

(21D) Oracle HCM Cloud: UK Payroll

Oracle Global Human Resources Cloud

DURATION

5 Days

MODULES

28 Lectures

COURSE CODE

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Course Overview

This Oracle HCM Cloud: UK Payroll training provides implementation and end user training for consultants, partners, payroll managers, and payroll administrators. Expert Oracle University instructors will teach you how to set up process UK payroll.

What You Will Learn

Oracle HCM Cloud: UK Payroll Course Overview

- Course Objectives
- Course Agenda
- Information Resources
- UK Payroll Support Documents

UK Payroll: Overview

- Learning Objectives
- Oracle Human Capital Management
- UK Payroll: Overview
- Payroll Processing: Overview
- Data Loading: Overview
- Oracle Payroll Country Extensions
- Accessing Payroll
- Accessing Payroll Quick Actions
- Employee Payroll Self Service
- Instructor Demonstration
- Summary
- Practices

Payroll Security and Audit

- Learning Objectives

- Security: Overview
- Roles and Privileges
- Example: Role Hierarchy
- Separation of Payroll Duties by Job Roles
- HCM Security Profiles
- HCM Security Profile Types
- Managing Payroll Security Profile
- Managing Payroll Flow Security Profile
- Security Reference Implementation
- Provisioning Users with Roles
- Role Provisioning Events
- Auditing – Who Does What?
- Setting Up Audit for Payroll
- Audit Report Page: Example
- Show Attribute Details
- Instructor Demonstration
- Summary

Geographies

- Learning Objectives
- Defining Geographies: Overview
- Manage Geographies
- Instructor Demonstration
- Summary

Enterprise and Legal Structures

- Learning Objectives
- Enterprise Structures: Overview
- Enterprise Structures Terminology
- Enterprise Structures: Example
- Legislative Data Groups: Overview
- Legislative Data Groups and Payroll
- Tax Reporting Unit Support for Global Transfers
- Legal Entity: Overview
- Legal Entity: Example
- Legal Entities for HCM
- Manage Legal Entity HCM Information
- UK Jurisdictions
- Predefined Legal Jurisdictions
- Instructor Demonstration
- Summary
- Practices

Features by Country or Territory

- Learning Objectives
- Manage Features by Country or Territory
- Manage Features by Country or Territory: Example
- Instructor Demonstration
- Summary

Lookups, Value Sets and Flexfields

- Learning Objectives
- Common Lookups
- Payroll Lookups
- Value Sets
- Payroll Descriptive Flexfields
- Instructor Demonstration
- Summary
- Practices

Fast Formulas

- Learning Objectives
- Fast Formula: Overview
- Fast Formula Types
- Creating Fast Formulas
- Ways to Create Fast Formulas
- Fast Formula Components
- Variables
- Assignment Statements
- Return Statements
- Input Statements
- Expressions
- Operators
- Conditions
- Comments
- Database Items
- Flexfield Database Items
- Functions
- Fast Formula Validation
- User-Defined Tables: Overview
- User-Defined Table Match: Example
- User-Defined Table Range of Values: Example
- Instructor Demonstration
- Summary
- Practices

Organisational Payment Methods

- Learning Objectives
- Payment Methods: Prerequisites
- Financials Setup
- Banks, Branches, and Bank Accounts
- Bank Security
- Organisation Payment Method: Overview
- Organisation Payment Method: Uses
- Organisation Payment Method Components
- Payment Sources
- Payment Method Rules
- Instructor Demonstration
- Summary
- Practices

Pay Frequencies

- Learning Objectives
- Global Enterprise Structure Model: Processing Configuration
- Managing Consolidation Groups
- Payroll Definitions: Overview
- Create Payroll Definitions: Basic Details Page
- Transfer of Worker's Payroll During Global Transfer
- Managing Time Definitions
- Managing Run Types
- Instructor Demonstration
- Summary
- Practices

Payroll Elements

- Learning Objectives
- Elements: Overview
- Element Component: Example
- Elements and the Payroll Employment Model
- Element Classifications
- Primary Classifications
- Secondary Classifications
- Subclassifications
- Predefined Elements
- Element Templates
- Element Template Sections
- Currency
- Durations
- Standard Rules
- Calculation Rules

- Special Rules
- Element Creation Through Scheduled Processes
- Managing Elements
- Input Values
- Managing Rules
- Balance Feeds
- Related Formulas, Elements, and Balances
- Payroll Deductions: Overview
- Component Group Category Details
- Involuntary Deduction Elements
- Involuntary Deduction Element Creation
- Managing Component Group Rules
- Instructor Demonstration
- Summary
- Practices

Balance Definitions

- Learning Objectives
- Managing Balance Definitions
- Balance Feeds by Input Values
- Balance Feeds by Element Classifications
- Balance Feeds by Elements and Element Classifications
- Balance Feeds by Single Element
- Balance Dimensions
- Generated Balances and Database Items
- Balance Initialization
- Managing Balance Exceptions and Exception Reports
- Balance Groups
- Balance Group Usages
- Balance Group Extract Definition Reporting
- Instructor Demonstration
- Summary
- Practices

Event Groups

- Learning Objectives
- Payroll Event Groups: Overview
- Proration Setup: Example
- Managing Proration Event Groups
- Adding Qualifiers
- Proration Configuration Steps
- Adding Proration Event Group to an Element
- Proration Event Group to an Element: Example
- Proration Rules
- Rules for Work Schedules Used in Proration

- Managing Retroactive Event Groups
- Adding Retroactive Event Group to an Element
- Retroactive Notification Report
- Manage Event Notifications
- Instructor Demonstration
- Summary
- Practices

Object Groups

- Learning Objectives
- Object Groups: Overview
- Element Group
- Payroll Relationship Groups
- Payroll Relationship Groups: Characteristics
- Instructor Demonstration
- Summary
- Practices

Payroll Costing

- Learning Objectives
- Payroll Costing: Overview
- Payroll Costing Setup Prerequisites
- Cost Allocation Key Flexfield: Overview
- Cost Allocation Key Flexfield: Example
- Cost Allocation Key Flexfield Setup
- Value Set Setup
- Cost Hierarchy: Overview
- Cost Hierarchy
- Managing Payroll Costing
- Viewing Costing Process Results
- Costing Setup Page Account Number Types
- Costing an Element
- Instructor Demonstrations
- Summary
- Practices

Payroll Flow Patterns

- Learning Objectives
- Payroll Flow Pattern: Overview
- Payroll Flow Checklist
- Payroll Flow Pattern Components
- Tasks
- Payroll Flow Tasks
- Task Sequence

- Task and Flow Owners
- Task Parameters and Flow Parameters
- Submitting Flow Parameters
- Notifications
- Manage Payroll Process Configuration
- Instructor Demonstration
- Summary
- Practice

Person Records

- Learning Objectives
- People Are Important!
- Assignments
- Employees Want to Get Paid
- What's Your Status?
- Finding Your Information
- Instructor Demonstration
- Summary
- Practice

Personal Payment Methods

- Learning Objectives
- Banks, Branches, and Bank Accounts
- Who Can Create Banks and Branches
- Personal Payment Methods: Overview
- Splitting Up Payments
- Personal Payment Method Processes
- Configuring Payment Method Preferences
- Instructor Demonstration
- Summary
- Practice

Element Entries

- Learning Objectives
- Element Entries: Overview
- Element Entry Methods
- Manual Entry
- Bulk Entry
- Automatic Entry
- Instructor Demonstration
- Summary
- Practices

Bulk Load

- Lesson Objectives
- Importing Data: Key Data Loaders
- Bulk-Loading and Maintaining Payroll Data
- HCM Data Loader: Overview
- HCM Data Loader: Key Features
- HCM Data Loader: User Interfaces
- HCM Spreadsheet Data Loader: Overview
- HCM Spreadsheet Data Loader: What Does It Do
- HCM Spreadsheet Data Loader Prerequisites
- HCM Spreadsheet Data Loader: Advantages
- Spreadsheet Restrictions
- HCM Spreadsheet Data Loader: Process Summary
- Instructor Demonstration
- Summary
- Practices

Third-Party Payment Methods

- Learning Objectives
- Third-Party Payments
- Manage Third Parties and Third-Party Payment Methods
- Manage Third Parties
- Party Usage Codes
- Party Usage Codes Defined
- Manage Third-Party Payment Methods
- Instructor Demonstration
- Summary
- Practice

Calculation Cards

- Learning Objectives
- Managing Calculation Cards
- Types of Calculation Cards
- Court Orders and Student Loans
- Court Order Secondary Classification Options
- Court Orders and Student Loans: Components
- Court Orders and Student Loans: Component Details
- Student Loan Data
- Court Orders: Associations
- Validation at Entry
- Student Loan Adjustments
- Court Order Adjustments
- Importing Student Loan EDI Notices (SL1 and SL2)
- Court Order Reports

- Instructor Demonstration
- Summary
- Practice

Pensions Automatic Enrolment

- Objectives
- Pensions Automatic Enrolment: Overview
- Data Capture for Pensions Automatic Enrolment Calculation Cards
- Pensions Automatic Enrolment Eligibility
- Calculation Card: Pensions Automatic Enrolment
- Pensions Automatic Enrolment: Process
- Pensions Automatic Enrolment Process
- Pensions Automatic Enrolment: Reports
- Pensions Automatic Enrolment Process: Actions
- Manual Enrolment
- Opt-In
- Opting Out or Leaving a Qualifying Pension Scheme
- Postponing Enrolment
- Pension Letters: Overview
- Letter Characteristics
- Pensions Notification Letters: Type of Letters
- Pensions Notification Letters
- Letter Templates
- Pensions Automatic Enrolment Letter Type
- Instructor Demonstration
- Summary
- Practice

Payroll Calculations

- Lesson Objectives
- Calculating Payroll: Overview
- Typical Payroll Flow Sequence
- How Payroll Results Are Processed
- Calculating Payroll
- Additional Ways to Calculate Payroll
- Parameters for Calculating Payroll
- Flow Interaction
- Flow Schedules
- Verifying Results
- Monitoring Processes
- Checklists
- Statement of Earnings
- Payroll Calculation Reports
- Payment Distribution Reports
- Report Viewing Options

- Instructor Demonstration
- Summary
- Practices

Error Corrections

- Lesson Objectives
- Payroll Corrections
- Mark for Retry and Retry
- Rollback and Reversal
- Roll Back Errors Rule for Payroll Flows
- Element Entry Rollback
- Payment Corrections
- Voiding Payments
- Process Bank Corrections
- Managing Corrections in a Flow
- When Actions Are Available for Selection
- Instructor Demonstration
- Summary
- Practices

Balance Adjustments

- Learning Objectives
- When to Adjust Balances
- Regulated Limits and Related Balances
- Adjustment Methods
- Elements to Adjust
- Input Values to Adjust
- Adjustments with Refunds
- How to Pay Refunds
- Balance Adjustments to Cost
- Costing Balance Adjustments: Examples
- Reporting Balance Adjustments
- Instructor Demonstration
- Summary
- Practices

Real Time Information (RTI)

- Objectives
- Real Time Information: Overview
- Outgoing Processes
- Incoming Processes
- Real Time Information Data Capture
- Required Tax Reporting Unit Fields
- Person Legislative Information

- RTI Notification Requirements
- Additional RTI Information
- Instructor Demonstration
- Summary
- Practices

Payroll Reconciliations

- Learning Objectives
- Reconciliation Reports
- Payroll Balancing Reports for the UK
- It's a Balancing Act
- Reconciliation: Prerequisites
- Payroll Balancing Periods
- Pay Period Balancing Process
- Gross-to-Net Report Compared with Statutory Deduction Register
- Gross-to-Net Report Compared with Payroll Activity Report
- Gross-to-Net Report Compared with Payment Register Report
- FPS Reconciliation Compared with Run Year-to-Date Reconciliation
- Monthly Balancing: Overview
- Year-End Balancing
- Comparing Year-End Reports
- Summary
- Practices