

S R12.x Oracle HRMS Advanced Benefits Fundamentals

Oracle E-Business Suite

DURATION

3 Days

MODULES

6 Lectures

COURSE CODE

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Course Overview

This course provides a comprehensive introduction to S R12.x Oracle HRMS Advanced Benefits Fundamentals. Learn the essential concepts, features, and best practices needed to work effectively with Oracle E-Business Suite solutions.

What You Will Learn

- Module 1 – Course Introduction
- Course Overview
- R12 HRMS Advanced Benefits Fundamentals
- Objectives
- Agenda
- Module 2 – Overview of Implementing Advanced Benefits
- Introduction to Advanced Benefits
- Topics Covered
- Introducing Advanced Benefits
- Total Compensation Concepts
- Flexible Benefits Programs
- Building a Benefits Program
- Quiz: Overview Module
- Module 3 – Plan Types, Life Events, and Eligibility Profiles
- Plan Types Overview
- Life Events
- Defining Life Events
- Life Event Types: Explicit, Temporal, Scheduled
- Seeded Life Events
- Life Event Detection and Active Life Events
- Life Event Occurred Date
- Managing and Overriding Life Events
- Person Changes and Related Person Changes
- Triggering Life Events via Multiple Tables and FastFormula Rules
- Collapsing Life Events and Examples

- Linking Life Events to Compensation Objects
- Life Events vs. Eligibility Profiles
- Impact on Eligibility and Enrollment
- Quizzes & Summary
- Module 4 – Benefits Enrollment Requirements
- Introduction to Enrollment Requirements
- Enrollment Requirements and Plan Design
- Enrollment Methods and Codes
- Default Enrollments and Timing
- Coverage and Rate Dates
- Enrollment Types and Participation Process
- Enrollment Hierarchies
- Defining Program and Plan Enrollment Requirements
- Layout of Enrollment Requirements Window
- General Enrollment Requirements
- Timing Enrollment Requirements – Scheduled and Life Event Changes
- Plan Enrollment Requirements
- Quiz & Summary
- Module 5 – Action Items and Certifications
- Defining Action Items and Certifications
- Action Items Overview
- Enrollment Action Types
- Required vs. Optional Action Items
- Completing Action Items
- Certifications and Enrollment Certifications
- Linking Certifications to Compensation Objects
- Completing Certifications
- Quiz & Summary
- Module 6 – Suspended Elections and Interim Coverages
- Managing Suspended Elections
- Interim Coverages
- Coverage Restrictions
- Quiz & Summary
- Module 7 – Dependent and Beneficiary Designation
- Dependent Coverage Eligibility Profiles
- Relationship, Age, Status, Postal Zip, and Other Profile Types
- Linking Profiles to Compensation Objects
- Designation Levels
- Dependent Certifications
- Dependent Coverage and Life Events
- Dependent Designation Requirements
- Relationship Groups
- Family Member Codes
- Eligibility Check Codes
- Beneficiary Designations and Certifications
- Quiz & Summary

- Module 8 – Activity Rates and Coverage Calculations
- Linking Variable Rate Profiles to Rate Calculations
- Standard Rates Overview
- Basic Diagram
- Rate Characteristics
- Variable Rate Profiles
- Example Calculations: Standard, Premium, Coverage Calculations
- Calculation Methods
- Coverage Association Levels
- Building Coverage Calculations: Fixed & Variable Coverage
- Quiz & Summary
- Module 9 – Actual Premiums
- Introduction to Premiums
- Premium Calculations
- Linking Premiums to Compensation Objects
- Examples of Actual Premiums
- Premium Assignment
- Premium Assignment Levels
- Partial Month and Prorated Processing
- Premium Credits
- Viewing Premium Results
- Quiz & Summary
- Module 10 – Setting Up Benefits Elements
- Elements and Benefits Overview
- Element Entries
- Defining Elements
- Linking Elements for Benefits
- Element Links
- Quiz & Summary
- Module 11 – Standard Contributions and Distributions
- Standard Rates Concepts
- Defined, Communicated, and Annual Amounts
- Building Standard Rates
- Standard Rates Levels
- Standard Rates: Multiple of Coverage, Premium, Parent/Child Relationships
- Activity Types and Input Values
- Calculation Methods
- Partial Month Determination
- Annual Rates and Processing Information
- Quiz & Summary
- Module 12 – Flex Credits and Benefits Pools
- Defining Flex Credits
- Key Concepts and Quiz
- Setting Up a Flex Program
- Flex Credit Shell Plans and Standard Rates
- Net Credits and Total Credits Statements

- Flex Credit Levels and Combinations of Compensation Objects

- Activity Types for Flex Credits

- Calculation Methods

- Defining Benefits Pools

- Credit and Debit Ledger

- Excess Treatment

- Net Credits Pools

- Flex Credit Application and Rollovers

- Quiz & Summary

- Module 13 – Benefits Communications

- Overview of Benefits Communications

- Communication Types and Triggers

- Kits and Pieces

- Communication Usages

- Delivery Mechanisms

- Person Communications

- Quiz & Summary

- Module 14 – U.S. Benefits Regulations

- Overview of U.S. Benefits Regulations

- Imputed Income Plans

- Plans Subject to Imputed Income

- Imputed Income Shell Plans

- Imputed Income Plan Hierarchy

- Standard and Variable Rates

- Imputed Income Calculations

- Quiz & Summary

- Module 15 – COBRA

- COBRA Overview

- COBRA Administration with Oracle HRMS

- COBRA Processing

- Benefits Assignments

- Quiz & Summary

- Module 16 – COBRA Administration

- Introduction to COBRA

- Setup for COBRA Administration

- COBRA Administration Overview

- Defining COBRA Programs and Plans

- Plans Subject to COBRA

- Program and Plan Details

- COBRA Enrollment Period Level

- Length of COBRA Coverage

- Defining COBRA Life Events and Eligibility Profiles

- COBRA Life Events (Advanced Benefits)

- Subsequent Life Events

- Qualified Life Events

- COBRA Enrollment Requirements

- COBRA Eligibility Profiles
- Defining COBRA Activity Rates
- COBRA Rates and Premiums
- Quiz & Summary
- Module 17 – HIPAA Certifications
- Overview of HIPAA
- Generating HIPAA Certificates
- HIPAA Certification Setup Steps
- Defining Plans Subject to HIPAA
- HIPAA Communication Types
- HIPAA Processing
- Quiz & Summary
- Module 18 – Online Benefits Services
- Introduction to Online Benefits Services
- Setting Up the Benefits Service Center
- Concepts of Real-Time Life Event Management
- Desktop Activities and Message Configuration
- Quiz & Summary
- Module 19 – Benefits Enrollment Administration
- Overview of Benefits Enrollment
- Administering Advanced Benefits
- Enrollment Cycles
- Monthly Administration Cycle
- Open Enrollment (Scheduled)
- Enrollment Processing
- Eligibility Management
- Enrollment Cycle Automation
- Employee Communications
- Premium Calculation and System Extract
- Management Reporting
- Continuing Benefits
- Quiz & Summary
- Module 20 – Running the Participation Process
- Overview and Implementation of Participation Process
- Running the Participation Process
- Process Enrollments
- Participation Process Modes
- Selection
- Life Event
- Scheduled
- Temporal
- Participation Process Parameters
- Quiz & Summary
- Module 21 – Managing Life Events
- Overview of Life Event Management
- Life Event Detection

- Multiple Potential Life Events
- Life Event Statuses
- Viewing a Person's Life Events
- Viewing Participation and Life Event Summary Reports
- Quiz & Summary
- Module 22 – Enrolling Participants
- Overview of Participant Enrollment
- Benefits Enrollment Windows
- Flex Program Window
- Non-Flex Program Window
- Savings Plan Window
- Miscellaneous Plan Window
- Enrollment Process
- Deleting an Enrollment
- Other Considerations
- Quiz & Summary
- Module 23 – Covering Dependents and Designating Beneficiaries
- Overview of Dependent/Beneficiary Designation
- Dependent/Beneficiary Designation Window
- Dependent Designation
- Unrestricted Designations
- Designation Details
- Beneficiary Designations
- Quiz & Summary
- Module 24 – Reviewing Enrollment Results
- Overview of Reviewing Enrollment Results
- Displaying Enrollment Results
- Viewing Results by Date
- Viewing Element Entries
- Enrollment Reports
- Benefits Enrollment Kit Report
- Benefits Enrollment and Summary Report
- Summary
- Module 25 – Using the Total Compensation Setup Wizard
- Objectives and Overview
- Advantages of Using the Wizard
- Providing a Complete Solution
- Configuring Plan Design
- Limitations and What You Cannot Do
- Summary
- Module 26 – Course Summary and Conclusion
- Summary of Key Concepts
- R12.x Oracle HRMS Advanced Benefits Fundamentals Conclusion