

2024

# Payroll Admin Guide: Payroll Processing Off Cycle & One Time Payments



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# Guide Usage and Disclosures

#### **Guide Information**

This guide is designed based on the Oracle Cloud HCM delivered setups; some fields may differ from your instance configurations. For example, some fields may be required in this guide that are not required in your instance. Additionally, some of the training topics discussed in this guide may not apply to your organization, but we know you'll find it helpful. If you would like a custom guide for your organization, please contact Megan Ketter at <a href="maketter@camptratech.com">maketter@camptratech.com</a>.

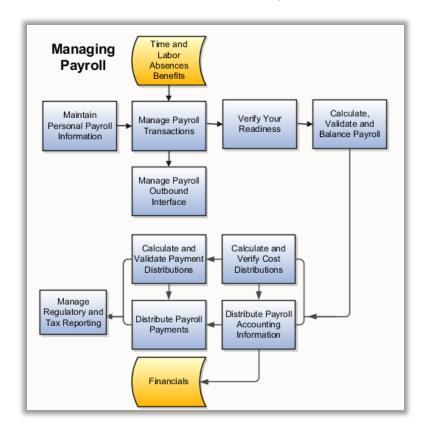
#### How To Use This Guide

This guide is intended to assist Admin users with their day-to-day tasks in Oracle Cloud. A few notes before you begin:

- 1. Any fields with an asterisk are required fields.
- 2. Based on your configurations, approval workflows may in place for the training topics below; those tasks would need to be approved before the additions or updates are visible in your instance.
- 3. You may have specific flexfields in your instance that require inputs; this guide is a generic tool and will not include those specific flexfields. You will see those fields as a context segment or not visible at all in our Oracle instance.

# **Overall Process Flow**

Before we begin with the training content, It's important to understand the overall process flow of information in Oracle Cloud for the Payroll module.



# **Glossary of Terms**

Here we've included common terms associated with the Payroll module. Please review the terms below to familiarize yourself with the Oracle Cloud terms used throughout this guide.

#### **Element Entries**

There are 2 types of element entries: recurring and nonrecurring. Element entries are details of compensation or a deduction. For example, medical premiums, garnishments, salary, etc.

## **Payroll Relationship**

A payroll relationship exists between a person and a payroll statutory unit, which is the legal entity responsible for employee payment.

#### **Payment Methods**

A method in which money is transferred to the third-party vendor or employee. For example, direct deposit, check, or EFT.

## **Tax Reporting Units**

Represents a legal entity for tax and social insurance reporting in global legislation.

#### **Calculation Entries**

Specifies how a value is provided or calculated

#### **Third Party Payment Methods**

A third party is any person or entity outside of your organization and a third-party payment method determines how you pay them.

#### **Object Groups**

Object groups are user-defined sets of elements or people used to restrict which of these items to include in various processes and reports.

#### Quickpay

A process executed by the payroll team to pay an employee

#### **Retro Pay**

Payment owed to an employee or payment due from an employee due to an incorrect amount being withheld from a prior payroll.

## **Payroll Reconciliation**

Payroll processes transfer your payment entries to Cash Management for manual or automatic reconciliation with bank statements

## Reporting

OTBI or BI contains numerous reports used for payroll verifications and processing.

#### **Data Loader**

HCM Data Loader validates the data and creates valid records in the HCM cloud. The Data Loader is also used to load multiple elements entries for payment for multiple employees.

#### **Effective Date**

Effective Dates are used to store historical, current, and future information.
Effective Dates are the date in which a line of data is active.

#### **Element Classification Components**

Elements are grouped into primary classifications, such as Earnings and Voluntary Deductions. In a human resources department, you can use the primary classifications to identify groups of elements for information and analysis purposes. In a payroll department, the classifications control processing, including the sequence in which elements are processed and the balances they feed.

## Costing

If the classification is Costable, you can select any costing option for elements when you define the element links. If the classification is Distributable, you can create a distribution set from elements of this classification over which you can distribute costs. You can also view the cost type for elements in the classification, whether they debit or credit the accounts they feed.

## **Frequency Rules**

The payroll run uses a frequency rule to determine in which pay periods it processes a recurring element. You can view which date the payroll run uses, by default, to assess frequency rules in your localization. You can select a different date when you define a frequency rule.

#### **Calculate Absence Duration**

Calculate the duration of an absence from the start and end dates.

#### **Accrual Start Rule**

You use an accrual start rule to determine when newly enrolled employees start to accrue time. For example, some accrual plans allow new hires to accrue time from the date of their hire. If the predefined start rules that are available on the Accrual Plan page do not meet your requirements, you can add your own rule directly in the accrual formula.

## **Tax Card**

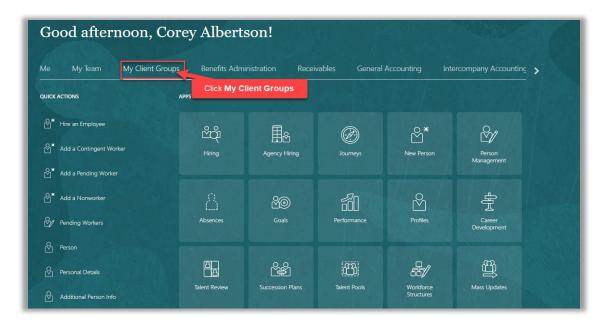
Contains the Federal, State, and Local tax withholding information for the employee

# Off-Cycle Payroll Processing

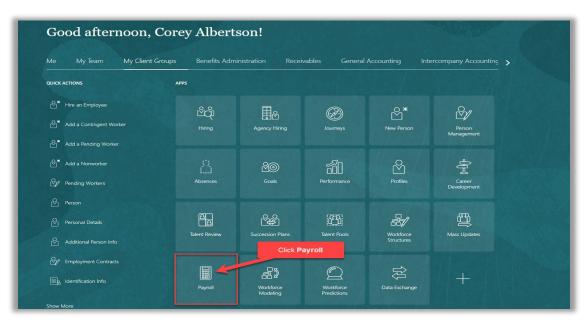
## Create A Payroll Relationship Object Group

Navigation: Home>My Client Groups>Payroll>Object Groups>Create>Enter Criteria>Submit

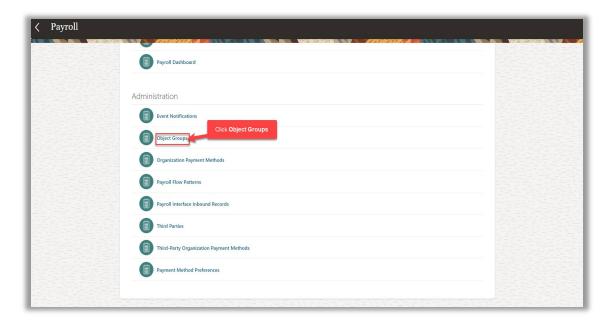
From the home screen, click My Client Groups



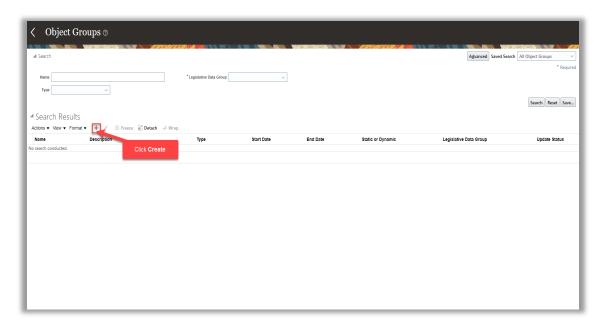
## Next, click Payroll



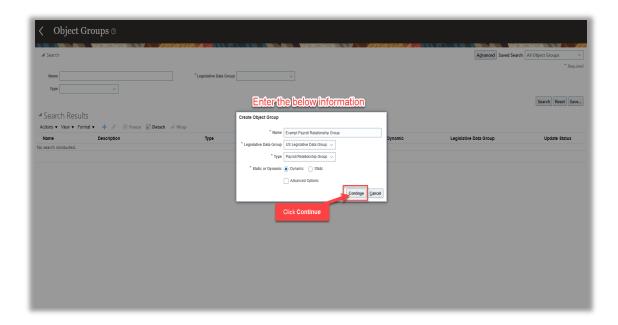
From the Payroll menu, scroll down under Administration and click **Object Groups**. We can also search for **Object Groups** in the search box at the top of the page



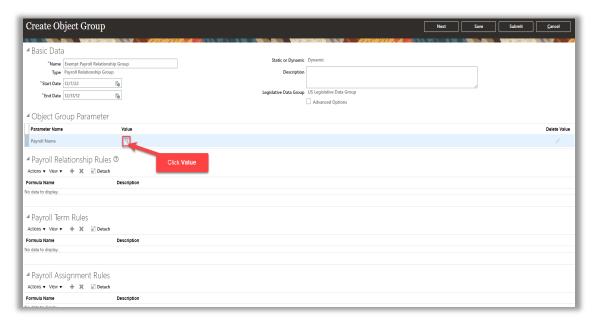
## Click Create



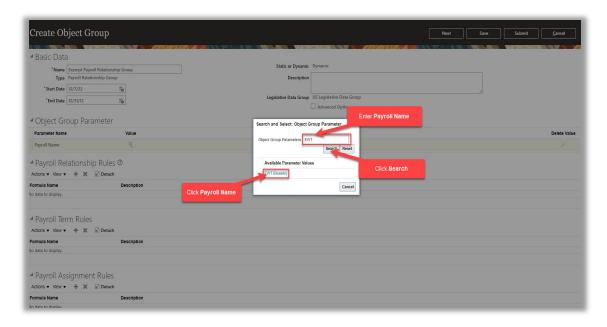
Enter Create Object Group Information



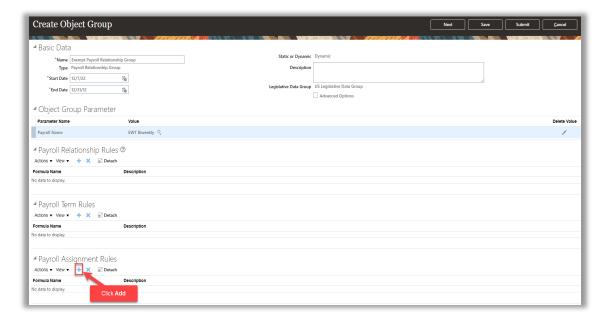
First, we can adjust the Start Date and End Data, if applicable. Also, we can enter the **Object Group Parameter**, such as the **Value** for **Payroll**. Click **Value** to select the Payroll



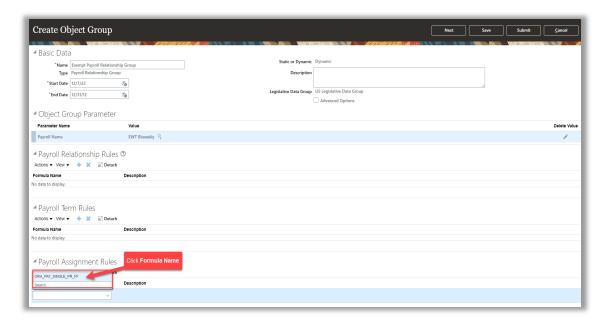
Enter the Payroll Name and click Search. Select the Payroll Name



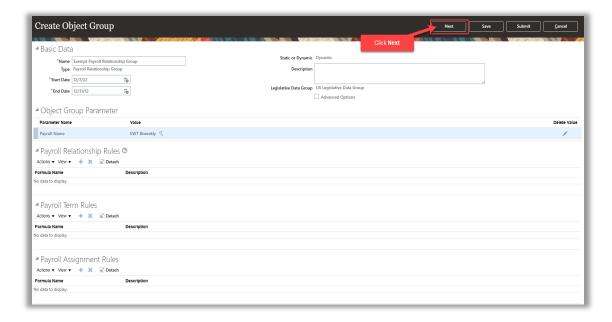
Next, we can enter the **Payroll Relationship Rules**, **Payroll Term Rules**, and **Payroll Assignment Rules**. For these areas, we can associate a formula that includes the employee population needed for creating this **Payroll Relationship Group**, if applicable. We can add a formula by clicking **Add** in the applicable area



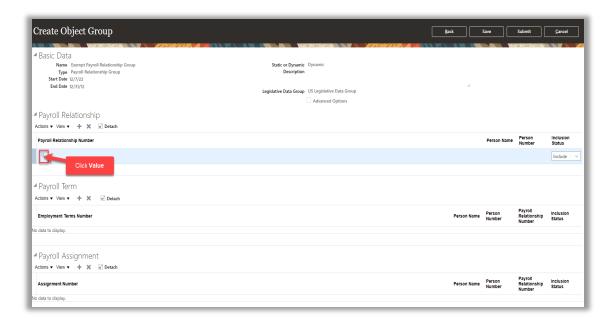
Click the Formula Name or click Search to search for the Formula Name



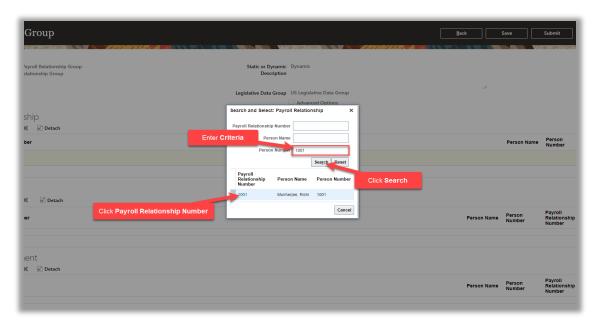
#### Click Next



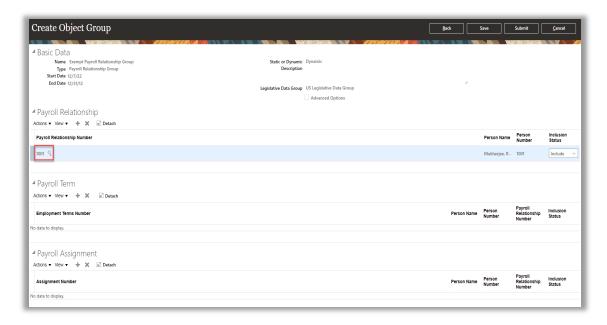
Next, we can enter the **Payroll Relationship**, **Payroll Term**, and **Payroll Assignment** to help identify the population if we are not using a formula. To add employees, click **Value** 



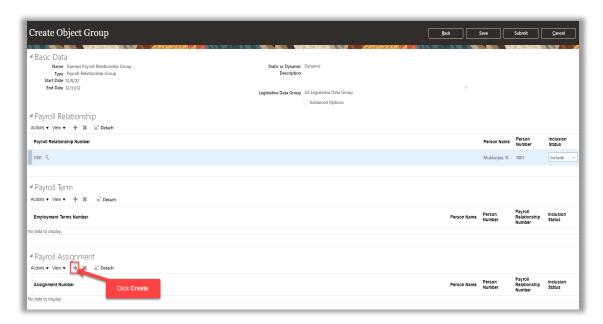
Search for the Employee by Payroll Relationship Number, Person Name, or Person Number then click Search. Lastly, click Payroll Relationship Number



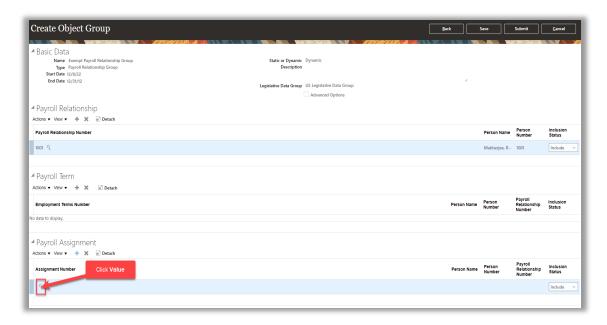
The Employee has been added. Follow this same process to add additional employees to this **Payroll Relationship Group** 



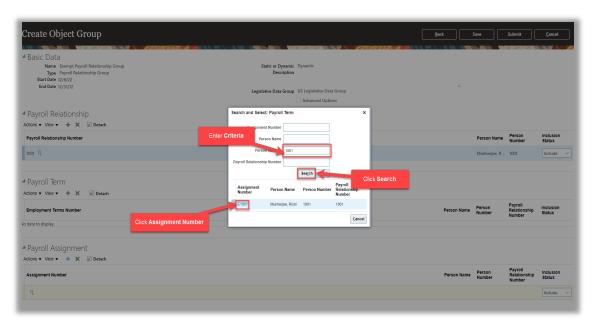
Next, we must add the employees **Payroll Assignment** as well. To add employees, click **Create** 



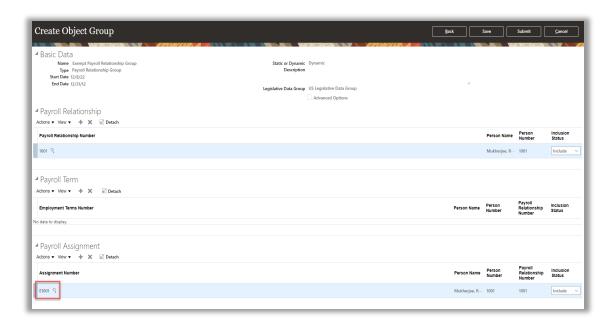
Click Value



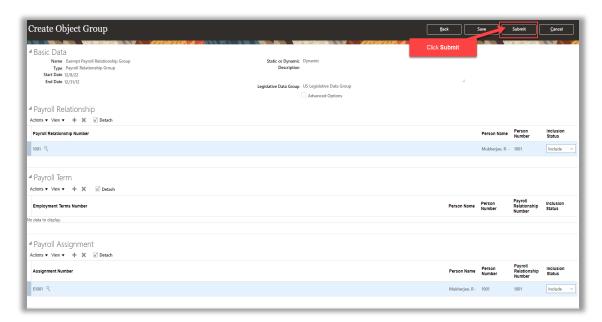
Next, Search for the Employee by **Person Name** then click **Search.** Lastly, click **Assignment Number** 



The Employee has been added. Follow this same process to add additional employees to the **Payroll Assignment** 



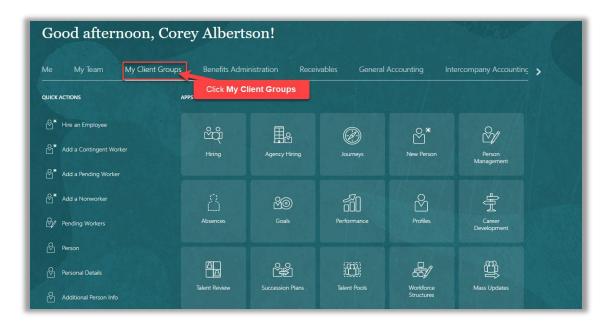
#### Click Submit



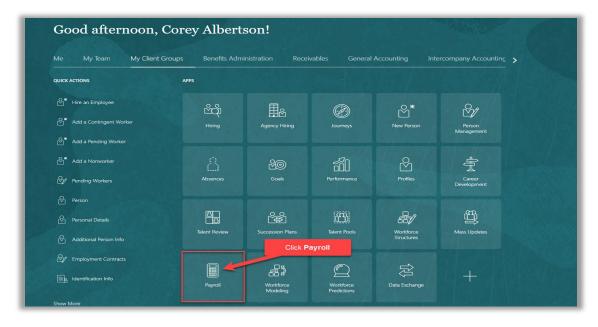
# Create Element Object Group

Navigation: Home>My Client Groups>Payroll>Object Groups>Create>Enter Criteria>Submit

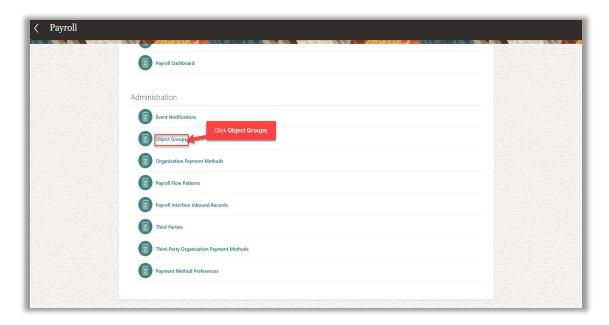
From the home screen, click My Client Groups



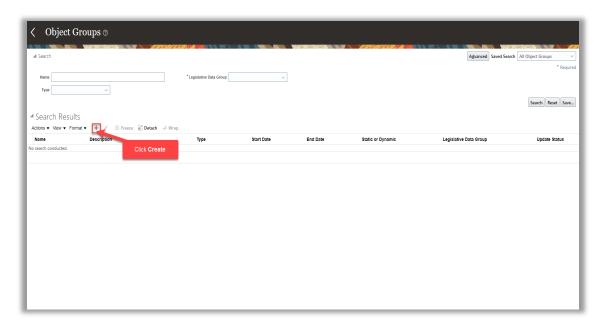
## Next, click Payroll



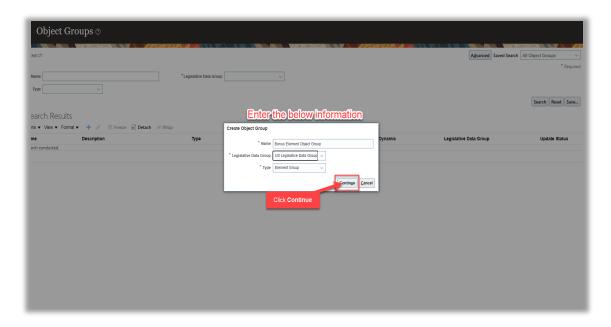
From the Payroll menu, scroll down under Administration and click **Object Groups**. We can also search for **Object Groups** in the search box at the top of the page



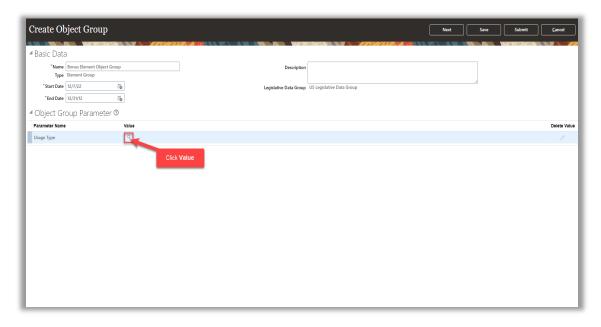
## Click Create



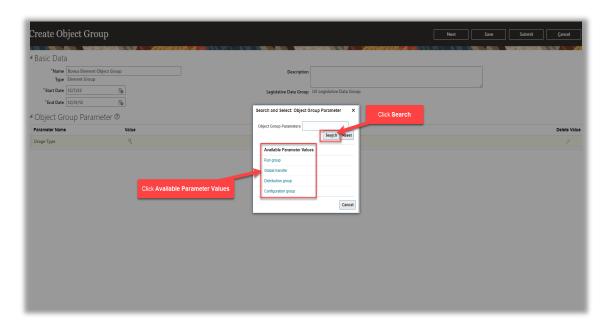
Enter Create Object Group Information



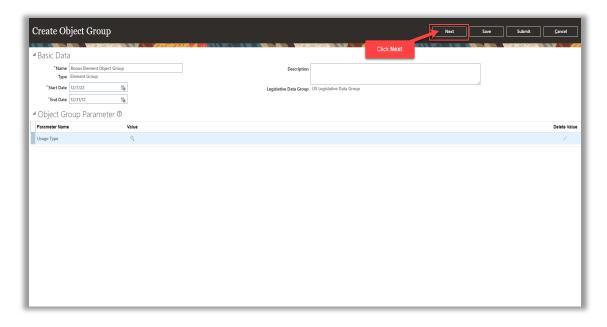
First, we can adjust the Start Date and End Data, if applicable. Also, we can enter the **Object Group Parameter**, such as the **Value** for **Usage Type**. Click **Value** to select the Usage Type



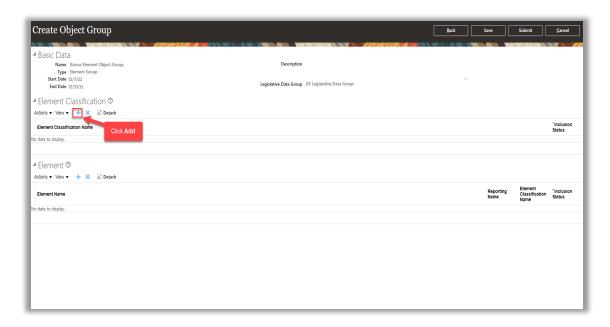
Enter **Object Group Parameters** or click **Search**. Click the applicable **Available Parameter Values**, if applicable. We'll enter the element to identify the employee population on the next screen



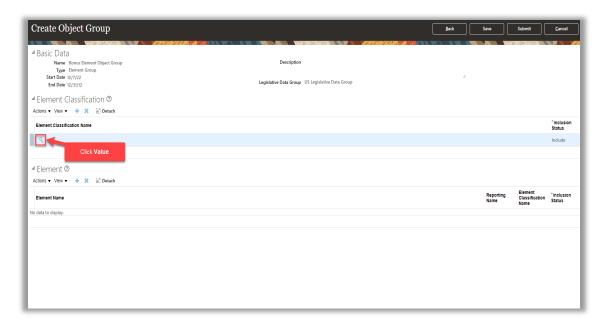
#### Click Next



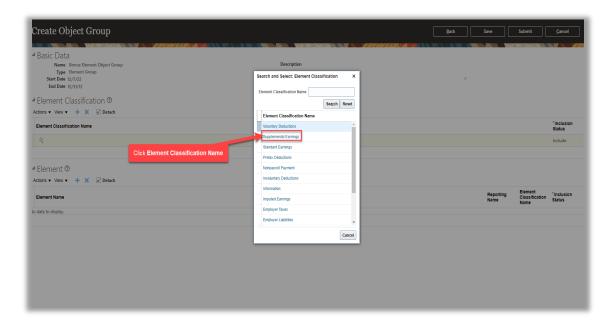
Next, we can enter the **Element Classification** and **Element**. For these areas, we can associate the employee population needed for creating this **Element Group**. We can add the employee population by clicking **Add** in the applicable area



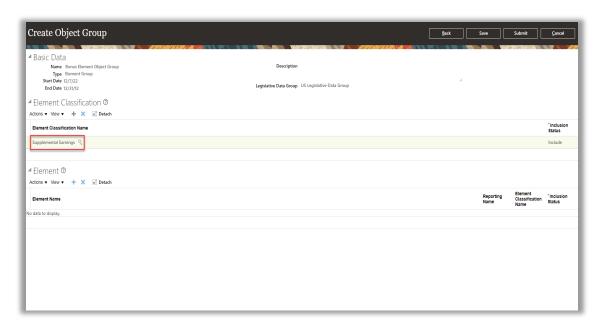
#### Click Value to search for the Element Classification Name



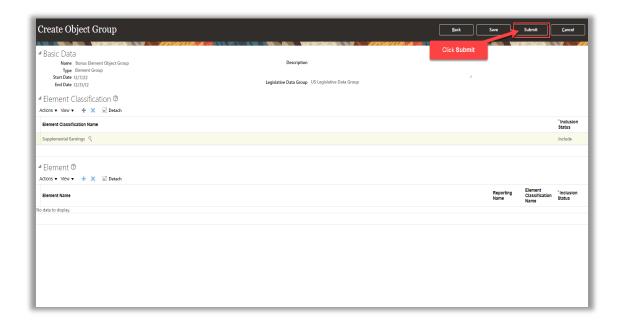
Enter the **Element Classification Name** and click **Search**. If we do not have the **Element Classification Name**, click **Search** only and select the applicable value



The **Element Classification** has been added.



Click Submit

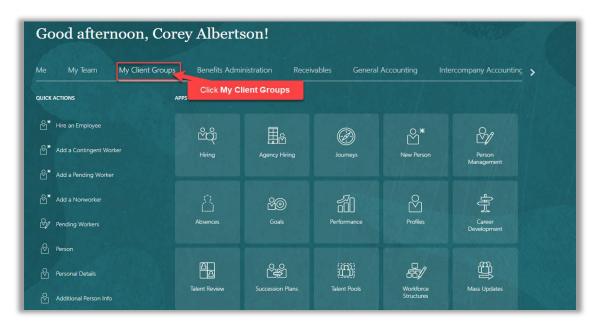


# One Off Payment

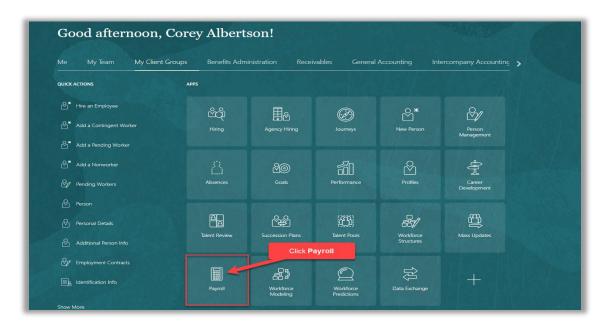
## **QuickPay Payments**

Navigation: Home>My Client Groups>Payroll>Simplified Quickpay>Search Employee>Submit

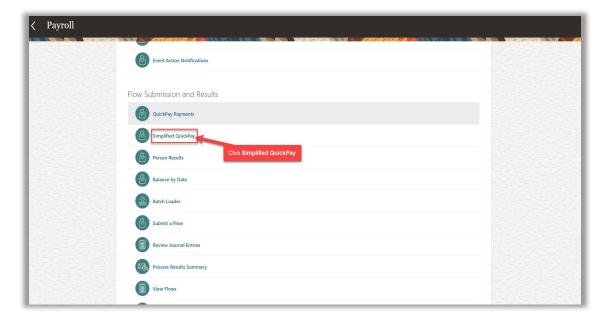
From the home screen, click My Client Groups



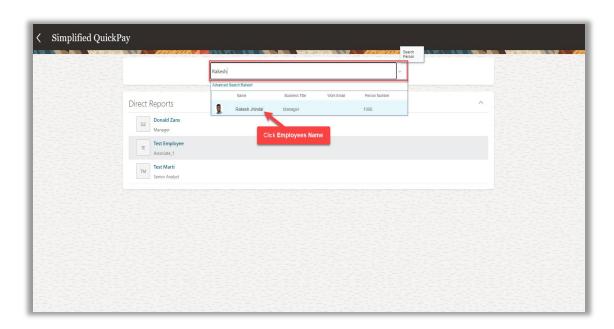
Next, click Payroll



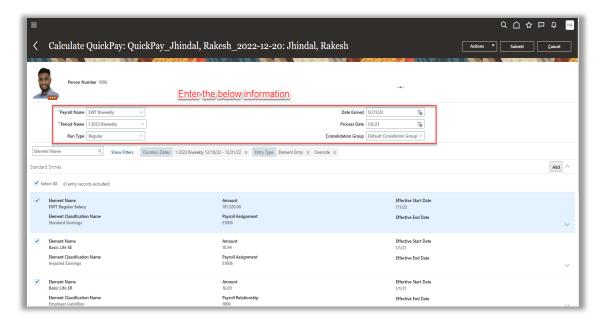
From the Payroll menu, scroll down and click **Simplified Payroll**. We can also search for **Simplified Payroll** in the search box at the top of the page



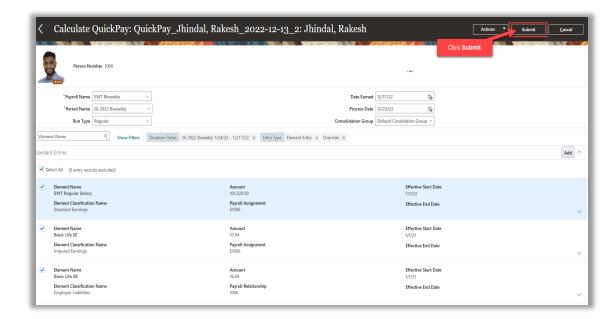
Enter the employees name in **Search for a Person** box, once the employees name is shown, click the employees' name



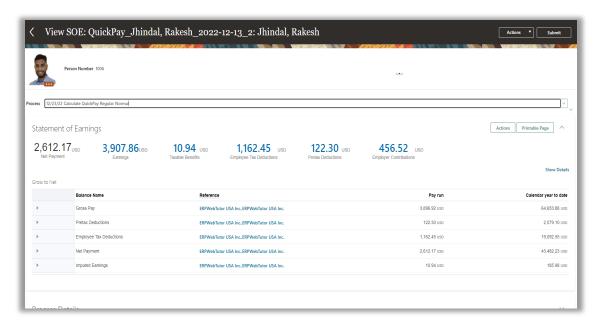
## Enter the Payroll Name, Period Name, Run Type, Date Earned and Process Date



Click Submit



The QuickPay has successfully processed. We can view the results here

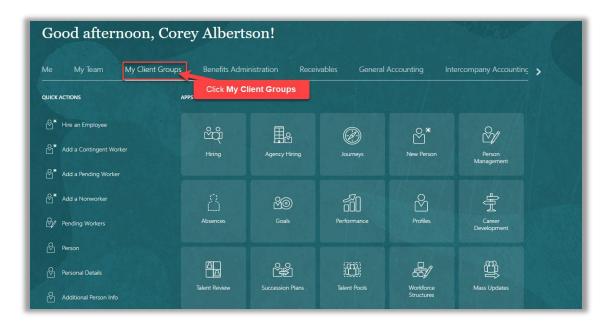


Lastly, we need to complete the additional payroll process as a part of our payroll processing flow

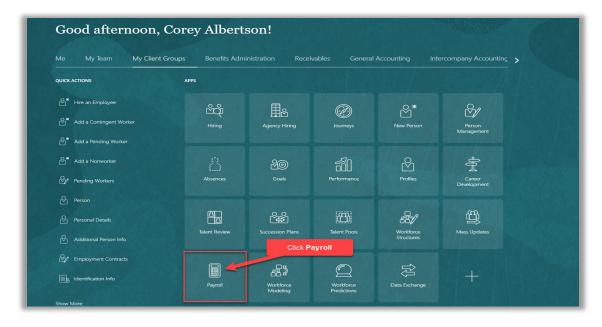
## Calculate Prepayment (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

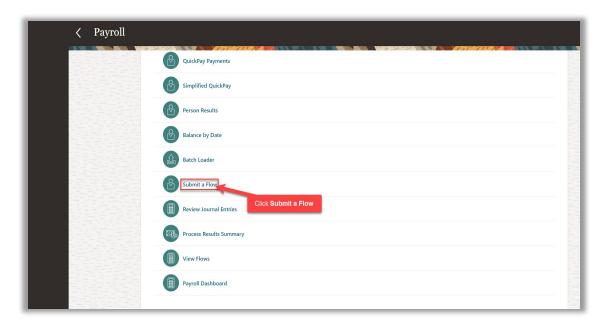
From the home screen, click My Client Groups



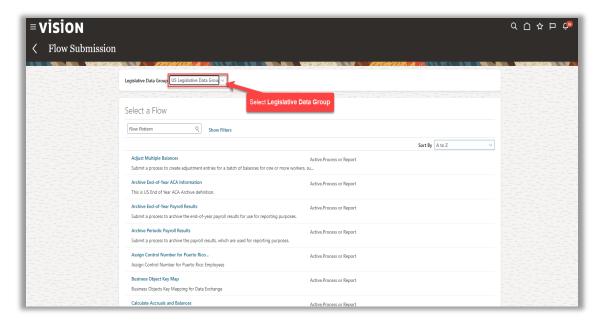
## Next, click Payroll



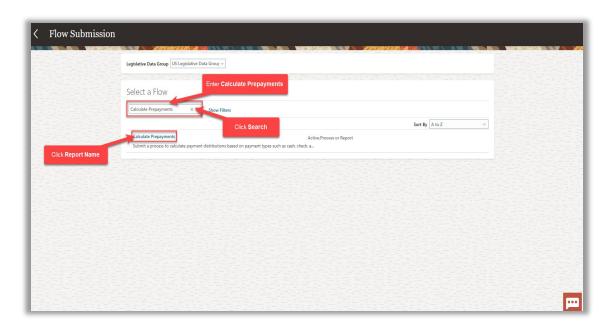
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



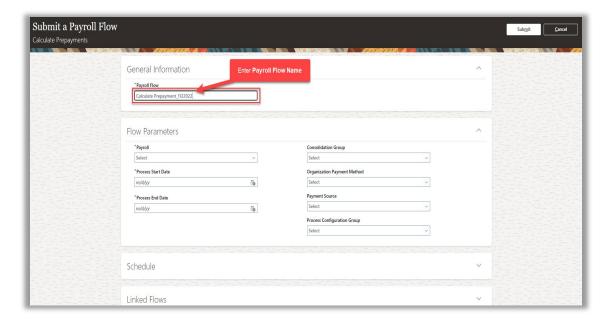
## Select the **Legislative Data Group**



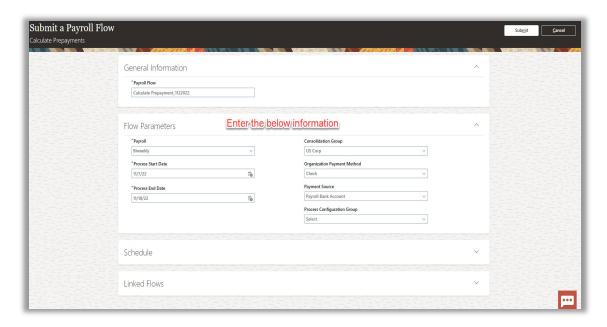
Search Calculate Prepayments and click Search. Click Report Name



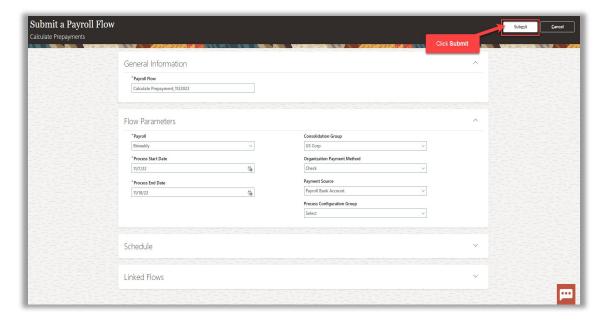
#### **Enter General Information**



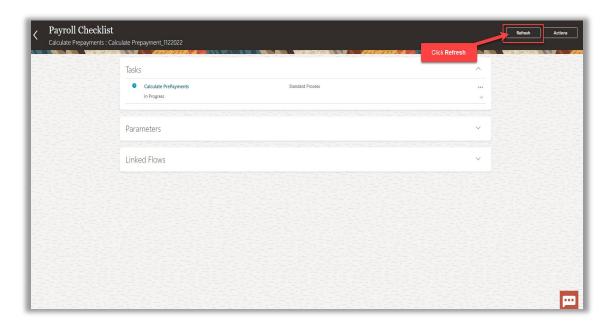
Next, enter the Flow Parameters such as the **Payroll, Process Start Date** and **Process End Date.** If applicable, we can add the **Consolidation Group, Organization Payment Method**, and additional criteria



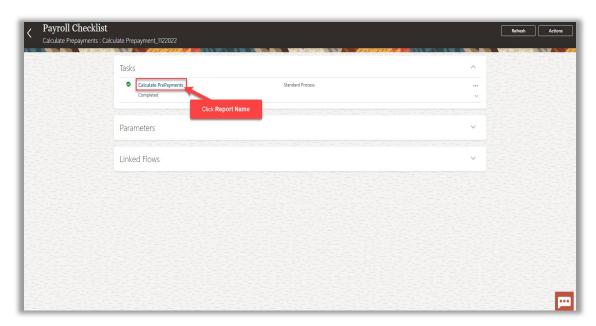
## Click Submit



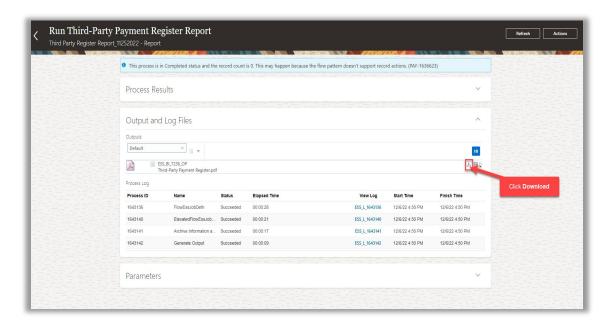
Click Refresh



# The Calculate Prepayments process is complete. Click Report Name



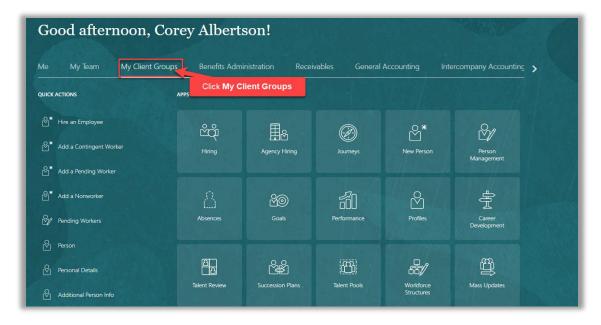
To view the Calculate Prepayments process results, click Download



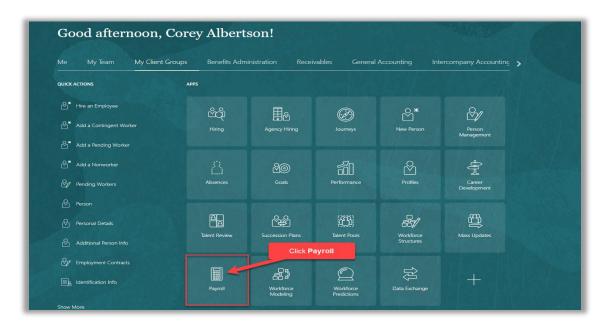
## Archive End-of-Year Payroll Results (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

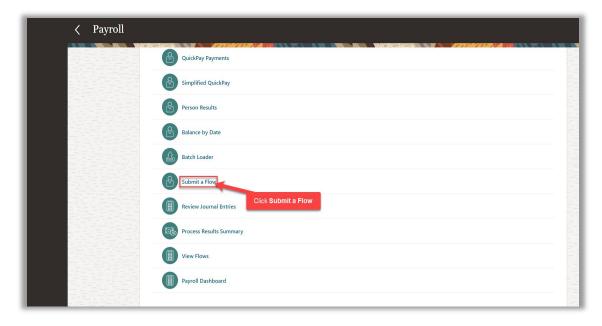
From the home screen, click My Client Groups



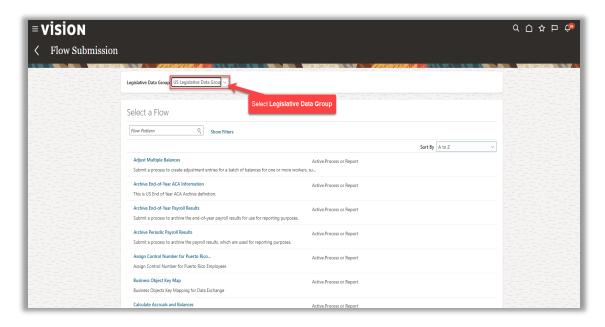
Next, click Payroll



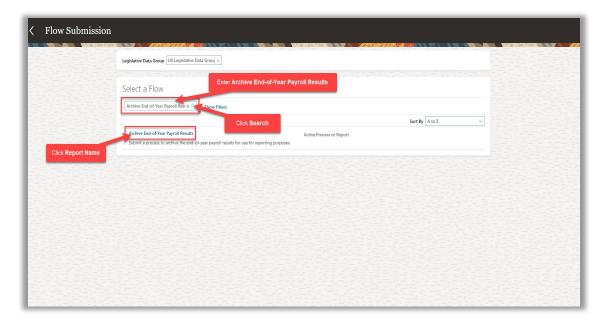
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



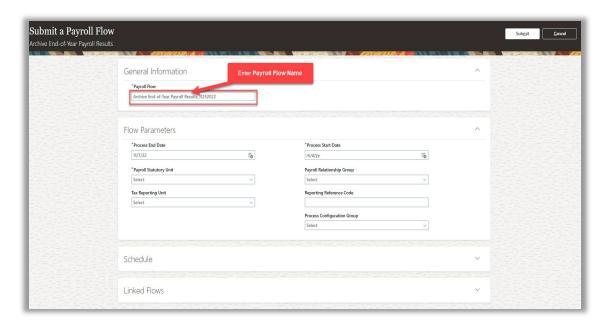
Select the **Legislative Data Group** 



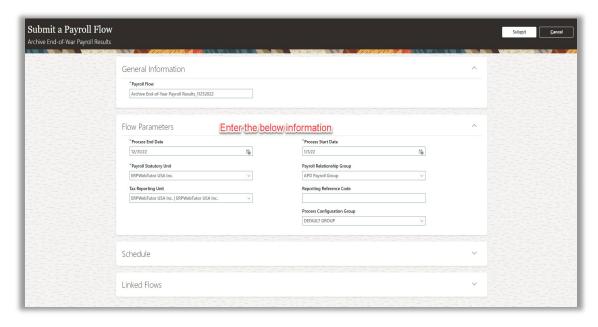
## Search Archive End-of-Year Payroll Results and click Search. Click Report Name



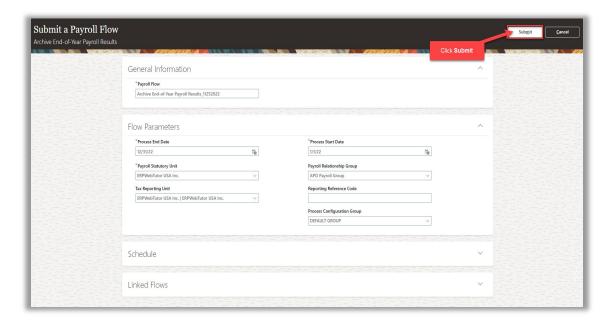
**Enter General Information** 



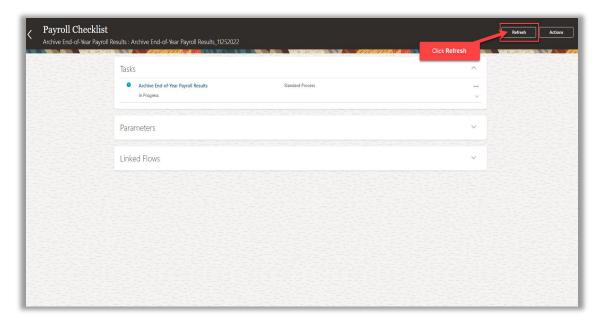
Next, enter the Flow Parameters such as **Process Start Date and Process End Date** and **Payroll Statutory Unit.** If applicable, we can enter **Tax Reporting Unit, Payroll Relationship Group**, and additional criteria



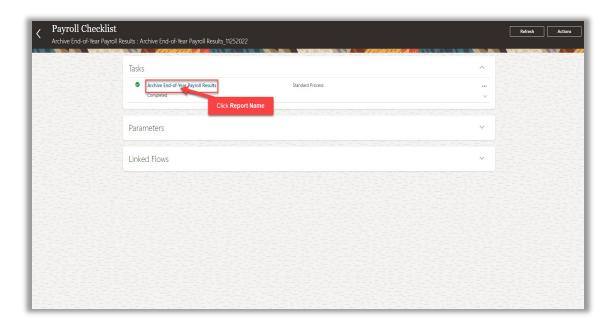
Click Submit



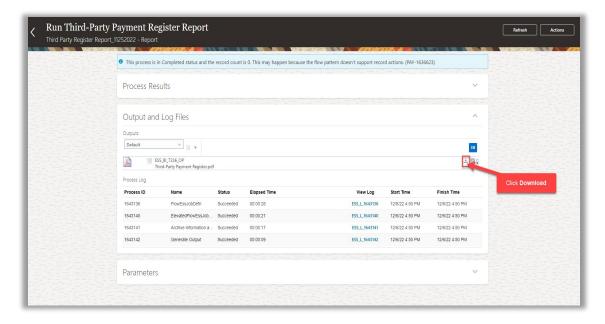
## Click Refresh



The Archive End-of-Year Payroll Results process is complete. Click Report Name



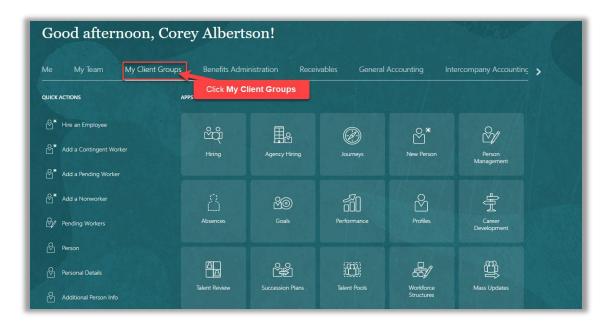
To view the Archive End-of-Year Payroll Results process results, click Download



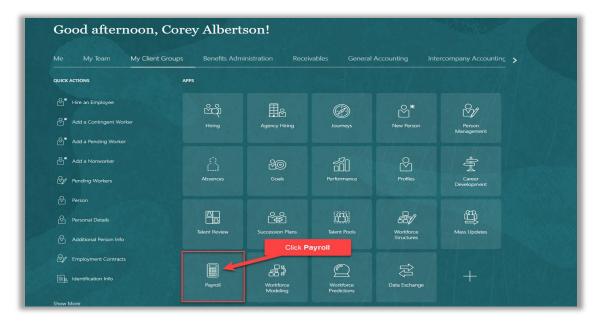
## Run Archive (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

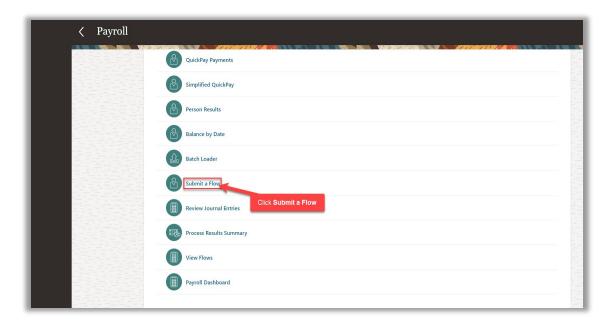
From the home screen, click My Client Groups



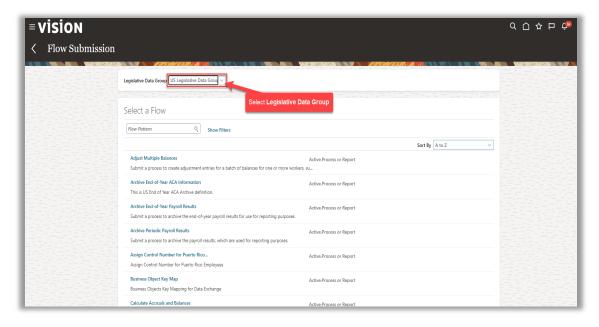
### Next, click Payroll



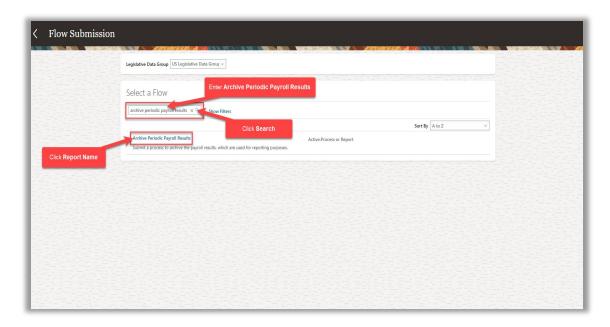
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



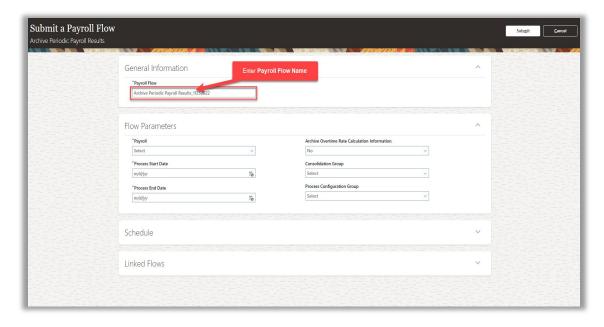
## Select the **Legislative Data Group**



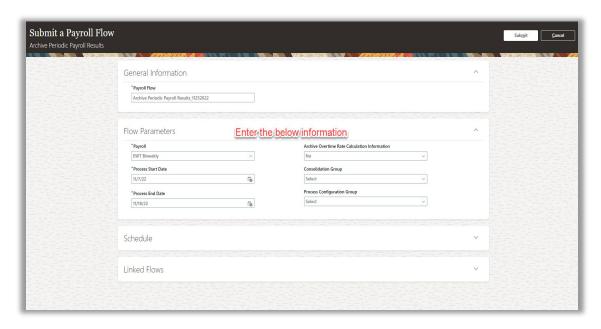
Search Archive Periodic Payroll Results and click Search. Click Report Name



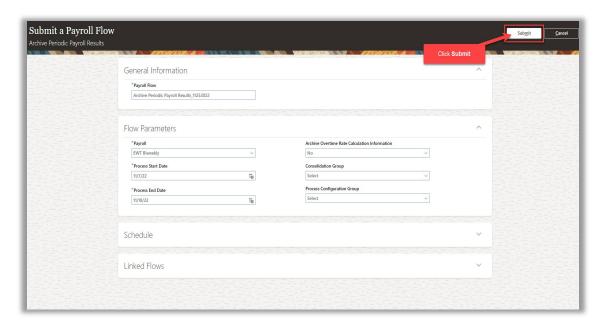
#### **Enter General Information**



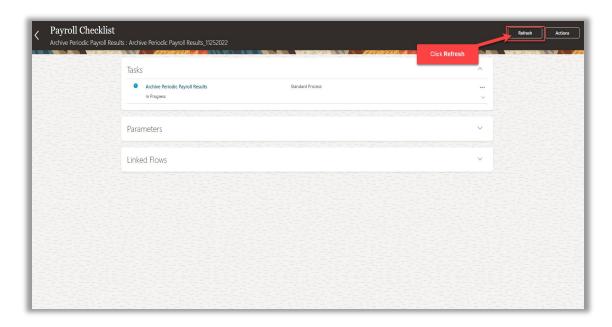
Next, enter the **Flow Parameters.** If applicable, we can run this report by **Archive Overtime Rate Calculation Information**, and **Consolidation Group.** We can also enter additional criteria, if applicable



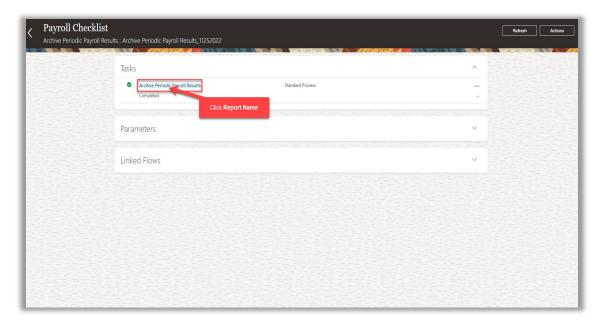
### Click Submit



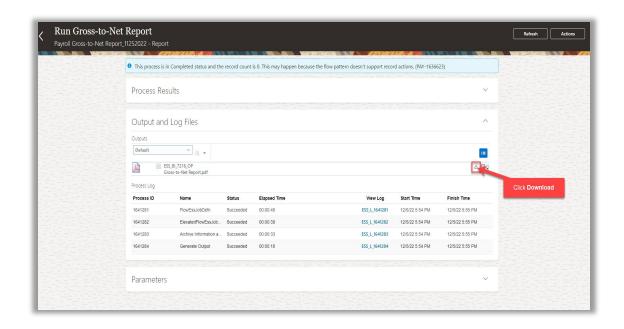
Click Refresh



The Archive Periodic Payroll Results process is complete. Click Report Name



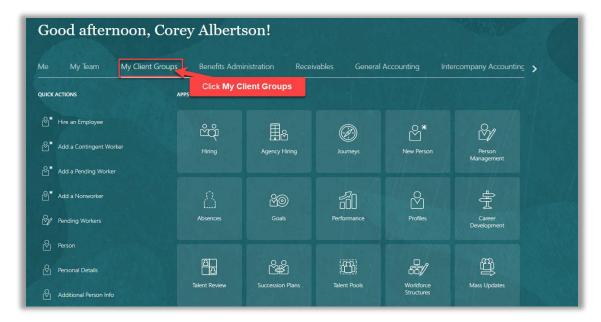
Click download to view the report details



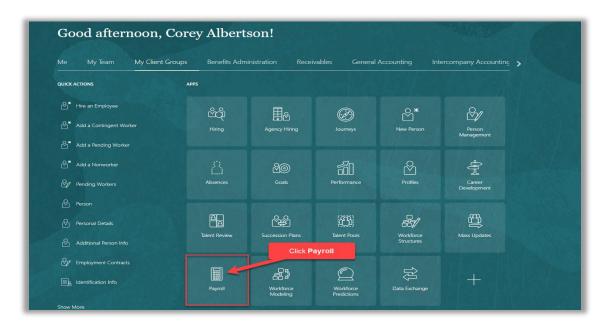
## Generate NACHA EFT (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

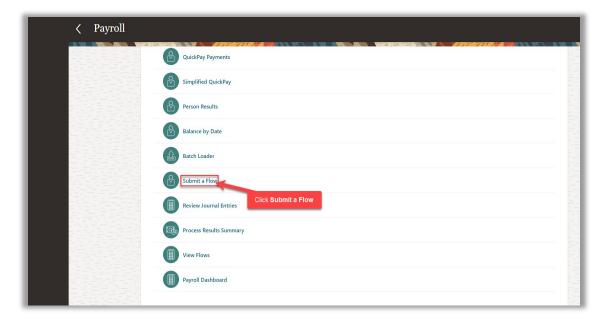
From the home screen, click My Client Groups



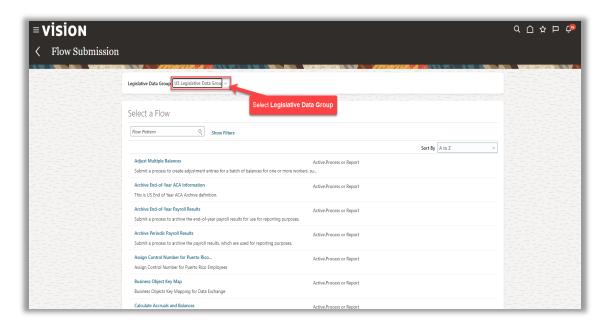
Next, click Payroll



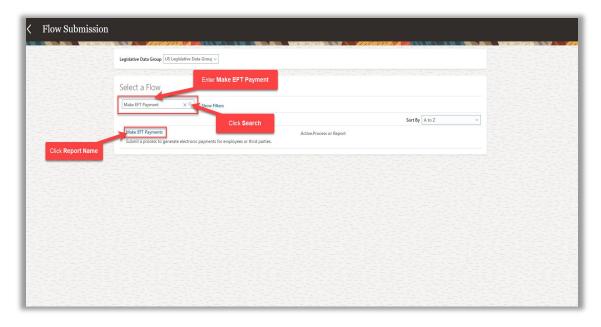
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



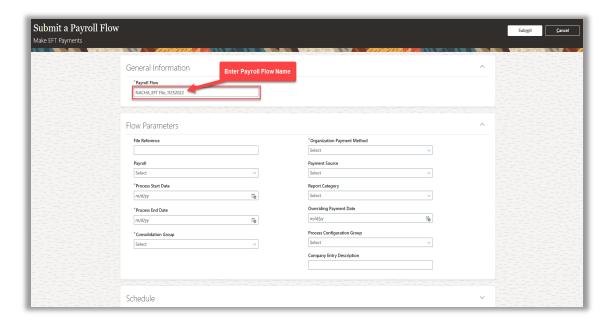
Select the **Legislative Data Group** 



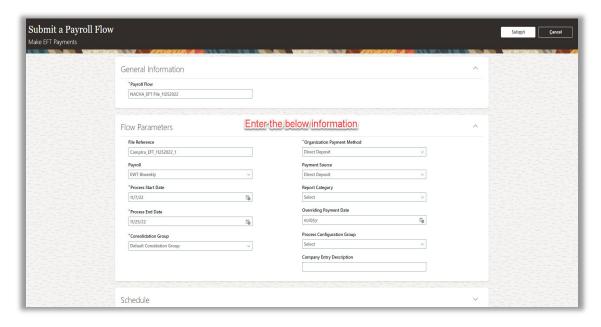
# Search Make EFT Payment and click Search. Click Report Name



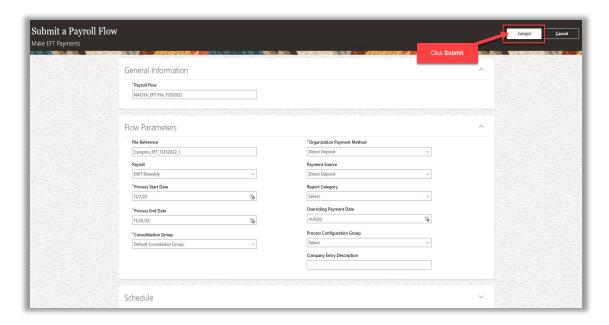
**Enter General Information** 



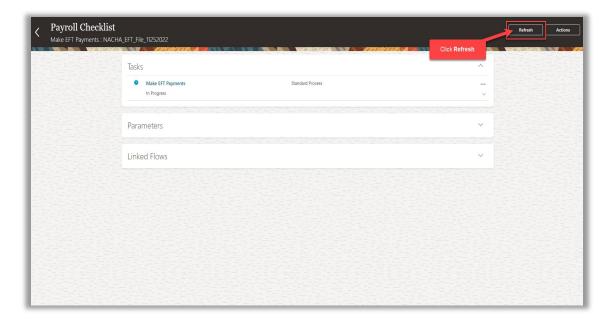
Next, enter the **File Reference** and additional information. If applicable, we can run this file by **Report Category** and **Overriding Payment Date**. We can also enter additional criteria, if applicable



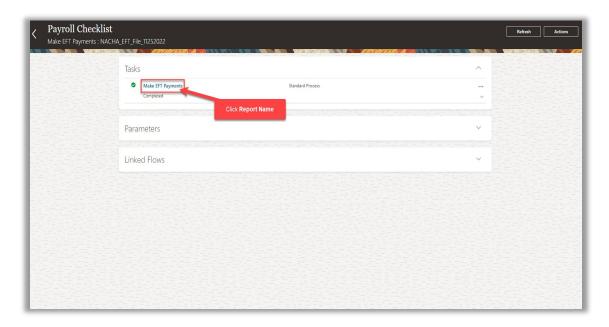
Click Submit



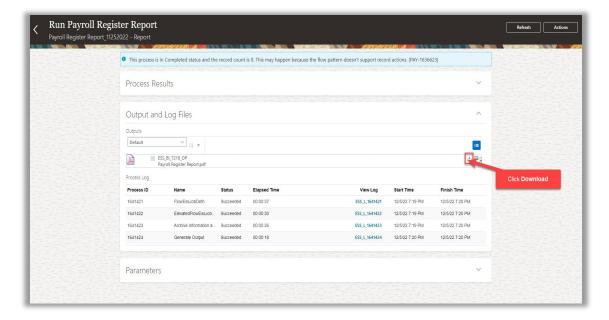
#### Click Refresh



The Make EFT Payments process is complete. Click Report Name



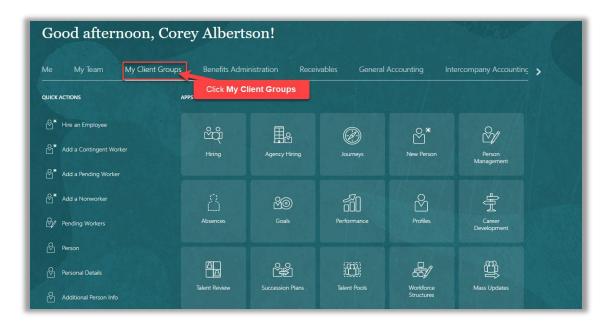
### Click download to view the report details



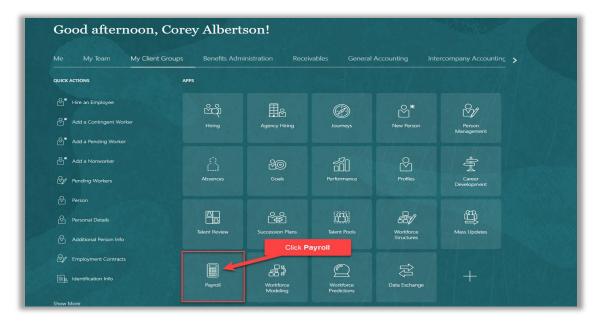
# Generate Check Payments For Employees (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

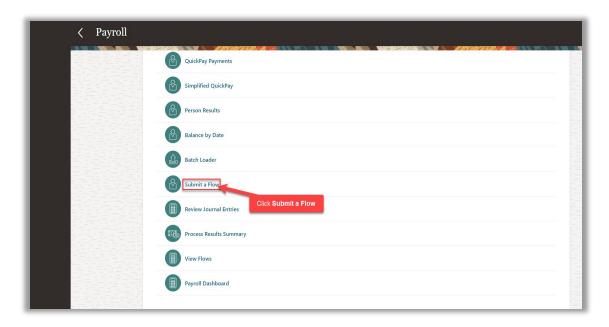
From the home screen, click My Client Groups



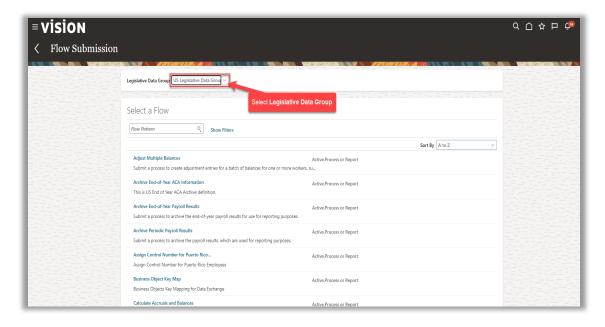
### Next, click Payroll



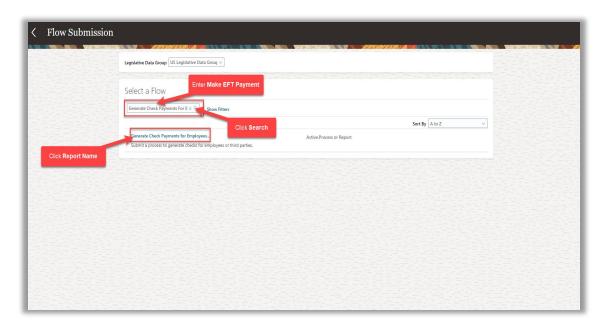
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



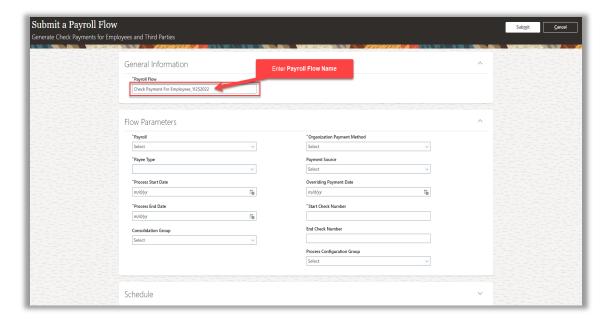
## Select the **Legislative Data Group**



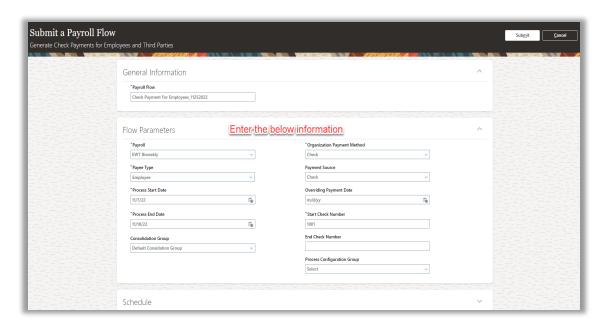
Search Generate Check Payments For Employees and Third Parties and click Search. Click Report Name



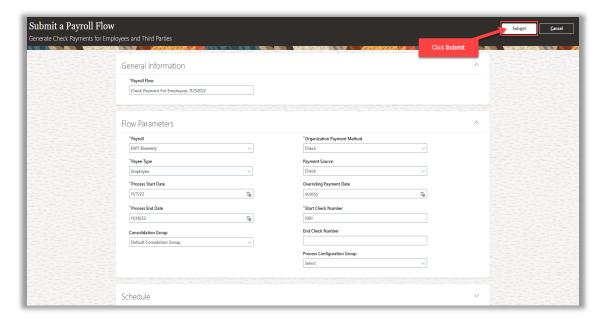
#### **Enter General Information**



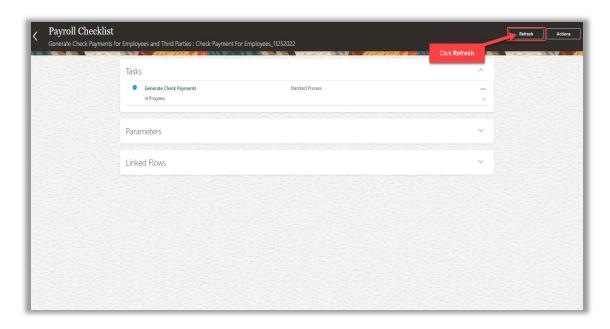
Next, enter the Payroll, Payee Type, and Organization Payment Method, and additional information. If applicable, we can run this file by Consolidation Group and Payment Source. We can also enter additional criteria, if applicable



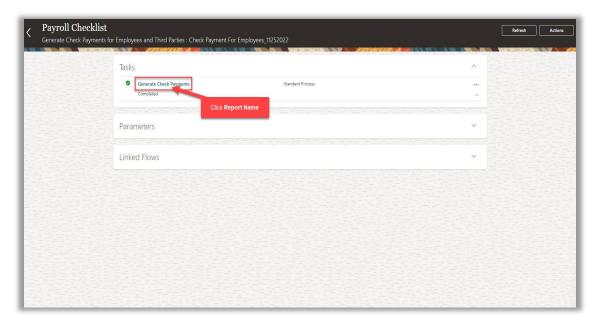
#### Click Submit



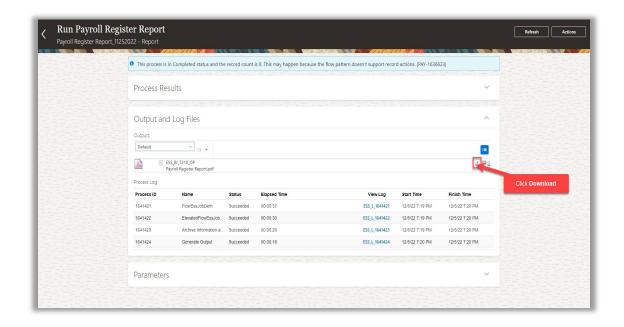
Click Refresh



The Generate Check Payments process is complete. Click Report Name



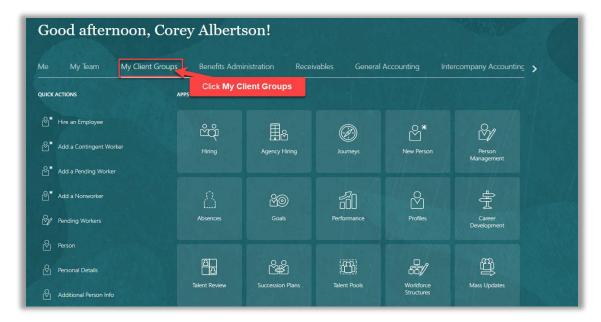
Click download to view the report details



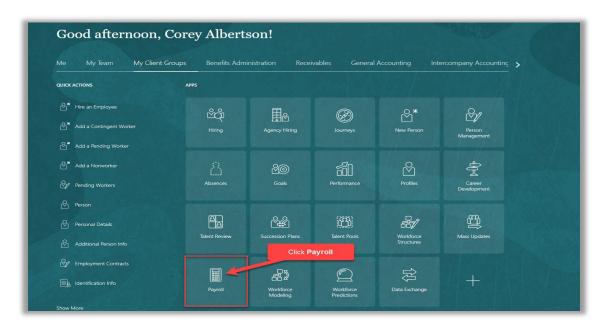
# **Generate Third-Party Checks**

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

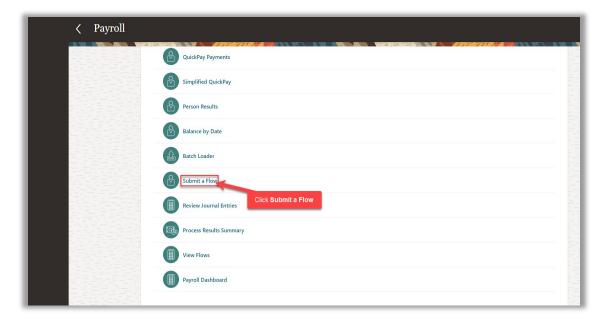
From the home screen, click My Client Groups



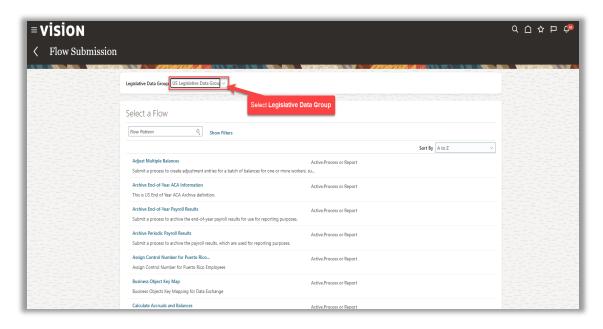
Next, click Payroll



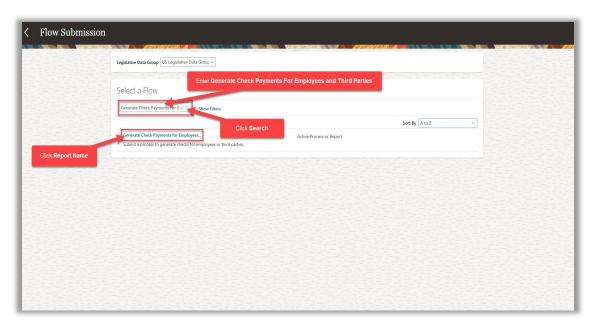
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



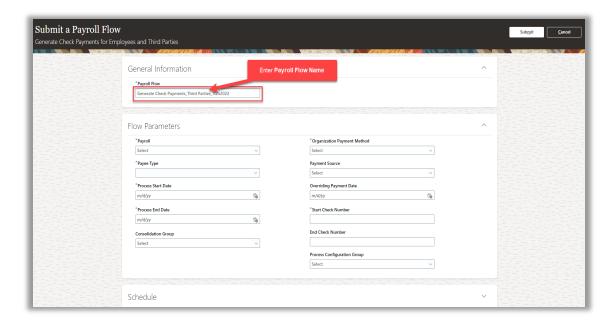
Select the **Legislative Data Group** 



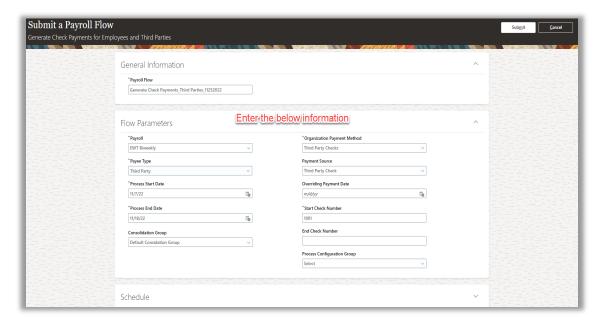
Search Generate Check Payments For Employees and Third-Parties and click Search. Click Report Name



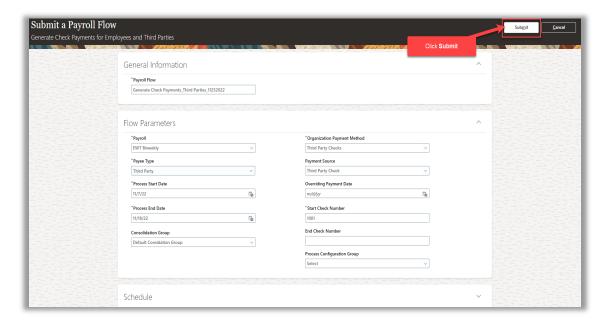
**Enter General Information** 



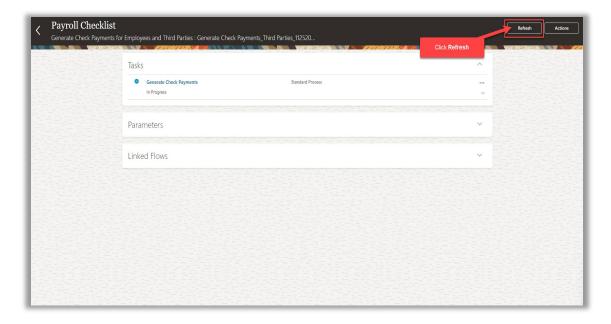
Next, enter the Flow Parameters such as the **Payroll**, **Payee Type**, **Organization Payment Method**, and **Start Check Number**. If applicable, we can run this file by **Consolidation Group** and additional criteria, if applicable



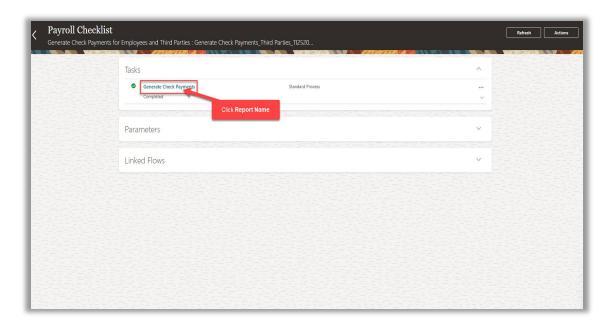
Click Submit



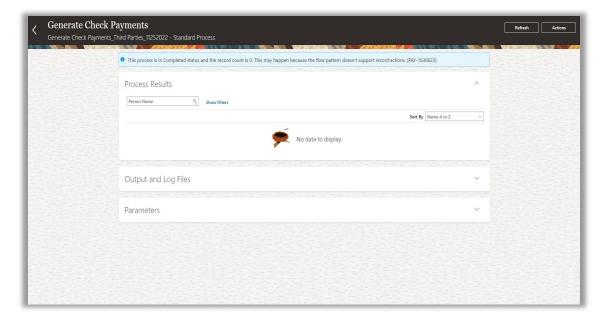
#### Click Refresh



The Generate Check Payments process is complete. Click Report Name



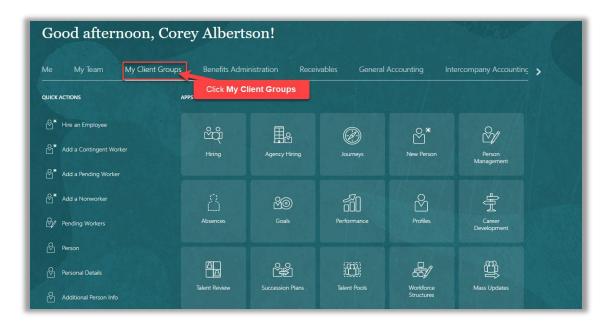
To view the **Generate Check Payment** process results, click the number above **Total, Success, Failed, Pending**, and **Ignored** 



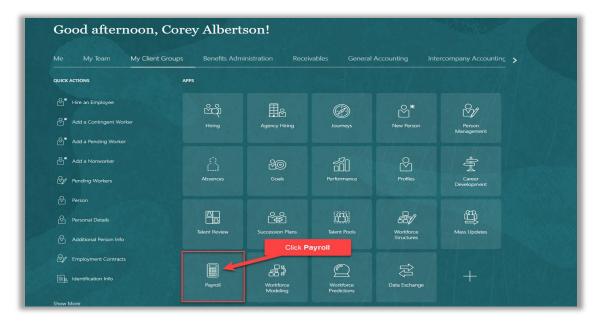
# Generate Payslips (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

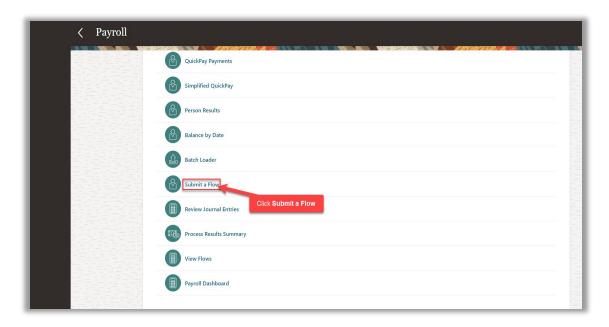
From the home screen, click My Client Groups



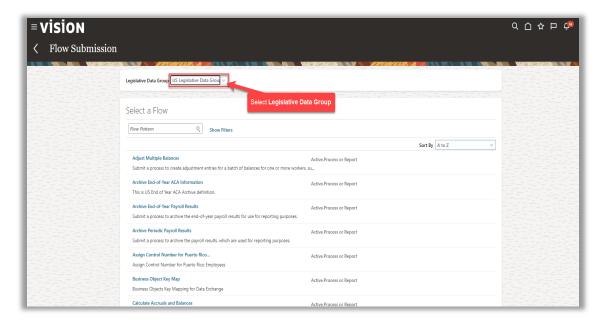
### Next, click Payroll



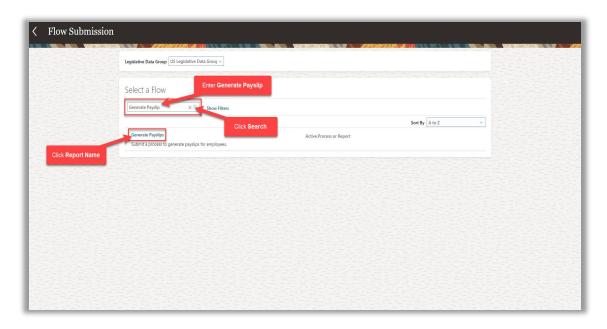
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



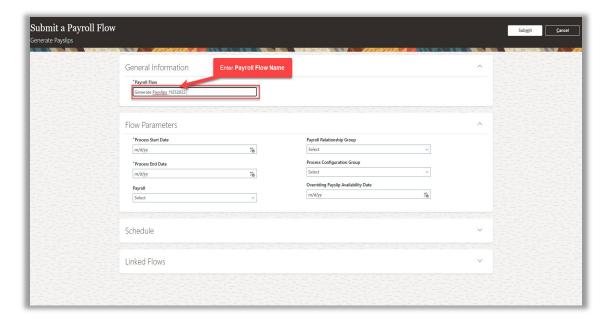
## Select the **Legislative Data Group**



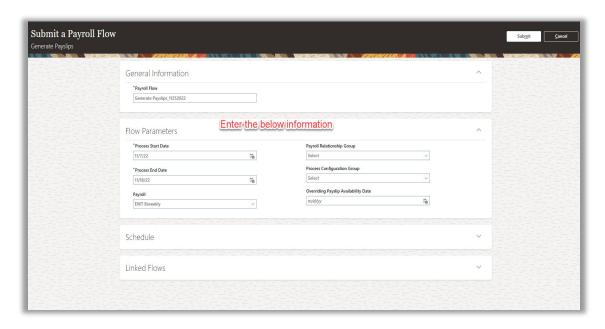
Search Generate Payslips and click Search. Click Report Name



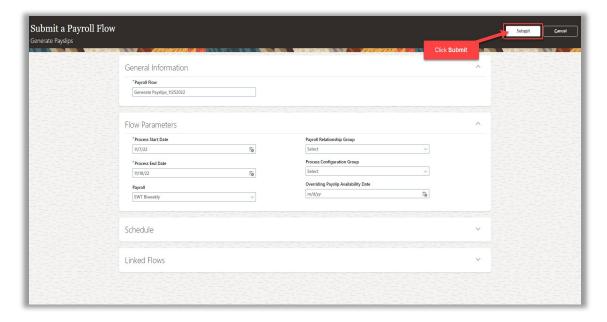
#### **Enter General Information**



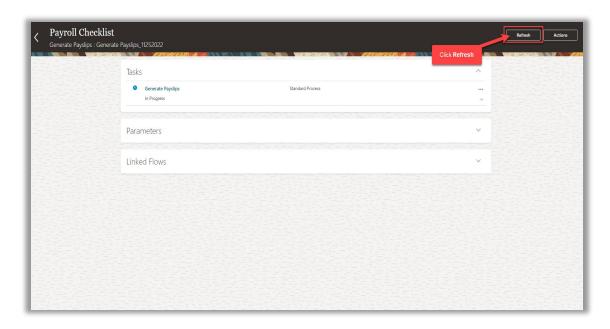
Next, enter the Flow Parameters such as the **Payroll** and **Payroll Relationship Group.** If applicable, we can run this file by **Payroll Configuration Group and** additional criteria, if applicable



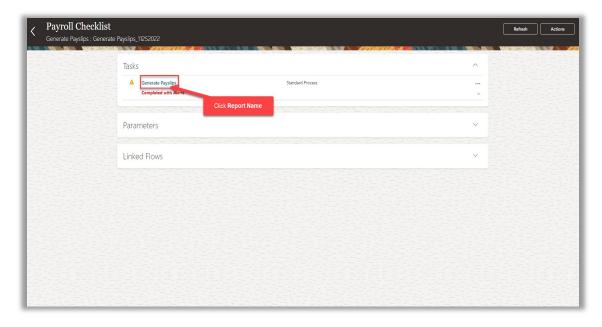
### Click Submit



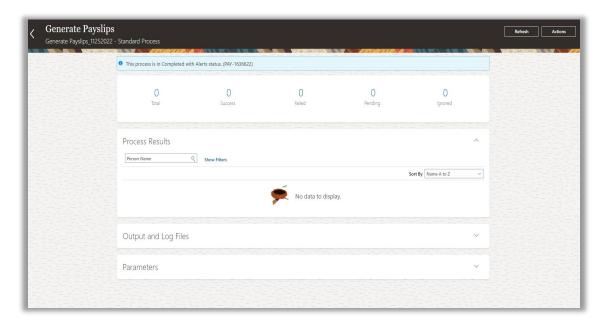
Click Refresh



The Run Payment Register Report process is complete. Click Report Name



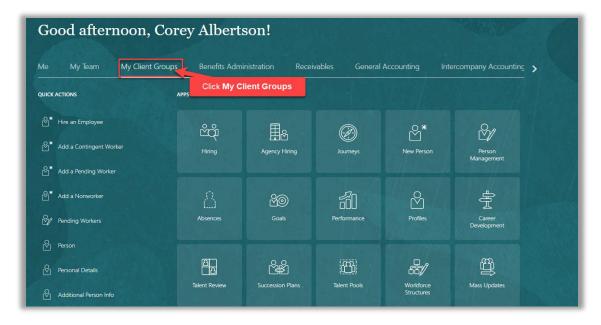
To view the **Payslip Data**, click the number above **Total**, **Success**, **Failed**, **Pending**, and **Ignored** 



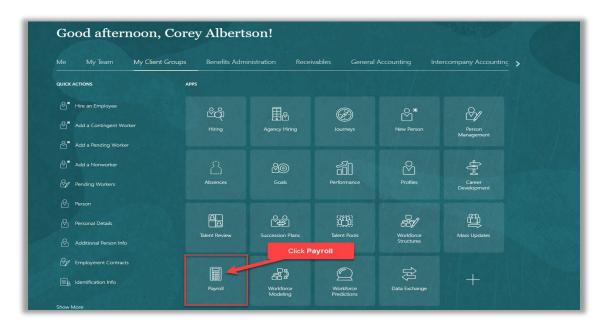
## Transfer To Subledger Accounting (Standalone Process)

Navigation: Home>My Client Groups>Payroll>Submit A Flow>Enter Information>Submit>Download to View Details

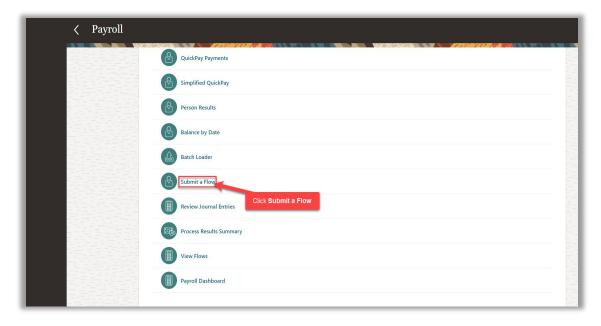
From the home screen, click My Client Groups



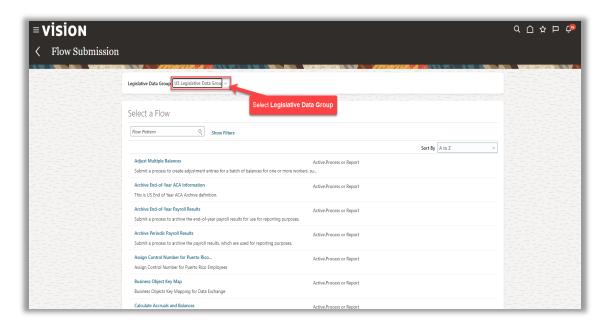
Next, click Payroll



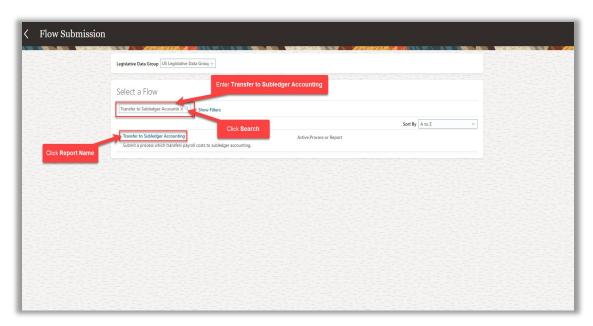
From the Payroll menu, scroll down and click **Submit a Flow.** We can also search for **Submit a Flow** in the search box at the top of the page



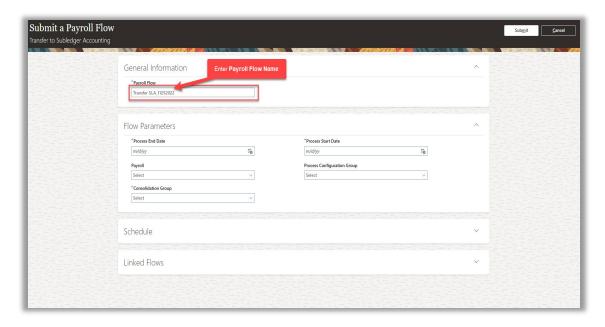
Select the **Legislative Data Group** 



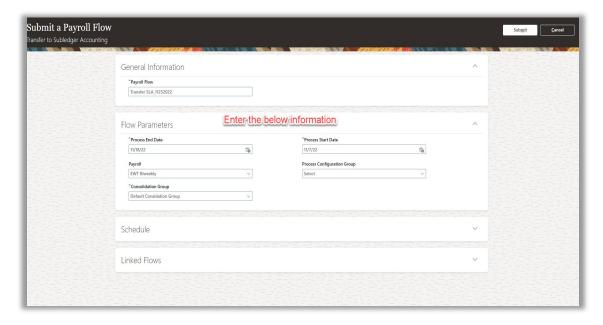
# Search Transfer to Subledger Accounting and click Search. Click Report Name



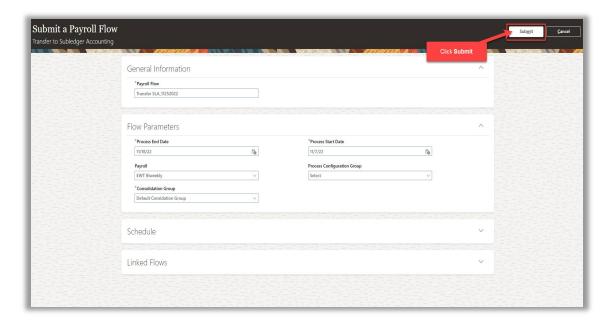
**Enter General Information** 



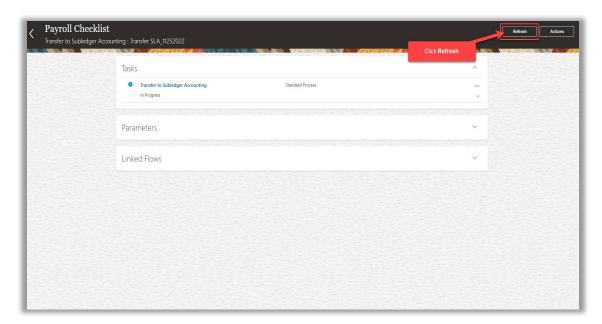
Next, enter the Flow Parameters such as the **Process Start** and **End Date**. If applicable, we can run this file by **Consolidation group** and **Process Configuration Group**, if applicable



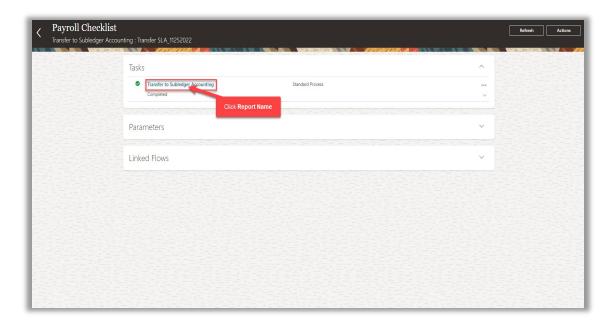
Click Submit



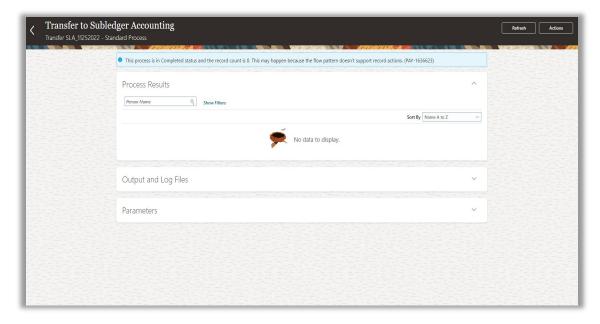
### Click Refresh



The Transfer to Subledger Accounting process is complete. Click Report Name



To view the **Transfer To Subledger Accounting**, click the number above **Total**, **Success, Failed, Pending**, and **Ignored** 



Thank you for reviewing and using our guide; we hope you have found it helpful. If you have any questions on the content included in this guide, please contact our Training & Learning team at <a href="mailto:learn@camptratech.com">learn@camptratech.com</a>