Values task.
- On the Manage Administrator Profile Values page, search for and select the [ORA_PAY_PROCESS_RESULT_PAGES_FOR_PERSON_REDWOOD_ENABLED](#) profile option.
- In the Profile Values section, click Add.
- Select Site to specify that the level the profile value set at Site level.
- Click Save and Close.
- In order to enable any of the Redwood pages, the central profile option [ORA_HCM_VBCS_PWA_ENABLED](#) (Enable VBCS Progressive Web Application User Interfaces across HCM application) needs to be set to Y.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Take advantage of all the features that come with the new Redwood Cost Results page for a more modern feel.

REDWOOD EXPERIENCE FOR PAYROLL FLOWS CHECKLIST

Global Payroll

Details

The Checklist page has been moved to the Redwood toolkit, giving the page the look of Redwood. With this new page you can monitor the status of a submitted flow and take corrective action to resolve issues.

Given below are the additional capabilities the redesigned Checklist page offers.

Flow Analytics

View the flow statistics displayed at the top of the page. It displays the number of overall activities included in the flow.

Review the flow analytics to check the number of Connected Flows, Linked Flows, and Related Flows. Click on any of them to further drill down and view the details.

Submit a Report

Use the Submit a Report action to submit a report that's not included in your flow. This feature enables you to perform ad-hoc reporting for the processes in your flow directly from the Checklist page.

Roll Back and Payroll Relationship Groups

When you use the Roll Back Errors option to roll back records that have errors, the application includes the rolled back records in a payroll relationship group. With this update, the application gives you the option to select either an existing payroll relationship group or create a new payroll relationship group.

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

Business Benefit:

This feature will allow payroll managers to take advantage of the Redwood Checklist page for a more modern feel and experience.

REDWOOD EXPERIENCE FOR PAYROLL FLOWS CHECKLIST

CONT...

Global Payroll

Details

The Checklist page is enabled by default and is controlled by the Redwood Payroll Activity Enabled profile option. The profile option is set to **Yes** by default.

In case this page isn't enabled, use these steps to enable it:

Navigate to the Setup and Maintenance area and search for the Manage Administrator Profile Values task.

On the Manage Administrator Profile Values page, search for and select the Redwood Payroll Activity Enabled profile option. The code for this profile option is **ORA_PAY_PAYROLL_ACTIVITY_REDWOOD_ENABLED**.

In the Profile Values section, click Add.

Specify the level at which the profile value is to be set. Select Site.

Click Save and Close.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature will allow payroll managers to take advantage of the Redwood Checklist page for a more modern feel and experience.

Details

Global Payroll

The Payroll Activity Center user experience provides an action-focused payroll hub that's tailored to your individual roles and responsibilities. It lets you quickly identify and resolve payroll errors to help ensure your employees are paid accurately and on time. With this single view of payroll across global operations, proactive alerts, and the ability to take quick corrective action, you can optimize payroll processing, reduce errors, and deliver on your employee expectations for prompt and accurate payment. It displays information for the latest 12 months' period.

Steps to Enable:

- Navigate to the **Submit a Flow** task from My Client Groups > Payroll.
- On the Flow Submission page, search for and click **Run Feature Upgrade**.
- On the Submit a Payroll Flow page:
 - In the **Payroll Flow** field, enter a name for the payroll flow
 - From the **Feature** drop-down list, select **Payroll Activity Center Upgrade Payroll Results**.
 - Click **Submit**.

Impact Analysis

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

Business Benefit:

This streamlined user experience lets you save time and resources, and manage critical tasks for a payroll period.

GUIDED JOURNEYS ON PAYROLL PAGES

Global Payroll

Details

Guided journeys are now available on all Redwood payroll pages. This enhancement helps administrators to configure helpful information such embed tutorials, company policies, and best practices at the page or section level.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Enhanced efficiency in payroll redwood pages.

Details

You can now use the new standalone **Download Payslips** flow to view and download payslips of one or more employees. This flow enables you to download previously generated payslip PDFs that are held in the Document of Records. This is a standalone flow task and you can't use it in a custom flow.

After you run the flow, the payslips are available as a zip file for downloading. You can run this flow with the following parameters.

- A start date and an end date to specify a period for the payslips.
- For all employees on a payroll.
- For employees included in a Payroll Relationship Group, Payroll Statutory Unit (PSU), or Tax Reporting Unit (TRU).

Steps to Enable

You don't need to do anything to enable this feature.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Use the new standalone Download Payslips flow to view and download payslips of one or more employees.

QUICKPAY PERFORMANCE ENHANCEMENTS

Details

The payroll background process runs continuously to handle periodic requests for processing. To enable the payroll background process for QuickPay, edit the **Pay Daemon Group** action parameter group and set the 'Enable QuickPay Daemon' to Y.

To facilitate process diagnostics of the QuickPay process, submit the QuickPay with the **Upload logs for Payroll Background Process to the UCM server** action parameter set to Y.

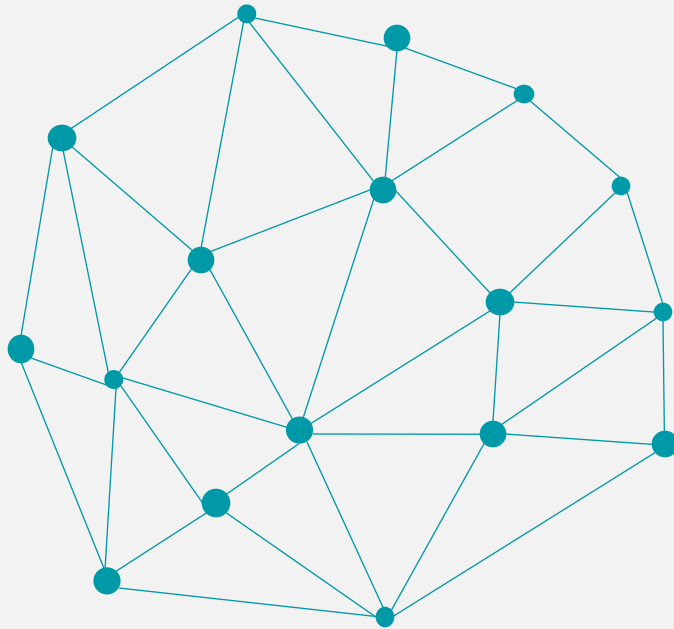
Global Payroll

Impact Analysis

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

Business Benefit:

Enable the payroll background process for QuickPay to enhance the performance of the QuickPay process.



NEW FEATURE - GLOBAL PAYROLL

WITH CONFIGURATION CHANGE

ADD NEW INPUT VALUES TO EXISTING ELEMENTS

Details

You can now add new input values to an element using the HCM Data Loader (HDL), when the element has entry values created or processed in the payroll run. The new input value must meet the following criteria:

- Input value is non-mandatory
- Default at run time is not enabled
- Default value is not provided
- Default formula is not attached
- Input value with the same name does not exist already for the same element

The new input value for an element using the **PayrollElementDefinition** HDL object

A new flow '**Perform Post Processing of Element**' with task '**Create Element Entry Values**' will automatically assign this value to all element entries.

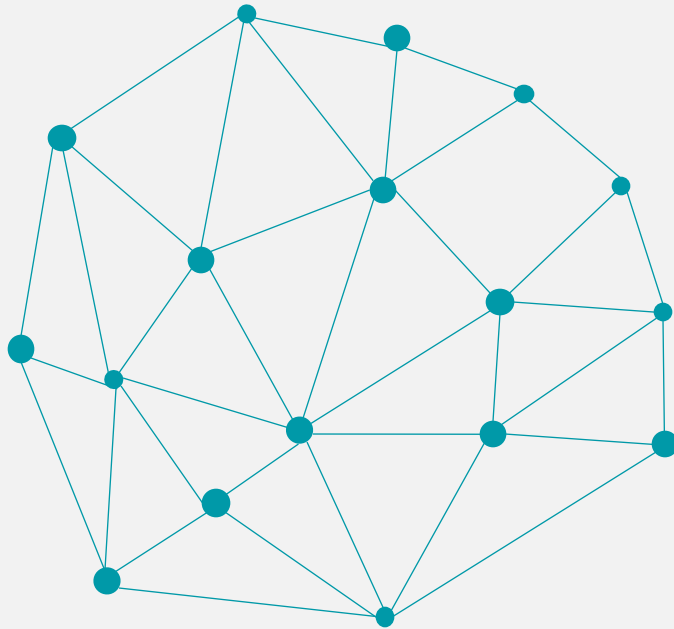
Global Payroll

Impact Analysis

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

Business Benefit:

This feature will help adding input values after element entries are assigned and processed.



NEW FEATURE - ABSENCE

QUICK WINS - DEFAULT WITH NO CONFIGURATION

NEW SUBJECT AREA TO REPORT ON RECIPIENTS OF THE LEAVE DONATIONS - OTBI



Details

- The new subject area Workforce Management - Leave Donation Recipients Real Time can be used to report on the details of the recipients of the donation plans.
- The recipients of these leave donations will be enrolled into the specific absence plans whose type is donation. Within this, the donations can come from an individual or many such individuals can donate to a donation plan pool and the recipients can receive through the pool.
- The common dimension is based on the assignment information of the recipient. This subject area is secured by the duty role - **Leave Donation Transaction Analysis Duty**.

Absence

Impact Analysis

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

Business Benefit:

You can report on the donation details like plan, type, date on which the donation was received, donation balance received by the recipient and so on.

REPORTING ON HALF DAY ABSENCES - OTBI

Details

The subject area Workforce Management - Absence Real Time has been enhanced to include the following new attributes.

Folder	New Attribute(s)	Details
Assignment Absence Details	Absence Start Date Duration Type	Includes values as Half Day or Full Day
	Absence Start Date Duration Option	Includes values as First Half or Second Half
	Absence End Date Duration Type	Includes values as Half Day or Full Day
	Absence End Date Duration Option	Includes values as First Half or Second Half

Absence

Impact Analysis

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

Business Benefit:

You can report if the worker was away for half day or full day. If half day then you can also report if it is first half or second half of the day.

PLANS IN SEQUENCE CONSUME ALL POSITIVE BALANCES BEFORE NEGATIVE BALANCE

Details

Absence

- The enhanced absence processing ensures that the application consumes all the positive balance from the absence plans in the sequence of the absence type for that worker before deducting negative balance.
- For example, let's assume a worker has three absence plans A, B, and C in that order of priority in an absence type. Plan A is configured to allow negative balance, and Plan C is a qualification plan. When the worker submits an absence, the application will first consume all the positive balance from Plan A. After that, even though Plan A allows negative balance, the application will use the positive balance from Plan B. Once the positive balance from plan B is exhausted, the balance is consumed from the defined bands entitled in the qualification plan. Once all the positive balance is consumed, the application will deduct negative balance from Plan A.

- **Steps to Enable**

This feature is disabled by default. You need to enable the **ORA_ANC_ABS_CASCADE_PLANS_ENABLED** profile option to enable it.

Impact Analysis

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

Business Benefit:

Enhanced absence processing now first consumes all the positive balance from the plans in the sequence in the absence type before using the negative balance from the absence plans configured for it.

DOWNLOAD QUALIFICATION ENTITLEMENTS AND THEIR DETAILS TO EXCEL

Absence

Details

- An HR administrator can now export qualification plan entitlements as well as details of an entitlement for particular employees to excel from the Manage Absences and Entitlements page.
- Here's how you can export these details:
 - Click [My Client groups > Absences > Absence records](#).
 - Search and select an employee.
 - In the Existing Absence section of the Manage Absences and Entitlements page, select an absence associated with qualification plan.
 - Click the [Plan Use](#) tab on the Absence Administration page.
 - Click the Export to Excel icon to download the entitlements data.
 - Select an entitlement and then entitlement details appear under Details section. Click the Export to Excel icon to download entitlement details data.

Impact Analysis

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

Business Benefit:

You now have the ability to download worker's entitlements & corresponding details from Absence Administration to excel.

APPROVAL NOTIFICATIONS IN REDWOOD

Details

- The application displays all the absence approval notifications in the new Redwood template. These new Redwood notifications give you a more modern and streamlined experience.
- The older absence approval notifications are now displayed using the new redwood template.

Absence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Redwood UI is displaying every detail of approval workflow.

FUTURE DATED ABSENCE ON SCHEDULED NON-WORKING DAY EVALUATED

Absence

Details

- The absence processing has been enhanced to accommodate the processing of future dated absences of a worker, whose last day falls on a non-working day when their schedule changes. Previously, the application would display an error in such an instance.
- Now, the future absence gets reevaluated. The absence on the non-working day doesn't consume any balance, and the duration is calculated correctly.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

The enhanced absence processing now allows you to change work schedule of a worker who has a future scheduled absence without any issues.

DISPLAY DEFAULT FILTER DATE ON THE REDWOOD EXISTING ABSENCES PAGE

Absence

Details

When an employee opens the Existing Absences Redwood page, the page automatically displays all their absences of the last six months. With this enhancement, the date filter is defaulted automatically to the last six months, thus, making it clear to the user that only six months of data is displayed by default.

The Existing Absences Redwood page now displays the absences of the last six months by default using the date filter, alongside the date range from the date six months earlier to the current date.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

REDWOOD UI enhancements

TRANSFER DONATIONS FROM A DONATION POOL USING HDL

Absence

Details

- Administrators now have the ability to load data related to transferring donations to eligible recipient workers from a donation pool using HDL.
- Use HDL to load data related to transfer of donations to eligible recipient workers from a donation pool.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Added feature enhancement

REDWOOD ABSENCE ENTRY PAGE IMPROVED PERFORMANCE

Details

- The Redwood absence entry page now loads faster than before, and workers can submit absence requests quicker. The page has improved cache control and avoids unnecessary REST API calls on page load.
- The performance of the absence entry Redwood page has been improved for faster absence submission.

Absence

Impact Analysis

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

Business Benefit:

Improved Performance in Redwood absence entry page.

ABSENCE EVALUATION PERFORMANCE IMPROVEMENTS FOR ACCRUAL PLANS

Absence

Details

The absence valuation performance has been enhanced to allow workers to submit absences faster than before. Previously, when submitting an absence that's scheduled for a date that's far in the future, the application would take time to process the absence request and won't display a confirmation message.

This used to be due to the high number of accruals that had to be run for the numerous repeating periods. This process has been enhanced to be allow for faster absence submission.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

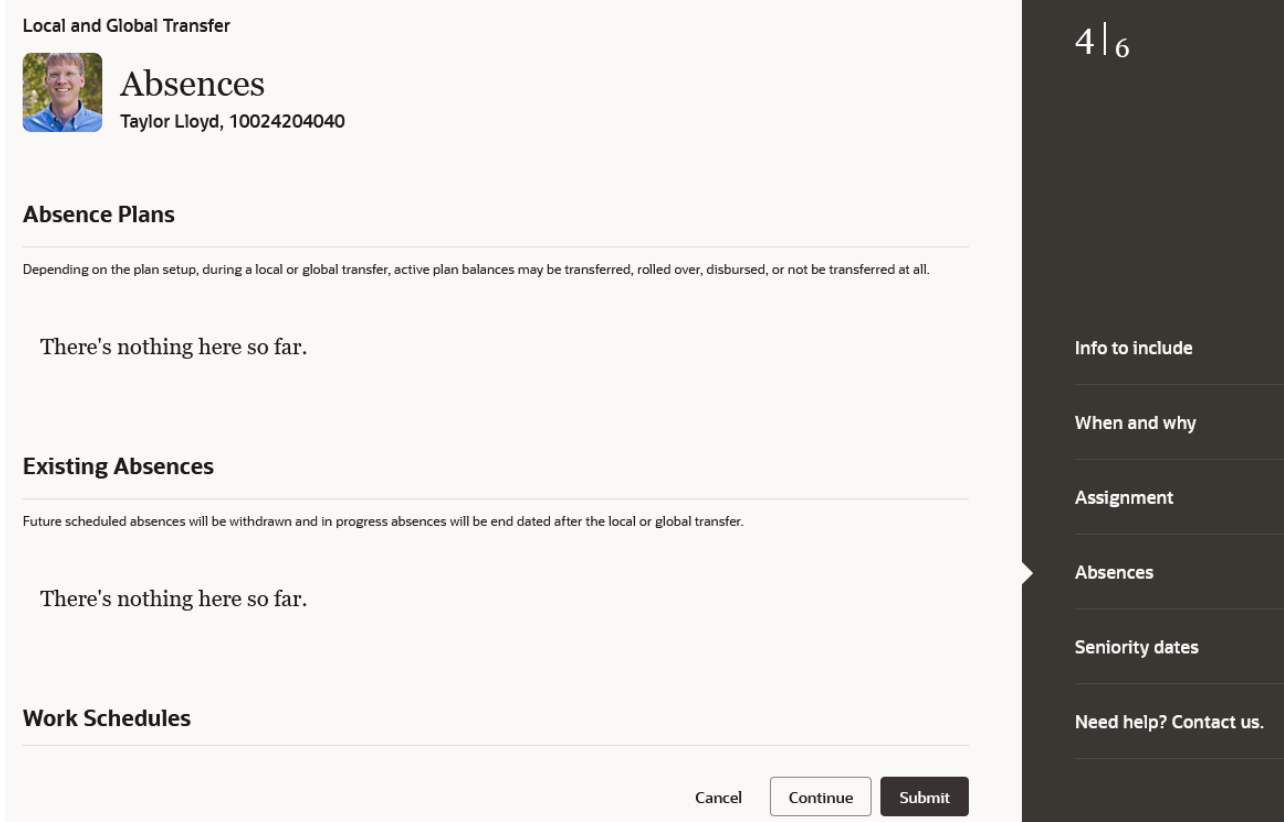
Business Benefit:

Absence submission is faster because of enhanced absence processing

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.



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 you experience Redwood's high-fidelity interactions.

REDWOOD EXPERIENCE FOR ABSENCES REGION IN GLOBAL TRANSFER CONT...

Details

- Here's how you reach this page:
- Click My Client groups > **Local and Global Transfer**.
- Select an employee for global transfer
- Select **Absences** card and click **Continue**.
- In the When and Why section, select a different legal employer and click **Continue**.
- Click **Continue** after filling in the Assignment section to reach the Absences section.

Steps to Enable

This page is turned off by default. If you want to enable this page, you will need to do so in the Profile Options. Here are the steps for changing the delivered Profile Options:

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

Absence

Impact Analysis

Impact Level Medium

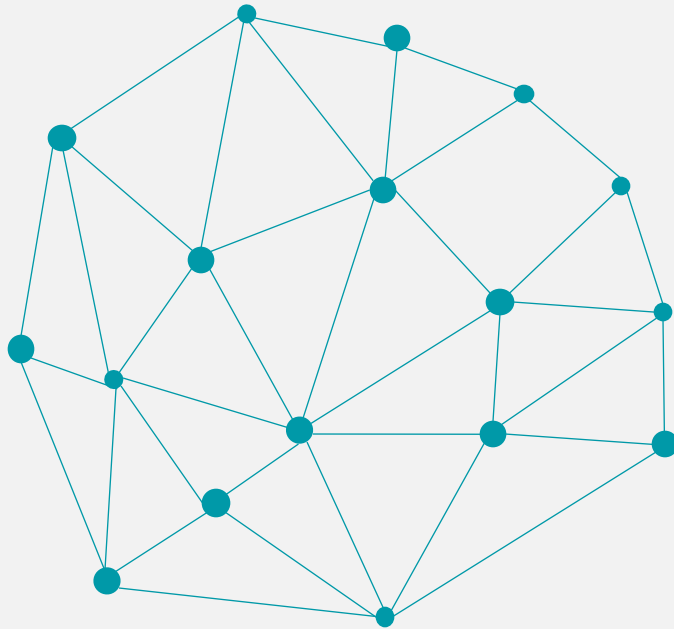
Need to Enable YES

Configuration NO

Quick Win NO

Business Benefit:

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



NEW FEATURE - ABSENCE

WITH CONFIGURATION CHANGE

ANNIVERSARY YEAR PLAN ENHANCEMENT

Details

- You can now configure absence plans with anniversary year plan term and monthly incremental periods to post accruals on the anniversary date each month. Previously, the application used to post accruals either on the first of each month or on the last day of the month. With the new enhancement, the monthly period starts on the hire date and ends on a day before the hire date of the next month.
- To configure the absence plan to post accruals on the anniversary date each month, you need to select the Monthly Anniversary Date option in the **Balance Frequency Source** field of the absence plan setup page.

Absence

Impact Analysis

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

Basic Details

Effective Start Date: 8/20/24 Effective End Date: Plan Type: Accrual Legislation: United States
Management: User-defined

Plan Attributes Participation **Accruals** Entries and Balances Additional Details

Accrual Attributes

Accrual Definition: Matrix Formula

Partial Accrual Period Proration Rule: [Dropdown]

Vesting Rule: [None]

Plan Limits

Ceiling Rule: [None] Allow negative balance

Payment Percentage: 100 %

Accrual Method: [Incremental]

Accrue On: [Start of repeating period]

Accrual Proration Rule: [None]

Rounding Rule: [No rounding]

Balance Frequency Source: [Monthly Anniversary Date]

Annual Accrual Limit Rule: [Repeating period]

Business Benefit:

- Configure absence plans with anniversary year plan term and monthly incremental periods to post accruals on the anniversary date each month.

BUSINESS RULES FOR REDWOOD PAGES

Details

- You can configure fields and regions of VBCS pages, and change the page properties using business rules. You can also create field level validations and custom messages, as applicable for that page, to meet your business needs. These are the VBCS pages that are extensible:

- Absence Entry
- Existing Absences
- Absence Balance
- Absence Balance Details
- Absence Planning
- Existing Absences
- Absence Bid
- Cash Disbursements
- Donations
- Absence Cases
- Absence Case Details

Absence

Impact Analysis

Impact Level HIGH

Need to Enable YES

Configuration YES

Quick Win NO

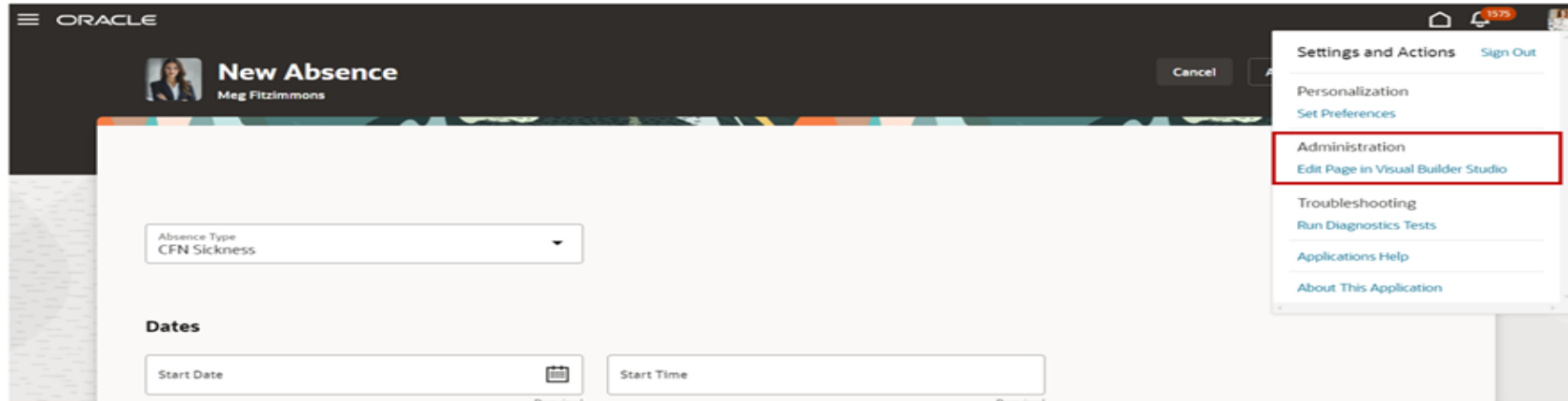
Business Benefit:

Enable Redwood experience with absence module.

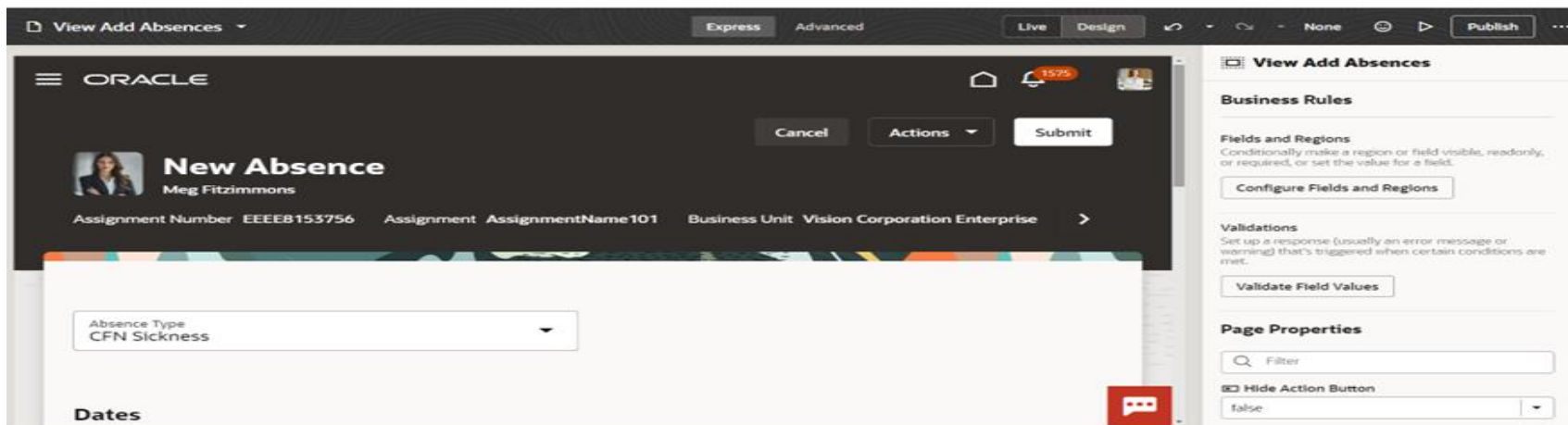
BUSINESS RULES FOR REDWOOD PAGES CONT..

Absence

Steps to Enable.



Edit page option in the Settings and Actions menu of a VBCS page.



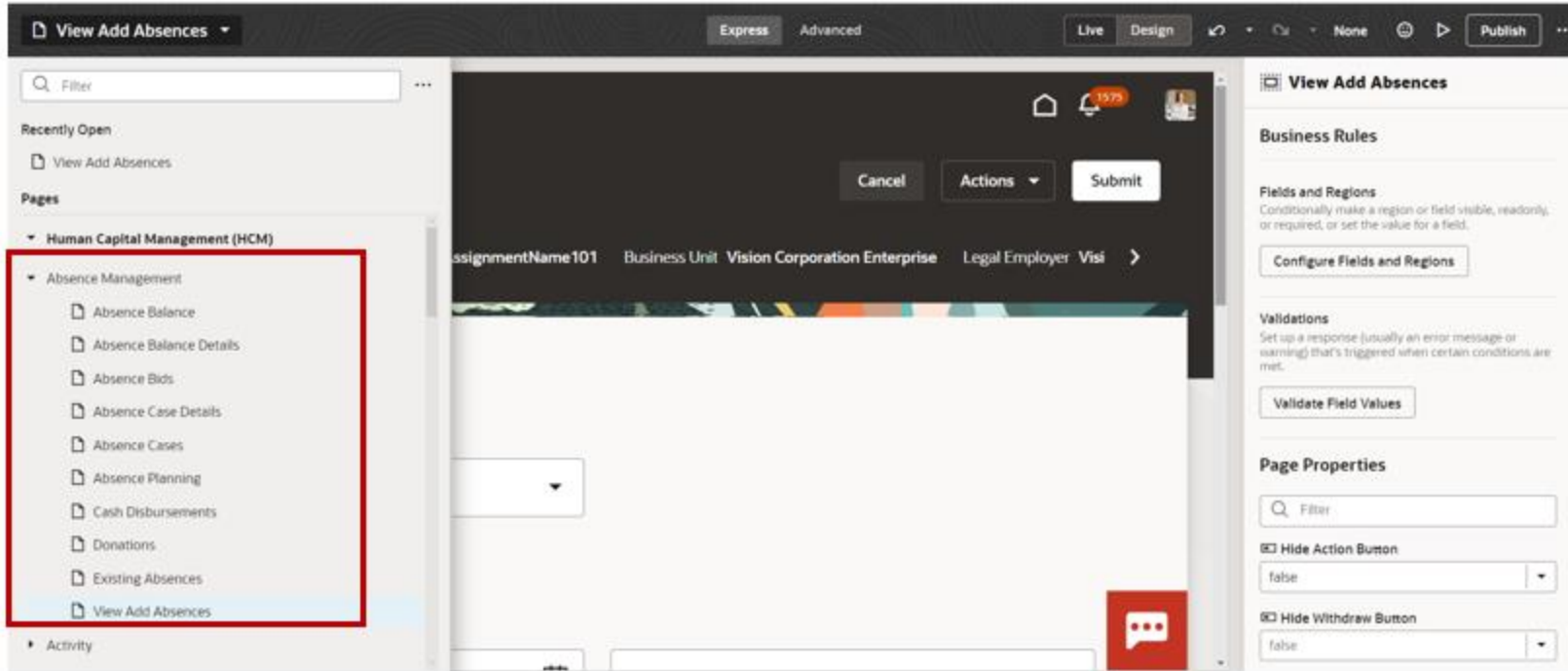
Impact Analysis

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

BUSINESS RULES FOR REDWOOD PAGES CONT..

Express Mode in VB studio.

Absence



Impact Analysis

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

VBCS pages in Absence Management that are available for extensibility. Absence Management VBCS pages now support extensibility. You can use business rules to edit these VBCS pages.

BUSINESS RULES FOR REDWOOD PAGES CONT..

To enable all the Absence Management VBCS pages, you need to enable the following profile options:

- ORA_ANC_ADD_ABSENCE_VBCS_UI_ENABLED
- ORA_ANC_CASES_VBCS_UI_ENABLED
- ORA_ANC_DISBURSEMENTS_VBCS_UI_ENABLED
- ORA_ANC_DONATIONS_VBCS_UI_ENABLED
- ORA_ANC_EXISTING_ABSENCES_VBCS_UI_ENABLED
- ORA_ANC_PLAN_BALANCE_VBCS_UI_ENABLED
- ORA_ANC_VACATION_BIDDING_ENABLED

Absence

Impact Analysis

Impact Level **HIGH**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**

ABSENCE TYPE CONFIGURATION FOR BPM TASK EXPIRATION

Absence

Impact Analysis

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

Business Benefit:

Automatically approve or reject an absence approval request if the BPM transaction expires.

Details

- You can now configure absence types to automatically approve or reject the approval request if the BPM transaction expires. A new field has been added to the Absence Record Maintenance section of the absence type setup page called **Action on BPM transaction expiry**.

▲ Absence Record Maintenance ?

Enable employee updates

Enable manager updates

Enable administrative updates

Lock if completed for employee

Lock if completed for manager

Enable for time card entry Editable on time card v

Agreement Selection Not applicable v

Action on BPM transaction expiry Reject v

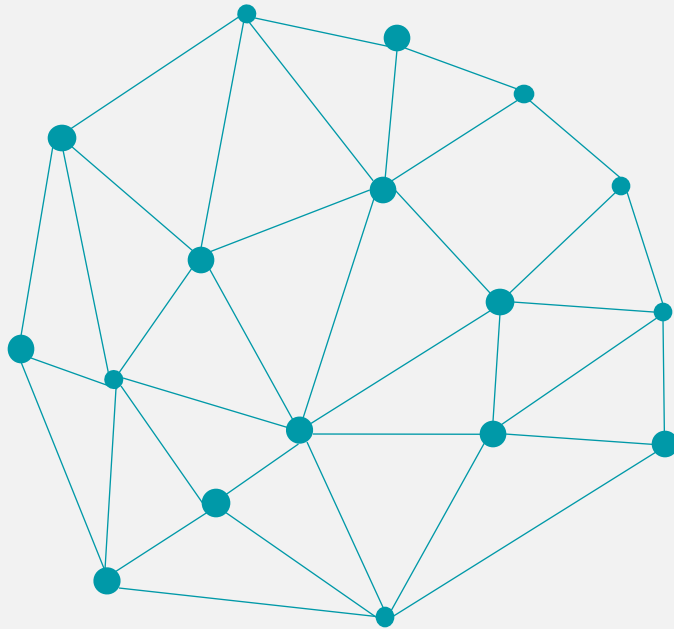
Approve

Reject

*Types Allowed All v

Action on BPM transaction expiry option in the absence type setup page

If you select the Approve option on this field, the application will automatically approve an approval request that has been pending with an approver beyond a time period defined on the BPM expiration setting. Similarly, if you select the Reject option, the application will reject the request if the approver does not take any action on it before the task expires.



NEW FEATURE - TIME AND LABOR

**QUICK WINS - DEFAULT WITH NO
CONFIGURATION**

REDWOOD EXISTING TIME CARDS ENHANCEMENTS

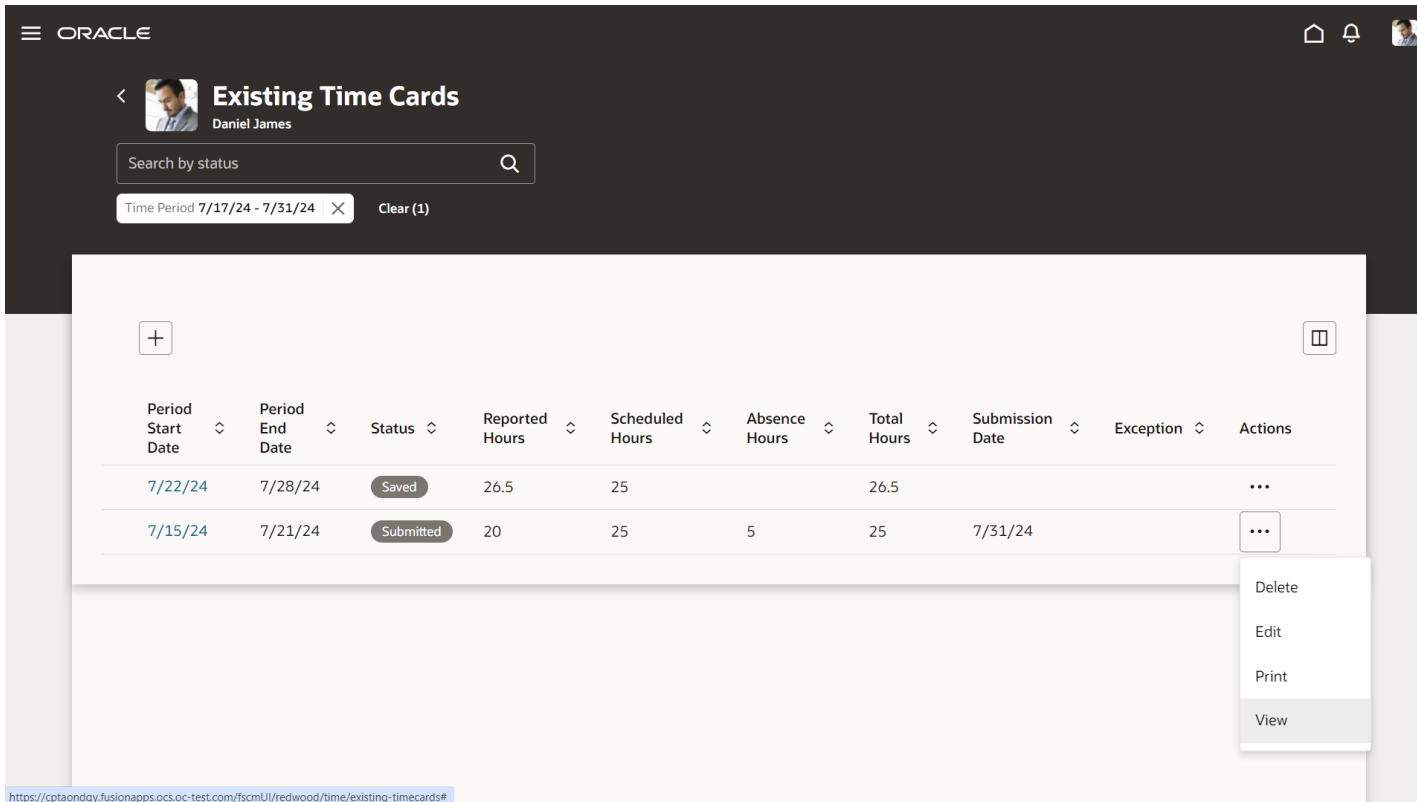
Details

Time and Labor

Workers can now open time cards in view mode from the Redwood Existing Time Cards page using the **View** option on the Actions menu.

Impact Analysis

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



Business Benefit:

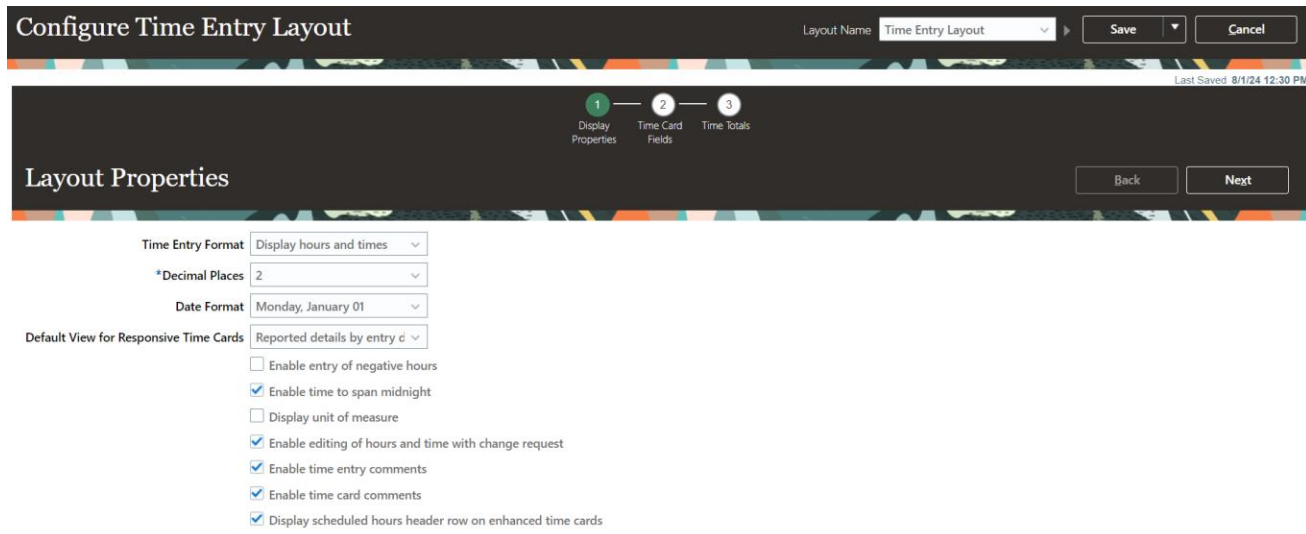
This enhancement adds functionality already present for classic time cards to enhanced time cards.

REDWOOD TIME CARD ENHANCEMENTS

Time and Labor

Details

You can now enable time card and time entry comments for the Redwood time card when setting up the unified time entry layout.



If both options are disabled, people can't add any comments at any level on the time card, and the View Comments button doesn't appear.

Impact Analysis

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

Business Benefit:

These enhancements add more flexibility to the usage of the Redwood time card.

REDWOOD TIME CARD ENHANCEMENTS CONT...

Time and Labor

Details

You can now see a banner message indicating there's an entry error resulting from a time rule, even if there are other exceptions at any level--time card, day, or entry.

The screenshot shows the Oracle Time Card interface for Daniel James, WFMTL Analyst. A banner message states: "Couldn't save the time card" with details: "Monday, August 05: The hours entered for the period are less than the minimum limit 4 defined for the time card. Fix the time entries with errors. Then save again." Below the banner is a grid for time card entries. A tooltip over the quantity cell for Tuesday, August 06, shows the error: "The hours entered for the period exceed the maximum limit 5 defined for the time card." The grid shows reported hours for Monday (2.5), Tuesday (7), and Thursday (7).

Job *	Payroll Time Type *	Monday, August 05	Tuesday, August 06	Thursday, August 08							
Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity			
1	WFMTL Analyst Regular UK	8:00 AM	10:30 AM	2.5	8:00 AM	11:00 AM	3	8:00 AM	3:00 PM	7	12.5 hours
2	WFMTL Analyst Regular UK		12:00 PM	4:00 PM	4						4 hours
3											0 hours
4											0 hours
5											0 hours
6											0 hours
7											0 hours
8											0 hours
9											0 hours
10											0 hours
11											0 hours
12											0 hours
Reported Hours		2.5 hours		7 hours		7 hours					

The entry error details still appear on the related quantity cell in the grid and are identified with a red triangle icon.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These enhancements add more flexibility to the usage of the Redwood time card.

REDWOOD TIME CARD ENHANCEMENTS CONT...

Time and Labor

Details

You can now edit absence entry attributes on Redwood time cards, after you save the time card. But you can't change the absence type.

8/5/24 - 8/11/24		Thursday, August 08			Friday, August 09			Saturday, August 10		Sunday, Aug	
Scheduled Hours		6:00 AM	11:00 AM	5	6:00 AM	11:00 AM	5		0		
Assignment Number *	Payroll Time Type *	Start	Stop	Quantity	Start	Stop	Quantity	Start	Stop	Quantity	Start
1	WFMTLPM047										1 hour
2	WFMTLPM047	6:00 AM	11:00 AM	5							20 hours
3	WFMTLPM047				6:00 AM	11:00 AM	5				5 hours
4											0 hours
5											0 hours
6											0 hours
7											0 hours
8											0 hours
9											0 hours
10											0 hours
Total Hours				5 hours			5 hours			0 hours	
Scheduled Hours				5 hours			5 hours			0 hours	
Schedule Deviation				0 hours			0 hours			0 hours	

Your security and time entry profile settings determine whether you can make these changes.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These enhancements add more flexibility to the usage of the Redwood time card.

SUPPORT OF WORK DAY DEFINITION FOR THE REDWOOD REQUEST TIME CHANGES PAGE

Time and Labor

Impact Analysis

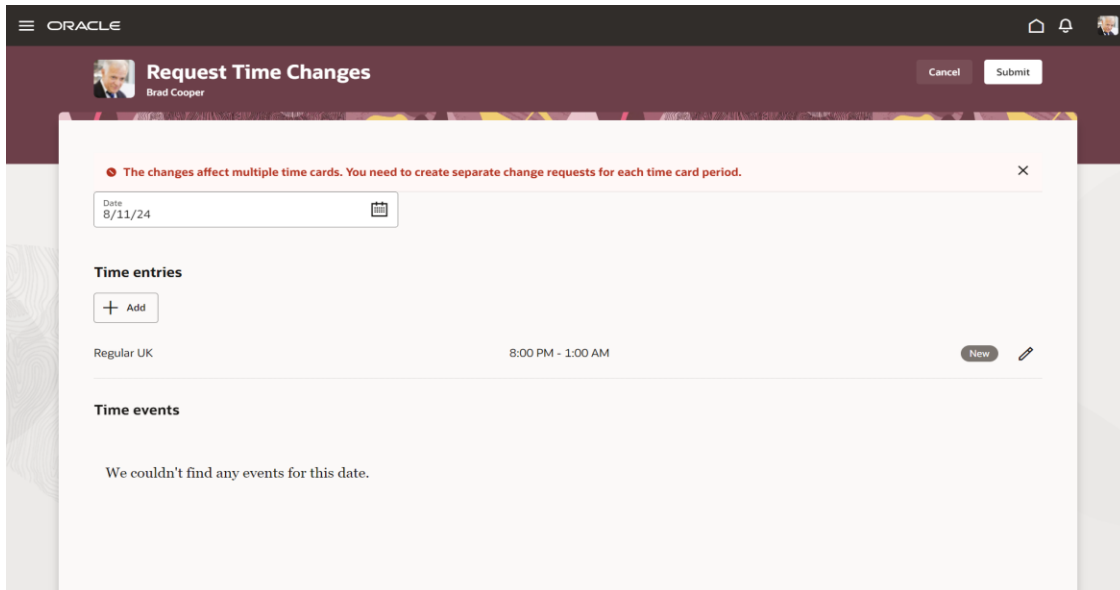
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Details

We now apply the worker's workday definition so that they can manage time entries on the Redwood request time changes page.

- If they access the page from a Redwood time card, the worker can deal only with, and request changes for, entries earned on the corresponding time card period.
- If they access the page using the related quick action, the worker can see all time entries independent from any time card context, based on the selected date. The calendar in this case shows all dates.

The worker can't submit a request for an entry that would be earned over 2 time card periods. If they try to do this, they'll get a validation error message.



Business Benefit:

This enhancement adds functionality already present for the responsive request time changes page to the Redwood experience. It's also aligned with the similar feature that applies to the Redwood time card.

REDWOOD TIME CARD CHANGE AUDIT ENHANCEMENTS

Time and Labor

Details

Users can now review this information in the Redwood time card change audit history table:

- The identifier for the audited entry. It helps with sorting the rows to group all updates that were made for a given entry.
- The details of the time attribute values from the previous version of the entry, before it was updated.

They can also only select custom change audit reasons from the related list when prompted to on the Redwood time card and request time changes page.

Steps to Enable:

- Enable Redwood Experiences for Time and Labor
- Add the change audit reasons that support your time policies to the **ORA_HWM_CA_REASONS** lookup type using the Workforce Management Lookups task.
- Enable the change audit from the Setup and Maintenance or Time Management work area, using the Worker Time Processing Profiles task.

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement improves the user experience by letting you use additional information to identify and sort audited time card data.

APPLY REDWOOD TEMPLATE UPDATES DEFAULTED HIDDEN ATTRIBUTES

Details

Time card layouts may be defined with hidden time card fields that workers can't see or update. The default values for hidden time card fields are populated in different ways, such as a specified value, the first value function, last value function, or primary assignment value.

When manually creating a new time card, the defaulted values for these hidden time card fields are current. But until now, the defaulted values for hidden fields on time card templates might not be up to date.

With this enhancement, the defaulted values for the hidden time card fields that aren't dependent on visible time card fields are update when the template is applied to the time card or updated.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement improves the functionality of Redwood templates, which can save time for workers who manually update their time cards.

ENABLED SAVED TIME ENTRIES WITH ONLY TIME ATTRIBUTES

Time and Labor

Details

Redwood time cards can now be saved with entries that contain only the time attributes, such as Time Type or Project, Task or Expenditure.

The time-attribute-only entries remain on the time card until the time card is submitted.

As part of the submission process, the entries without start time and times or quantities are removed from the time card so that they don't transfer to time consumers.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature reduces the time workers spend reporting their worked time.

PRINT TIME CARD WITH ON-CALL IMPROVEMENTS

Time and Labor

Details

Now when you print a Redwood time card that contains defaulted on-call entries, the time card accounts for the assigned work day definition. The information in the printed time card matches the information displayed on the Redwood time card in the app.

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This improvement aligns the in-app and print versions of Redwood time cards.

TIME CARD REDWOOD APPROVAL NOTIFICATION

Time and Labor

Details

View approval notifications with Redwood usability improvements in the new Redwood BI Publisher template, such as font and spacing improvements. The new template is available whether you're using classic, responsive, or Redwood time cards.

Time card
Susan White
Period 7/29/24 - 8/4/24
Person Number 955160008182056

Person information

Assignment Number	WFMTLPM029
Manager	Adam Right
Job	WFMTL Analyst
Location	Texas Branch
Department	WFM_Department

Time card details

Time Card Status	Submitted
------------------	-----------

Time Totals	Reported Time	Calculated Time
Reported Hours	45.00	45.00
Scheduled Hours	35.00	35.00
Schedule Deviation	58.00	58.00
Absence Hours	0.00	0.00

Reported time by entry date

7/29/24	2.000 Hours
Job	WFMTL Analyst
Department	1000
Payroll Time Type	Evening Premium US
7/29/24	9.000 Hours
8:00 AM - 5:00 PM	

Impact Analysis

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

Business Benefit:

This enhancement provides usability improvements for Redwood time card approval notifications.

TIME CARD REDWOOD APPROVAL NOTIFICATION CONT..

Time and Labor

Details

Steps to Enable :

If you haven't already, enable these Redwood Approval BI Publisher notifications:

- BIP_EMAIL_NOTIFICATION_HCM_HXT
- BIP_ONLINE_NOTIFICATION_HCM_HXT

Here's how you enable them:

- 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 the Manage Administrator Profile Values page, search for the profile option code.
- In the Site level row, select true.

Impact Analysis

Impact Level **LOW**

Need to Enable **Yes**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement provides usability improvements for Redwood time card approval notifications.

TIME ZONE PREFERENCE WITH TIME AND LABOR PAGES

Time and Labor

Details

Time and Labor actions that rely on a selected or entered date will use the worker's time zone, and not change to another seemingly random date, such as the server location. With these changes, when the worker expects the date to be the 20th based on their location, the date should be the 20th. Here are the affected Time and labor pages.

Redwood Admin and Manager Pages:

- [Team Time Cards](#)
- [Add Current Time Card](#)
- [Add Other Time Card](#)

Redwood Worker Pages:

- [Add Time Card](#)
- [Add Current Time Card](#)
- [Existing Time Cards](#)

Classic Pages:

- [Time Management Overview](#)
- [Team Time Cards](#)
- [View Time Cards](#)
- [Time Entries](#)

Responsive Pages:

- [Team Time Cards for Manager: Add Time Card](#)
- [Team Time Cards for Administrator: Add Time Card](#)
- [Worker: Current Time Card](#)
- [Worker: Existing Time Cards](#)

Impact Analysis

Impact Level **LOW**

Need to Enable **Yes**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature makes sure that worker dates are what they expect according to their work location.

TIME ZONE PREFERENCE WITH TIME AND LABOR PAGES

Details

Time and Labor

Steps to Enable

- On the Settings and Actions menu, select Set Preferences.
- On the Preferences page, click Regional.
- On the General Preferences: Regional page, select your preferred time zone.

Impact Analysis

Impact Level **LOW**

Need to Enable **Yes**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature makes sure that worker dates are what they expect according to their work location.

GEOFENCES FOR WEB CLOCK

Details

Add one or more Geofences around a location by adding a name and description, and selecting a location.

The address and derived coordinates are then populated from the selected location. You can use the Copy icon to copy the address to a clipboard and then use your preferred map provider to search for the address.

And then you can copy the geolocation coordinates from that provider and enter them, in Latitude, Longitude format, in the Coordinates for Override Location field. Also set the Radius in Meters value for the location.

New Geofence for Web Clock [Cancel] [Create]

Name
Vision Division HQ- Atlanta

Description
Divisional HQ work location for Atlanta unit

Location Name
Atlanta

Address
1156 River Street, Atlanta, GA, United States, 30010

Coordinates for Override Location
42.55312, -77.484

Radius in Meters
150

Time and Labor

Impact Analysis

Impact Level **LOW**

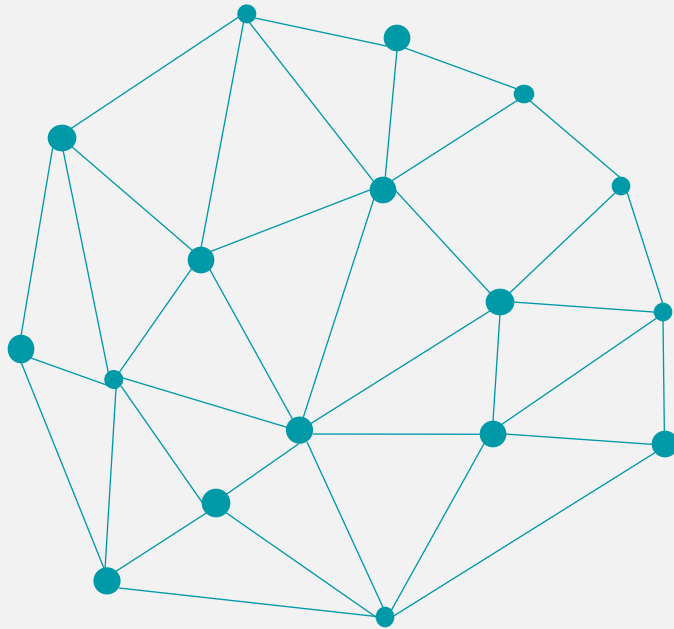
Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement lets you override the generated latitude, longitude to improve the accuracy of your geofences.



NEW FEATURE - TIME AND LABOR

**QUICK WINS - DEFAULT WITH
CONFIGURATION CHANGE**

LINE MANAGER REDWOOD TEAM CHANGE REQUEST APPROVAL REASON

Details

Configure the Line Manager Redwood Team Change Request page to display or hide the approval reason text field. Also mark the field as required or optional from the Team Change Request page and from the View Details drawer.

The screenshot shows the Oracle Team Change Requests interface. At the top, there's a search bar and filters for Status (Submitted), Date, Reports, and Clear (1). Below the filters, there are 'Approve' and 'Reject' buttons. The main table lists requests with columns for Status, Employee, Request Date, Request Type, Applies To, Request Attribute, Current Value, Requested Value, and Actions. The first four rows have checkboxes in the Status column, which are highlighted with a red box.

Status	Employee	Request Date	Request Type	Applies To	Request Attribute	Current Value	Requested Value	Actions	
<input type="checkbox"/>	Submitted	Tim Murray	20.Aug.2024	Add	14.Aug.2024			View	
<input type="checkbox"/>	Submitted	Tim Murray	20.Aug.2024	Multiple changes				View	
<input type="checkbox"/>	Submitted	Tim Murray	20.Aug.2024	Multiple changes				View	
<input type="checkbox"/>	Submitted	Tim Murray	20.Aug.2024	Multiple changes				View	
<input type="checkbox"/>	Submitted	Jennifer Evert	31.Jul.2024	Update	31.Jul.2024	Quantity	9.00	10.00	View
<input type="checkbox"/>	Submitted	Jennifer Evert	31.Jul.2024	Update	30.Jul.2024 8:00 AM - 9:00 PM	Comment		NA	View
<input type="checkbox"/>	Submitted	Jennifer Evert	31.Jul.2024	Update	1.Aug.2024 8:00 AM - 9:00 PM	Stop Time	9:00 PM	11:00 PM	View
<input type="checkbox"/>	Submitted	Jennifer Evert	31.Jul.2024	Update	29.Jul.2024 8:00 AM - 9:00 PM	Comment		comments	View
<input type="checkbox"/>	Submitted	Jennifer Evert	31.Jul.2024	Update	2.Aug.2024 8:00 AM - 9:00 PM	Quantity	13.00	9.00	View

Time and Labor

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature lets line managers explain to workers why they took their approval action.

LINE MANAGER REDWOOD TEAM CHANGE REQUEST APPROVAL REASON CONT...

Steps to enable:

- Navigate to the Line Manager Team Change Request page. Then open **Visual Builder Studio**.
- When the Visual Builder page opens, either create a new Project, or select an existing project.
- Your Update 24D options to show the reason text box and require the approval reason are shown here:

<input type="checkbox"/> Show Reason on Approve Action from the Team Change Request Page	false
<input type="checkbox"/> Require Reason on Approve Action from the Team Change Request Page	false
<input type="checkbox"/> Show Reason on Reject Action from the Team Change Request Page	true
<input type="checkbox"/> Require Reason on Reject Action from the Team Change Request Page	false
<input type="checkbox"/> Show Reason on the Change Request Details Drawer	true
<input type="checkbox"/> Require Reason on the Change Request Details Drawer	false

Time and Labor

Impact Analysis

Impact Level **LOW**

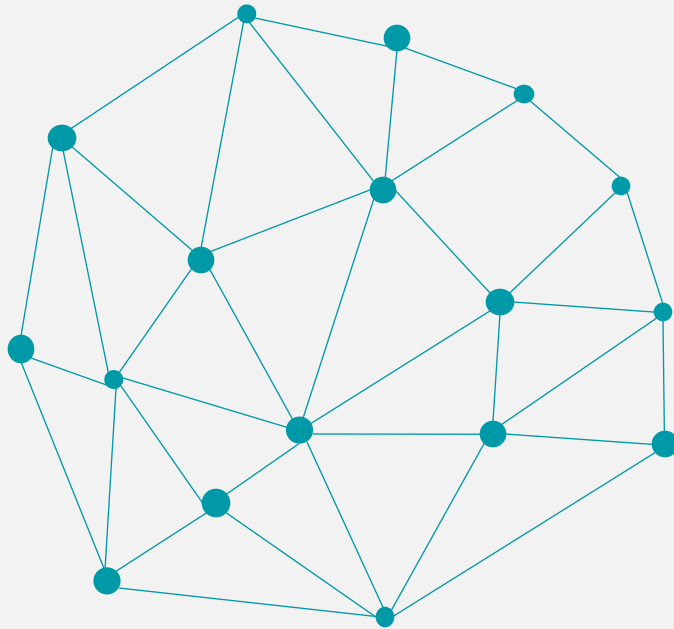
Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefit:

This feature lets line managers explain to workers why they took their approval action.



NEW FEATURE - WORKFORCE SCHEDULING

QUICK WINS - DEFAULT WITH
NO CONFIGURATION

GENERATE WORKFORCE SCHEDULE ENHANCEMENT

Details

When the Generate workforce schedule process runs for automatically assigned schedules, it matches workers with workload to generate assigned shifts. The process keeps understaffing when workers can't cover the entire workload.

Now, it also generates open shifts that match the remaining workload. As a result, schedule managers get both assigned and open shifts that cover the staffing department workload.

Also, after a workload update, the schedule shifts might not match the workload anymore. Now the workload consolidation process generates any needed open shifts without affecting any of the existing shifts on the workforce schedule.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This enhancement ensures schedule managers has the appropriate assigned and open shifts to cover the workload and avoid overstaffing or understaffing their departments.

SCHEDULE VALIDATION REPORT ENHANCEMENT

Details

You can validate the schedule for a given department, location, and scheduling period directly from the workforce schedule page. The schedule validation, as well as existing validations, now includes key performance indicators (KPIs) to quickly analyze the schedule.

Schedule Validation

Validation Result	Success with 1 warnings
Scheduling Period	9/9/24 - 9/22/24
Department	Cardiology, SD(San Diego)
Validation Date and Time	8/20/24 3:55 PM

Schedule Period KPIs

KPI	Value
Number of assigned workers	9
Number of float workers	0
Number of unassigned workers	1
Percentage of assigned workers	90%
Number of unassigned work shifts	4
Number of unassigned on-call shifts	0
Shifts fill rate	91.667%
Hours fill rate	91.667%
Number of workers with policy violations	0

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.

Weekly KPIs

KPI	9/9/24 - 9/15/24	9/16/24 - 9/22/24
Number of person assignments under FTE	4	4
Number of person assignments matching FTE	6	6
Number of person assignments over FTE	0	0

PAID BREAK MANAGEMENT ENHANCEMENT

Details

While defining work pattern shifts, you now also see paid break durations, calculated from the list of breaks defined on the work pattern shifts. Previously you saw only unpaid break durations.

The screenshot shows the 'New Shift' configuration interface for 'Cristofer Duncan's Work Pattern'. The interface includes a header with a profile picture, the title 'New Shift', and 'Cancel' and 'Add' buttons. Below the header, the business title is 'Registered Nurse' and the weekly FTE is '44 hours'. The main configuration area contains several input fields: 'Work Hours' (11), 'Work Minutes', 'Unpaid Break in Minutes' (60), 'Paid Break in Minutes' (15, highlighted with a red border), and 'Total Duration' (12h). Below these fields, there is a section for 'Eligible days to work this shift' with checkboxes for Sunday through Saturday, all of which are checked. At the bottom, there is a 'Breaks' section with an '+ Add' button and a table of existing breaks:

Break	Duration	Type	Notes	Action
Break	15m	Paid	Any time during shift	
Lunch	60m	Unpaid	Any time during shift	

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These enhancements help schedule managers define accurate schedules, including scheduled shifts with paid breaks.

AVAILABILITY PREFERENCES

Details

You can now define your availability preferences for workforce scheduling on the Calendar task on [Me > Workforce Scheduling](#).

You can define availability as one-time or a weekly repeating availability on specific days.

- My Availability Page when you define preference for an available type Availability.

My Availability

Type Date

Preferences

+ Add

Type: Available

Reason: Additional availability

Start Date: 9/3/24

Start Time: 5:00 PM

End Time: 10:00 PM

Repeat: Weekly

Repeat On:

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

Cancel Save

Calendar Availability Preferences

Workforce Scheduling

Impact Analysis

Impact Level LOW

Need to Enable No

Configuration NO

Quick Win YES

Business Benefit:

With this feature workers have more flexibility to reflect seasonal or other changes that affect their availability to be scheduled.

AVAILABILITY PREFERENCES CONT..

Details

- My Availability Page when you define preference for an unavailable type Availability

The screenshot shows the Oracle 'My Availability' page. At the top, there's a navigation bar with 'ORACLE' and icons for home, notifications (12), and user profile (AA). Below that, the page title is 'My Availability' with a back arrow. There are two tabs: 'Type' and 'Date'. The main content area is titled 'Preferences' and contains a '+ Add' button. Below this, there's a form with a 'Type' dropdown menu set to 'Unavailable' (highlighted with a red box), a 'Reason' text field containing 'Rest day', and a 'Start Date' field with a calendar icon and the date '9/10/24'. At the bottom right of the form are 'Cancel' and 'Save' buttons. The bottom navigation bar shows 'Calendar' and 'Availability Preferences'.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

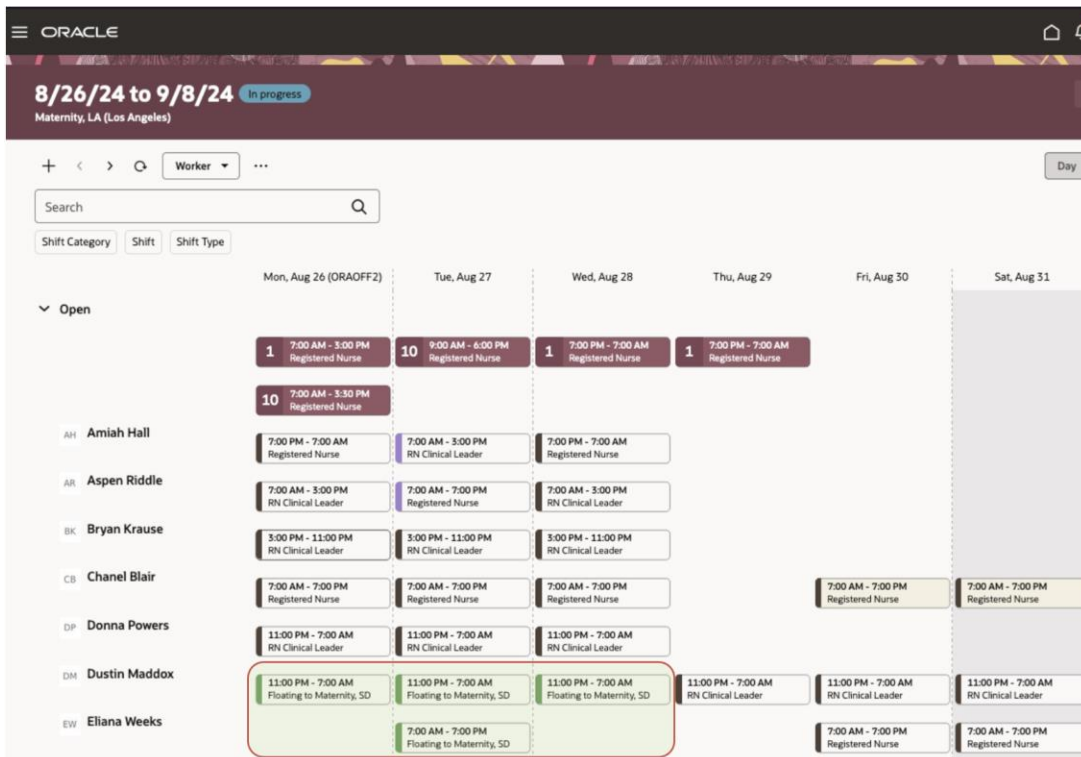
Business Benefit:

With this feature workers have more flexibility to reflect seasonal or other changes that affect their availability to be scheduled.

WORKFORCE SCHEDULE ENHANCEMENTS FOR SCHEDULERS

Details

You can now see float shifts on your schedules.
You can change the start or stop times for shifts in a day view by resizing or moving them.
You can change the day for shifts by moving them in a week view.



Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

These improvements make it easier for schedulers to manage their schedules.

WORKFORCE SCHEDULE ENHANCEMENTS FOR SCHEDULERS CONT...

Details

Workforce Scheduling

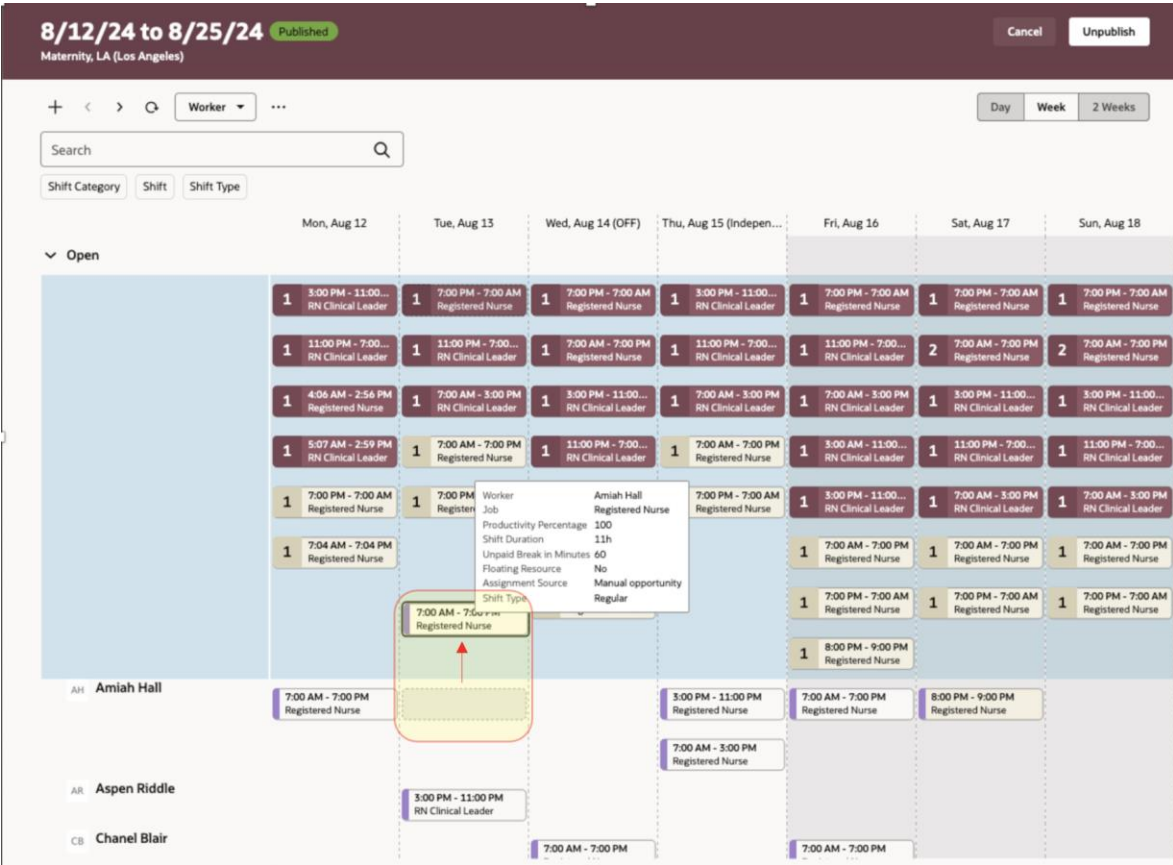
Impact Analysis

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

Business Benefit:

These improvements make it easier for schedulers to manage their schedules.

Unassign shifts by moving them from the worker to the open shifts area of the Worker view.



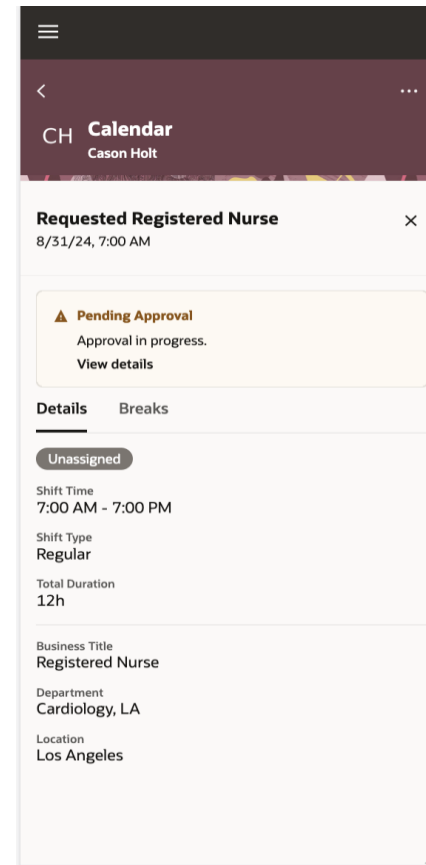
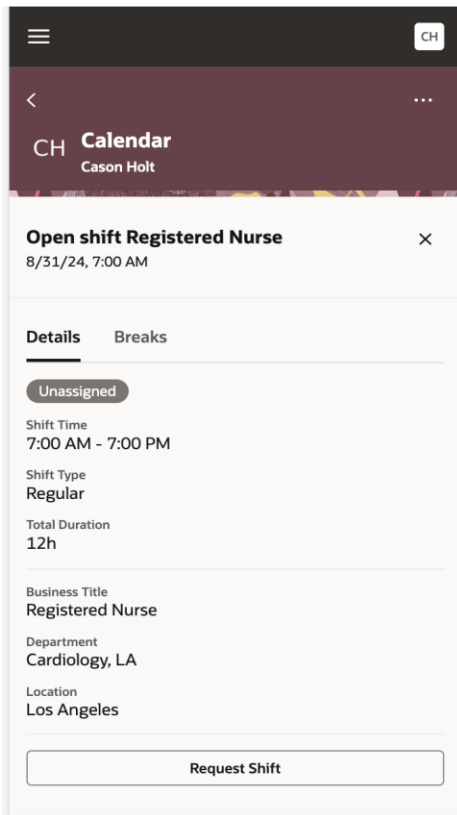
The screenshot displays a workforce scheduling interface for 'Maternity, LA (Los Angeles)' covering the period from 8/12/24 to 8/25/24. The interface includes a search bar, filters for Shift Category, Shift, and Shift Type, and a grid of shifts for various workers. A tooltip is visible over a shift for Amiah Hall, showing details like Job, Productivity Percentage, Shift Duration, Unpaid Break in Minutes, Floating Resource, and Assignment Source.

REQUEST SHIFTS

Details

You can request additional shifts beyond your scheduled hours. Requests can only be made for open shifts that were published and made available by the schedule manager.

The requests will then be reviewed and approved by your schedule manager, streamlining the process for filling open shifts and providing more flexibility in shift management.



Workforce Scheduling

Impact Analysis

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

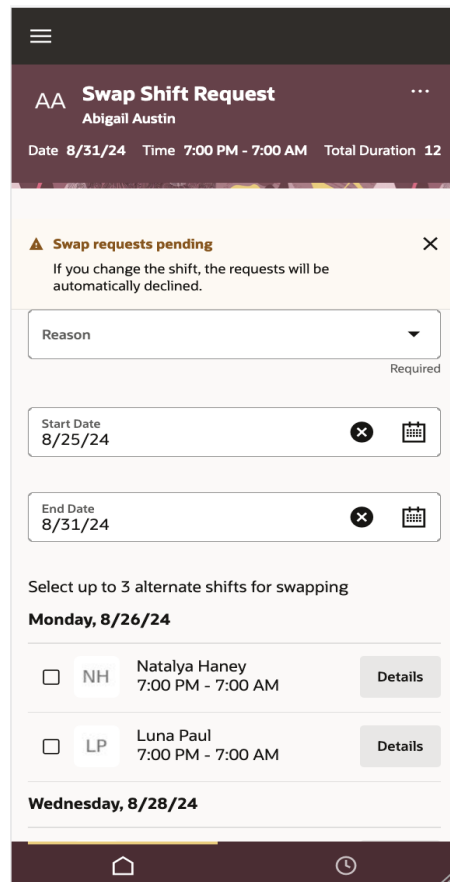
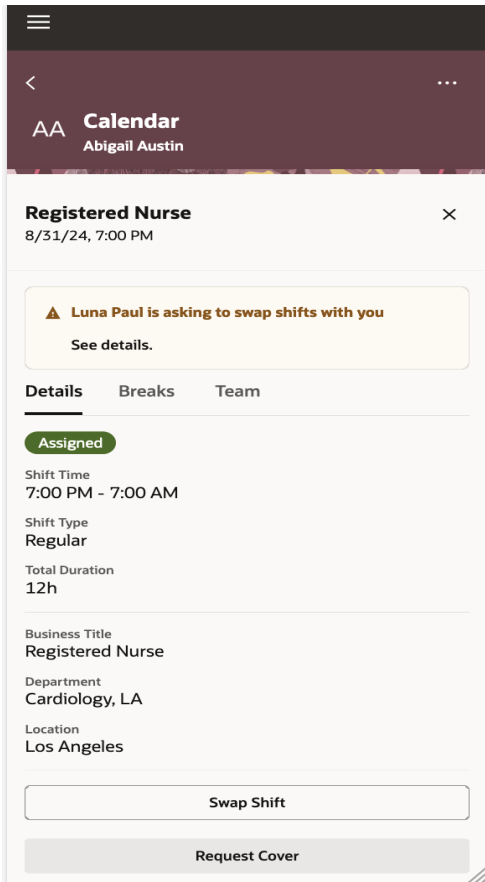
Business Benefit:

This feature enhances workforce flexibility leading to improved employee satisfaction by letting workers more easily pick up extra shifts.

APPROVAL ENHANCEMENTS FOR COVER AND SWAP SHIFT REQUESTS

Details

The feature automates the handling of failed business validations for cover and swap shift requests. The automation prevents scheduling conflicts by automatically declining pending swap requests if they conflict with accepted swaps or validation errors.



Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

This feature lets you maintain consistency and prevent scheduling conflicts to ensure smooth operations and minimize disruptions in scheduling processes.

NEW SCHEDULING SUBJECT AREA TO REPORT ON WORK PATTERN - OTBI

Details

With the new subject area Workforce Scheduling - Work Pattern Real Time, you can report on the work pattern of the employees that is created for their work assignment.

This subject area allows you to report on the work pattern details like type, name, template name, unit of measure and so on. You can also report on the shift pattern details like start and end time, shift duration, shift break details.

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Allows you to report on employee work patterns.

NEW ATTRIBUTES IN SCHEDULE GENERATION PROFILE SETUP REAL TIME - OTBI

Details

The subject area Workforce Scheduling - Schedule Generation Profile Setup Real Time has been enhanced to include the following attributes for reporting

Folder Name	New Attributes
Schedule Generation Profile Day Intervals for Coverage	<ul style="list-style-type: none"> Interval Length in Minutes Number of Intervals Last Updated By Scheduling Profile Interval Identifier
Schedule Generation Profile Shift Time Deviation Rules	<ul style="list-style-type: none"> Grace Period Start Early Period Start Early Violation Type Code Start Early Violation Type Start Late Period Start Late Violation Type Code Start Late Violation Type End Early Period End Early Violation Type Code End Early Violation Type End Late Period End Late Violation Type Code End Late Violation Type
Schedule Generation Profile Details	<ul style="list-style-type: none"> Day Start Time Allow Float Across Departments Code Allow Float Across Departments

Workforce Scheduling

Impact Analysis

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

Business Benefit:

Additional attributes for reporting.

NEW ATTRIBUTES IN WORKFORCE SCHEDULE REAL TIME - OTBI

Details

Workforce Scheduling - Workforce Schedule Real Time subject area has been enhanced to include the following new attributes.

Folder	Attributes
Workforce Schedule	<ul style="list-style-type: none">• Published by Worker Name• Published by Worker Person Number• Unpublished Date• Unpublished by Worker Name• Unpublished by Worker Person Number
Workforce Schedule Shift Details	<ul style="list-style-type: none">• Include Floating Resources Code• Include Floating Resources• Is Approval Required to Claim Code• Is Approval Required to Claim• Premium Shift Code• Premium Shift• Is Overtime Allowed Code• Is Overtime Allowed• Incentive Amount Shift Date• Shift Reference Date

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

Allows you to report on employee work patterns.

NEW ATTRIBUTES IN WORKFORCE SCHEDULING - WORKLOAD REAL TIME

Details

The following attributes have been added to the subject area Workforce Scheduling - Workload Real Time under the folder named Workload Plan

- Delete Indicator Code
- Delete Indicator

Workforce Scheduling

Impact Analysis

Impact Level **LOW**

Need to Enable **No**

Configuration **NO**

Quick Win **YES**

Business Benefit:

The Delete Flag attribute gives the system a better mechanism to track when the user has deleted data essential for the accurate consolidation of the workload requirement.

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 ?

Session	Date	Time
HR Helpdesk & ORC Oracle Quarterly Updates 24D	09-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Talent & OLC Oracle Quarterly Updates 24D	15-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Benefits & Compensation Oracle Quarterly Updates 24D	16-Oct-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST

MASTEK
is here to
help you!

THANK YOU

